



# Building Inclusive Language: SMPS Publishes Inclusive Language Glossary

To support SMPS’ efforts to become a more inclusive organization and advocate for diversity, equity and inclusion across the A/E/C industries, the DEI Committee has created a glossary to provide an informative introduction to content our industry uses and provide options to promote a more diverse and inclusive culture. The glossary is not comprehensive and is a living document that will be updated continually.

SMPS strives to provide tools and resources to affect positive change like promoting inclusivity in how we speak, write, and present ourselves to strengthen equitable and inclusive practices across the A/E/C industries. Words matter. Effective inclusion is intentional and requires raising awareness, planning, and implementation.

Also featured on the glossary’s website is an interactive field for suggestions of new content to be considered for inclusion in the glossary. The DEI Committee looks forward to your contributions.

SMPS acknowledges the restrictions of language and challenging ways in which many industry-accepted terms enforce dualistic and static individualities. There are many viewpoints to the definitions and use of all content included in the glossary. The DEI Committee encourages everyone to continue their own learning beyond this glossary and to implement changes to be as inclusive as possible. With that in mind, you will find a curated list of resources for general inclusive content usage on the Diversity, Equity, and Inclusion section of the SMPS website. ■



**Language, and how it is used, is ever evolving, and as such we must continue to grow and be open to change.”**

Interact with the Inclusive Language Glossary at [smps.org/glossary](https://smps.org/glossary)



## SMPS DEI Resources

1. SMPS Diversity and Inclusion Calendar – See industry and awareness events happening every month
2. Crucial DEI Conversation Starter Manual (above) – This interactive guide has two modules with articles, videos, books, and more to guide chapters and members to “have critical conversations about race and racism; their influence on policy, business culture, and the built environment; and their impact on individuals and communities.”
3. DEI + A/E/C Town Halls – Since 2020, the DEI Committee has hosted virtual events to expand the conversations around DEI. Catch up or replay past town halls on the SMPS YouTube channel.

Research shows that firms with diverse experiences and perspectives seated around the table are more profitable. That’s why SMPS is working to promote a culture of inclusion, amplify the voices of the underrepresented, and support the business case for diversity.

