



Navigating Language Changes: Ensuring Compliance Without Compromising Impact

You may have seen recent reports regarding evolving federal guidance and review practices that may affect the language used in grant applications and supporting materials.

To help our clients remain aligned with current federal expectations, our team carefully reviews proposal narratives, budget justifications, attachments, and other application materials to ensure they reflect applicable agency guidance and requirements.

Our priority is to position every proposal for the strongest possible review by helping clients submit applications that are both compliant and competitive.

As federal requirements and review practices continue to evolve, we will continue to monitor changes, adapt our approach, and provide guidance that supports successful, high-quality submissions while accurately representing our clients' work and impact.

Important Disclaimer

The list below is provided for informational purposes only and should not be considered a comprehensive or authoritative list of terms that are prohibited or discouraged by any federal agency. We cannot independently verify the accuracy or completeness of this information, and agency guidance and review practices may change over time.

Some words included on this list may be appropriate, required, or entirely acceptable depending on the funding opportunity, agency, program, or context in which they are used. Conversely, additional terms not included here may also receive heightened scrutiny.

We encourage applicants to review the specific funding opportunity announcement and agency guidance applicable to their proposal. Our team evaluates language on a case-by-case basis to help clients align with current federal requirements and reviewer expectations while accurately representing their work.



1. activism
2. activists
3. advocacy
4. advocate
5. advocates
6. antiracist
7. barrier
8. barriers
9. bias
10. biased
11. biased toward
12. biases
13. biases towards
14. bipoc
15. black
16. black and Latinx
17. community diversity
18. community equity
19. cultural
20. cultural differences
21. cultural heritage
22. culturally responsive
23. disabilities
24. disability
25. discriminated
26. discrimination
27. discriminatory
28. diverse
29. diverse backgrounds
30. diverse communities
31. diverse community
32. diverse group
33. diverse groups
34. diversified
35. diversify
36. diversifying
37. diversity
38. diversity and inclusion
39. diversity equity
40. enhance the diversity
41. enhancing diversity
42. equal opportunity
43. equality
44. equitable
45. equity
46. ethnicity
47. excluded
48. femaleZ
49. females
50. fostering inclusivity
51. gender
52. gender diversity
53. genders
54. hate speech
55. hispanic
56. hispanic minority
57. implicit bias
58. implicit biases
59. inclusion
60. inclusive
61. inclusiveness
62. inclusivity
63. increase diversity
64. increase the diversity
65. indigenous
66. indigenous community
67. inequalities
68. inequality
69. inequitable
70. inequities
71. institutional
72. latinx
73. lgbt
74. marginalize
75. marginalized
76. minorities
77. minority
78. multicultural
79. polarization
80. political
81. preferences
82. prejudice
83. privileges
84. promoting diversity
85. race
86. race and ethnicity
87. racial
88. racial diversity
89. racial inequality
90. racial justice
91. racially
92. racism
93. sense of belonging
94. sexual preferences
95. social justice
96. socio cultural
97. sociocultural
98. Socioeconomic status
99. stereotypes
100. systemic
101. trauma
102. under appreciated
103. under representation
104. under represented
105. under served
106. underrepresentation
107. underserved
108. undervalued
109. victim
110. women
111. women and the underrepresented

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