

**FIGURE 1**

# Inclusive language options for talking about humanities PhD careers\*

Instead of . . .	You could talk about . . .
The Profession	Professional careers
	Humanities careers
	Academia (one possibility among many)
The job market	Job markets
	The <i>academic</i> job market (one possibility among many)
Nonacademic careers Alternative careers Non-professorial careers	Careers beyond academia
	Pathways beyond the professoriate
	BGN careers (Business, Government, and Nonprofit)
Plan B Backup options	Career of choice
	Broad options
	Career diversity
	Flexible career paths
	Versatile humanists
	Career horizons/pathways
	Repertoire of possibilities
Networking	Building (intellectual/professional) communities
	Building connections
	Building relationships
Job placement	First position
	First destination
	Career entry point
PhDs as produced	PhDs as earned

\* There are innumerable ways to translate well-used language into more inclusive terms, and this should not be considered an exhaustive list. Please note that a number of these terms were coined by or are frequently used by others. For example, Sidonie Smith often uses the phrase “repertoire of possibilities,” and Patricia A. Matthew uses the phrase “building intellectual communities.” For thoughtful discussions of the term “alt-ac,” its history and continued utility, see Nowvieskie (2012), Sayre et al. (2015) and Rogers (2013). The AHA champions many of these suggested terms and phrases through their Career Diversity initiative.