People First Language

The difference between the right word and the almost right word is the difference between lightning and the lightning bug." Mark Twain

Ambassador Guide

Share with your teams - Remember that the server may have spoken to the DSP in this video because they were not certain how to address the person with a disability. What could have Ron done to ensure that Judy was addressed correctly? Have your teams role model this situation and how they can handle it in the future if they notice it.

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Competency based testing available with this lesson.

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FIND PEOPLE FIRST LANGUAGE EXAMPLES	SHARE EXAMPLE OF HOW TO USE PEOPLE FIRST LANGUAGE	HOW DO YOU PROMOTE PEOPLE FIRST LANGUAGE?

Our words and the meanings we attach to them create attitudes, drive social policies and laws, influence our feelings and decisions, and affect people's daily lives and more. How we use them makes a difference. People First Language puts the person before the disability, and describes what a person has, not who a person is. Using a diagnosis as a defining characteristic reflects prejudice, and also robs the person of the opportunity to define him/herself. TheARC.org

Helpful resources to share

Disability is Natural - https://www.disabilityisnatural.com/people-first-language.html

Review the articles and tips from Disability is Natural to better prepare yourself for tools you can provide to your team. This would also be a great resource to share with your teams.

The ARC https://www.thearc.org/who-we-are/media-center/people-first-language

Review this short article from the above website and incorporate the following statement with your teams: **Disability is not the "problem." For example, a person who wears glasses doesn't say, "I have a problem seeing," they say, "I wear/need glasses." Similarly, a person who uses a wheelchair doesn't say, "I have a problem walking," they say, "I use/need a wheelchair."**

Wyoming Department of Workforce Services - http://wyomingworkforce.org/_docs/vr/People-First-Language-Examples.pdf

Have your teams create a listing of terms to use, and words they can replace, as the above link demonstrates. Get suggestions from your team on how better your organization can incorporate people first language. Remember to research information on how to stop the "R" word campaigns as well.

Staff team members should gain more information on respectful language including on how they can use it and how to promote it within our communities. Take what your teams gather for information on people first language to make a company guide on how to use people first language while working with people with disabilities.