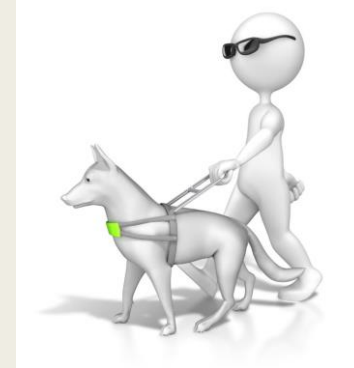


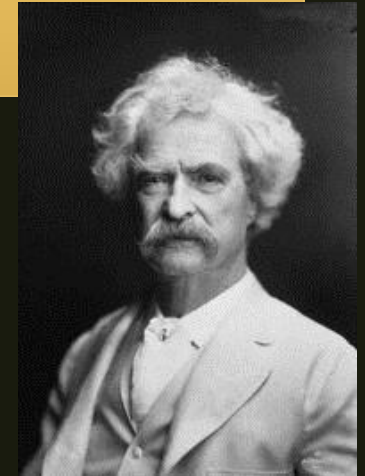
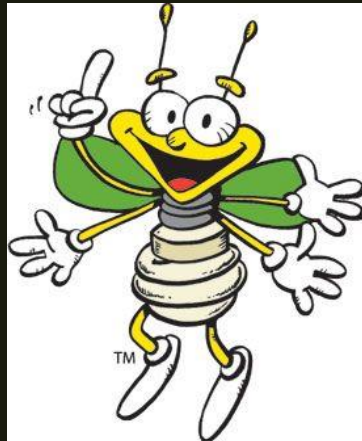
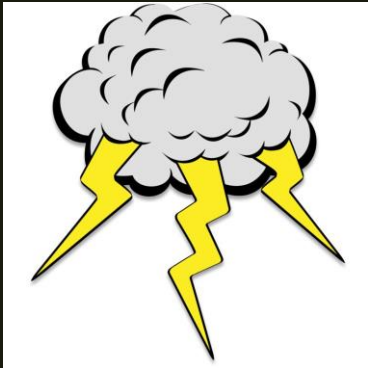
PEOPLE FIRST VS. IDENTITY FIRST

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*"The difference between
the right word and the almost-right word
is the difference between
lightning and the lightning bug."*



Mark Twain

Person First Language

- Use **person first** in a phrase
- Disability as a **secondary** aspect of a person
- **Examples:**
 - *"Person with a disability"*
 - *"Woman with cerebral palsy"*
 - *"Student with an intellectual disability"*
- Affirms person has value and worth, and disability is separate from self-worth

Identity First Language

- Use **disability first** in a phrase
- Disability as an **inherent aspect** of a person
- **Examples:**
 - *"A disabled person"*
 - *"Autistic person"*
 - *"Deaf person"*
 - *"I'm bipolar"*
- Recognizes, affirms, validates an individual's identity as a disabled person



Tips for Navigating



Ask Your Audience

- Don't presume
- Address issue up front and ask group their preference
- Collect opinions via a survey
- In a group, emphasize that if there are any concerns, to feel free to speak to a staff person 1:1



There Is No
*“One Size
Fits All”*
Approach

- Set **ground rules** for equal participation
- Cultivate a **safe space** for voicing and respecting different perspectives
- If there are varying opinions, **alternate facilitation language** frequently

Provide Educational Resources about Disability Terminology

- Informing group about disability community perspectives on language can help alleviate confusion regarding opposition to specific terms and label
- Practice cultural competence when using disability language in multicultural settings



Language That
Should
NEVER
Be Used

- “Handicap”
- “Impaired”
- “Wheelchair bound” or
“Confined to a wheelchair”
- “Suffers from”
- The “R” word

*“I have a number of physical disabilities,
and I have no preference.*

*What matters to me is that the surrounding conversation
indicates that whoever I’m talking with sees me as a
person and respects me fully as such.”*



■ Irina Greenman

*The Best Term to Use to Describe
Someone With a Disability?*

Their Name