



# LEARNINGbyte

## Professional Responsibilities and Considerations

### It's as Simple as...People FIRST



#### PURPOSE OF ACTIVITY

The purpose of this activity is to introduce the concept of "People First Language."



#### RESOURCES NEEDED

- Handouts: [A Few Words about People First Language](#) (Kathie Snow – 1-page article)
- [To Ensure Inclusion, Freedom, and Respect for All, It's Time to Embrace People First Language](#) (Kathie Snow – 4-page article)

*Facilitator may choose which version of this handout would be most helpful to learners.*



#### SPECIFIC STEPS

1. Before the meeting, tell participants that you will be discussing "People First Language." You can either ask them to review the handout ahead of the meeting or give them a few minutes to read at the beginning of the meeting.
2. Consider some reflective questions to guide the large group discussion:
  - **What does the author mean when she writes, "Words matter?"**
    - Words can lead to stereotyping or overgeneralization.
    - Words can lead to labels.
    - Words can conjure up old misperceptions of people with disabilities.
    - Words can be hurtful and harmful.
  - **What does the author mean by, "Disability is natural?"**
    - "People with disabilities constitute our nation's largest minority group."
    - Disabilities occur across age, gender, race, cultures, etc.
    - Anyone can become part of the disability minority group by accident, illness, and/or aging.
  - **The author discusses reframing problems into needs. What examples can you provide with your work in early intervention? Encourage whole group discussion.**
3. **What labels or "non-people first language" do you hear? (Common example: 'autistic child' rather than child with autism)** Encourage whole group discussion.
4. Wrap up asking the group to strategize how they might respond if they hear someone use non-People First Language and commit, as a team to embrace People First Language.



#### ADDITIONAL RESOURCES

- [Disability is Natural – People First Language Articles](#)

