

Rainbows over the Rockies

Celebrating Diversity with Leadership and Learning

SEE the PEOPLE







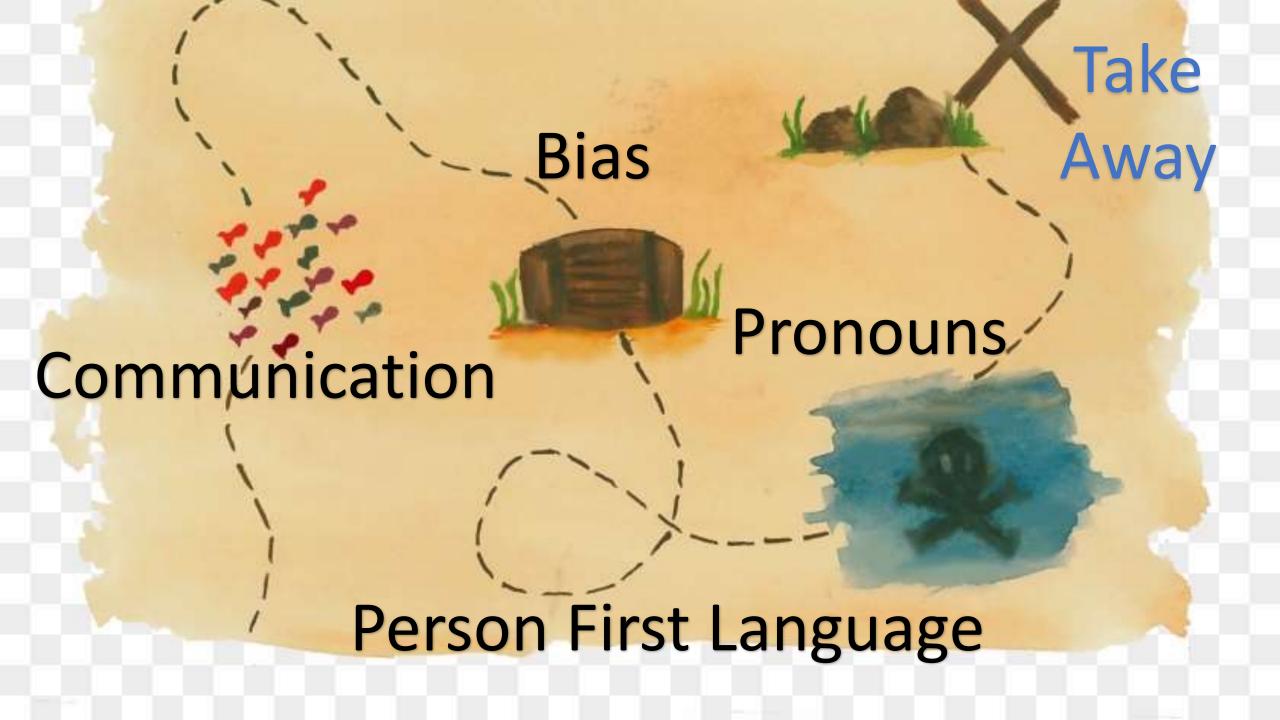
Kimberly D. Richardson She, Her, Hers Montana State University Extension Extension Agent Deer Lodge County



The PEOPLE

Guidelines

- Sensitive material, sensitive subject, sensitive audience
- Make yourself comfortable
- No right answer
- No wrong answer
- Practice self-focus (be aware of your own feelings & emotions)
- Expect and accept discomfort
- Expect and accept unfinished business
- Parking Lot
- Etc.

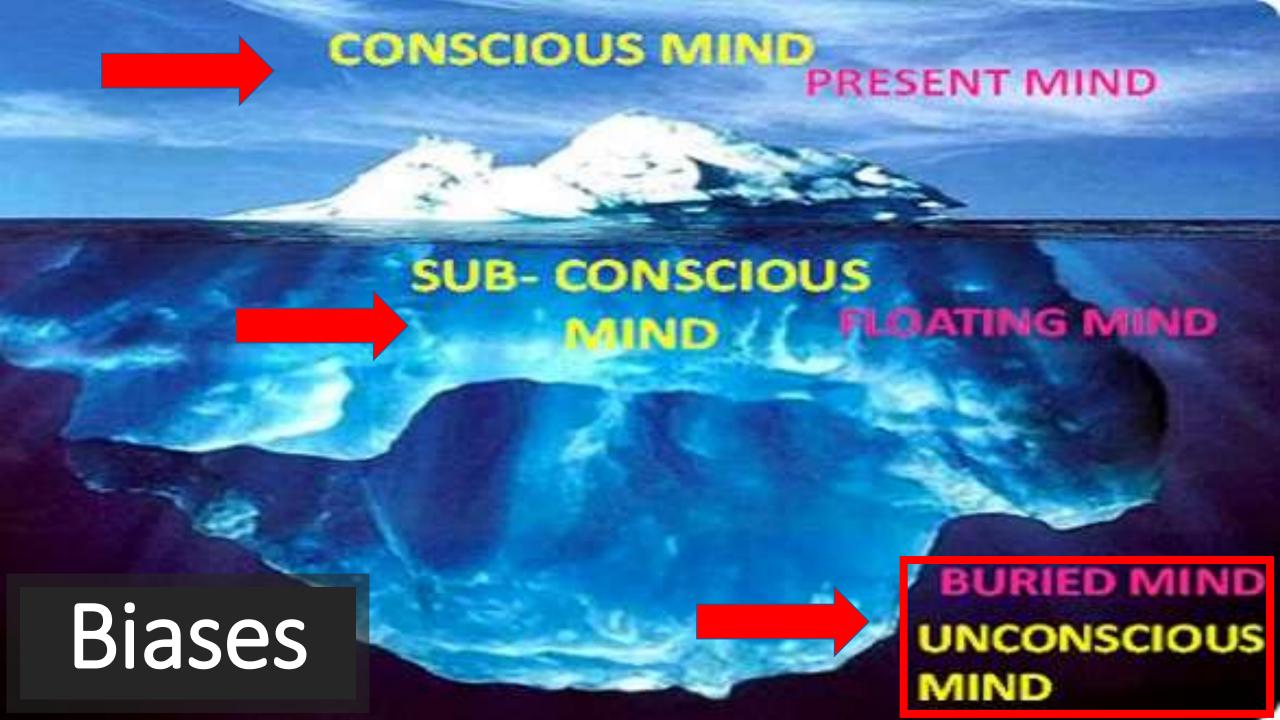




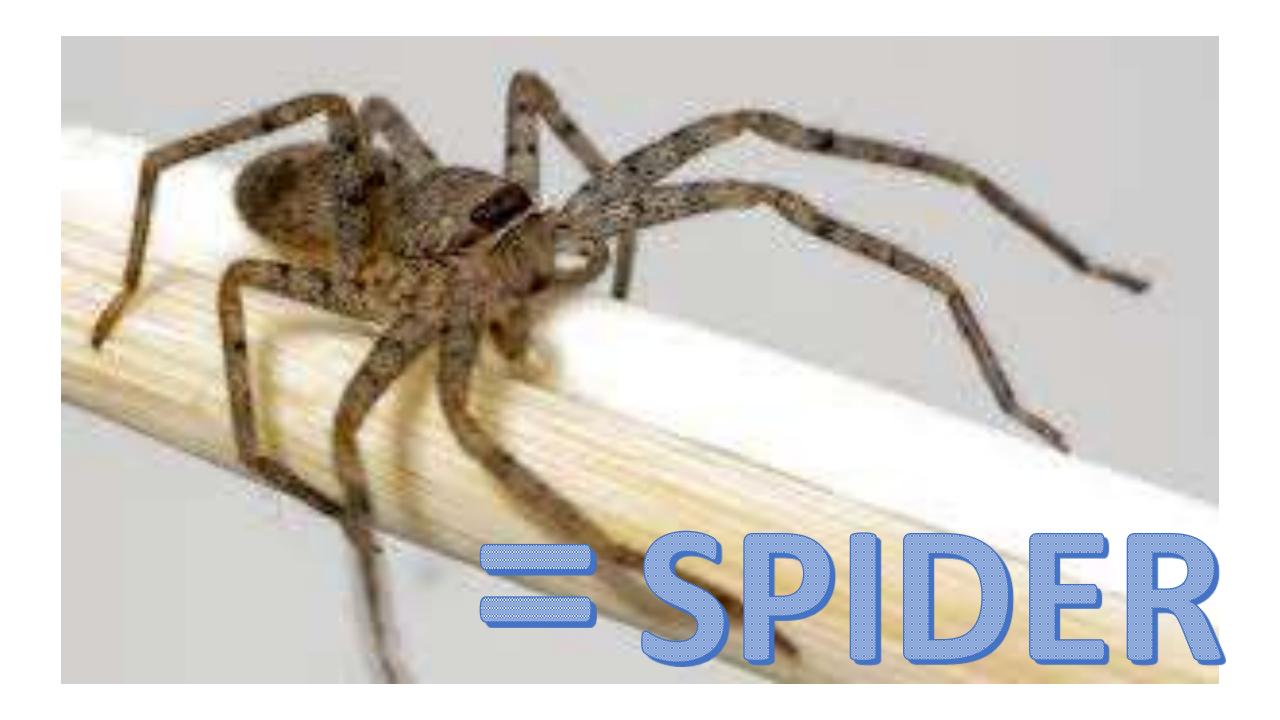
"I'm afraid you misunderstood. ... I said I'd like a mango."

Communication

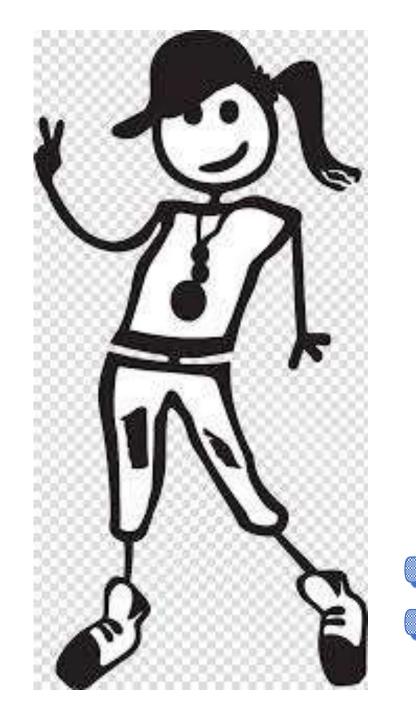
The process of passing information and understanding from one person to another

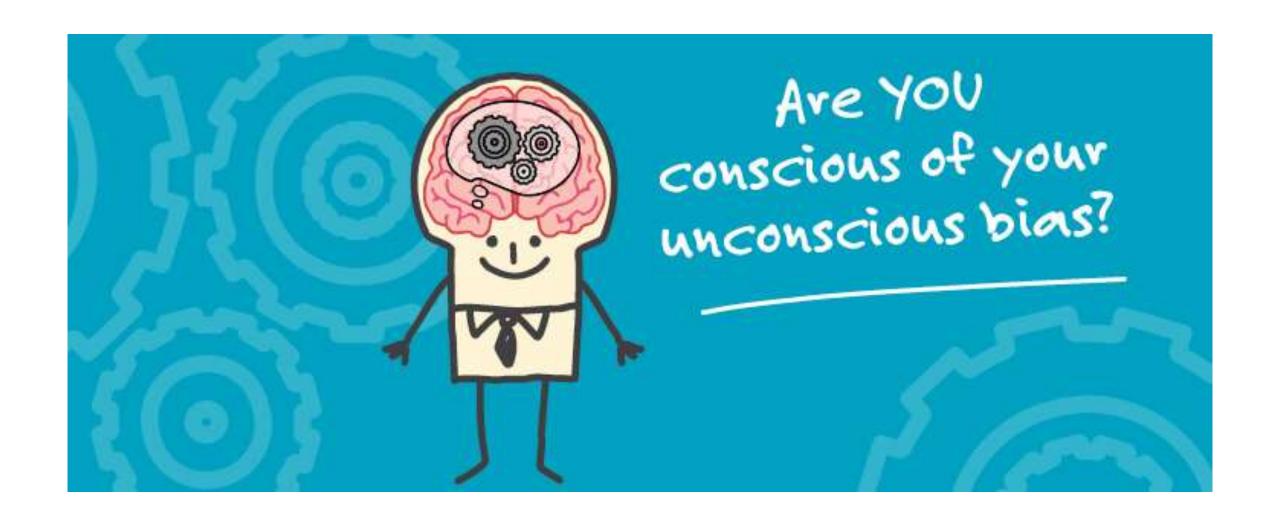




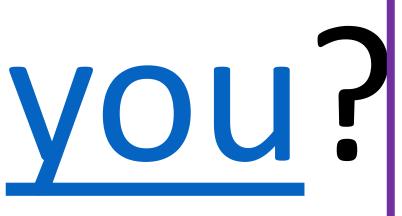








Who are you?



Why are You?

Activity 2: Name Tents

What you need: phone/device notes, scrap piece of paper, and writing utensil

Fold your paper in half if using paper or open notes on your device

Design your Name Tent as follows:

Put what you like to be called, last names, pronouns, names of endearment, etc. on the outside of your folded paper or title line of your device notes

Put what you don't like to be called, names you were called, nicknames, last names, etc. on the inside of your folded paper or the body of your device notes

You can use illustrations or text

Presenter Share out

Reflect

Person First Language

People-first language emphasizes the individuality, equality and dignity of people with differences/disabilities. Rather than defining people primarily by their difference/disability, people-first language conveys respect by emphasizing the fact that people with differences/ disabilities are first and foremost just that—people.

- "A person experiencing homelessness"
- "A person with autism"
- "A person living in recovery"
- "A person experiencing transition"

Identity First Language

Language which places the

difference/disabilityrelated word first in a phrase

- "Black person"
- •"Lesbian"
- "British person"
- "Autistic person"

Person-Centered Language

Language that puts people first, respecting the dignity, worth, unique qualities and strengths of every individual.

- "Good self-advocate"
- "Isn't ready for"
- Unaware of opportunities"
- "Utilizes services and supports when necessary"

Pronouns

PRONOUNS

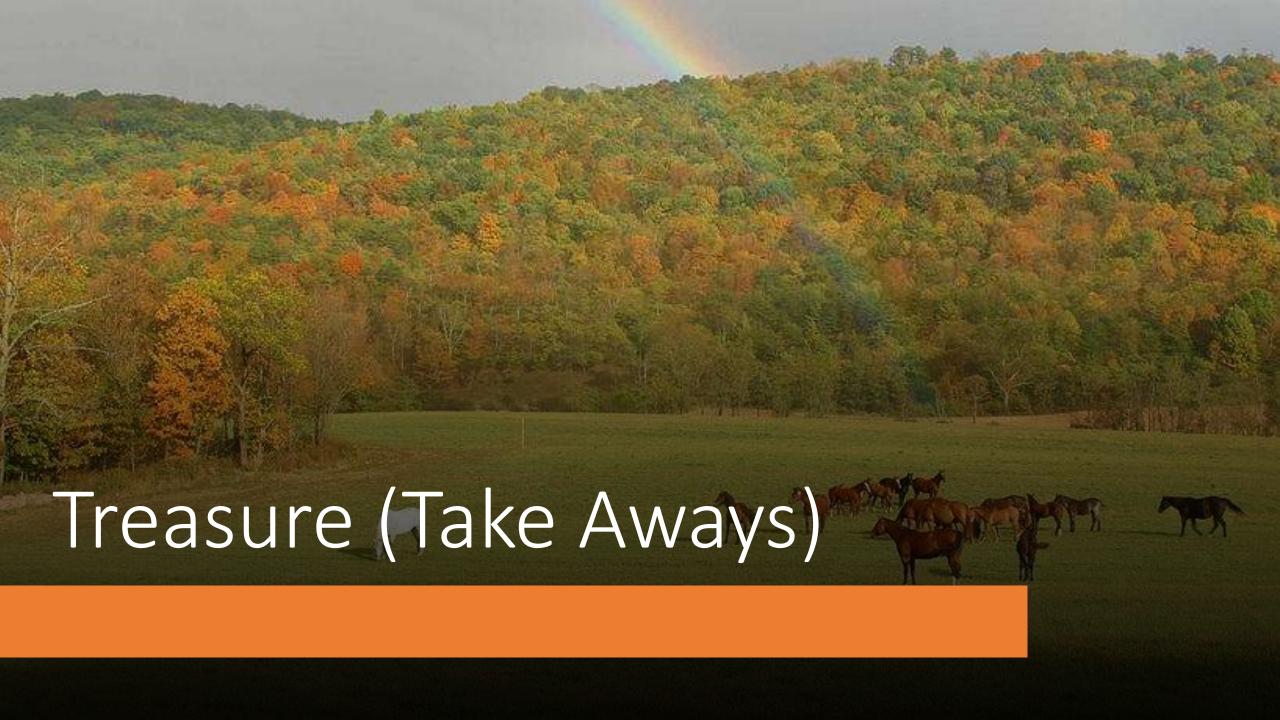
A Helpful Resource

Pronouns are words that substitute for nouns. Gender pronouns are used in place of a person's name. This list is not exhaustive but is a good place to start!

Binary and Gender Neutral Pronouns

	Nominative (Subject)	Objective (Object)	Possessive Adjective	Possessive Pronoun	Reflexive
She	She	Her	Her	Hers	Herself
He	He	Him	His	His	Himself
They	They	Them	Their	Theirs	Themself
Ze	Ze	Hir	Hir	Hirs	Hirself
Еу	Еу	Em	Eir	Eirs	Eirself

- "Shea ate their food because they were hungry"
- "Tyler ate hir food because ze was hungry"
- "Dannee ate xyr food because xe was hungry"
- "Rae ate eir food because e was hungry"





WHO'S AWESOME? YOU'RE AWESOME!



BEING VULNERABLE IS THE ONLY WAY TO ALLOW YOUR HEART TO FEEL TRUE PLEASURE

- Bob Merley



VULNERABILITY "What makes you vulnerable, makes you beautiful Brené Brown empathi





REFERENCES

https://lbgtrc.msu.edu/educational-resources/pronouns/

http://www.theinclusionsolution.me/whats-in-a-word-part-8-is-my-bias-unconscious-or-subconscious/

https://news.northeastern.edu/2018/07/12/unpacking-the-debate-over-person-first-vs-identity-first-language-in-the-autism-community/

<u>people-first language – Diversity Style Guide</u> www.diversitystyleguide.com

https://practicetransformation.umn.edu/

https://www.umaryland.edu/media/umb/oaa/campus-life/writing-center/documents/Inclusive-Language.pdf

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