



Rainbows
over the
Rockies

Celebrating Diversity with Leadership and Learning

SEE the PEOPLE



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She, Her, Hers
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SEE

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.

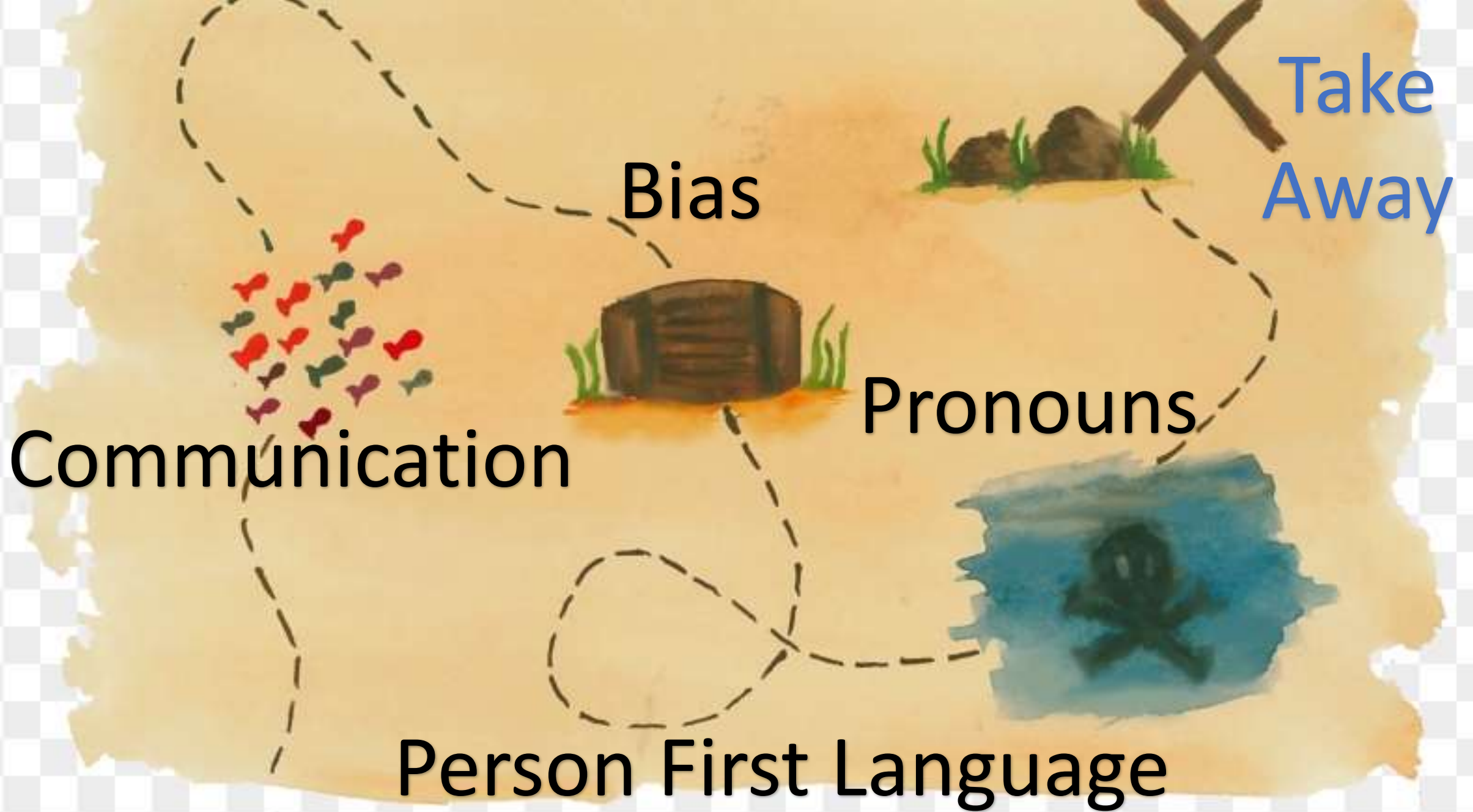
Communication

Bias

Pronouns

Take
Away

Person First Language

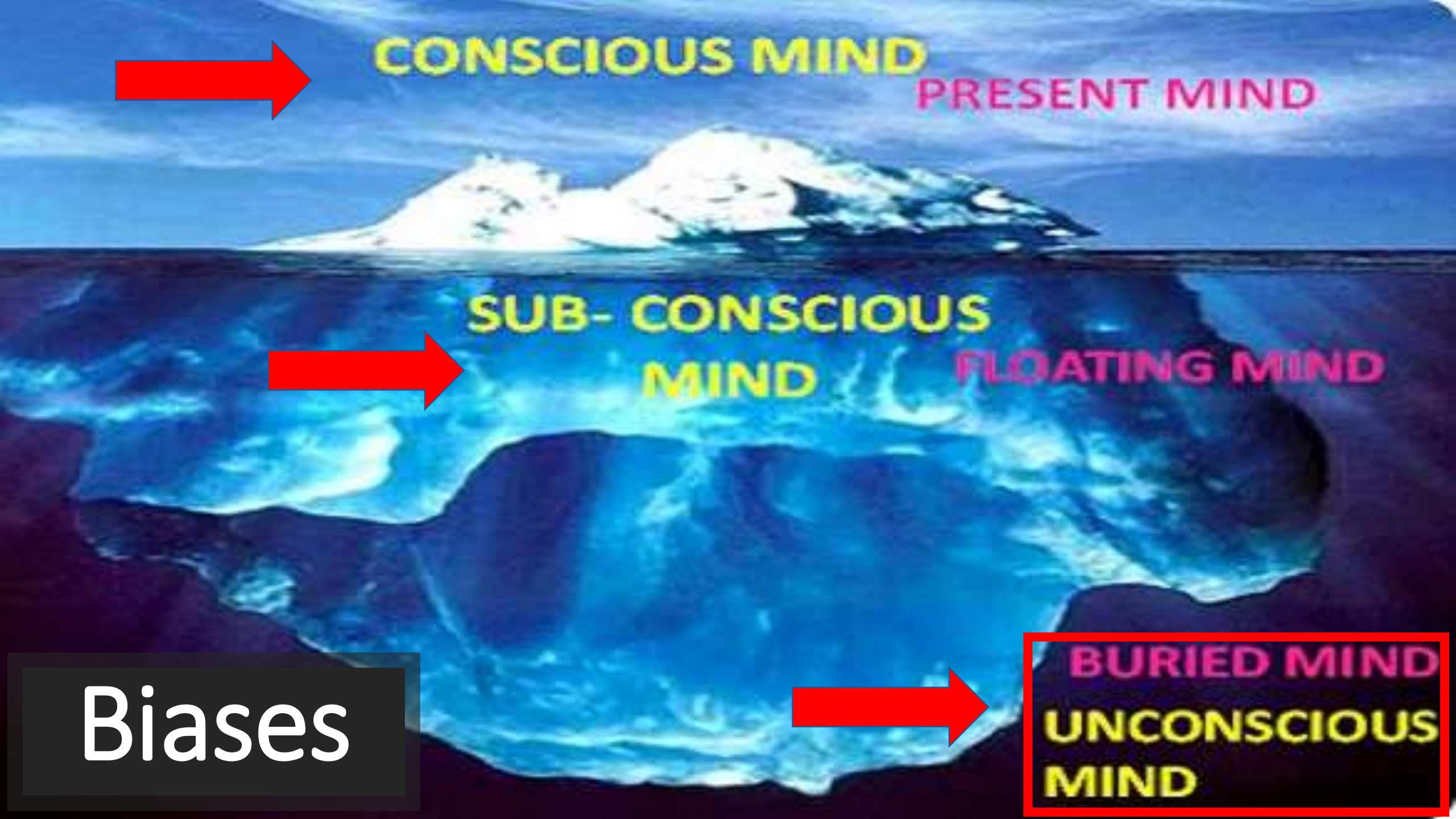




Communication

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

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



CONSCIOUS MIND

PRESENT MIND

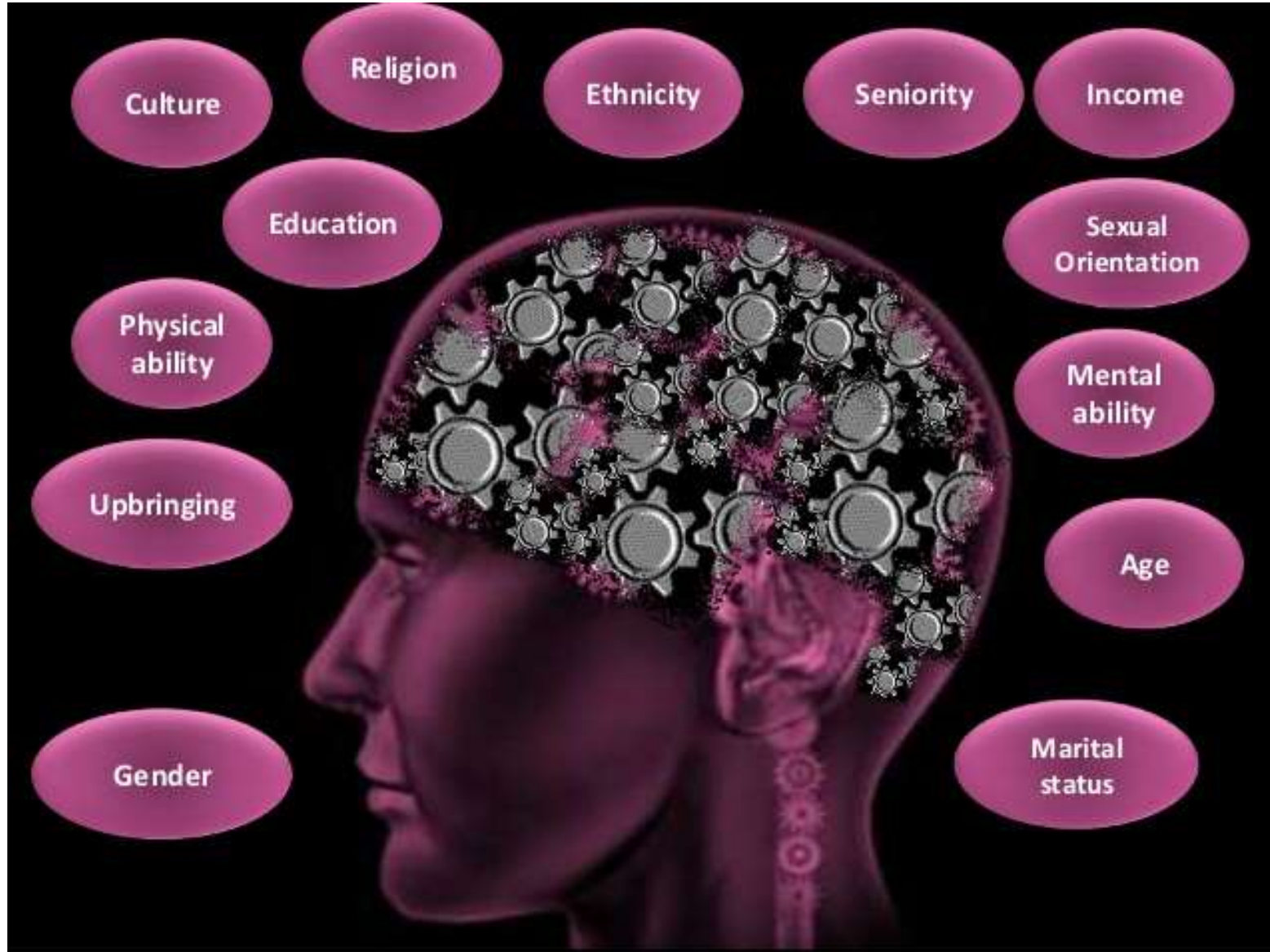
SUB-CONSCIOUS MIND

FLOATING MIND

BURIED MIND

UNCONSCIOUS MIND

Biases

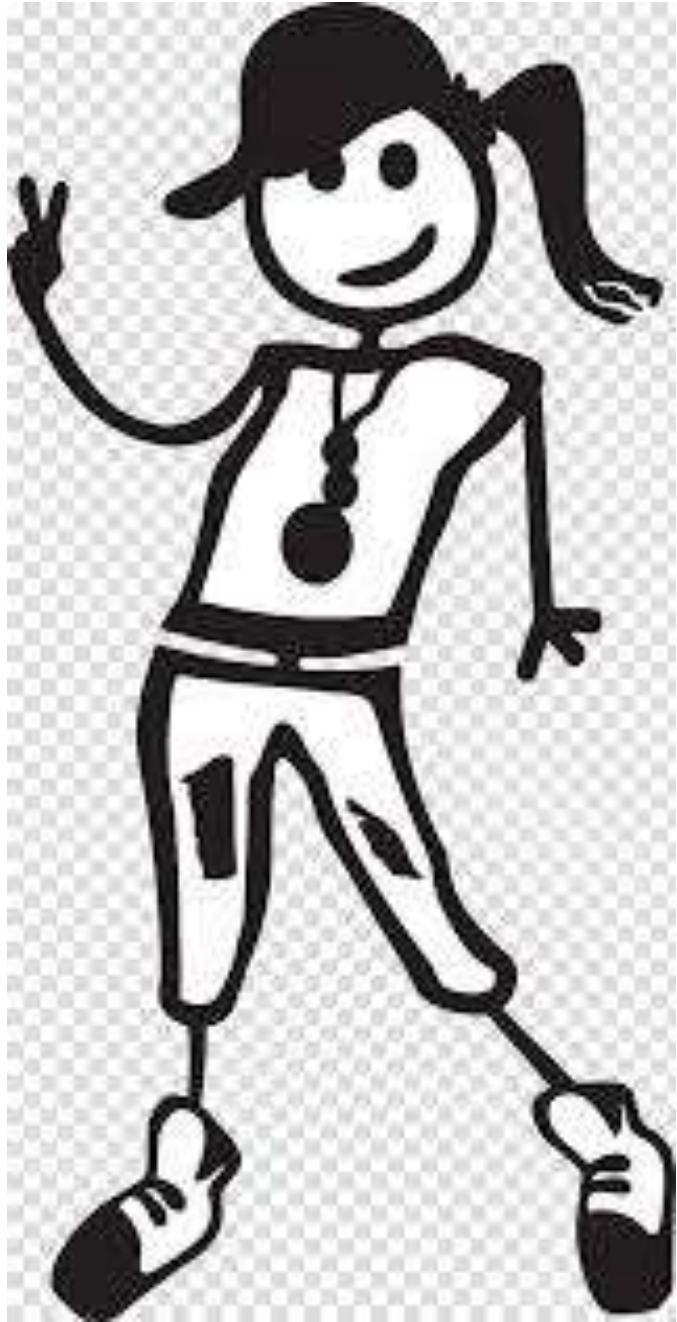




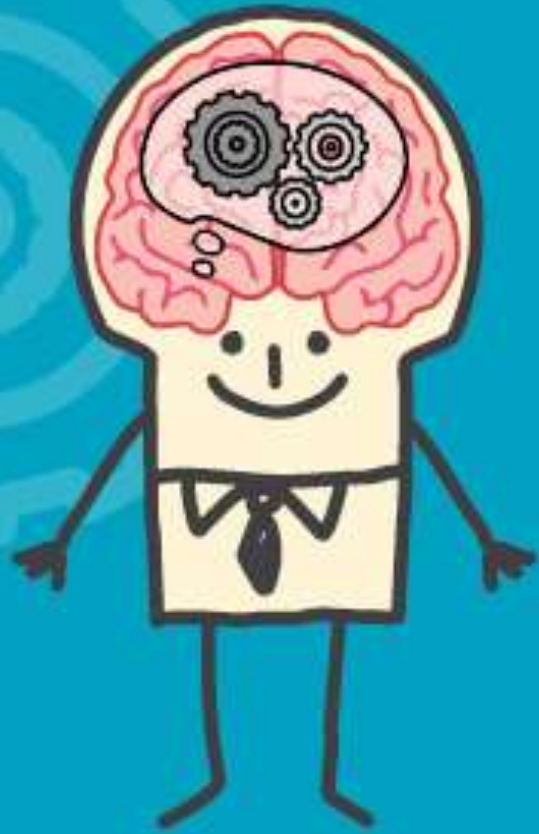
== COLOR



= ANIMAL



= HUMAN



Are YOU
conscious of your
unconscious bias?

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/disability-

related 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	Themselves
Ze	Ze	Hir	Hir	Hirs	Hirself
Ey	Ey	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”



Treasure (Take Aways)





**WHO'S
AWESOME?
YOU'RE
AWESOME!**



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

- Bob Marley

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VULNERABILITY

**"What makes you
vulnerable, makes
you beautiful."**

Brené Brown

empathi

Grace



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