



People-First and Identity-First Language Explanation

People-First Language	Identity-First Language
Emphasizes the person before their disability Aims to reject disability as a defining feature Can potentially uphold stigma by implying disability is unfortunate	Places the disability identity first Acknowledges disability as an influential part of identity Preferred by some communities (e.g., D/deaf, A/autistic)
Examples	Examples
Person with a dis/ability Person of Color A person adopted by parents of another race	Dis/abled person Black person, Asian person, etc. Transracial adoptee
Key Points	
<ul style="list-style-type: none">• There's ongoing dialogue about which approach is best.• The choice depends on individual and community preferences.• Subjects of the dialogue should determine the language used when possible.• Approach the choice with nuance and respect.• For objects, use terms like "accessible" or "adapted."	
Resource	
Broughton, K. N., Sekhar, A., Skelton, S. M., & Kyser, T. S. (2021). Critical language style guide. <i>Equity Tool</i> . Midwest & Plains Equity Assistance Center (MAP EAC).	