

SOCIAL AWARENESS OF DISABILITY

TERMS TO KNOW

- **DiverseAbility:** embraces the uniqueness and potential in every human being, disabled or non-disabled.
- **Ableism:** discrimination in favor of able-bodied people.
- **Neurodiversity:** the diversity of human brains and minds, the infinite variation in neurocognitive functioning within our species.
- **Universal Access/Design:** the design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design.
- **Audism:** belief that the ability to hear makes one superior to those with hearing loss.
- **Person First Language:** emphasizes that the individual is a person first and the disability is secondary.
- **Handicapism:** a set of assumptions and practices that promote the differential and unequal treatment of people because of apparent or assumed physical, mental, or behavioral differences

INCLUSIVE LANGUAGE:

AVOID	USE
"disabled/handicapped people"	"people with a disability"
"hearing impaired," "deaf-mute"	"deaf," "hard of hearing"
"invalid," "cripple"	"person with a disability"
"birth defect"	"congenital disability"
"suffers from" or "afflicted by"	"has (name of condition)"
"visually impaired"	"blind" or "low-vision"
"brain damaged"	"has a traumatic brain injury"
describing someone as "normal," "healthy," "able bodied"	"person without a disability"
"retarded," "slow"	"person with an intellectual, cognitive, or developmental disability"
"wheelchair bound," "confined to a wheelchair"	"person who uses a wheelchair"
"dwarf" or "midget"	"person of short stature" or "little person"
"insane," "crazy," "psycho"	"person with a mental health disability"