

Inclusive language guide

Language shapes attitudes, confidence, and belonging.

Using respectful language helps create a club culture where people feel safe and valued. Language changes over time, and it is okay to keep learning.

Person-first and identity-first language

Person-first vs. Identity-first language are both used in Australia and people often have a strong preference for one or the other. **Person-first language** focuses on **the person** while **Identity-first language** recognises **disability as part of a person's identity**.

Person-first

- a person with low vision
- a person with diabetes

Identity-first

- Sam is A/autistic
- Alex is D/deaf

If you're meeting a member for the first time and you're unsure what language to use, **start with person-first language**. Once talking to them, pay attention to the language they use, or alternatively, **ask which language they prefer**. The key is to always respect someone's preferences.

Simple language tips for clubs

Instead of...	Use...
Special needs	Access needs / support needs
Wheelchair bound	Wheelchair user
Suffers from...	Lives with / experiences...
Normal / Able-bodied	Person without disability
Disabled toilet	Accessible toilet
Disabled parking	Accessible parking