



# CREATING S.P.A.C.E

## Language & Resources

We believe in creating space to make disability a comfortable conversation in our workplaces through SEL (social emotional learning) and EDI (equity, diversity, and inclusion) practices.

Words We Use	Words We Don't Use
<ul style="list-style-type: none"><li>• Disability</li><li>• Limited</li><li>• Person who is able to</li><li>• Person who is unable to</li><li>• Able-bodied</li><li>• Neurodivergent</li><li>• Mental health disability</li><li>• _____ disability/disabled</li><li>• Accessibility</li><li>• Impaired</li><li>• Wheelchair user</li><li>• Different</li><li>• Similar</li></ul>	<ul style="list-style-type: none"><li>• Retarded</li><li>• Special needs</li><li>• Handicapped</li><li>• Suffers from</li><li>• Severe</li><li>• Mentally challenged</li><li>• Slow</li><li>• Special-ed</li><li>• Cripple</li><li>• Gimp</li><li>• Invalid</li><li>• Spaz</li><li>• Wheelchair bound</li><li>• Strange</li><li>• Weird</li><li>• Normal</li></ul>

### Resources:

- [Demystifying Disability: What to Know, What to Say, and How to Be an Ally](#) by Emily Ladau
- [Disability Visibility](#) by Alice Wong
- Disability in the Workplace: The Politics of Difference by Jonathon S. Breen & Susan J. Forwell
- Resource Library: <https://disabilityin.org/resources/>

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