



Language Acknowledgement

We are committed to using language that honors the diversity of individuals' identities, abilities, and experiences. This includes being mindful of language that may perpetuate harm, including but not limited to ableism, racism, sexism, homophobia, and other forms of discrimination.

We recognize that language evolves and that we are all continually learning. If language is used in this space that does not meet these standards, we invite you to bring it to our attention so we can learn and grow together.

We ask everyone to remain open to feedback, understanding that being called in is an opportunity for growth and deeper inclusivity. **We invite you to bring any concerns to our attention, and we may also invite you to reflect on the words you use, fostering a space of mutual growth and respect.**

Why have a **Language Acknowledgement**?

- Increases feelings of inclusion for all people with marginalized identities
- Increases trust among teams
- More collaboration across agencies
- Improves ability to give feedback and make change
- Fosters a culture of transparency, kindness, and accountability
- Shows a commitment to allyship



What is inclusion?

Inclusion is...	Inclusion is <u>not</u> ...
Membership	Visiting other classes
Embedded supports	Pull out therapy
All children with disabilities included	Limited to some children
Language that honors the diversity of individuals' identities and experiences	Deficit based language that sorts individuals
A culture and commitment	Some staff, some rooms
A journey	A fixed place
Part of overall quality	Optional