



## People-First Language | Leader's Guide

Begin with a brief warm-up exercise: Ask participants to close their eyes. Ask aloud: "Imagine a woman without a home, who has HIV." Pause. Ask participants: "Now, imagine an HIV-infected homeless woman." Invite participants to share their reactions and ask what differences there may have been between the two mental images.

Watch the video and distribute the "People First Language: Clinical Note Activity" handouts to each participant.

Depending on the size of the group, this activity may be completed individually or in small groups of 2-3 people. Allow participants to take two minutes to read over the entire handout, making a mental note of language that may be stigmatizing. Then, ask half of the group to mark up the first half of the note, stopping at "Family History." Ask the other half of the group to mark up the final half, beginning at "Family History." (Depending on the size of the group, this can be done individually or in groups of 2-3.) Allow three minutes, telling participants to note instances where the language may be stigmatizing and offering suggestions of alternative language that may be used.

Take the final three minutes to allow participants to share thoughts and reactions with the whole group. Ask participants to discuss the differences in the mental images conjured by the original language, and in the revised language.

There may be pushback, especially along the lines of individuals' unwillingness to change the way they take down notes on their patients. It is valuable to explore where those reactions may come from.

Estimated time to complete video & activity: 15 minutes, 47 seconds

- Warm-up: <1 minute
- Video: 6 minutes 47 seconds
- Clinical Note Activity: 8 minutes