



Developing Leaders Notes

Date: April 13th, 2022

Session Title: Staying in the Know: DEI, Pronouns, Person-First Language

Focus Area: Skilled Staff

MAASE Focus Areas:

We will align and organize the strategic priorities and work of MAASE to focus on the following elements:

<i>High Quality Student Evaluations</i>	<i>Specially Designed Instruction</i>	Skilled Staff	<i>Program Evaluation</i>
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Through the platforms of:

Association Partnerships	Legislative Action and Advocacy	Professional Learning	Membership Services
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EdCamp is an open format where group members share thoughts to help one another in implementation of "real life" practice. These notes reflect the thinking of someone in the group but do not represent an official position on behalf of MAASE. Anyone using this as a resource is encouraged to use their best judgment in interpreting the suggestions.

MAASE EdCamp Format:

1. Clarify the Problem of Practice to Solve
2. Collaborate around the Problem of Practice by offering suggestions and resources
3. Give feedback to the committee on how to improve next time

Notes:

Clarifying the Problem of Practice:

- Recognizing terms of acceptance.
- How do we know what is acceptable and keeping us in the know
- First person language is that still acceptable?
- We are all trying to navigate this perspective regarding awareness

Solutions:

- Groups that are stating that ABA compliance training are traumatic
- ACT-more trauma informed ABA
- Whole group of people that do not feel comfortable with person first language
- Asking the individual what they prefer to be referred to (person with autism or autistic person)
- Autism Speaks is heavily founded in research for a cure for Autism-led to the conversation around why do people with autism need to be cured.
- START website has some resources available
- We are trying to get away from staff using the phrase "special education kid" and use the student in special education. Give staff feedback to use this phrase first and then dig into the person-first conversation vs. ableism (individualized).
- Facebook groups are good resources to follow the current conversation (Facebook group names below)
 - ACT made simple
 - Trauma from an ABA perspective
 - Search "Ableism" on Facebook
 - Toward an Ethical ABA
 - Autistics and Allies for Ethical ABA
- MiMTSS Center has a DEI tool that is good to use before you send out an email.
- Tracy Hobbs-is a good reference for LGBTQ+ questions

- Name tags are a good visual resource for all at the IEP meeting (name and how they identify)-pre-meeting-Amazon has tabletop dry erase table tents
- Staff sex or gender questions-experiences with using sex or gender ("other" is not preferred)
- No more Autism puzzle pieces is a response that many do not want to be represented, but it is individualized
- Be up front about the understanding of trying to use the correct terminology and ask for grace
- Talk about it openly
- Person first language does not always represent what the person wants to be referenced as
- MiMTSS might have some resources
- Colleges/Universities might be a resource-CMU
- Students that identify as cats