The following questions were asked during the webinar

**Question:** When addressing a student who has not already expressed their preference, is it recommended that we ask them if they prefer person-first or identity-first?

**Answer:** In most circumstances, we don’t really have to know what a person uses as it is not necessary in order to have a conversation or even to complete the process of determining how best to remove barriers and establish accommodations. Many students have not even heard these two terms, so the question may be confusing. Disabled professionals are in a position to model identity-first language as they communicate with students, when it comes up. On campuses where there are student organizations, this would be a great discussion.

**Question:** Were any self-advocates with intellectual disabilities a part of the decision-making around language?

**Answer:** This decision was made by the AHEAD leadership and currently there is not a board member who identifies as a self-advocate and who has an intellectual disability. However, I (Melanie Thornton) happen to work with Julie Petty who has served as the chair of the President's Committee for People with Intellectual Disabilities and the Self Advocates Becoming Empowered. We have had conversations about this over the years. While she used to be a staunch advocate for people-first language, she now recognizes the pride that comes with identity-first language and refers to herself in both ways--disabled woman and a person with a disability. She advocates for respectful language which recognizes individual preferences. I’d also like to share that ASAN (Autistic Self Advocacy Network) which is a part of the self-advocacy movement as well has, for the most part, adopted identity-first language.

**Question:** I think this is a fantastic opportunity to learn and grow as professionals and as an organization, but it is a paradigm shift. Can there be continued conversations (such as the one we are currently having) to help reinforce these tenants?

**Answer:** Absolutely. Plans are underway for a session at the annual conference.