

# Equitable Care for People Who Experience Disabilities

## Person-First vs Identity-First Language

**Person-first language emphasizes the person**, not their disability. People *with* disabilities vs. disabled people. Person who uses a wheelchair, vs. wheelchair bound. **People have different preferences** as to what they would like to be called.

## Ableism

**Social prejudice and discrimination** against people with disabilities and advantaging those who are able-bodied. Conscious or subconscious.

PREVALENCE OF DISABILITY IN CALGARY

# 9.7%

Drastically higher within the populations we treat

**When in doubt - Ask!**



No lifts  
Inaccessible transport  
Isolation  
Poor job prospects

## The Medical Model

People are 'disabled' by the medical conditions

VS

## The Social Model

People are 'disabled' by the barriers



Can't work  
Looking for a cure  
Dependent  
Can't hear or see

Have to play **"healthcare chess"** to navigate the logistics involved in the healthcare system

## Take Home Points

- **Screen** for participation restrictions
- Practice **patient-centered** care that acknowledges their personal, social, and professional roles
- When it comes to language, **ask** what people prefer
- Address **cognitive biases** as they emerge
- Carve out dedicated time to **learn** from the experiences of our patients, friends, and colleagues