

Philip Dallmann: Hello inclusion believers and welcome to the Access Champions Podcast. I'm your host Phil Dallmann for this week's journey into the galaxy of accessibility, diversity, and inclusion. Um, I wanna, uh, start off by apologizing for the, uh, delayed episode this week. A combination of a bunch of things, uh, you know, as they say, the best-laid plans. We had, uh, interview fall through, uh, that I was banking on for this week and, uh, which you should never do. You should ... I learned that lesson months ago, but, um, you know, such as life sometimes, you know, you have to learn a lesson a few times.

Philip Dallmann: Uh, and uh, we had some equipment issues last week and, and, um, you know what? Things are just, uh, crazy this time of year, uh, and uh, and I want to point that out, um, and I, or I want to vocalize that because we, you know, we did a series a few months back on mental health, um, and, uh, you know, we haven't really touched too much on it.

Philip Dallmann: Sense has come up a little bit here and there, um, but this time of year can be really tough in a variety of ways. Obviously, the holidays can trigger different things, um, but also, um, in different fields, you know, uh, the race to get things done before the holidays, uh, can be incredibly stressful that plus, you know, if you have family things or personal relationship things, all those things, uh, they can add up really quickly.

Philip Dallmann: Um, and that's definitely something that I've been feeling, uh, over the last few weeks. Um, ah, you know, I've been talking to my fiance about it and just saying, you know, uh, trying to stay organized, trying to, to make sure I'm attacking things, um, in, in a direct and in an effective manner, but also still taking care, um, of our, our ourselves while we're, while we're doing this. Um, so, um, for all of you out there that are listening, uh, I do want to just extend, um, the, the offer.

Philip Dallmann: If you feel like you wanna talk about how crazy things are, uh, just personally and not necessarily on the podcast, feel free to reach out. Um, I do want this podcast, uh, and myself, um, to be a resource for, for everyone out there who is in need as, as much as I can be.

Philip Dallmann: Um, and in that same vein, um, this Thursday, I will be, ah, participating in, ah, Aaron Gold's, You Are Not Alone, at the Magnet Theater. Uh, I've seen it a few times now. Um, Aaron was generous enough to, um, ask me to, to be an essayist, um, for which they will create the joyful improv about depression. And um, I'm nervous. I'm terrified. I'm excited. Uh, all, all of the above, um, but it will be ... Um, it will certainly be interesting and I, uh, will be sure to, to let everyone know how, how goes.

Philip Dallmann: If this episode that happens to get out before, uh, this coming Thursday, um, if, uh, then you know, please feel free to come by the Magnet Theater. I believe it starts at 7:30. Um, the show is You Are Not Alone and, and if you don't, look,

make sure you google it. If you, and if you haven't listened to Aaron Gold's episode, um, go ahead back and, and give it a listen.

Philip Dallmann: He's a really interesting cat doing, uh, really interesting things, um, and turning something that he's struggled with and, and that many people struggle with a- and created an outlet, uh, for so many people an- and created a community, which is something we talk about often on this podcast is, is creating community and, and Aaron has definitely done that.

Philip Dallmann: So, uh, into this week's episode, um, we're gonna discuss, uh, a little bit of language. I feel like that is incredibly relevant right now across a variety of, um, communities, given the Kevin Hart situation, there has been a few other things that have popped up as well, um, but obviously, the, the whole Oscar thing an- and the subsequent coverage of it, which has also been somewhat problematic.

Philip Dallmann: Um, so I'm gonna do a little bit of a deep dive on that. Um, share my thoughts, share some resources that I, I know about, um, and some opinions that I have, um, and uh, and, and the- and then, um, I do, and I'll and I'll reiterate this later in the podcast, but I do wanna open it up to, to all of our listeners out there. If you would like to, uh, share your thoughts on language and your preferred language or, uh, helpful tips or even, um, and I'm gonna share a little bit about this two, um, mistakes that you've made and how you've learned from them.

Philip Dallmann: Um, I'm, I'm all ears and, and please feel free to, uh, reach out to us on, on social media. We're at Access Champion or, uh, The Access Champion Podcast on Facebook, and, uh, you can email us as well accesschampion@gmail.com. Always down to talk, always down to listen. Um, and, uh, that's that. Uh, so without further ado, let's talk about language.

Philip Dallmann: All right. Well, um, as, uh, if you don't know already, and this has come up a few, a few times recently, very, very spe- recently, um, on Kevin Hart who's set to host the Oscars. People, uh, dug into his tweets, found some stuff with, um, some, some slurs. Um, some jokes tha- that he had written or some slurs. Um, a joke about, you know, not wanting a gay son. He refused to apologize. It was a whole saga. He's no longer the Oscars host. He resigned from that position with, uh, a semi-apology.

Philip Dallmann: Um, and that, that's, that. Um, and thi- (laughs) this happened, um, a year ago. One of the producers of the Oscars also, um, used defamatory language, uh, to the LGBTQ community. Um, and, uh, so, you know, it started this conversation, um, you know, at Saturday Night Live, which I love. Michael Che, who I love, uh, did a joke this past week, um, about there not being any clean, uh, enough black comedians, uh, out there for the Oscars.

Philip Dallmann: Um, one of the only one left who was Bill Cosby, who's obviously, um, hopefully, going to spend the rest of his life in jail. And uh, and so the whole, the whole

thing has become a little bit problematic and, and I'm gonna go, I'm gonna flip a little bit between macro and micro on this.

Philip Dallmann: One, Michael Che is wrong. (laughs). Uh, there are, uh, including, and I'll and I'll double checks, but I watched his standup special and, and he, himself had not made any, uh, horribly offensive, uh, gay jokes or LGBTQ joke. So, you know, he, he, you know, joke. Yeah, like I got the setup and everything, um, and as, uh, you know, other folks poked out, pointed out there are many comedians, um, not of color who have also, um, used this kind of language.

Philip Dallmann: I know tweet report from, like, Amy Schumer and the like, um, who also, uh, used that kind of language. I'm going to start from a spot where I say, uh, to, to give perspective of where I'm coming from. I have, uh, in, in my teenager years with my friends, I have used in the past both the F-word, um, in regards to the gay community or from the gay ... that word not necessarily towards someone who was gay, uh, but amongst us, ourselves, we, we call each other that. We call each other gay, um, in, uh, a lot of, you know, both in the, like, "Oh, you're, you know, a homosexual," but also, like, also using it as, uh, "You're stupid."

Philip Dallmann: Um, we also used, uh, the R-word, um, as kids, and, and not ... Again, not directly towards someone, um, with, uh, a developmental disability but towards each other, gain, um, in reference to being stupid, um, or, uh, less than. Uh, and it wasn't ... I'll I'll say it wasn't until age 20, 21, um, that it became apparent to me how problematic this language is.

Philip Dallmann: Um, I'll, I will also say, uh, that during that period of time, uh, again in my early, early teens, um, with, uh, my friends o- of color, I often, uh, tried to get permission to use the N-word because I wanted it to be so immersed in hip-hop culture that I, you know, I really wanted it to feel- feel like I belonged and that, uh, and obviously, uh, a, a 13-year-old take is that the N-word is what makes you part of hip-hop culture. Um, a 30-year-old take is the struggle, uh, and the music.

Philip Dallmann: So, uh, this is all to say that, um, i- in my formative years, uh, as a teen, I, I, I personally used a lot of problematic language. Um, and uh, I am grateful, in some ways, that one, uh, to my knowledge, um, I, I never used it aggressively hateful towards, uh, an individual who identified as such. Um, and two, uh, that Twitter didn't exist, um, because I don't think it's a leap that, um, there would be documentation of, um, me and my friends somewhere out on the internet, um, using this language, had, had this, had those things existed.

Philip Dallmann: Um, you know, I was lucky enough not to get Facebook till I was 18. Um, and even that, I'll say, I, you know, I, I went back maybe two years ago and I noticed ... Uh, I was looking, you know ... They tell you, you have, um, a memory or whatever. I looked at this picture and I saw, uh, a woman that I grew up with had, had commented and it was saying like, "Ah, you look, um, O-word."

Philip Dallmann: Um, I'm really gonna try not to use the language on here, um, a- as best as I can, um, and if you find yourself confused, please, feel free to email me. Uh, I will break it down for you, uh, which words I'm talking about, um, but it, it really twisted my stomach, to u- to use the language and, um, to actually say the words, um, and I, and I also don't want it taken out of context. Um, so I ... Just so everyone knows.

Philip Dallmann: Um, anyway, uh, so I saw that, that comment and I immediately deleted it and it was, you know, around 10 years old at that point. Um, but, um, it did make me scroll through, you know, the rest of my, um, you know, Facebook and, and look for things that could be, um, issues, um, and were incorrect, um, whether I said them or someone else said them on my page. Um, I don't think I got them all. I took, uh, a hard look. I took a, a hard look.

Philip Dallmann: So, so all, all of that is, you know, maybe a very long-winded of giving context to, to where, um, I'm coming from in this, in this world. And, and I think there are two conversations, sort of, to be heard here. Um, I'm not a comedian, uh, I do not pretend to be. Uh, I am a, a playwright, uh, and, and therefore, I, uh, my, my process is not, uh, nearly, anywhere near the same as, uh, a standup, um, or a sketch comedian, um, and how they, they work on material.

Philip Dallmann: And I know that a little bit of what the comedy scene has said, you know, in the age of social media, is that they can't necessarily make mistakes without being, uh, destroyed. Um, uh, whereas, before they could tore comedy clothes but joke doesn't land, or they get a little bit of feedback like, "Oh, you know, maybe that was not, not great," um, they'd cut it.

Philip Dallmann: Um, but now, you know, they ... It's recorded almost always and um, you know, it, it hits the internet pretty quickly. And, and, and that's, I think part of comedy is, is pushing the line, um, uh, for a lot of comedians, not all. Uh, again, I guess I should set that up, I'm not speaking about every comedian, but a lot of comedians like to, to, to really push the line and, and, and oftentimes they're rewarded for that.

Philip Dallmann: Um, you know, they, they're seen as interesting and edgy and, and, and they get a Netflix special. Um, so I, I think there's kind of, you know, a couple of things at play here. In, in the case of there's been some comedians that I've tried stuff and the- and then vilified, obviously, Kevin Hart thing. Um, one ... And Josh Hader who was the pitcher for the brewers and there was, uh, our most recent Heisman trophy winner, Kyler Murray, um, from Oklahoma, um, also got caught up in this where they had these old tweets and I, I just ... (laughs) and I and I apologize that I'm veering, uh, a winding road, but I feel like that's a good metaphor for this, for, huh, language discussion, uh, is that it is a winding road.

Philip Dallmann: Um, it's not quite straight, uh, ever, um, but who ... Why are there not better press people out there that are going through, um, or suggesting that their clients or their students, student-athletes, uh, go through their tweets or that

they assign an intern to go through their tweets? Uh, to, to just check these things. Like, you know, you're making, if you're making millions of dollars, you know, I, I just think that, that to some extent it's like, "Come on man."

Philip Dallmann: Like you could have, this could have been prevented in, in some ways. Now in the world of them using language, now a lot of this stuff is all pretty dated, right? Um, it's not generally like a current joke or current ... Even for, for Kevin Hart, it was, you know, almost 10 years ago. Um, the joke, um, you know, uh, I think Kyle Murry, Kyler Murry and uh, Josh Hader also was, like, seven, eight, 10 years ago, what have you.

Philip Dallmann: Um, and so, you know, we, we, we want to hear about growth. Um, well, we don't want to hear, you know, as, as society, we don't wanna hear, "No, I'm, I, you know, I don't have to apologize. I've already said I've grown." Um, and I think that was Kevin Hart's, um, mistake overall. Um, I think had he, you know, said he'd grown and, and, and um, you know, use it as a platform to, to support the LGBTQ community, I think, um, that would be, that would have been incredibly helpful.

Philip Dallmann: And I, and I say, I should also give context, I don't have notes o- on this, I'm just diving in. Uh, so, um, I'm gonna, um, again, winding road here. Um, so I, I think what we have is, is that comedy conversation where it's like, "How far can you push the line and your language choices?" And I think, um, you know, each comic is gonna be different. Um, each community is gonna be different.

Philip Dallmann: You know, we, I watched ... Oh, what was it? Um, it was one of the original kings of comedy specials, not so long ago, I put on, and man, that did not age well. It did not age well. Uh, it was pretty incredibly offensive, uh, in, in just so many ways. Um, and I realized that, you know, "I don't have to go watch that again. I can remember enjoying it and I, I can look at, uh, those comedians now. I can hope that they've grown."

Philip Dallmann: Uh, I have not, I don't think I've watched any of their more recent stuff, um, though in the world of older comedians, um ... I don't want to say older, I don't think they're old, old but, um, you know, it was not too long ago, I, I watched, uh, D. L. Hughley special, um, where he repeatedly called his son, with autism, uh, the R-word.

Philip Dallmann: Um, and the joke was, er, the basis of the joke is that he, his sons who are or her children that are not on the spectrum, uh, are not as successful as his son that is, and it's, you know, flipped sort of perceptions on the head, um, which is, is, I guess, funny. Um, it's kind of, again, a little problematic where you're like out, "Oh, come on now." And like we don't need to reiterate that percep- perception, but, uh, we, that that joke construct is, is innately okay, um, but the use of the R-word is, uh, to really drive it home.

Philip Dallmann: Um, I mean, I turned off, I turned it off. Um, I just couldn't hear that we're over and over and over again. Um, and in the flip side, uh, Ron Funches, uh, who's, uh, a comedian and, and writer and actor, um, who also has, er, a wonderful podcast called Getting Better, which if you're not listening to you really should. It's really, uh, a really wonderful, wonderful podcast.

Philip Dallmann: Um, and he, he has a son with autism that he speaks about frequently, um, and in his special, um, he, instead of, um, necessarily talking about his son's intellectual ability, he, he talks about him, uh, just being kind of, uh, a nice guy, uh, where he, you know, uh ... I think the line is, uh, if you, uh, if you only have about, a- about 23 words and your favorites are more pancakes biatch, uh, y- you might be an asshole.

Philip Dallmann: Uh, is, is the, uh, is the joke and it's ... but his whole, his whole bid is how much he, uh, how much he loves his son, but, like, his son is kind of a debug sometimes to him. Uh, and that's funny. Um, and, and, and I think those are two sort of different takes, uh, and you can make a joke about autism, um, where the joke ... or, or make a joke about somebody with autism were the butt of the joke isn't necessarily, uh, that they are less than in any way.

Philip Dallmann: Um, so I, you know, I, I think those are kind of guidelines. You know, it, it's really ... I go back and forth because I, I, I think there is a, a definitive line, um, I just can't quite define it, um, between, you know, something that is ... You're working something out, you're trying something, um, and something that just kind of feels hateful, right? Um, I, I think we can all kind of feel that makes their hair stand up, makes their stomach turn a little bit, um, when it, when it's not quite right.

Philip Dallmann: Um, you know, I, I think it was, uh, it was Tracy, Tracy Morgan years ago had a, had a bit about, uh, killing his gay son. Like, you know, that's not pushing the line, that's, that's a good 10 miles over it. Um, you know, uh, that, that felt painful. And so I think, I, I think we have to, to, um, in the world of comedy, um, make those decisions and I think we have to give comedians an opportunity not necessarily to apologize, but to, to acknowledge growth or to acknowledge that something didn't work.

Philip Dallmann: Um, if they hit the hateful line, yes, I think an apologies in order. Um, but if, if it's just, uh, it's just a swing and a miss, um, and you're like, "Hoof, nah, maybe not that," um, you know, I think we have to, not necessarily, um ... You know, my least favorite thing is, um, sort of that, that mob mentality of just destroying someone's career, um, when it's not maybe o- on the level.

Philip Dallmann: There are things that, like, yeah, you know, Louis CK should, should probably not come around for a while. What he did was, was very, very wrong. Um, and, and, you know, we, and this is getting on the side, the sidebar, but like, you know, his, his little pop up appearance is probably not the best. People should be able to choose whether they wanna go see him, um, given, given everything.

Philip Dallmann: Um, but with Kevin Hart, I, I think, um, there, there should be ... The first step should be the opportunity and I, I kinda think that happened, but maybe not quite. I, I do think things got aggressive very quickly. Um, just the opportunity to, to say, "Ah, it didn't work." Um, and, and he almost got that pen. He, oh, reading his interview with rolling stone, uh, years ago where he was like, "I wouldn't tell that joke today," and I was like, uh, reading that I'm like, "Oh, great.

Philip Dallmann: So he, like, he understands," and then it was like, it was all about how sensitive people are, like, "Nope, that wasn't the point. Nope, nope, nope. You missed." And uh, yeah. So I, I think in the world of comedy, um, we need to, to sit back and, and be a little analytical about this stuff, um, because this is an art form and, and we want ... Uh, it's a weird unique art form because you're, like, not gonna necessarily see this in, like, painting, you know.

Philip Dallmann: Um, but things are gonna not work, and, and again, I think if they're not hateful, we need to give the, the artists, the comedian, the opportunity to, again, not necessarily apologize but acknowledge that it didn't work, um, and continue trying. So that's one part of this conversation.

Philip Dallmann: The other part is sort of our every day, uh, vocabulary, right? Um, a lot of what I hear, um, and see, um, either on social media or, you know, honestly, I heard a thing on the train the other day, um, just people complaining about how hard it is, um, to know the correct language when talking about blah, blah, blah, blah, blah. It is sometimes difficult to keep up. I'm gonna say that as someone that works in the field.

Philip Dallmann: Uh, I have a podcast about inclusion, but inclusionary language is a moving target. It is constantly a moving target. It's constantly evolving and changing, um, and becoming more inclusive and becoming more defined. Um, I, I, um, there's a term, precision language and, and that, uh, that, that's where we're headed towards, right? We're head- headed towards precision language and I really dig that.

Philip Dallmann: Um, but sometimes it's hard to remember. I really struggled, um, in the last couple of years, um, I, because I didn't have experience with it. It was not my personal journey. It wasn't where I worked. Um, I didn't know anyone personally that lived in, um, uh, the, the trans community or, or the, sort of the whole gender identification movement, um, with they, them, and their, um, and it wasn't until I, you know, I, I worked with someone who identified as they, them, and there and that I, I understood the importance, um, because now it, it was humanized. I under-

Philip Dallmann: You know, I, I, I, I ... Actually, let me walk that back. I always understood the importance, um, it just didn't come naturally to me to remember. Um, and it took interacting with someone that worked for me, uh, frequently, uh, via in person, via email, via phone, what have you, um, that I really had to drive it

home because, uh, it was important to me that I get it right for this person and that they felt respected.

Philip Dallmann: And again, we talk about all the time, humanized, um, because they're, you know, given what I can see around, uh, the world a- and around the city or around this country, or they're, they're probably not feeling like that all the time. The way that, that I do as a, a cis-white male.

Philip Dallmann: So I, I think it it's okay to acknowledge that, "Oh, man, I really struggled with this set of language." Struggling is okay, as long as you're trying. It's when we give up and we say, "No, you know what? Just, ca- can you guys just keep it, make it more simple? Can we just get back to such and such? Can we just use this?" Uh, when you're not part of that community, that's where we get into trouble. That's where there's i- issues and that's where we're treating people, uh, less than because I'm not, um, ever miss-identified.

Philip Dallmann: Um, I am not, uh ... You know, I, I, I don't have that, that, that struggle, um, on a day to day basis, but other people do. Um, so my humanity is never necessarily is more, more often not at stake. Um, and I think, uh ... So, again, it's talking about allyship, but even not necessarily wanting to be an ally because sometimes that the idea of being an ally or being an advocate is, is too much, um, for, for some folks and uh, there's, there is just the level of respect in humanity.

Philip Dallmann: So all of that being said, and I do feel like probably most of our listeners understand this, but honestly, it's never a bad idea to have these things reiterated. Over my overarching theme, I, I, I never fear anymore asking how someone wishes to be identified, how they wish to be referred to, and if they want to be identified at all in, in any particular, whether it's, uh, disability or sexuality, uh, or gender, um, or race.

Philip Dallmann: Uh, I ask the individual, and man, uh, the first time I did it, it was so liberating. I was so terrified. I, like, can, like, physically remember, uh, like a psychophysical callbacks, is what they call psychophysical call back right now, uh, to, to that moment where I just was sweating in, in weird places and uh, just so worried and the person that I was speaking to was just incredibly kind, incredibly understanding and uh, just was so great, was grateful that I, I asked before assuming anything.

Philip Dallmann: Turns out my assumptions would have been correct, uh, but the fact that I asked and, and showed that amount of respect and for, for their personal humanity, um, was, was very much appreciated. So I, I think, you know, it was, it was such a good experience.

Philip Dallmann: Now, I will say, I have had experiences where the person kinda was a little bit more rough around the edges about it, um, and, and not necessarily warm and fuzzy, um, probably because they were having a bad day. It doesn't have to be

about the identifying factor. It probably was because they live in New York just like me and have to deal with the subway or someone spitting on their shoe or the smell of urine.

Philip Dallmann: Uh, you know, all of those things could contribute to why they were a little rough around the edges. So, uh, that, you know, that being said, uh, I think step one, let's all, let's just start with asking, let's start a conversation. So much of, uh, what happens, uh, nowadays, and I sound very old saying that, is incredibly reactionary, uh, and we, and we leap to conclusions.

Philip Dallmann: So we react to the inciting thing or what we assume is the inciting thing and then we gather and then we have to be either on one side or the other and we have to agree or disagree, but we're not talking. So, uh, what I'm advocating for now is conversations with the community or the individual that you don't understand or that you don't, uh, know how to speak about or speak to. Um, just start with, "Hey." Just start with, "Hey," um, and, and I, I think that's really, really important.

Philip Dallmann: Um, it's also really okay for someone, in that community, to correct you. Okay? So this is, this is, this is incredibly important as well. You may work in this field, um, and I'll, and I'll say this is, uh, this wasn't a language thing, but, um, Christina Trevino, who was on one of our earlier episodes, um, really set me straight, uh, many years ago, and I'll never forget it.

Philip Dallmann: Um, we were in a, in a, uh, a group of people talking and it was at a conference and um, everybody was shaking hands and I reached over her head to shake someone's hand. Uh, uh, for those of you don't know, Christina is a wheelchair user. Um, and with the quickness, Christina smacked me right in the chest (laughs). Now I'm not advocating for, for that violence, um, but she, she got my attention and you know, we're friends so there is a little bit more of uh, uh, an allowance there.

Philip Dallmann: Um, but she, she quickly told me, uh, to never do that again. Now, logically, I should have known that, that wasn't something I needed to be taught, uh, because it's completely undercutting her humanity in, in that moment. Uh, but because I'd never thought about it, I'd never had that interaction, and I'd never saw that interaction, um, you know, it had never really been told to me that specific thing, I did that. It was corrected and it would never ... It will never happen again.

Philip Dallmann: Um, and I was not offended or put off by the fact that Christina, uh, corrected me. Uh, in fact, it was ... For me, it was humbling because again, I, I was working, I continued to work in the field of disability and uh, I worked around and with many folks who use wheelchairs, um, and I thought I had a great handle on all types of etiquette. And the reality was I, I, I did but there's always more to learn.

Philip Dallmann: So even if you work in the field, if you're work in, you know, LGBTQ inclusion or rights or what have you, or, um, you know, any type of rights movement or inclusion movement, um, and if the community tells you, "Now, we, we actually prefer this," um, or a member of the community tells you that or what have you, I, I think it's really important to not get defensive, um, and ever feel like you know better or that just because something was written in an article by, you know, Rolling Stone or Vogue or what have you, that the person on the ground that you're speaking to that isn't on the internet, uh, could potentially be more correct or maybe it's just unique to that one person.

Philip Dallmann: And then that's the other step is sometimes individuals want specific terminology, right? I am, uh, an incredibly uncomfortable with, uh, the, the [inaudible 00:32:29] crip the vote whole thing. I, uh, the whole idea of the word cripple and, and that, uh, I just, ah. But there is a, a contingent of the community, uh, the, the mobility lost community who use that and, and embrace it and, and prefer it in, in a lot of ways.

Philip Dallmann: Um, and, and so that, that to me is really something to, to acknowledge and if you're not comfortable using, uh, that language, don't use it, um, but know that the, the, you know, maybe that community is going to use it. You'll, you'll never, uh, I'll say almost never, um, catch me using, using that, that word. Um, I just, it doe-, you know, it doesn't feel right.

Philip Dallmann: Um, uh, in that same vein sidebar, something, as I was doing a little bit of research for this, um, uh, this episode, um, just to find some things that I, I, you know, maybe hadn't read or hadn't, didn't have, uh, a baseline for, um, I use the word lame a lot. I call things lame all the time. Uh, I also know from history that lame was, uh, used as, uh, or is based on, actually means unable to walk without difficulty because of, um, something affecting the leg or foot, right?

Philip Dallmann: Like Tiny Tim in the Christmas Carol was, I believe written as lame and, and, but it, it moved into the world of something. Again, just like the R-word, just like gay. Uh, society took it in and it was like, "Oh, we're gonna use this as, uh, stupid." Um, and uh, I am 30 years old and uh, today's the, the first day of my 30 years of ... Well, I, I don't remember when I started speaking probably two, um, so 28 somewhat years that I will be removing that word and thinking about removing, you know, acknowledging in my head if it ever does sort of, um, muscle memory come out of my mouth or, or in a text message.

Philip Dallmann: Um, removing that from my, my vocabulary. Um, so I just, I think ... A good example of, of consistently and continuously learning, um, and not being afraid, uh, to learn. You know what? As we go on, er, I, you know, there's some great resources out there. Um, my, my other overarching sort of tip is always person first. Um, that's something I learned very early, um, individual who uses a wheelchair, individual with hearing loss.

Philip Dallmann: Um, if something sounds aggressive, it probably is aggressive. Um, you know, I still twitch every time I hear a wheelchair bound, um, have yet to meet someone who is, uh, bound to their wheelchair. You know, I, it's hope, it's working its way out, but, like, New York One used that the other day, um, and I just couldn't roll my eyes harder. Um, and uh, you know, they ... You know, or you hope for corrections and growth, but that's one that's still kind of permeates in and feels incredibly outdated.

Philip Dallmann: So, but it leading with, leading with the person and the individual, uh, will, will at least get you in the right direction always. Um, now again, like in the hearing loss community, um, uh, I, I ... Again, I use hearing loss, uh, that was, um, what, huh, an advocate had told me to use a couple of years ago as I moving away from, uh, hearing impairments, but I, I see hearing impairment stuff everywhere, uh, and I, I make the choice to use this language based off, uh, this ...

Philip Dallmann: Well, actually a couple of individuals now, um, who have told me that this is their preferred. Um, so I, I that's how, you know, I make that decision. And, and so again, I think, you know, you can evolve and, and, and those things, but if you lead with the person, the individual, um, and again, ask them if you're feeling any kind of way, if you're not sure. Um, and if you are sure, you might be wrong, you know. You, you could feel incredibly confident and, uh, about that, that, uh, female pronoun that you are about to use and be incorrect.

Philip Dallmann: Uh, because, uh, that's how I was with, uh, the, uh, person that I, I worked with here. I would have walked into their conversation and letting a, a female pronoun lead the way, um, had I not had that conversation that they, they, uh, preferred they, them, and there. And then, um, also, uh, don't be afraid to Google. Uh, there's some great resources, um, HLAA, uh, Hearing Loss Association of America has some great stuff for, for that community.

Philip Dallmann: Um, uh, the transequality.org, um, has this, uh, Tips for Journalists page, um, and we're hoping to have their executive director on soon. Um, but their Tips for Journalists page is just a treasure trove of, of great, uh, terminology. Um, and then they link to the, um, GLAAD Media Reference Guide, um, which has, you know, a, a variety of LGBTQ, um, proper terms and chose. You know, what, what I love is that it shows what's problematic and what's preferred.

Philip Dallmann: Um, like, um, you know, instead of using preop and postop or sex change or things like that, using the word transition, um, and like getting rid of the words like biologically or genetically, um, and use the words assigned or designated. An- and then the next thing is actually defamatory language. Um, and looking at this, and I, and again, I look at this and I go ... I, I think about some of this language that I used, again, in my, in my teen years and my early college years.

Philip Dallmann: Um, there was a, uh, a fr- a friend of ours, uh, who had transition lenses, uh, in college that we called "tranny". Um, and I, I twitch ... I mean, I'm saying out loud

because I want to acknowledge, um, the error, um, but you know, that was just, um, so incorrect. Um, and, uh, you know, I don't wanna ... Again, I don't want to make this, this episode all about me just apologizing for being a misguided and uneducated, um, and small world, uh, teenager, um, but I think it's important, um, because I think some of us dig in on that and maybe feel like because we used it for so long or we used it for a period of time, um, or, or that we feel guilt over it.

Philip Dallmann: And, and again, I think as long as you acknowledged that it was incorrect, um, if you did use it in an hateful way, uh, apologize and, and move forward with the correct language. Um, I, I think that's all, all we can ask of each other is to continue moving forward with the correct language and to, uh, move forward and be open to conversations about language.

Philip Dallmann: So I, you know, and I think I'm gonna wrap up with that, is that, um, I urge everyone who listens to this podcast, no matter how, uh, experienced you think you are, um, you know, I, I, I, uh, I have been around folks who had been in the access field for, you know, 30 plus years, uh, who have used incredibly problematic language and, um, refused to change, refused to stop doing offensive oppression, impressions and things of that nature.

Philip Dallmann: And I think when you look at that and you look at, um, what you would hope for, which is again, it's growth, you wanna see someone willing to have a conversation, willing to take a nope, um, from the person that they're referring to or the community that they're referring to because if you're not, um, and you're not growing and you know, you're not allowing so many other people to be included in your personal community by ostracizing them, by not using, uh, their preferred language.

Philip Dallmann: Um, you know, besides it, it just being yuck. Uh, it, uh, you're missing out. Um, you're missing out on so much. You're missing out on so many interesting people and so many interesting cultures, an- and so many interesting communities. Um, so, um, all of that being said, we will, uh, with this episode, um, be listing to a bunch of resources, um, that I know of.

Philip Dallmann: Um, please feel free in the social media to tag other resources that you know of, um, because again, I'm going to say, I don't know other resources. I'm good at googling, uh, and I know, uh, a couple of spots but I don't know everywhere, um, and I don't know everything. Um, so, uh, inclusion believers, let's, let's keep on learning. Let's keep on talking and, uh, let's keep on, uh, creating an inclusive community.

Philip Dallmann: Uh, thank you for, uh, listening to this week's episode on language. I will be back, again, next week. Um, I want to just give a quick thank you and a, uh, happy birthday to miss ... our intern, Miss Kelsey Rose Brown. Um, a very big thank you to our producer Matt Kerstetter, um, for, for bearing with me this week. Um, um, this show doesn't happen without him.

Philip Dallmann: Um, and I know I say that every week, but I, I, I really wanna reiterate that today, um, because it's just, you know ... When, when things like this happen where again, a perfect storm of events and then I don't have an episode for him and you know, he's a lotted times to, to work on this and he does such a great job.

Philip Dallmann: Um, it's, uh, you know ... I know it's putting him in a tough spot, um, and he, and he does everything so well, um, and, and that's what I appreciate, uh, most of all, is that, you know, he set the bar for the quality of, of this podcast very, very high and has held me to that as, as host and an interviewer and, um, monologist at times. Um, so, um, again, thank you to Matt Kerstetter. As always, thank you to Eric Walton for that, that dope theme song, um, and never gets old listening to that.

Philip Dallmann: So, um, we'll be back again next week. And remember, inclusion believers, never stop running through that brick.