



WORDS MATTER. LANGUAGE MATTERS.

As an organizational leader, how do you support those living with mental illness and substance misuse?

We support by using language that creates a “safe space” for employees to feel seen, heard, and understood.

Changing the perception of mental illness begins with embracing person-centered inclusive, non-stigmatizing and non-discriminatory language.

Below are examples of discriminatory vs. person-centered words and phrases.

DISCRIMINATORY LANGUAGE:

- Addict
- Nuts
- Junkie
- Alcoholic
- Schizophrenic
- Crazy
- Psycho
- “On the wagon”
- “Going postal”

NON-DISCRIMINATORY / PERSON-CENTERED:

- ✔ Person living with a mental illness
- ✔ Person in recovery
- ✔ Survivor
- ✔ Substance use disorder
- ✔ Recovery support
- ✔ Advocacy
- ✔ Lived experience
- ✔ Differently abled

Do you notice the difference in emotion and perception when using discriminatory and stigmatizing language?

Are you able to recognize how an employee would feel safer asking for help in a workplace where person-centered language is adopted into the organizational culture?

ARE YOU A LEADER INTERESTED IN LEARNING HOW TO CREATE A CULTURE OF SAFETY IN THE WORKPLACE THAT FOSTERS OPEN DIALOG ABOUT MENTAL HEALTH AND WELL-BEING?

I invite you to schedule a free consult by visiting
www.calendly.com/kimlamontagne

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