



## Accessibility, Diversity, Inclusion & Equity Advisory Committee

### Positive Language Correction Policy

The Arran-Elderslie Accessibility, Diversity, Inclusion and Equity Advisory Committee recognizes that everybody's knowledge and understanding of the concepts associated with Accessibility, Diversity, Inclusion and Equity is different based on both learned and lived experiences.

The positive language correction policy outlines guidelines for providing feedback and correcting mistakes in a way that focuses on constructive suggestions and encouragement, emphasizing the desired behavior or outcome rather than solely highlighting errors, aiming to maintain a positive and supportive communication environment.

The committee members shall not perceive any corrections as a negative statement directed towards any one member and understands that these corrections are for the benefit of the members and will assist in fostering engaging discussions.

When members are seeking to make language corrections, they shall:

- **Inform the Chair:** Members shall raise their hand and request a language discussion take place, stating the term to be discussed.
- **Offer suggestions and alternative:** Each discussion shall include an alternative term to be used, as opposed to just pointing out an error.
- **Maintain a respectful tone:** Members shall use polite language and avoid sarcasm or condescending remarks.
- **Seek Clarification where necessary:** Where the Committee does not agree or know what the correct term should be, the Chair and Secretary shall work with relevant stakeholders to determine the correct terminology to bring back to the committee at the next available meeting.
- **Positive Language Record:** Where language correction has taken place, the secretary shall maintain a record of the corrected term and its replacement for the benefit of future committee members.