

## Peer Words

The following is a list of words often used amongst peers (people with disability). This list is to help us all understand what we mean.

### 1. Peer

|                                      |                                                                                                                                                                                                                                                                   |
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| Short explanation of meaning         | <p>A peer is an expert in their own life</p> <p>A peer is a person with lived experience of disability</p> <p>Peers are equal</p> <p>Peers share their knowledge and experiences with each other</p>                                                              |
| Examples of how the word can be used | <p>First Example: Two peers are meeting in a café to share what they know about self-managing their NDIS Plan.</p> <p>Second Example: A group of peers get together to share their experiences with finding support workers. Everyone learns from each other.</p> |

### 2. Peer Facilitator

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| Short explanation of meaning         | <p>A peer who helps a peer or a group of peers to learn or understand something new;</p> <p>A peer who helps and guides a group of people to have conversations and learn together</p>               |
| Examples of how the word can be used | <p>First Example: A group of peers get together to learn about Assistive Technology. A peer is nominated to facilitate the meeting to make sure everyone who wants to say something gets a turn.</p> |

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|  | Second Example: A peer has done the "Introduction to Peer Support" facilitator training. She is now helping new peers to learn about peer support. |
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### 3. Peer Movement

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| Short explanation of meaning         | Peers and allies get together and take actions to change things for the better<br><br>Peers coming together saying: "Nothing about us, without us"                                                                                                                                                        |
| Examples of how the word can be used | First Example: A group of peers and their allies get together and protest about the lack of an accessible entrance into the new cinema.<br><br>Second Example: A group of peers and their allies get together and organise a presentation to speak at a conference about their experiences and knowledge. |

### 4. Peer mentor

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| Short explanation of meaning         | A peer mentor is someone with skills or knowledge they can share with another peer one on one.<br><br>Everyone is good at something, so everyone can be a mentor.                                                                                                                                        |
| Examples of how the word can be used | First Example: Sophie knows a lot about self managing. She meets with Adam every month and helps him to get better at self managing his NDIS funding. They will do this for 3 months and then check to see if Adam still needs Sophie to help.<br><br>Second Example: Ben is really good at managing his |

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|  | <p>money. He has a system that really works for him. He meets a couple of times with John and shows him how the system works.</p> |
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## 5. Peer network

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| Short explanation of meaning         | <p>Connections peers have with each other.</p> <p>A group of peers that stay in touch with each other (by meeting, or through Facebook, or over the phone)</p>                                                                                                                                                            |
| Examples of how the word can be used | <p>First Example: A group of people with disability meet once a month in a cafe and talk about local access issues and what to do about them.</p> <p>Second Example: Three peers who have a similar interest in online gaming, get together online every week and play some games together and share tips and tricks.</p> |

## 6. Peer Support

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| Short explanation of meaning         | <p>Being there for another peer when they need help</p> <p>Helping another peer</p>                                                         |
| Examples of how the word can be used | <p>First Example: Allan helps Zac to write a complaint letter.</p> <p>Second Example: Susan helps Harry interview to recruit new staff.</p> |

## 7. Peer Support Group

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| Short explanation of meaning         | <p>A group of peers helping each other.</p> <p>The group may meet face-to-face, or online or over the phone.</p>                     |
| Examples of how the word can be used | <p>A group of people get together to talk about traveling overseas and how to do it. People share their experiences and stories.</p> |

## 8. Peer Leadership

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| Short explanation of meaning         | <p>Any peer can be a leader.</p> <p>Peer leadership happens when a peer or a group of peers take charge.</p>                                                                                                                                                                                                                                                                                                                   |
| Examples of how the word can be used | <p>First Example: A new local peer support group is lead by Anton and Liz. They organise the meetings and make sure everything goes smoothly. Edwin is a now taking on a leadership role by being responsible for calling people to remind them of the meeting.</p> <p>Second Example: Peer Power was an event organised by a few peer leaders bringing peers from all over Sydney together to learn more from each other.</p> |

## 9. Accountability

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| Short explanation of meaning | <p>You can count on me.</p> <p>If I say I will do something I will do it</p> <p>And if you say that you will do something, I will trust</p> |
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|                                      | you and count on you.                                                                                                                                                                                                                                      |
| Examples of how the word can be used | <p>First Example: If you set up a meeting then you turn up on time.</p> <p>Second Example: I said I would organise something and I did.</p> <p>Third Example: I am ringing you because you said you would organise this by last week, but you haven't.</p> |

## 10. Paying It Forward

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| Short explanation of meaning         | <p>You give something freely and don't expect anything back.</p> <p>Someone has helped you, and now you want to help others.</p>                                                                                                                                                |
| Examples of how the word can be used | <p>First Example: A peer who has benefitted from getting help, felt motivated to become a Peer Mentor, so she can now also help others.</p> <p>Second Example: You go to a peer support group meeting, because you have some information you know is of interest to others.</p> |

## 11. To be humble

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| Short explanation of meaning | <p>You know who are and you might be very good at something.</p> <p>But you don't show off or brag. You are not arrogant.</p> |
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|                                      | You are good at making other people feel your equal.                                                                                                                                                                                                                                                                                             |
| Examples of how the word can be used | <p>First Example: You are asked to do something that you are good at and you enjoy. But you know others in the group who can do it, so you step back and make sure someone else gets a chance.</p> <p>Second Example: Someone praises you. You say thank you and you also make sure everyone in the team who helped gets some of the praise.</p> |

## 12. Ally

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| Short explanation of meaning         | An Ally is not a peer, but they are a supporter. They are part of the peer movement, making change happen together with peers. Allies follow the leadership of peers                                                                                                                                                                                       |
| Examples of how the word can be used | <p>First Example: Ana has been friends with James for a long time. She comes along to the Peer Support meeting and helps James get his points across.</p> <p>Second Example: Otto is a volunteer for the local community centre. Every time the peer group meets he opens the hall and gets the chairs ready. He also helps at the end of the meeting.</p> |

## 13. Reflection

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| Short explanation of meaning | <p>Thinking about what happened and then changing something to make it better next time</p> <p>Reflection can be done alone or together with others.</p> |
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| Examples of how the word can be used | <p>You are sitting down after the peer group meeting with another facilitator and you reflect on what happened at the meeting. The questions you ask are</p> <p><b>What</b> ... went well/ didn't go so well?</p> <p><b>So what</b> ... can we change and do differently?</p> <p><b>Now what</b> ... do we need to do between now and the next meeting?</p> |
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#### 14. Confidentiality

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| Short explanation of meaning         | An agreement about what can and what can't be shared with others who were not part of the agreement                                                                                        |
| Examples of how the word can be used | A peer support group has made this Confidentially agreement: everything that is said about any person in the group is private and does not get repeated to other people outside the group. |

#### 15. I get you – factor

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| Short explanation of meaning         | Having shared experiences with someone else often means that person can easily understand you and it means that you don't have to explain yourself.                 |
| Examples of how the word can be used | A group of peers share their knowledge and experiences about going to local doctors. Everyone feels really understood, because everyone shares similar experiences. |

#### 16. Reciprocal/ mutually beneficial

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| Short explanation of meaning         | <p>Everyone feels that they are a winner</p> <p>It is good for everyone</p> <p>Everyone gets something out of it.</p>                                    |
| Examples of how the word can be used | <p>Sam and Tash meet for a coffee and they share what they know about hiring staff. Afterwards they feel they both got something out of the meeting.</p> |

### **17. Advocacy**

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| Short explanation of meaning         | <p>Speaking up for something that matters</p>                                                                                                                                                                        |
| Examples of how the word can be used | <p>Many people with disability can't get jobs. A group of advocates (people with disability and allies) get together and organise a campaign to meet every local politician and talk to them about that problem.</p> |

### **18. Self Advocacy Movement**

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| Short explanation of meaning         | <p>Self advocates are people with disability.</p> <p>Self advocates get together and take actions to change things that matter</p> <p>Self advocates come together saying: "Nothing about us, without us"</p> |
| Examples of how the word can be used | <p>First Example: Self advocates get together and protest about the lack of an accessible entrance into the new cinema.</p> <p>Second Example: Self advocates get together and</p>                            |



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|  | organise a conference for other people with disability<br>to learn about your rights when going to the doctor. |
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