

Disability is Diversity



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Agenda

- Disability and Civil Rights
- Visible and Invisible Disabilities
 - Respectful Language
 - Models of Disability



Our Mission:

The Arc of King County advocates for the right of individuals with intellectual and developmental disabilities to live, learn, work and play in the community - improving the quality of life for all of us.



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**"INJUSTICE ANYWHERE IS A THREAT
TO JUSTICE EVERYWHERE."**
Martin Luther King, Jr.

**DISABILITY RIGHTS
ARE CIVIL RIGHTS**

10 PRINCIPLES OF DISABILITY JUSTICE

- 1 INTERSECTIONALITY** *"We do not live single issue lives" --Audre Lorde*
Ableism, coupled with white supremacy, supported by capitalism, underscored by heteropatriarchy, has rendered the vast majority of the world "invalid."
- 2 LEADERSHIP OF THOSE MOST IMPACTED**
"We are led by those who most know these systems." --Aurora Levins Morales
- 3 ANTI-CAPITALIST POLITIC**
In an economy that sees land and humans as components of profit, we are anti-capitalist by the nature of having non-conforming body/minds.
- 4 COMMITMENT TO CROSS-MOVEMENT ORGANIZING**
Shifting how social justice movements understand disability and contextualize ableism, disability justice lends itself to politics of alliance.
- 5 RECOGNIZING WHOLENESS**
People have inherent worth outside of commodity relations and capitalist notions of productivity. Each person is full of history and life experience.
- 6 SUSTAINABILITY**
We pace ourselves, individually and collectively, to be sustained long term.
Our embodied experiences guide us toward ongoing justice and liberation.
- 7 COMMITMENT TO CROSS-DISABILITY SOLIDARITY**
We honor the insights and participation of all of our community members, knowing that isolation undermines collective liberation.
- 8 INTERDEPENDENCE** We meet each others' needs as we build toward liberation, knowing that state solutions inevitably extend into further control over our lives.
- 9 COLLECTIVE ACCESS** As brown, black and queer-bodied disabled people we bring flexibility and creative nuance that go beyond able-bodied/minded normativity, to be in community with each other.
- 10 COLLECTIVE LIBERATION** No body or mind can be left behind
-- only moving together can we accomplish the revolution we require.

Historical Context

Institutionalization

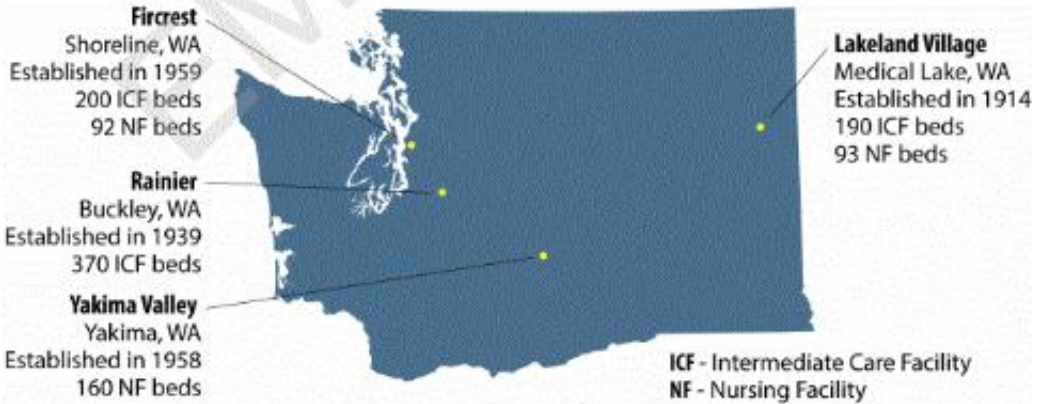
VS

Community Based Services



Residential Habilitation Centers

Washington operates the following four institutions for people with developmental disabilities⁵:



THE MANY FORMS OF DISABILITY



THE NEW
...R-WORD...
is
★ Respect ★

RESPECTFUL LANGUAGE

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"I'm not disabled or differently-abled or specially-abled or exceptionally-abled. I'm an accountant in a wheelchair."

PERSON FIRST?

THESE ARE SOME CHILDREN WITH AUTISM.



THESE ARE SOME AUTISTIC CHILDREN.



SUBUPPCOMIX.WORDPRESS.COM

HI, MY NAME IS DAN.
I LIKE TO BE REFERRED
TO AS AN AUTISTIC.



GOT IT!



@DANBNS

"PERSON FIRST
LANGUAGE" ?

WHY NOT ASK
THE PERSON
FIRST ?



WWW.BITSTRIPS.COM



How we **THINK**
about disabilities
affects how we
TREAT people with
disabilities.

“Models” of Disability

“Moral”	“Capitalist/Economic”	“Medical”	“Inspiration”	“Social”
<p><u>Thoughts:</u></p> <ul style="list-style-type: none"> • Punishment/Sin • Perpetual Child • Pity/Tragedy • Menace/Threat • “Freak”/Undesirable • Burden • Hyper or Hypo Sexual <p><u>Action:</u></p> <ul style="list-style-type: none"> ❖ Isolation & Segregation ❖ Containment & Control ❖ No support ❖ Charity 	<p><u>Thoughts:</u></p> <ul style="list-style-type: none"> • Inability • Undesirable • Burden • Cost too much • Not worth it <p><u>Action:</u></p> <ul style="list-style-type: none"> ❖ Isolation & Segregation ❖ Containment & Control ❖ No support ❖ Discrimination 	<p><u>Thoughts:</u></p> <ul style="list-style-type: none"> • Broken • Incomplete • Not good enough • “Special” <p><u>Action:</u></p> <ul style="list-style-type: none"> ❖ “Fix it” ❖ “Be like everyone else” ❖ “Hide it” 	<p><u>Thoughts:</u></p> <ul style="list-style-type: none"> • Gift from God • “Special” • Exceeding expectations • Death is better than disability <p><u>Action:</u></p> <ul style="list-style-type: none"> ❖ Demeaning ❖ Non-human ❖ Focus on the non-disabled 	<p><u>Thoughts:</u></p> <ul style="list-style-type: none"> • Disability as diversity • Social perceptions • Strengths-based • Part of identity <p><u>Action:</u></p> <ul style="list-style-type: none"> ❖ Empowerment ❖ Accommodate ❖ Person-led

"MORAL"

Thoughts:

- Punishment/Sin
- Perpetual Child
- Pity/Tragedy
- Menace/Threat
- "Freak"/Undesirable
- Burden

Action:

- ❖ Isolation & Segregation
- ❖ No support
- ❖ Charity



CORONAVIRUS

People With Intellectual Disabilities May Be Denied Lifesaving Care Under These Plans as Coronavirus Spreads

Disaster preparedness plans in Washington and Alabama say people with cognitive issues are a lower priority for lifesaving treatment. Disability advocacy organizations have asked the federal government to clarify the plans.

by Amy Silverman, Arizona Daily Star, March 27, 5 a.m. EDT

"Capitalist/Economic"

Thoughts:

- Inability
- Undesirable
- Burden
- Cost too much
- Not worth it

Action:

- ❖ Isolation & Segregation
- ❖ No support
- ❖ Discrimination



“MEDICAL”

Thoughts:

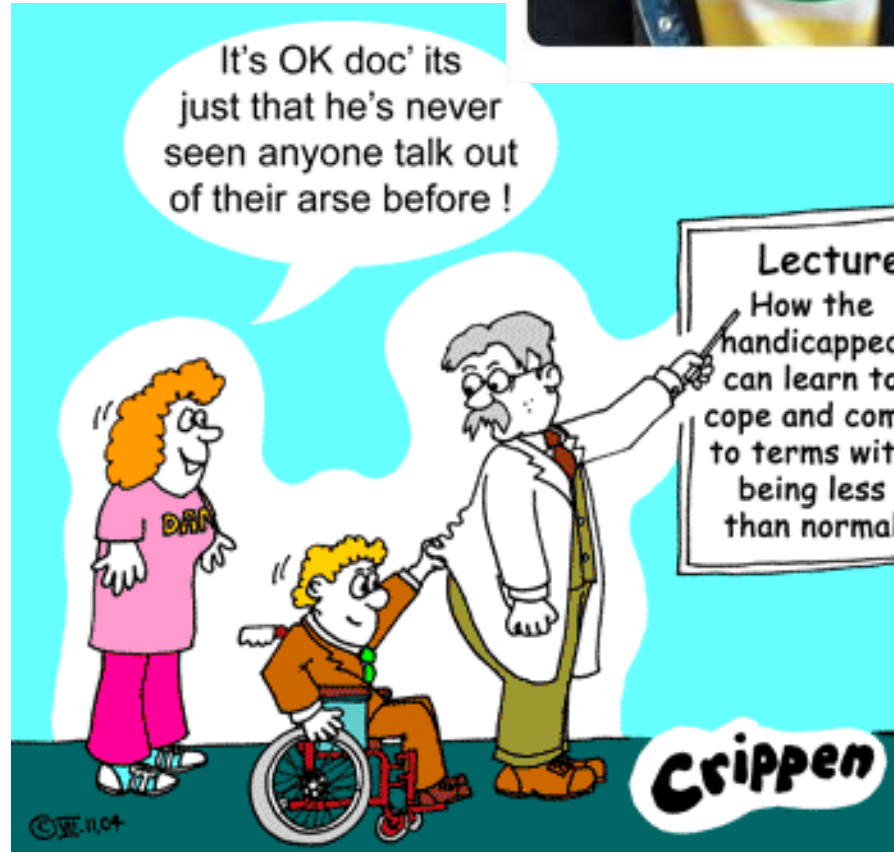
- Broken
- Incomplete
- Not good enough
- “Special”

Action:

- ❖ “Fix it”
- ❖ “Be like everyone else”
- ❖ “Hide it”



Let's wipe out cancer, diabetes and autism in his lifetime.



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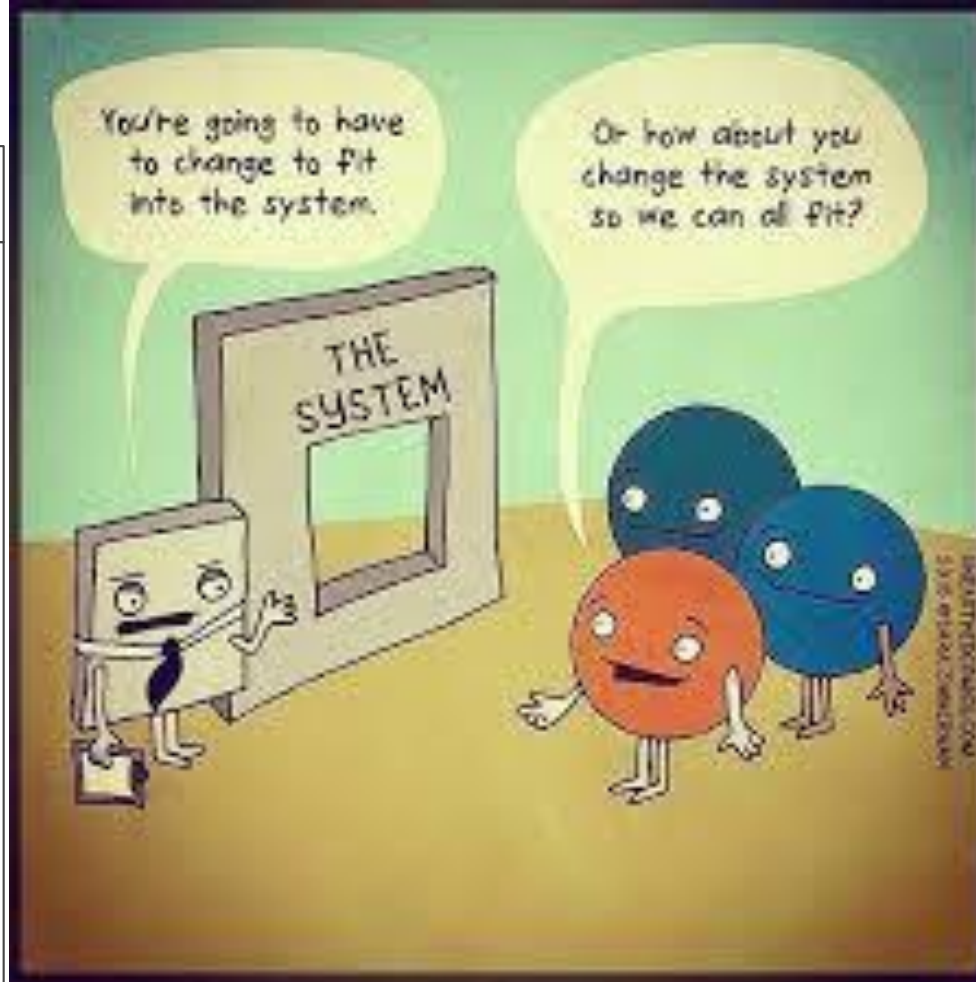
"SOCIAL"

Thoughts:

- Disability as diversity
- Social perceptions
- Strengths-based
- Part of identity

Action:

- ❖ Empowerment
- ❖ Accommodate
- ❖ Person-led



Her impairment is the problem! They should cure her or give her prosthetics.

The *medical model* of disability



The stairs are the problem! They should build a ramp.

The *social model* of disability

"INSPIRATION"

Thoughts:

- Gift from God
- "Special"
- Exceeding expectations
- Death is better than disability

Action:

- ❖ Demeaning
- ❖ Non-human
- ❖ Focus on the non-disabled

"That quote, 'the only disability in life is a bad attitude', the reason that's bullshit is ... No amount of smiling at a flight of stairs has ever made it turn into a ramp. No amount of standing in the middle of a bookshelf and radiating a positive attitude is going to turn all those books into braille."
— Stella Young



BUT SERIOUSLY THOUGH



WHAT WAS YOUR EXCUSE?



Absurdabilia

November 24, 2016 · 🌐

The power of the love of a father for his disabled daughter has become a tear-jerking internet sensation.

Brave little Kenzie Carey cannot walk or talk and is confined to a wheelchair - but that did not stop her Dad Mike from putting a beaming smile on the 12-year-old's face as he danced with her at a local pageant. ❤️



What this Dad does for his ailing daughter has the internet in tears

- ✓ Got out of bed
- ✓ Remembered my name
- ✓ Brushed my teeth
- ✓ Went outside
- ✓ Made eye contact





UNIVERSAL DESIGN



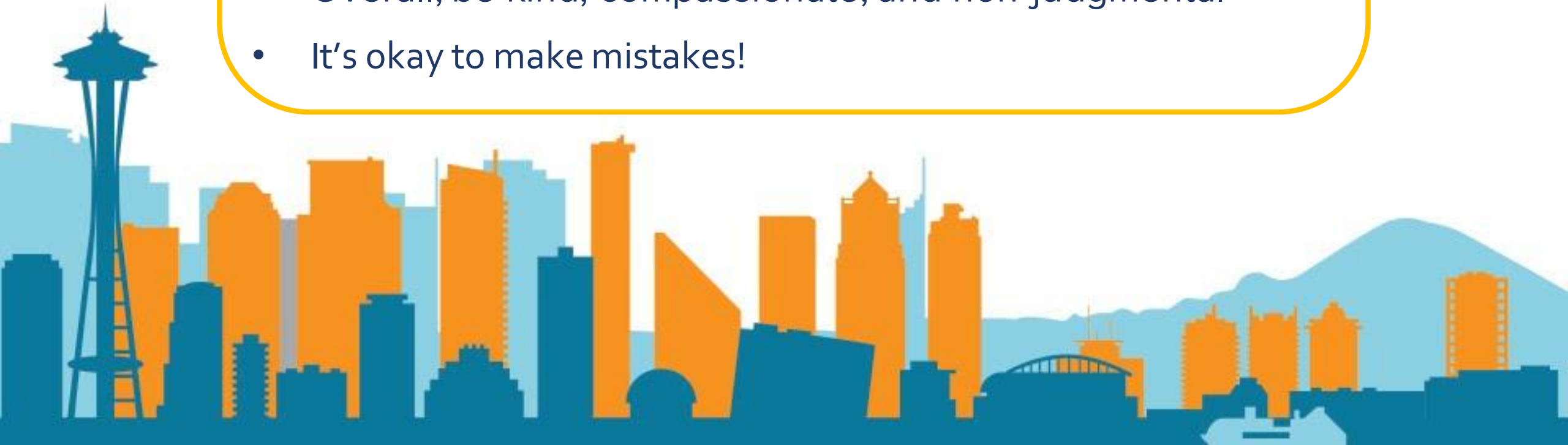
Making design accessible to everyone in society

Group Conversation

1. How does disability come up within your work?
2. What are ways that your team could be more inclusive?
3. How can The Arc help you?
4. Questions?

Things you can do:

- Challenge assumptions, attempt to understand the situation
- Be flexible and open minded
- If there seems to be a problem, ask how you can help
- Allow time
- Overall, be kind, compassionate, and non-judgmental
- It's okay to make mistakes!



Our Names and Emails

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