

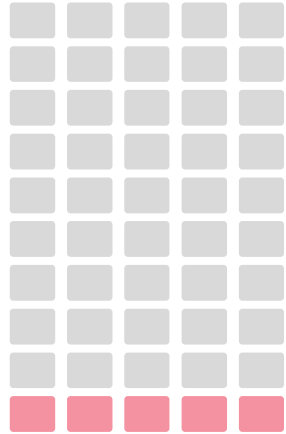
# Disability Is Not a Bad Word

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Andrea Beachnau & Stephanie Nicholls

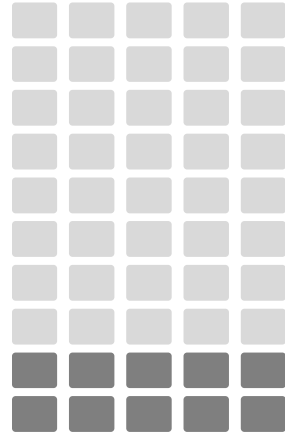


# Checking In



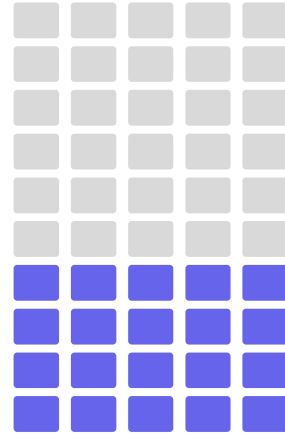
## Novice

Today is my first day learning about ableism.



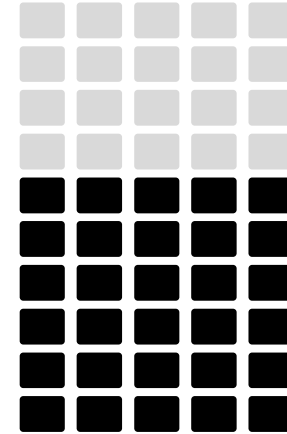
## Philosopher

I am aware of some of the ways that ableism presents itself and its impacts but have taken no actions towards change.



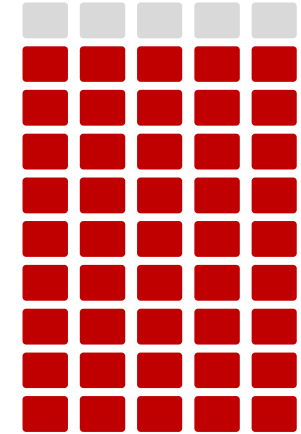
## Ally

I am actively working to change my own internal biases and become a better anti-ableist.



## Advocate

I am not only working on bettering myself but have also begun to stand up and speak for others close to me.



## Activist

I am already active at the systems level pushing for changes in policy and procedures.



**#NotSpecialNeeds**

**Disability is not a bad word**

# Medical Model of Disability

The problem is the person with a disability



# Social Model of Disability

The problem is the disabling world



# Defining Ableism

Ableism is the intentional or unintentional discrimination or oppression of individuals with disabilities.

"The discrimination of and social prejudice against people with disabilities based on the belief that able bodies are superior."

# Early Childhood Ableism

Elimination

Sympathetic Birth

Segregation.

Inaccessibility

Deficit Mindset.

"Earning" AAC

# Institutional Level

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- Educational
- Medical
- Legislation
- Employment
- Public Transportation
- Media



# Media Representation of Disability

Villainous

Cosmetic Fix

Helpless

Inspirational



# Inspiration Porn – What Is It?



# Interpersonal Level

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- Day-to-day social interactions
- Interpersonal relationships
- Microaggressions

# Internal Level

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- Believe not normal or equal
- Believe not worthy of accommodation
- Believe should be separate
- Believe can't do things

# Impacts of Ableism – Access & Quality



- Education
- Employment
- Housing
- Community activities
- Transportation
- Medical care

# Impacts of Ableism – Risks



Increases

- Unemployment
- Poverty
- Bullying, harassment, and violence
- Incarceration
- Loneliness, depression, chronic stress
- Early death

# Advocate for Change

Educate yourself on disability

Learn about ableism and ableist stereotypes

Learn about the history of disability rights activism

Listen to people with disabilities share their experiences

Challenge ableism as it happens

Presume competence

Give people with disabilities a platform to speak for themselves

Advocate for accessibility and inclusivity

Get involved

“Recognizing the truth — that every disability may come with a unique way to know the world that could **create innovation, a different way to solve problems**. When we see somebody in a wheelchair, [let] the first association that pops into our heads be, ‘Wow, I wonder what they know that I don’t know. **I wonder what they can teach me that I could never know.**”

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### **Mahzarin Banaji**

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800-552-4821 [www.michiganallianceforfamilies.org](http://www.michiganallianceforfamilies.org)

# 5 "A"s

Choose (at least) **one** of these after you leave:

- **A-ha** (lightbulb moment)
- **Appreciation** (what are you thankful for?)
- **Apology** (oops, I didn't realize)
- **Ask** (specific question to further your understanding)
- **Action** ( a next step you will take)



# We are here to support you!

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# Michigan Alliance for Families

Michigan Alliance for Families is an IDEA Grant Funded Initiative of the Michigan Department of Education, Office of Special Education, and Michigan's federal Parent-Training and Information Center (PTIC) funded by U.S. Department of Education, Office of Special Education Programs (OSEP).

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