

Class 1

# Disability is Diversity

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# Disability is Diversity



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# Agenda

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



# Community Agreements

- Use “I” statements
- Together we know a lot
- Respect Confidentiality
- Take care of yourself





## **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 disabilities<sup>5</sup>:

**Fircrest**  
Shoreline, WA  
Established in 1959  
200 ICF beds  
92 NF beds

**Rainier**  
Buckley, WA  
Established in 1939  
370 ICF beds

**Yakima Valley**  
Yakima, WA  
Established in 1958  
160 NF beds

**Lakeland Village**  
Medical Lake, WA  
Established in 1914  
190 ICF beds  
93 NF beds

ICF - Intermediate Care Facility  
NF - Nursing Facility





# THE MANY FORMS OF DISABILITY



THE NEW  
...R-WORD...  
is  
★ Respect ★

© Randy Glasbergen  
glasbergen.com



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

# RESPECTFUL LANGUAGE

PERSON FIRST?

THESE ARE SOME CHILDREN WITH AUTISM.



THESE ARE SOME AUTISTIC CHILDREN.



SUBUPCOMIX.WORDPRESS.COM

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



GOT IT!



@SUBUP

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





Break

## “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:

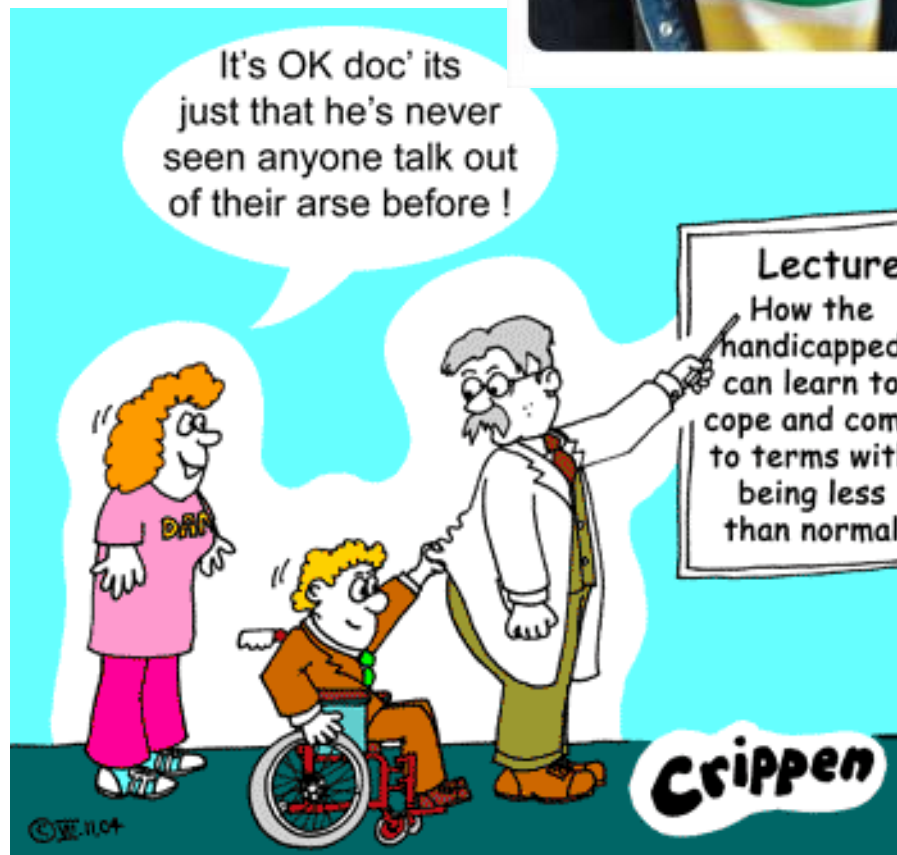
- Broken
- Incomplete
- Not good enough
- “Special”

### Action:

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



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



StickmanCommunications.co.uk  
Copyright © Hannah Ensor 2017





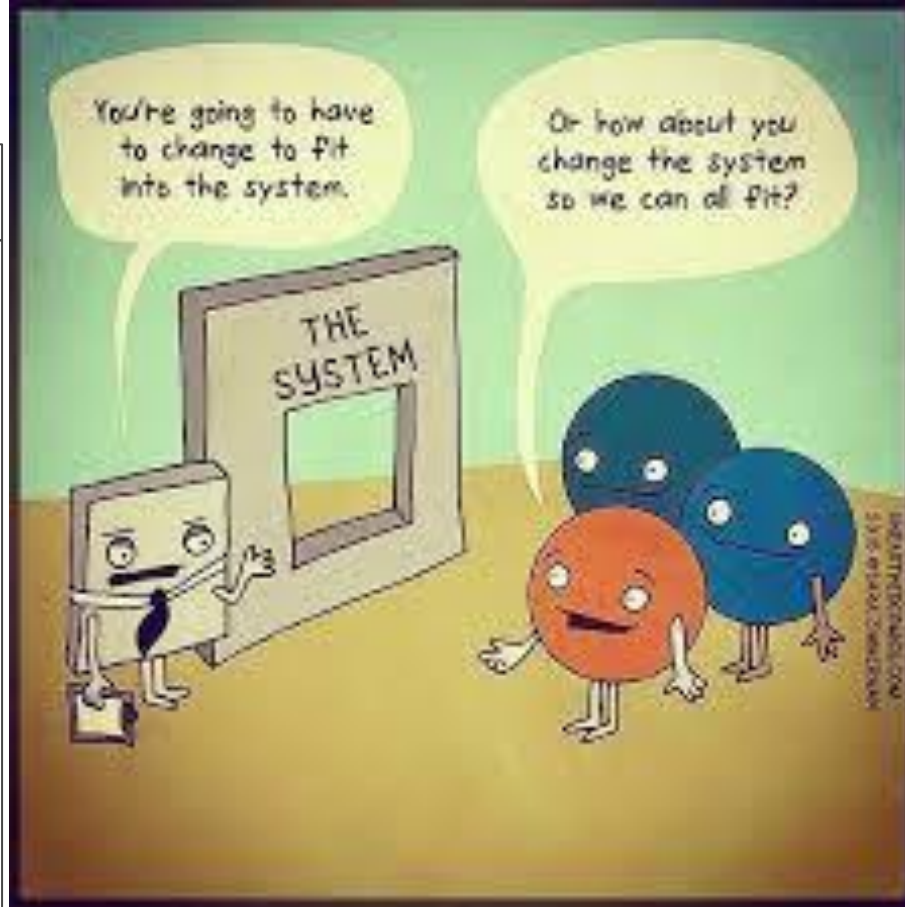
# “SOCIAL”

## Thoughts:

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

## Action:

- ❖ Empowerment
- ❖ Accommodate
- ❖ Person-led



The *medical model* of disability



The *social model* of disability



## “INSPIRATION”

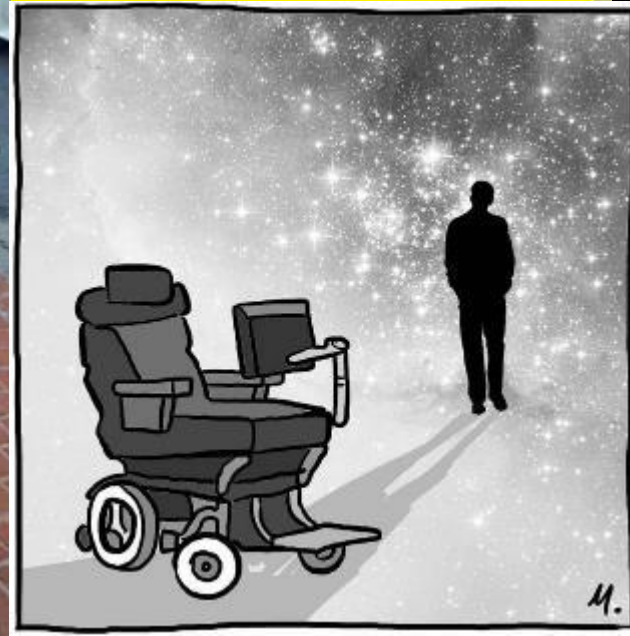
### Thoughts:

- 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

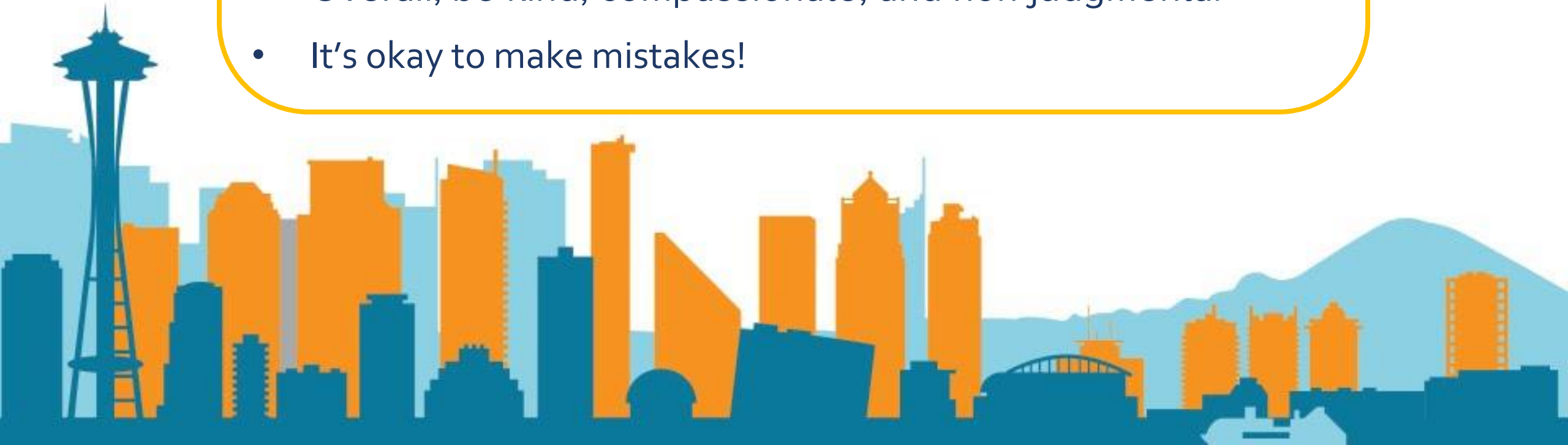
## Group Conversation

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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