

Class 2

# Understanding ableism

And taking on hate

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Ableism is ... “**a set of beliefs or practices that devalue and discriminate** against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be 'fixed' in one form or the other.”

Ableism is ... “discrimination or **prejudice** against individuals with disabilities.”

Ableism is ... “**A system of assigning value** to people's bodies and minds based on societally constructed. ideas of normality, productivity, desirability, intelligence, excellence, and fitness.”

# What is ableism?

## **Ableism is a system**

- People with disabilities experience systemic barriers to jobs, the community, safety, housing, etc.

## **Ableism is a bigotry**

- Many people believe inaccurate and harmful things about people with disabilities



# Example of systemic ableism

- Ashley is a child with an intellectual disability
- The school district wants her in a self-contained program
- The school district puts her in a self-contained program
- Ashley experienced discrimination

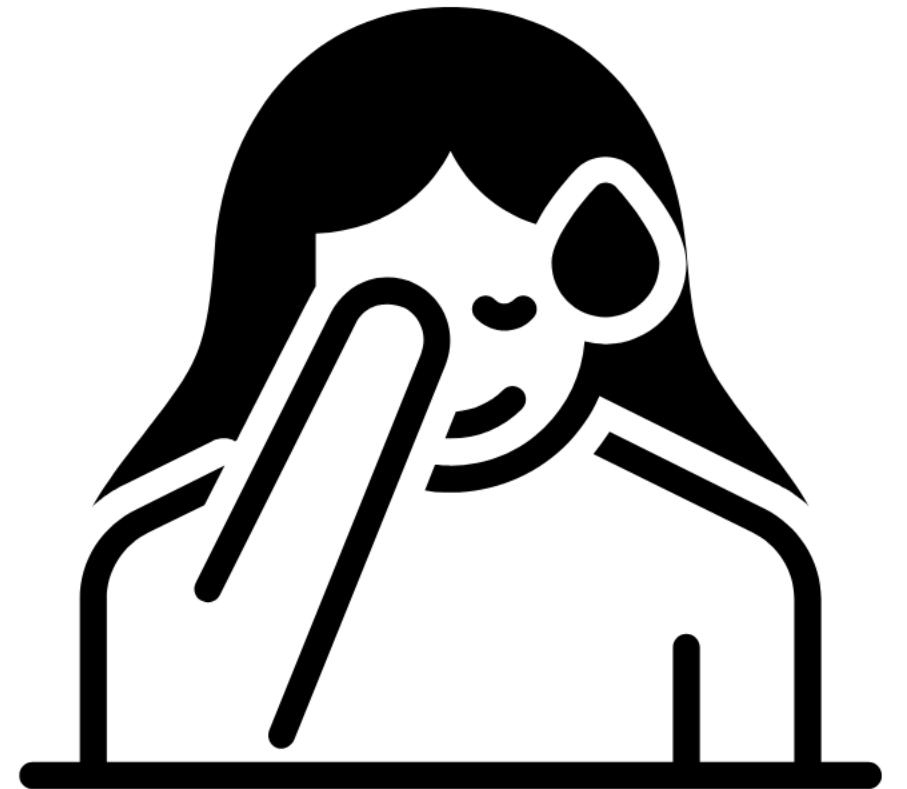


# Example of non-systemic ableism

- Alexa is a woman who uses AAC to communicate
- She went to the store for groceries
- A man yelled at her while she was paying for groceries after seeing her use her AAC device
- He called her a waste of public resources and a burden and tried to hit her
- This is a hate crime
- The hate crime was motivated by ableist ideas

# Benevolent ableism

- Benevolent ableism can be both systemic and individual
- Benevolent ableism happens when someone says they want “what is best” for a person with a disability
- Benevolent ableists do harm even though they think they are helping



# Benevolent ableism example

- David is a student with a disability
- David's teachers do not think he can participate in class
- They think challenging him would be too hard for him
- David does not get equal access to education
- David experienced discrimination
- David's teachers thought they were helping him



# Hostile ableism

- Hostile ableism can be both systemic and individual
- Hostile ableism is open hatred of people with disabilities
- Both hostile ableism and benevolent ableism can be violent





# Hostile ableism example

- Riley is a student with an emotional and behavioral disability
- Riley's 1:1 paraeducator thinks Riley is annoying and a burden
- Riley's paraeducator escalates them every day
- Riley's paraeducator restrains Riley when she thinks Riley is "out of control"
- His paraeducator thinks people like Riley are bad and will always be evil
- Riley's paraeducator wants to control them, not help them





# **Ableism occurs with other oppressions**

Ableism is also in these systems and bigotries:

- White supremacy and white nationalism
- Racism
- Sexism
- Homophobia and transphobia
- Bigotry against marginalized religions
- Ageism