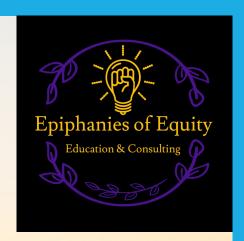
DISABILITY JUSTICE: A PRIMER



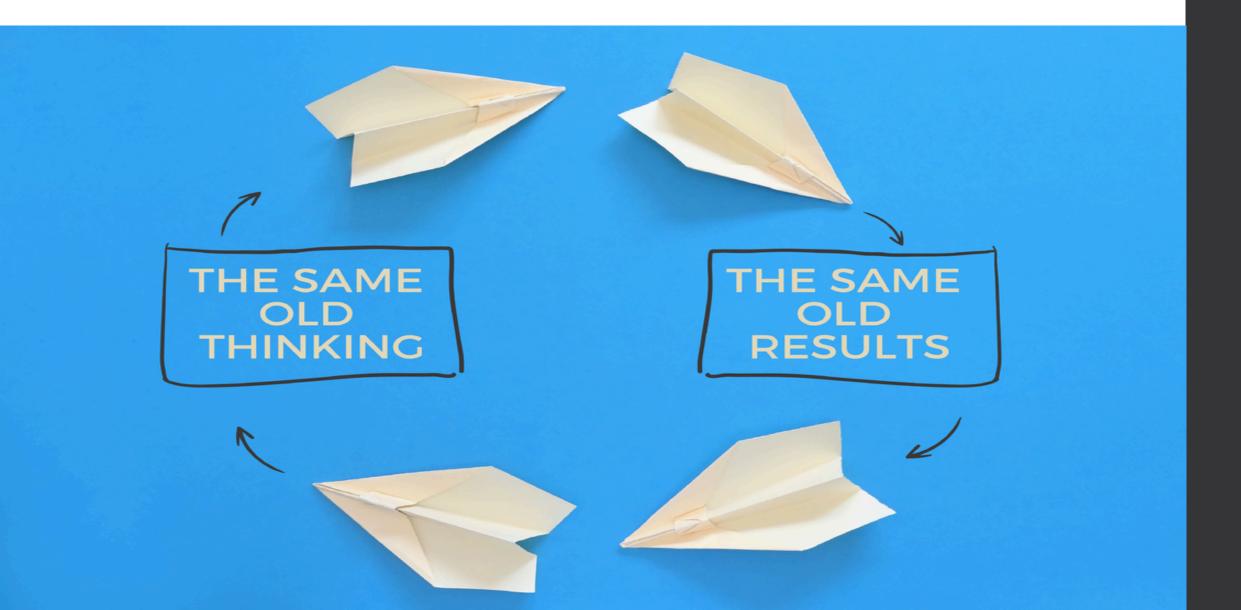
ChrisTiana ObeySumner – Epiphanies of Equity LLC



Introduction and Framing

- High Level Overview
- Historical and Continuous Context
- Do not assume homogeneity of this information
- Small part of your journey and work
- Prioritize lifelong learning and use it!

Intentions for Takeaway





Disability Rights | Disability Justice

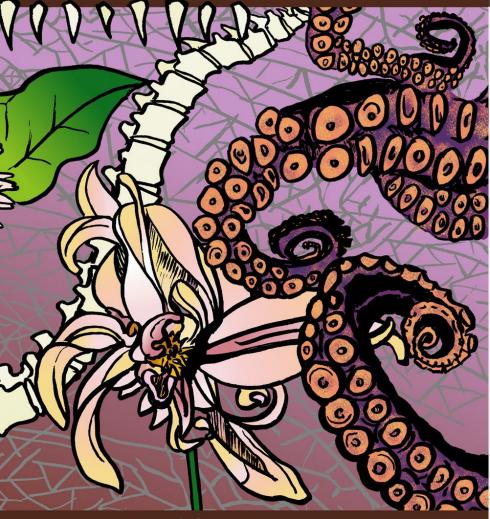


Disability Rights

- Established civil rights for people with disabilities.
- Equality model Symptoms but not root causes
- Lacks intersectional analysis
- Legal/ Rights based framework

SKIN, TOOTH, AND BONE

The Basis of Movement is Our People



A Disability Justice Primer by Sins Invalid | Second Edition

DISABILITY RIGHTS | DISABILITY JUSTICE

Disability Justice

- Liberatory Framework based on dismantling systems
- Intentionally fluid and dynamic
- Based on 10 Principles for transformative change
- Wisdom vs. Knowledge

DISABILITY JUSTICE PRINCIPLES

- Intersectionality
- Leadership of those most impacted
- 3. Anti-capitalist Politic
- Commitment to Cross Movement Organizing
- Recognizing Wholeness

- 6. Sustainability
- 7. Commitment to cross-disability solidarity
- 8. Interdependence
- Collective Access
- 10.Collective Liberation



Disability Rights vs Justice

Disability Rights

Disability Rights are the individual legal rights to equal access and "reasonable" accommodation based on the ADA and other supporting laws

- Policy change, but who has access?
- Litigation, but who has resources?
- ADA applications, but does it cover equity issues like these?

Disability Justice

Disability justice is a framework that seeks liberation beyond paternalistic, equality-based systems. The right to control and autonomy of our bodyminds, lives, sexualities, gender, work and intersectionalities

- Leadership of Most Impacted
- Sustainable, Intersectional, and Interdependent
- Collective Access and Liberation



What is Intersectional Erasure/ Racialized Ableism

- ▶ Ableism: Bias, oppression, marginalization, etc. regarding lived or perceived impairment or disability
- Racialized Ableism: Compounded harm, violence, bias at intersection of racism and ableism
 - Gender, size, color/tone, and class often play a part as well
- ▶ Intersectional Erasure: Apathy or lack of regard for the whole person, and hyperfocus on select identities within an intersection
 - Often a result of confirmation and/or anchor bias





BOTH/AND, NOT EITHER/OR

Disability is not either visible or invisible. Some people can have both visible and invisible disabilities!



MASKING INVISIBLE DISABILITIES



Most people with invisible disabilities do not disclose at work out of fear of bias!

Data:

- 30% of the professional workforce fits federal definition of having a disability
- 39% of employees have disclosed to their manager
- 24% have disclosed to their teams
- 21% have disclosed to HR
- 62% reported an invisible disability

Why do you think people tend to hide their disability at work?

MASKING INVISIBLE DISABILITIES

Why Do People Often Report Hiding Invisible Disabilities

- Social Conformity/ Construction
- Teasing or Harassment
- Change or loss of rapport with peers and supervisors
- Past trauma/ negative experience
- Low energy/ patience/ hope in process
- Bias towards work performance
- Stalled or disrupted career

Thinking of intersectionality, how could other identities increase or intensify the likelihood of these?



WHAT IS WEATHERING?



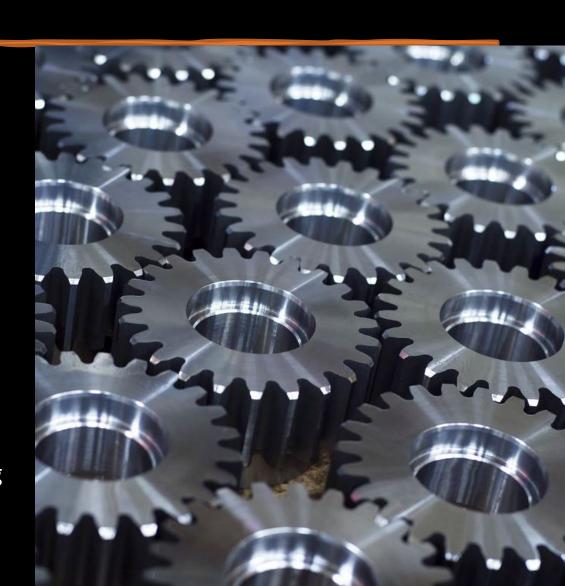


- Term borrowed from geology
- Effect of long-term anger or anxiety response
- Leads to distraction and disruption of development
- Can lead to micro-traumas (Long-term effects)

Transformative Practice

Transformative Practice Guiding Principles

- What happened as understood through themes across the narratives?
- Who is hurt and what have they said are their needs?
- Who is accountable for resolution and repair?
- Who is missing from this conversation, and how do we incorporate their voice and needs?
- What social, political, cultural, institutional, historical, etc. pieces have contributed or led to this?
- What are some situations that are structurally similar, and what helped in those situations that can be applied to this?
- What are strategies for determining root causes, and taking next steps for resolution and repair?



DJ vs WSC: The Struggle is Real!

Disability Justice

- 1. Intersectionality
- 2. Leadership of those most impacted
- 3. Anti-capitalist Politic
- 4. Commitment to Cross Movement Organizing
- 5. Recognizing Wholeness
- 6. Sustainability
- 1. Commitment to cross-disability solidarity
- 8. Interdependence
- 9. Collective Access
- 10. Collective Liberation

White Supremacy Culture

Perfectionism
 Individualism
 Sense of Urgency
 Progress is bigger/

more

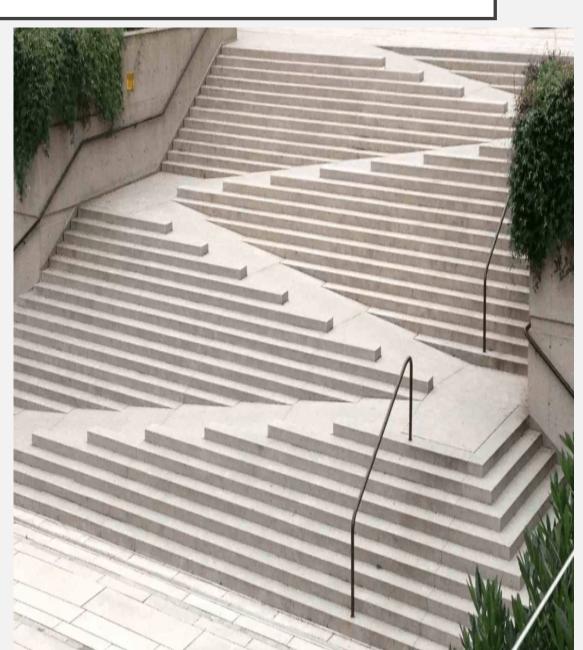
Right to Comfort

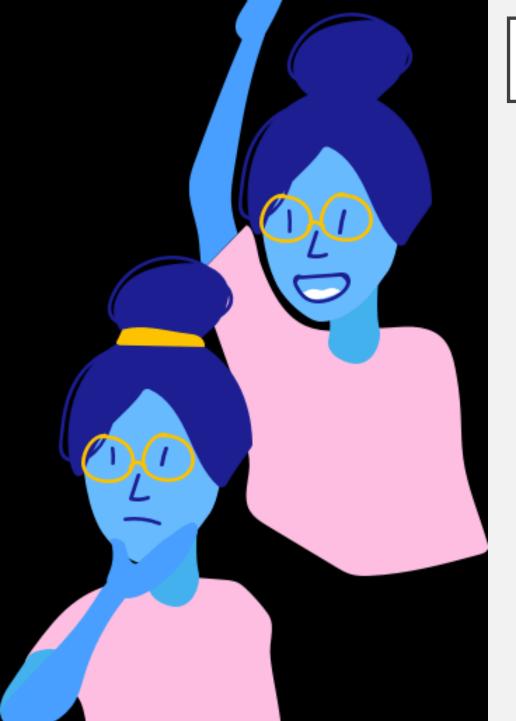
- 3 Defensiveness
- 4. Quantity over Quality 12. Objectivity
- 5. Worship of the Written Word
- 6. Paternalism
- 7. Either/Or Thinking
- 8. Power Hoarding
- 9. Fear of Open Conflict



WHAT TO DO: ORGANIZATIONS/ HR

- Make a commitment across organization and among all members of community: Infuse disability equity across all departments and at all levels
- Continuing Education: Both ensure staff have access to opportunities to learn more about disability and ensure all educational opportunities are accessible for disabled employees
- Train and Advance Disabled People: Do not only focus on hiring disabled people, implement equity in advancement and leadership
- Strive toward Universal Design: Beyond accessibility, seek to design a workplace that is accessible in its nature





WHAT TO DO: MANAGERS

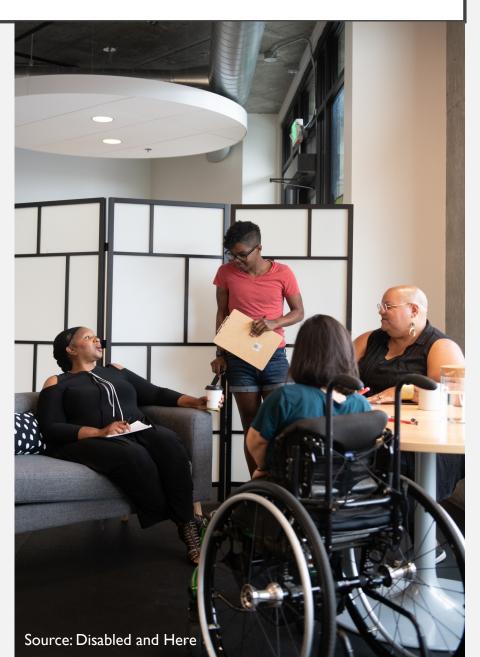
- Be proactive: Ask about accommodations on intake forms and/or provide a list of possible accommodations with accessible ways to receive without bias or threat
- Trust people: If someone comes forward, believe them, thank them, and listen. It is difficult to disclose. Not everyone is trying to "get over" on the system
- Make time and space: Some people will want, or need, to make their invisible struggles visible. Create time and a safe space for that
- Check Ins: Put regular and "shadow" meetings on the calendar. The "shadow" are times where meetings can alternatively happen to accommodate chronic disabilities

Source: Liz Allen, Tech Invisibility Project, "Asking for Accommodations with an Invisible Disability



WHAT TO DO: DISABLED EMPLOYEE/ ALLIES

- Look for signals of support: Organizations will show that they take inclusion and equity seriously upfront
- Get to know your manager: Look for inclusive behaviors and develop a rapport for ongoing discussion
- Find comrades in solidarity: Find a peer you can trust or see if the organization can start a solidarity program to help with witnessing and strategizing
- Join or start an ERG: If an allyship program is not possible, an ERG for disabled folks, (and caregivers,) can help create a empathetic community, and can work together for change



Questions and Debrief

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