



Disability as a Form of Social Inequality:

Ableism, Allyship, and Disability Justice



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Credit to Blayne Amson (He, Him, His) and the COB Disabilities Allyship Resource Team ERG



Disability

“Disability is not a fixed or permanent label that belongs only to some people; it arrives for each of us. If it’s not a reality in your life now, it’s sure to be so in some form, in your own body or among those who share your intimate life. Not everyone should call themselves disabled, but everyone should recognize that both giving and receiving assistance are actions we will each take up in turn, every one of us. Human needfulness really is universal.”

What Can a Body Do?: How We Meet the Built World’ -Sara Hendren

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City Values

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Defining Disability

3

What is Ableism?

4

What is Disability Justice?

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Inclusive Interactions

City of Bellevue Core Values:

Exceptional Public Service

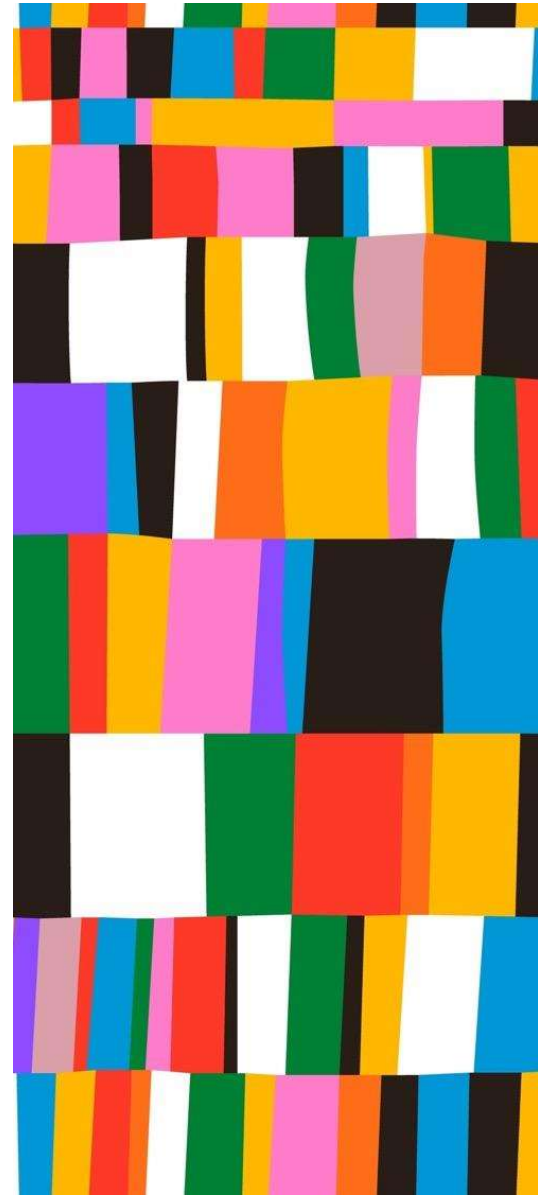
Stewardship

Commitment to Employees

Integrity

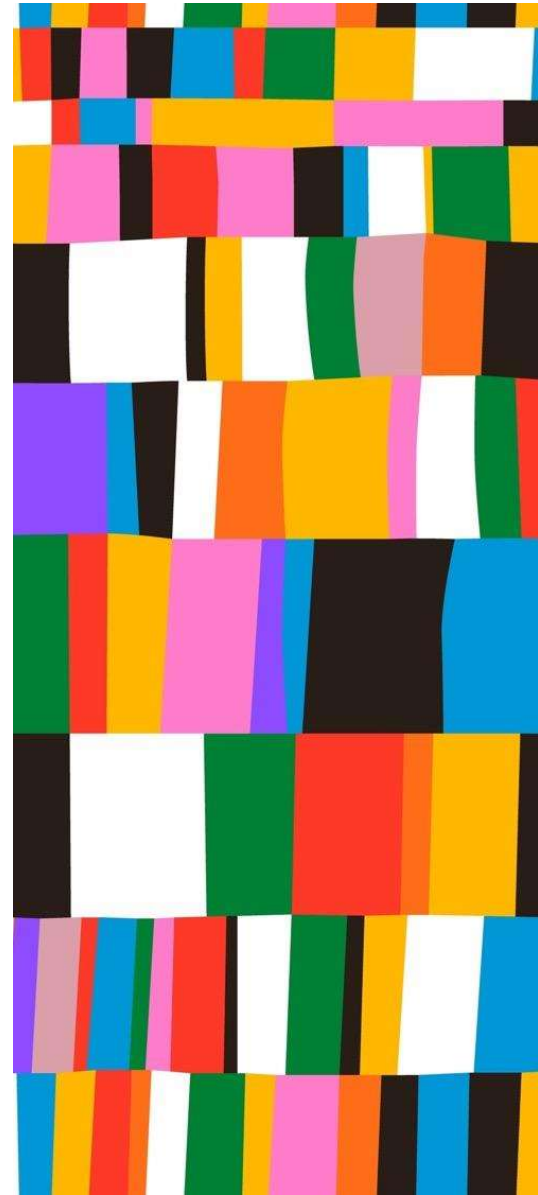
Innovation

Diversity, Equity and Inclusion



Diversity Advantage Plan

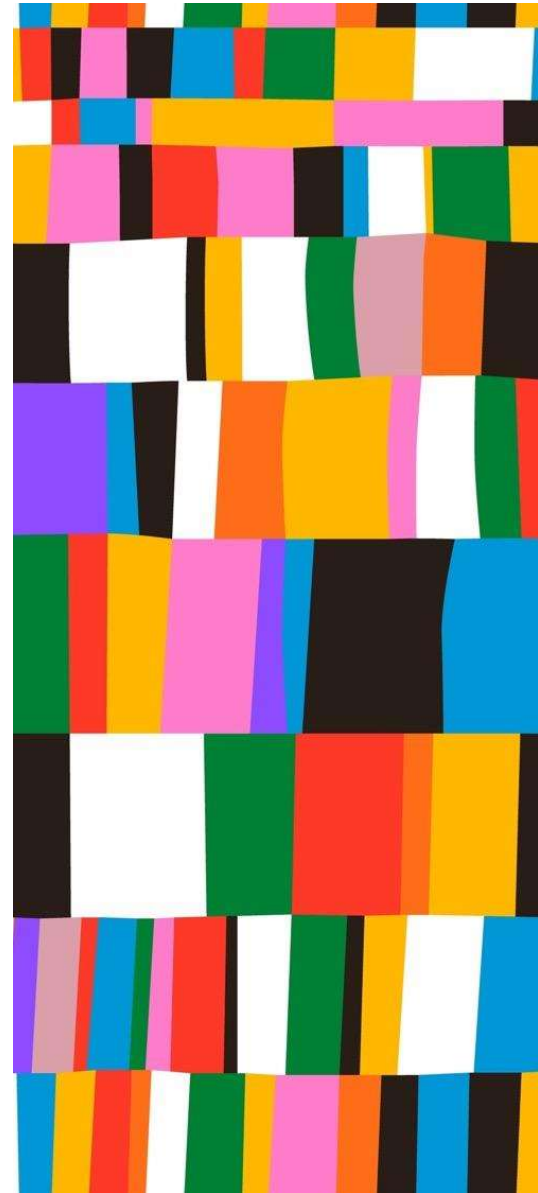
Designed to advance the principles of equity, access, inclusion, opportunity and cultural competence within the organization and the community of Bellevue



23-24 Human Services Needs Update

- Only 38% were able to find services for those with disabilities in their community
- Only 32% were able to receive the services in a reasonable amount of time
- Need to consider intersections between disability and other marginalized identities when designing and evaluating programs
- Service needs for children and youth with disabilities, particularly when facing language and cultural barriers.

“There is a lot of trauma that still exists for individuals with disabilities coming out of the pandemic. Connection is something that people are struggling to find.”



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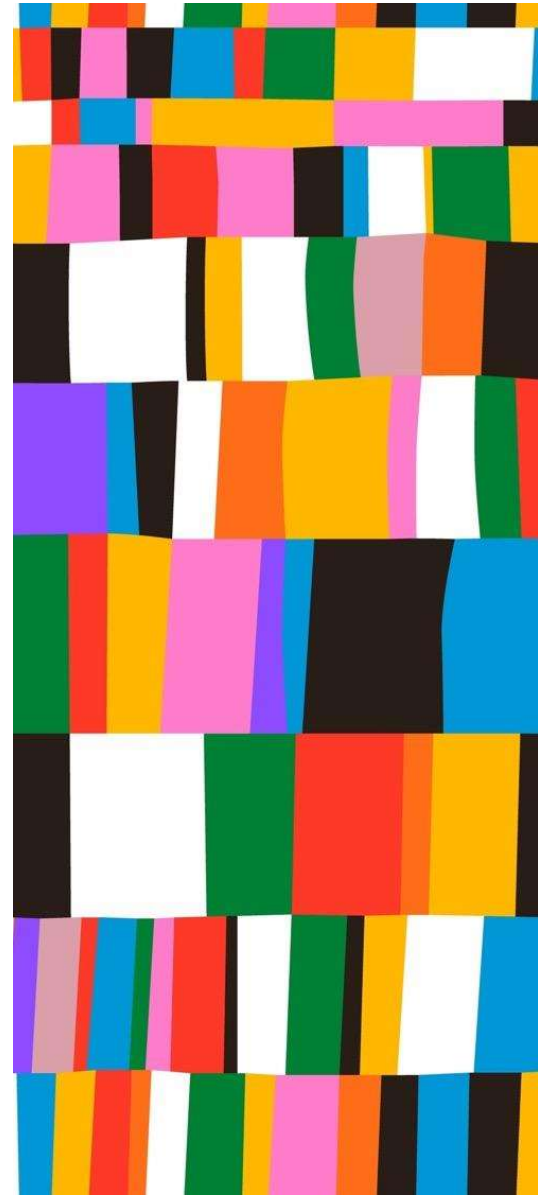
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Inclusive Interactions

Definitions of Disability

- Americans with Disabilities Act
- Washington State Law Against Discrimination (RCW 49.60.040)
- Human Services Strategic Plan



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What is Ableism?

"Ableism" often sees disability as an error of life, a wrong way to live, and therefore often negates any life experiences of the disabled.

Questions to Explore Bias

- When you think of a person with a disability, do you focus on the things the person can do or cannot do?
- Do you think about people with disabilities as a group or as individuals?
- Do you perceive persons with mental illness as violent or dangerous? If so, based on what information?
- Do you believe that the lives of people with disabilities are different from the lives of people without disabilities?

//

I don't believe it's humanly possible to be free of bias." – Robin DiAngelo



Questions to Explore Bias

- Do you use terms (e.g., “normal” or “able-bodied”) to differentiate between people without disabilities and people with disabilities?
- Do you use terms such as wheelchair bound, impaired/impairment, damaged, limitations/limited or special needs when describing disabilities?
- Do you view people with disabilities as too costly for employers to hire?
- Do you think workers with disabilities receive special advantages or are held to a lesser standard than workers without disabilities?



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Commitment to Action



Disability Justice

- Rejects the notion that disability is a flaw or defect and embraces it as diversity.
- Recognizes the need for systems change
- Is largely led by those impacted, rather than by allies.
- Begins to recognize the intersectionality of identities.

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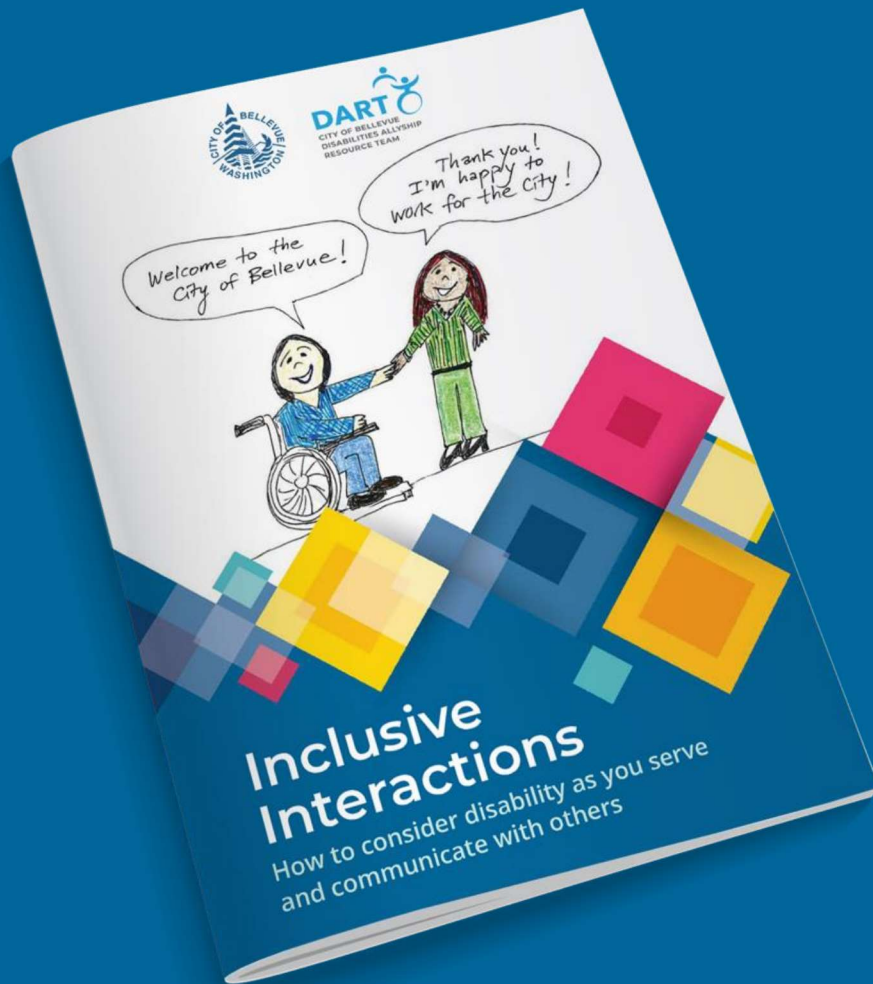
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Inclusive Interactions



Inclusive Interactions

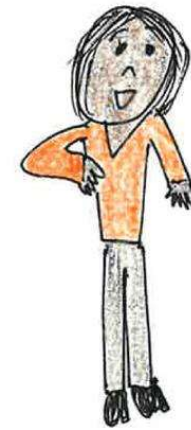
(Booklet in your folder)

Do the best you can until you know better.
Then when you know better, do better."
— Maya Angelou

Physical Interactions

Real-Life Reflection: Offering Help

If a person who is Blind asks to be guided, offer your arm – don't take theirs. Be sure to ask first if they would like help or wait for them to ask you.



Here you go.
The walk sign is on!

Excuse me?!



DON'T

Hi! I'm Sue. May I
give you a hand?

Sure!
Thanks!



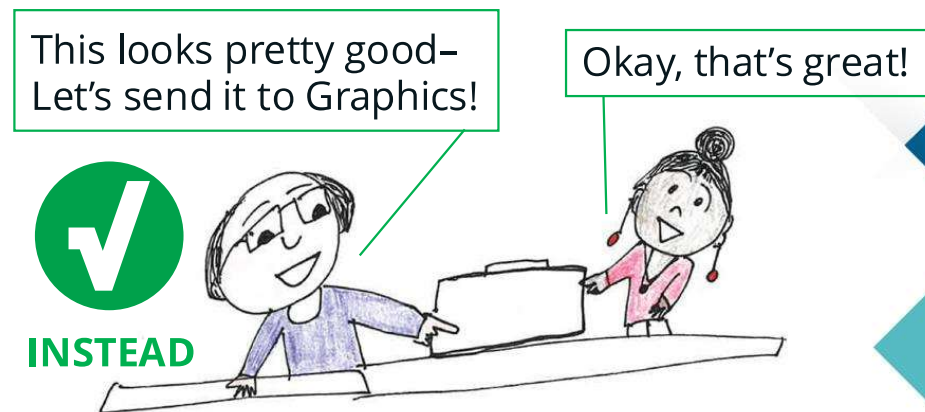
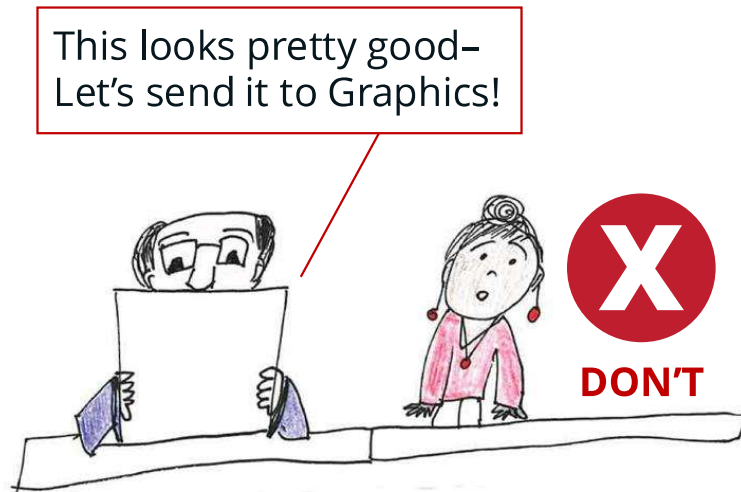
INSTEAD



Verbal Interactions

Real-Life Reflection: Communicating Clearly

Do not obscure your face when communicating with a person who is hard of hearing. People who are Deaf or are hard of hearing may rely on amplification, seeing the speaker's lips or watch closed captioning to communicate effectively.



Written Interactions/ Communication

Real-Life Reflection: Communication Styles

People may have a hidden disability where written communication is easier for receiving and understanding information.

I wish they
had written it
down for me.



DON'T



INSTEAD



Here-I wrote it
down for you.



Considerations for Virtual/Digital and Hybrid Environments and Materials

Real-Life Reflection: Universal Design

Designing spaces and processes so that anyone can use them is key to accessibility and inclusion.



Commitment to Action

