

# Let's Talk Ableism Lunch & Learn



# Introduction & Welcome

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- Take care of yourself
- Sensitive content that may impact in a variety of ways.
- Questions: time at the end
- Access to materials

# ...ISMS

Racism

Sexism

Heterosexism

Ageism

Classism

Sizeism

**Ableism...**



# What is Ableism?

- The act of prejudice or discrimination against people with disabilities and/or the devaluation of disability.

# What is Ableism?

A system of assigning value to people's bodies and minds based on societally constructed ideas of normalcy, productivity, desirability, intelligence, excellence, and fitness. These constructed ideas are deeply rooted in eugenics, anti-Blackness, misogyny, colonialism, imperialism, and capitalism.

This systemic oppression that leads to people and society determining people's value based on their culture, age, language, appearance, religion, birth or living place, "health/wellness", and/or their ability to satisfactorily re/produce, "excel" and "behave."

You do not have to be disabled to experience ableism.

# Ableism...

...characterizes people as being defined by their disabilities, inferior, deficient and groups them together.

...may be implicit or explicit

...may be unintentional or founded in good intentions.

...will impact everyone experiencing the oppression differently.

...is widespread and accepted.

...is harmful and prejudice.

# What is Disability?

- Recognized in several ways.
  - Legal
  - Models
  - Identity of the individual
  - Aspect of diversity that deserves recognition with social justice efforts.
  - The largest group (worldwide) of marginalized people.
  - May impact everyone at any stage of life.

# Models of Framing Disability

	<b>Medical Model</b>	<b>Social Model</b>
<b>What is Disability?</b>	The condition of being unable to perform a task due to impairment, which is an individual burden.	The restriction of activity caused by the design of environments which exclude people with disabilities from participating in society.
<b>Implication</b>	The individual must adjust or become more normal to fit into society and the established environments.	Society must adapt the design of environments. Individual differences are normal and accepted.



# Impact of medical v. social models

<b>Medical Model Impact</b>	<b>Social Model Impact</b>
Eligibility process	Everyone is included
Activities & environments are retrofitted	Inclusive design reduces retrofitting
Segregated or parallel services & experiences	Inclusive strategies minimize segregation
Minimal legal requirement	Best practices for inclusive design
Disabled students, staff, faculty ask to be included	Disabled students, staff, faculty are included by design

Adapted from Lissner & Meyer, 2019

# Ability-based Privilege

A set of unearned privileges held by people without disabilities.

# Examples of Privilege



# Historical Experiences

- Separated and segregated
- “Performed in Freak Shows”
- Experimented on and exterminated
- Sterilized
- Eugenics
- No autonomy; others decided what would happen to and for a person with a disability.



# Where Does Ableism Show Up?

## **Overt**

- Institutional
  - Academic
  - Medical
- Interpersonal
- Internal

## **Covert**

- Language
- Microaggressions
- Media/culture

# Ableist Culture



# ABLEIST Language

abled	Differently Abled	Physically Challenged	Handicapped	Special needs
Deaf and Dumb	Lame	Retarded	Wheelchair bound	Insane
Psycho	Crazy	Turn a blind eye to...	Use your voice!	

# Microaggressions

- Perceived helplessness/Pity
- Infantilizing
- Inspiration
- Charity
- Spiritual intervention
- Comparison
- Denial of disability experiences/Doubt
- I can't imagine how hard it is for you.
- Here, honey.
- You are so amazing!
- Let me help you.
- Can I pray for you?
- I had a headache yesterday, I get what it's like for you with migraines.
- You don't look disabled. What's wrong with you?



# Microaggressions (Keller & Galgay; 2010)

- Denial of privacy
- Perceived helplessness
- Secondary gain
- Second-class citizen
- Spiritual intervention
- Patronization
- Infantilization
- Denial of personal identity
- Denial of disability related experiences
- Spread effect
- De-sexualization
- Exoticism

# Accessible Language

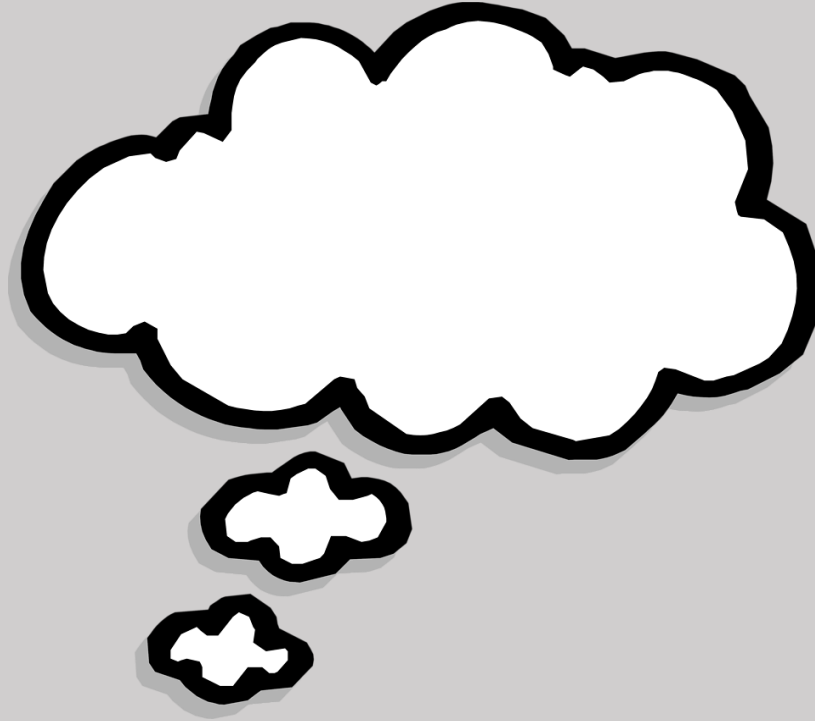
## **Person First**

- Person with a disability
- Student with a learning disability
- Disability is one part of many that contributes to what makes up the person.

## **Identity First**

- Disabled person
- Blind woman
- Celebrates disability culture and identity.

How can I be  
less ableist?



# Inclusive Practices

- Educate yourself.
- Check yourself.
- Observe
- Get involved.
- Ask, listen and respect.
- Include



# Inclusive Practices: Engagement

- Speak directly to the person with respect.
- Invite all individuals to identify themselves as they would like—follow their lead.
- Invite people to share their needs. Not special, everyone has them.
- Respect when someone says “No”.
- Consider your language.
- Consider someone may not want to discuss their personal life to educate you.

# Thank you!



Questions?

# Inclusive Practices: Events

- Include a tagline on ALL communication/promotion of events, meetings, etc.
  - If you need disability-related accommodations, please contact Leslie (email) by April 4, 2022.
- Ensure that you're providing a variety of options:
  - Everything that can be seen can be heard and vice versa.
  - Location
  - Dates/times of day.
  - Modality (virtual and in-person).
- Consider the space: is it accessible for both physical and/or health-related needs?

# Inclusive Practices: Events (continued)

- Caption accurately
- Describe all images
- Label all ingredients of food and ask in advance for any dietary restrictions.
- Provide a clear agenda in advance in several formats.
- Accommodate