



**THE PARTNERSHIP**  
FOR INCLUSIVE DISASTER STRATEGIES

Community Resilience Initiative

Module 6

# Recognizing and Interrupting Disability-Based Bias

[www.disasterstrategies.org](http://www.disasterstrategies.org)

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# Accessibility for this Presentation

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# Welcome & About Us

# This Presentation is an Overview

This presentation is an introductory summary of issues that surround disability-based bias and ableism and the disability rights movement.



# Ground Rules

- Maintain confidentiality
- Ask questions
- Have fun!!!



# Overview of Community Resilience Initiative

## Six 90-minute trainings:

- Emergency management basics
- Emergency management during a pandemic
- Continuing IL work during a pandemic
- The hard truth you need to know to prepare
- Vaccine Access
- **Mitigating Disability Bias**



# Today's Objectives

For you to be better able to:

- Recognize and interrupt internalized ableism
- Develop strategies to address ableism and bias
- Understand the history of the disability rights movements





# Why Are We Discussing Disability Bias?

In order to serve people with disabilities during COVID-19 and concurrent disasters equitably, we need to be able to recognize and address:

- Ableism
- Internalized ableism
- Intersectionality





# Activities!



## Questions for you:

Are there disability groups that you are uncomfortable or not sure what terms to use when referring to them?



## Questions for you:

When have you felt completely comfortable with a person with a disability?

When have you been less than comfortable?

What made the difference?

# Them and Us



**US**

**THEM**



# Them and Us



**US**

**THEM**



# Them and Us



**US**

**THEM**



# Them and Us



**US**

**THEM**





# Them and Us



**US**

**THEM**



# Them and Us



**US**

**THEM**





**What changed?**



# Key Terms and Principles

# Key Terms and Principles

Marginalized identities are social identities that are pushed to the margins, to be forgotten about or actively excluded.

Different marginalized identities in the US:

- Race: Black, Asian, Latinó/á/é, etc.
- Sexual orientation: LGBTQIA+
- Gender: Trans, woman, non-binary, etc.
- Income: poor, working-class
- Language: non-English speaker



# Key Terms and Principles

- **Prejudice**: a preconceived judgment or opinion; an adverse opinion or leaning without just grounds or before sufficient knowledge; or an irrational attitude of hostility directed against an individual, group, a race, or their supposed characteristics.
- **Bias**: Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.
- **Implicit Bias**: when we have attitudes towards people or associate stereotypes with them without our conscious knowledge.



# Key Terms and Principles

Coined by Peggy McIntosh, “[**privilege**] exists when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they’ve done or failed to do.”

- Often experience privilege in one or more area(s) while also experience oppression in other areas





## **Question for you:**

What privileged identities do you hold?



# Key Terms and Principles

## **Ableism:**

- Oppression based on physical, mental, intellectual, cognitive, sensory or other ability or perceived ability.
- The belief that not having a disability is superior to having a disability.
- The belief that non-disabled people are superior to disabled people.
  - Melissa Marshall



# Key Terms and Principles

What is **internalized ableism**?

“Internalized Ableism refers to the phenomenon of disabled people believing prejudices about themselves that become internalized by daily living in an ableist society.”

- Ashley Harris Whaley

Source: <https://nishakkulkarni.com/.../2020/9/2/internalized-ableism>



# Key Terms and Principles

What is **institutional bias**?

**Institutional bias** is the unconscious or conscious belief that people with disabilities belong, or are better off, in institutions including nursing homes.

- Ageism is often, but not always, a factor.



# Key Terms and Principles

What are **microaggressions**?

“**Microaggressions** are the everyday slight, put down, indignity, or invalidation unintentionally directed toward a marginalized group.”

– Dr. Derald Sue, Professor of Psychology and Education



# Key Terms and Principles

Examples of disability microaggressions:

- Pulling back slightly when a mental health condition is disclosed
- Touching someone's durable medical equipment/assistive technology without their permission
- Assuming a disabled person can't consent
- Inaccessible architecture
- Patronizing tones



# Key Terms and Principles

## Microaggression Equation:

Microaggression + Microaggression + Microaggression =

- Alienation
- Frustration
- Low self-esteem
- Ableism
- Discrimination



# Key Terms and Principles

What is **intersectionality**?

**Intersectionality** is a framework to analyze the interlocking effects people with multiple marginalized identities experience.

Black, Indigenous, People of Color (BIPOC) and other multiply marginalized people with disabilities experience disproportionate bias, ableism, and discrimination.





**Questions?**





# Consequences of Disability Bias

# Some of the Unintentional Bias' Consequences

- Low self-esteem
- High unemployment rates for people with disabilities
- Not fulfilling potential
- Low expectations



# Bias Can Lead to Death



Michael Hickson and family, Washington Post, June 5, 2020





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# Quick Histories of Disability-Led Social Justice Movements



## **Question for you:**

Who can tell me about the Independent Living Movement?

# Independent Living Movement

- Ed Roberts, a quadriplegic man, founded the Rolling Quads at UC Berkeley in the 1960's
- **1972:** Berkeley Center for Independent Living (CIL) was started by **Ed Roberts** who was joined by **Judy Heumann**
- **1974:** Atlantis Community founded by **Wade Blank** and 8 people he had helped free from an institution.
- **1978:** ADAPT founded and did its first action in Denver





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## **Question for you:**

Who can tell me about the Psychiatric Survivors/Madness Movement?

# Psychiatric Survivors/Madness Movement

Madness Network News (MNN):

MNN and NAPA rejected the term “mental illness.” They did not believe that psychiatric survivors had any particular illness or mental impairment, other than the emotional and physical damage created by brain-damaging tranquilizers, electroshock, poverty, institutionalization, oppressive family situations, and/or the stigma against people who had been in psychiatric institutions.

Many see “mental illness” as a social construct and oppose psychiatric medication.

Source: <https://www.madinamerica.com/2021/01/madness-network-news/>





# Psychiatric Survivors/Madness Movement

*On Our Own: Patient-Controlled Alternatives to the Mental Health System:*

- Written by Judi Chamberlin, a founder of the movement
- Led to the psychiatric survivors / consumers / ex-patients / ex-inmates movement in 1977



# Psychiatric Survivors/Madness Movement

National Association of Rights Protection and Advocacy (NARPA):

- Founded in 1984
- [NARPA Mission Statement](#): NARPA's mission is to support people with psychiatric diagnoses to exercise their legal and human rights, with the goals of abolishing forced treatment and ensuring autonomy, dignity and choice





## Question for you:

What can you tell me about the Deaf Movement?

# Deaf Movement

**Deaf culture** is the set of social beliefs, behaviors, art, literary traditions, history, values, and shared institutions of communities that are influenced by **deafness** and which use sign languages as the main means of communication

**In Deaf culture, some of the shared values are:**

- Identity formation
- Self-determination
- Information sharing
- Full access to communication



# Deaf Movement

**1817:** American School for the Deaf founded

**1864:** Gallaudet University founded

- 1988 Deaf President Now Movement
- Deaf Pride

**1890:** National Association of the Deaf founded

**1982:** National Black Deaf Advocates founded





## **Question for you:**

Who can tell me about the Organized Blind Movement?

# Organized Blind Movement

**1832:** Schools for the blind open in Boston, MA, New York, NY, and Philadelphia, PA.

**1934:** Dr. Newel Perry and Dr. Jacobus tenBroek found the California Council for the Blind, an organization that enabled blind people to bring their concerns to the state legislature.

**1935:** The federal Social Security Act is passed, containing a provision that funds state grants to aid the blind.

Source: <https://nfb.org/about-us/history-and-governance/timeline-organized-blind-movement>



# Organized Blind Movement

**1936:** Congress passes the Randolph-Sheppard Act, granting blind people the exclusive privilege of operating vending stands on federal property.

**1940:** Delegates from seven states gather in Wilkes-Barre, Pennsylvania, to found a national organization of blind people, the National Federation of the Blind. Dr. Jacobus tenBroek becomes its first President.







## **Question for you:**

Who can tell me about the Neurodiversity and Autistic Rights Movement?

# Neurodiversity and Autistic Rights Movement

Autistic self-advocacy became organized in the 1990s as a part of the disability rights movement.

[The Autistic Self Advocacy Network](#) was founded in 2006 in response to the lack of representation of autistic voices in the national dialogue on autism.





## **Question for you:**

What can you tell me about the Self-Advocacy Movement?

# Self-Advocacy Movement

**January 8, 1974: People First Movement hit the United States.**

- They wanted to organize a convention where people with developmental disabilities could speak for themselves
- October 1974: The first People First Convention was held in Oregon and 560 people attended.



# Self-Advocacy Movement

- Within five years:
  - Oregon had 1,000 People First members
  - Nebraska, Washington and Kansas had growing memberships
  - People from 42 other states were asking for assistance to start their own groups.



# Self-Advocacy Movement

**September 1991: Self-Advocates Becoming Empowered (SABE) was formed.**

- People First, Inc., led to the creation of a national organization for people with developmental disabilities

For more information, visit these [Useful Links](#) from SABE.





# Scenarios



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## Scenario:

Joe, a Black vaccine seeker, disclosed his mental health condition at the vaccine site.

You are working at the site and overhear a co-worker say they “don’t feel comfortable working with Joe because they may hurt me.”

What do you do?





## Scenario:

A person with a mental health condition says they only want peer support about the vaccine from someone with a mental health condition. You don't have anyone with a mental health condition on staff.

What do you do?



## Scenario:

You are a CIL director. A board member says in a board meeting that they feel that people with mental health conditions should not “get off” by being found not guilty by reason of insanity. They also note they would like the CIL to write an op-ed piece about it.

What do you say?



## Scenario:

You overhear a consumer say they aren't sure why Jane can receive services from the CIL because they "clearly aren't disabled."

What do you do?



## Scenario:

A Deaf person says they aren't sure why they are able to receive services from your CIL during a disaster because being Deaf is not a disability.

What do you say?



## Scenario:

A consumer asks why the CIL is “wasting money” on American Sign Language interpreters when the virtual event already has live captions.

What do you say?



## **Scenario:**

You are CIL staff working with a 19 year-old woman with an intellectual disability to receive her vaccine.

The parent of the consumer insists that they must be present for all interactions staff have with their daughter.

What do you say?



**Questions?**



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# Thank you!

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