



Community Resilience Initiative - Mitigating Disability Bias

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.
- **Privilege:** 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
- **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
- **Internalized ableism:** the phenomenon of disabled people believing prejudices about themselves that become internalized by daily living in an ableist society.”
-Ashley Harris Whaley
- **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.



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- **Microaggressions:** “the everyday slight, put down, indignity, or invalidation unintentionally directed toward a marginalized group.” – Dr. Derald Sue, Professor of Psychology and Education
 - 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
- **Microaggression Equation:**
 - Microaggression + Microaggression + Microaggression =
 - Alienation
 - Frustration
 - Low self-esteem
 - Ableism
 - Discrimination
- **Intersectionality:** 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.

Resources:

- National Federation of the Blind “[Timeline of the Organized Blind Movement](#)”
- Access Living “[Independent Living History](#)”
- Mad in America “[The History of Madness Network News and the Early Anti-Psychiatry Movement](#)”
- National Association for Rights Protection and Advocacy (NARPA) “[Mission Statement](#)”
- Deaf Culture Centre “[What Is Deaf Culture?](#)”
- People First “[History of People First](#)”
- Self Advocates Becoming Empowered (SABE) “[Useful Links](#)”

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