# DISABITY MATTERS\_NCIL\_T.Braddy 2024

## Disability Matters

* We never see anyone with a disability come through our doors.
* We use the right language for them.
* Besides, it only words

## Why do we need DEIA?

* We need Diversity, Equity, Inclusion, and Accessibility as a matter of necessity because different groups, women, people of color, LGBTQ+, and especially People with Disabilities have been unfairly discriminated against and denied opportunities and human rights for far too long.
* We all suffer when people of all backgrounds aren't able to contribute their voices, insights, and talents to our organizations and communities.
* You have been taught and conditioned to believe that one group of people is better than another.
* What you have learned can be unlearned.
* Whose voices are you missing?
* What are you doing?
* You can either attract or repel people with disabilities!

## Understanding DEIA?

* Diversity speaks to what your organization looks like. Look around the boardroom – is everyone the same?
  + Is everyone from the same race and background, all non-disabled?
  + Who is missing?
* Equity speaks to fairness.
  + Let's say your organization recognized that diversity is needed, so hire someone with a disability.
  + But you pay that particular staff with a disability subminimum wage.
  + That is not equity of wages.
* Inclusion speaks to a sense of belonging.
  + It speaks to feeling safe and comfortable, to bring their best selves.
  + People with disabilities contribute at their highest level because when they do, they thrive, and so does the entire organization or community they are a part of.
* Lastly, Accessibility speaks to access.
  + Go back to the organization that hired a person with a disability; now, it is somewhat diverse, but they don’t try to remove physical barriers.

## COVID 19 – A Good Example

* People with disabilities (PwD) were an afterthought.
* PwD were not included in the planning.
* PwD voices were not heard.
* PwD did not have access to all the vaccines and treatments.
* PwD definitely were not treated fairly- they were put into Congregate settings where COVID-19 spread, and too many died.
* Medical professionals were instructed to treat abled-bodied patients before they treated PwD because patients without disabilities have more to offer society.

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