



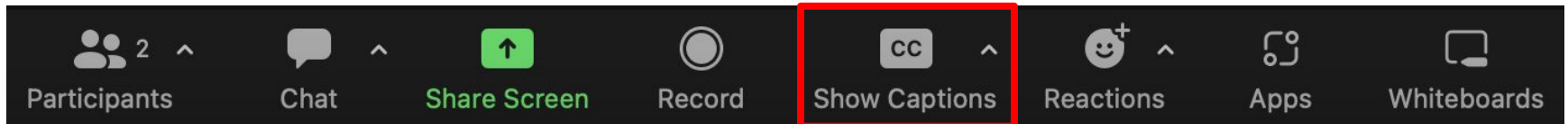
THE PARTNERSHIP
FOR INCLUSIVE DISASTER STRATEGIES

Recognizing, Interrupting, and Deconstructing Disability Bias in Emergency Management

— www.disasterstrategies.org —

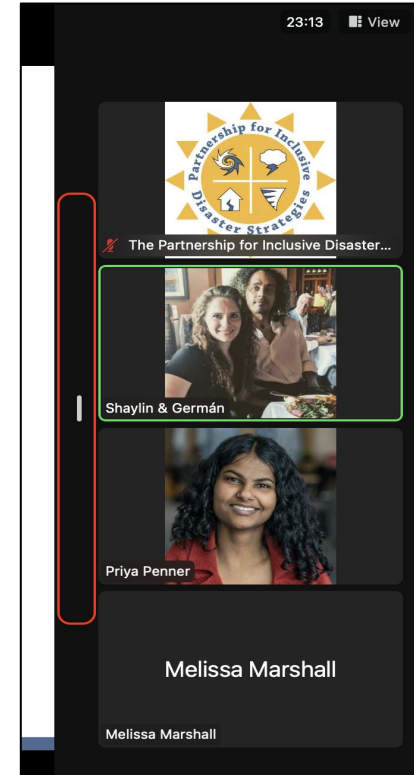
Accessibility for this Presentation

- This training is recorded. An archive of the presentation will be available.
- You will also receive an accessible slide deck of the presentation used today.
- To access the AI captions:
 - Click the button at the bottom of the screen with the “CC” icon to start captions.



Accessibility for this Presentation

- The ASL interpreters are already spotlighted.
- To adjust the size of the slides and speakers/interpreters in Zoom:
 - Drag the divider, inside in the red vertical rectangle in the screenshot to the right, that separates the speakers/interpreters from the slides.



Reminders for this Presentation

To Participate:

- Asking/responding to questions via Zoom: Use the “raise your hand” button, type in chat, or unmute and talk at appropriate times.
- For technical assistance or to alert us to an issue, type in chat/raise hand.
 - Ex. “slow down please”
- If the chat is not accessible to you, please email your questions to priya@disasterstrategies.org.

Reminders for this Presentation

Friendly reminders:

- Please identify yourself before speaking.
 - Ex. "This is Priya, and..."
- Please avoid speaking while others are speaking.
- Please keep yourself on mute when not talking.
- Please define any acronyms you use.

Welcome and About Us

Who We Are: The Partnership

The Partnership for Inclusive Disaster Strategies is the only U.S. disability-led organization with a focused mission on equity for people with disabilities and people with access and functional needs throughout all planning, programs, services and procedures before, during and after disasters and emergencies.

Your Disability & Disaster Hub



Ground Rules

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



Why this training?

Recognizing and interrupting disability bias and ableism as it occurs throughout disasters can save lives and protect the freedom of disabled people.

We all have the power to help change outcomes for people with disabilities in disasters.

Hurricane Ian

This training will draw upon information gathered from Hurricane Ian.

It will also assist Ian survivors with unmet needs.

Review of Key Terms and Principles

Key Terms

Bias

Bias is prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

Implicit Bias

Implicit bias is when we have attitudes towards people or associate stereotypes with them without our conscious knowledge.

Key Term: Prejudice

Prejudice is 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.

Key Term

Ableism (noun)

Able·ism

Discrimination or prejudice against individuals with disabilities.

- Merriam-Webster

But ableism is more than that.

Key Term: 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 Term: Oppression

Oppression is the “combination of prejudice and institutional power that creates a system that regularly and severely discriminates against some groups and benefits other groups.”

Key Term: Institutional Power

- “The ability or official authority to decide what is best for others.
- The ability to decide who will have access to resources.
- The capacity to exercise control over others.”
 - [Vanderbilt University](#)

Key Term: Ableism

- Presents in many ways, it isn't always obvious
- It can be manifested by absence of:
 - Representation
 - Or
 - Perspective

Disability Prejudice + Institutional Power = Ableism

Specific Forms of Ableism

- Saneism: “Oppression and bigotry that relates to a neurological trait or variance a person has, or is judged by” on a societal or individual level.
- Audism: “The notion that one is superior based on one’s ability to hear or behave in the manner of one who hears.”

Question for You

What are some examples of ableism you have experienced or witnessed?

Bias and Ableism Can Lead to Death



Photo credit: Melissa Hickson

Key Term: 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

Key Term: Internalized Ableism

“Internalized oppression is not the cause of our mistreatment; it is the result of our mistreatment. It would not exist without the real external oppression that forms the social climate in which we exist.

Once oppression has been internalized, little force is needed to keep us submissive. We harbour inside ourselves the pain and the memories, the fears and the confusions, the negative self-images and the low expectations, turning them into weapons with which to re-injure ourselves every day of our lives.”

- [Marks, 1999, p. 25](#)

Key Term: Internalized Ableism

Internalized ableism can manifest in many ways:

- Not asking for or turning down an accommodation that you need
- Masking (hiding aspects of your disability)
- Believing that you are not “disabled enough” to have rights or get accommodations
- Feeling ashamed or embarrassed about your disability

Key Term: Internalized Ableism

Internalized ableism can manifest in many ways:

- Separating or distinguishing yourself from people with your disability or people with disabilities in general
- Needing to prove yourself
- Being an agent of ableism toward people with your own or different disabilities

Key Terms and Principles

Individualized or Interpersonal Ableism

Refers to ableism directly targeting an individual or that is experienced on a personal basis.

Key Term

Cross-Disability Ableism

Occurs when disabled people are agents of ableism towards other disabilities. This happens especially since we:

- Work in ableist systems
- Are struggling with internalized ableism
- Live in ableist societies

Key Term: Microaggression

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

- [Dr. Derald Sue, Professor of Psychology and Education](#)

Microaggression Equation

Microaggression + Microaggression + Microaggression =

- Alienation
- Frustration
- Low self-esteem
- Disability Bias
- Ableism
- Internalized ableism
- Potential death

Key Term: Microaggression

Microaggressions include:

- Pulling back slightly when a mental health condition is disclosed at a Disaster Recovery Center
- Touching someone's durable medical equipment/assistive technology without their permission at an emergency shelter
- Inaccessible showers at an emergency shelter
- Patronizing tones when a person who identifies as disabled calls for assistance

Question for You

What are some examples of a microaggression that you have experienced or witnessed?

Key Term: Institutional Bias

The unconscious or conscious belief that people with disabilities belong, or are better off in institutions, including nursing facilities.

Ageism is often, but not always, a factor.

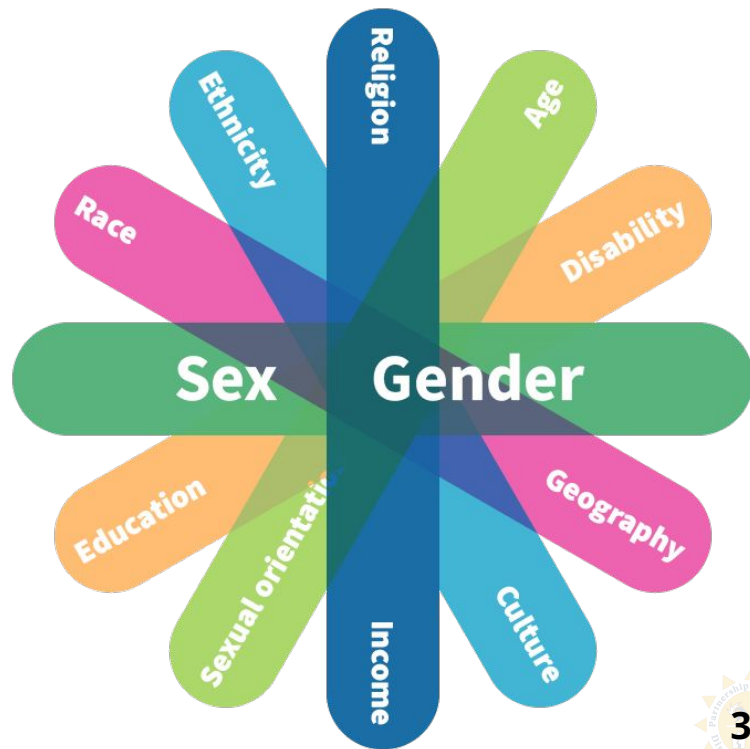
Key Term: Systemic Ableism

Occurs when systems, regulations, laws, rules, practices and societal norms oppress disabled people. This may or may not be unintentional.

Systemic ableism may be less apparent than individualized ableism.

Key Term: Intersectionality

Coined by Dr. Kimberlé Crenshaw, **intersectionality is a framework** designed to explore the interlocking effects of race, class, gender, and other marginalizing characteristics that contribute to social identity and affect health.



Intersectionality in Practice

- Creating educational materials or trainings that prioritize the experiences of multiply marginalized people throughout them.
- Ensuring materials or trainings are available in multiple languages and formats.
- Creating or supporting legislation that specifically helps multiply marginalized disabled people.
- Thinking “who isn’t in the meeting, at the table?”

Disability Justice

10 Principles of Disability Justice:

- Leadership of those most impacted
- Commitment to cross-disability solidarity
- Interdependence
- Collective liberation

Ableism in Action During Disasters

Examples of Interpersonal Ableism During Disasters

- Telling a disabled person in a patronizing tone that they must go to a “special needs shelter”
- Believing that disabled lives are less worthy of rescue
- Assuming that disabled people don’t have the ability to consent

Ableism Manifested in Disasters

Biased or ableist assumptions that:

- Disaster notifications by sound are equitable
- Physical access applies only to buildings
 - Points of distribution must be accessible, even when outdoors
- Transportation is accessible
 - Rideshare services are typically not accessible

Interrupting Interpersonal Ableism During Disasters

Ask yourself:

- Is this behavior a reflection of bias or ableism?
- What can I do or say to interrupt this?

Ableism in Disasters

Ableism is manifested whenever there is no compliance with disability rights laws. This includes:

- Refusing to admit a service animal to disaster shelter
- Not providing paper and electronic materials in accessible format
- Not providing sign language interpreters
- Using inaccessible spaces for disaster shelters; disaster recovery centers; and points of distribution

Ableism in Disasters

Ableism is also steeped in the very systems of disaster preparedness, response, and recovery.

This includes:

- Institutional bias
- Segregated “special needs” disaster shelters
- Disaster registries
- Practices and policies that make it easier for us to be institutionalized such as the 1135 waiver

Recognizing Systemic Ableism in Disasters

Practices and policies that make it easier for Disabled people to be institutionalized.

1135 waiver that waive the 3-day hospital stay making it possible to place people in nursing facilities

- When attendants don't show up and you call 911
- If emergency rooms are overcrowded
- If it is decided that someone else needs the hospital bed more

Interrupting Systemic Ableism During Disasters

- Document areas of systemic ableism that were recognized during Hurricane Ian.
 - Ask disabled Ian survivors to document systemic ableism in retrospect.
- Bring systemic ableism to the attention of:
 - Local and state legislators, and
 - Local and state emergency management (EM) and public health (PH).

Interrupting Systemic Ableism During Disasters

- Work with legislators and EM/PH departments to develop strategies to dismantle systemic ableism that was identified in Ian response.
- Create and implement a plan to address ableism.
- Support legislation and other initiatives that will help dismantle systemic ableism identified in Ian response.

Questions?

Brief Histories of Disability-Led Social Justice Movements

History of Disability Social Justice Movements are Important

- Disability Social Justice Movements
 - Identify systemic and individualized bias and ableism
 - Have successfully interrupted many types of systemic and individualized bias and ableism
- In order to identify and interrupt ableism, look toward these movements.

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 19 people he helped free from an institution.
- **1978:** ADAPT founded and did its first action in Denver

Source: <https://www.accessliving.org/newsroom/blog/independent-living-history/>



Psychiatric Survivors/Madness Movement

Madness Network News (MNN):

MNN and NARPA 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.

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](#): 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.

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

Deaf Movement

Deaf culture

“... a term denoting membership in a cultural community comprised of Deaf individuals who utilize American Sign Language (ASL) as their primary form of communication. Like other cultural groups, unique social norms, acculturation processes, and stages of identity development are present within Deaf culture.”

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 was passed, containing a provision that funds state grants to aid the blind.”

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.”

Neurodiversity and Autistic Rights Movement

1990s: Autistic self-advocacy became organized.

2006: “The Autistic Self Advocacy Network ... was founded in response to the lack of representation of autistic voices in the national dialogue on autism.”

Self-Advocacy Movement

January 8, 1974: People First Movement began in the U.S.

October 1974: The first People First Convention was held in Oregon. 560 people attended.

Source: <https://www.peoplefirst.org/>

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.

Questions?

Scenarios

Scenario

Joe, a Black man whose home was destroyed in a hurricane, disclosed his mental health condition when checking in at the shelter. This information is overheard by a volunteer.

You are working at the site and overhear a co-worker say they “don’t feel comfortable working with Joe because he might get violent.”

What do you do? How might ableism be in play?

Scenario

A consumer with a mobility disability volunteers to be part of county disaster planning group. When she learns that the meeting place is not accessible, she asks them to move to an accessible meeting place. They tell her that it is too late to change the meeting site, and she really doesn't need to be on the committee because Florida has "special needs shelters" that make sure that disabled people's needs are met.

She contacts you and asks what she should do.

What do you tell her? How might ableism be in play?

Scenario

A person with a disability contacts DSIL and informs you that a shelter will not allow her service dog to enter.

What do you do?

How might ableism be in play?

Scenario

A consumer with low literacy due to a learning disability is denied FEMA assistance.

**What support can you offer?
How might ableism be in play?**

Questions?



THE PARTNERSHIP
FOR INCLUSIVE DISASTER STRATEGIES

Thank you!

Melissa Marshall, J.D.

Director of Policy and Programs

melissa@disasterstrategies.org

www.disasterstrategies.org

112 N. 8th Street, Suite 600, Philadelphia PA 19107