



THE PARTNERSHIP
FOR INCLUSIVE DISASTER STRATEGIES

Recognizing and Interrupting Disability Bias

— www.disasterstrategies.org —

Language Access

- Spanish interpretation
- American Sign Language (ASL) interpretation
- CART captions in English

Language Access

To listen to the interpreting:

- Click the globe icon, “Interpretation.”
- Choose your language channel.
 - If you are using a phone or tablet, click “done.”

If you cannot access the chat feature, please let us know via email at priya@disasterstrategies.org.

Reminders for this Webinar

To asking/respond to questions via Zoom:

- Use the “raise your hand” button,
- Type in chat, or
- Unmute and talk at appropriate times.

Reminders for this Presentation

Friendly reminders:

- Identify yourself before speaking.
- Avoid speaking while others are speaking.
- Keep yourself on mute when not talking.
- Define any acronyms you use.

About Us



THE PARTNERSHIP
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Who We Are: The Partnership

Your Disability & Disaster Hub

Why This Training?

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

Review of Key Terms and Principles

Key Term: Prejudice

A preconceived opinion that is not based on reason or actual experience.

(Oxford English Dictionary)

Key Term: Bias

A prejudice in favor of or against one thing, person, or group, usually in a way considered to be unfair.

(CU Denver)

Key Term: Implicit or Unconscious Bias

Associating stereotypes or attitudes towards categories of people without conscious awareness.

([National Equity Project](#))

Key Term: Ableism

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.

Key Term: Ableism

- The belief that non-disabled people are superior to disabled people.

(Melissa Marshall)

Ableism Can Lead to Death



Photo credit: Melissa Hickson

Question for You

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

Have you ever interrupted ableism or disability-based bias?

Key Term: Internalized Ableism

Internalized Ableism is when a person with disabilities absorbs the opinions and viewpoints of the ableist society.

Key Term: Internalized Ableism

Examples:

- Not asking for or turning down an accommodation that you need.
- Hiding things about your disability.

Key Term: Cross- Disability Ableism

Occurs when people with disabilities are prejudiced towards other disabilities.

Key Term: Cross- Disability Ableism

This happens since we:

- Live in an ableist society.
- May be struggling with internalized ableism.

Key Term: Institutional Bias

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

Key Term: Systemic Ableism

Happens when systems, regulations, laws, rules, and practices oppress people with disabilities.

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.

Examples: Intersectional Practices

- Creating educational materials or trainings that prioritize the experiences of multiply marginalized people.

Examples: Intersectional Practices

- Ensuring materials or trainings are available in multiple languages and formats.
- Thinking “who isn’t in the meeting?”

Ableism in Action During Disasters

Examples: Ableism During Disasters

- Telling a person with disabilities in a patronizing tone that they must go to a “special needs shelter.”
- Believing that disabled lives are less worthy of rescue.

Examples: Ableist Assumptions in Disasters

- Disaster notifications by sound are equitable
- All buildings are accessible
- Rideshare transportation is accessible

Interrupting Interpersonal Ableism

Ask yourself:

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

**Not complying with
disability rights law
demonstrates ableism.**

Examples: Non-Compliance as Ableism

- Not providing sign language interpreters or video remote Interpreting (VRI)
- Requiring someone with a disability who needs assistance to bring a friend or family member

Systemic Ableism in Disasters

- Institutional bias
- Segregated “special needs” disaster shelters
- Disaster registries

Interrupting Systemic Ableism During Disasters

1. Document systemic ableism that was recognized during past hurricanes.
2. Bring systemic ableism to the attention of local and state:
 - Legislators, and
 - Emergency management and public health.

Interrupting Systemic Ableism

3. Work with emergency management and public health departments to develop strategies to dismantle systemic ableism that was identified in prior disaster response.
4. Create and implement a plan to address ableism.
5. Support legislation and initiatives that will help dismantle systemic ableism identified in recent disasters.

Interrupting Systemic Ableism During Disasters

6. Provide anti-ableism training to people with and without disabilities.

Questions?

Scenario

Scenario 1

Joe, a Black man, shared his mental health condition when he checked in at the shelter.

You hear a co-worker say they “don’t feel comfortable working with Joe because he might get violent.”

What do you do?

How might intersectional ableism be in play?

Histories of Disability- Led Social Justice Movements

Independent Living Movement

- **1972:** Berkeley Center for Independent Living (CIL) was started by **Ed Roberts** who was joined by **Judy Heumann**.

Independent Living Movement

- **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.

Psychiatric Survivors/Madness Movement

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

Psychiatric Survivors/Madness Movement

- Led to the psychiatric survivors / consumers / ex-patients / ex-inmates movement in 1977

Deaf Movement

1817: American School for the Deaf founded

1864: Gallaudet University founded

- 1988 Deaf President Now Movement
- Deaf Pride

Deaf Movement

1890: National Association of the Deaf founded

1982: National Black Deaf Advocates founded

Organized Blind Movement

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.

Organized Blind Movement

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 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

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.

Questions?



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Thank you!

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