1

00:01:14,040 --> 00:01:16,443

- Good morning or afternoon now.

2

00:01:18,180 --> 00:01:19,323

- Good morning.

3

00:01:22,230 --> 00:01:24,423

- [Priya] Hello everyone and welcome.

4

00:01:26,989 --> 00:01:28,080

My name is Priya Penner,

5

00:01:28,080 --> 00:01:29,250

and I'm with The Partnership

6

00:01:29,250 --> 00:01:32,460

for Inclusive Disaster Strategies.

7

00:01:32,460 --> 00:01:34,470

I use she/her pronouns

8

00:01:34,470 --> 00:01:37,800

and I'm a brown woman with

long curly black hair.

9

00:01:42,455 --> 00:01:47,372

- (Spanish interpretation)

10

00:01:47,372 --> 00:01:52,230

- (Spanish interpretation)

11

00:01:52,230 --> 00:01:57,063

- (Spanish interpretation)

12

00:01:57,063 --> 00:02:01,554

- (Spanish interpretation)

13

00:02:01,554 --> 00:02:04,512

- (Spanish interpretation)

14

00:02:06,000 --> 00:02:08,580

- [Priya] I'm gonna get us

started with a few accessibility

15

00:02:08,580 --> 00:02:12,780

technical support reminders

before passing it off to Lili

16

00:02:12,780 --> 00:02:14,820

to get us started.

17

00:02:14,820 --> 00:02:19,820

Today, we do have Spanish interpretation,

18

00:02:22,110 --> 00:02:24,930

American Sign Language, ASL Interpretation

19

00:02:24,930 --> 00:02:28,113

and CART captions and

English available for folks.

20

00:02:31,424 --> 00:02:36,366

- (Spanish interpretation)

21

00:02:36,366 --> 00:02:41,332

- (Spanish interpretation)

22

00:02:41,332 --> 00:02:46,299

- (Spanish interpretation)

23

00:02:46,299 --> 00:02:47,132

- (Spanish interpretation)

24

00:02:47,132 --> 00:02:51,925

- (Spanish interpretation)

25

00:02:51,925 --> 00:02:56,866

- (Spanish interpretation)

26

00:02:58,662 --> 00:03:00,960

- [Priya] We will be using the

Zoom interpretation feature

27

00:03:00,960 --> 00:03:02,820

for Spanish interpretation,

28

00:03:02,820 --> 00:03:06,153

and we'll be giving instructions

on how to access those.

29

00:03:07,410 --> 00:03:12,060

It does depend on the

device you're joining us,

30

00:03:12,060 --> 00:03:14,910

what the access for the Zoom

interpretation looks like.

31

00:03:14,910 --> 00:03:16,500

And we do encourage everyone

32

00:03:16,500 --> 00:03:19,560

to follow these instructions

even when accessing

33

00:03:19,560 --> 00:03:21,783

the training in just English.

34

00:03:24,432 --> 00:03:29,348

- (Spanish interpretation)

35

00:03:29,348 --> 00:03:34,015

- (Spanish interpretation)

36

00:03:34,015 --> 00:03:38,972

- (Spanish interpretation)

37

00:03:38,972 --> 00:03:41,805

- (Spanish interpretation)

38

00:03:42,960 --> 00:03:45,000

- [Priya] To access the

Zoom interpreting functions,

39

00:03:45,000 --> 00:03:46,410

if you're on a computer,

40

00:03:46,410 --> 00:03:49,380

you're gonna click the

globe icon on the bottom

41

00:03:49,380 --> 00:03:51,810

of your Zoom screen.

42

00:03:51,810 --> 00:03:54,275

If you're on a tablet or phone,

43

00:03:54,275 --> 00:03:57,240

you have to first click

the button titled more

44

00:03:57,240 --> 00:04:00,123

and then click on language interpretation.

45

00:04:01,530 --> 00:04:03,810

For both options, you

wanna choose the language

46

00:04:03,810 --> 00:04:05,700

you use or prefer.

47

00:04:05,700 --> 00:04:09,123

And once you're done on your

phone or tablet, click done.

48

00:04:14,869 --> 00:04:19,727

- (Spanish interpretation)

49

00:04:19,727 --> 00:04:24,702

- (Spanish interpretation)

50

00:04:24,702 --> 00:04:28,752

- (Spanish interpretation)

51

00:04:28,752 --> 00:04:33,668

- (Spanish interpretation)

52

00:04:33,668 --> 00:04:38,644

- (Spanish interpretation)

53

00:04:38,644 --> 00:04:43,568

- (Spanish interpretation)

54

00:04:43,568 --> 00:04:46,251

- (Spanish interpretation)

55

00:04:48,672 --> 00:04:49,988

- [Priya] And now we're gonna

56

00:04:49,988 --> 00:04:53,354

start simultaneous interpretation,

57

00:04:53,354 --> 00:04:56,553

and we're gonna pause to

ensure that is working.

58

00:04:59,437 --> 00:05:04,153

- (Spanish interpretation)

59

00:05:04,153 --> 00:05:05,228

- (Spanish interpretation)

60

00:05:09,990 --> 00:05:12,990

- [Priya] If you can't

hear the interpreter

61

00:05:12,990 --> 00:05:14,940

and you need to, please don't hesitate

62

00:05:14,940 --> 00:05:17,880

to let us know in chat.

63

00:05:17,880 --> 00:05:20,763

Or you can email us at Priya -

64

00:05:20,763 --> 00:05:25,271

P-R-I-Y-A

65

00:05:25,271 --> 00:05:28,833

@disasterstrategies.org.

66

00:05:31,115 --> 00:05:35,694

- (Spanish interpretation)

67

00:05:35,694 --> 00:05:40,307

- (Spanish interpretation)

68

00:05:40,307 --> 00:05:45,288

- (Spanish interpretation)

69

00:05:45,288 --> 00:05:49,588

- (Spanish interpretation)

70

00:06:01,170 --> 00:06:03,960

- [Priya] Now that we're in

simultaneous interpretation,

71

00:06:03,960 --> 00:06:07,350

we can go ahead and get

started with our other access.

72

00:06:07,350 --> 00:06:11,670

Our ASL interpreters are

already spotlighted for folks.

73

00:06:11,670 --> 00:06:15,030

And to adjust the size of the

slides and the interpreters

74

00:06:15,030 --> 00:06:18,660

or speakers, you can drag the divider

75

00:06:18,660 --> 00:06:21,600

that separates the speakers and

interpreters from the slides

76

00:06:21,600 --> 00:06:23,973

and you're gonna drag that left or right.

77

00:06:24,840 --> 00:06:27,000

And again, if you can't

see our interpreters

78

00:06:27,000 --> 00:06:29,940

or access any of our language assistance

79

00:06:29,940 --> 00:06:32,400

or access today, please don't hesitate

80

00:06:32,400 --> 00:06:34,350

to let us know via chat,

81

00:06:34,350 --> 00:06:39,303

or if chat's not accessible to

you to let us know via email.

82

00:06:42,240 --> 00:06:45,210

And we highly encourage

you to ask your questions

83

00:06:45,210 --> 00:06:47,313

as they come to you.

84

00:06:48,420 --> 00:06:50,070

You can ask your questions

85

00:06:50,070 --> 00:06:53,880

or respond to questions

using the raise your hand

86

00:06:53,880 --> 00:06:55,650

button feature.

87

00:06:55,650 --> 00:06:58,530

You can also type in chat or unmute

88

00:06:58,530 --> 00:07:01,053

and talk at appropriate times.

89

00:07:02,400 --> 00:07:04,860

If you can't access the chat

again, you can feel free

90

00:07:04,860 --> 00:07:07,380

to email your questions to us,

91

00:07:07,380 --> 00:07:11,131

and again, raise your hand and let us know

92

00:07:11,131 --> 00:07:14,853

or via chat if you have any

technical assistance issues.

93

00:07:16,800 --> 00:07:19,410

And then finally, this

webinar is being recorded

94

00:07:19,410 --> 00:07:21,570

and an archive of today's

webinar as well as

95

00:07:21,570 --> 00:07:24,223

all of the webinars in this

series will be available

96

00:07:24,223 --> 00:07:26,040

in the coming weeks.

97

00:07:26,040 --> 00:07:30,930

So please do be looking

98

00:07:30,930 --> 00:07:33,920

for those slides as

well as those materials

99

00:07:33,920 --> 00:07:36,483

in the coming weeks.

100

00:07:40,590 --> 00:07:42,890

And with that, I'm gonna

turn it over to Lili.

101

00:07:45,060 --> 00:07:48,480

- [Lili] Thank you, Priya, for

going over the accessibility

102

00:07:48,480 --> 00:07:51,360

features for today's training.

103

00:07:51,360 --> 00:07:53,040

Thank you everyone for joining.

104

00:07:53,040 --> 00:07:56,190

I am the Community Engagement Coordinator

105

00:07:56,190 --> 00:08:00,330

at the Center for Independent

Living of South Florida.

106

00:08:00,330 --> 00:08:03,921

Today, we are hosting a training with

107

00:08:03,921 --> 00:08:07,080

The Partnership for Inclusive

Disaster Strategies,

108

00:08:07,080 --> 00:08:12,080

which is an organization

prioritizing equity and inclusivity

109

00:08:12,780 --> 00:08:15,210

for people with

disabilities before, during,

110

00:08:15,210 --> 00:08:17,850

and after natural disaster.

111

00:08:17,850 --> 00:08:20,040

In this training, you will learn

112

00:08:20,040 --> 00:08:22,950

how to identify and address

113

00:08:22,950 --> 00:08:26,370

disability bias and ableism in disasters

114

00:08:26,370 --> 00:08:31,320

while gaining insight into

disability justice movements.

115

00:08:31,320 --> 00:08:33,300

These trainings are brought to you

116

00:08:33,300 --> 00:08:37,770

by our friends from the Miami Foundation.

117

00:08:37,770 --> 00:08:39,750

Thank you, Juan, and your team

118

00:08:39,750 --> 00:08:42,810

for supporting this important initiative.

119

00:08:42,810 --> 00:08:47,793

I will like to pass it over

to Melissa for this training.

120

00:08:52,650 --> 00:08:53,903

- [Melissa] Thank you so much.

121

00:08:55,800 --> 00:08:56,970

I'm Melissa Marshall

122

00:08:56,970 --> 00:08:59,670

and I'm the Policy and Program

Director for The Partnership

123

00:08:59,670 --> 00:09:02,070

for Inclusive Disaster Strategies.

124

00:09:02,070 --> 00:09:04,110

And I'm thrilled to be here.

125

00:09:04,110 --> 00:09:07,020

I'm a white woman who's wearing glasses,

126

00:09:07,020 --> 00:09:09,780

and I use a scooter,

though you can't see that.

127

00:09:09,780 --> 00:09:11,730

My pronouns are she/her,

128

00:09:11,730 --> 00:09:15,813

and today I'm wearing a black

and cream colored shirt.

129

00:09:17,340 --> 00:09:18,173

Next.

130

00:09:28,140 --> 00:09:29,973

So why is this training important?

131

00:09:31,410 --> 00:09:35,580

Recognizing and being able to interrupt

132

00:09:35,580 --> 00:09:37,770

disability bias and ableism

133

00:09:37,770 --> 00:09:41,670

as it happens throughout

disasters can save lives

134

00:09:41,670 --> 00:09:43,850

and protect freedom of

people with disabilities.

135

00:09:43,850 --> 00:09:47,043

So that's why this training

is really, really important.

136

00:09:51,720 --> 00:09:52,553

Next.

137

00:09:54,840 --> 00:09:57,060

As we begin, we're gonna go over a bunch

138

00:09:57,060 --> 00:09:59,070

of key terms and principles.

139

00:09:59,070 --> 00:10:02,250

They're necessary for you to

understand what ableism is,

140

00:10:02,250 --> 00:10:04,620

what bias is, and how to interrupt it.

141

00:10:04,620 --> 00:10:06,573

So that's what we're gonna do. Next.

142

00:10:12,780 --> 00:10:14,910

First key term: prejudice.

143

00:10:14,910 --> 00:10:16,830

Just gonna give you the dictionary

144

00:10:16,830 --> 00:10:18,990

definition of prejudice.

145

00:10:18,990 --> 00:10:21,633

Prejudice is a pre-conserved opinion

146

00:10:21,633 --> 00:10:25,380

that is not based on reason

or actual experience.

147

00:10:25,380 --> 00:10:27,380

It's from the Oxford English Dictionary.

148

00:10:33,210 --> 00:10:34,043

Next.

149

00:10:36,390 --> 00:10:38,580

Now let's look at bias.

150

00:10:38,580 --> 00:10:41,820

Bias is prejudice in favor

151

00:10:41,820 --> 00:10:44,610

or against one person, thing, or group,

152

00:10:44,610 --> 00:10:46,893

usually in a way considered to be unfair.

153

00:10:50,118 --> 00:10:52,368

And that's from CU Denver

is a site for that.

154

00:10:54,630 --> 00:10:55,463

Next.

155

00:10:58,800 --> 00:11:00,720

Implicit or unconscious bias.

156

00:11:00,720 --> 00:11:02,400

You might have heard

this a lot around race.

157

00:11:02,400 --> 00:11:03,330

It's in the news a lot

158

00:11:03,330 --> 00:11:06,360

and it's a really important

concept to understand.

159

00:11:06,360 --> 00:11:09,720

And it's when we associate stereotypes

160

00:11:09,720 --> 00:11:12,120

or attitudes towards categories of people

161

00:11:12,120 --> 00:11:13,980

without our conscious awareness.

162

00:11:13,980 --> 00:11:17,043

So it's when we have bias,

but don't even know it.

163

00:11:20,280 --> 00:11:21,113

Next, please.

164

00:11:25,350 --> 00:11:28,590

Ableism, which is what we're

here to talk about today.

165

00:11:28,590 --> 00:11:33,000

Now, according to the

Merriam-Webster Dictionary, ableism

166

00:11:33,000 --> 00:11:37,743

is discrimination or prejudice

against people disabilities.

167

00:11:40,470 --> 00:11:42,453

But ableism is more than that.

168

00:11:49,140 --> 00:11:53,910

Ableism is oppression

based on physical, mental,

169

00:11:53,910 --> 00:11:58,140

intellectual, cognitive, sensory,

170

00:11:58,140 --> 00:12:00,723

or other ability or perceived ability.

171

00:12:04,740 --> 00:12:05,573

Next, please.

172

00:12:07,110 --> 00:12:10,440

It's also, ableism is also the belief

173

00:12:10,440 --> 00:12:14,820

that non-disabled people are

superior to disabled people.

174

00:12:14,820 --> 00:12:17,700

And it's better to not

have a disability than

175

00:12:17,700 --> 00:12:18,990

to have a disability.

176

00:12:18,990 --> 00:12:21,440

And that definition is

from one Melissa Marshall,

177

00:12:23,310 --> 00:12:24,300

not published anywhere,

178

00:12:24,300 --> 00:12:25,590

but that's my definition,

179

00:12:25,590 --> 00:12:26,913

my working definition.

180

00:12:30,660 --> 00:12:31,493

Next, please.

181

00:12:34,074 --> 00:12:37,563

Now, ableism and bias can lead to death.

182

00:12:43,950 --> 00:12:46,380

And you see a picture here,

183

00:12:46,380 --> 00:12:49,620

and it's of a Black man

184

00:12:49,620 --> 00:12:52,530

in a hospital gown in a hospital bed.

185

00:12:52,530 --> 00:12:55,080

And he's surrounded by five teenagers

186

00:12:55,080 --> 00:12:57,750

smiling broadly at the camera.

187

00:12:57,750 --> 00:12:59,850

His name was Michael Hickson.

188

00:12:59,850 --> 00:13:01,470

Those are his five children,

189

00:13:01,470 --> 00:13:03,540

two of them are twins incidentally.

190

00:13:03,540 --> 00:13:07,530

And the photo credit is given

to Melissa Hickson, his wife.

191

00:13:07,530 --> 00:13:11,013

And what happened was

Mr. Hickson contracted -

192

00:13:11,013 --> 00:13:13,504

was in a car accident

193

00:13:13,504 --> 00:13:16,806

and he had a brain injury

194

00:13:16,806 --> 00:13:19,200

and he had a spinal cord injury,

195

00:13:19,200 --> 00:13:23,640

and he was put into a nursing

home against his wife's will

196

00:13:23,640 --> 00:13:26,250

'cause apparently you

can do that in Texas.

197

00:13:26,250 --> 00:13:29,913

And he contracted COVID, it's 2021.

198

00:13:30,810 --> 00:13:33,480

And he got taken out of the nursing home

199

00:13:33,480 --> 00:13:35,250

and put into the hospital,

which was good that he went

200

00:13:35,250 --> 00:13:37,173

to the hospital to be taken care of.

201

00:13:38,130 --> 00:13:42,097

And his wife, Melissa,

recorded a doctor saying is,

202

00:13:42,097 --> 00:13:45,480

"We don't wanna save him

because his life has no value

203

00:13:45,480 --> 00:13:47,520

because he's too disabled."

204

00:13:47,520 --> 00:13:50,520

Words to that effect. But

that's literally on tape.

205

00:13:50,520 --> 00:13:55,320

Mr. Hickson passed away

because he was moved -

206

00:13:55,320 --> 00:13:58,350

he wasn't given the critical

treatment his wife requested

207

00:13:58,350 --> 00:14:03,350

he get, and they just did

palliative care, end of life care.

208

00:14:03,570 --> 00:14:06,090

And he died ostensibly of natural causes

209

00:14:06,090 --> 00:14:08,760

because it's pretty natural to

die when you haven't had food

210

00:14:08,760 --> 00:14:10,800

or water for six days.

211

00:14:10,800 --> 00:14:14,880

So we do this in memory

of Michael Hickson,

212

00:14:14,880 --> 00:14:17,790

and those systemic ableism

and ableism on behalf

213

00:14:17,790 --> 00:14:19,860

of the medical professionals

that literally led

214

00:14:19,860 --> 00:14:21,630

to Michael Hickson's death.

215

00:14:21,630 --> 00:14:22,860

And if people want, I can't hear you,

216

00:14:22,860 --> 00:14:25,110

but want people wanna say

his name out loud right

217

00:14:25,110 --> 00:14:26,730

now, that would be great.

218

00:14:26,730 --> 00:14:29,793

Michael Hickson, never forget.

219

00:14:33,180 --> 00:14:34,013

Next, please.

220

00:14:40,080 --> 00:14:41,530

So I have a question for you.

221

00:14:42,690 --> 00:14:44,250

You get to ask me questions,

222

00:14:44,250 --> 00:14:47,760

and I get to ask you questions.

Bet you didn't know that.

223

00:14:47,760 --> 00:14:49,890

What are some examples of ableism

224

00:14:49,890 --> 00:14:51,603

you've experienced or noticed?

225

00:14:55,229 --> 00:14:58,153

If you wanna type that

in, that would be great.

226

00:14:59,250 --> 00:15:00,330

And I didn't tell you.

227

00:15:00,330 --> 00:15:03,120

I have virtual fabulous prizes for people,

228

00:15:03,120 --> 00:15:04,860

who give answers. They don't

have to be right answers,

229

00:15:04,860 --> 00:15:06,750

but people ask questions and give answers.

230

00:15:06,750 --> 00:15:08,640

Normally, if I was there in person,

231

00:15:08,640 --> 00:15:10,350

typically I would give you a prize.

232

00:15:10,350 --> 00:15:13,110

But things you get at kids'

birthday party, small prizes.

233

00:15:13,110 --> 00:15:15,110

But you might get a virtual prize today.

234

00:15:17,940 --> 00:15:18,840

Priya, can you let me know if

235

00:15:18,840 --> 00:15:20,490

you're seeing things in the chat?

236

00:15:25,860 --> 00:15:27,063

- May I speak?

237

00:15:28,950 --> 00:15:31,560

- [Priya] This is Priya. Absolutely.

238

00:15:31,560 --> 00:15:36,180

Let me, you are good to

go. Go ahead Michael.

239

00:15:36,180 --> 00:15:37,500

- Hi. Thank you.

240

00:15:37,500 --> 00:15:42,183

Yeah, a year ago I

attended the Abilities...

241

00:15:43,350 --> 00:15:46,200

It was an event that was

held in the Miami Airport

242

00:15:46,200 --> 00:15:48,720

Convention Center to show off

243

00:15:48,720 --> 00:15:50,730

all the different technology, whatever.

244

00:15:50,730 --> 00:15:54,510

Anyway, long story short,

I met a very nice girl.

245

00:15:54,510 --> 00:15:55,800

She was in a wheelchair.

246

00:15:55,800 --> 00:15:58,950

She was about 23, 25, around there.

247

00:15:58,950 --> 00:16:01,110

She worked for corporations.

248

00:16:01,110 --> 00:16:03,390

She was sent there as a representative

249

00:16:03,390 --> 00:16:05,370

because she has a disability.

250

00:16:05,370 --> 00:16:09,900

And I noticed that literally

everybody ignored her.

251

00:16:09,900 --> 00:16:12,870

Like I was actually the

only per - I approached her

252

00:16:12,870 --> 00:16:15,660

and talked with her on multiple

occasions during the event.

253

00:16:15,660 --> 00:16:18,000

And I, you know, sometimes

I would walk around

254

00:16:18,000 --> 00:16:19,590

and do other things,

255

00:16:19,590 --> 00:16:23,910

and I would notice that,

you know, as I'm, you know,

256

00:16:23,910 --> 00:16:25,080

I would look at her a couple of times

257

00:16:25,080 --> 00:16:26,160

just to see how she's doing.

258

00:16:26,160 --> 00:16:27,057

And like, nobody would talk to her

259

00:16:27,057 --> 00:16:28,200

and nobody would approach her.

260

00:16:28,200 --> 00:16:29,310

Nobody would do anything.

261

00:16:29,310 --> 00:16:32,130

And it was all because

she was in a wheelchair.

262

00:16:32,130 --> 00:16:33,420

That's the only reason

263

00:16:33,420 --> 00:16:35,460

'cause when I spoke to her multiple times,

264

00:16:35,460 --> 00:16:37,470

she was very intelligent, she was capable,

265

00:16:37,470 --> 00:16:39,480

she was obviously employed

266

00:16:39,480 --> 00:16:42,210

and, you know, hired to go

there as a representative,

267

00:16:42,210 --> 00:16:43,530

but just people ignored her.

268

00:16:43,530 --> 00:16:46,200

So I would see that as an

example of ableism that,

269

00:16:46,200 --> 00:16:48,844

you know, the people who deny disabilities

270

00:16:48,844 --> 00:16:50,280

were literally ignoring her

271

00:16:50,280 --> 00:16:51,600

and not really engaging there

272

00:16:51,600 --> 00:16:54,540

just because she was in a

wheelchair and no other reason.

273

00:16:54,540 --> 00:16:55,860

- [Melissa] Michael, like

you get a bright blue

274

00:16:55,860 --> 00:16:58,050

and yellow super ball that's imaginary.

275

00:16:58,050 --> 00:17:01,350

It's your virtual fabulous

prize. Do with it what you will.

276

00:17:01,350 --> 00:17:03,867

But yes, absolutely. That's

an example of ableism.

277

00:17:03,867 --> 00:17:07,244

And that invisibility for being,

278

00:17:07,244 --> 00:17:09,900

using a piece of equipment

makes you invisible.

279

00:17:09,900 --> 00:17:11,400

Yes, totally.

280

00:17:11,400 --> 00:17:15,183

And I see a number of people

giving travel examples.

281

00:17:16,170 --> 00:17:17,910

I see someone said when they're traveling,

282

00:17:17,910 --> 00:17:20,940

and I see that Clive was

saying helping people in first

283

00:17:20,940 --> 00:17:23,790

class on an airplane and

ignoring those in coach.

284

00:17:23,790 --> 00:17:28,350

Interesting. Yes and Clive,

do you wanna talk about that?

285

00:17:28,350 --> 00:17:32,010

And there's another person

said traveling experiences too.

286

00:17:32,010 --> 00:17:33,723

- [Priya] This is Priya.

287

00:17:35,191 --> 00:17:40,006

I'm gonna read some comments

here in chat from folks.

288

00:17:40,006 --> 00:17:44,197

Another traveling experience

from Sharon is - Sharon shares,

289

00:17:44,197 --> 00:17:47,280

"I've noticed ableism when

traveling, when boarding

290

00:17:47,280 --> 00:17:49,440

and deplaning, passengers

with disabilities

291

00:17:49,440 --> 00:17:51,387

are oftentimes ignored."

292

00:17:53,490 --> 00:17:56,137

Carissa shares in quotes,

293

00:17:56,137 --> 00:17:59,364

"You don't look disabled." Quote, unquote.

294

00:17:59,364 --> 00:18:00,933

- [Melissa] Yes.

- [Priya] Yes.

295

00:18:00,933 --> 00:18:03,960

And Casey shares, "I'm immunocompromised

296

00:18:03,960 --> 00:18:08,100

and have been pushed for

most aspects of public life."

297

00:18:08,100 --> 00:18:09,060

- [Melissa] Yes, thank you. All of you.

298

00:18:09,060 --> 00:18:10,980

You all get a fabulous

prize of your choice.

299

00:18:10,980 --> 00:18:13,260

You can have a top, you

can have a word puzzle,

300

00:18:13,260 --> 00:18:14,880

you can have a little

tiny plastic balloon.

301

00:18:14,880 --> 00:18:17,040

Any of those things you want

in the color of your choice,

302

00:18:17,040 --> 00:18:20,070

you get, and sometimes we

call them microaggressions.

303

00:18:20,070 --> 00:18:21,960

We don't have time to talk

a lot about them today,

304

00:18:21,960 --> 00:18:26,010

but they're not blatant

examples of ableism.

305

00:18:26,010 --> 00:18:27,510

But just that little twinge.

306

00:18:27,510 --> 00:18:29,670

For example, I went to

make, I had to make a series

307

00:18:29,670 --> 00:18:31,020

of doctor's appointments,

308

00:18:31,020 --> 00:18:32,580

and it was getting towards the holidays

309

00:18:32,580 --> 00:18:34,057

and I'm kind of musing to myself,

310

00:18:34,057 --> 00:18:36,300

"Well, I don't know if the

kids are coming or this."

311

00:18:36,300 --> 00:18:39,157

And the woman at the reception desk said,

312

00:18:39,157 --> 00:18:42,027

"It's so good that you have a family."

313

00:18:43,380 --> 00:18:45,867

Well, yeah, it's very

good that I have a family,

314

00:18:45,867 --> 00:18:48,300

but she clearly was assuming I couldn't

315

00:18:48,300 --> 00:18:50,460

and really had to made a lot of effort

316

00:18:50,460 --> 00:18:52,680

to highlight when I did and

did not have appointments.

317

00:18:52,680 --> 00:18:54,840

And I kind of assured

her that I could read.

318

00:18:54,840 --> 00:18:56,880

But anyway, those kinds of things.

319

00:18:56,880 --> 00:18:58,590

Those are all great examples.

320

00:18:58,590 --> 00:19:01,350

Can anyone share, and

Michael already has shared,

321

00:19:01,350 --> 00:19:05,493

how you've interrupted ableism

or disability-based bias.

322

00:19:07,470 --> 00:19:09,360

And feel free to put things in the chat.

323

00:19:09,360 --> 00:19:12,060

What Michael said is

sometimes by paying attention

324

00:19:12,060 --> 00:19:15,243

to the person, who no

one's paying attention to.

325

00:19:19,590 --> 00:19:21,840

I met one of my very close friends

326

00:19:21,840 --> 00:19:23,310

and close business associations

327

00:19:23,310 --> 00:19:25,920

because I went to a meeting with her

328

00:19:25,920 --> 00:19:27,810

and I was with another

person using a wheelchair.

329

00:19:27,810 --> 00:19:29,280

And we were the only two wheelchair users

330

00:19:29,280 --> 00:19:32,250

and she was the only person

that came and spoke to us.

331

00:19:32,250 --> 00:19:33,570

And that was at least 20 years ago.

332

00:19:33,570 --> 00:19:35,370

And we're good friends

and colleagues since.

333

00:19:35,370 --> 00:19:37,883

And because of that, I tell

that story all the time.

334

00:19:39,300 --> 00:19:41,650

Anything in the chat,

Priya? Let's see anything.

335

00:19:46,830 --> 00:19:48,360

- [Priya] This is Priya.

336

00:19:48,360 --> 00:19:53,280

Laurel shares "Access to

transportation, accessibility,

337

00:19:53,280 --> 00:19:56,430

hotel rooms, bathrooms,

338

00:19:59,988 --> 00:20:03,630

stairs, and elevator access."

339

00:20:03,630 --> 00:20:06,270

Sharon, I believe is

responding to your question,

340

00:20:06,270 --> 00:20:09,363

"Allowing them to be seen and heard."

341

00:20:11,970 --> 00:20:13,920

And that is it.

342

00:20:13,920 --> 00:20:16,440

- [Melissa] Thank you so

much and be thinking of those

343

00:20:16,440 --> 00:20:17,910

after you do this training,

344

00:20:17,910 --> 00:20:20,580

think of notice ableism

in your day-to-day life

345

00:20:20,580 --> 00:20:21,930

and think about ways to interrupt it.

346

00:20:21,930 --> 00:20:24,530

We're gonna talk more about

that. Next slide please.

347

00:20:28,980 --> 00:20:32,370

Next key term is internalized ableism.

348

00:20:32,370 --> 00:20:35,340

Internalized ableism is when a person

349

00:20:35,340 --> 00:20:38,460

with disabilities absorbs opinions

350

00:20:38,460 --> 00:20:41,373

and viewpoints from an ableist society.

351

00:20:42,420 --> 00:20:45,300

It's in the air, you hear it, you learn it

352

00:20:45,300 --> 00:20:46,590

'cause you're part of society.

353

00:20:46,590 --> 00:20:48,900

And by the way, everyone on my opinion is

354

00:20:48,900 --> 00:20:50,070

ableist, including myself.

355

00:20:50,070 --> 00:20:51,690

And I've worked on this every day since

356

00:20:51,690 --> 00:20:53,520

I was about 17 consciously.

357

00:20:53,520 --> 00:20:54,893

And I still find areas of ableism.

358

00:20:54,893 --> 00:20:57,240

So it's not bad if you find ableism.

359

00:20:57,240 --> 00:21:01,620

And I notice internalized

ableism in myself a lot.

360

00:21:01,620 --> 00:21:02,870

You go to the next slide.

361

00:21:07,710 --> 00:21:12,710

So examples of internalized

ableism include

362

00:21:12,717 --> 00:21:16,650

not asking for or turning down

an accommodation you need.

363

00:21:16,650 --> 00:21:20,040

'cause somebody else needs the hotel room

364

00:21:20,040 --> 00:21:22,590

with the accessible bathroom

more than me probably.

365

00:21:24,240 --> 00:21:26,460

Hiding things about your disability,

366

00:21:26,460 --> 00:21:30,840

masking your disability, being

ashamed of your disability,

367

00:21:30,840 --> 00:21:33,030

being embarrassed by your disability.

368

00:21:33,030 --> 00:21:35,883

Those are all examples

of internalized ableism.

369

00:21:40,950 --> 00:21:41,783

Next, please.

370

00:21:45,630 --> 00:21:48,300

Then there's cross disability ableism.

371

00:21:48,300 --> 00:21:49,740

What does that mean?

372

00:21:49,740 --> 00:21:54,480

That's when people with

disabilities are prejudiced towards

373

00:21:54,480 --> 00:21:58,440

other disabilities or don't

understand their issues

374

00:21:58,440 --> 00:22:01,500

or have ableism towards those

issues, have bias towards

375

00:22:01,500 --> 00:22:03,093

the other disability issues.

376

00:22:04,050 --> 00:22:07,350

It's when a group of people

377

00:22:07,350 --> 00:22:09,990

with mental health

conditions say, we don't have

378

00:22:09,990 --> 00:22:12,570

to meet in an accessible area

379

00:22:12,570 --> 00:22:15,720

because we're for people

with mental health conditions

380

00:22:15,720 --> 00:22:17,193

as if you couldn't have two.

381

00:22:18,150 --> 00:22:22,290

Or it's when people with

physical disabilities stigmatize

382

00:22:22,290 --> 00:22:23,887

people with mental health conditions,

383

00:22:23,887 --> 00:22:25,500

"Oh, they're just a bunch of,"

384

00:22:25,500 --> 00:22:27,243

and use whatever slur you want.

385

00:22:29,160 --> 00:22:31,500

Not taking that seriously

and oppressing that.

386

00:22:31,500 --> 00:22:33,420

It goes across, it grows equitably.

387

00:22:33,420 --> 00:22:35,940

And that's one of the challenges

in the independent living

388

00:22:35,940 --> 00:22:39,210

movement is to work on those

issues across disability

389

00:22:39,210 --> 00:22:40,893

ableism, because it's real.

390

00:22:45,900 --> 00:22:46,733

Next, please.

391

00:22:50,250 --> 00:22:52,200

So why does this happen?

392

00:22:52,200 --> 00:22:54,480

Again, it's not because we're bad people.

393

00:22:54,480 --> 00:22:57,420

We live in an ableist society,

394

00:22:57,420 --> 00:23:00,840

and we're might be, we're

probably, I would say, struggling

395

00:23:00,840 --> 00:23:02,770

with our own internalized ableism.

396

00:23:10,500 --> 00:23:11,333

Next.

397

00:23:13,830 --> 00:23:16,110

Institutional bias.

398

00:23:16,110 --> 00:23:18,363

What is institutional bias?

399

00:23:19,230 --> 00:23:20,820

It's the conscious

400

00:23:20,820 --> 00:23:24,810

or unconscious belief that

people with disabilities

401

00:23:24,810 --> 00:23:28,140

belong are better off in institutions,

402

00:23:28,140 --> 00:23:30,450

including nursing facilities.

403

00:23:30,450 --> 00:23:31,860

We don't call them nursing homes

404

00:23:31,860 --> 00:23:33,210

because they're nobody's home.

405

00:23:33,210 --> 00:23:35,283

They're facilities, they're institutions.

406

00:23:41,550 --> 00:23:42,383

Next, please.

407

00:23:45,390 --> 00:23:46,743

Systemic ableism.

408

00:23:47,670 --> 00:23:51,442

And that happens when regulations, laws,

409

00:23:51,442 --> 00:23:56,442

rules, and systemic practices oppress

410

00:23:56,442 --> 00:23:58,623

people with disabilities.

411

00:24:00,029 --> 00:24:03,360

There's lots and lots of examples of

412

00:24:03,360 --> 00:24:05,760

that I could tell you about.

413

00:24:05,760 --> 00:24:07,290

There's Medicaid waivers

414

00:24:07,290 --> 00:24:09,919

that favor people being in institutions

415

00:24:09,919 --> 00:24:13,380

and literally make it easier

for you to go into institutions

416

00:24:13,380 --> 00:24:14,703

during disasters.

417

00:24:16,650 --> 00:24:17,483

Next, please.

418

00:24:20,270 --> 00:24:24,930

The next key term you might've

heard is intersectionality,

419

00:24:24,930 --> 00:24:27,900

it's coined by Dr. Kimberlé Crenshaw.

420

00:24:27,900 --> 00:24:29,630

What you need to know is intersectionality

421

00:24:29,630 --> 00:24:30,990

is not a bad thing.

422

00:24:30,990 --> 00:24:32,250

It's a framework designed

423

00:24:32,250 --> 00:24:35,200

to explore the interlocking effects

424

00:24:36,150 --> 00:24:41,150

of race, class, gender,

425

00:24:41,168 --> 00:24:44,520

and other marginalizing

characteristics that contribute

426

00:24:44,520 --> 00:24:46,683

to social identity and affect health.

427

00:24:53,430 --> 00:24:54,263

Next, please.

428

00:24:58,980 --> 00:25:02,160

So examples of intersectional practices

429

00:25:02,160 --> 00:25:04,800

is creating educational materials

430

00:25:04,800 --> 00:25:07,830

or training that

prioritizes the experiences

431

00:25:07,830 --> 00:25:09,603

of multiple marginalized people.

432

00:25:14,370 --> 00:25:15,203

Next, please.

433

00:25:17,790 --> 00:25:20,160

It can look like ensuring

materials or trainings

434

00:25:20,160 --> 00:25:23,640

are available in multiple

languages and formats.

435

00:25:23,640 --> 00:25:27,543

And thinking, who's not at the table?

436

00:25:28,800 --> 00:25:33,060

Who isn't here? Why aren't

there transgender people here?

437

00:25:33,060 --> 00:25:35,220

Why aren't there people of color here?

438

00:25:35,220 --> 00:25:37,680

Why aren't there transgender

people of color here?

439

00:25:37,680 --> 00:25:40,140

And not being afraid of

that and not judging,

440

00:25:40,140 --> 00:25:42,510

but getting the scope of

where you need to do work

441

00:25:42,510 --> 00:25:44,763

and asking those questions is critical.

442

00:25:46,200 --> 00:25:47,033

Next, please.

443

00:25:50,550 --> 00:25:53,670

Now we're gonna look at ableism

in action during disasters.

444

00:25:53,670 --> 00:25:56,250

Specifically, all what I applied,

445

00:25:56,250 --> 00:25:58,920

what I talked about before

obviously applies to disasters.

446

00:25:58,920 --> 00:26:01,323

But let's talk specifically

about disasters.

447

00:26:06,900 --> 00:26:10,260

So examples of ableism during disasters.

448

00:26:10,260 --> 00:26:12,960

And again, we could go on

the pages and pages and pages

449

00:26:12,960 --> 00:26:14,700

and many, many slides of examples,

450

00:26:14,700 --> 00:26:17,160

but we're doing this in an hour,

451

00:26:17,160 --> 00:26:20,370

and we're condensing a lot of materials.

452

00:26:20,370 --> 00:26:21,930

So just be aware of that.

453

00:26:21,930 --> 00:26:25,740

So examples of ableism and

disasters, telling somebody with

454

00:26:25,740 --> 00:26:28,890

disabilities in that patronizing tone,

455

00:26:28,890 --> 00:26:31,863

they must go to special needs shelter,

456

00:26:33,390 --> 00:26:36,750

where they might be more likely

to get institutionalized,

457

00:26:36,750 --> 00:26:38,160

and if they didn't, they're not going

458

00:26:38,160 --> 00:26:39,270

to get anything special.

459

00:26:39,270 --> 00:26:41,250

But that's a whole

other story. In Florida,

460

00:26:41,250 --> 00:26:43,050

you know about this.

461

00:26:43,050 --> 00:26:48,050

Also believing the disabled

lives are less worthy of rescue,

462

00:26:48,698 --> 00:26:51,518

believing in your soul that

those people don't have

463

00:26:51,518 --> 00:26:54,240

good lives, like late Michael Hickson.

464

00:26:54,240 --> 00:26:57,300

His life wasn't good, they

weren't gonna work to save him,

465

00:26:57,300 --> 00:26:58,863

and give resources to save him.

466

00:27:00,150 --> 00:27:00,983

Next, please.

467

00:27:03,300 --> 00:27:06,663

Here's some ableist

assumptions during disasters.

468

00:27:07,860 --> 00:27:10,020

We make ableist assumptions all the time

469

00:27:10,020 --> 00:27:12,420

and they can lead to deathly consequences

470

00:27:12,420 --> 00:27:15,513

or dire consequences for

people with disabilities.

471

00:27:16,590 --> 00:27:20,060

For example, if we assume

that disaster notifications by

472

00:27:20,060 --> 00:27:23,610

sound are equitable, Deaf

people aren't gonna get notified

473

00:27:23,610 --> 00:27:26,493

by strobe light to get out of their home.

474

00:27:28,590 --> 00:27:31,560

Next, if we assume that all

buildings are accessible,

475

00:27:31,560 --> 00:27:35,160

we're not gonna make sure that

the shower and the bathroom

476

00:27:35,160 --> 00:27:37,857

and the eating areas and

the sleeping areas are all

477

00:27:37,857 --> 00:27:41,523

accessible and compliant with

requirements under the ADA,

478

00:27:42,600 --> 00:27:44,283

Americans with Disabilities Act.

479

00:27:45,390 --> 00:27:49,680

If we assume that rideshare

transportation is accessible,

480

00:27:49,680 --> 00:27:52,080

we're gonna say to disabled people,

481

00:27:52,080 --> 00:27:57,080

just take an Uber, just take a Lyft.

482

00:27:57,810 --> 00:28:00,630

And in some cities they have

accessible Ubers and Lyft,

483

00:28:00,630 --> 00:28:02,370

but that's the minority of cities.

484

00:28:02,370 --> 00:28:03,840

Now, people with disabilities

485

00:28:03,840 --> 00:28:05,070

that aren't mobility disabilities

486

00:28:05,070 --> 00:28:06,510

can certainly use ride share.

487

00:28:06,510 --> 00:28:10,203

But I'm a scooter user, I can't

use ride share. Next please.

488

00:28:17,970 --> 00:28:21,750

So let's look at how to

interrupt interpersonal ableism.

489

00:28:21,750 --> 00:28:24,750

One-on-one, person-to-person ableism.

490

00:28:24,750 --> 00:28:28,590

You wanna ask yourself, first

of all, do a reality check.

491

00:28:28,590 --> 00:28:31,040

Is this behavior reflection

of bias or ableism?

492

00:28:31,040 --> 00:28:32,799

Maybe it's not.

493

00:28:32,799 --> 00:28:36,660

And what can I do to interrupt this?

494

00:28:36,660 --> 00:28:38,160

So those are the key questions

495

00:28:38,160 --> 00:28:40,660

what you wanna look at

whenever you're doing this.

496

00:28:44,190 --> 00:28:45,023

Next, please.

497

00:28:47,460 --> 00:28:49,860

Not complying with disability rights law

498

00:28:49,860 --> 00:28:51,453

also demonstrates ableism.

499

00:28:53,160 --> 00:28:55,317

So if you're breaking

disability rights law

500

00:28:55,317 --> 00:28:57,758

and you're not compliant, that's ableist

501

00:28:57,758 --> 00:29:00,657

and has ableist results. Makes sense?

502

00:29:04,410 --> 00:29:09,410

Next, let's look at some

examples of non-compliance.

503

00:29:09,420 --> 00:29:12,120

And I'm talking with the

Americans with Disabilities Act,

504

00:29:12,120 --> 00:29:13,770

Section 504, The Rehab Act.

505

00:29:13,770 --> 00:29:16,020

That's another training

on legal rights, but,

506

00:29:17,040 --> 00:29:20,220

but some examples are not

providing sign language

507

00:29:20,220 --> 00:29:23,407

interpreters or Video

Remote Interpreting VRI,

508

00:29:25,920 --> 00:29:30,300

or, and this happened

in shelters recently in

509

00:29:30,300 --> 00:29:32,640

wanna say Helene if it was in Milton,

510

00:29:32,640 --> 00:29:37,170

but requiring someone with a

disability who needs assistance

511

00:29:37,170 --> 00:29:39,570

to bring a friend or a family member.

512

00:29:39,570 --> 00:29:41,610

That was in Milton. I

happened to be scrolling

513

00:29:41,610 --> 00:29:43,260

some material on it and said, you know,

514

00:29:43,260 --> 00:29:45,360

important tips if you're

going to a shelter,

515

00:29:45,360 --> 00:29:47,220

if you're going to the medical shelter,

516

00:29:47,220 --> 00:29:49,500

this wasn't in Florida, I

think it was North Carolina.

517

00:29:49,500 --> 00:29:51,264

But if you have a disability

518

00:29:51,264 --> 00:29:53,640

and you need assistance,

you need to bring a friend

519

00:29:53,640 --> 00:29:55,333

or family member to assist you.

520

00:29:55,333 --> 00:29:57,360

That's not legal.

521

00:29:57,360 --> 00:29:58,650

Not only do they do you not have

522

00:29:58,650 --> 00:30:01,050

to bring someone with you to assist you,

523

00:30:01,050 --> 00:30:04,020

the shelter has to provide

someone to assist you.

524

00:30:04,020 --> 00:30:06,483

So that's an ableist practice.

525

00:30:10,530 --> 00:30:11,363

Next, please.

526

00:30:15,420 --> 00:30:18,300

So we're looking at, that

was individualized ableism.

527

00:30:18,300 --> 00:30:19,623

Now we're gonna look at systemic ableism

528

00:30:19,623 --> 00:30:23,910

that we talked about and some

examples of systemic ableism.

529

00:30:23,910 --> 00:30:27,570

One is institutional bias

when you set things up

530

00:30:27,570 --> 00:30:30,150

so it's easier and cheaper

and more convenient

531

00:30:30,150 --> 00:30:33,000

for the system to place in air quotes,

532

00:30:33,000 --> 00:30:36,483

you in an institution

including a nursing facility.

533

00:30:38,250 --> 00:30:40,260

In our opinion, The Partnership's opinion,

534

00:30:40,260 --> 00:30:43,500

segregated special needs

shelters are examples

535

00:30:43,500 --> 00:30:44,830

of systemic ableism

536

00:30:47,190 --> 00:30:49,500

and disaster registries.

537

00:30:49,500 --> 00:30:52,800

Just gonna say a very quirk

word about disaster registries.

538

00:30:52,800 --> 00:30:54,330

We have a whole training on this.

539

00:30:54,330 --> 00:30:57,540

They create false expectations

in people with disabilities

540

00:30:57,540 --> 00:30:58,650

that they'll be rescued.

541

00:30:58,650 --> 00:31:01,950

They won't, they assume we're

always at home, we're not.

542

00:31:01,950 --> 00:31:03,510

There's lots of problems with registries

543

00:31:03,510 --> 00:31:05,160

and they're very, very expensive.

544

00:31:09,930 --> 00:31:10,763

Next.

545

00:31:15,930 --> 00:31:19,470

How do you interrupt systemic

ableism during disasters?

546

00:31:19,470 --> 00:31:23,400

First of all, you wanna

document systemic ableism was

547

00:31:23,400 --> 00:31:25,980

recognized in past hurricanes.

548

00:31:25,980 --> 00:31:28,410

Write it down. If you're

an advocate, write it down.

549

00:31:28,410 --> 00:31:30,420

Now you don't wanna ask

survivors of hurricanes

550

00:31:30,420 --> 00:31:32,760

to document everything

and write things down,

551

00:31:32,760 --> 00:31:35,235

but if you're there as an

advocate, if you're working

552

00:31:35,235 --> 00:31:36,668

at an Independent Living Center,

553

00:31:36,668 --> 00:31:38,168

a Protection and Advocacy agency,

554

00:31:38,168 --> 00:31:40,290

other kind of advocate,

other kind of person,

555

00:31:40,290 --> 00:31:41,430

you just wanna notice.

556

00:31:41,430 --> 00:31:43,680

In Hurricane Helene, we notice this

557

00:31:43,680 --> 00:31:45,720

example of systemic ableism.

558

00:31:45,720 --> 00:31:49,170

In Milton, we notice this

example of systemic ableism.

559

00:31:49,170 --> 00:31:50,670

So you just wanna document it.

560

00:31:53,940 --> 00:31:54,773

Next.

561

00:31:58,320 --> 00:32:01,470

And bringing ableism, systemic

ableism to the attention

562

00:32:01,470 --> 00:32:04,150

of local and state legislators

563

00:32:05,580 --> 00:32:08,163

and emergency management

and public health.

564

00:32:15,360 --> 00:32:17,510

The third way to

interrupt systemic ableism

565

00:32:20,730 --> 00:32:23,010

is to work with emergency management

566

00:32:23,010 --> 00:32:27,000

and public health departments

to develop strategies

567

00:32:27,000 --> 00:32:29,790

to dismantle systemic ableism

568

00:32:29,790 --> 00:32:33,030

that was identified in

prior disaster responses.

569

00:32:33,030 --> 00:32:36,360

So you wanna sit down with

them before the next disaster

570

00:32:36,360 --> 00:32:39,120

and say, "Hey, we notice

these systemic issues.

571

00:32:39,120 --> 00:32:42,240

Maybe we need to change the

law by special needs shelters.

572

00:32:42,240 --> 00:32:44,460

Maybe we need to have another practice.

573

00:32:44,460 --> 00:32:47,130

Definitely a practice of

telling someone they have

574

00:32:47,130 --> 00:32:49,920

to someone accompany them if

they need help is not okay.

575

00:32:49,920 --> 00:32:52,112

You need to change that. Let's sit down."

576

00:32:52,112 --> 00:32:53,760

Work with emergency management, work

577

00:32:53,760 --> 00:32:56,427

with public health to develop

strategies to do that.

578

00:33:00,240 --> 00:33:01,073

Next.

579

00:33:03,690 --> 00:33:08,690

And finally create a plan to

create and implement the plan.

580

00:33:08,940 --> 00:33:10,950

You can't just make the

plan, you get to act the plan

581

00:33:10,950 --> 00:33:13,740

and implement the plan to address ableism.

582

00:33:13,740 --> 00:33:15,810

This is what we're gonna do,

this is how we're gonna do it.

583

00:33:15,810 --> 00:33:17,310

If you get emergency management

584

00:33:17,310 --> 00:33:19,620

to write up a plan, that would be great.

585

00:33:19,620 --> 00:33:21,870

Maybe that comes from

your state legislature,

586

00:33:21,870 --> 00:33:23,870

maybe that comes from county government.

587

00:33:27,930 --> 00:33:28,833

Next please.

588

00:33:32,610 --> 00:33:35,310

Fifth way is to support

legislation and initiatives

589

00:33:35,310 --> 00:33:37,620

that will help dismantle systemic ableism.

590

00:33:37,620 --> 00:33:39,990

Those identified in recent disasters.

591

00:33:39,990 --> 00:33:42,090

Talk to your local legislators.

592

00:33:42,090 --> 00:33:43,950

This didn't work, this is why.

593

00:33:43,950 --> 00:33:46,320

If you have a bill, you have a hearing,

594

00:33:46,320 --> 00:33:49,290

you wanna bring people

that are directly impacted

595

00:33:49,290 --> 00:33:50,340

to share their stories.

596

00:33:50,340 --> 00:33:52,140

Sharing stories I think is one

597

00:33:52,140 --> 00:33:54,840

of the most important

advocacy tools we have.

598

00:33:54,840 --> 00:33:57,633

People need to hear our

stories in disasters.

599

00:34:07,290 --> 00:34:11,820

Next is, sorry, another

way of, a sixth way

600

00:34:11,820 --> 00:34:16,110

of interrupting systemic

ableism during disasters is

601

00:34:16,110 --> 00:34:18,750

to provide anti-ableism

training for people

602

00:34:18,750 --> 00:34:20,850

with and without disabilities.

603

00:34:20,850 --> 00:34:23,160

Just because we have a

disability don't mean

604

00:34:23,160 --> 00:34:24,870

we don't need anti-ableism training.

605

00:34:24,870 --> 00:34:26,730

We all need anti-ableism training

606

00:34:26,730 --> 00:34:30,120

because we've all grown

up in our society, right?

607

00:34:30,120 --> 00:34:31,380

We have an ableist society.

608

00:34:31,380 --> 00:34:33,750

We've all learned those lessons very well

609

00:34:33,750 --> 00:34:36,030

and through trainings

like this and others,

610

00:34:36,030 --> 00:34:37,083

we can unlearn them.

611

00:34:44,220 --> 00:34:45,053

Next.

612

00:34:47,130 --> 00:34:49,330

Now it's your turn for

questions. Questions?

613

00:34:55,830 --> 00:34:56,880

I'll give you a little time to put your

614

00:34:56,880 --> 00:34:58,580

questions in the chat if you like.

615

00:35:00,202 --> 00:35:02,402

And it's okay to ask

questions at any point.

616

00:35:04,050 --> 00:35:07,920

And if for some reason I don't

get to one or your questions

617

00:35:07,920 --> 00:35:09,240

or some of your questions,

618

00:35:09,240 --> 00:35:12,090

then you all will have

my contact information

619

00:35:12,090 --> 00:35:13,383

and I can respond to you.

620

00:35:18,390 --> 00:35:19,940

Priya, are you seeing anything?

621

00:35:27,480 --> 00:35:30,900

- [Priya] This is Priya. I'm

not quite seeing anything.

622

00:35:30,900 --> 00:35:34,830

Folks again are welcome to

put their questions in chat.

623

00:35:34,830 --> 00:35:38,430

Again, if chat's not accessible to you,

624

00:35:38,430 --> 00:35:41,880

you can email me your direct questions.

625

00:35:41,880 --> 00:35:46,880

That's P-R-I-Y-A @disasterstrategies.org.

626

00:35:48,630 --> 00:35:52,110

I see Clive is asking what

is your email address,

627

00:35:52,110 --> 00:35:54,960

to you, Melissa and I can go ahead

628

00:35:54,960 --> 00:35:58,560

and put Melissa's email in chat for folks.

629

00:35:58,560 --> 00:36:03,120

Also, everyone will once again have access

630

00:36:03,120 --> 00:36:05,850

to the slides after the training

631

00:36:05,850 --> 00:36:09,510

and the slides have

Melissa's email address

632

00:36:09,510 --> 00:36:10,863

at the end of them.

633

00:36:12,120 --> 00:36:12,953

- [Melissa] And I see Laurel

634

00:36:12,953 --> 00:36:15,011

is saying that she would like to get out

635

00:36:15,011 --> 00:36:17,820

or get their library involved

in training on this topic.

636

00:36:17,820 --> 00:36:18,840

We would love to, and again,

637

00:36:18,840 --> 00:36:21,333

you have our contact

information now, so great.

638

00:36:22,650 --> 00:36:23,610

Great.

639

00:36:23,610 --> 00:36:24,990

I'm gonna move on and feel free

640

00:36:24,990 --> 00:36:26,880

to add your questions if you have them

641

00:36:26,880 --> 00:36:30,990

because this is a lot to

process and think about

642

00:36:30,990 --> 00:36:34,203

and new thoughts for many of you I'm sure.

643

00:36:35,160 --> 00:36:38,193

So now if we can go to

the next slide please.

644

00:36:45,810 --> 00:36:47,763

We are going to do a scenario.

645

00:36:51,540 --> 00:36:54,183

Here's the scenario next,

here's the scenario.

646

00:36:55,560 --> 00:36:58,320

Joe is a Black man,

647

00:36:58,320 --> 00:37:00,450

and he shared his mental health condition

648

00:37:00,450 --> 00:37:02,400

when he checked in at the shelter.

649

00:37:02,400 --> 00:37:04,260

For some reason, they

asked him about his health

650

00:37:04,260 --> 00:37:06,210

or whatever reason they're

not supposed to do that.

651

00:37:06,210 --> 00:37:07,350

But for some reason he shared it

652

00:37:07,350 --> 00:37:09,480

when he checked in at the shelter.

653

00:37:09,480 --> 00:37:11,790

You're working at the

shelter, you're working there

654

00:37:11,790 --> 00:37:13,860

or you're a volunteer there,

655

00:37:13,860 --> 00:37:15,891

and you hear coworkers say

656

00:37:15,891 --> 00:37:19,200

they don't feel comfortable

working with Joe

657

00:37:19,200 --> 00:37:21,753

because he might get violent.

658

00:37:25,260 --> 00:37:27,753

Next slide please. Sorry.

659

00:37:29,400 --> 00:37:32,553

What do you do and how might

660

00:37:32,553 --> 00:37:35,943

intersectional ableism be in play?

661

00:37:44,359 --> 00:37:47,420

I just wanna hum jeopardy

music now. (Chuckles)

662

00:38:04,287 --> 00:38:07,295

You don't have to be right to get a prize.

663

00:38:16,800 --> 00:38:18,100

How do you interrupt that?

664

00:38:20,820 --> 00:38:24,963

One way of interrupting

ableism is with facts.

665

00:38:26,910 --> 00:38:29,160

What I always, go ahead.

666

00:38:29,160 --> 00:38:31,200

- [Priya] Oh sorry Melissa,

I just wanted to jump in here

667

00:38:31,200 --> 00:38:34,443

'cause I'm seeing responses

slowly trickle in.

668

00:38:35,520 --> 00:38:36,870

I'm seeing Michael,

669

00:38:36,870 --> 00:38:39,570

so I think sharing, similar to

what you were about to share,

670

00:38:39,570 --> 00:38:42,510

Melissa there, Michael shares have a calm

671

00:38:42,510 --> 00:38:45,330

and reasonable conversation

with the employee.

672

00:38:45,330 --> 00:38:46,563

Be professional.

673

00:38:48,180 --> 00:38:50,700

- [Melissa] Very good and I

was talking about sharing facts

674

00:38:50,700 --> 00:38:52,530

and the fact that I'm committed to share

675

00:38:52,530 --> 00:38:56,190

whenever I talk about

mental health is that people

676

00:38:56,190 --> 00:38:58,800

with mental health conditions,

mental health disabilities -

677

00:38:58,800 --> 00:39:03,210

whatever the term you use

for that - are no more likely

678

00:39:03,210 --> 00:39:06,090

to be violent than anyone else.

679

00:39:06,090 --> 00:39:09,150

They're less likely to be

violent than anyone else.

680

00:39:09,150 --> 00:39:12,150

They're more likely to

be target slash victims

681

00:39:12,150 --> 00:39:13,860

of violence and other people.

682

00:39:13,860 --> 00:39:17,250

And we have the myth in our

society that those people

683

00:39:17,250 --> 00:39:20,220

with mental illness, whatever that means,

684

00:39:20,220 --> 00:39:23,550

are ticking time bombs and can explode

685

00:39:23,550 --> 00:39:25,620

and that's just not true.

686

00:39:25,620 --> 00:39:28,380

So kind of reminds them,

hey, you know, people

687

00:39:28,380 --> 00:39:31,290

with mental health conditions

are no more likely.

688

00:39:31,290 --> 00:39:34,170

And is the fact that

he's a Black man playing

689

00:39:34,170 --> 00:39:36,262

into the idea of violence?

690

00:39:36,262 --> 00:39:37,533

I think so.

691

00:39:39,480 --> 00:39:42,300

I think that's in there.

692

00:39:42,300 --> 00:39:46,740

I think there's racism

layered upon ableism,

693

00:39:46,740 --> 00:39:49,350

layered upon stigma around

psychiatric disability,

694

00:39:49,350 --> 00:39:51,480

layered upon all of those

things and all comes in

695

00:39:51,480 --> 00:39:55,080

but just interrupting

calmly slowly with facts.

696

00:39:55,080 --> 00:39:57,000

And someone says share your own story

697

00:39:57,000 --> 00:39:58,200

to have a positive impact.

698

00:39:58,200 --> 00:40:00,003

That's always good.

699

00:40:01,410 --> 00:40:03,690

I'm somebody with

generalized anxiety disorder.

700

00:40:03,690 --> 00:40:06,390

So I might choose to say, you

know, I have anxiety issues

701

00:40:06,390 --> 00:40:07,500

and I take meds for that,

702

00:40:07,500 --> 00:40:10,020

but I've never been violent

to anybody in my life.

703

00:40:10,020 --> 00:40:11,461

And let's be real here.

704

00:40:13,137 --> 00:40:14,837

You want to base things in fact.

705

00:40:14,837 --> 00:40:16,140

"What did he do to threaten you?"

706

00:40:16,140 --> 00:40:18,720

"Well, he didn't do anything."

"Okay then that's fine."

707

00:40:18,720 --> 00:40:21,213

You just kind of diffuse the situation.

708

00:40:23,370 --> 00:40:25,943

I'm gonna keep going and we

can come back if there's more.

709

00:40:28,920 --> 00:40:29,753

Next please.

710

00:40:31,410 --> 00:40:34,180

Now let's look at

histories of disability-led

711

00:40:34,180 --> 00:40:35,970

social justice movements.

712

00:40:35,970 --> 00:40:38,340

I am thrilled to be

asked to talk about this

713

00:40:38,340 --> 00:40:40,740

because we don't talk about it enough

714

00:40:40,740 --> 00:40:42,813

and it's really, really important.

715

00:40:49,380 --> 00:40:51,750

Probably those of you affiliated with,

716

00:40:51,750 --> 00:40:53,610

well certainly CILSF

717

00:40:53,610 --> 00:40:55,230

or other Independent Living Centers

718

00:40:55,230 --> 00:40:57,330

know about the Independent

Living Movement.

719

00:40:57,330 --> 00:40:58,830

But I'm gonna talk about

it for those of you

720

00:40:58,830 --> 00:41:00,003

that aren't familiar.

721

00:41:00,960 --> 00:41:05,580

In 1972, the first Independent

Living Center in Berkeley,

722

00:41:05,580 --> 00:41:09,778

California, the Berkeley

Center for Independent Living

723

00:41:09,778 --> 00:41:12,810

was started by Ed Roberts, who is joined

724

00:41:12,810 --> 00:41:16,140

by Judy Heumann in 1972.

725

00:41:16,140 --> 00:41:17,640

Think about, if you know history

726

00:41:17,640 --> 00:41:20,703

or if you're old like me,

what was going on in 1972?

727

00:41:22,410 --> 00:41:24,453

Very active civil rights movement,

728

00:41:25,410 --> 00:41:27,393

very active anti-war movement,

729

00:41:28,260 --> 00:41:31,200

very active second wave

feminist movement was going on.

730

00:41:31,200 --> 00:41:33,690

So there's literally in

these students' faces,

731

00:41:33,690 --> 00:41:36,818

they all had to live in the infirmary

732

00:41:36,818 --> 00:41:39,810

because the campus wasn't

accessible to them,

733

00:41:39,810 --> 00:41:40,807

and they started thinking,

734

00:41:40,807 --> 00:41:42,870

"Hey, we're all together

for the first time.

735

00:41:42,870 --> 00:41:45,600

I've never known somebody

with a disability before.

736

00:41:45,600 --> 00:41:48,570

How are we ever gonna get

jobs? If we get a job,

737

00:41:48,570 --> 00:41:51,060

how would we ever find

an accessible apartment?

738

00:41:51,060 --> 00:41:53,460

If we ever get a job and

an accessible apartment,

739

00:41:53,460 --> 00:41:54,360

how are we gonna get to work?

740

00:41:54,360 --> 00:41:56,850

There's no accessible transportation.

741

00:41:56,850 --> 00:41:59,520

How am I gonna have someone

help me get out of bed?"

742

00:41:59,520 --> 00:42:02,640

And they form the

Independent Living Movement

743

00:42:02,640 --> 00:42:05,490

based on the philosophy that

people with disabilities

744

00:42:05,490 --> 00:42:06,965

are the experts

745

00:42:08,390 --> 00:42:12,573

and the deficiency isn't within us

746

00:42:12,573 --> 00:42:15,510

and our disabled beings,

747

00:42:15,510 --> 00:42:18,300

it's in within the inaccessible society.

748

00:42:18,300 --> 00:42:21,150

So I don't need to fix my cerebral palsy

749

00:42:21,150 --> 00:42:22,500

'cause good luck with that.

750

00:42:23,598 --> 00:42:27,900

They need to fix the fact that

buildings aren't accessible

751

00:42:27,900 --> 00:42:30,791

or if a sensory

disability, if the lighting

752

00:42:30,791 --> 00:42:32,766

needs to be adapted.

753

00:42:32,766 --> 00:42:33,900

Those kinds of things.

754

00:42:33,900 --> 00:42:36,420

And that's what come out of the

Independent Living Movement.

755

00:42:36,420 --> 00:42:39,510

And then later on, next

Independent Living Centers,

756

00:42:39,510 --> 00:42:42,690

depending on who you ask, we

started in Champaign Urbana,

757

00:42:42,690 --> 00:42:46,050

Illinois or Boston,

depending on who you ask.

758

00:42:46,050 --> 00:42:49,230

First rural Independent Living

Center started in Western

759

00:42:49,230 --> 00:42:52,503

Massachusetts and it was

very, very exciting times.

760

00:42:54,720 --> 00:42:55,553

Next please.

761

00:42:59,490 --> 00:43:04,350

And in 1974, the Atlantis community

762

00:43:04,350 --> 00:43:06,420

was founded by Wade Blank,

763

00:43:06,420 --> 00:43:09,120

who had been a minister,

who was a minister.

764

00:43:09,120 --> 00:43:13,680

And he helped free 19

people from an institution.

765

00:43:13,680 --> 00:43:15,360

He helped bust them out of the institution

766

00:43:15,360 --> 00:43:19,200

and got them living independently

in the community in 1974

767

00:43:19,200 --> 00:43:20,643

in Denver, Colorado.

768

00:43:22,500 --> 00:43:26,483

In 1978, ADAPT, which then stood for

769

00:43:26,483 --> 00:43:28,791

American Disabled for

770

00:43:28,791 --> 00:43:31,860

Accessible Public Transportation,

771

00:43:31,860 --> 00:43:34,920

its first action in Denver, Colorado.

772

00:43:34,920 --> 00:43:37,800

And the reason, the first part of the ADA

773

00:43:37,800 --> 00:43:41,760

to go into effect there was

the transportation portion was

774

00:43:41,760 --> 00:43:45,330

because of the work ADAPT had

done all over the country.

775

00:43:45,330 --> 00:43:48,939

And many of us got arrested all

over the country doing that.

776

00:43:48,939 --> 00:43:51,540

And that was very, very

exciting. ADAPT still exists.

777

00:43:51,540 --> 00:43:54,540

It now stands for American Disabled

778

00:43:54,540 --> 00:43:56,523

for Attend Program Today.

779

00:43:59,880 --> 00:44:00,713

Next, please.

780

00:44:04,440 --> 00:44:05,970

So that's the Independent Living Movement.

781

00:44:05,970 --> 00:44:08,460

And lots of us at Centers

know that it's important

782

00:44:08,460 --> 00:44:11,100

to know there are many

disability rights movements.

783

00:44:11,100 --> 00:44:12,270

They overlay each other

784

00:44:12,270 --> 00:44:13,800

and it's really important for us

785

00:44:13,800 --> 00:44:15,180

to know each other's history

786

00:44:15,180 --> 00:44:17,070

and for us to understand each other.

787

00:44:17,070 --> 00:44:21,870

And that's a way of curtailing,

minimizing the cross

788

00:44:21,870 --> 00:44:24,843

disability ableism that I

was talking about before.

789

00:44:26,130 --> 00:44:30,330

Now the next one is the

psychiatric survivors,

790

00:44:30,330 --> 00:44:32,305

sometimes call the Madness Movement,

791

00:44:32,305 --> 00:44:35,400

sometimes called the Consumer Survivors

792

00:44:35,400 --> 00:44:36,753

Ex Inmates Movement.

793

00:44:37,950 --> 00:44:42,150

All people use different

names for it was started

794

00:44:42,150 --> 00:44:45,390

by Judi Chamberlain who wrote,

795

00:44:45,390 --> 00:44:47,430

who someone who's a psychiatric survivor.

796

00:44:47,430 --> 00:44:50,460

And she wrote a book

called "On Our Own: Patient

797

00:44:50,460 --> 00:44:52,773

Alternatives to the Mental Health System."

798

00:44:54,240 --> 00:44:58,770

So Judy Heumann, who

went to the first Center

799

00:44:58,770 --> 00:45:00,660

for Independent Living

as part of that startup

800

00:45:00,660 --> 00:45:04,080

and Judi Chamberlain, we call

'em the Judys, who was one

801

00:45:04,080 --> 00:45:07,293

of the major founders of the

Psychiatric Survivors Movement.

802

00:45:10,290 --> 00:45:11,123

Next please.

803

00:45:13,950 --> 00:45:17,100

And Judi's book led to and

reflected the psychiatric

804

00:45:17,100 --> 00:45:19,151

survivors, consumers,

805

00:45:19,151 --> 00:45:23,460

ex patients, ex inmates movement in 1977.

806

00:45:23,460 --> 00:45:27,390

Notice the first Center for

Independent Living was 1972.

807

00:45:27,390 --> 00:45:31,263

This got really started

moving a lot in 1977.

808

00:45:34,800 --> 00:45:35,633

Next please.

809

00:45:38,971 --> 00:45:41,400

The Deaf Movement has a very long history,

810

00:45:41,400 --> 00:45:44,010

and we only put a few dates in

811

00:45:44,010 --> 00:45:47,190

because we're really condensing this.

812

00:45:47,190 --> 00:45:49,920

So please google this and

learn more about this.

813

00:45:49,920 --> 00:45:52,500

Learn more about all of these movements.

814

00:45:52,500 --> 00:45:56,860

In 1817, the American School

for the Deaf was founded

815

00:45:58,020 --> 00:45:59,703

in West Hartford, Connecticut.

816

00:46:04,440 --> 00:46:07,170

I'm sitting in my office in

West Hartford, Connecticut.

817

00:46:07,170 --> 00:46:08,430

I happen to live in the same town

818

00:46:08,430 --> 00:46:11,030

as American School for the

Deaf, which is very cool.

819

00:46:12,420 --> 00:46:16,143

In 1864, Gallaudet University,

820

00:46:17,760 --> 00:46:22,530

first University for Deaf

people was founded in 1864.

821

00:46:22,530 --> 00:46:24,780

Lots of things have

happened around Gallaudet.

822

00:46:24,780 --> 00:46:28,380

In 1988, Gallaudet had the board,

823

00:46:28,380 --> 00:46:30,780

had hired a hearing president.

824

00:46:30,780 --> 00:46:33,930

The students said no.

There's a major uproar.

825

00:46:33,930 --> 00:46:35,910

It got global attention.

826

00:46:35,910 --> 00:46:38,370

It was called the 1988

Deaf President Movement.

827

00:46:38,370 --> 00:46:41,400

They won, they had a Deaf

president ever since then.

828

00:46:41,400 --> 00:46:43,708

And the Deaf Pride

Movement came from that.

829

00:46:52,710 --> 00:46:53,543

Next please.

830

00:46:55,620 --> 00:47:00,240

And in 1890, the National Association

831

00:47:00,240 --> 00:47:02,190

of the Deaf was founded.

832

00:47:02,190 --> 00:47:03,960

It's also the American

Association for the Deaf,

833

00:47:03,960 --> 00:47:05,310

which is another organization.

834

00:47:05,310 --> 00:47:08,010

That would be upset if

I didn't mention there.

835

00:47:08,010 --> 00:47:09,900

And really important,

836

00:47:09,900 --> 00:47:14,700

in 1982 the National Deaf

Advocates were founded.

837

00:47:14,700 --> 00:47:17,490

National Black Deaf

Advocates were founded.

838

00:47:17,490 --> 00:47:19,200

And you may be thinking,

839

00:47:19,200 --> 00:47:21,870

why is there a separate Black Deaf group?

840

00:47:21,870 --> 00:47:24,990

Well, one thing for everyone

that's important for everyone

841

00:47:24,990 --> 00:47:29,990

to understand is it American Sign Language

842

00:47:30,210 --> 00:47:33,870

is a language in and of itself.

843

00:47:33,870 --> 00:47:37,170

It has different grammar than English,

844

00:47:37,170 --> 00:47:40,380

it has different syntax than English,

845

00:47:40,380 --> 00:47:43,023

it has different word order than English.

846

00:47:45,150 --> 00:47:48,960

So someone might say, finish

Hurricane would be the sign

847

00:47:48,960 --> 00:47:51,333

that meant is the hurricane over.

848

00:47:52,440 --> 00:47:53,273

Those kinds of things.

849

00:47:53,273 --> 00:47:54,120

My sign isn't great,

850

00:47:54,120 --> 00:47:56,120

but the language is just very different.

851

00:47:56,970 --> 00:48:01,680

Black sign, like Black

English, sometimes has its

852

00:48:01,680 --> 00:48:06,680

own dialects and aspects of dialect.

853

00:48:06,840 --> 00:48:11,220

It's not simpler than, so-called

854

00:48:11,220 --> 00:48:13,260

white English, typical English.

855

00:48:13,260 --> 00:48:15,540

It is more complex linguistically.

856

00:48:15,540 --> 00:48:17,730

And I could go on for a

couple of hours about that

857

00:48:17,730 --> 00:48:19,560

'cause I happen to live with

someone who's a linguist.

858

00:48:19,560 --> 00:48:24,560

But so culturally, Black Deaf people

859

00:48:25,080 --> 00:48:26,820

have different experiences

860

00:48:26,820 --> 00:48:29,250

because of linguistic differences

861

00:48:29,250 --> 00:48:31,443

and because of cultural differences.

862

00:48:32,430 --> 00:48:35,313

Black Deaf people's ancestors were slaves.

863

00:48:37,260 --> 00:48:38,490

And all of the oppression

864

00:48:38,490 --> 00:48:42,872

that Black people experienced

looking in the 1800s,

865

00:48:42,872 --> 00:48:44,970

they continue to experience now

866

00:48:44,970 --> 00:48:46,800

as Black people in this country.

867

00:48:46,800 --> 00:48:48,960

And I just think it's something

we need to be aware of.

868

00:48:48,960 --> 00:48:50,940

So it's that intersectional oppression

869

00:48:50,940 --> 00:48:52,320

they're talking about.

870

00:48:52,320 --> 00:48:55,110

So they're pressed as Black

people, they're also oppressed

871

00:48:55,110 --> 00:48:57,660

as Deaf people and

decided to come together

872

00:48:57,660 --> 00:49:00,333

to form the National Black

Deaf Advocates Group.

873

00:49:02,250 --> 00:49:03,083

Next please.

874

00:49:04,170 --> 00:49:07,890

- [Priya] This is Priya. I

do see your hand up, Juan.

875

00:49:07,890 --> 00:49:10,860

We just have a couple of more slides

876

00:49:10,860 --> 00:49:15,210

before we get to a question moment slide,

877

00:49:15,210 --> 00:49:18,240

if you don't mind waiting until then.

878

00:49:18,240 --> 00:49:19,073

Is that okay?

879

00:49:23,730 --> 00:49:26,538

Perfect. Thanks for your patience, Juan.

880

00:49:26,538 --> 00:49:28,350

- [Melissa] Thank you. Thank you, Juan.

881

00:49:28,350 --> 00:49:31,530

And now we have the, so we talked about

882

00:49:31,530 --> 00:49:33,130

The Independent Living Movement,

883

00:49:34,560 --> 00:49:39,560

Psychiatric Survivors

Movement, Deaf Movement.

884

00:49:39,840 --> 00:49:43,230

Now we're talking about the

Organized Blind Movement.

885

00:49:43,230 --> 00:49:45,690

And the blind movement has been organized

886

00:49:45,690 --> 00:49:47,070

for a really long time.

887

00:49:47,070 --> 00:49:50,700

Again, we only put a few

dates on these slides

888

00:49:50,700 --> 00:49:52,740

because we don't have a lot of time.

889

00:49:52,740 --> 00:49:56,580

But I did want you to know that in 1934,

890

00:49:56,580 --> 00:50:00,600

Dr. Newel Perry and Dr. Jacobus tenBroek

891

00:50:00,600 --> 00:50:03,510

found the California

Council for the Blind,

892

00:50:03,510 --> 00:50:05,940

an organization that enabled blind people

893

00:50:05,940 --> 00:50:08,613

to bring their concerns

to the state legislatures.

894

00:50:12,210 --> 00:50:13,043

Next.

895

00:50:16,590 --> 00:50:21,330

In 1940, delegates from seven

states gather in Wilkes-Barre,

896

00:50:21,330 --> 00:50:24,930

Pennsylvania to found

a national organization

897

00:50:24,930 --> 00:50:29,130

for blind people or the National

Federation of the Blind.

898

00:50:29,130 --> 00:50:32,163

And Dr. Jacobus tenBroek

became its president.

899

00:50:33,090 --> 00:50:34,107

National Federation for the Blind

900

00:50:34,107 --> 00:50:36,780

is still very, very active.

901

00:50:36,780 --> 00:50:39,330

By the way, they're successful sometime

902

00:50:39,330 --> 00:50:40,980

in the thirties or forties,

903

00:50:40,980 --> 00:50:45,980

I forget, in getting blind people

904

00:50:45,997 --> 00:50:48,390

to be given social security

905

00:50:48,390 --> 00:50:50,430

and specifically got blind people

906

00:50:50,430 --> 00:50:51,510

written into that law.

907

00:50:51,510 --> 00:50:53,550

So good for that.

908

00:50:53,550 --> 00:50:55,860

And were organized and still organized

909

00:50:55,860 --> 00:50:58,143

and have done great, great things.

910

00:50:59,520 --> 00:51:00,353

Next please.

911

00:51:03,750 --> 00:51:07,290

Now we have the Neurodiversity

and Autistic Rights Movement.

912

00:51:07,290 --> 00:51:09,420

In the 1990s, ASAN

913

00:51:10,380 --> 00:51:12,510

the Autistic Self-Advocacy Network

914

00:51:12,510 --> 00:51:15,240

was established - oh, so sorry,

915

00:51:15,240 --> 00:51:18,300

in 2006. The movement

started in the nineties

916

00:51:18,300 --> 00:51:20,670

and autistic self-advocacy was organized.

917

00:51:20,670 --> 00:51:22,560

Then in 2006,

918

00:51:22,560 --> 00:51:27,030

the Autistic Self-Advocacy

Network was founded in response

919

00:51:27,030 --> 00:51:30,053

of lack of representation

of autistic voices

920

00:51:30,053 --> 00:51:32,553

in the national dialogue of autism.

921

00:51:34,380 --> 00:51:37,200

It was also left out in the

Independent Living Movement

922

00:51:37,200 --> 00:51:39,330

because we're lots of

people are learning more

923

00:51:39,330 --> 00:51:43,500

and more about about neurodiversity.

924

00:51:43,500 --> 00:51:47,040

So that started in the nineties.

925

00:51:47,040 --> 00:51:49,743

Formed ASAN in 2006.

926

00:51:51,960 --> 00:51:56,960

Next please. And the

Self-Advocacy Movement.

927

00:51:57,090 --> 00:51:59,310

What does the Self-Advocacy Movement mean?

928

00:51:59,310 --> 00:52:03,270

The Self-Advocacy Movement

is largely a group of people

929

00:52:03,270 --> 00:52:05,313

with intellectual disabilities.

930

00:52:06,330 --> 00:52:10,557

And it began January 8th, 1974.

931

00:52:12,330 --> 00:52:14,193

Movement was called People First.

932

00:52:15,480 --> 00:52:19,560

In 1974, in October, the

first People First Convention

933

00:52:19,560 --> 00:52:22,590

was held in Oregon, 560 people attended

934

00:52:22,590 --> 00:52:24,330

and they kept the records

so they know that.

935

00:52:24,330 --> 00:52:26,543

So that's really cool

that we have that history.

936

00:52:33,900 --> 00:52:36,180

Next please. Okay, sorry.

937

00:52:36,180 --> 00:52:41,100

And in September, 1991,

Self-Advocates Becoming Empowered.

938

00:52:41,100 --> 00:52:45,000

S-A-B-E, SABE was formed

939

00:52:45,000 --> 00:52:46,830

and People First led to the creation

940

00:52:46,830 --> 00:52:48,750

of a national organization for people

941

00:52:48,750 --> 00:52:50,070

with developmental disabilities.

942

00:52:50,070 --> 00:52:51,570

And kind of became SABE

943

00:52:51,570 --> 00:52:55,380

because organizations

morph, organizations change,

944

00:52:55,380 --> 00:52:56,733

organizations grow.

945

00:52:58,530 --> 00:53:01,620

So now I'm gonna open it

up to all your questions.

946

00:53:01,620 --> 00:53:03,033

I know Juan has a question,

947

00:53:13,770 --> 00:53:14,603

Juan?

948

00:53:18,720 --> 00:53:19,833

- [Priya] One moment Juan.

949

00:53:24,510 --> 00:53:26,760

All right, we should be good to go.

950

00:53:26,760 --> 00:53:30,030

- Okay, now the interpreter

can see me. Perfect, hello.

951

00:53:30,030 --> 00:53:31,500

Hi Melissa.

952

00:53:31,500 --> 00:53:32,333

- [Melissa] Hi.

953

00:53:33,690 --> 00:53:34,770

- Good morning.

954

00:53:34,770 --> 00:53:38,550

So with your recent

comments talking about ASL

955

00:53:38,550 --> 00:53:40,380

and the language and

linguistics behind it,

956

00:53:40,380 --> 00:53:42,900

I did wanna add a little clarification.

957

00:53:42,900 --> 00:53:46,468

Know there are many people

in the US who know that

958

00:53:46,468 --> 00:53:50,080

about sign language and talking about

959

00:53:51,900 --> 00:53:54,300

emergencies and disasters

960

00:53:54,300 --> 00:53:57,390

and figuring out ways to

ensure that there is access

961

00:53:57,390 --> 00:54:00,330

for the Deaf Community

and for a Deaf person.

962

00:54:00,330 --> 00:54:04,027

I know we have things for

Spanish, for Black, for some ASL,

963

00:54:06,032 --> 00:54:08,340

some oral, which is great.

964

00:54:08,340 --> 00:54:13,053

Additionally, I want to expand

on one thing specifically.

965

00:54:14,790 --> 00:54:16,773

If a person is,

966

00:54:18,780 --> 00:54:21,210

if we bring in a

Certified Deaf Interpreter

967

00:54:21,210 --> 00:54:24,630

or a Deaf Interpreter, they clarify

968

00:54:24,630 --> 00:54:29,630

and provide a more clear,

fluent cultural communication

969

00:54:29,700 --> 00:54:33,000

for the Deaf person who

needs that interpretation.

970

00:54:33,000 --> 00:54:36,870

And we're still seeing some struggles

971

00:54:36,870 --> 00:54:38,040

with having that provided.

972

00:54:38,040 --> 00:54:40,350

For example, myself, I'm Hispanic,

973

00:54:40,350 --> 00:54:43,800

and so I am used to the facial expressions

974

00:54:43,800 --> 00:54:47,490

and the, you know, things

that are very clear.

975

00:54:47,490 --> 00:54:48,420

I'll provide an example.

976

00:54:48,420 --> 00:54:51,750

So with ASL assigned for

hurricane is like this,

977

00:54:51,750 --> 00:54:53,700

but I really prefer it to be like this

978

00:54:53,700 --> 00:54:55,110

with more facial expression

979

00:54:55,110 --> 00:54:57,780

and more nuance to it to be clear to me.

980

00:54:57,780 --> 00:55:00,240

And also the Black Community

has some specific signs

981

00:55:00,240 --> 00:55:01,470

in the way that they do it.

982

00:55:01,470 --> 00:55:05,520

And so it is so important

that we have that information.

983

00:55:05,520 --> 00:55:06,600

And it's not just one way.

984

00:55:06,600 --> 00:55:10,110

There's so many different ways

to that interpretation seem

985

00:55:10,110 --> 00:55:12,240

to be clear for these, the community

986

00:55:12,240 --> 00:55:14,820

and the intersectionality

of those communities.

987

00:55:14,820 --> 00:55:16,486

- [Melissa] Thank you

so much Juan as always,

988

00:55:16,486 --> 00:55:17,319

you bring up points

989

00:55:17,319 --> 00:55:18,750

that I forgot to bring up and say them

990

00:55:18,750 --> 00:55:20,411

better than I could anyway.

991

00:55:20,411 --> 00:55:22,920

Yes, that's really important.

992

00:55:22,920 --> 00:55:24,960

There's all kinds of sign language.

993

00:55:24,960 --> 00:55:26,640

Deaf Interpreters are really important

994

00:55:26,640 --> 00:55:28,890

and we need to keep pressing for that.

995

00:55:28,890 --> 00:55:30,840

That's really, really critical.

996

00:55:30,840 --> 00:55:33,060

And getting people to understand

997

00:55:33,060 --> 00:55:35,040

that written material sometimes needs

998

00:55:35,040 --> 00:55:36,720

to be interpreted into sign language.

999

00:55:36,720 --> 00:55:39,180

And people say why? Deaf people can read.

1000

00:55:39,180 --> 00:55:41,970

Yeah, but they're not

necessarily proficient in English

1001

00:55:41,970 --> 00:55:43,110

because they're proficient,

1002

00:55:43,110 --> 00:55:45,690

their first language may be

sign if they're culturally Deaf.

1003

00:55:45,690 --> 00:55:49,110

So yes. Thank you so much

Juan, I appreciate that.

1004

00:55:49,110 --> 00:55:52,667

And I see in the chat,

I see that Laurel saying

1005

00:55:52,667 --> 00:55:55,710

that I would like to post

these movements in our office

1006

00:55:55,710 --> 00:55:57,690

to show our consumers the history.

1007

00:55:57,690 --> 00:55:59,400

Yes, please.

1008

00:55:59,400 --> 00:56:01,110

What I wanna say about that is if you ever

1009

00:56:01,110 --> 00:56:03,180

have the chance to go to Colorado

1010

00:56:03,180 --> 00:56:07,650

and to go - to go to Atlantis,

1011

00:56:07,650 --> 00:56:10,680

they now have like a 50,000

square foot office space.

1012

00:56:10,680 --> 00:56:12,210

And it's like a museum.

1013

00:56:12,210 --> 00:56:16,470

It's every ADAPT protest,

it's every advocate,

1014

00:56:16,470 --> 00:56:19,350

it's all the newspaper

clippings, it's posters,

1015

00:56:19,350 --> 00:56:22,830

it's mementos, and it's

just really, really moving

1016

00:56:22,830 --> 00:56:25,017

'cause I was there for a lot

of it and I knew a lot of it

1017

00:56:25,017 --> 00:56:26,787

and I didn't expect to

be blown away by it.

1018

00:56:26,787 --> 00:56:28,317

And I was totally blown away by seeing it.

1019

00:56:28,317 --> 00:56:30,120

And I saw their smaller version

1020

00:56:30,120 --> 00:56:31,800

before they went to their large space.

1021

00:56:31,800 --> 00:56:34,397

So if you ever have the

opportunity to go to Denver,

1022

00:56:34,397 --> 00:56:35,880

just tell 'em you wanna come by

1023

00:56:35,880 --> 00:56:37,140

and they'll be glad to give you a tour.

1024

00:56:37,140 --> 00:56:38,850

They're really nice there too.

1025

00:56:38,850 --> 00:56:43,173

So just thinking about that

and it's all really important.

1026

00:56:44,610 --> 00:56:46,530

I know Priya, you had

some things you wanted

1027

00:56:46,530 --> 00:56:47,850

to say about the next training,

1028

00:56:47,850 --> 00:56:50,300

and I just wanna thank

all of you for being here.

1029

00:56:51,595 --> 00:56:52,428

But I know Priya, you wanted

1030

00:56:52,428 --> 00:56:54,600

to add some stuff about

the survey and everything.

1031

00:56:54,600 --> 00:56:56,820

- [Melissa] Yes. Thank

you so much Melissa.

1032

00:56:56,820 --> 00:56:58,590

This is Priya.

1033

00:56:58,590 --> 00:57:03,590

I also wanna thank you all for joining us

1034

00:57:03,690 --> 00:57:08,460

for this hour and learning

more about ableism

1035

00:57:08,460 --> 00:57:10,200

and disability bias.

1036

00:57:10,200 --> 00:57:12,372

We would really appreciate it if you could

1037

00:57:12,372 --> 00:57:15,863

take a couple of moments to

1038

00:57:17,780 --> 00:57:22,560

take the survey, brief survey in chat.

1039

00:57:22,560 --> 00:57:24,000

It's about five questions,

1040

00:57:24,000 --> 00:57:26,310

shouldn't really take

longer than five minutes.

1041

00:57:26,310 --> 00:57:28,140

We would love to get your feedback

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00:57:28,140 --> 00:57:32,460

as your feedback is integral

as we continue to grow,

1043

00:57:32,460 --> 00:57:35,280

as we continue to learn more

1044

00:57:35,280 --> 00:57:40,280

and you know, make these

trainings better for all.

1045

00:57:42,030 --> 00:57:44,550

And then I wanna pass

it over to you, Lili,

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00:57:44,550 --> 00:57:46,233

for some final words.

1047

00:57:48,180 --> 00:57:51,477

- [Lili] Thank you, Melissa

and Priya, for this training

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00:57:51,477 --> 00:57:53,463

and the Miami Foundation.

1049

00:57:54,600 --> 00:57:59,520

We are doing another

training on November 13th

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00:57:59,520 --> 00:58:04,030

on FEMA Individual Assistance Program

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00:58:04,920 --> 00:58:07,060

and the overview of

1052

00:58:09,150 --> 00:58:12,060

the Individual Assistance Program.

1053

00:58:12,060 --> 00:58:15,910

And I will be sending out more details

1054

00:58:18,240 --> 00:58:20,103

in the coming weeks.

1055

00:58:22,680 --> 00:58:24,330

- [Melissa] And thank you

to all our interpreters.

1056

00:58:24,330 --> 00:58:27,000

There's a team of four

interpreters and a captioner

1057

00:58:27,000 --> 00:58:29,610

and of course thank you

to CIL of South Florida

1058

00:58:29,610 --> 00:58:30,810

and Miami Foundation.

1059

00:58:30,810 --> 00:58:33,150

So we're glad to be here.

Gracias. Thank you everybody.

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00:58:33,150 --> 00:58:34,900

We look forward to seeing you soon.

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00:58:36,390 --> 00:58:37,710

Have a great day.

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00:58:37,710 --> 00:58:39,543

- [Lili] Thank you everyone.