# Allies Against Ableism in the Workplace

## Resources

Below are some resources that can be utilized and shared with colleagues

* [Blindness and Ableism Article](https://themighty.com/topic/blindness/how-ableism-causes-suffering-for-people-with-disabilities/)
* [Meeting A Blind Person Video](https://www.youtube.com/watch?v=_F2Mb_LPw7s)
* [Debunking Blindness Myths Video](https://www.youtube.com/watch?v=Cf4rZEhH96Q)
* [Supporting Blind Athletes Video](https://www.youtube.com/watch?v=GCo2uuSeTAw)
* [Help or Hinder Video](https://www.youtube.com/watch?v=CK73IbnzZko)
* [Guide Dog Etiquette 101](https://www.youtube.com/watch?v=qIeN6AH3LB4)
* [Perspectives on Blindness Video](https://www.youtube.com/watch?v=OLO5H3lcnJA)

## Agenda

* Definition of IDEA
  + Inclusion
  + Diversity
  + Equity
  + Access
* Importance of disability in IDEA
  + Often overlooked and forgotten
    - Incredibly underserved
  + Influences lived experiences
  + Disability is an integral part of identity
  + Natural and valuable part of human identity
  + Failure to do so perpetuates ableism
* Defining Ableism
  + Savior mentality
  + Belief that disability equates to less than and lack of disability equates to ability
    - The opposite of disability is not ability
  + Prioritizing able-bodied and neurotypical experiences
  + Marginalizing disabled experiences
* Defining our Why
  + Helping vs. sharing unique gifts
  + Perpetuating cycle vs. change
  + Pity vs. access
  + Martyrdom altruism vs. symbiotic altruism
* How does ableism appear in overt ways?
  + Talking around the disabled person
  + Assuming incapability
  + Denying someone an opportunity or position because of their disability
  + Automatically assuming that someone holds a lower position than they do
  + "Suffers from…“
  + Exclusion from opportunities, spaces, etc.
  + Systemic barriers
* How does ableism appear in covert ways?
  + Job descriptions focusing unnecessarily on physical ability
  + Timing of providing electronic documents
  + Not accounting for public transportation needs
  + Choosing an activity that cannot be enjoyed by all
  + Visual jokes, demonstrations, etc. without description
  + "The only way to do this is by…"
  + Assuming or not asking accommodations
  + Believing that disability is the problem or barrier
  + Believing that someone wants to or needs to be fixed
  + The words we say matter
* How do we talk about those we serve?
  + Us vs. them language
  + Recognizing inherent worth and agency rather than portraying intervention as 'rescue’
  + Degrading words
  + Youthful words for non-youth
  + Words that perpetuate ‘otherness’
* Small Steps
  + Magnifying perspectives
    - Internally with staff
    - Board representation
    - Disabled staff
    - Student/client/athlete/team feedback
    - Ask first
  + Seek input
    - Include disability community & people in decision making, especially when the decision has personal impact
  + Document accessibility
    - Alt text for pictures
  + Defining risk
  + Leadership roles
  + Gathering perspectives of those we work with
  + Feedback & growth mindset
  + Challenge norms
* What is the danger of ableism?
  + Moving backwards in equality
  + Missing talent & ability
  + Continues to marginalize an already incredibly marginalized community
* Being change agents
  + Define your why
  + Challenge your beliefs and others
  + Ask questions
  + If not us, then who?