# 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?