

Why Serving Everyone Doesn't Serve Everyone

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THE NATIONAL CENTER FOR
**DISABILITY, EQUITY, AND
INTERSECTIONALITY**

Speaker Introduction Slide

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THE NATIONAL CENTER FOR
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INTERSECTIONALITY**

The National Center for Disability, Equity, and Intersectionality

We aim to identify and reduce life-limiting inequities in healthcare, community living, and justice for people with disabilities.



Disability

- **Disability:** Estimated to be 61 million Americans with Disabilities (CDC, 2020)
 - An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.
 - Major life activities are those functions that are important to most people's daily lives. Examples of major life activities are breathing, walking, talking, hearing, seeing, sleeping, caring for one's self, performing manual tasks, and working. Major life activities also include major bodily functions such as immune system functions, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.



Equity

- **Equity:** Healthy People 2020 - Achieving health equity is the goal, driven by the elimination of health disparities
 - Health Inequities facing people with disabilities are rooted in ableism and stigma.
 - A few areas that impact health inequities, include:
 - Transportation
 - Housing (accessible,integrated)
 - Access to food



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able·ism

/ˈäbəlɪzəm/ noun

A system of assigning value to people's bodies and minds based on societally constructed ideas of normalcy, productivity, desirability, intelligence, excellence, and fitness. These constructed ideas are deeply rooted in eugenics, anti-Blackness, misogyny, colonialism, imperialism, and capitalism.

This systemic oppression leads to people and society determining people's value based on their culture, age, language, appearance, religion, birth or living place, "health/wellness", and/or their ability to satisfactorily re/produce, "excel" and "behave."

You do not have to be disabled to experience ableism.

working definition by @TalilaLewis, updated January 2022, developed in community with disabled Black/negatively racialized folk, especially @NotThreeFifths. Read more: bit.ly/ableism2022



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Intersectionality

Intersectionality:

the **interconnected** nature of social **categorizations** such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and **interdependent** systems of discrimination or disadvantage.

- Health disparities among adults with intellectual and developmental disabilities (I/DD) are affected by their race.
- Black people with disabilities have less access to assistive technology
- Black people with disabilities are less likely to receive case management and quality home and community-based services resulting in greater institutionalization (Fabius et al., 2018)



AMERICA

Oklahoma City Police Fatally Shoot Deaf Man Despite Yells Of 'He Can't Hear'

September 21, 2017 · 5:31 AM ET

By James Doubek



Oklahoma City Police Capt. Bo Mathews told reporters on Wednesday that Sanchez was shot after approaching officers while holding a metal pipe.

Sue Ogrocki/AP



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Ableism/Racism Intersectionality

In a way that is impossible to disentangle, Disability is connected with race, gender, class, sexuality, and markers of difference, but most theories of inequity have ignored this interlocking-or intersectional-reality. An intersectional framework is necessary to better understand the political, emotional, sociocultural, and historical contexts of disability so that we can identify inequities and shape a future inclusive of intersectional identities.



Disability and LGBTQIA+

Disability and LGBTQIA+

- People with Disabilities who identify as lesbian/gay, bisexual, transgender, queer, intersex, asexual, and other sexual minorities experience significant health disparities when compared to heterosexual people with disabilities and nondisabled people. (Hall, Batza, & Kurth, 2020)
- More difficult to find adequate housing as a person with a disability who is also LGBTQIA+ (Greinman et al., 2022).



Disability and Rural Populations

Disability and Rural Populations

- Rural Americans with disabilities have
 - Less access to assistive technology
 - Less access to transportation options
 - Less home and community-based services (Bezyak et al., 2020; Siconolfi et al., 2019).



Intersectionality of Disability and Gender

Intersectionality of Disability and Gender

- Women with disabilities are more likely to report their doctors don't believe their symptoms compared to both men with disabilities and women without disabilities (Olkin et al., 2019).



How do we bring in Intersectional Voices?

- #SayTheWord
 - Nondisabled people often say “see the person, not the disability”
 - Disability is a part of a person’s identity, just like race, gender, etc.
 - By not saying the word, we ignore access needs, invalidate experiences, invoke feelings of shame, ignore ableism
- Make your spaces accessible
- Address your own ableism and bias
- Explicitly reach out to people with marginalized identities and invite them



Addressing Our Own Ableist Biases

- Take this [Implicit Bias test](#)
- Read books by disabled authors
- Follow disabled leaders on social media
- Have close friends that are disabled



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Contact Information

- ❖ For any questions or comments you may have, please reach out to me

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- ❖ Follow us on social media @ThinkEquitable
- ❖ www.ThinkEquitable.com





EXPERTS IN DISABILITY, EQUITY, AND INTERSECTIONALITY

JOIN OUR
COMMUNITY OF
PRACTICE

JOIN US!

WHAT WE DO

- We will learn and teach about the intersection of ableism and other forms of oppression, like racism and sexism.
- We'll develop tools and work on equity in healthcare, living in the community, and justice.
- We'll work with other organizations, including federal partners, for change.

WE'RE LOOKING FOR:

- Experts in the intersection of ableism, racism, cisgenderism, and other forms of oppression
- Individuals with disabilities, family members of people with disabilities, and organizations who work on equity.

FOR MORE INFORMATION:

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information about the
National Center.

