



Anti-Ableism Fast Facts

Definitions:

According to the 2012 U.S. Census, 1 in 5 Americans has a disability

Anti-Ableism is strategies, theories, actions, and practices that challenge and counter ableism, inequalities, prejudices, and discrimination based on apparent and non-apparent developmental, emotional, physical, or psychiatric (dis)ability.¹

Ableism: Ableism is a set of beliefs or practices that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be 'fixed' in one form or the other.²

Ways to Combat Ableism:

- Understand the definition of ableism
- Understand that disability is a civil rights issue not an entitlement
- Stop saying I am not ableist
- Identify inequities and disparities
- Confront ableist ideas that you have held or continue to hold
- Understand how your anti-ableism needs to be intersectional
- Champion anti-ableist ideas and policies
- Stop your own ignorance—learn the history of ableism, disability issues
- Seek out information about the struggles of people with disabilities
- Actively include the perspectives of people with disabilities
- Think about how ableism impacts issues that are important to you
- Seek out and actively support disability organizations
- Interact with people who have disabilities

¹ <http://cdrnys.org/blog/uncategorized/ableism/>

² <http://cdrnys.org/blog/uncategorized/ableism/>

- Decenter yourself
- Do not glamorize inspiration porn (Inspiration porn is the portrayal of people with disabilities as inspirational solely or in part on the basis of their disability.
- Demand and sustain universal-designed education, work, and recreational spaces
- Stop being “disability blind” that is the thought “I don’t see your disability”
- Stop assuming help is needed, ask first.
- Words matter--stop using ableist language
 - Examples include: dumb, retarded, nuts, psycho, idiot, deaf, blind, spaz, lame, moron, insane, lunatic, barren, wheelchair bound, handicapped, handicapable, special needs, differently-abled, it’s not the disability, it’s the ability
- If you are able-bodied, you have privilege, be aware and check it
- Stop staring--engage a person with disabilities as you would anybody else
- Stop pitying
- Recognize the full person, stop infantilizing or patronizing people with disabilities
- Accept that people with disabilities have autonomy
- Stop feeling entitled to know how people became disabled
- Stop assuming that a disability is always visible
- Stop assuming incompetence based on a diagnosis
- Demand representation of people with disabilities in work, education, and community spaces
- Stop supporting policies which promote inequity for people with disabilities
- Actively fight for full protection under the law for people with disabilities

What are the impacts of ableism or disability exclusion?

- We fail to celebrate the whole self
- We negate experiences or make people feel invisible
- We ignore or obstruct potential
- We block full participation in society of our family members, community members, and colleagues
- We fail to see people with disabilities as invaluable and indispensable
- We lose out on innovation and talent

- We treat people as less than
- We isolate
- We unintentionally hurt people
- We lose important perspectives
- We are denying human rights
- We are breaking the law

Important People to Follow and Websites:

Alice Wong: <https://disabilityvisibilityproject.com/about/>

Ari Ne'eman <https://arineeman.com/>

Ari Ne'eman and Julia Bascom: <https://autisticadvocacy.org/about-asan/staff/>

Maria Town: <https://www.aapd.com/> (American Association of People's With Disabilities)

Uncomfortable Revolution: <https://www.urevolution.com/>

Websites:

Disability: In <https://disabilityin.org/>

National Disability Rights Network: <https://www.ndrn.org/>

Americans with Disabilities Act: <https://www.ada.gov/>

The Arc: <https://thearc.org/>

National Association of the Deaf: <https://www.nad.org/>

National Organization on Disability: <https://www.nod.org/>

Tash: <https://tash.org/>

Disability Rights Advocates: <https://dralegal.org/>