

The Journey to True Disability Inclusion

Sarah Napoli

If you were asked to tell your disability story, what would it be?

Either as someone who identifies as disabled, or is living with a diagnosis that is considered a disability, or as someone who works, advocates and/or supports disabled people.



**GEEK LIFE
IS KIND OF LIKE
NORMAL LIFE
EXCEPT THERE ARE
DRAGONS!
AND TIME LORDS!**

WHAT IS DISABILITY?
How would you define it?

Dictionary: defined in terms of deficits and limitations

ADA: defined in legal terms

CRPD: defined with equity language and access to society and rights

The Disability definition includes: :

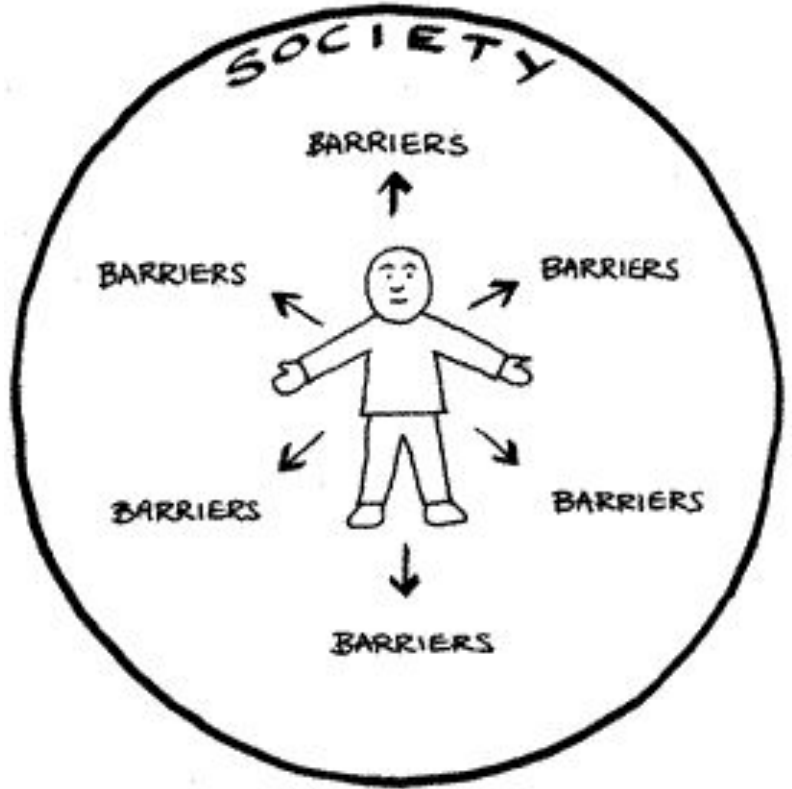
Neurodivergent identities, Mental health and psychosocial disabilities

Do all people experience disability the same way?

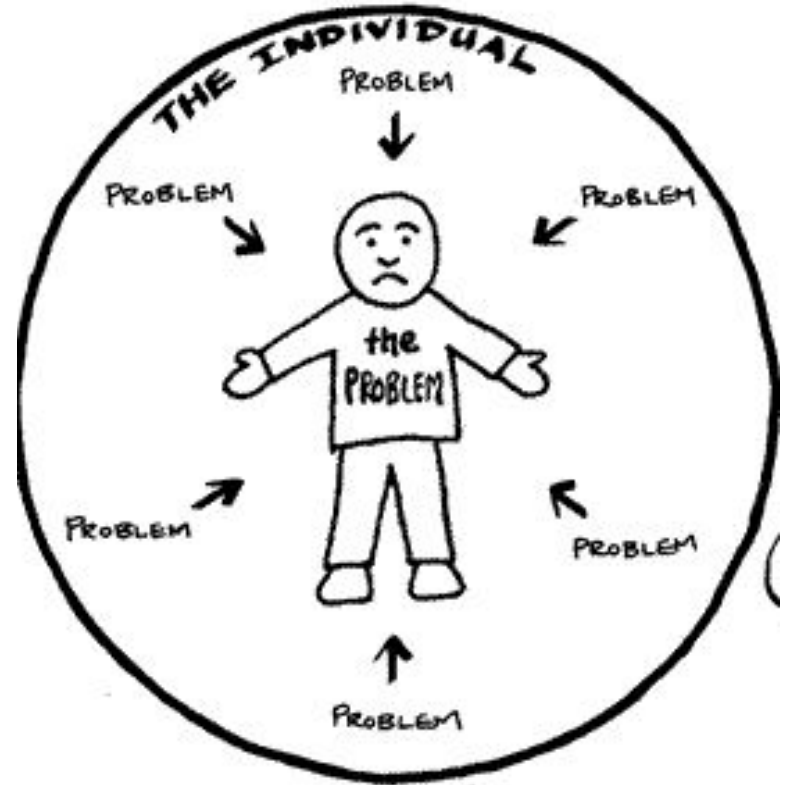
Disabled Person vs Person with a disability?

Do all people who have legally defined disabilities use disability language?

SOCIAL MODEL



MEDICAL MODEL



Ableism - it is the attitudes, actions, and circumstances that devalue people because they are disabled or perceived as having a disability - *Emily Ladau, Demystifying Disability*

Societal barriers

Attitudes i.e.,
assumptions and
stereotypes

Communication

Language

Physical

Policy

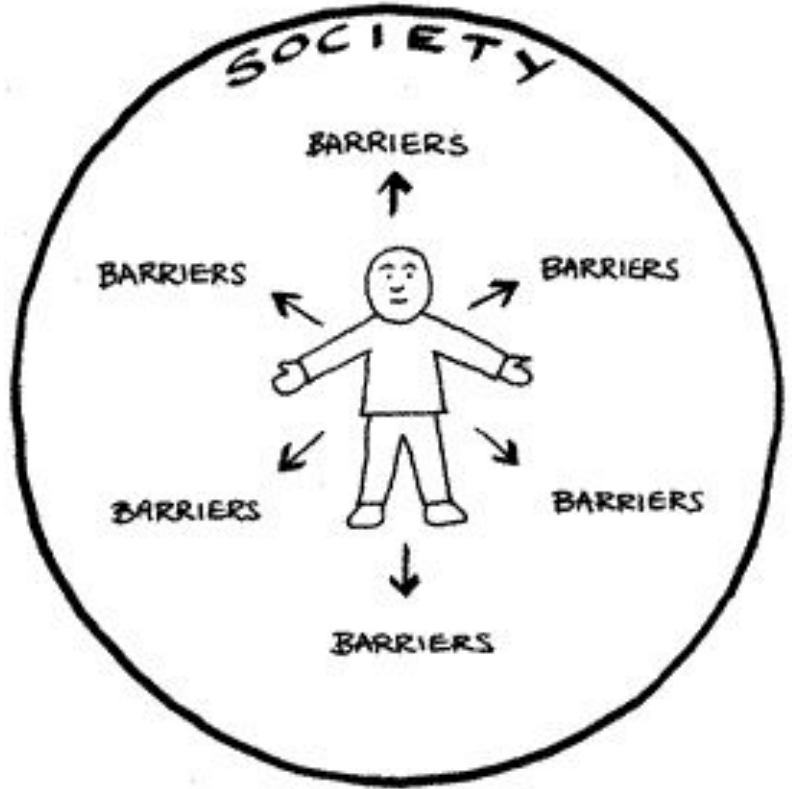
Social

Transportation

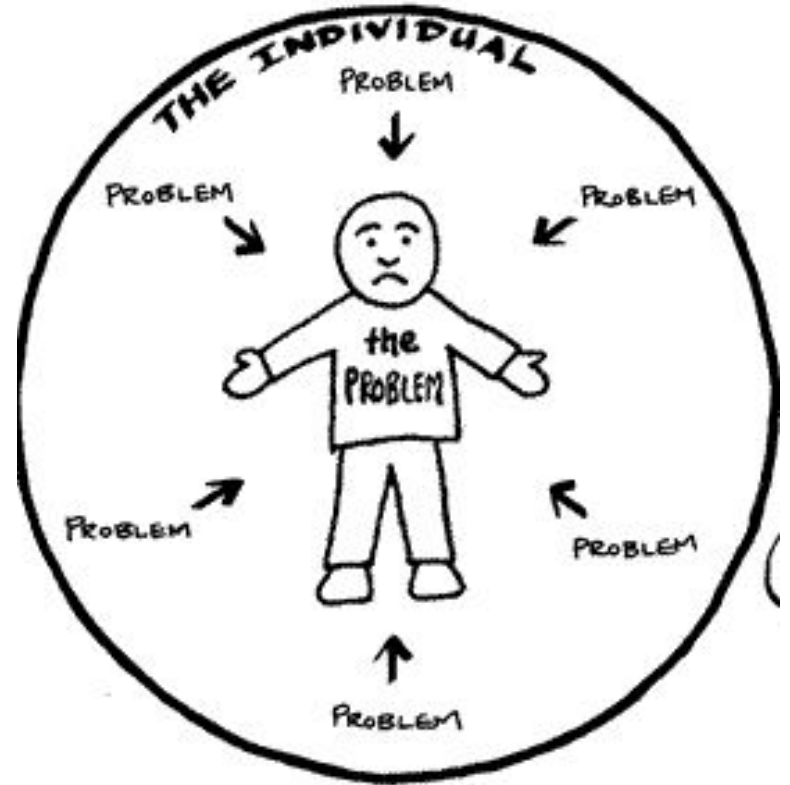
Programmatic

Financial

SOCIAL MODEL



MEDICAL MODEL



How have you collaborated with the disability community?

How have disabled folks been embedded into decision making, programming, and communications?

Why is this important?

Disability

Awareness - Inclusion- Rights - Justice

Disability Rights

- Federal law protects people with disabilities from discrimination in employment.
- The [convention on the rights of persons with disabilities](#) has yet to be ratified in the USA

What is Disability Justice?

- Intersectionality
- Leadership of those most impacted
- Anti-capitalist Politics
- Cross Movement Solidarity
- Recognizing Wholeness
- Sustainability
- Commitment to cross-disability Solidarity
- Interdependence
- Collective Access
- Collective Liberation

***For more information visit the
Sins Invalid website***

What does Disability Inclusion Look Like?

- Strong commitment to disability rights and justice work not just services
- Internal practice and policies are fully inclusive of disabled staff
- Moving beyond the ADA
- Organizational culture is constantly evolving to be inclusive of disability
- An understanding that disability is not singularly defined, it is complex

Once these actions are in place, the journey to true equity and justice can be achieved!

Disability

Awareness - Inclusion- Rights - Justice

Why this matters - especially now

Nothing About Us Without Us

Internal Operations -

[FISA](#) champions equity, justice, safety, and inclusion for women, girls, and people with disabilities, combating systemic racism that impedes progress for these populations in southwestern Pennsylvania.

Participatory Grantmaking -

The mission of [WITH Foundation](#) is to promote the establishment of comprehensive healthcare for adults with developmental disabilities that is designed to address their unique and fundamental needs.

**How will you know when you have reached
your Disability Inclusion goals?
What tools are you using?
Are they accessible?**



**Clearing a path for
people with disabilities
clears a path for everyone.**

https://www.facebook.com/changeli_kethemoon/photos/a.1249694438413768/1949511415098730/

Our Disabled Elders and Ancestors



<https://time.com/5793652/judith-heumann-100-women-of-the-year/>

Stacey Park Milbern



<https://disabilityvisibilityproject.com/2020/05/23/dvp-interview-stacey-park-milbern-remembered/>

Honoring our Disabled Ancestors:

“I really like separating out impairment from disability...So impairment as physical or neurological manifestation. Like what's real. I have a physical impairment. Disability is what society creates as a barrier because of impairment. When I am in a place where my access needs are being met, then my impairment isn't so significant.”

Stacey Park Milbern 1987-2020