

Change Cadet.

Disability Justice Workshop

Key Takeaways

- A disability can be visible, invisible or both (temporary or life long). Disability is NOT a bad word. Using the term non-disabled normalizes and brings disabled people into the conversation.
- Ableism, due to White Dominant Culture (Tema Okun) furthers the stereotype that the best people are those without disabilities.
- Disability justice centers intersectionality and the ways diverse systems of oppression amplify and reinforce one another.
- Use identity or person first language but importantly the use the preference of the disabled person/group.
- Recognize the difference between intent and impact when advocating for yourself/ disabled people, and hold yourself accountable to listening, learning and unlearning.

Reflective Prompts:

1. Did I do all that I could today to advocate for myself/a disabled person at work or in my community?
2. Am I using the term “non-disabled”? If not, why? (Ask yourself why five times to get to the root).
3. Am I checking my potential bias towards myself/disabled people? How am I conscious of my bias and holding myself accountable?
4. How can I replace good intent with action to advocate for myself/disabled people?
5. How am I increasing my awareness of how white dominant culture affects disabled people/my lived experience?

Take some time to journal and think about the above for continuing learning and unlearning.

Outline your personal next steps to showing up differently in your advocacy for yourself/disabled people? What actions will you take?

List your accountability partners?

Be comfortable being uncomfortable. -Dr. Akilah Cadet

For resources and do the work prompts check and follow changecadet.com | [@changecadet](https://twitter.com/changecadet)