Disability & Social Justice

Office of Diversity, Inclusion & Social Justice, UNI

In order to have variety in our conversations, we encourage you to sit with people you may not know. Interpreter available at table located in the front.
CHECK DIS OUT

Jamie Butler Chidozie
Director for Diversity, Inclusion & Social Justice
She, her

Keyah Levy
Assistant Director for Multicultural Education
She, her

Emily Harsch
Coordinator for Gender & Sexuality Services
She, They

Jenny Murphy
Secretary for Diversity, Inclusion & Social Justice
She, her

Chiquita Loveless
Coordinator for Military & Veteran Services
She, her
DIS

**Center for Multicultural Education**

- **Gender & Sexuality Services** (formerly LGBT* Center)
- **Military & Veteran Student Services**

*Top floor of Maucker Union*

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**Advocacy & Support**
- Peer Mentoring • Individual Guidance
- Group Support • Campus Inclusion

**Education & Engagement**
- Safe Zone Ally • Green Zone • Training
- Talking Spaces • Community Events
- No Class Cancelled

**Collaboration & Outreach**
- On and off campus • Referrals
THE MEDICAL MODEL OF DISABILITY

IMPAIRMENTS AND CHRONIC ILLNESS OFTEN POSE REAL DIFFICULTIES BUT THEY ARE NOT THE MAIN PROBLEMS

TRADITIONAL VIEW

DISABLED IS CAUSED BY
PHYSICAL, SENSORY, MENTAL IMPAIRMENT

THE INDIVIDUAL IS IMPAIRED

FOCUS OF THE MEDICAL PROFESSION

'CURE' ALLEVIATE THE EFFECT

IMPAIRMENT
THE SOCIAL MODEL OF DISABILITY

Society

Barriers

Environment
- Inaccessible buildings
- Language
- Services
- Communication

Attitudes
- Prejudice
- Stereotyping
- Discrimination

Organisations
- Inflexible procedures
- Practices
Disability Justice

/ˌdɪsəˈbɪlɪti/ /ˈjestɪs/

A model of disability that is concerned with intersections, interdependence, embracing & celebrating disability & diversity, questioning privilege, ableism and seeking to dismantle systems of oppression.

facebook.com/AutismWomensNetwork
According to the CDC

Adults with Disabilities: Ethnicity and Race

When it comes to the health of people with disabilities, it’s important to know the health differences among racial and ethnic groups.

- **American Indian Alaska Native**: 3 in 10 have a disability
- **Black**: 1 in 4 have a disability
- **White**: 1 in 5 have a disability
- **Native Hawaiian Pacific Islander**: 1 in 6 have a disability
- **Hispanic**: 1 in 6 have a disability
- **Asian**: 1 in 10 have a disability
**diversity** asks: who’s in the room

**equity** responds: who’s trying to get in the room but can’t, and whose presence in the room is under constant threat of erasure

**inclusion** asks: has everyone’s ideas been heard? **justice** responds: whose ideas won’t be taken seriously because they aren’t in the majority
In order to be equitable, we need to

… be honest about our own identities, experiences, and biases

… seek to understand how identities impact the experiences of other people AND ourselves

… challenge ourselves & our beliefs, especially if we are uncomfortable
Talking Space Ground Rules

- What is said in this space stays in this space
- Get consent before sharing
- Seek to understand first, then be understood
- One diva, one mic
- Take space, make space
Debriefing

*Come to the mic if you want to talk!*

- What insights did you gain?
- How will you live your values at UNI or in your community?
- What expectations do you have for yourself?
- What support do you need?