

Unlearning Ableism

05/03/2022

IECC Conference

Rise to Resilience

Land Acknowledgment

Whose land are you on?

<https://native-land.ca/>

Visit

<https://usdac.us/nativeland>
to learn about how you can
honor native land, too.



Nisqually Indian Tribe

dx^wsq^wali? abš

People of the river, people of the grass



Rise to Resilience was created to support individuals and organizations primarily within the education field, as well as others who serve children and families in varying capacities.

At Rise to Resilience, the work is founded in antiracism and trauma-informed care practices. Safety and connection are at the forefront of our collaboration efforts. It is with safety and connection that we can begin to grow and thrive together.

Check-In

What do you know already?

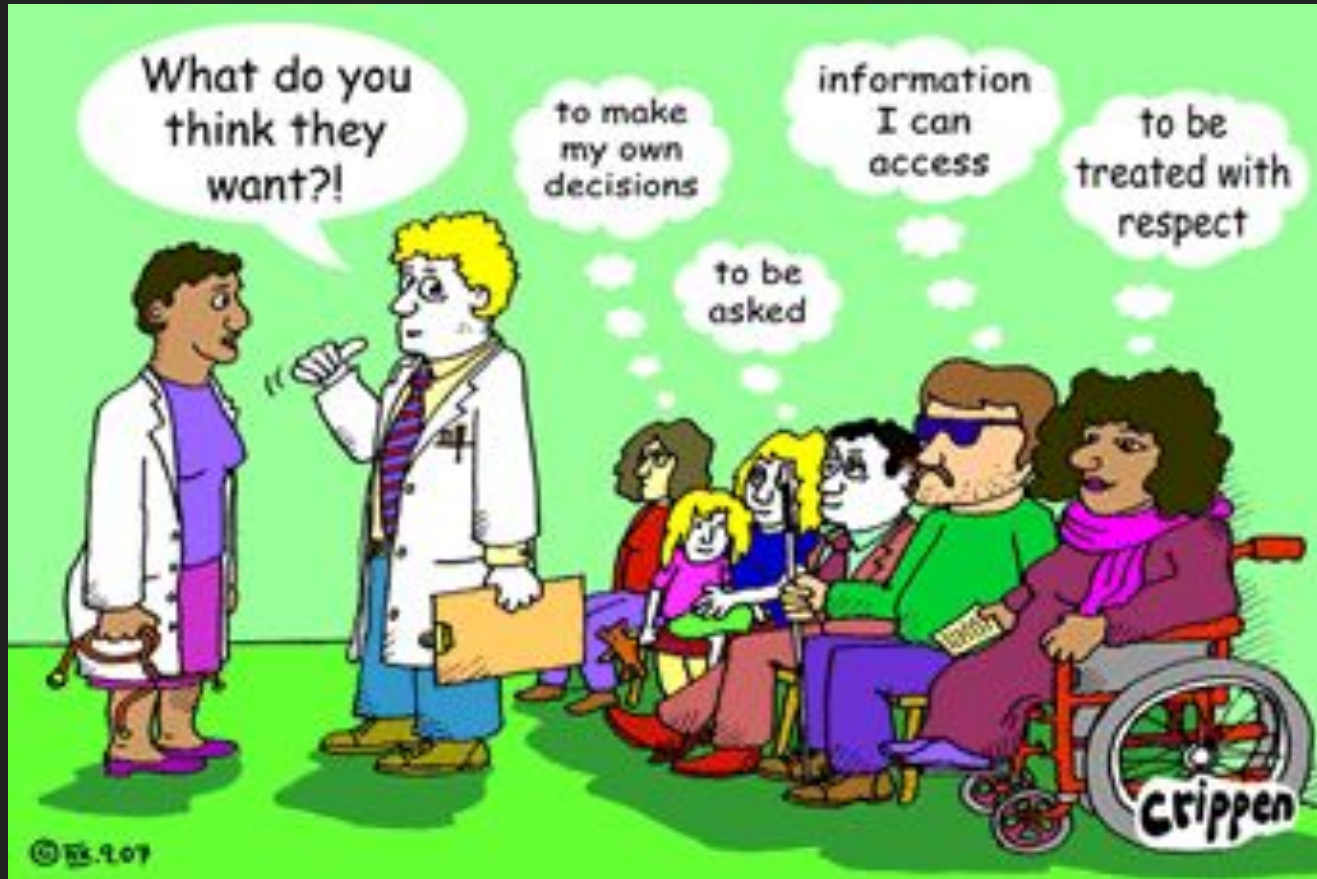
- Ableism
- Models of disability
- Examples of ableism in the classroom
- How do you already challenge ableism?

Outcomes

What can you expect to leave
with today?

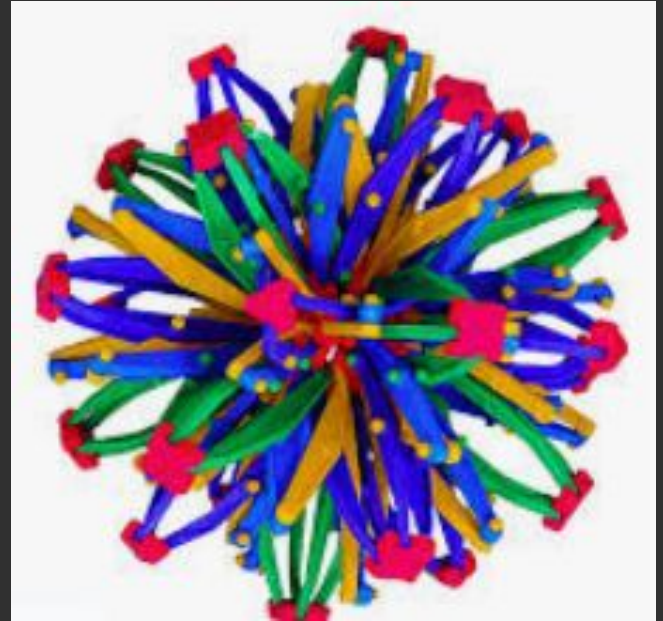
- What is ableism?
- How does ableism manifest in the classroom?
- How do we challenge ableism in our practices?

Disclaimer



Hoberman Sphere

Taking a Collective Breath



10 Principles of Disability Justice

INTERSECTIONALITY

**LEADERSHIP OF THOSE
MOST IMPACTED**

ANTI-CAPITALISM

cross-movement organizing

wholeness

sustainability

cross-disability solidarity

INTERDEPENDENCE

COLLECTIVE & collective

ACCESS *Liberation*

[Image Description: Words of various fonts on a watercolor background with veins that look like trees, and layered clusters of bubbles that look like alveoli in the lungs. Text reads: INTERSECTIONALITY.

LEADERSHIP OF THOSE MOST IMPACTED. ANTICAPITALISM. CROSS-MOVEMENT ORGANIZING. WHOLENESS. SUSTAINABILITY. CROSS-DISABILITY SOLIDARITY. INTERDEPENDENCE. COLLECTIVE ACCESS.

COLLECTIVE LIBERATION. Text by Patty Berne and Sins Invalid. Design by Nomy Lamm.]

able·ism

/ˈābəˌlɪzəm/ 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

From TL Lewis: "this is a working definition that is grounded in community work and conversation. Conversations and work with Dustin Gibson in particular have been critical in moving this definition to where it is."

"Ableism is traditionally understood as being solely related to prejudice, discrimination and oppression against disabled people. This traditional understanding of ableism is not expansive enough. It misunderstands the radical nature of ableism."

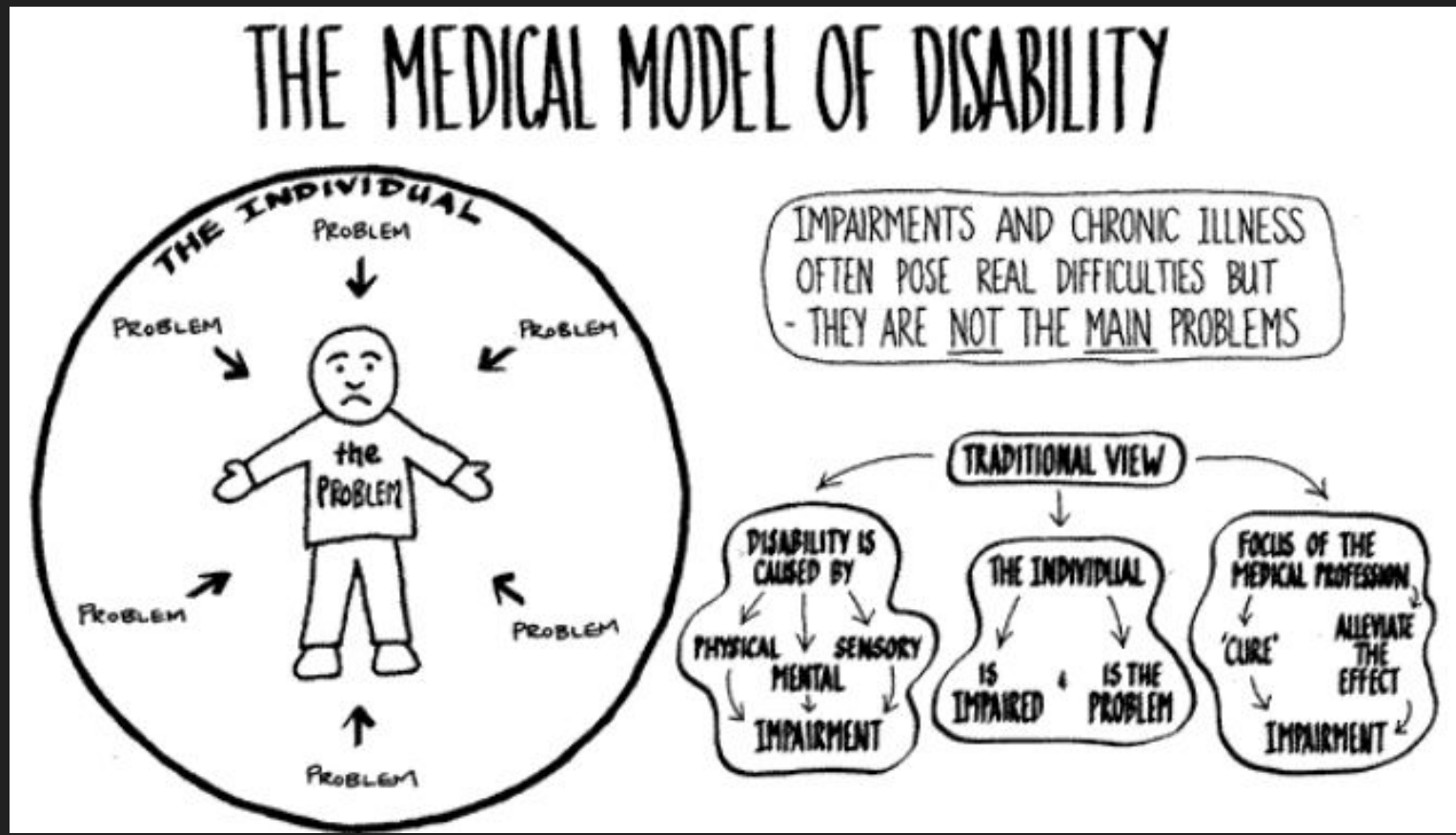


MEDICAL MODEL
disabled = **LESS** ABLE

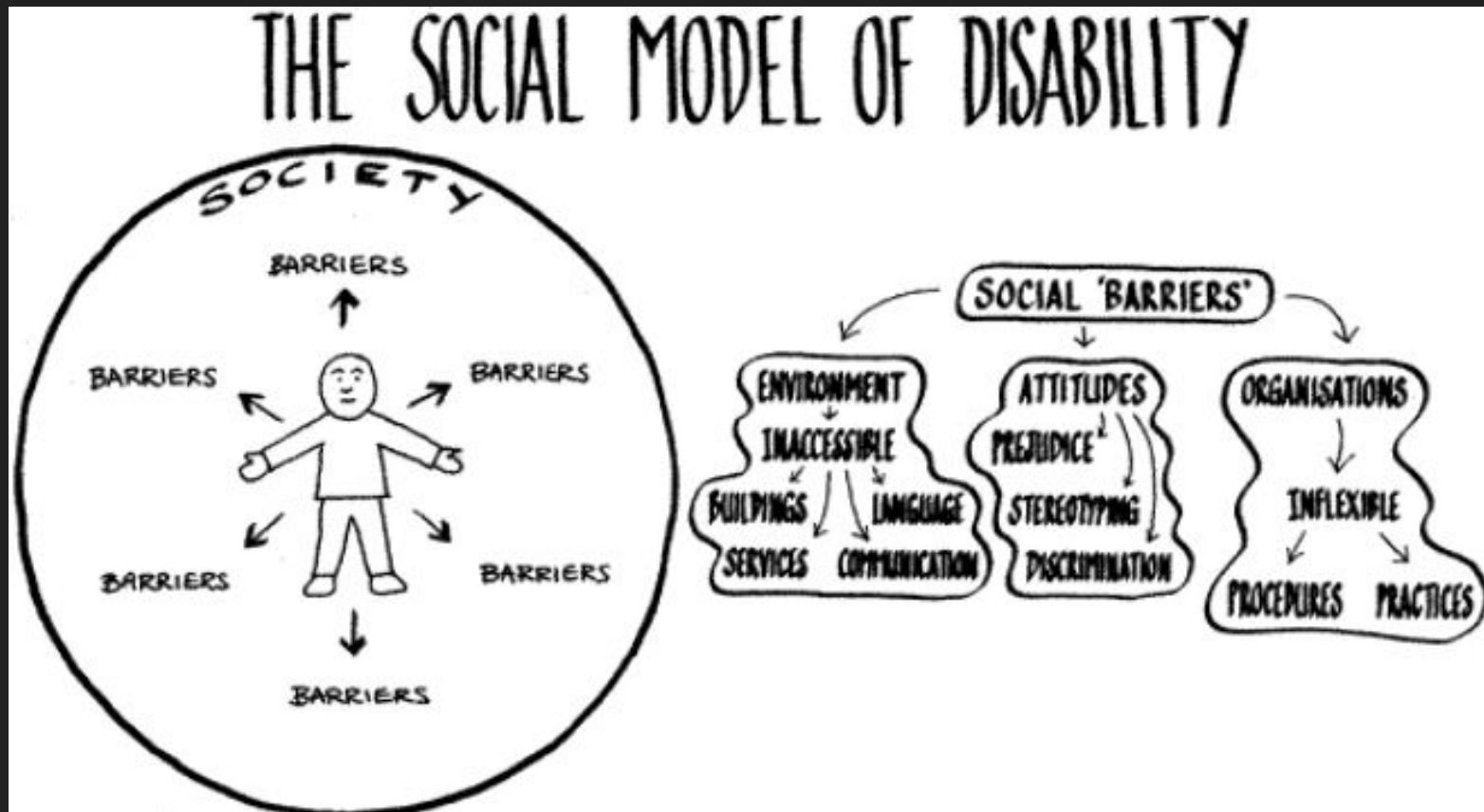


and that this is just your bad luck.

Medical and Social Models of Disability



Medical and Social Models of Disability



able·ism

/ˈābəˌlɪzəm/ 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.

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Holistic Model of Disability

Perhaps it's the systems and professionals who need to change their perceptions of autistic people's behavior, not the autistic children who need to be changed so they appear more neurotypical.

-Mona Delahooke

How does ableism manifest in classrooms?

How does ableism manifest in classrooms?

- Perfect attendance and penalizing absences
- Testing: standardized, timed
- Grading: oral presentations, discussions, handwriting, participation, forced eye contact
- Bathroom passes
- Restricting behavior: doodling, eating, leaving seat and movement
- Requiring cameras on in virtual class

How does ableism manifest in classrooms?

- Shaming students
- Barriers to accommodations
- Banning fidgets
- Not including sign language as part of curriculum

How does ableism manifest in classrooms?

- Advocating for or promoting cure-based treatments for autism such as ABA
- Promoting Autism Awareness, Light it up Blue, Autism Speaks
- Person-first language instead of identity-first
- Functioning labels

How does ableism manifest in classrooms?

- Infantilizing disabled people
- Assuming disabled people want to be cured
- Promoting “[inspiration porn](#)”
- [4 Ways Ableism in My Elementary School Left Me Completely Traumatized by Caley Farinas](#)

How do we challenge ableism in our practices?

How do we challenge ableism in our practices?

- Presume competence
- Remove and challenge ableist language (“stupid,” “dumb,” “crazy,” “take your meds”)
- Light it Up Gold or Red Instead; infinity symbol instead of puzzle piece

How do we challenge ableism in our practices?

- Autistic Self-Advocacy Network; Autistic Women and Nonbinary Network
- Non-speaking vs. non-verbal
- De-stigmatize “disabled” and don’t use euphemisms like “special needs” or “differently abled”

How do we challenge ableism in our practices?

- IEP Makeovers [Pt. 1](#) and [Pt. 2](#) (Therapist Neurodiversity Collective)
- Read and listen to the perspectives of disabled and neurodivergent people
- Practice and model!

Classroom Rules

Looking Eyes



Listening Ears



Quiet Mouths



Helping Hands



Walking Feet



I sit on my
bottom.



Happy Home Fairy

Alternative Rules

1. Kind words and bodies.
2. Keep your hands and feet to yourself.
3. Try your best. I'm always here to help you!
4. Stay in your area during lessons. Squirm, sit on your feet, stand, lay on the floor, or sit in your chair if you need to, but please stay by your desk so everyone can learn!
5. Walk inside the school. Running feet are outside feet. This helps keep everyone safe!
6. If you need a break, hold up your break card and I'll come see you. Breaks are good for our brains.



intersectionalrecovery



Maybe your client isn't "non-compliant." Maybe:

they're not feeling safe with you
they're not feeling safe in general
you're not hearing their concerns
the modality you're using is more harmful
than helpful
there's no flexibility to your approach
you haven't earned your client's trust
you're addressing the wrong thing
you're re-enacting oppression
you're not the best fit for them

@INTERSECTIONALRECOVERY

Check-Out

What have you learned?

- Ableism
- Medical model and/or social model of health and disability
- Examples of ableism in the classroom
- How do you already challenge ableism?

Outcomes

What can you expect to leave with today?

- What is ableism?
- How does ableism manifest in the classroom?
- How do we challenge ableism in our practices?

For Additional Support

Coaching and Consulting services are available through Rise to Resilience for educators and others who support children!

You can also reach out to risetoresilience@gmail.com or call 253-200-1849.

LinkTree:
<https://linktr.ee/resiliencetogether>



References/Resources

TL Lewis. (2022). A Working Definition of Ableism - January 2022 Update.
<https://www.talilalewis.com/blog/working-definition-of-ableism-january-2022-update>

Sins Invalid. (2015). 10 Principles of Disability Justice.
<https://www.sinsinvalid.org/blog/10-principles-of-disability-justice>

National Disability Arts Coalition and Archive. (2019). The Social Model of Disability.
https://www.youtube.com/watch?v=kmAfpmGO7DU&t=158s&ab_channel=CreativeConnection

AUTISTICTIC. (2020). Introducing the Holistic Model of Disability.
<https://autistictic.com/2020/02/14/the-holistic-model-of-disability/>

The school system is ableist (21 examples).
<https://www.facebook.com/ARENWashington/posts/2773516756256018>

Autistic Hoya. (2021). Ableist Words and Terms to Avoid
<https://www.autistichoya.com/p/ableist-words-and-terms-to-avoid.html>

ADR: Anti-Ableism 101: <https://www.facebook.com/groups/848604875981368>

Additional Resources

The following slides are for independent exploration following the workshop.

A non-exhaustive list of disabled, autistic, and/or neurodiverse folks to follow...
[\(Click here for the full list of over 300 with additional categories\)](#)

[Black Girl, Lost Keys](#)

[Autistic Kayla](#)

[Black Autistic Sister](#)

[The Black Autist](#)

[Black NeuroQueer Punk](#)

[The Wand that Chose Me](#)

[Lydia X. Z. Brown](#)

[Autism in Black](#)

[Harry Thompson - PDA Extraordinaire](#)

[Yenn Purkis Neurodiversity Page](#)

[Hazelwood Consulting](#)

[Queer Neurodivergence](#)

[The Chronic Couple](#)

[Trauma Geek - Trauma and](#)

[Neurodiversity Education](#)

[The Punk Rock Autistic](#)

[Autism and Neurodiversity in the Classroom](#)

[Autistic Mama](#)

[Deaf Queer Resource Center](#)

[Allies and Advocates](#)

[Diversability \(Page\)](#)

[DiverseABILITY Empowerment \(Group\)](#)

[The ADHD Gift](#)

[Autistic Resources for Autistic](#)

[Activists and Allies](#)

[Advocate Dismantle Rebuild](#)

From Latinx Parenting post ([click here for original](#))

Psst— learning is not something that only happens in a school house. Did you know that there are alternative ways to educate children in a way that does not contribute to capitalism, adult supremacy, white supremacy, ableism, or patriarchy? AND that it can be done in a way that is collaborative and allows parents to work?

Here are some BIPOC-run accounts to follow if you are interested in alternative liberators education:

@unidoshomeschoolcooperative

@raisingreaders

@fareofthefreechild

@homeschoolingthehood

@latinxhomeschool

@berkeleyforestschool

@theintuitivehomeschooler

@semillitas_learningcommunity

@twolightsacademy

@nopalitos_coop

@radicalfamilies

@homeschooling

@bilingualbrownbabies

@doctormyieshataylor

@myreflectionmatters

On identity-first language (not person-first)

Identity-First Autistic: <https://www.identityfirstautistic.org/make-the-change>

Autistic Mama: <https://autisticmama.com/person-first-identity-language/>

Autistic Self-Advocacy Network:

<https://autisticadvocacy.org/about-asan/identity-first-language/>

The Wheelchair Teen:

<https://thewheelchairteen.com/2019/12/02/disabled-vs-physically-challenged-and-other-such-terms/>

Kathryn Poe:

<https://kathrynpoe.medium.com/disability-isnt-a-bad-word-7d5e04d93218>

Words I Wheel By: <https://www.facebook.com/WordsIWheelBy/posts/227828639149141>

'Disabled' is Not a Bad Word: <https://themighty.com/2019/07/ok-to-say-disabled/>

I Am Disabled: On Identity-First Versus Person-First Language:

<https://thebodyisnotanapology.com/magazine/i-am-disabled-on-identity-first-versus-pe-ople-first-language/>

On functioning labels...

The Problem with Functioning Labels:

<http://www.thinkingautismguide.com/2018/03/the-problems-with-functioning-labels.html?>

Understanding the Spectrum - A Comic Strip Explanation:

<https://the-art-of-autism.com/understanding-the-spectrum-a-comic-strip-explanation/>

Harry Thompson post:

<https://www.facebook.com/HarryThompsonPDAExtraordinaire/posts/477114306966343>

Trauma Geek - Trauma and Neurodiversity Education post:

<https://www.facebook.com/TraumaGeek/posts/3674665889236259>

On ABA is Abuse...

The Great Big ABA Opposition Resource List

<https://stopabasupportautistics.home.blog/2019/08/11/the-great-big-aba-opposition-resource-list/>

ABA Has Not Changed (Therapist Neurodiversity Collective)

<https://therapistndc.org/wp-content/uploads/2021/02/ABA-has-not-changed.pdf>

Invisible Abuse: ABA and the Things Only Autistic People Can See

<https://neuroclastic.com/2019/03/28/invisible-abuse-aba-and-the-things-only-autistic-people-can-see/>

About ABA (Therapist Neurodiversity Collective)

<https://therapistndc.org/therapy/applied-behavior-analysis-aba/>

CARING ENTHUSIASTIC **observant** sensitive
 high affective empathy
 OUT OF THE BOX THINKER helpful QUIRKY SENSE OF HUMOUR **honest**
 passionate **curious** analytical ability to hyperfocus
 truth Seeker RISK TAKER INDEPENDENTLY MOTIVATED
persistent heightened senses **reliable** full of useful facts
good listener loving great long term memory
 intuitive **50 AUTISM** insightful
 deep thinker **POSITIVES** EFFECTIVE SYSTEMISER
 PROBLEM SOLVER high fluid intelligence! dedicated
 diligent inquisitive compassionate **unique**
strong moral code and sense of justice detail-oriented
 genuine **faithful** ORIGINAL methodical
innovative PERCEPTIVE thoughtful **imaginative**
authentic hard worker LOGICAL creative
 kind trustworthy

NEURODIVERGENT NARWHAL PRESENTS:
The Signs of Autism



Plays with toys in ingenious & creative ways.

Thriving on routine is okay!
No need to pathologize.



The need for more downtime does not mean unwillingness or inability to engage with others.



Autistic children express a wide range of emotions, just like everybody else. Your inability to understand behavior as communication is not their fault



The world can be a loud and overwhelming place for autistic people. Sensory processing differences are not personality defects.

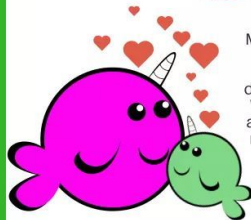
Sees beauty in details that others ignore.



Intense interests bring intense joy!



Communicates in unexpected ways.
Listen.
Talking is not the only way to "speak".



May sometimes need more support to understand dangerous situations. With love, guidance and teaching skills in respectful ways that promote self advocacy, autistic kids are thriving in their own unique ways!



THE ADHD ICEBERG

@FINUCCINIALEFREDO

updated by @socialworkinit.ca

WHAT PEOPLE
THINK ADHD IS:

