

What is Intersectional Erasure/ Racialized Ableism

- ▶ **Ableism:** Bias, oppression, marginalization, etc. regarding lived or perceived impairment or disability
- ▶ **Racialized Ableism:** Compounded harm, violence, bias at intersection of racism and ableism
 - ▶ Gender, size, color/tone, and class often play a part as well
- ▶ **Intersectional Erasure:** Apathy or lack of regard for the whole person, and hyperfocus on select identities within an intersection
 - ▶ Often a result of confirmation and/or anchor bias



BOTH/ AND, NOT EITHER/OR

Disability is not either visible or invisible. Some people can have both visible and invisible disabilities!



MASKING INVISIBLE DISABILITIES

Why Do People Often Report Hiding Invisible Disabilities

- Social Conformity/ Construction
- Teasing or Harassment
- Change or loss of rapport with peers and supervisors
- Past trauma/ negative experience
- Low energy/ patience/ hope in process
- Bias towards work performance
- Stalled or disrupted career

Thinking of intersectionality, how could other identities increase or intensify the likelihood of these?

Source: Center for Talent Innovation, "Disabilities and Inclusion Study," via Harvard Business Review

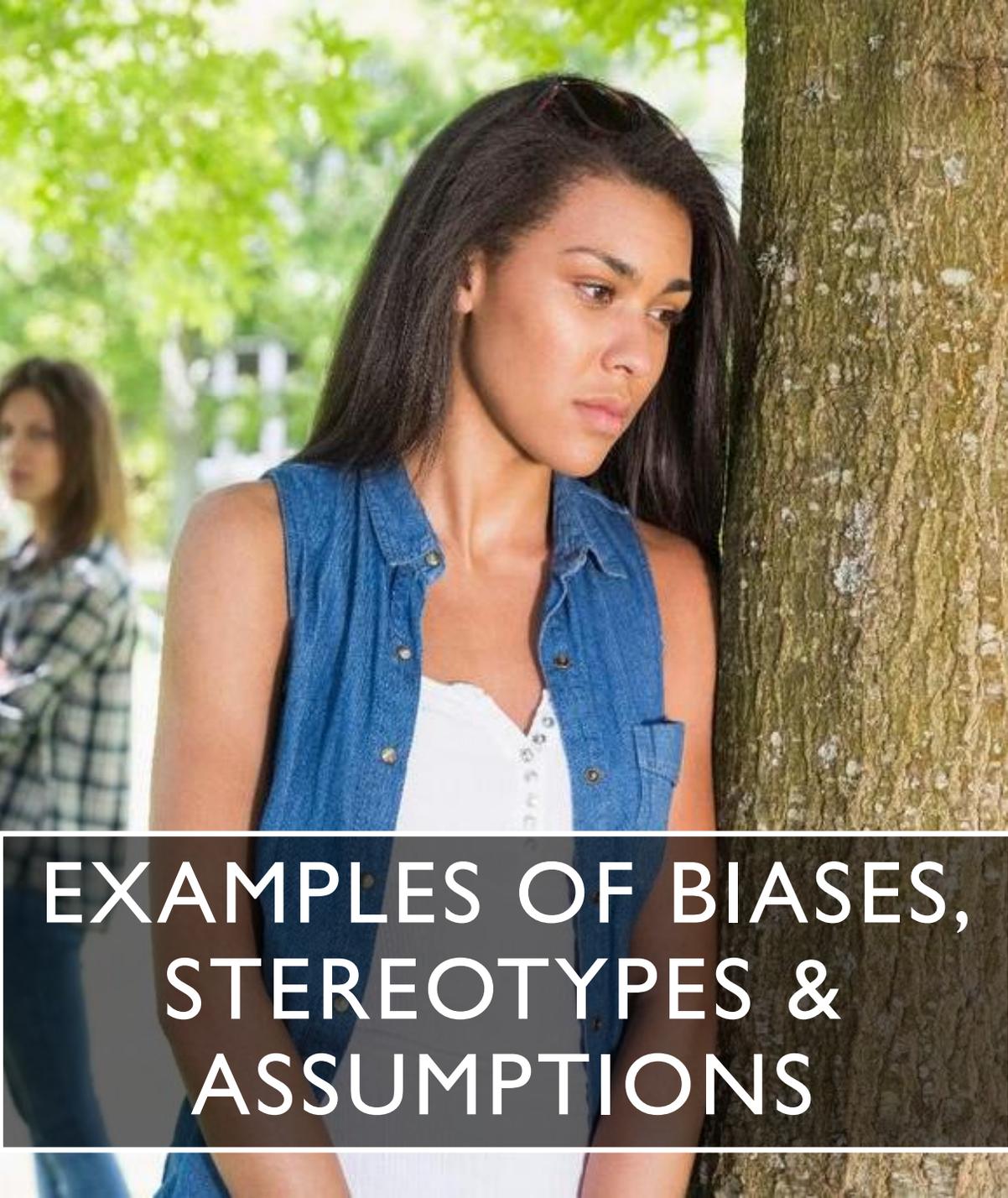


DJ vs WSC: The Struggle is Real!

White Supremacy Culture

1. Intersectionality
2. Leadership of Those Most Impacted
3. Anti-Capitalism
4. Cross-Movement Solidarity
5. Recognizing Wholeness
6. Sustainability
7. Cross-Disability Solidarity
8. Interdependence
9. Collective Access
10. Collective Liberation

1. Fear
2. One Right Way
3. Either/Or and The Binary
4. Denial and Defensiveness
5. Right to Comfort and Fear of Conflict
6. Individualism
7. Progress is More and Quantity over Quality
8. Worship of the Written Word
9. Urgency



EXAMPLES OF BIASES, STEREOTYPES & ASSUMPTIONS

- “Doesn’t seem to listen” – Hard of Hearing
- “Fails to finish assigned tasks” -- ADHD
- “Daydreams on the job” – Dissociative Disorder
- “Difficulty understanding” – Traumatic Brain Injury
- “Lack of concentration in teamwork” -- Sensory Processing Disorder
- “Easily distracted/ disorganized” – O.C.D.
- “Non-linear thinking/ processes” -- Autism
- “Seems to be in a Fog” – Chronic Fatigue Syndrome/ Lupus
- “Difficulty working independently – Learning disability
- “Confrontational/ high-strung” – P.T.S.D.
- “Fidgeting/ Restlessness” – Chronic Pain/ Fibromyalgia
- “Frequent, long bathroom breaks” – I.B.S