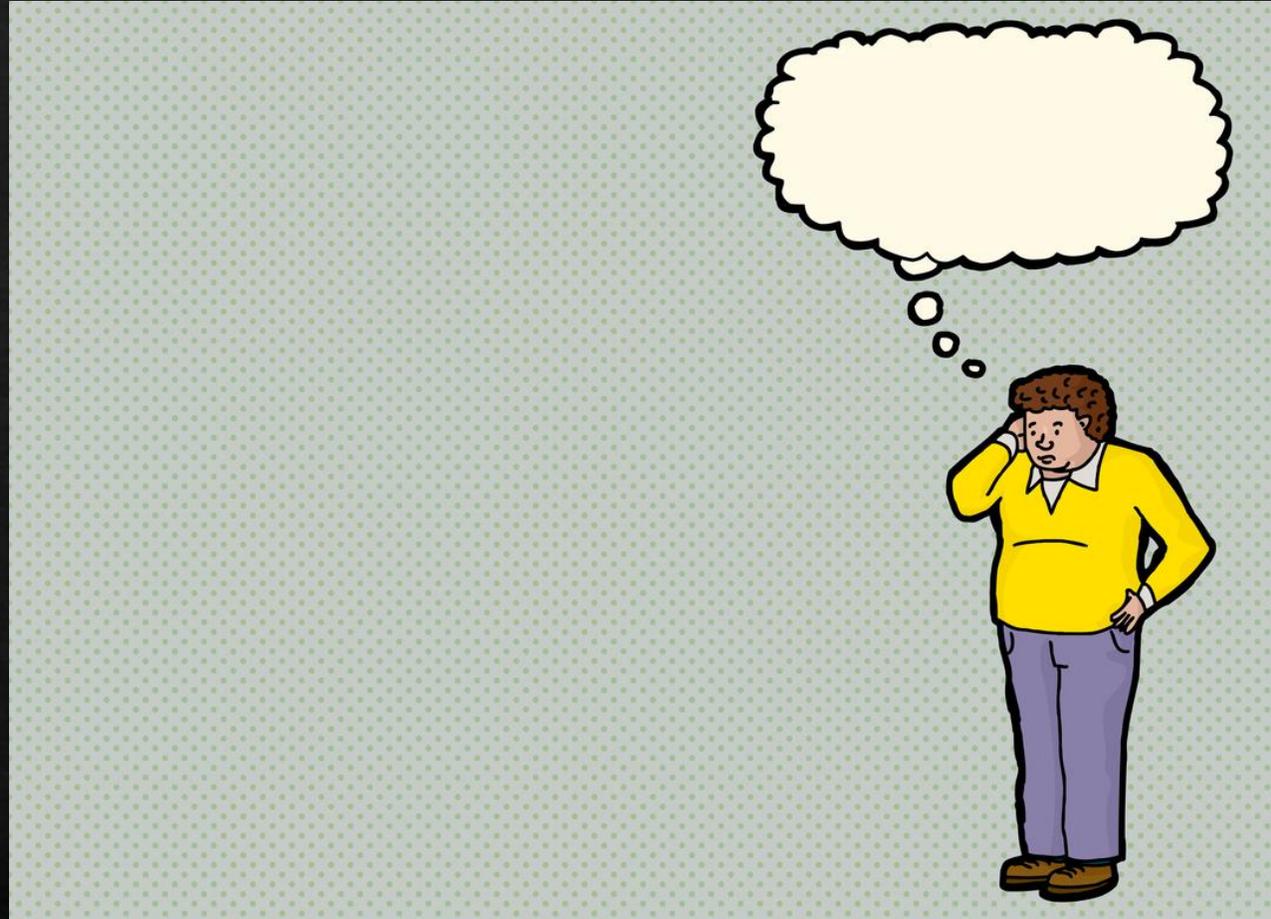


# WHAT IS WEATHERING?



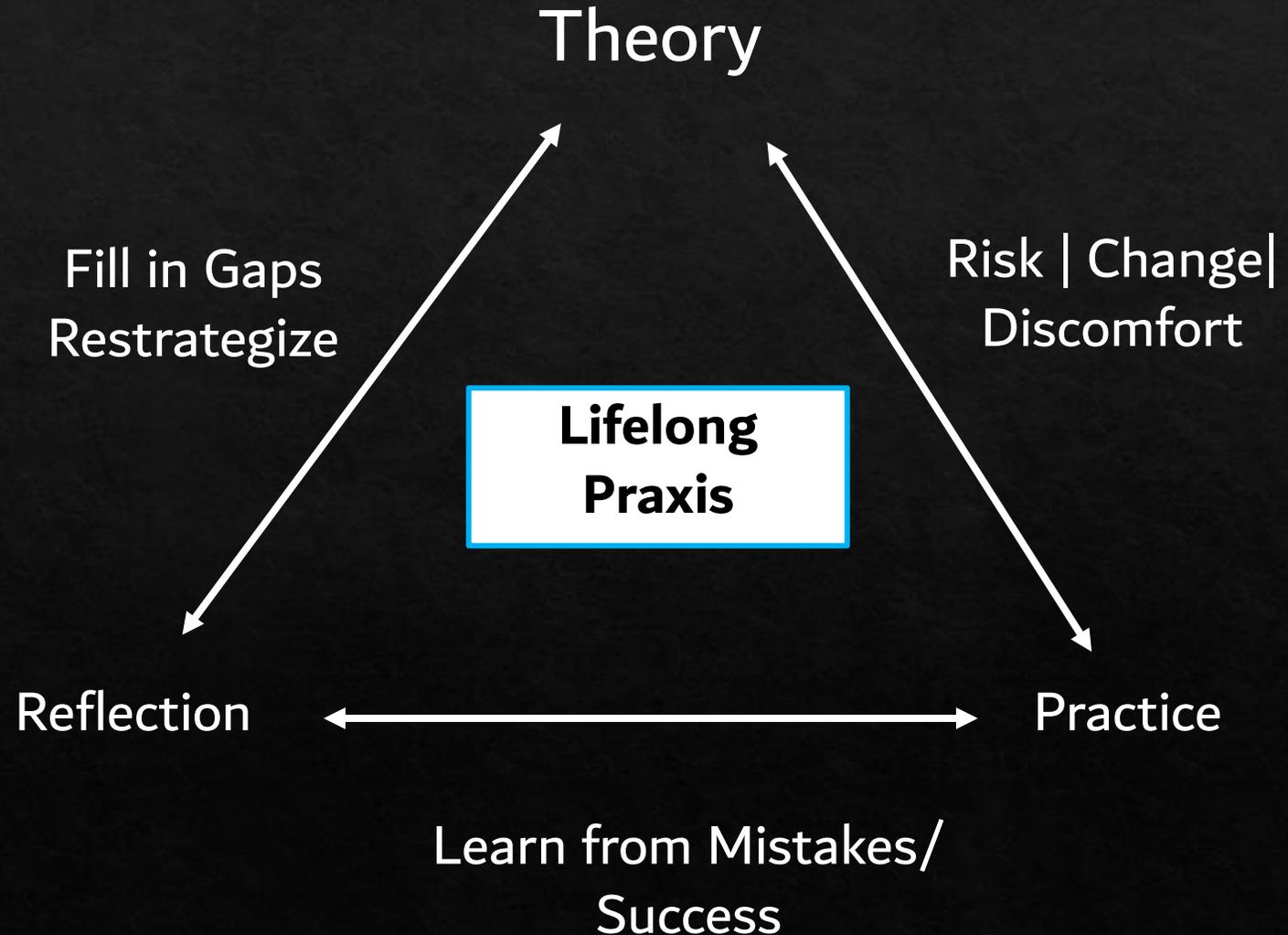
- Term borrowed from geology
- Effect of long-term anger or anxiety response
- Leads to distraction and disruption of development
- Can lead to micro-traumas (Long-term effects)



Well, Now What am I Supposed to Do?

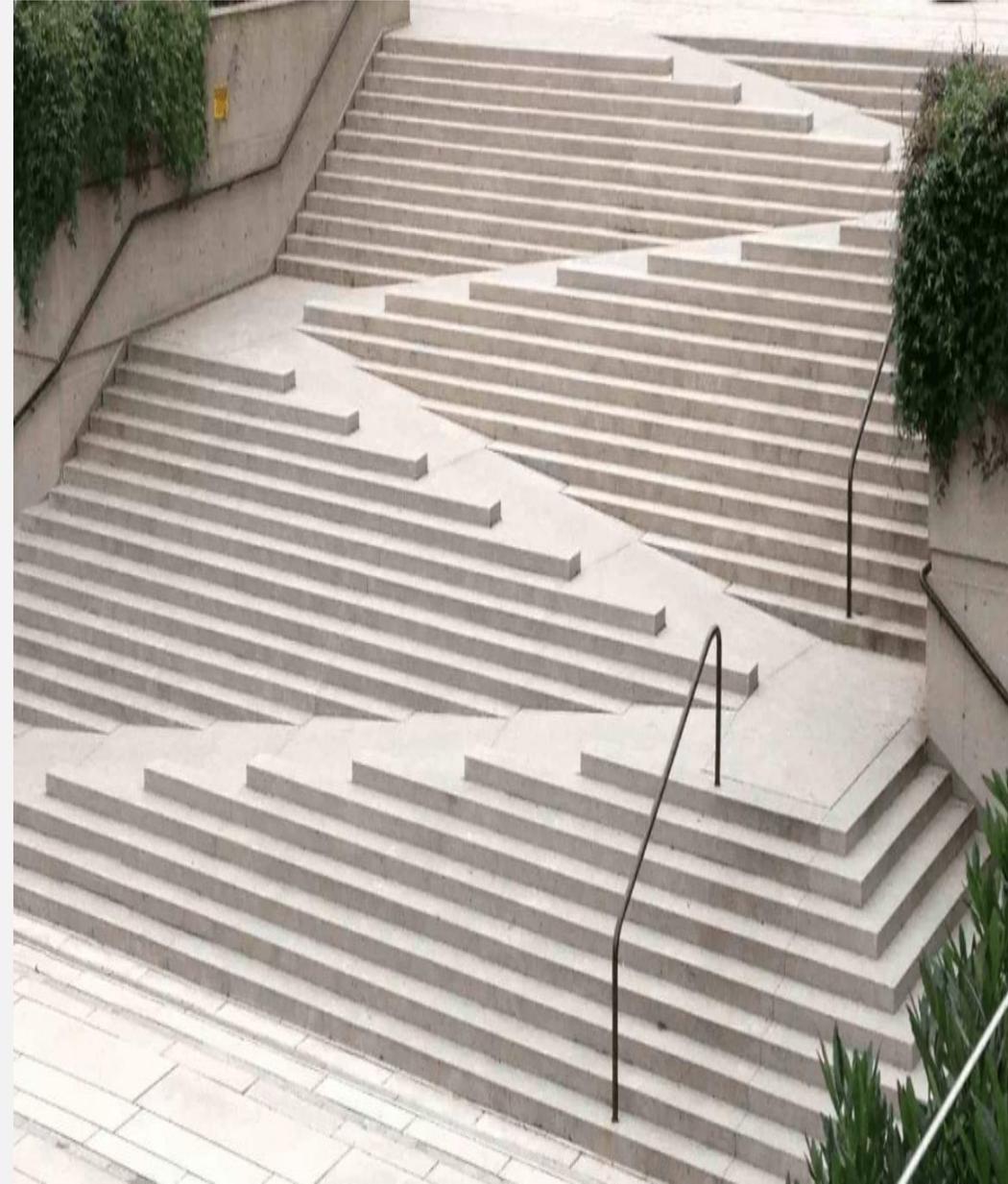
# What Can You Do in this Moment?

- ◇ Become familiar with emerging frameworks and movements
- ◇ Advocate for transformative change in work and community
- ◇ Debias and develop your praxis



# WHAT TO DO: SYSTEMS

- **Intersectional Universal Design:** Infuse disability equity across all departments, issues and at all levels
- **Continuing Education:** Don't only focus on "best practices." Include liberatory frameworks and community calls to action.
- **Train and Advance Disabled People:** Don't only focus on recruitment, but amplify disabled folks in leadership
- **Culture Assessment:** Critically review your organizational culture and policies to see if there are any gap areas or inequities. Start with models of disability.

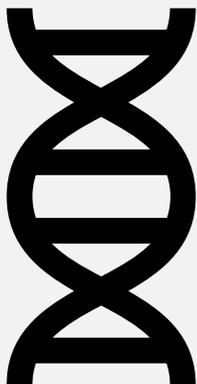


# MODELS OF DISABILITY

- **Medical Model:** Disability is **caused by a disease or trauma**. It's only re/solution is an intervention provided and controlled by medical professionals
  - Disability is seen as “abnormal” and considered **residing within the person**
  - Ignores the ability of many people to live **full, independent, and successful lives**
  - **Physician’s nurses and other health care professionals** seen as best qualified to **make key decisions about health issues**
    - Disabled people/ with disabilities **seen as tragic**



# MODELS OF DISABILITY



- **Rehabilitation Model:** Based on medical model. Belief that, “with effort and determination” on the part of the person, **disability can be “overcome”**
- Disabled people/ with disabilities **seen as failures if they do not “overcome”** the disability
  - Care and support **determined by professionals**
  - “Success” defined **socially, culturally, and politically**
  - Fails to consider the **reality of permanent disability**