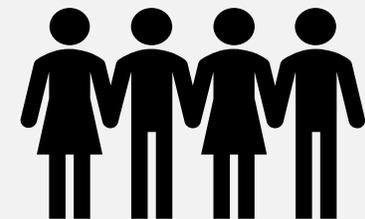


MODELS OF DISABILITY

- **Social Model:** Disability is **a socially constructed consequence of society's lack of awareness and concern** about those who require true social, cultural, systemic, and political equity to live full, productive lives
 - Disability is not the diagnosis, illness, or injury; but **society as a system of inequitable barriers**
 - Disability is the consequence of an **environment created for privileged (able-bodied, cis het, male, White) society**
 - Model **criticized for ignoring or dismissing disease or injury** as part of the picture that may need medical intervention
 - Disabled folks/ with **disabilities encouraged to see any negative encounter or problem as barriers of social environment**



MODELS OF DISABILITY



- **Holistic Model:** Every disabled person's lived experience of disability is **rooted in their understanding, experiences, and circumstances** informing their disability and/or impairment.
 - Disability and Impairment are more descriptors based on **intrapersonal fact and without value judgement**
 - Whether a disabled person sees their disability as something negative, positive, or neutral **rests solely with the disabled person.**
 - Conflicting disability needs exist intra- and interpersonally.
 - Other intersectional parts of one's identity can and do influence their disability experiences
 - *“This model takes into account every single part of the whole because every single part influences and shapes the whole.” – Autistic.com*

WHAT TO DO: LEADERS



- **Be pre-emptive:** Regularly assess your structural, cultural, and operational environment for shadow or gap areas where racialized ableism can leak in.
- **Trust people:** If someone comes forward, believe them, thank them, and listen. It is difficult to disclose. Not everyone is trying to “get over” on the system
- **Make time and space:** Some people will want, or need, to make their invisible struggles visible. Create time and a safe space for that

Source: Liz Allen, Tech Invisibility Project, “Asking for Accommodations with an Invisible Disability”

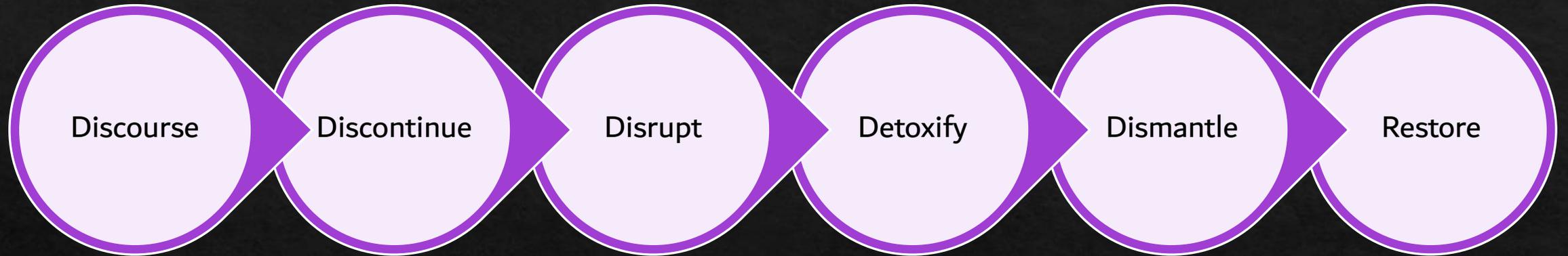
WHAT TO DO: DISABLED FOLKS AND ALLIES

- **Set Expectations and Boundaries with Spaces:** Organizations cannot just declare themselves equitable and inclusive. It is an earned designation
- **Get to Know the Leadership:** You can determine through your interactions with the leadership or system whether they are still in the discussion phase, implementation phase, or embodiment phase. Move accordingly.
- **Build Community:** Join forces with other disabled folks who can knowledge share, collaboratively strategize, share in witnessing and advocacy, and hold commiserative space



Source: Disabled and Here

Solidarity Continuum



Questions for reflection:

- Where are you on this journey?
- What does it look like to detoxify? How can this help the work be more sustainable?
- What does it look like to restore? How has this been difficult with activism work?

Questions and Debrief

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