

# **Advocacy & Survivorship**

**Disability Justice & Sexual Violence Prevention Webinar 3 of 5**



A Collaborative Webinar Series Hosted by

ICADV - MESA - ICESA - IMHC



Indiana Coalition to  
**End Sexual Assault**  
Engage. Educate. Empower.



## Disability Justice & Sexual Violence Prevention Webinar Series

ICADV, MESA, ICESA, and IMHC have collaborated to bring you a series focused on disability over the course of 2018. This series is designed to increase skills, knowledge, and use of best practices in advocacy and prevention that are inclusive of disability. It is our hope that this series will serve as a catalyst to spark much-needed conversations about improving Indiana's systemic responses to pervasive violence committed against people with disabilities. More information will be forthcoming, but in the meantime, please note the following dates and times in your calendars.

### WEBINAR #1

Historical & Cultural Context  
for Disability Justice &  
Primary Prevention

MAY 9, 2018  
1:00 - 2:30PM

### WEBINAR #2

Legal Guardianship &  
Consent

JUNE 27, 2018  
1:00 - 2:30PM

### WEBINAR #3

Advocacy &  
Survivorship

JULY 11, 2018  
1:00 - 2:30PM

### WEBINAR #4

Best Practices for Working  
with People with  
Disabilities

AUGUST 22, 2018  
1:00 - 2:30PM

### WEBINAR #5

Preventing  
Violence against People  
with Disabilities

SEPTEMBER 26, 2018  
1:00 - 2:30PM



# Agenda

- Review “disability justice” and disability community language (5min)
- Panelists! (10min)
- Medical Advocacy (20min)
- Legal Advocacy (15min)
- Social Advocacy (15min)
- Crisis Interventions (15min)
- Q&A and Closing (5min)



# Disability Justice

A social movement lead by PWD

- **Mia Mingus:** “disability justice is a multi-issue political understanding of disability and ableism, moving away from a rights based equality model and beyond just access, to a framework that centers justice and wholeness for all disabled people and communities.”
- **People valued for their humanity**, regardless of their “productivity” or ability to contribute to economy
- No more attempts to “cure” disability
- Celebration, not just tolerance, of neurodiversity and **diverse ways of being**
- People have **equitable access** to health care, employment, housing, water, etc.
- **All people are believed** to know their own needs, bodies, and convey their own narratives; “**quality of life**” is defined by individuals themselves
- **Universal Design:** a product of disability justice in which spaces, and organizational practices are intentionally designed to be most accessible to those with least access



# Disability Community Language

- **Language matters**
- **Slurs and/or In-group Reclaimed Language (Master Effect Language):** “crips”, “gimps”, “robot”, “crazy”/“mad”, etc.
  - Harmful and inappropriate when used by abled, neurotypical, healthy people
  - Sometimes used by PWD, neurodivergent people, and chronically ill people to reclaim harm caused by ableism
- **Descriptive Language:** Disabled person
  - Sometimes perceived as reclaimed language or language only to be used by PWD
  - Other times perceived as language to actively combat cure culture
- **Person-First Language:** People with disabilities
  - Sometimes perceived as not rejecting cure culture
  - Generally the most widely accepted language
  - Differences in opinion on language are often impacted by age/generation, other community identities, and disability visibility



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# Panelists!

- Facilitator/Moderator: Skye Ashton Kantola (she and they)
- Michón Neal (ze/hir)
- Salem Goosby (he and they)
- Moriah Williams (they/she)
- Bracee Dudley (?)
- Danielle Pitmon (she/her/hers)
  
- Please introduce yourself with:
  - Name
  - Your pronouns
  - Disabilities, survivorship, and intersecting identities (whatever you feel comfortable disclosing)
  
- Skye will take notes in real time! :D



# Panel Communication Guidelines

- **“I” terminology:**
  - We are each speaking from our own perspectives and cannot represent our entire communities.
- **Challenge my Choice:**
  - Everyone has the right to answer or pass any question.
- **Pace/Timing Awareness:**
  - If you require more time to communicate, please take it! If you are privileged in collecting thoughts and communicating quickly, please be mindful of the space you take up.
  - *White folks please take up less time/space!*
- **Please define community-specific language:**
  - “stimming” - autism
  - “special person” - borderline personality disorder



# Disability Justice & Prevention

- In what ways does supporting, uplifting, and prioritizing the needs and desires of people with disabilities prevent violence, especially sexual violence?
  - Community support makes the day go so much smoother
  - Reduces isolation (from other people and even own emotions)
  - Reduces opportunities for predation
  - Create spaces where people with disabilities can disagree
  - Increase comfort to increase access to spaces (physical and social)



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# Medical Advocacy

- How can nurses and physicians better support you in medical settings?
  - Not infantilizing, not speaking to partner/others about our issues while we are present
  - Doctors often make too many assumptions about what we can and cannot do
  - Same behaviors that make people think we are “odd ducks” often make doctors suspicious of us
  - Doctors being more open and understanding can reduce preconceived notions
  - Help us with personal advocacy
  - Proactively educate themselves from the standpoint of disability advocacy
  - It’s awful to hear things like: “these symptoms don’t exist” or “those tests don’t exist/aren’t valid”
- How can support staff (like front desk staff) better support you in medical settings?
  - Having be aware of different needs in terms of reading and writing
  - Don’t assume that everyone can access the space the same way



# Medical Advocacy

- How should medical institutions be changed to better include and support people with disabilities?
  - Forms
  - Seating
  - Restrooms
  - Insurance
  - Etc
- What ways in particular can medical professionals and settings better support disabled people of color?
  - Don't make assumptions about pain tolerance or pain levels
  - Check stereotypes and assumptions you have, especially implicitly



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# Legal & Employment Advocacy

- How can advocates and lawyers better support you in navigating the legal system?
- How can employers be more intentionally inclusive and supportive?
  - Don't expect people to be robots! We have good and bad days and could use more flexibility. Let's chat (as employees and employers) more about how to meet employment and personal needs.
  - Time and energy flexibility
  - More lenient "output" or pace expectations
- What do you want employers to know about people with your disability/ies?



# Legal & Employment Advocacy

- What protocols could employers implement?
  - Not penalizing attendance
  - Netflix has excellent policies as an example
- What specific needs do disabled people of color have in legal and employment settings?
  - Laws push POC and disabled people, especially disabled POC, to be labeled as “criminal” and “unemployable”
  - Health care, poverty, and having kids are expensive!
  - Note: historically when Black people have created their own cities and structures, these get torn down by white systems in the US
  - Removing “unprofessional” characterization of natural hair
  - Don’t punish hygiene practice/limitations or wearing the same clothes; ask yourself how you can possibly support someone in achieving necessary hygiene goals, especially when the limitations are things like money, homelessness, access to hygiene products or education about hygiene, or sensory incompatibility
  - POC specific legal services and supports
  - History still impacts peoples’ lives today



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# Social Advocacy

- How can people and professionals make social settings inclusive and safe?
  - Continuing education with staff, volunteers, and possibly even clients
- What one thing do you wish people would stop doing/saying to you?
  - Please stop taking up all the disability accessible seating
  - Getting rid of lines or having seating for lines
  - Please don't say a variation of "no, you don't need that" or "no, you don't experience that disability"
  - Don't make assumptions about nonverbal cues
    - Example: not making eye contact may be a sensory issue for someone, not an indication of their "attentiveness"
  - Please move towards being scent free and please smoke away from doors (check out Environmental Working Group!)
  - Remember that people with disabilities are not here to be "inspirational"



# Social Advocacy

- What one thing do you wish people would start doing/saying?
  - More comfortable furniture (because uncomfortable furniture is very difficult for people with chronic pain)
  - Take time to communicate and talk across difference
  - “Thanks, I didn’t know!” when you are challenged or asked to do something different
- How can people challenge racism and ableism simultaneously in social settings?
  - It’s usually not safe to disclose things that are seen as “weaknesses” including neurodivergence and disability
  - Reject and challenge the stereotypes of “laziness” (and other stereotypes) often applied to POC
  - Challenge -isms in our own marginalized communities; ei white queer and trans people are still racist
    - Michon Neal made the language of isms! :D



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# Crisis Intervention

- What needs do you have during crises that are usually unmet?
- How can advocates work better with you during moments of crisis?
  - Asking better questions (maybe a list)?
  - Make sure there are additional methods of communication besides just verbal.
  - People should actually be trained in working across difference and prepared in advance
  - As simple, concrete, specific questions (with specific options)
  - Talk about what folks need in a crisis when they aren't in a crisis
  - Follow up with people and see if they'd like to verbally (or otherwise) process afterwards; people shouldn't be denied the opportunity to seek support if there is a delay in their processing
  - Usually we do not need you to speak more loudly (often this is simply more overwhelming)! Simply slow, calm, clear communication.



# Crisis Intervention

- How can advocates work with caregivers or guardians in moments of crisis?
  - Remember that the person with the disability's choices should take precedent. Be mindful of the restrictions that legal guardianship may place on this, however.
  - Find out if caregivers and guardians can provide additional information and when possible, check with the person with the disability if the information provided is accurate.
  - Please remember that a very high number of people with disabilities are abused by their guardians and caregivers!
- What are your thoughts on police involvement during a crisis?
  - Please avoid involving police. There are many organizations and communities divesting from police so we do have some great examples!
- How can advocates be most supportive of disabled people of color during a crisis?

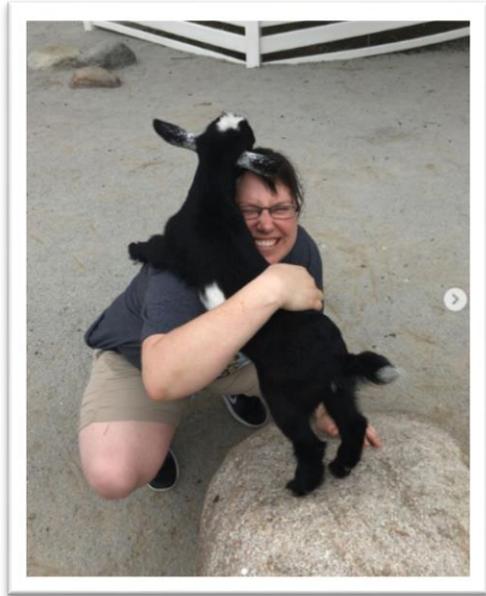


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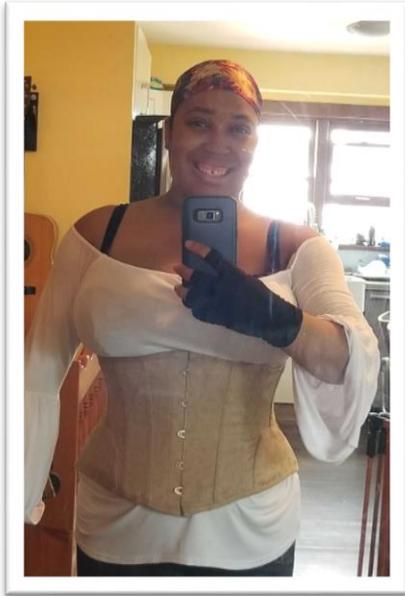
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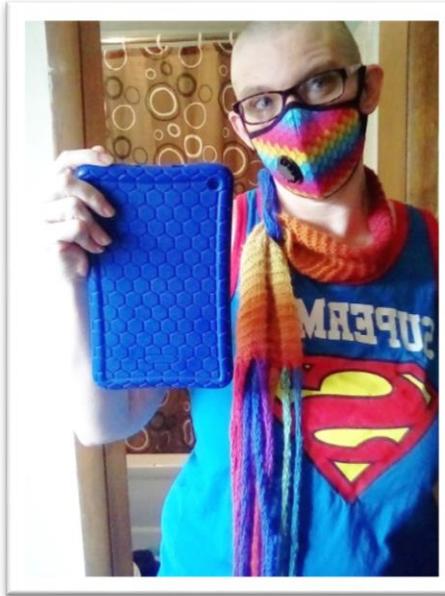
# Q&A and Closing



Skye Ashton Kantola



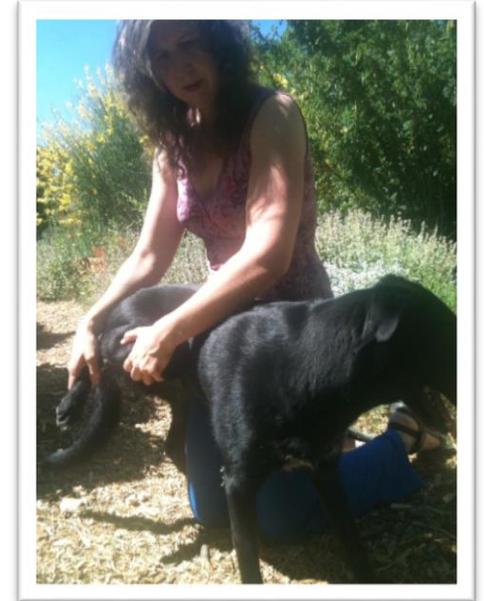
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Moriah Williams



Bracee  
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