

Noon | Welcome & Overview

12:05 | TED Talk Video

12:25 | Community Conversation – Breakouts – Next Steps



Our fight for disability rights and why we're not done yet

Judith Huemann, TED Talk 2016

Disability rights activist

DISCUSSION LEADERS

Moira Mumma – Executive Director, Citizen Advocacy

Becky Bradbeer – Board Member, Citizen Advocacy

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THANKS TO OUR PROMOTIONAL PARTNERS



United Way
of Chester County



United Way of
Southern Chester County





Register:

<https://chescof.org/explore/food-for-thought/>



DATE	FOOD FOR THOUGHT / TED TALK
June 15	The myth of the gay agenda – LZ Granderson
July 20	How we make racism a solvable problem and improve policing – Dr. Phillip Atiba Goff

A FEW HOUSEKEEPING NOTES



- Please be **mindful** and **respectful** to everyone in attendance.
- Some may have never have dealt with these topics before while **others may have lived through traumatic experiences.**
- Please **mute yourself + turn off your zoom video during the TED Talk video streaming.**
Feel free to eat your lunch while viewing the video.
- Please **unmute yourself + turn on your zoom video immediately after the TED Talk video streaming,** to encourage open dialogue.

DISABILITY TYPES



Disability Terminology in Practice

Different Schools of Thought

PERSON-FIRST LANGUAGE

Puts the person before the disability, using phrases like "person with a disability" or "person with autism" instead of "disabled person" or "autistic person."

This approach focuses on the person who is affected by the condition instead of the condition itself; the first words you hear refer to the person as opposed to the disability that person has.

IDENTITY-FIRST LANGUAGE

Uses phrases like "diabetic person" or "disabled person" as opposed to "person with diabetes" or "person with a disability."

Proponents feel these identifiers help people "claim" their disabilities with pride. Identity-first terms may do so because they feel they are celebrating or owning their disability instead of distancing themselves from their disability by adding on the phrase "with a disability."



<https://hiehelpcenter.org/2018/09/25/disability-terminology-choosing-right-words-talking-disability/>

PERSON-FIRST	IDENTITY-FIRST	OFFENSIVE & NOT RECOMMENDED
Person with a disability	Disabled person	Disabled, the disabled, cripple, victim, spastic, spaz, handicapped, the handicapped, abnormal, dumb/deaf-mute, defect, defective, midget, paraplegic, quadriplegic, or vegetable
Person with an intellectual disability	Intellectually disabled person	Mental handicap, mentally retarded, or mentally handicapped
Person with a mental health disability	Mentally disabled person	Mad, crazy, schizo, schizophrenic, insane, nuts, psycho, psychotic, demented, senile, loony, or lunatic
Person who uses a wheelchair	Wheelchair-user	Wheelchair-bound or confined to a wheelchair
Has...(diagnosis)	Adjective form of diagnosis (i.e. 'autistic') person	Suffers from... afflicted with... stricken with... victim of...
Person without a disability	Not disabled or non-disabled	Normal

- **Terminology is ever-evolving**
- **People have different preferences for how they want to be addressed**



<https://www.acedisability.org.au/information-for-providers/language-disability.php>

What do we say?

Don't use	Acceptable Alternative
Abnormal, subnormal (<i>negative terms that imply failure to reach perfection</i>)	Specify the disability
Afflicted with or suffering from (<i>most people with disability don't see themselves as afflicted</i>)	Say "the person has...(the disability)"
Birth defect, also congenital defect, deformity	Say "the person with disability since birth", "person with congenital disability"
Blind (the), visually impaired (the)	Say "person who is blind", "person with vision impairment or low vision"
Confined to a wheelchair, wheelchair-bound (<i>a wheelchair provides mobility not restriction</i>)	Say "uses a wheelchair" or is a "wheelchair user"
Cripple, crippled (<i>these terms convey a negative image of a twisted, ugly body. Avoid</i>)	Say "has physical or mobility disability"
Deaf (the)	Only appropriate when referring to the Deaf community; say "person who is deaf or hard of hearing"
Deaf and dumb (<i>the inability to hear and speak does not imply intellectual disability. Avoid</i>)	Say "deaf or hard of hearing" ; "Non-verbal" is a more acceptable way of indicating that someone has no speech.
Defective, deformed (<i>degrading terms. Avoid</i>)	Specify the disability
Disabled (the)	Say "people with disability"; "the disability community"

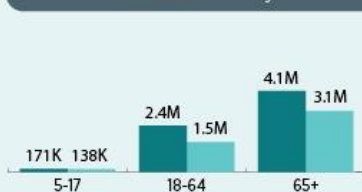


Living With Disabilities

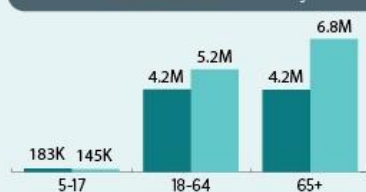
Number of Americans With a Disability
by Age, Sex, and Disability Type

Male Female

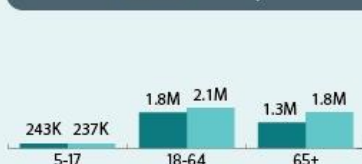
HEARING difficulty



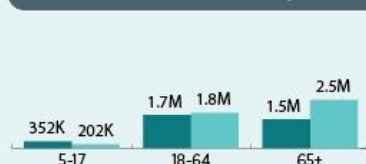
AMBULATORY difficulty



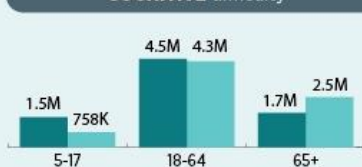
VISION difficulty



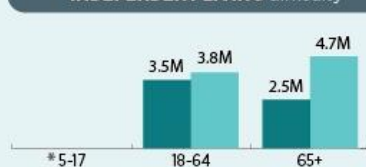
SELF-CARE difficulty



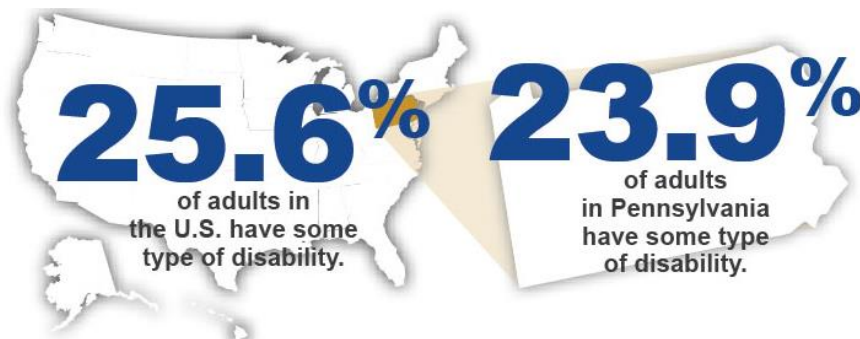
COGNITIVE difficulty



INDEPENDENT LIVING difficulty



* Data not collected for this age group.



Percentage of adults with select functional disability types: *

Types of disabilities comparing U.S. with Pennsylvania

	U.S.	Pennsylvania
Mobility: Serious difficulty walking or climbing stairs.	12.9%	12.1%
Cognition: Serious difficulty concentrating, remembering, or making decisions.	11.4%	11.5%
Independent living: Difficulty doing errands alone, such as visiting a doctor's office or shopping.	7.0%	7.0%
Hearing: Deafness or serious difficulty hearing.	5.6%	4.9%
Vision: Blind or serious difficulty seeing, even when wearing glasses.	4.7%	3.0%
Self-care: Difficulty dressing or bathing.	3.8%	3.7%

A Guide to Disability Rights Laws

**as of Feb 2020*

[Americans with Disabilities Act](#)

[Telecommunications Act](#)

[Fair Housing Act](#)

[Air Carrier Access Act](#)

[Voting Accessibility for the Elderly and Handicapped Act](#)

[National Voter Registration Act](#)

[Civil Rights of Institutionalized Persons Act](#)

[Individuals with Disabilities Education Act](#)

[Rehabilitation Act](#)

[Architectural Barriers Act](#)

<https://www.ada.gov/cguide.htm>



PERSONS WITH DISABILITIES *representation in the media*



25%
of Americans live
with disabilities



Only 2.4%
of characters in
the top 100 movies
who spoke or had
actual names had
disabilities.



71.7%
of characters
with disabilities
in major movies
are white.

Stats from Pew Research Center, the Washington Post and Disability Planet

<https://theblackandwhite.net/58579/feature/entertainment-industry-widens-disabled-representation/>

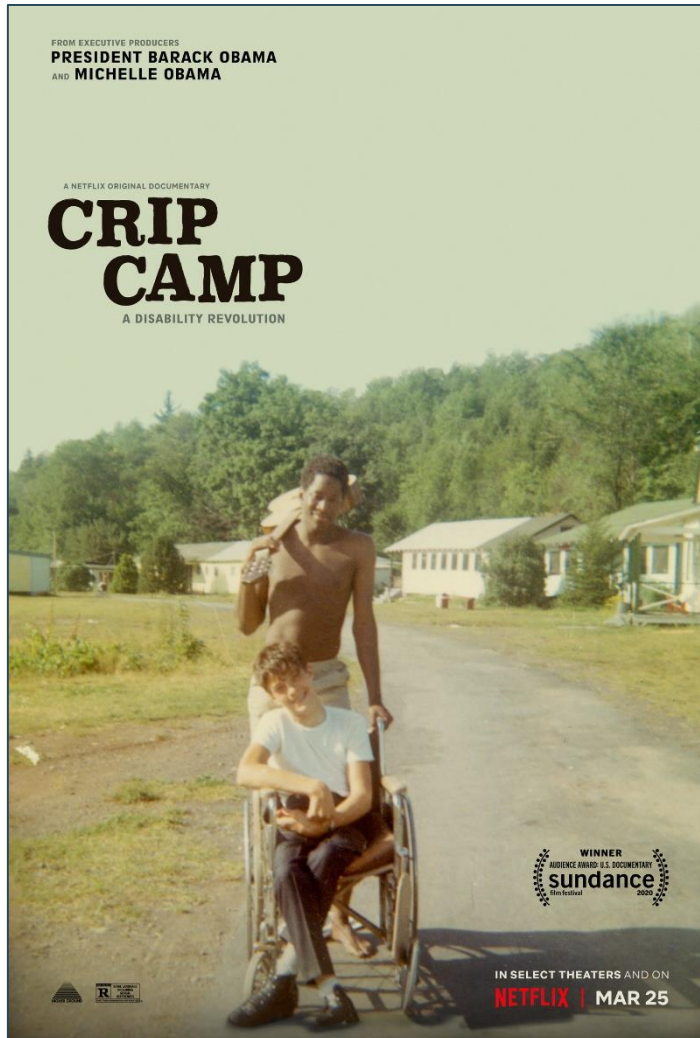
*February 9, 2018

DISABILITY REPRESENTATION IN MEDIA

- Is the disability authentically portrayed without using stereotypes?
- Is the disabled character played by a disabled actor?
- Is there diversity of gender, race, sexuality, etc.?
- Is the disabled community supportive of the portrayal?



CHECK OUT THIS MOVIE — starring Judith Huemann



Crip Camp starts in 1971 at Camp Jened, a summer camp in New York described as a "loose, free-spirited camp designed for teens with disabilities."

The film focuses on campers who turned themselves into activists for the disability rights movement.

The film follows their fight for accessibility legislation.

Starring Judith Heumann, Larry Allison, James LeBrecht, Denise Sherer Jacobson & Stephen Hofmann

Our fight for disability rights and why we're not done yet

Judith Huemann, TED Talk 2016
Disability rights activist



- ***“We had to be our own advocates...we needed to fight back people's view that if you had a disability, you needed to be cured, that equality was not part of the equation.***
- ***“We were learning from the Civil Rights Movement and from the Women's Rights Movement. We were learning from them about their activism and their ability to come together, not only to discuss problems but to discuss solutions. And what was born is what we call today the Disability Rights Movement.***
- ***“You remember a time when there were no ramps on the streets, when buses were not accessible, when trains were not accessible, where there were no wheelchair-accessible bathrooms in shopping malls, where you certainly did not have a sign language interpreter, or captioning, or braille or other kinds of supports.***
- ***“These things have changed, and they have inspired the world. Disabled people around the world want laws like we have, and they want those laws enforced.***

<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

- The Convention follows decades of work by the United Nations to change attitudes and approaches to persons with disabilities.
- As of 2021, 172 countries have ratified the CRPD. The U.S. has not; it still awaits Senate confirmation.

Viewing persons with disabilities as “objects” of charity, medical treatment, and social protection

Viewing persons with disabilities as “subjects” with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of society

...it's equally important that disabled people have the same opportunities to travel, study and work abroad as anyone else in our country

...as long as many countries don't have the same laws and don't enforce them if they have them, opportunities for disabled people are limited



Brief Intros: *(30 second self-intro, in relation to topic)*

- Who are you?
- What brought you to today's Community Conversation?
- What did you want to discover?



Discussion Question:

The first disability rights law was passed 50 years ago, after decades of activism by the disability rights movement. Even so, law does not address the fundamental problem of **human prejudice** and **devaluation** of people with disabilities.

- How can we deal with these most basic core beliefs & behaviors?
- How can we create communities more inclusive of, supportive of, and accessible for people with disabilities?





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RESOURCES chescof.org/explore/food-for-thought/

TITLE	TOPIC	SPEAKER	POSTED	DESCRIPTION	TYPE
The US needs a radical revolution of values	Race	Dr. Bernice Albertine King <i>CEO, The King Center Daughter of Dr. Martin Luther King, Jr.</i>	Jun-20	To cultivate a society grounded in equity and love, we must uproot systems of oppression and violence towards Black communities. "Freedom is never really won. You earn it and win it in every generation...Every generation is called to this freedom struggle."	TED Talk
3 ways to be a better ally in the workplace	Allyship	Melinda Epler <i>Writer and activist</i>	Jun-18	We're taught to believe that hard work and dedication will lead to success, but that's not always the case. Gender, race, ethnicity, religion, disability, sexual orientation are among the many factors that affect our chances and it's up to each of us to be allies for those who face discrimination.	TED Talk
The little problem I had renting a house	Race	James A. White Sr. <i>Consultant</i>	Nov-14	Fifty-three years ago, James A. White Sr. joined the US Air Force. But as an African American man, he had to go to shocking lengths to find a place for his young family to live nearby. He tells this powerful story about the lived experience of "everyday racism" -- and how it echoes today in the way he's had to teach his grandchildren to interact with police.	TED Talk
How we can make racism a solvable problem - and improve policing	Race	Dr. Phillip Atiba Goff <i>CEO, Center for Policing Equity</i>	Apr-18	When we define racism as behaviors instead of feelings, we can measure it -- and transform it from an impossible problem into a solvable one, says justice scientist Dr. Phillip Atiba Goff. In an actionable talk, he shares his work at the Center for Policing Equity, an organization that helps police departments diagnose and track racial gaps in policing in order to eliminate them.	TED Talk
How to overcome apathy and find your power	Race - Hispanic	Dolores Huerta <i>Civil rights activist, community organizer</i>	Nov-18	"Sí, se puede!" -- "Yes, we can!" It's the rallying cry Dolores Huerta came up with as a young activist in the 1970s, and she's lived by it in her tireless pursuit of civil rights ever since. With her signature wit and humor, Huerta reflects on her life's work, offering inspiration for anybody trying to overcome apathy, get involved and find their own power.	TED Talk
The myth of the gay agenda	LGBTQ+	LZ Granderson <i>CNN and ESPN journalist</i>	May-12	In a funny talk with an urgent message, LZ Granderson points out the absurdity in the idea that there's a "gay lifestyle," much less a "gay agenda." What's actually on his agenda? Being a good partner -- and being a good parent.	TED Talk
Me too is a movement, not a moment	Gender	Tarana Burke <i>Civil rights activist</i>	Nov-18	In 2006, Tarana Burke was consumed by a desire to do something about the sexual violence she saw in her community. She took out a piece of paper, wrote "Me Too" across the top and laid out an action plan for a movement centered on the power of empathy between survivors. More than a decade later, she reflects on what has since become a global movement -- and makes a powerful call to dismantle the power and privilege that are building blocks of sexual violence.	TED Talk
How to deconstruct racism, one headline at a time	Race	Baratunde Thurston <i>Emmy-nominated writer, activist and comedian</i>	Apr-19	Thurston explores the phenomenon of white Americans calling the police on black Americans who have committed the crimes of eating, walking or generally "living while black." In this profound, thought-provoking and often hilarious talk, he reveals the power of language to change stories of trauma into stories of healing -- while challenging us all to level up.	TED Talk
Racism has a cost for everyone	Race	Heather McGhee <i>Writer and advocate</i>	Dec-19	Racism makes our economy worse -- and not just in ways that harm people of color. McGhee shares startling insights into how racism fuels bad policymaking and drains our economic potential and offers a crucial rethink on what we can do to create a more prosperous nation for all.	TED Talk
Color blind or color brave?	Racism	Mellody Hobson <i>President of Ariel Investments</i>	Mar-14	In this engaging and persuasive talk, Hobson makes the case that speaking openly about race and particularly about diversity in hiring -- makes for better businesses and a better society.	TED Talk

RESOURCES chescof.org/explore/food-for-thought/

TITLE	TOPIC	SPEAKER	POSTED	DESCRIPTION	TYPE
The urgency of intersectionality	Race + Gender	Kimberle Crenshaw <i>Civil rights activist</i>	Nov-16	Now more than ever, it's important to look boldly at the reality of race and gender bias -- and understand how the two can combine to create even more harm. If you're standing in the path of multiple forms of exclusion, you're likely to get hit by both. In this moving talk, she calls on us to bear witness to this reality and speak up for victims of prejudice.	TED Talk
A queer vision of love and marriage	LGBTQ+	Tiq Milan <i>Transgender activist</i> Kim Katrin Milan <i>writer, educator and activist</i>	Oct-16	Love is a tool for revolutionary change and a path toward inclusivity and understanding for the LGBTQ+ community. With infectious joy, Tiq and Kim question our misconceptions about who they might be and offer a vision of an inclusive, challenging love that grows day by day.	TED Talk
Our fight for disability rights - and why we're not done yet	Disability	Judith Heumann <i>Disability rights activist</i>	Oct-16	Four decades ago, Judith Heumann helped to lead a groundbreaking protest called the Section 504 sit-in. Heumann tells the stories behind the protest -- and reminds us that, 40 years on, there's still work left to do.	TED Talk
We need to talk about an injustice	Race	Bryan Stephenson <i>Public interest lawyer</i>	March 2012	In an engaging and personal talk -- with cameo appearances from his grandmother and Rosa Parks -- human rights lawyer Bryan Stevenson shares some hard truths about America's justice system, starting with a massive imbalance along racial lines: a third of the country's black male population has been incarcerated at some point in their lives. These issues, which are wrapped up in America's unexamined history, are rarely talked about with this level of candor, insight and persuasiveness.	TED Talk
New Insights on Poverty	Poverty	Hans Rosling <i>Global health expert; data visionary</i>	March 2007	Researcher Hans Rosling uses his cool data tools to show how countries are pulling themselves out of poverty. He demos Dollar Street, comparing households of varying income levels worldwide. Then he does something really amazing.	TED Talk
This Is Why Juneteenth Is Important for America	Race	The Root	June 2018	Juneteenth isn't just an obscure black holiday. It should be an American celebration.	YouTube
Police reform is not enough. We need to rethink public safety.	Race	Washington Post	March 2021	The killing of George Floyd last summer reignited a long-running debate about policing. Community activists and law enforcement officers who see eye to eye on precious little agree on this: We rely too much on the police. There are better ways to keep our neighborhoods safe. Simply put: We need new tools.	Article
It's Time for Philanthropy to Address Its Erasure of AAPI Voices and Perspectives	Race - Asian	Grace Nicolette <i>Vice President of Programming and External Relations, Center for Effective Philanthropy</i>	Feb 2021	It is essential that funders interrogate whether their organization is inadvertently perpetuating inequality through erasing AAPI (Asian Americans and Pacific Islanders) voices and perspectives. It's safe to assume that you may be unless you've taken specific actions, as erasure and neglect tend to be the default modes of American culture towards AAPIs.	Article
#StopAsianHate Trend Analysis	Race - Asian	Google Trends	March 2021	Since Covid-19, there has been an uptick in racism and discrimination on the Asian community. People are searching for ways to help and support the Asian community.	Analytics Report
As Violence Against Asian Americans Intensifies, the Moment for Philanthropy to Act Is Now	Race - Asian	The Chronicle of Philanthropy	March 2021	We have made progress together for our communities, but invisibility remains one of our greatest barriers to investment and action. Each of our organizations includes communities representing hundreds of diverse and complex cultures, languages, communities, and nations.	Article