

We create opportunities for independence for people with disabilities through research, education, and consultation



Independent Living Research Utilization

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Intersectionality in Centers for Independent Living: Cultural Inclusion

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Evaluation Survey & Contact Information

Your feedback on this webinar is important to us. At the end of the presentation you will be asked to complete an evaluation. Please click on the link provided at that time and fill out the brief survey.

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What You Will Learn...

- The concept of intersectionality as part of a cultural competence framework for supporting and including all people with disabilities in independent living
- How social power has been used by institutions and organizations to marginalize certain groups and the resulting impact on access to services and supports
- Effective outreach and community networking strategies to identify all unserved and underserved marginalized populations in CILs' service areas
- How the intersectionality paradigm can be used to build empowerment and leadership among marginalized people involved in CILs and SILCs

Defining Diversity

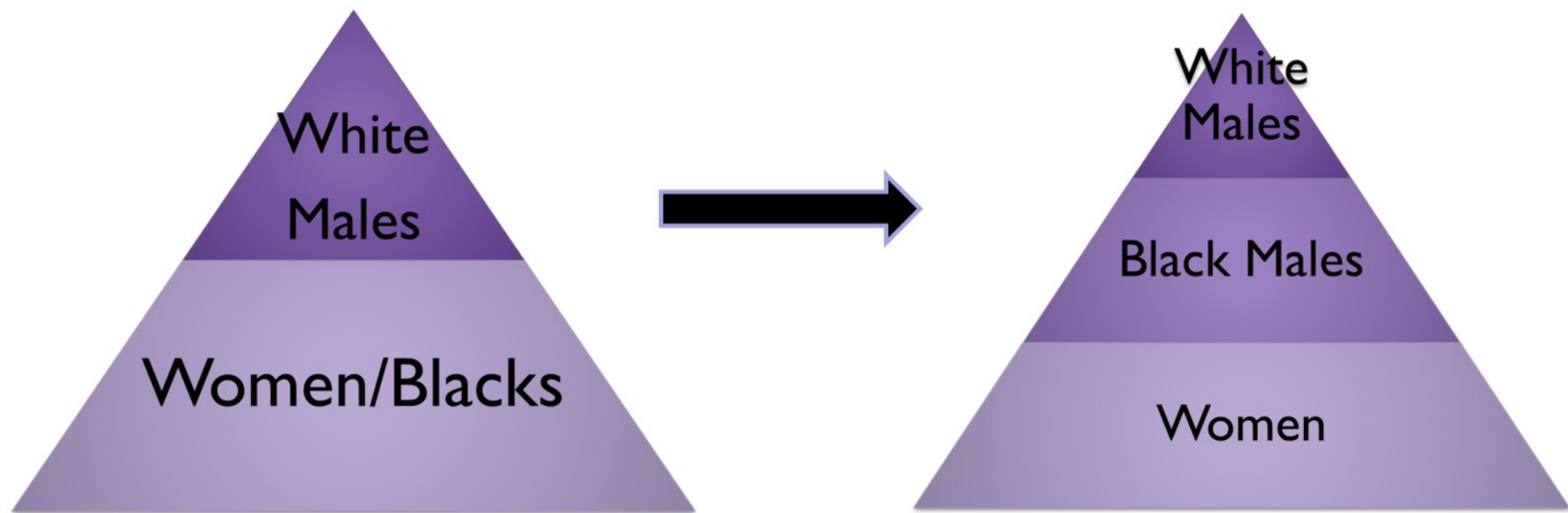
- Diversity includes social characteristics such as “race, ethnicity, culture, home language, religion, gender, sexual orientation, social class, age, and disability” (Higbee, Siake and Bruch, 2007, p. 7).
- Businesses and college institutions value diversity because it enhances:
 - social and intellectual development
 - openness to challenge individual beliefs
 - problem solving
 - critical thinking
 - writing

Defining Intersectionality

- Intersectionality is defined as “the relationships among multiple dimensions and modalities of social relations and subject formations” (McCall, 2005, p. 1771).
- Kimberlé Crenshaw’s research.
- Feminist movements and anti-racist movements would compete in a way that only created more violence.

Discrimination through Social Movements

- The Suffrage Movement
 - Post Reconstruction, a devastating question was posed, “Is it more important that Negroes should vote than that women should vote?” (Quarles, 1940, p. 38).



Legal Discrimination

- DeGraffenreid v. General Motors Assembly Division (1976)
 - This action was filed by the plaintiffs seeking a determination that the "last hired-first fired" lay off policies of the defendants discriminate against them as black women, and are therefore a perpetuation of past discriminatory practices.
 - Sadly, the court found that Black women "should not be allowed to combine statutory remedies to create a new 'super remedy'. . . this lawsuit must be examined to see if it states a cause of action for race discrimination, sex discrimination, or alternatively either, but not a combination of both" (p.84).

How does this relate to Disability?

- Disability is seen in all races, ethnicities, sexual orientations, gender identities, and languages.
- Lack of awareness leads to a lack of inclusiveness.
- Disability has often been used as justification to discriminate against the LGBTQIA community and people of color.

Intersectional Issues

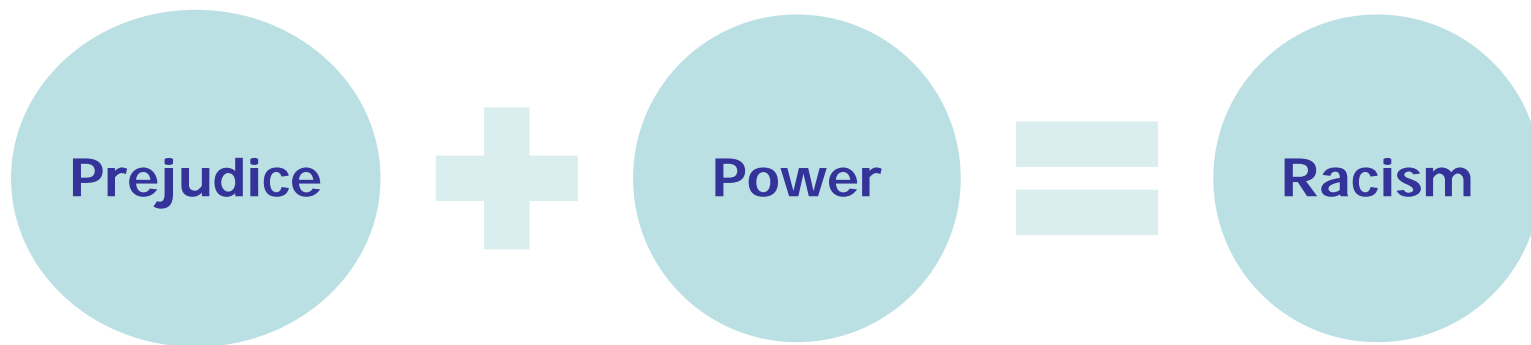
- Disproportionate school punishments
- Police brutality
- Little to no support in higher education
- Denial of services
- Denial of job opportunities

What Can CILs Do?

- Educate your staff.
- Formulate community partners for intersectional awareness and outreach.
- Establish spaces for people of color with disabilities to have peer support.
- Discuss educational and employment opportunities that are inclusive of the LGBTQIA community with disabilities.

Questions & Answers

What is Racism?



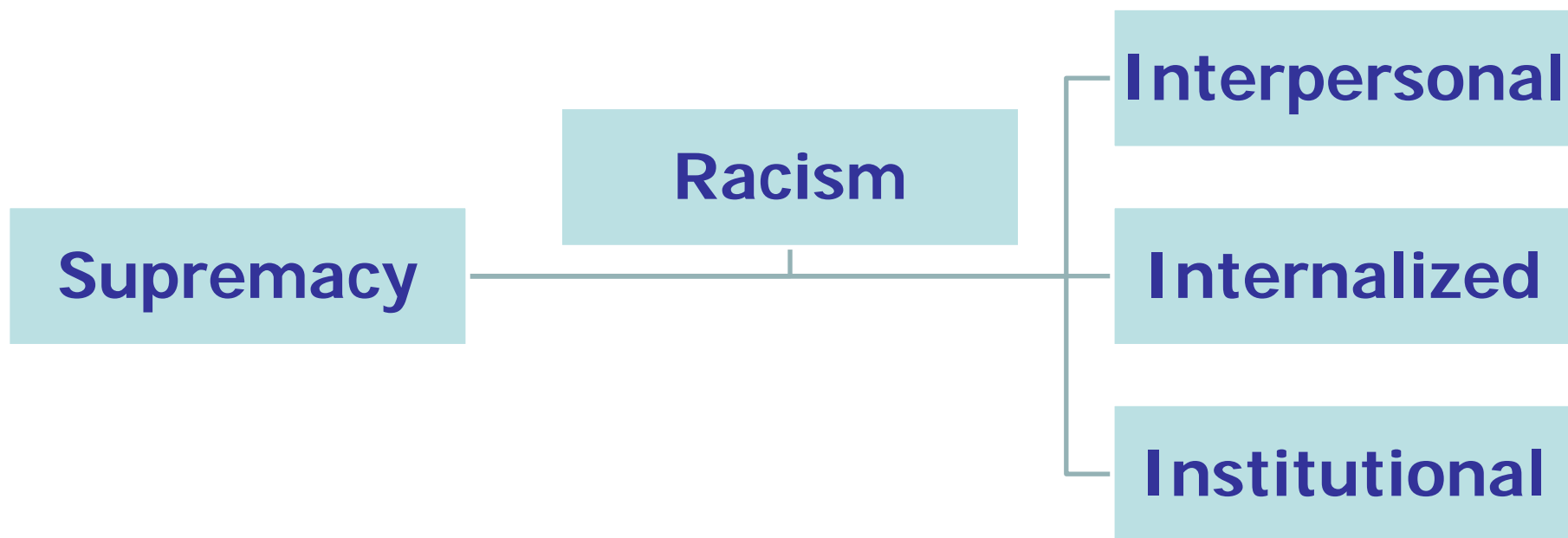
"If a white man wants to lynch me, that's his problem. If he's got the power to lynch me, that's my problem. Racism is not a question of attitude; it's a question of power."

-Stokely Carmichael

Factions of Racism

“In this country American means white. Everybody else has to hyphenate.”

-Toni Morrison



Interpersonal Racism

- Prejudice
- Implicit Bias
- Micro-aggressions
- Assumptions
- Appropriation



Internalized Racism

- Self-hatred
- “Sambo”
- Stockholm syndrome
- Crab mentality
- Imagery



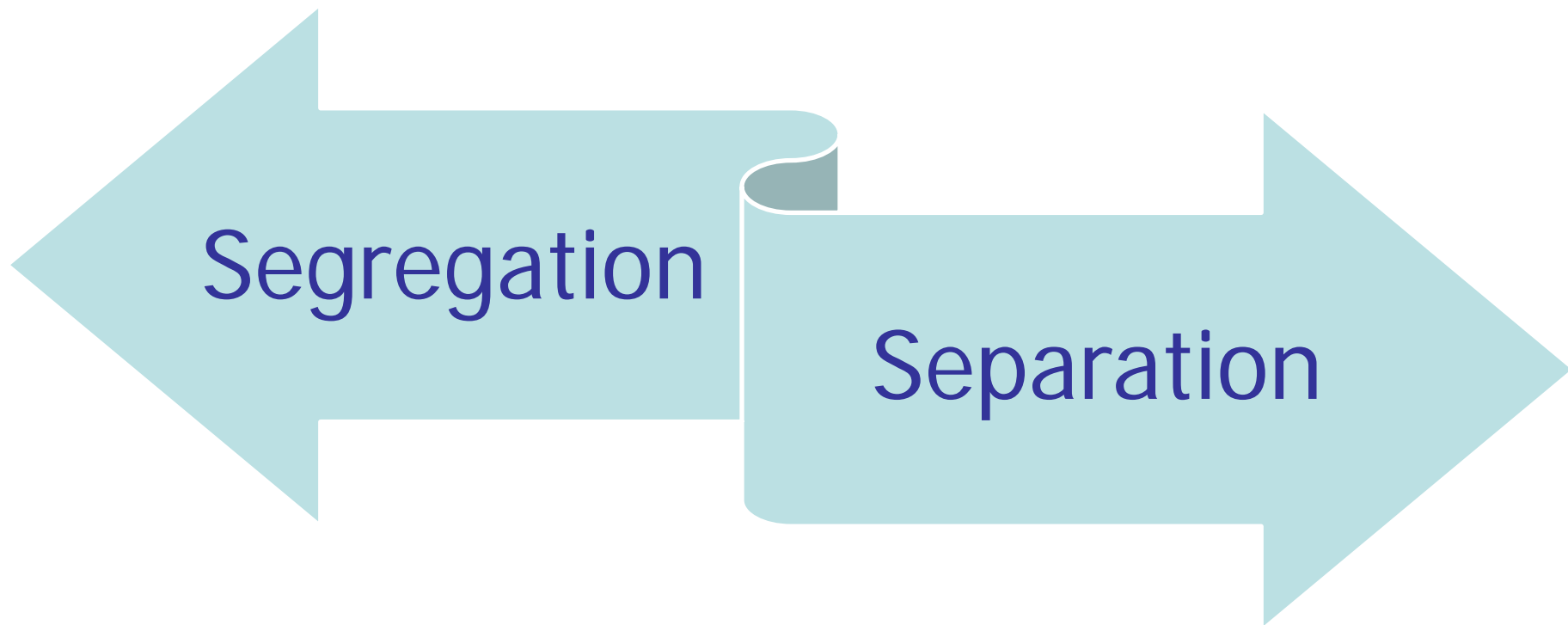
Institutional Racism

- Education, Employment, Health Care, Housing & Political Capital

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Impact of Racism in Rural/Urban Areas



Rural Impact

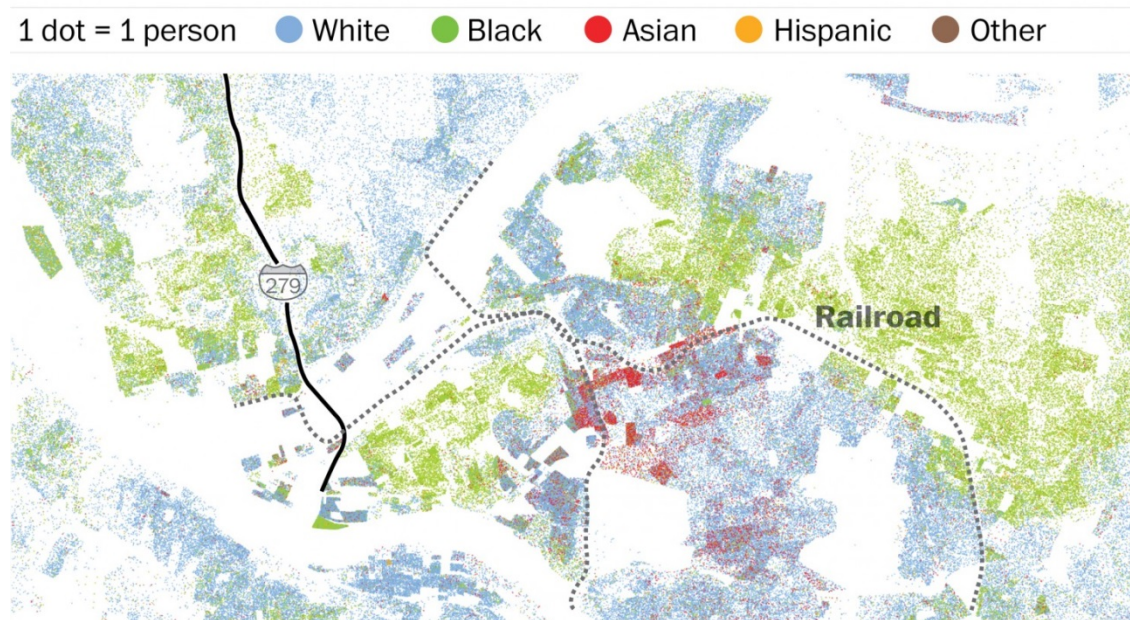
- Micro-aggressions
- Cultural/Historical Deficiencies
- Social Acceptance
- Normalization
- Individual Outreach
- Family Support



Urban Impact

- Segregation
- Poverty
- Violence
- Organizational Structures
- Educational Barriers
- Employment

Lines of segregation in Pittsburgh



Source: U-Va. Cooper Center analysis of 2010 Census data

THE WASHINGTON POST

How to Combat Racism in IL

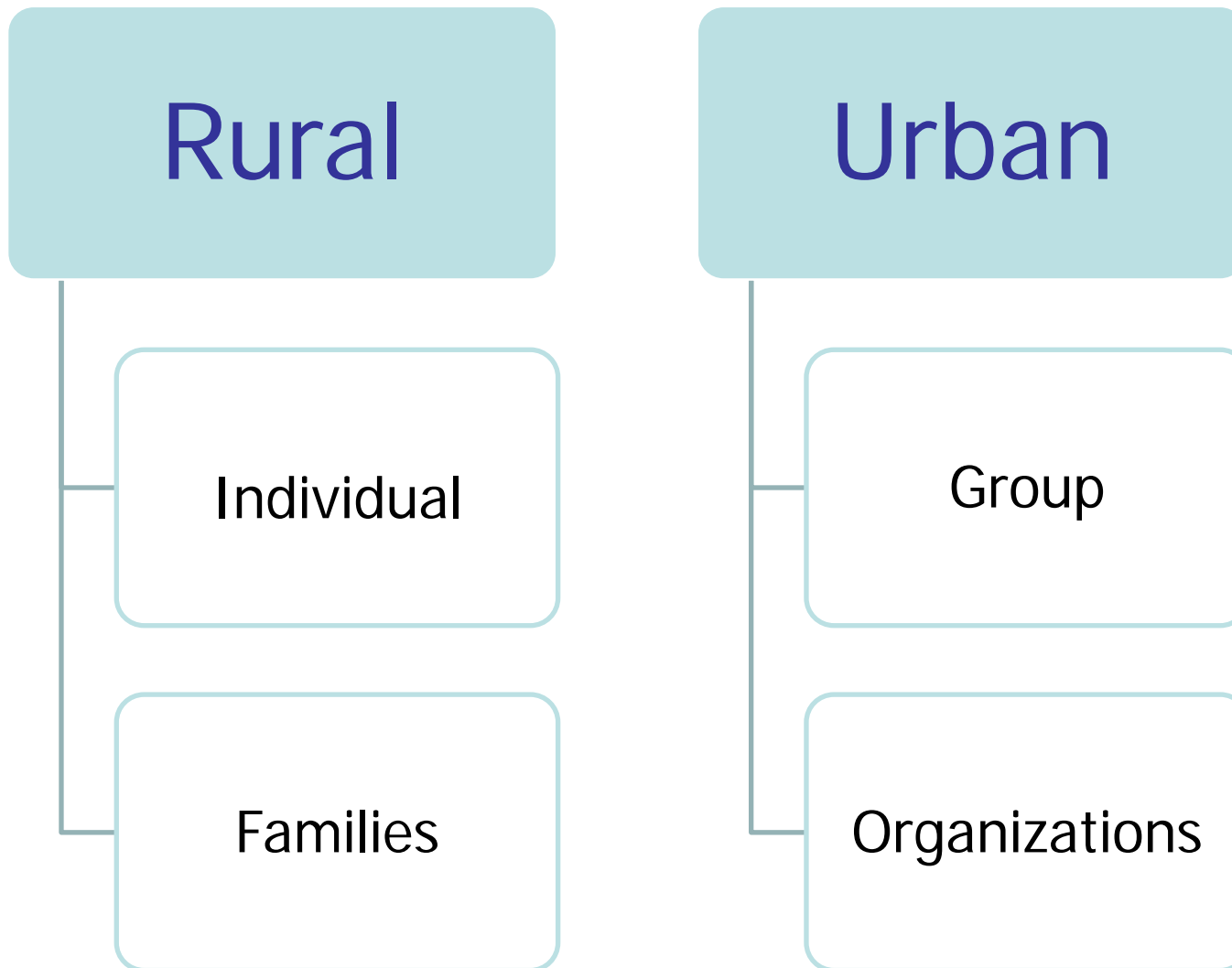


- Acknowledgement & Understanding
 - Imagery
 - Peer Support & Discussions
- Intention
 - Inclusion
 - Programming
 - Curriculums
- Support
 - Advocacy
 - Solidarity

“Two hundred fifty years of slavery. Ninety years of Jim Crow. Sixty years of separate but equal. Thirty-five years of racist housing policy. Until we reckon with our compounding moral debts, America will never be whole.”

– Ta-Nehisi Coates

Efforts in Rural vs Urban Areas



Efforts in Rural and Urban Areas

- Actively Pursue Diversity
- Public Inclusion
- Diversify Conversations
- Affirmatively Increase Diverse Staff
- Intentional Programming

Questions & Answers

International Disability Crisis

- 15% of the world's population is disabled totaling in over 1 billion people.
- There is a correlation between poverty and disability all over the world. The World Bank projects that 20% of the world's poorest population has a disability.
- Only 45 countries have anti-discrimination laws and disability-focused legislation meaning the world's disabled population has minimal access to independent living services, employment and healthcare.



Source: United Nations Enable

Lakhan Kale's Story

- Lakhan Kale is known as the “invisible boy.” He is one of thousands living with a disability in India. Many of whom are ignored and neglected.
- He was born deaf, nonverbal and with cerebral palsy. As a result, his mother abandoned him and his caretaker/grandmother tied him to a pole to prevent him from running into traffic while she spends the day working to provide for him.



Source: CNN

What This Crisis Shows....

- The international community lacks many of the economic resources needed to provide their disabled populations with access to employment, healthcare, sustainable housing, education and rights against discrimination.
- As a result, many are fleeing their native countries and immigrating to the United States for opportunities that may not be available elsewhere.

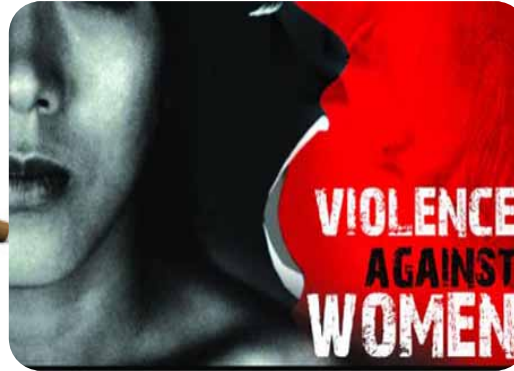
IMMIGRATION
NATION

The Move to America

- Many immigrants risk injury and death to move to the United States. Approximately 17.1 million undocumented reside in the U.S. It is unknown how many are disabled.
- Some families of children with disabilities have come to the U.S. in search of better educational opportunities and support.
- Some immigrants have acquired disabilities due to conditions of poverty, barriers to health care, and work in physically demanding occupations with high rates of injury (e.g. agriculture, maintenance, grounds keeping, construction, and direct care work).

Source: National Council on Aging

Intersectional Barriers Immigrants Face



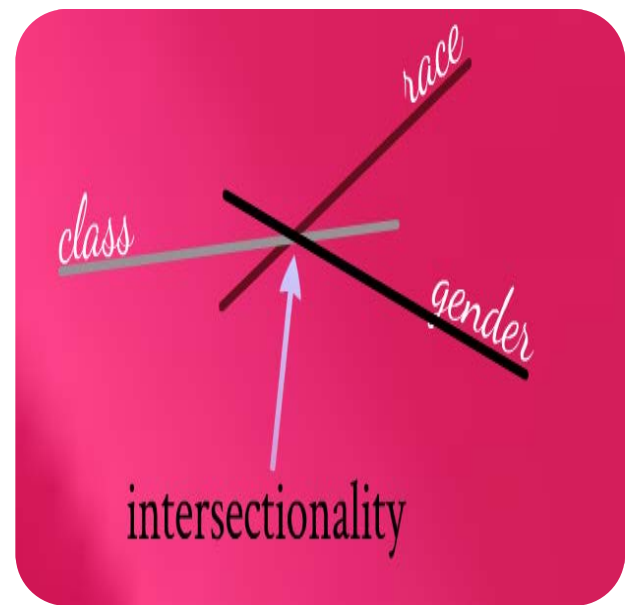
Intersectionality Defined

- Intersectionality simply means all oppression is connected based on multiple identities whether it's based on race, ethnicity, disability, gender, sexuality, sexual identity or class.
- Microaggressions are subtle and often unconscious biases in the form of slights or insults based on a number of identities.



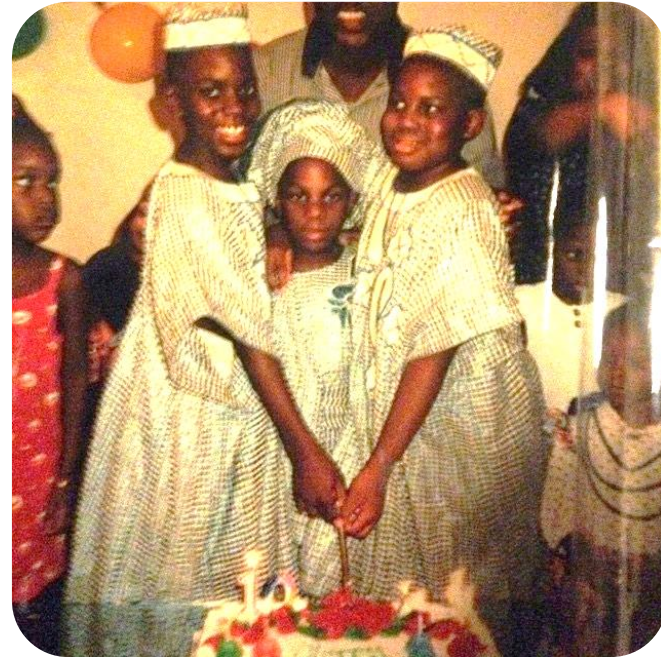
Intersectionality Defined

- Gender-based violence: On average women with disabilities face high rates of domestic abuse and undocumented women are often fearful of reporting abuse to law enforcement as it may cause deportation.
- Xenophobia/Racism: A number of immigrants are people of color and as a result the intersection of race and disability account for higher rates of unemployment, poverty, discrimination and often drop out of school.



My Immigrant Story

- **Parent's Native Country:** Nigeria, West Africa
- **Disabilities:** Heart transplant, kidney transplant, mitochondrial disease, lymphoma (cancer).
- **Intersectional Barriers:** Healthcare system and education systems
- **Action:** Lobbied my school board for changes to disability policy and started a small nonprofit at age 19.



Plan of Action

- Create a centralized outreach plan that targets local immigrant communities.
- Inform them that this is a safe space regardless of their legal status.
- Recruit volunteers/staff for your organizations that are multilingual.

Plan of Action, cont'd.

- Begin to learn and understand cultures outside of your own.
- Collaborate and form connections with local immigrant associations, organizations and clubs.
- Support comprehensive immigration reform. Take a stand against xenophobia and racism.
- Hire employees from diverse racial and ethnic backgrounds.

Questions & Answers

Final Questions & Answers and Evaluation

Any final questions?

Please click the link below to complete the evaluation survey:

<http://www.surveygizmo.com/s3/2596909/CIL-NET-Webinar-March-31-2016>

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