

The National Center for Disability, Equity, and Intersectionality

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Our Mission

The National Center for Disability, Equity, and Intersectionality aims for greater equity for people with disabilities through disability-led initiatives targeting ableism and additional forms of oppression with an intersectional lens.



What's changed from the previous Center?



CENTER FOR
DIGNITY IN
HEALTHCARE FOR
PEOPLE WITH
DISABILITIES

We have some new partners and overall, there are fewer partner organizations and workgroups or committees.

Our focus areas are expanded from health to also include community living and the justice system.

The Center for Dignity was initiated by the Trump administration and the Center for Disability, Equity, and Intersectionality was initiated by the Biden Administration.

Our Partners



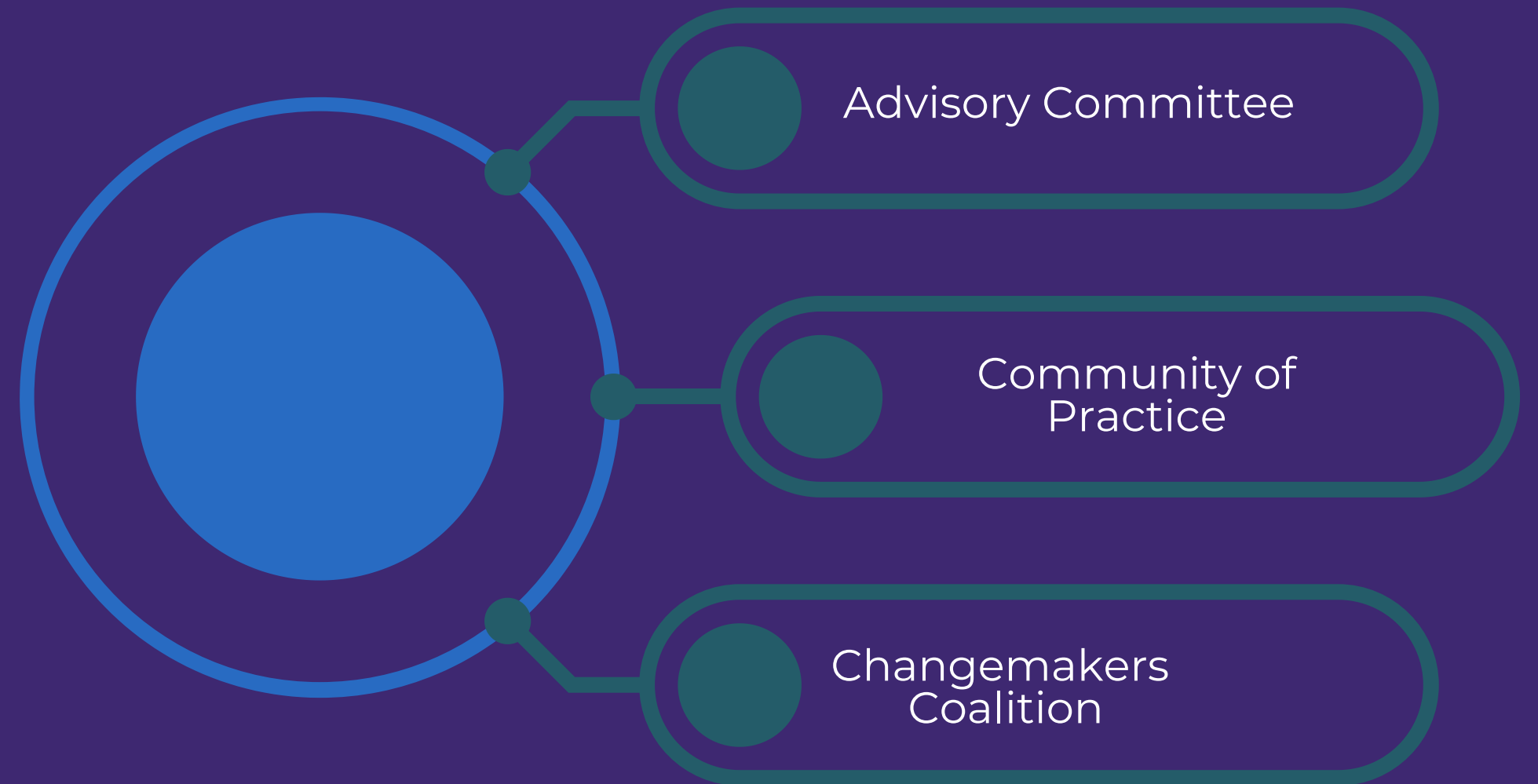
UCCEDD
University of Cincinnati Center for
Excellence in Developmental Disabilities



Maryland Center for Developmental Disabilities
at Kennedy Krieger Institute
Building Partnerships. Changing Lives.

How We Do Our Work

Current Committees and Workgroups

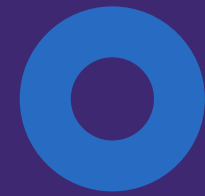


What's the difference?



Advisory Committee

Comprised of our partner organizations and with disabled folx at other intersections



Community of Practice

Focused on dismantling inequities experienced by people with disabilities w multiple marginalized identities



Changemakers Coalition

Comprised of programs that support leadership for youth with disabilities

**We've learned
(again) that
WORDS MATTER**

A working definition of ableism



A system that places value on people's bodies and minds based on societally constructed ideas of normalcy, intelligence, excellence, and productivity. These constructed ideas are deeply rooted in anti-Blackness, eugenics, colonialism, and capitalism.

This form of systemic oppression leads to people and society determining who is valuable and worthy based on a person's appearance and/or their ability to satisfactorily (re)produce, excel, and "behave."

You do not have to be disabled to experience ableism.

(as defined by T.L. Lewis)

A working plain language definition of ableism



Ableism is a system that judges people's value based on what society thinks is normal and good. This idea comes from unfair beliefs about race, history, and money. This system decides if someone is important or not by how they look or if they can work well and act in ways others expect. This isn't just about people with disabilities; it can affect anyone.

A working definition of intersectionality



“Additive hardships, chronic discrimination, and cumulative trauma”

AND

“Promoting flourishing, resiliency, empowerment, and strengths-building...”

-Amber Davis ([Intersectionality 2.0](#))

Intersectionality is a term that describes how many identities interact to create unique patterns of oppression.

-[ASAN's Equity Plan](#)

**Other terms we
continue to
discuss and define**

Cisgenderism

Transphobia

Equity

Person-first or
identity-first

Stakeholder,
collaborator,
partner

Disability justice

Equity

Equality



Equity



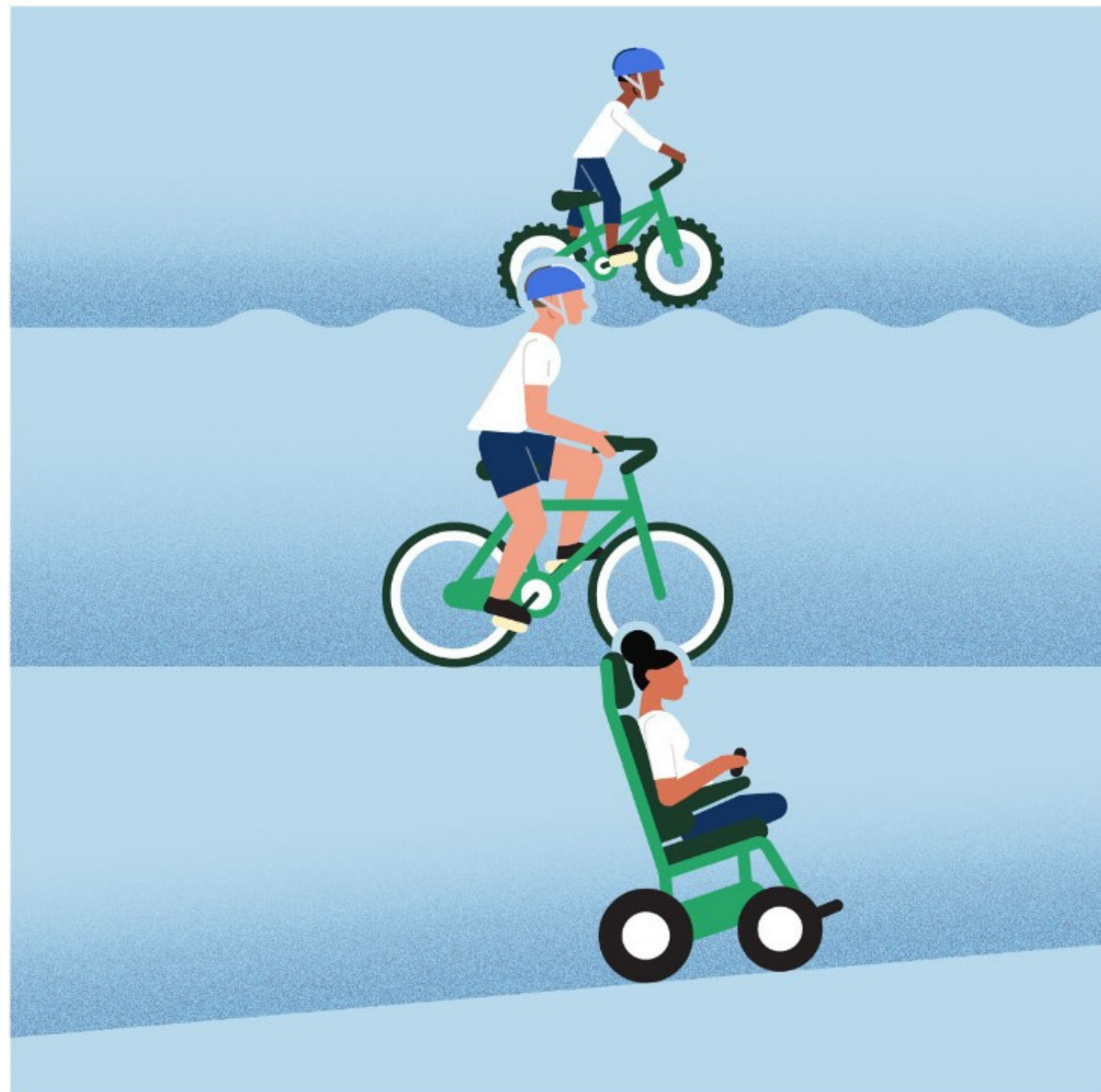
EQUALITY:

Everyone gets the same—regardless if it's needed or right for them.



EQUITY:

Everyone gets what they need—understanding the barriers, circumstances, and conditions.



EQUALITY:

Everyone gets the same – regardless if it's needed or right for them.



EQUITY:

Everyone gets what they need – understanding the barriers, circumstances, and conditions.



DISABILITY JUSTICE PRINCIPLES (BERNE, 2018)

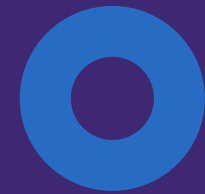
1. Intersectionality
2. Encouraging leadership by disabled people
3. Resisting normative capitalist production
4. Engaging with cross-movement solidarity
5. Valuing wholeness
6. Pursuing sustainability
7. Fostering cross-disability participation
8. Normalizing interdependence
9. Understanding access as a collective effort
10. Cultivating collective liberation

Current work



Leveraging Media

Examples: Spotlight on authors with disabilities, utilizing social media, exploring video/short content



Webinars

Examples: Intersection of ableism and racism in healthcare, role of comment making in advocacy



Blogs

Supporting advocates with disabilities in authorship, inviting guest blogs, and spotlighting our advisory committee members



Response to Current Events

We provide technical assistance by thinking and talking about current events through a disability justice lens. Often, we take action through advocacy and/or creating resources.

To Disclose or Not to Disclose

Online dating and disabilities



ADA Supreme Court Case

Acheson v. Laufer



988 Suicide and Crisis Lifeline



The Intersection of Driving, Disability and Being Black

Time Lost to Disability Management is Health Inequity



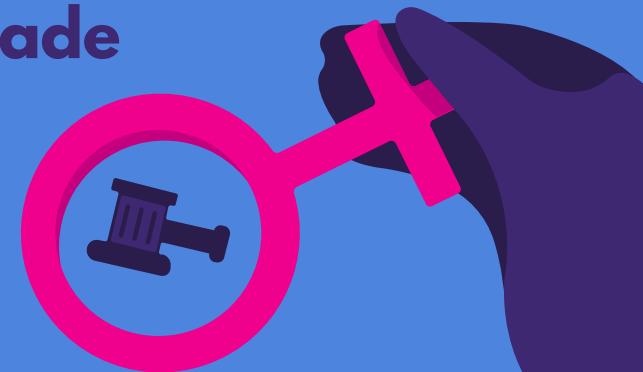
Language Access Services to Eliminate Health Disparities



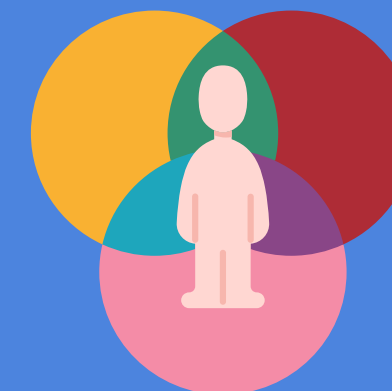
Raparations for California's Forced or Involuntary Sterilization



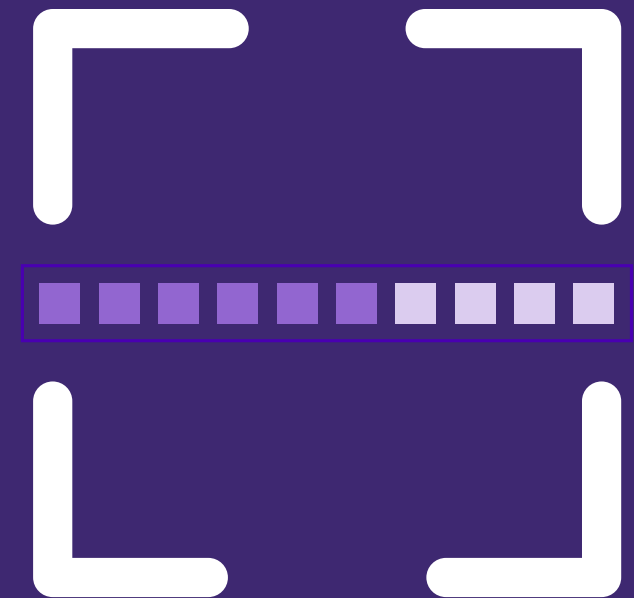
In response to reversal of Roe v. Wade



Intersectionality 2.0



Environmental Scan



We're identifying resources that look at the intersection of disability and other marginalized identities within these areas:

- Community leadership
- Healthcare
- Youth services
- Justice

Self-assessment tool



Our Center will develop a disability, equity, and intersectionality self-assessment tool based on a disability framework for use by multiple sectors

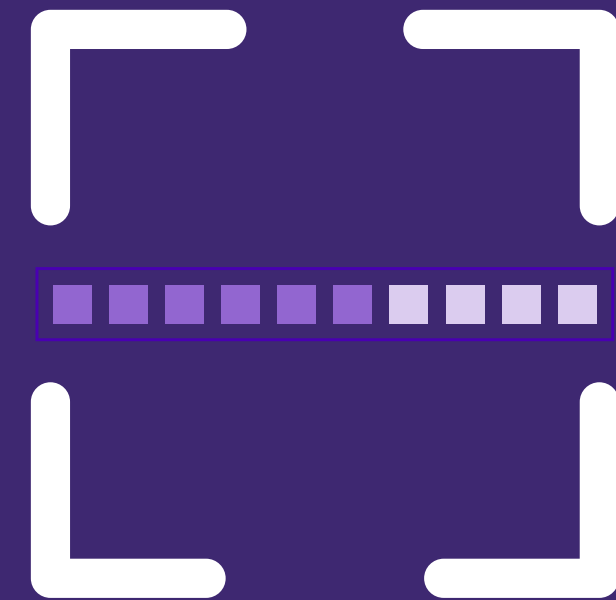
Changemakers Coalition



Coalition members share knowledge about:

- opportunity youth
- incarcerated youth
- youth living in rural settings
- AAPI youth
- adoptees

Youth Equity Ambassadors



Our Center is currently recruiting youth (ages 14-28) with disabilities and other marginalized identities. These ambassadors will be paid (\$500 per year) and asked to give us feedback and help us design materials and programming inclusive and welcoming to youth.

Topics we're exploring:

Delayed cancer diagnosis in people of color with intellectual disabilities

Young people of color with disabilities in the juvenile justice system

Failure to consider needs of students with disabilities in plans for active shooters

Increased violence against students of color with disabilities from school resource officers

Artificial intelligence and disability, race, gender bias

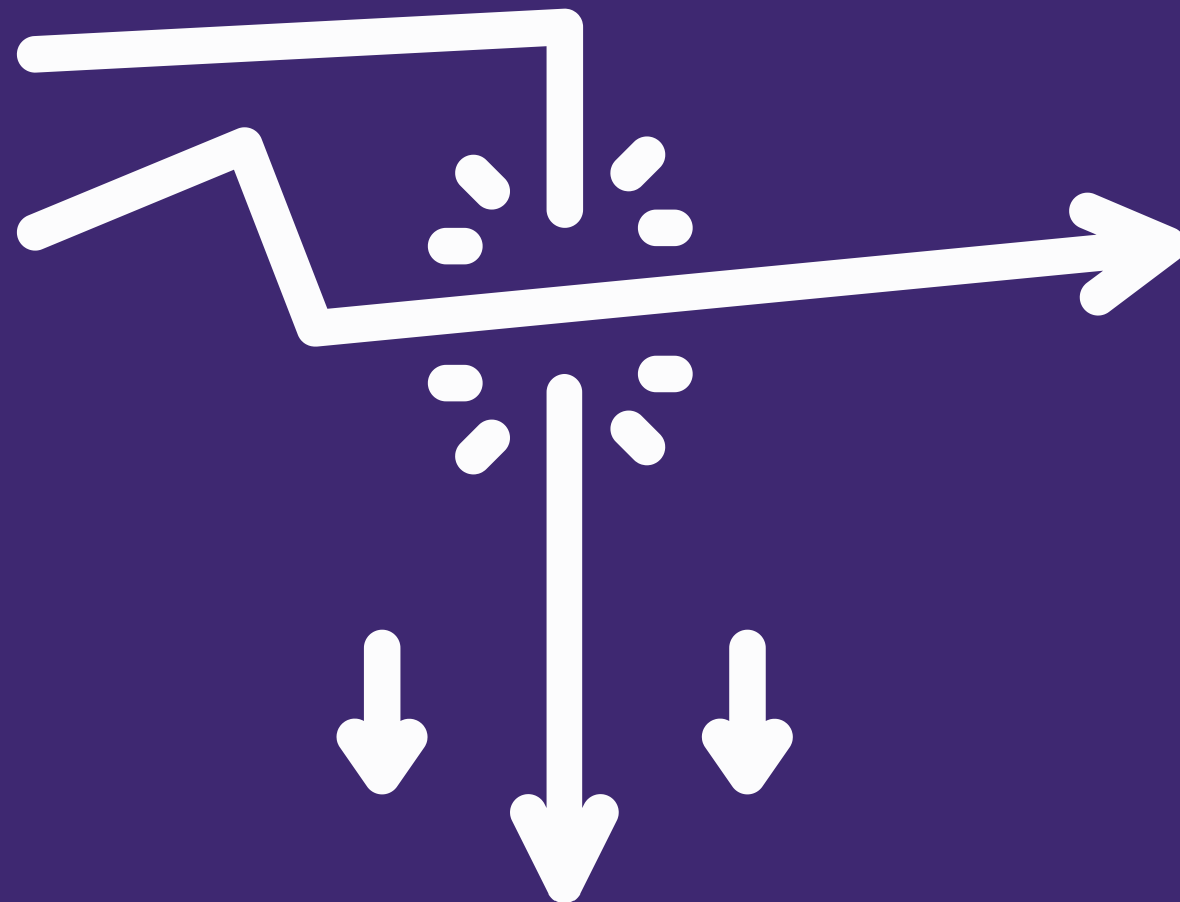
Making comment making more accessible to self-advocates

We work hard NOT to:

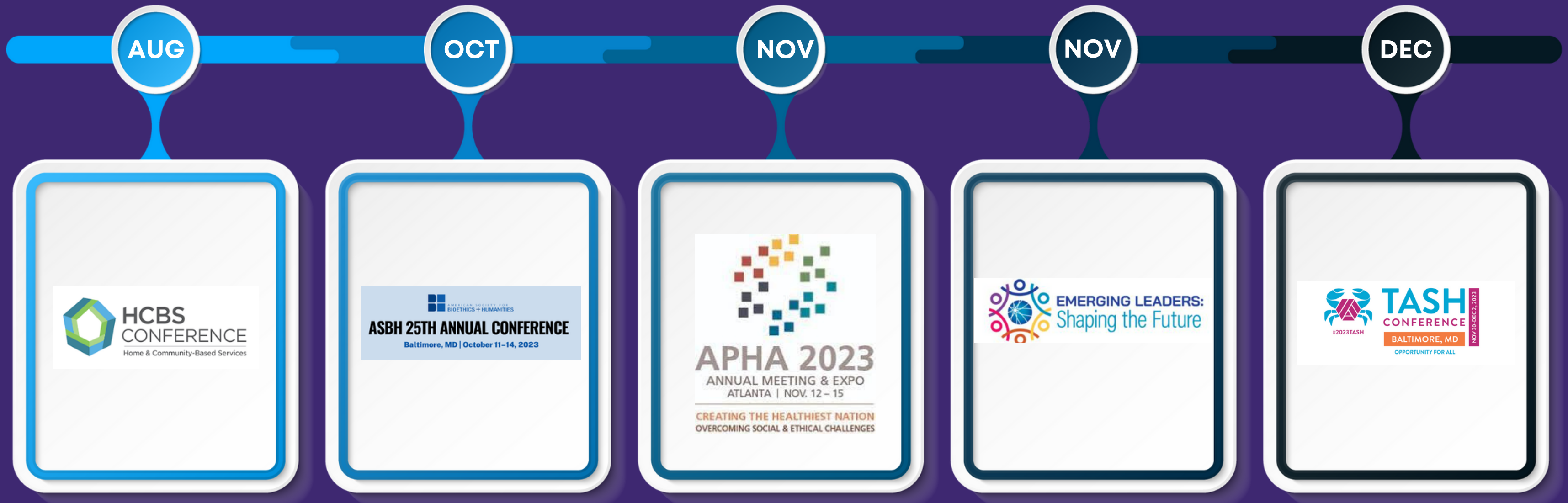
- recreate work when we could collaborate
- only work with and talk to groups already focused on disability
- privilege academic voices and resources
- further status quo

We want to be:

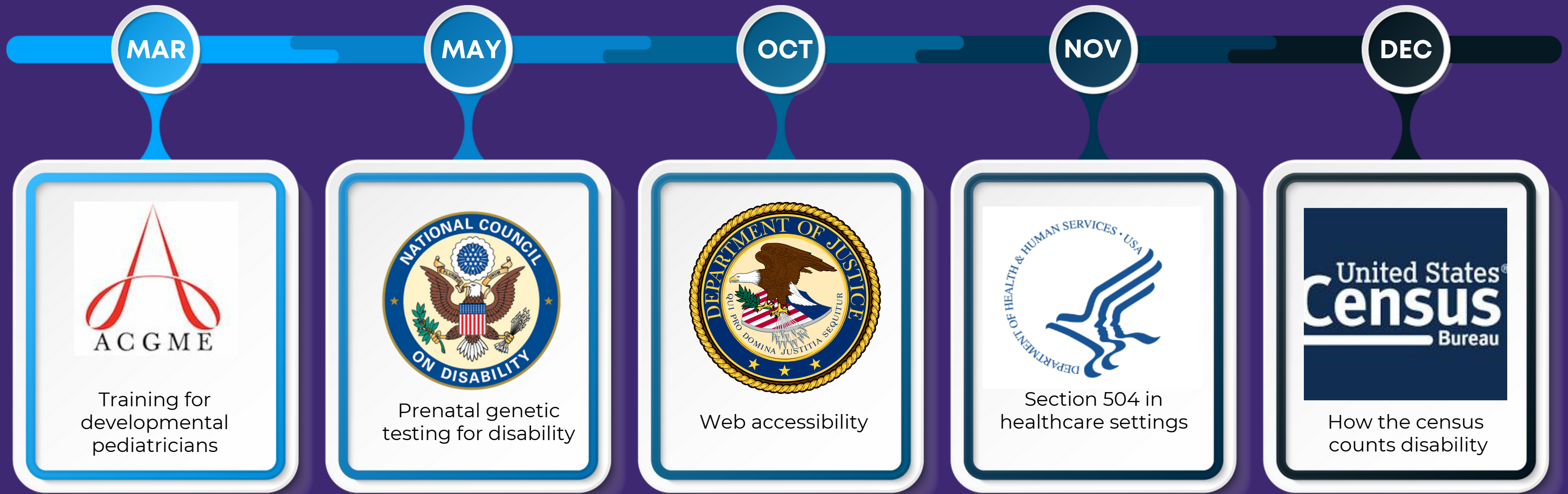
DISRUPTIVE



Conferences Where We Shared Our Work in 2023



A Selection of Comments We've Made



PLAIN LANGUAGE SUMMARIES

Comment on Changes to Section 504

PLAIN LANGUAGE SUMMARY

Our National Center for Disability, Equity, and Intersectionality made a comment about how the government can stop discrimination against people with disabilities. The government asked for these comments because they wanted to update a law called Section 504. This law protects people with disabilities from discrimination. We had a lot of ideas about how to make this law better. These are the main ideas of our comment. We hope that our comment will help the government make positive changes for people with disabilities.



- **Helping People with Disabilities Live in the Community:** The comment talks about how important it is to help people with disabilities move from institutions to living in regular communities. It says we should work together, give more money to community services, and teach staff how to help better.



- **Using Everyday Language:** It is really important to use easy words when talking about important issues. This makes sure people understand everything well. This is especially important in places like hospitals or doctors' offices.



- **Making Things Accessible Before People Ask:** The comment talks about whether we should wait for people to ask for tools that help them or have them ready all the time. We think these tools should be available all the time. This is better because it helps everyone and makes things fair.



- **Balancing Expert Opinions and Being Fair:** The comment talks about the need to listen to experts. There are also disabled experts. The comment says we should always include people with disabilities in making decisions that impact them.



- **Healthcare Should Be Fair and Welcoming:** The comment says that when people with disabilities go to the doctor or hospital, they should feel welcome and treated fairly. There should be rules to make sure they are not treated badly or differently because they have a disability.



- **Thinking Bigger About Inclusion:** The comment says that we should think more broadly about including people with disabilities. This means thinking about different cultures, making sure everyone can use technology, get a good education and job, stay healthy, and feel supported by friends and family.



- **Teaching Staff and Thinking About Costs:** It is important to teach staff about helping people with disabilities. This might cost money at first, but it will save money and trouble later.



- **Many People Agree:** Lots of different people and groups agree with what's in this comment, showing that these ideas are widely supported. Many people and groups signed on to our comment to show they agree.

This version of the summary uses plain language to explain the main points of our comment, making it easier to understand for everyone. If you'd like to read our entire comment, it is [here](#).

Mind Map Summary



Mind Map Summary of our Comment on Changes to Section 504

The comment that we submitted on changes to Section 504 was very long and had many ideas. We organized the main ideas in sections and colors to show another way of thinking about what we said would help stop discrimination against people with disabilities. The National Center for Disability, Equity, and Intersectionality will keep working on these important issues. Our full comment is here.





COMING SOON

What's next for the Center that our UCCEDD and CAC may find interesting, helpful, or meaningful:

- Additional collaborations with groups new to most of us
- Tutorials on our process for making comments
- Tips on using AI to make materials more accessible
- More opportunities for our UCCEDD to be recognized nationally

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