

Disability Culture and Identity: Leveraging Your Role in Creating More Inclusive Work and Learning Environments

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Mentimeter

We will use Mentimeter to solicit your thoughts www.menti.com code 65 74 17 5
The questions that we will ask at different times throughout the workshop:

- What is your role on campus?
- Likert: I identify as having a disability or chronic illness
- Likert: I am very familiar with different models of disability.
- Likert: I feel energized right now
- Which of the following do you feel that you can do well right now?
 - Walk quickly up a flight of stairs
 - Handle conflict
 - Read a 10-page report
 - Pay attention to a 90-min workshop
- What is one that you are taking away from this workshop on disability culture and inclusion?

Activity prompts

- Where have you seen medical v social model with life or work? Is one more prevalent?
- What are examples of ways your space is made accessible?
- Locate your department/unit on a spectrum of allyship/ which models of disability are dominant
- What are some elements that are and are not accessible within your department/unit?
- Write down 2 things that you're going to do to make things more accessible

Spectrum of Disability Allyship

Active Opponent	Neutral	Active Ally
<ul style="list-style-type: none">● Actively reinforcing ableism	<ul style="list-style-type: none">● Willfully unengaged & uninformed	<ul style="list-style-type: none">● Actively working with the disability community

Where is your department on this spectrum?

Passive Opponent	Passive Ally
<ul style="list-style-type: none">● Holding biased beliefs steeped in ableism	<ul style="list-style-type: none">● Refraining from engaging in overtly ableist behaviors

Resources for inclusivity

- University Accessibility (for students, staff, faculty, and visitors)
<https://www.umass.edu/accessibility/>
- Alliance Against Ableism
<https://blogs.umass.edu/allagainstableism/what-is-the-alliance-against-ableism/>
- UMAIDA (UMass Allies for Illness and Disability Access)
<https://www.umass.edu/diversity/umaida>
 - **Steering Committee**
 - Samm Delorey, CPACC, IT Digital Accessibility and Assistive Technology Specialist
 - Marcie Savoie, IT Digital Accessibility and Assistive Technology Specialist
 - Melinda LeLacheur, Compliance Program Coordinator, Research Compliance and Support Services
 - Michele Cooke, Professor and Associate Head of Professional Development for Department of Earth, Geographic and Climate Sciences
- UMass Disability Services (for students)
<https://www.umass.edu/disability/>
- UMass Disability and Accessibility Resources
<https://www.umass.edu/diversity/our-commitment-accessibility>
- Assistive Technology Center (ATC)
 - <https://www.umass.edu/it/assistive>
- Accessible workplace (for employees)
<https://www.umass.edu/equalopportunity/accessible-workplace>
- Karuth Silver Cultural Center homepage
<https://sites.google.com/umass.edu/disability-cultural-center/home>

Selected Readings

- Academic ableism by Jay Dolmage
- Disabled Faculty and Staff: Intersecting identities in Higher Education, published by AHEAD
- [TED Talk](#), “I am not your inspiration” Stella Young