

DISABILITY AS A DIVERSITY VARIABLE:

A CALL TO ACTION WITHIN APA GOVERNANCE

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Goals and Objectives

▣ Why we are here

- Exploration of the meaning of disability diversity in your...
- Professional and Personal roles/relationships
- Don't get it now? You are about to get it

▣ Goals:

- Increase knowledge of disability as a diverse identity
- Increase cultural competency of disability and multiculturalism within psychology
- Exploring the impact of societal beliefs about disability within APA governance

Disability Exercise: “If You Ever..”

- ▣ Click, Clap, Tap, Nod... “if you ever”:
 - Felt sad when encountering a person with a disability?

Disability Exercise: “If You Ever..”

- ▣ Click, Clap, Tap, Nod... “if you ever”:
- Felt scared when encountering a person with a disability?

Disability Exercise: “If You Ever..”

- ▣ Click, Clap, Tap, Nod... “if you ever”:
 - Felt impeded and/or slowed down by a person with a disability?

Disability Exercise: “If You Ever..”

- ▣ Click, Clap, Tap, Nod... “if you ever”:
 - Avoided a person with a disability?

Disability Exercise: “If You Ever..”

- ▣ Click, Clap, Tap, Nod... “if you ever”:
- Felt inspired by a person with a disability?

Disability Exercise: “If You Ever..”

- ▣ Click, Clap, Tap, Nod... “if you ever”:
- Felt pity when seeing a person with a disability

Disability/Identities

Disabled Psychologist Consultant/Trainer



Disabled Psychologist in Medical Settings



Disabled Mom in New York



Disability Advocate



A Woman Living with Significant Chronic Health Issues



Disability Exercise

- ▣ Multiple Identities/ Consider self and important identities
- ▣ Consider how your world informed you about disability
 - Who were your informants?
 - What were the messages?
- ▣ What is your relationship with disability (have one or not)

Attitudes about Disabilities

- ▣ Negative
- ▣ Pity
- ▣ Hero
- ▣ Tragic
- ▣ Burden
- ▣ Asexual

DISABILITY: UGLY, AND SCARY



Sexual Deviant



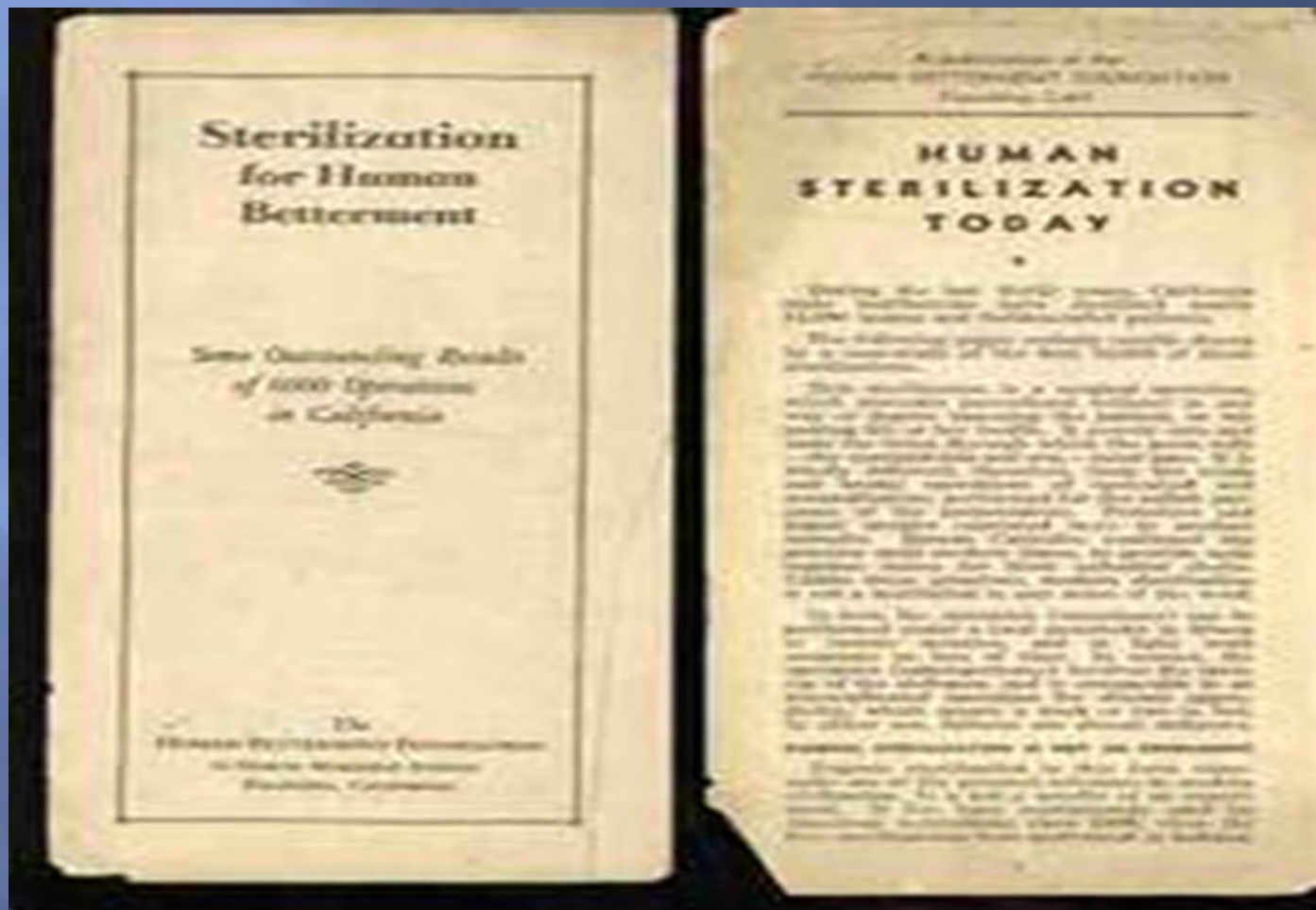
Too Late for Him!!

DISABILITY: LITTLE GIRLS / WEAK

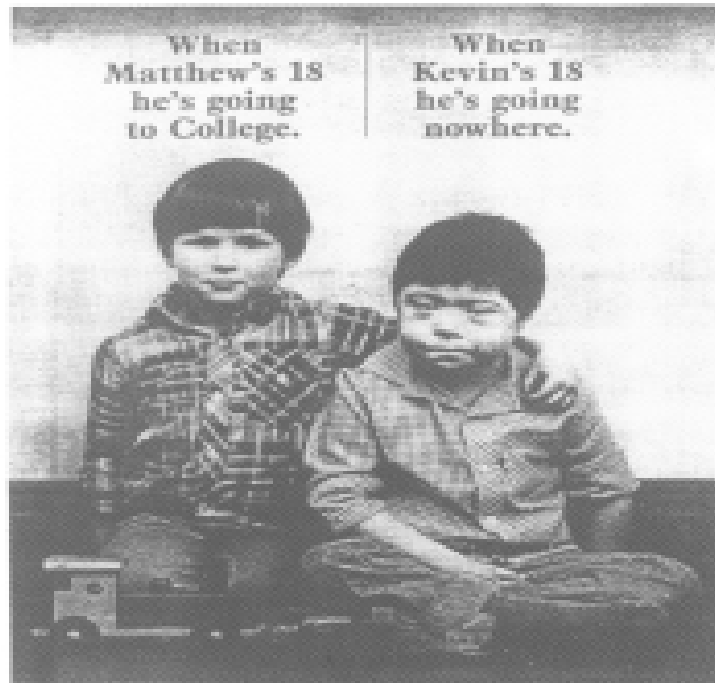


March of Dimes

Disability: Asexualized and Sterilized

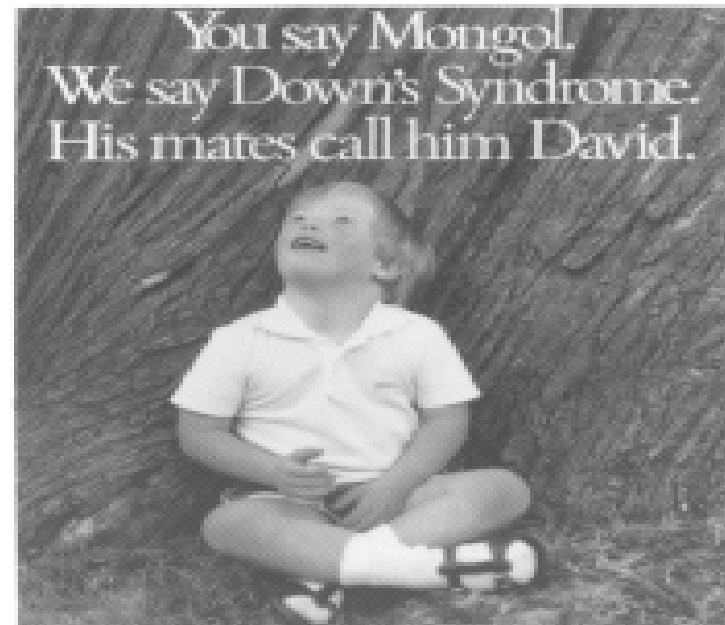


Pity/Tragedy to be Avoided: No future, and a Youth denied



More education will give Kevin more of a future.
Please support Mencap

Royal Society for Mentally Handicapped Children & Adults
Mencap National Centre, 129 Golden Lane, EC1Y 0RT



One child in 660 is born with Down's Syndrome.
To fulfil their potential they need your help and they need
your understanding. Give what you can.

The Down's Syndrome Society, 100 Great Street, London WC1E 6BT, UK.

Disability History

- ▣ Models-Inform every aspect of the disability experience including the gender experience (Orto & Power, 2007).
 - Moral/Religious Model
 - Medical Model
 - Social/Minority Model
 - The New Paradigm of Disability
(NIDRR, 1999; Olkin and Pledger, 2003)

Manifestations of Barriers In History

| Models of Disability | Disability is... | Society's Response |
|--|---|--|
| Moral Model | <ul style="list-style-type: none"> • Test of faith or divine retribution for sin • Family/individual is responsible for disability • "Cure" lies in faith | <ul style="list-style-type: none"> • Charity • Prayer • Punishment/ Blame • Forgiveness |
| Medical Model (Normalcy Model) | <ul style="list-style-type: none"> • Bodily defect or abnormality • "Defect" needs to be cured in order for the individual to function in society • Primary model used today | <ul style="list-style-type: none"> • Fix it • Correct it • Eliminate it or prevent it • Eugenics? • End of Life Decisions? • Adapt and Adjust • "Blend" and / or "Pass" • Psychology: Facilitate acceptance |
| Minority Model (Social or minority group model) | <ul style="list-style-type: none"> • Defined and maintained by socio-political factors • Social constructionism | <ul style="list-style-type: none"> • Empowerment/Social justice • Promote voices from within • Not about us without us • Disability is Natural and Normal • Presume Competence • Psychology: Facilitate disability identity formation and pride! |

Issues Central to..... Quality of Life Choices?

- ▣ Independence
- ▣ Personal Assistance Services/Care-giving
- ▣ Access to resources
- ▣ Employment
- ▣ Sexuality
- ▣ Healthcare

Variables Impacting Choice!

- ▣ Disability Disincentives
- ▣ Housing-supported living versus institutional care
- ▣ Health Disparities
 - Right to die/consumer directed dying/physician assisted suicide
 - Environmental barriers
 - Sexual health-accessibility/attitudinal beliefs

Other Variables To Consider

- ▣ Race
- ▣ Ethnicity
- ▣ Gender
- ▣ Sexual Orientation

Clinical Issues Identified....

But, out of context

- ▣ Depression
- ▣ Anxiety
- ▣ Suicidality
- ▣ Substance Abuse
- ▣ Sexual Dysfunction
- ▣ Abuse Including: Emotional, Physical, Economic, Medical and Sexual

Systemic Barriers That Remain

- ▣ Microaggressions within psychology
- ▣ Little to no attention given to importance of lack of disability coverage in APA accredited programs and curriculums
- ▣ No sanctions for absence of disability coverage by APA
- ▣ Continued difficulties seeing disability as a diversity variable within diversity arena

Power, Privilege and Oppression

- ▣ Understand: Disability in an Ableistic Context
- ▣ Consider: Interventions/Research/Services need to address power differentials
- ▣ Remember: Ableism is a violation of human rights and that the “Personal is Political” (Brown, 1994)

Disability Etiquette

- ▣ Rules to follow: (Olkin, 1999)
 - Staring is not OK
 - “Some of my best friends are disabled”
 - Giving assistance
 - Third parties within interactions
 - OK to say that you don’t understand
 - OK to use words like “see” and “walk”
 - Watch terminology and word choice

Disability Etiquette

- ▣ Don't touch assistive devices
- ▣ Don't rely on verbal cues
- ▣ Temperature and sounds in environment
- ▣ Rules can vary

Self-Assessment Revisited

- ▣ When you see, meet, or think about a person with a disability
- ▣ What is needed in APA?

APA Disability Networking



CDIP



Evidence of Progress Within APA

- ▣ BAPPI
 - CDIP
- ▣ Increasing coverage of disability at APA conferences
- ▣ Examples of other areas of inclusion
 - ▣ APA women with disabilities conference
 - ▣ Multicultural and Diversity Conference and Summit Microaffirmations
- ▣ Increasing attention to disability in peer reviewed articles

Disability Paradigm Shift/Images

- ▣ Where are we going?
- ▣ And who is leading the movement?

REPRODUCTIVE RIGHTS

Parenting



No Pity: Youth Realized / Playful



Disability: Women Strong/Athletic/Beautiful



Disability: Beautiful, Inviting and Sensual or Sexualized?

The “Immaculate” prosthetic arm

Described in press releases as the “sexy prosthesis.”



DEADLY Perceptions

- ▣ *"It's the ultimate form of discrimination to offer people with disabilities help to die without having offered real options to live."*
- ▣ *-Diane Coleman,*
founder of *Not Dead Yet*
Not Dead Yet is a national disability rights group which opposes the legalization of assisted suicide and euthanasia, because of the lethal danger to this nation's largest minority group, people with disabilities.



Your Call to Action

- ▣ Lean into disability!
- ▣ Identify disability allies
 - Become one
- ▣ Employ micro-affirmations
 - Teaching
 - Interventions
 - Research

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