

RAW FILE

MAKING-VISIBLE
DISABILITY JUSTICE
DARA BALDWIN
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7:00 P.M.

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>> ADRIANA ARIZPE MARTIN: HELLO, WELCOME, WELCOME. WE ARE REALLY EXCITED ABOUT ALL THAT WE ARE GOING TO LEARN TONIGHT TOGETHER.

>> ANNIE MAHON: YES, THANK YOU FOR BEING HERE. I KNOW IT IS NOT ALWAYS EASY TO DECIDE WHICH THINGS TO GO TO. SO, WE ARE REALLY HAPPY YOU ARE HERE WITH US TONIGHT. GENERALLY WE ASK PEOPLE TO JUST PUT THEIR NAME AND WHERE THEY'RE CALLING IN FROM IN THE CHAT. SO, IF YOU FEEL LIKE DOING THAT, PLEASE

DO. AND, AND WE WILL, WE WILL WAIT A COUPLE MINUTES UNTIL WE GET STARTED. SO WE ARE GOING TO HAVE AN INTIMATE GROUP TONIGHT. WE WILL HAVE A LOT OF CHANCE FOR INTERACTIONS WHICH IS REALLY NICE.

>> ADRIANA ARIZPE MARTIN: IT IS GREAT. TO REMIND PEOPLE THAT WE HAVE LIVE CAPTIONING, TONIGHT, SO, IF YOU GO THROUGH YOUR SCREEN, WHERE YOU HAVE LIVE TRANSCRIPT, YOU NEED TO, HAVE SUBTITLES AND YOU WILL SEE OUR CAPTION. THANK YOU DON, DON IS OUR CAPTIONER, AND HE IS GREAT.

>> HE HAS BEEN CAPTIONING FOR US FOR A FEW YEARS NOW, HE IS WONDERFUL. SO, WELCOME, CLAIRE, AND LAURA. AND SUSAN.

>> ADRIANA ARIZPE MARTIN: SUSAN.

>> ANNIE MAHON: WELCOME.

>> ADRIANA ARIZPE MARTIN: BRI, BRIE. UH-HUH. THANK YOU, EVERYONE. WE ARE HERE IN THE D.C. AREA. ANNIE AND MYSELF, SO, THANK YOU ALL FOR COMING TONIGHT. SO OUR EVENING WILL BE, IN A COUPLE MINUTES, WE WILL START WITH, LISTENING TO THE SOUND OF THE BELL. AND, THEN WE WILL HAVE, I WILL READ A SHORT QUOTE. AND ADRIANNA WILL INTRODUCE OUR SPEAKER. AND THEN WE WILL HAVE A CHANCE TO HEAR FROM OUR SPEAKER. AND THEN TIME FOR QUESTION AND ANSWER. SO THAT'S THE, THE LAYOUT OF THE EVENING. JUST TO REMIND PEOPLE WE DO THIS IN

THE FORMAT OF MINDFULNESS. ANNIE AND MYSELF, WE PRACTICE -- WE FOLLOW THICH NHAT HANH, BUT WHO EVER IS HERE, YOU DON'T HAVE TO BE A PRACTITIONER, JUST FOR YOU TO KNOW THAT THAT IS THE FORMAT THAT WE FOLLOW. LE SO, YOU WILL HEAR THE BELL AT THE BEGINNING AND AT THE END, AND, WE, WE WILL HAVE SOME TIME TO BREAK DURING THE SESSION.

>> ANNIE MAHON: YES, THAT IS FUNNY, BRIE CHEESE, I LIKE IT. WELCOME, BRIE. AND, AND -- HEY, JUANITA, GOOD TO SEE YOU. YEA. MAYBE WE WILL WAIT ONE MORE MINUTE. JUST A LITTLE BIT MORE TO SEE IF PEOPLE ARE ARRIVING. AND WE WILL GET STARTED. SO IF YOU HAVEN'T YET PUT YOUR NAME AND WHERE YOU ARE CALLING IN FROM, INTO THE CHAT, PLEASE DO. AND I AM ANNIE, AND I DIDN'T INTRODUCE MYSELF. AND RACHEL FROM ARLINGTON. WELCOME, RACHEL.

>> ALSO, AS A REMINDER, WE ARE GOING TO RECORD THE SESSION AS ALL OF THE SESSIONS. SO WHEN YOU HAVE THE CHANCE TO PARTICIPATE TO ASK QUESTIONS OR COMMENTS, IF YOU DON'T WANT TO BE IN -- IN THE RECORDING, PLEASE JUST, STOP YOUR VIDEO IF YOU DON'T WANT, OR JUST, JUST FOR YOU TO KNOW THAT WE ARE RECORDING.

>> ANNIE MAHON: THANK YOU FOR THAT REMINDER. BECAUSE I WOULD HAVE FORGOTTEN TO RECORD.

>> ADRIANA ARIZPE MARTIN: YES.

>> ANNIE MAHON: I AM GOING TO START THE RECORDING NOW.

>> RECORDING IN PROGRESS.

>> ANNIE MAHON: ALL RIGHT, WELCOME EVERYBODY TO OUR SECOND DISABILITY JUSTICE WEBINAR. TONIGHT WE HAVE, DARA BALDWIN, WHO ADRIANA WILL INTRODUCE SHORTLY. WE WANTED TO START WITH THE BELL, BUT ALSO, JUST TO SHARE AGAIN, SORT OF WHERE WE ARE COMING FROM ON THIS WHOLE MAKING VISIBLE PROGRAM. AND THE IDEA THAT WE HAVE TALKED ABOUT, ADRIANA AND I STARTED THIS, WANTING TO AMPLIFY VOICES OF PEOPLE THAT WE DON'T NORMALLY HEAR. AND THAT IS BECAUSE WE REALLY WANT TO UNDERSTAND. SO IN OUR TRADITION, THICH NHAT HANH, WILL OFTEN SAY THAT UNDERSTANDING IS THE FOUNDATION OF LOVE. AND THAT, BY UNDERSTANDING, WE'LL KNOW HOW TO ACT DIFFERENTLY IN WAYS THAT ARE LESS HARMFUL OR MORE HELPFUL AND MORE LOVING. AND SO WE TRY TO UNDERSTAND THROUGH THESE WEBINARS DIFFERENT PERSPECTIVES, AND SO THAT'S WHY WE ARE DOING THESE WEBINARS. AND I WANTED TO READ TONIGHT A QUOTE FROM BELLE HOOK AS BUT LOVE. WE ARE ALL HERE LEARNING AND TO LEARN TOGETHER. THANK YOU, ANNIE.

>> ANNIE MAHON: THE QUOTE COMES FROM THIS BOOK CALLED "TRUE PEACE WORK" WHICH HAS A LOT OF ESSAYS BY DIFFERENT AUTHORS.

AND, BELLE HOOKS SAYS, FUNDAMENTALLY, TO BEGIN THE PRACTICE OF LOVE, WE MUST SLOW DOWN AND BE STILL ENOUGH TO BEAR WITNESS IN THE PRESENT MOMENT. IF WE ACCEPT THAT LOVE IS A COMBINATION OF CARE, COMMITMENT, KNOWLEDGE, RESPONSIBILITY, RESPECT, AND TRUST, WE CAN THEN BE GUIDED BY THIS UNDERSTANDING. WHEN WE COMMIT TO LOVE IN OUR DAILY LIFE, HABITS ARE SHATTERED. WE ARE NECESSARILY WORKING TO END DOMINATION. BECAUSE WE NO LONGER ARE PLAYING BY THE SAFE RULES OF THE STATUS QUO, RULES THAT IF WE OBEY GUARANTEE US A SPECIFIC OUTCOME, LOVE MOVES US TO A NEW GROUND OF BEING. SO, WE WILL JUST BREATHE TOGETHER, LISTENING TO THE SOUND OF THE BELL.

(BELL TOLLS)

(BELL TOLLS)

(BELL TOLLS)

>> ANNIE MAHON: THANK YOU AGAIN FOR BEING HERE, ADRIANA.

>> ADRIANA ARIZPE MARTIN: THANK YOU, THANK YOU, EVERYONE.

IT IS WITH GREAT PLEASURE THAT WE INTRODUCE TO THE, TO OUR, OUR SESSION TONIGHT, DARA. DARA BALDWIN, SHE WAS BORN IN TORREJON, SPAIN TO PARENTS INVOLVED IN SERVING THEIR COUNTRY, THE DESIRE TO SERVE HAS CONTINUED THROUGH HER EDUCATION AND CURRENT CAREER JOURNEY. HER CAREER IN

ADVOCACY IN THE SOCIAL JUSTICE/EQUITY REALM OF WORK BEGAN IN 2004. CURRENTLY MS. BALDWIN IS THE DIRECTOR OF NATIONAL POLICY FOR THE CENTER FOR DISABILITY RIGHTS, INC. (CDR). THE (CDR) IS A NOT-FOR-PROFIT, COMMUNITY-BASED ADVOCACY AND SERVICE ORGANIZATION FOR PEOPLE WITH ALL TYPES OF DISABILITIES. CDR USES A PEER MODEL WHERE PEOPLE WITH DISABILITIES SHOW OTHER PEOPLE WITH DISABILITIES HOW TO LIVE INDEPENDENTLY AND ADVOCATE FOR THEMSELVES. THE CENTER FOR DISABILITY RIGHTS, INC. IS AN UNIQUE FUSION OF ADVOCACY AND SUPPORTIVE SERVICES. SHE WORKS WITHIN THE DISABILITY JUSTICE MOVEMENT AND WITH AN INTENTIONAL STRATEGY TO END RACISM AND SYSTEMS OF OPPRESSION. THANK YOU SO MUCH, DARA, FOR BEING HERE TONIGHT. AND THE SPACE IS YOURS NOW. THANK YOU.

>> DARA BALDWIN: THANK YOU, THANK YOU, SO MUCH. PEACE AND BLESSINGS EVERYONE. I ALWAYS START WITH THAT. WONDERFUL TO BE HERE WITH ALL OF YOU. AS I SAID MY NAME IS DARA BALDWIN, DIRECTOR OF NATIONAL POLICY FOR THE CENTER FOR DISABILITY RIGHTS. AND THIS IS MY WALL AT HOME. IN D.C. SO I JUST WANT YOU ALL TO SEE, THESE ARE ALL OF THE THINGS. I WANTED YOU TO SEE D.C. STATEHOOD, D.C. STATEHOOD, I HAVE TO SAY THAT ON EVERY CALL I AM ON. OR I GET IN TROUBLE. NO, I AM ONLY

KIDDING. JUST MY THING THAT I WANT TO PUSH OUT THERE. SO,
THANK YOU ALL FOR BEING HERE TONIGHT. I KNOW IT IS HUMP DAY
AS THEY CALL IT. AND IT'S BEAUTIFUL OUTSIDE. AND YOU COULD
BE OUTSIDE, BUT YOU ARE HERE WITH US. SO, FIRST, IF NO ONE
HAS SAID THIS TO YOU, I WILL SAY THIS TO YOU, THANK YOU FOR
WHAT YOU DO EVERY DAY IN THE WORLD. YOU DO MAKE A
DIFFERENCE. AND SO, I AM GLAD TO SPEAK TO YOU TONIGHT.
THANK YOU FOR THAT WONDERFUL INTRODUCTION. AND, AND, AND,
PLEASE KNOW THAT I AM HAPPY TO BE WITH YOU ALL TONIGHT HERE
AND TALKING. SO, THIS IS, A POWERPOINT I AM GOING TO BE
USING WHILE I AM SPEAK. I WILL BE SENDING IT SO YOU CAN
HAVE IT. YOU KNOW, AND, THE INFORMATION ON HERE IS YOURS,
SO PLEASE KNOW. I WILL ALSO BE SPEAKING ABOUT A LOT OF
RESOURCES AT THE END OF THE POWERPOINT. THERE ARE, I THINK
THREE SLIDES NOW. WITH THE, WITH THE -- CONNECTIONS TO
THOSE RESOURCES. A COUPLE OF BOOKS. LINKS TO MOVIES, THINGS
LIKE THAT. PLEASE KNOW THAT. THIS IS JUST ABOUT ME. WHICH I
DON'T EVEN LIKE TO TALK ABOUT. BUT THERE YOU GO. BEFORE I
START, I ALWAYS BRING UP, THIS QUOTE, IT IS SOMETHING THAT
CAME TO ME FROM -- I DO -- TRANSFORMATIVE JUSTICE REFORM
WHAT WE CALL IT NOW, NOT CRIMINAL JUSTICE REFORM. A YOUNG
MAN THAT I KNOW WHO SERVED 23 YEARS IN PRISON, AND HE

SERVED, 16 OF THEM IN A MAX PRISON SYSTEM IN OKLAHOMA. WHICH IS SIX FEET UNDER. 22 HOURS A DAY IN THE CELL. AND, SOMEONE GAVE HIM THIS QUOTE. THAT THIS REALLY GOT HIM THROUGH. AND HE, YOU KNOW, HE GAVE IT TO ME. AND SO I ALWAYS USE IT, IT IS FROM STEVE JOBS WHO TALKS ABOUT PEOPLE WHO CONSTANTLY TRY TO TAKE A SQUARE PEG AND PUT IT IN A ROUND HOLE. RIGHT, THAT'S WHY, YOU KNOW HIS GENIUS AND WHAT HE WAS. BUT HE, USED THE WORD CRAZY, WE DON'T USE THAT WORD. SO I GOT A DICTIONARY AND WE USE EXTREMELY ENTHUSIASTIC. THAT IS WHAT HAPPENS WITH DISABLED FOLKS. WITH THE DISABILITY COMMUNITY. IS THAT PEOPLE KEEP TRYING TO MAKE THEM FIT INTO THIS WORLD WHEN THAT IS NOT HOW IT WORKS FOR THE COMMUNITY. SO, I JUST WANT, I USE THIS QUOTE IN -- SO PEOPLE KIND OF UNDERSTAND WHAT-TUSH WHERE WE ARE COMING FROM. THIS IS OUR OUTLINE FOR TONIGHT. I WILL DO A LITTLE, OVERVIEW OF FEDERAL LAWS. KIND OF OVERVIEW OF THE HISTORY AND AVENUES OF HOW THE WORK IS DONE. TALK ABOUT EQUITY, INTERSECTIONALITY, HOW DISABILITY JUSTICE CAME TO BE, LITTLE BIT OF ETIQUETTE LANGUAGE, AND, I HAVE TO TALK ABOUT, INDEPENDENT LIVING, CILS, CENTER FOR DISABILITY RIGHTS IS A CIL, CENTER FOR INDEPENDENT LIVING. THOSE ARE NONRESIDENTIAL CENTERS WHERE PEOPLE JUST GO FOR SERVICES.

AND SPEAK OF SERVICES, I WANT TO SAY THANK YOU AGAIN TO DON, OUR CAPTIONER. SO, SOME TAKEAWAYS FROM THIS, IF YOU DON'T TAKE ANYTHING ELSE AWAY FROM THIS, REALLY NUMBER ONE, THERE IS NOTHING WRONG WITH HAVING A DISABILITY OR WITH PEOPLE WITH DISABILITIES. AND I WILL TALK ABOUT MORE ABOUT THAT LATER. NUMBER TWO, THAT ALL SYSTEMS CREATED IN THE UNITED STATES, BASICALLY THE WORLD ARE BASED ON RACISM. AND NUMBER THREE, THE WORK I DO IS CENTERED ON BLACK INDIGENOUS PEOPLE OF COLOR WITH AN INTENTIONAL STRATEGY TO DISMANTLE RACISM AND SYSTEMS OF OPPRESSION. I GET A LOT OF KICKBACK FROM THIS. ONE WOMAN ASKED ME, BEFORE SHE WAS, I THOUGHT YOU WORKED FOR DISABLED PEOPLE. BLACK INDIGENOUS PEOPLE OF COLOR ARE DISABLED PEOPLE, JUST SO YOU GUYS KNOW. JUST WANT TO SAY THAT. I'M LIKE, OKAY. BUT ANY WAY, SO THIS IS -- KIND OF A - CONGLOMERATION OF THINGS WE WORK ON. RIGHT. IT ALWAYS INCLUDES -- INCLUSION, TRY TO WORK ON JUSTICE, WE WORK FROM EQUITY, WHICH FAIR, AND IMPARTIAL, WE TRY TO WORK ON, DIVERSITY, REGIONALISM, COLLABORATION, SO, I PUT THIS TOGETHER. TO DISCUSS THAT. THESE ARE SOME OF THE ISSUE AREAS I WORK ON. I WORK ON 12 ISSUE AREAS ON THE FEDERAL LEVEL. SOME TIMES MORE, LIKE RIGHT NOW WORKING ON MORE BECAUSE -- BECAUSE OF THE BBB, AND ALL OF THE THINGS GOING

ON THERE. BUT, THIS IS KIND OF WHAT I WORK ON. ALSO, IF YOU HAVE ANY QUESTIONS, PLEASE JUST THROW THEM -- SORRY, THIS IS, I DON'T WANT TO JUST TALK AT YOU GUYS. BUT PUT THEM IN THE CHAT BOX. I WILL, YOU KNOW, YOU KNOW I WILL EITHER ANSWER IT OR, SAY, PARKING LOT IT, I WILL TALK ABOUT THAT LATER. SO DISABILITY RIGHTS AND LAWS. WHAT A LOT OF PEOPLE DON'T UNDERSTAND AND KNOW IS THAT -- THERE WAS A PROCESS BEFORE YOU GOT TO THE ADA. THE AMERICANS WITH DISABILITIES ACT. MOST PEOPLE KNOW THE ADA, AMERICANS WITH DISABILITIES ACT. BUT MOST PEOPLE, YOU KNOW THEY THINK THINGS JUST HAPPENED. I'M TRYING TO LOOK AT THE TIME HERE. OKAY, GOOD. THAT'S NOT TRUE. ALSO, THE ADA IS NOT ABOUT DOORS AND RAMPS, PER SAY. THAT'S A PART OF IT. PEOPLE LIKE MAKING THINGS ACCESSIBLE. THE ADA IS ABOUT COMMUNITY INTEGRATION I WILL TALK ABOUT THAT IN A COUPLE SLIDES. BUT LET'S TALK ABOUT BEFORE, THE ADA. THE LAW THAT TALKED ABOUT MAKING DOORS AND RAMPS AND CURB CUTS ACCESSIBLE IS ARCHITECTURE BARRIER ACT OF 1968. NOW, PEOPLE SAY, OH, I DIDN'T KNOW THIS. WHY DID THIS HAPPEN. WELL, YOU KNOW, YOU CAN IMPLEMENT, YOU CAN PASS A LAW, IMPLEMENTING IS TWO DIFFERENT THINGS. THEN YOU HAVE THE REHAB ACT OF 1974. AND YOU WILL HEAR PEOPLE SAY, OH, THEY'RE VIOLATING SECTION

504, THIS IS WHERE IT COMES FROM. THIS IS THE REHAB ACT, SECTION 504. AND SO WHAT IT SAYS IS THAT ANY AGENCY RECEIVING FEDERAL FUND HAS TO GIVE A CIVIL RIGHT TO SOME ONE WITH A DISABILITY. THE WAY I EXPLAIN IT IS, IMAGINE A UNIVERSITY HAS CREATED DOORS AND RAMPS, WHICH THAT WAS NOT HAPPENING, LET'S JUST IMAGINE, AND, A STUDENT CAME WITH A WHEELCHAIR. AND GOT INTO THE CLASSROOM. BUT, THE PROFESSOR LOOKED AND SAID, I'M NOT TEACHING ANYONE WHO LOOKS LIKE YOU, WHICH COULD HAPPEN. WHICH, RIGHT? THE TEACHER COULD SAY THAT, WHY, BECAUSE THEY DIDN'T HAVE A CIVIL OR HUMAN RIGHT. THEN, IN 1974, SECTION 504 SAID, OH YOU ARE RECEIVING FEDERAL FUND. THERE IS NOT A UNIVERSITY IN THE COUNTRY THAT DOESN'T RECEIVE FEDERAL FUND. WHETHER IT BE FOR IF THEY TAKE FROM THE USDA, FOOD, PROGRAM, FEEDING THE STUDENTS. RESEARCH, RIGHT, SOME WHERE, THE MOMENT YOU TOOK FEDERAL FUND, YOU HAD TO FOLLOW THE REHAB ACT. SO NOW THE STUDENT GOES BECOME TO THE UNIVERSITY, ROLLS INTO THE CLASSROOM, AND THE PROFESSOR CAN'T SAY THAT. CAN'T SAY, YOU CAN'T COME IN HERE. BECAUSE THEY HAVE A CIVIL RIGHT UNDER SECTION 504. THE STUDENT AND THEIR FRIEND, LEAVE SCHOOL, AND GO ACROSS THE STREET, TO TRY TO GET INTO THE WENDY'S OR OLIVE GARDEN OR WHATEVER, TO HAVE DINNER, IT IS NOT

ACCESSIBLE. THAT OLIVE GARDEN, THAT PRIVATE ENTITY IS NOT RECEIVING FEDERAL FUND AND THAT OWNER COULD SAY WE ARE NOT SERVING, DON'T SERVE PEOPLE LOOK THAT IN THE REST RAIN. THAT DID HAPPEN. THAT STILL HAPPENS TO OUR PEOPLE IN THIS COUNTRY. IN 2021. AND SO --

THAT OWNER HAD THE RIGHT TO SAY THAT BECAUSE, THEY HAD NO CIVIL RIGHT. THERE STILL WAS NO ADA IN 1974. SO, THEN YOU ALSO HAVE THE AIR CARRIER ACCESS ACT. OF 1986. LOT OF PEOPLE DON'T KNOW ABOUT THIS. SENATOR DOLE, REMEMBER SENATOR DOLE, HE CREATED THIS

HE GOT ANGRY WHEN HE HAD A HARD TIME ON A FLIGHT ONE DAY. LITERALLY, FIVE PARAGRAPHS GO READ IT. BUT BECAUSE THERE IS NO PRIVATE RIGHT OF ACTION IN THE LAW IT REALLY DOESN'T MEAN ANYTHING. BUT WHAT THIS SAYS IS THAT -- THE ADA, GOES FROM, THE CURB OF THE AIRPORT TO THE GATE OF THE AIRLINE, OF THE RIGHT, LIKE WHEN YOU ARE WALKING IN THE GATE. THE AIR CARRIER ACCESS ACT TAKES YOU FROM THE GATE INTO THE PLANE. WHICH WE ALL KNOW, IF YOU, FLOWN, PANDEMIC, BEFORE PANDEMIC, THERE ARE VERY FEW AIRLINES, AIRPLANES IN THIS COUNTRY THAT ARE ACCESSIBLE, STILL. NO BATHROOMS ARE ACCESSIBLE. YOU CAN'T SEE ME, I AM A PLUS-SIDES BLACK WOMAN, I CAN BARELY FIT IN THE BATHROOMS, THERE IS NO WAY

THAT OUR PEOPLE COULD GET IN AND TURN, 360 AND ALL THOSE KINDS OF THINGS. IT JUST IS NOT HAPPENING. WE STILL WORK ON THE AIR CARRIER ACCESS ACT. LET'S GET TO THE ADA. IN 1990, THE 1990 PASSED, PASSED JULY 26th. 1990. IT WILL BE 31 YEARS OLD. THE NEXT JULY, 2022. WHAT THIS DID WAS SAY, OH, NOW YOU HAVE A CIVIL RIGHT. I SAY THEY, BECAUSE I AM NOT A PERSON WITH A DISABILITY. BUT THEY, CONSIDER ME PART OF THE FAMILY BECAUSE OOH HAVE BEEN DOING THIS WORK FOR SO LONG. BUT ANY WAY, SO, NOW YOU HAVE A CIVIL RIGHTS. BACK TO THAT -- THE, THE -- EXAMPLE. STUDENT GOES IN THE CLASS. TEACHES, STUDENTS WANTS TO GO ACROSS THE STREET TO OLIVE GARDEN. NOW OLIVE GUARD IN HAS TO BE ACCESSIBLE. YOU HAVE WAYS OF WHICH YOU CAN -- GO AFTER A RESTAURANT OR SOMETHING, ENTITY TO BE ACCESSIBLE. JUST SO YOU KNOW, WE TRY NOT TO SUE ENTITIES, WE TRY TO HELP THEM OUT. SAY, HOW CAN WE MAKE YOU ACCESSIBLE. THEN, THE ADA, BECAUSE IT WAS 1989, 1990 WHEN THIS IS KIND OF PASSING, PEOPLE REMEMBER, LIKE -- UNFORTUNATELY YOU HAD RACIST GENTLEMEN IN CONGRESS, STILL DO, BUT OKAY, STROM THURMAN, AND JESSE HELMS, HL -- DON, I HOPE YOU KNOW WHO THOSE ARE, WHO SAID, YEAH, ABSOLUTELY, AND IN NO WAY ARE WE GOING TO INCLUDE, HIV, AIDS, OR ANY OF THE DISEASES IN THIS BILL. AND SO -- YOU

KNOW, COMPROMISE TO ADA PASSED WITHOUT THAT. THEY, IT ALSO PASSED SO A LOT OF PEOPLE DON'T KNOW THIS, A LOT OF THE -- RIGHT-WING CONSERVATIVE CHRISTIAN ORGANIZATIONS ASKED, SORRY, DEMANDED, THAT THEY BE EXCLUDED FROM THE ADA. SO, FAITH-BASED ORGANIZATIONS, ARE EXCLUDED FROM THE ADA. AS WELL AS THE FEDERAL GOVERNMENT ASKED TO BE EXCLUDED FROM THE ADA. WHICH, PLEASE, IT IS QUITE INTERESTING. AND PEOPLE FIGHT ME, ARGUE WITH ME ON THAT. I SAY, REALLY, IF YOU GO TO A FEDERAL BUILDING MOST OF THEM ARE NOT ACCESSIBLE. SPECIFICALLY THE UNITED STATES CONGRESS. IT IS STILL NOT ACCESSIBLE TO OUR PEOPLE. PARENTS WILL HAVE A CHILD WITH A DISABILITY THAT WILL WANT TO PUT THE CHILD IN THE NURSERY IN THE CHURCH. THAT CHURCH DENIES TAKING THAT CHILD. THEY CAN DO THAT. BECAUSE THE FAITH-BASED ORGANIZATION IS EXEMPT. I SAY THE RIGHT-WING CHRISTIANS. YOU WILL SEE A LOT OF BLACK CHURCHES, A LOT OF SYNAGOGUES, A LOT OF MOSQUES, THEY DENT DO THAT. THEY TAKE THE CHILDREN -- THEY DENT DO THAT. AND THEY TAKE THE CHILDREN IN. AND SORRY, THOSE ORGANIZATIONS WHO DO THAT -- ARE GOING ABOVE AND BEYOND THE LAW. THERE IS NOTHING THAT SAYS YOU CANNOT GO ABOVE AND BEYOND THE LAW. THAT'S WHAT THEY DO. JUST SO YOU KNOW THAT. THERE ARE FIVE TITLES TO

THE ADA. AND, THE ONE WE USE MOST IS TITLE II, WHICH IS FOR PUBLIC ENTITIES. SO, SORRY, GOING, GOING BACK IN 2008, AFTER SO MANY -- LAWSUITS AND, COUPLE OF CASES -- THE SUPREME COURT SAID, CONGRESS, -UP NEED TO FIX THIS DEFINITION OF DISABILITY. IN 2008, WE REOPENED THE ADA WHICH IS, WE REALLY TRIED NOT TO OPEN CIVIL RIGHTS AND CHANGE THEM. AND WE WILL DO NOT DO THAT IN ANY OF THESE CONGRESSES. BUT ANY WAY, IT'S, THAT WAS A HEAVY LIFT TO DO. AND WE CHANGED THE DEFINITION OF DISABILITY. SO, BASIC DEFINITION IS ANYTHING THAT HINDERS YOUR EVERYDAY LIFE. AND SO THEREFORE, HIV, AIDS WAS ADDED BACK IN, IN ALL OF THOSE EPISODIC DISABILITIES. AND IN EPISODIC MEANS, I DON'T KNOW, PEOPLE CAN HAVE HIV, BUT NOT HAVE FULL BLOWN AIDS. OR, YOU COULD HAVE MS, BUT, YOU HAVE BEEN DIAGNOSED WITH MS IT HASN'T AFFECT YOU'D AT ALL. I KNOW PEOPLE WATCH THE WEST WING, HOW A LOT OF PEOPLE UNDERSTAND IT. THE PRESIDENT HAD MS. PEOPLE DIDN'T KNOW. LATER IN THE SHOW SHOWILY LOST HIS, POWER TO WALK, ALL OF THAT KIND OF STUFF. SO HE WAS IN EPISODE. WHEN YOU ARE IN EPISODE IS WHEN PEOPLE HAD TO USE ADA, HE COULD USE THE ADA WHEN HE WASN'T IN EPISODE. PEOPLE WHO HAVE CANCER, YOU ARE NEVER CURED FROM CANCER. IT GOES INTO REMISSION. WHEN PEOPLE, ARGUE WITH ME ABOUT THAT. THEN

YOU WANT TO USE ADA, SO YOU CAN, LIVE A BETTER LIFE AT
WORK. RIGHT. YOU NEED FOR IF YOU WANT TO WORK FOUR DAYS A
WEEK THAT IS REASONABLE ACCOMMODATION. THAT IS TITLE I OF
THE ADA, EMPLOYMENT. I SAY THIS SO YOU HOW WHAT THESE
THINGS MEAN. THE CIVIL RIGHTS ACT -- OF 1964, DID NOT
INCLUDE DISABILITY. IT DIDN'T INCLUDE AGE. DIDN'T INCLUDE
PREGNANCY. THEY DID AGE FIRST. THEN THEY DID PREGNANCY.
THEN THEY DID DISABILITIES. THE NEXT ONE TO COME ARE, THE
LGBTQ COMMUNITY, RIGHT FOR THEIR, EQUALITY ACT. THEIR LAW
TRYING TO GET PASSED. AND THE DALIT COMMUNITY. APARTHEID,
WHO ELSE WE TRY TO HELP OUT. AND I WILL SAY THIS THE PUBLIC
ACCOMMODATION LANGUAGE IN THE ADA IS ONE OF THE STRONGER,
PUBLIC ACOME ADDITION LANGUAGES IN MOST CIVIL RIGHTS.
THAT'S WHAT HAPPENS. THE, THE PEOPLE WHO WORKED ON THE 64
CIVIL RIGHTS ACT, WE DIDN'T GET IT RIGHT. ADD THIS LANGUAGE
TO IT. IN FACT, IN THE EQUALITY ACT THEY LITERALLY COPE AND
PASTE IT, THE, THE PUBLIC ACCOMMODATION LANGUAGE IN THE
ADA, SO YOU KNOW THAT. SO, AGAIN, TO THE HISTORY, WHY
IS -- WHY TO I PUSH FORWARD THAT THE PREMISE OF THE ADA IS
COMMUNITY INTEGRATION. IN 1865, WE, IN THIS COUNTRY, SAN
FRANCISCO, THE FIRST CITY TO CREATE WHAT IS CALLED THE UGLY
LAWS. IF YOU HEARD OF THE UGLY LAWS CAN YOU PUT IT IN THE

CHAT BOX. YEAH, MOST PEOPLE HAVE NOT HEARD OF UGLY LAWS. SORRY, WHY WERE FEDERAL GOVERNMENT AND FAITH BASED AGENCIES ALLOWED TO BE EXEMPT? ANNIE, JUST TO ANSWER YOUR QUESTION, CALLED POLITICS. THE REASON THEY WERE ALLOWED TO BE EXEMPT, THE FEDERAL GOVERNMENT, AND THE -- THE RELIGIOUS, FAITH BASED ENTITIES, POLITICS. THAT'S WHAT HAPPENED TRYING TO GET A BILL PASSED, COMPROMISE IS THAT WAS PUT FORWARD. YOU HAVE TO REMEMBER WHO WAS IN CONGRESS IN THE '80S. LOOK AT THAT LIST OF PEOPLE. AND, AND, THEY WON. AND SO THEY SAID, OKAY, YOU ARE EXEMPT. YOU EITHER TAKE THE COMPROMISE OR, FALL, THE BILL DOESN'T PASS. JUST SO YOU KNOW THAT WAS THE EIGHTH TIME THAT THEY GOT SO CLOSE TO ALMOST PASSING THE ADA. RIGHT, IT PASSED IN THE HOUSE. IT DIDN'T PASS IN THE SENATE. PASSED IN THE SENATE. DIDN'T PASS IN THE HOUSE. AND IT WENT BACK AND FORTH. THEY WERE LOOK WE WANT THIS PASSED. SO SENATOR HARKIN, TOM HARKIN SAID, WE ARE PASSING IT. WITH THESE -- CONTINGENCIES. SO, 1865, CREATED UGLY LAWS IN SAN FRANCISCO, WHICH BASICALLY SAID IF YOU HAVE A DISABILITY YOU CAN'T BE IN PUBLIC SPACES. WHICH MEANT THAT THOSE PEOPLE COULD NOT GO TO SCHOOL, COULD NOT BE IN A PARK, COULD NOT PARTICIPATE IN CARNIVAL, PARADE, ANY OF THOSE THINGS. YOU HAD TO BE -- OUT OF THE PUBLIC EYE. THEY DID

NOT WANT THAT. THOSE UGLY LAWS WENT AROUND THE WORLD, SO YOU KNOW, AND ACTUALLY ARE STILL IN EXISTENCE ON THREE CONTINENTS IN THIS WORLD. AND IN SEVERAL COUNTRIES. RUSSIA BEING ONE OF THEM. MOST OF THEM EASTERN EUROPEAN COUNTRIES, UNFORTUNATELY, MOST OF AFRICA, SAD TO SAY. SO, YOU STILL HAVE THESE LAWS. THEN WHAT HAPPENED --

FDR WITH HIS RACIST AND ABLEIST SELF AND NOBODY WANTS TO ADMIT, BUT, RIGHT, HE CREATED RED LINING AND ALL KINDS OF RACIST LAWS, WHEN PEOPLE ARE LIKE, HE WAS A SOCIAL, SOCIAL PERSON, HE CREATED THESE SOCIAL LAWS, THEY WERE NOT FOR ALL PEOPLE. LET'S BE REAL. AND ALSO OFFENSIVE THAT THAT, THAT CLIMATE CHANGE PEOPLE USE THE NEW DEAL AS A FOUNDATION OF THEIR WORK IN CLIMATE CHANGE. AND, US ENVIRONMENTAL JUSTICE FOLKS TELL THEM, THIS IS SOME RACIST STUFF, NOT FOLLOWING IT. THAT'S WHY MOST OF US DO NOT SUPPORT THE NEW DEALS, GREEN NEW WORLD OVER THERE AT, A BUNCH OF US PUSH BACK ON, BUT ANY WAY, SO WHAT HE DID WAS, HE, HE SAID OKAY, INSTEAD OF SAYING, DISABLED FOLKS NEED TO BE IN THE HOUSE, OR KEEP IN YOUR HOME, LET'S INSTITUTIONALIZE THEM. IT IS THROUGH THE NEW DEAL THAT YOU WILL SEE THE INSTITUTIONALIZATION OF DISABLED FOLKS. THAT STARTED IN, RIGHT EARLY 1930s. AND SO THEY STARTED PUTTING THEM IN INSTITUTIONS. THEY ALSO

STARTED SEEING --

ABOUT, 20 YEARS LATER, EARLY 50S, THE ABUSE OF THESE PEOPLE WHEN THEY WERE IN THOSE INSTITUTIONS. AND IT TOOK ANOTHER, ALMOST, 30 YEARS, 1976, WHEN GERALDO RIVIERA DID FIRST INVESTIGATIVE REPORTING THE FIRST TIME SOME ONE USED A PEN CAMERA AND THE FIRST WHISTLE BLOWER, PUBLIC WHISTLE BLOWER WE KNOW OF. WHO WAS A DOCTOR WHO WENT INSIDE, WILL LOWBROOK, HERE IN NEW YORK, IN NEW YORK, AND SHOWED THE VIDEOS OF HOW THE PEOPLE WERE IN THE DARK. THEY WERE NAKED. THEY USED TO THROW THEM FOOD ON THE FLOOR, ONCE OR TWICE A WEEK. THEY DID NOT EDUCATE THEM. THEY USED TO TACK A HOSE AND SPRAY THEM DOWN. THAT WAS CLEANING THEM. AND THIS IS JUST ONE ENTITY IN NEW YORK. THERE WERE SEVERAL IN NEW YORK. AND AROUND THE COUNTRY. AND, THEN, SENATOR JACOB JAVITZ, JAVITZ CENTER, NEW YORK, BACK THEN, REPUBLICAN, REPUBLICANS AND DEMOCRATS WERE TOGETHER, CREATED, PROTECTION ADVOCACY, CIVIL RIGHTS LAWYERS FOR DISABLED FOLKS, STARTED GIVING THESE PEOPLE THE CARE THEY NEEDED IN THE FACILITIES. BUT THEN HERE WE ARE, 27, 25 YEARS LATER, ALMOST, TO 1990, TO SAY, NO, WE WANT THESE PEOPLE OUT OF THESE INSTITUTIONS. THE PREMISE OF THAT UGLY LAW NEEDS TO GO AWAY. DISABLED PEOPLE BELONG IN THE PUBLIC. AND THAT'S

HOW WE SEE IT. THAT'S COMMUNITY INTEGRATION. IT IS THE FACT THAT, YOUR CIVIL RIGHTS LAWS DON'T INCLUDE DISABLED FOLKS. SO THAT'S HOW YOU CAME TO THE ADA. THESE ARE THE TITLES THAT ARE ADA. I AM NOT GOING TO GO THROUGH THEM, IT'S TECHNICAL. BUT, YOU WILL SEE, AT THE BOTTOM, LAST BIT IF YOU GO TO, TO THAT WEBSITE. THERE IS A PROGRAM WHERE YOU CAN READ TITLE 1. AND THEN TAKE A TEST ON IT. IT IS FREE. BECAUSE IT IS THROUGH THE GOVERNMENT. IT IS ALSO A GOOD WAY TO LEARN THE ADA. ADA IS VERY, ONE OF THE MOST SIMPLE LAWS TO LEARN. I DO THIS WORK, SO SORRY, IF I SAY THAT. BUT, IT IS, ONE OF THE EASIEST TO LEARN. AND THEN YOU TAKE, YOU READ TITLE II AND LEARN IT. WE MAKE OUR, IF YOU WANT TO BE AN ADVOCATE IN OUR GROUP. WE MAKE THEM READ THAT. AND TAKE THE TEST. YOU KNOW, WE HOPE THAT THEY SCORE 80 OR ABOVE. MOST PEOPLE DO. BECAUSE --

YOU CAN'T FIGHT FOR A LAW YOU DON'T UNDERSTAND. MANY PEOPLE WHO DO THIS WORK ARE USING THEIR EMOTIONS, A LOT OF TIMES I HAVE TO TELL DISABLED FOLKS, MM, THAT'S NOT WHAT THE ADA SAYS. AND SAY, READ, AND INSTEAD OF USING ACTUAL, THE RIGHT LANGUAGE AND WHAT IT SAYS. THAT'S, THAT'S -- SORRY, THAT'S, WHAT THAT IS. SO, DISABILITY RIGHTS HAS A FASCINATING HISTORY. IT REALLY DOES. BUT IT LACKS HISTORY. LACKS

DIVERSITY. THEY DO NOT TALK ABOUT, BLACK AND BROWN FOLKS, BLACK INDIGENOUS PEOPLE OF COLOR IN ANY WAY, SHAPE, FORM. AND I SPEAK FROM EXPERIENCE, I HAVE BEEN AROUND THE COMMUNITY, FOR OVER 12 YEARS NOW. AND AS YOU CAN TELL, I AM FASCINATED WITH HISTORY. I READ HISTORY AND EVERYTHING. WHEN YOU COME INTO THE COMMUNITY, THEY GIVE YOU A BOOK, CALLED, NO PITY, BY JOE SHAPIRO. AND IT IS A REALLY GOOD BOOK TO READ. I LOVE JOE. HE IS A -- NATIONAL REPORTER FOR NPR, HE HAS A SISTER WITH A DISABILITY WHO WE ALL KNOW, THAT'S WHY HE IS -- YOU KNOW PART OF THE COMMUNITY. BUT HIS BOOK, ONLY, HE TALKS ABOUT THE ADA WAS SET UP. NO PITY, THEY DON'T WANT PEOPLE TO PITY THEM. WE HAVE A T-SHIRT YOU CAN BUY, SAYS, PISS ON PITY, THAT'S WHAT THEY SAY. RIGHT, AND IT'S LIKE THEY DENT WANT PITY. HE EXPLAINS THAT. HE ALSO TALKS ABOUT THE CHAMPIONS OF THE ADA THEY'RE ALL WHITE. AND HE AND I HAVE HAD THIS CONVERSATION, I SAID THERE WERE NO BLACK PEOPLE. WAIT, I DON'T UNDERSTAND, ARE YOU KIDDING ME. AND THEN LATER, I STARTED MEETING BLACK PEOPLE IF YOU LOOK AT THEIR PICTURES THERE ARE BLACK PEOPLE THERE, BLACK PEOPLE AT THE MEETINGS AND EVERYTHING. SO THIS IS WHAT WE STARTED TO ARGUMENTS WITH DISABILITY RIGHT, YOU ERASED BLACK PEOPLE, YOU ACT LIKE THEY DON'T EXIST. EVEN

THAT MOVIE, CRIP CAMP. PEOPLE LOVE IT ON NETFLIX, IT IS RACIST, ALL ABOUT, WHITE FOLKS, JUDY HEUMANN, I FIND IS A RACIST, SHE AND I HAVE HAD CONVERSATIONS ALL THE TIME JUDY TALKS, PICTURES OF HER WITH A GENTLEMAN NEXT TO HER, A BLACK MAN WHO HAS A CANE SOME TIMES IN SOME PICTURES, SOME TIMES HE HAS HIS, HIS, GERMAN SHEPARD. JUDY NEVER ONES TALKS ABOUT HIM. I HAD TO FIND OUT FROM OTHER PEOPLE WHO IS THIS GUY, DON GALLOWAY. WHO IS VERY INSTRUMENTAL IN WHAT THEY DID AROUND THE FIGHT, IN, IN REHAB ACT, 504, GETTING IT PASSED. NO ONE TALKS ABOUT HIM. HE HAD THE CONNECTION TO THE BLACK CIVIL RIGHTS COMMUNITY. BLACK PANTHERS CAME AND HELPED THEM OUT. IN MANY INSTANCES, SHOWED THEM HOW TO CHAIN THEMSELVES TO EACH OTHER. THEY DON'T DISCUSS THIS AT ALL. SO A LOT OF -- YOUNG, BLACK INDIGENOUS PEOPLE OF COLOR, DISABLED PEOPLE, QUEER PEOPLE, GOT TOGETHER, AND WE CREATED WHAT IS CALLED THE LEAD ON NETWORK. GOOGLE IT NOW. WHEN YOU GO TO THE WEBSITE. WE STARTED COLLECTING STORIES ABOUT BLACK AND BROWN AND INDIGENOUS FOLKS WHO HELPED OUT WITH THE ADA. WHO CONTINUE TO HELP OUT WITH THIS DISABILITY FIGHT. BUT IN EVERYTHING YOU READ, EVERY BOOK YOU READ ABOUT DISABILITY THEY ARE NOT THERE. RIGHT NOW WE HAVE A COUPLE BOOKS IN THE PIPELINE THAT PEOPLE ARE WRITING. AND

SOME MOVIES. EVERY DOCUMENTARY YOU SEE, IS WHITE FOLKS,
WHITE FOLKS, WHITE FOLKS. INDIGENOUS COMMUNITY HAD A HUGE,
PART IN THE DISABILITY RIGHTS MOVEMENT. THEY DON'T TALK
ABOUT IT. AND THEY TELL US --

THAT, YOU KNOW --

WE DON'T NEED TO TALK ABOUT THAT. WHEN WE CALL THEM RACIST,
THEY TELL US, WE ARE NOT RACIST. I CAN'T BE RACIST, I AM
DISABLED, WHICH IS QUITE INTERESTING. ANY WAY, WHEN YOU
HAVE THE HARRIET TUBMAN, A LOT OF PEOPLE DON'T KNOW SHE HAD
A DISABILITY. THE HARRIET TUBMAN COLLECTIVE LARGE GROUP OF
YOUNG BLACK ACTIVISTS RUN THAT. THEN THE HASH TAG,
DISABILITY TOO WHITE. RIGHT AFTER OSCARTOOWHITE, STARTED
THE CONVERSATION IN THE COMMUNITY, HOW CAN WE MOVE AWAY. I
HAD ONLY BEEN DOING IT FOR LIKE, SIX, SEVEN YEARS, I WAS
TIRED OF IT. BUT THERE WERE PEOPLE WHO HAVE BEEN TALKING TO
THE DISABILITY, COMMUNITY, 30, 40 YEARS, AND, THAT HASH
TAG, CALLED THEM OUT TO THE PUBLIC. THE FIRST TIME, RIGHT,
SOCIAL MEDIA, YOU KNEW THAT PEOPLE ON TWITTER ARE LIKE,
WHAT DO YOU MEAN? STARTED THINKING ABOUT IT YEAH, YOU ARE
RIGHT. WHEN I TALK TO PEOPLE ABOUT CRIP CAMP, YOU ARE
RIGHT, I DIDN'T SEE ANY BLACK PEOPLE. EXACTLY. WHAT IS
THAT? RIGHT? SO, ANY WAY, SO, THEN WE ALSO HAD,

UNFORTUNATELY, 2016, WE HAD, HORRIBLE RACIST COMMENTS
COMING THROUGH FACEBOOK, TWITTER, OUR LISTSERV ABOUT THE
RACE, THE TRUMP HILLARY CLINTON. WE HAD TO WRITE A
STATEMENT ON RACISM. THE BIAS IN DISABILITY COMMUNITY. SO
STARTED MORE MOVEMENT ABOUT, HOW WE WANT TO DO THIS
DIFFERENT. ANOTHER EXAMPLE OF THE RACIAL, BLACK PEOPLE IN
THE MOVEMENT, IS MANY OF YOU HAVE PROBABLY HEARD OF THE
OLMSTEAD CASE, HOW MANY OF YOU HAVE HEARD OF IT, OR
OLMSTEAD, IN THE CHAT BOX. WELL MOST PEOPLE HAVE HEARD OF
IT. THEY WILL SAY, YOU ARE VIOLATING OLMSTEAD OR THE CASES.
AGAIN, ME, HISTORY BUFF. I SAID WHAT IS THE OLMSTEAD CASE,
THAT WAS THE SUPREME COURT CASE, I AM NOT A LAWYER. I KNOW
HOW TO LOOK UP CASES. I SAID, LET ME GO FIND THIS CASE.
WHAT, WHAT IT SAYS IS THAT --
IT CONNECTED TITLE 2 OF THE ADA, TO, TO THE COMMUNITY, TO
THE PERSON. IF THE PERSON TELLS THE STATE, I WANT TO GO OUT
OF THIS INSTITUTION. I DO NOT WANT TO BE INSTITUTIONALIZED
THEN, THEN, BY LAW BECAUSE IT WAS TITLE II, ADA, CIVIL
RIGHTS PART OF IT. YOU HAVE TO LET THEM OUT. STATES DON'T
HAVE THE RESOURCES TO DO THAT. SO, MOST OF THE TIME, WHEN
PEOPLE TALK ABOUT SUPREME COURT CASES THEY TALK ABOUT, BOTH
SIDES. OF THE CASE. ROE VERSUS WADE, BROWN VERSUS THE BOARD

OF EDUCATION. NOT IN DISABILITY, THEY'RE LIKE, NO WE DON'T TALK ABOUT THE SIDE OF THE CASE. I SAID OKAY, I LOOKED IT UP. OLMSTEAD VERSUS LOIS CURTIS. THAT IS THE NAME OF THE CASE. WHY? LOIS CURTIS IS A BLACK WOMAN. VERY MUCH ALIVE. A GEORGIA PEACH, FROM GEORGIA. HER CASE WAS, RIGHT, SHE IS THE ONE WHO BROUGHT UP THE CASE AND SAID, REALLY, THERE ARE THREE, TWO OTHER WOMEN, SHE IS THE LEAD PERSON ON HERE. AND SHE IS THE LEAD NAME. RIGHT? AND, THEN, THEY PURPOSELY CHOOSE NOT TO SAY HER NAME. OVER AND OVER AGAIN. AND SO -- WHAT SHE SAID I WANT OUT OF THE INSTITUTION. SHE LIVED WITH HER COMMUNITY, FAMILY LITTLE BIT. WAS HAVING MENTAL HEALTH ISSUES, PROBLEMS, THEY INSTITUTIONALIZED HER BECAUSE OF HOW THE SYSTEM WAS SET UP IN GEORGIA. AND SHE WANTED OUT. IN 1995, THE SUPREME COURT SAID, YEAH, SHE SHOULD BE OUT. LOIS IS OUT, ARTIST, WONDERFUL HOME. WE BROUGHT HER UP TO MEET, PRESIDENT OBAMA. GO TO THE RESOURCES THERE IS A LINK TO SEE ABOUT LOIS AND HER LIFE. READ ABOUT HER. AND, AND, BUT THEY, PURPOSELY DO THAT. AND, I SAID, THE WHOLE CASE, I SAY THE WHOLE CASE, YOU ARE NOT GOING TO ERASE A BLACK WOMAN, BLACK DISABLED WOMAN AND WHAT SHE DID. SO, THEY'RE FINE WITH IT. LET ME SAY THIS, MR. OLMSTEAD, OLMSTEAD, TOM OLMSTEAD, THE WHITE MAN, DIRECTOR OF STATE DEPARTMENT OF

HEALTH AND HUMAN SERVICE WHOSE KEPT THEM INSTITUTIONALIZED. HE SAID NO, THEY NEED TO STAY IN THERE. SO YOU WOULD RATHER UPLIFT THE WHITE MAN, OLMSTEAD THAN THE BLACK WOMAN. THINGS MAKE YOU SAY, HMM, WE SAY TO THEM, UH, THIS IS RACIST? Y'ALL CAN'T BE DOING THIS. NO, NO, WE DON'T DO IT ON PURPOSE. AND OKAY. SO, TO THE NICE ABILITY WORK AND THIS IS BOTH DISABILITY JUSTICE AND REALLY, DISABILITY RIGHTS, WE DON'T DO ANY OF THIS. THERE ARE THREE AVENUES THAT PEOPLE DO THIS WORK. ONE IS, PATERNALISTIC. WOE IS WE AND WE HAVE TO TAKE CARE OF THEM. THEY CAN'T TAKE CARE OF THEMSELVES. THERE IS A GROUP CALLED, V VICTOR OR -- VOICES OF THE, R WORD WE DON'T USE ANY MORE, I AM NOT GOING TO SAY, MANY OF YOU SHOULD KNOW WHAT IT IS. YES THEY ARE STILL CALLED, JUST, JUST LITERALLY, JUST CHANGED THEIR NAME THIS YEAR. TO, VOICES OF RESOURCES. DON'T ASK ME WHY. AND HERE IS WHERE IT IS SO INTERESTING, WHEN PEOPLE ALWAYS WANT TO FIGHT FOR CIVIL RIGHTS FOR PEOPLE, OH, MY GOSH, THEY'LL FIGHT FOR EVERYBODY ELSE'S CIVIL RIGHTS. WONDERFUL FAMILY THAT, SORRY, FAMILY THAT PEOPLE THINK IS WONDERFUL. DAVID AXELROD IS A PROUD, PROUD, HE AND HIS WIFE ARE BOARD MEMBERS OF THE O RALPH. THEY HAVE A DAUGHTER WITH A DISABILITY. A LOT OF PEOPLE DON'T KNOW. THEY

INSTITUTIONALIZED HER. THEY DO NOT BELIEVE THAT DISABLED FOLKS CAN LIVE ON THEIR OWN. ALL DISABLED FOLKS CAN LIVE ON THEIR OWN. THEY ARE STILL AROUND. THEY'RE STILL A HEAD ABG TO US. THEY STILL CAUSE HARM FOR US. I JUST TELL PEOPLE, LET THEM ALL, THEY'RE GOING TO BE GONE SOON, JUST, LIKE, SOON THEY WILL BE GONE. I DON'T WANT TO BE BOTHERED BY THESE PEOPLE. THEN YOU HAVE WHAT IS CALLED CLINICAL. LET'S CURE THEM AND FIX THEM. THIS IS WHY WE HAVE AN ISSUE AND PROBLEM WITH THE PUBLIC HEALTH, RIGHT, MODEL. PUBLIC HEALTH MODEL IS RACIST AND ABLEIST. IT CAME OUT IN COVID. IF YOU DID NOT SEE, DID NOT HEAR, AROUND THE COUNTRY, WHAT THE PUBLIC HEALTH MODEL, DEFINITION OF HEALTHYEN THE PUBLIC HEALTH MODEL DOES NOT INCLUDE DISABILITY. RIGHT? YOU ARE NOT CONSIDERED HEALTHY. AND THAT'S WHY PUBLIC HEALTH PEOPLE OFFICIALS DON'T KNOW HOW TO DEAL OR WORK WITH DISABILITY COMMUNITY. AND WHEN IT CAME TO COVID AROUND THE COUNTRY WE HAVE 11 STATES DID THIS. THEY INVOKED WHAT IS CALLED TREATMENT RATIONING. NOW, IF PUBLIC HEALTH IS SUPPOSED TO BE BASED ON EQUITY, FAIR, IMPARTIAL, YOU NEVER KNOW WHAT TREATMENT RATIONING IS NEVER IN YOUR VOCABULARY OR CRITERIA HOW YOU PRESENT HEALTH CARRY TO PEOPLE. BUT THEY DO. WE HAD TO FIGHT IT. AND WE GOT -- ONE, TWO, THREE, AT LEAST SIX

LAWS THAT SAY YOU CAN'T DO THIS. TO PEOPLE. BUT THEY DID IT. AND WHAT HAPPENED WAS -- WE HAVE A LOT OF PEOPLE WHO LIVE ON OXYGEN EVERY DAY OF THEIR LIVE. THEY NEED OXYGEN. THEY ALWAYS DID. BUT WHEN STARRED TO BE AN OXYGEN SHORTAGE THEY LET OUR PEOPLE KNOW WHO GET OXYGEN. WE MAY NOT SEND YOU THIS OXYGEN. HOSPITAL NEED THE OXYGEN. BECAUSE THAT 19-YEAR-OLD YOUNG MAN WHO IS STRAPPING AND AN ATHLETE NEED TO LIVE MORE THAN YOU NEED TO LIVE. AND WE ARE GOING TO TREATMENT RATION YOU. WE DO NOT BELIEVE THAT YOU AS A DISABLED PERSON WILL LIVE LONG ENOUGH, OR, YOU ARE A BURDEN TO SOCIETY WE WOULD RATHER HAVE A YOUNG GUY OVER HERE, YOUNG WOMAN, WHATEVER, LIVE, LONGER THAN YOU. THIS IS ACTUALLY GOING ON RIGHT NOW IN IDAHO, OKLAHOMA, WHAT ARE YOU PEOPLE DOING OVER THERE? SO, WHEN -- WHEN MEDICAL EQUIPMENT STARTED DECREASING, THEY SAID WE ARE GOING TO TAKE IT AWAY FROM YOUR PEOPLE. THAT IS TREATMENT RATIONING. AND THAT IS HAPPENING IN THE PUBLIC HEALTH MODEL. PUBLIC HEALTH OFFICIALS KNOW ABOUT THIS. AND PUBLIC HEALTH STUDENTS ARE TAUGHT THIS. SO, ARE YOU REALLY EQUITABLE? I AM A MEMBER OF AMERICAN PUBLIC, PART OF THE PUBLIC HEALTH CREW. I WORKED IN PUBLIC HEALTH FOR MANY YEARS BEFORE COMING TO THIS. WE USED TO TALK ABOUT THIS. PEOPLE LOOKED

AT US, WHEN WE SAID Y'ALL RACIST. AND NOW COVID HAS SHOWN,
HEALTH CARE IN AMERICA IS RACIST. OKAY. SO, THAT'S
CLINICAL. THAT'S WHY WE HAVE A HARD TIME WORKING WITH A LOT
OF DOCTORS, AND NURSE GROUPS. UH-UH. SO, ALSO, IF YOU LOOK
AT, AUTISM SPEAKS, MIGHT HAVE HEARD OF THE BLUE PUZZLE.
THAT IS THE MOST OFFENSIVE THING I HAVE EVER SEEN IN MY
LIFE. AND THE REASON IT IS OFFENSIVE. THIS IS WHAT AUTISM
SPEAKS FEELS. THEY, NOW SUPPOSEDLY ARE MOVING AWAY FROM
THIS. BUT A VERY SLOW MOVEMENT. THEY DIDN'T GET RID OF THE
PUZZLE PIECE. WE WANT TO TP-BGS THEM. THEY HAVE AUTISM. AND
THEY NEED TO BE FIXED. NEED TO BE CURED. THEY WILL BE OKAY.
NOT THAT, I SAID TOO, ON THAT SLIDE, RIGHT, TRY TO TAKE THE
SQUARE PEG PUT ITEN THE ROUND HOLE IT IS NOT GOING IN. AND
WE DON'T LIKE THAT. WE WANT TO CHANGE THAT. INSTEAD OF, AS
I SAID, THE NUMBER ONE THING YOU COME OUT OF HERE NOTHING
WRONG WITH HAVING A DISABILITY. LET THEM LIVE THE LIVES
THEY NEED TO LIVE. WE NEED TO GIVE THEM THE SERVICES THEY
NEED. SO -- WHAT, WHY WE DON'T LIKE THE BLUE PUZZLE PIECE
IS THE REASON FOR THE PUZZLE PIECE IS, IT SAYS, IF YOU
LOOKED AT A JIGSAW PUZZLE, EVER DID ONE. HERE IS THE JIGSAW
PUZZLE. ALL PUT TOGETHER EXCEPT FOR THIS ONE PIECE. YOU
DON'T FIT IN HERE. THAT'S WHAT THE BLUE PUZZLE PIECE MEANS.

THAT'S RACIST, ABLEIST, AND THAT IS A WHOLE A LOT OF ISM STUFF, AND, TELL LGBTQ, THEY'RE A PUZZLE PIECE. YOU TELL DISABLED PEOPLE, YOU ARE A PUZZLE PIECE WHERE CAN WE FIT YOU IN THE BIGGER PIECE OF THE WORLD. THAT'S WHAT THAT MEANS, WE HAD CONVERSATIONS, AND, THE BOARD STARTING TO COME AROUND AND SEE IT. YOU ARE BEING VERY DISRESPECTFUL TO THE COMMUNITY. THAT'S DISENFRANCHISING THEM. THE THIRD AREA IS, THE CIVIL AND HUMAN RIGHTS AREA. THAT'S WHERE WE COME FROM. AND THE FACT THAT WE BELIEVE NO MATTER WHAT THE PERSON'S DISABILITY IS THEY CAN AND SHOULD LIVE IN A COMMUNITY IF THAT'S WHAT THEY WANT. AND, THE REASON WE SAY THAT IS BECAUSE -- ALL YOU NEED IS, SERVICES TO LIVE IN A COMMUNITY. EVERYBODY NEEDS SOMEKIND OF SUPPORT. I AM -- YOU KNOW, SINGLE PERSON, NO CHILDREN. IF I DON'T CALL MY FATHER EVERY DAY BY 6:00, TO TELL HIM I AM SAFE AND OKAY, HE IS CALLING THE POLICE. MY FATHER WAS A COP. YOU KNOW. HE IS LIKE WHERE IS MY DAUGHTER IS SHE ALL RIGHT. SO THAT'S, THAT SUPPORT, EVERYBODY HAS SOME TYPE OF SUPPORT. YOU ALL SAT HERE AND RUNG A BELL AND DID BREATHING BEFORE WE STARTED THIS, THAT IS SUPPORTING YOUR BODY AND YOUR MIND AND YOUR SOUL BEFORE YOU ENTER THE CONVERSATION. WE ALL HAVE SUPPORT. THAT'S HOW WE COME AT THIS. THAT'S WHAT WE

BELIEVE. I WAS TELLING YOU ABOUT, LEADON, THIS IS OUR LOGO. WHEN YOU GET THIS, YOU CLICK ON THIS. WILL BRING YOU RIGHT TO OUR WEBSITE. I WILL TALK ABOUT HOW WE MOVE TOWARDS, DISABILITY JUSTICE. BUT INTERSECTIONALITY -- IS PART OF OUR WORK. INTERSECTIONALITY IS PART OF THE WORK. IT CAME FROM, KIMBERLE CRENSHAW, IDENTIFIED IT IN AN ACADEMIC WAY. MY SORORITY SISTER, I AM DELTA. WE WORK CLOSE TOGETHER AROUND CRITICAL RACE THEORY. AND, I AM SURE YOU KNOW. WHEN I USED TO DO THIS LIVE, PEOPLE DIDN'T KNOW WHO KIMBERLE CRENSHAW WAS. THIS FIGHT AROUND CRITICAL RACE THEORY. AN AMAZING WOMAN, PROFESSOR AT TWO LAW SCHOOLS, UCLA, COLOMBIA, HERE IN NEW YORK, I COME AND TALK TO HER A LOT. BUT EXECUTIVE DIRECTOR OF AFRICAN-AMERICAN FORUM. THE TERM, INTERSECTIONALITY WAS USED IN BLACK FEMINISM FOR MANY, BELLE HOOK, YOU READ, A LOT OF, BLACK FEMINISTS WERE USING INTERSECTIONALITY IN LITERATURE, IN ALL KIND OF WORK BEFOREHAND. BUT IN AN ACADEMIC SECTION, ACADEMIC WAY IT WAS 1989 WHEN SHE DID THIS. IT WAS, AT HARVARD LAW SCHOOL. SHE HAD READ A CASE ABOUT -- GENERAL MOTORS. AND THE BLACK WOMEN AT GENERAL MOTORS, SUED GENERAL MOTORS THEY FOUND OUT THEY WERE BEING PAID LESS THAN THE BLACK MEN AT GENERAL, BLACK MEN HAD GONE TO COURT SAYING WE GET PAID LESS THAN

THE WHITE MEN. WHAT SHE WAS THE INTERSECTION OF, NOT, THAT WAS RACE FOR MEN, SHE SAW IT AS INTERSECTION OF RACE AND SEX AND GENDER. ALSO BEING THE HINDRANCE AND DISCRIMINATION AND MARGINALIZATION. WE BELIEVE THAT PEOPLE CAN LEAVE A MULTIMARGINALIZED LIFE. RIGHT. WE BELIEVE PEOPLE WITH DISABILITIES HAVE ALL PARTS OF LIFE, RACE, RELIGION, MULTIPLE SOCIAL ECONOMIC STATUSES, SEXUAL ORIENTATION, TWIN SPIRIT, THAT'S FROM INDIGENOUS COMMUNITY, THEY USE TWIN SPIRIT IF YOU DON'T KNOW ABOUT TWIN SPIRIT. LOOK IT UP. QUITE INTERESTING. THE WORK THAT WE ARE DOING HERE. INCARCERATED, FORMER INCARCERATED. IMMIGRANTS. REFUGEE. YOU NAME IT, THEY'RE IT, THEY ARE THIS. RIGHT. AND, I CAME UP WITH THE TERM, MULTIMARGINALLIZED. BECAUSE, IT IS FROM, MULTIPLE, THE WORD, NOT MULTIPLY, I DON'T KNOW WHY PEOPLE DO THAT, WE ARE NOT MULTIPLYING OUR MARGINALIZATIONS, IT IS MULTIPLE. DISCRIMINATIONS IN THIS COUNTRY. THERE IS AN AFRICAN-AMERICAN TRAN WOMAN WHO IS MUSLIM, REFUGEE, FORMERLY INCARCERATED HAS A DISABILITY. THAT'S WHO WE WANT TO HELP. THAT IS WHO WE HELP. WE TELL PEOPLE TO BRING THEIR FULL SELVES -- BRING THEIR FULL SELVES TO THIS FIGHT, CONVERSATION, TO WHATEVER IT IS THAT YOU WANT. SO, I AM ALSO LOOKING IN THE CHAT BOX. YOU GUYS ARE WELCOME. NO

PROBLEM. MAKING SURE THERE IS NO QUESTIONS. THE CONVERSATION AROUND EQUITY WHAT THIS WORD MEANS. I AM ALSO THE COCHAIR OF TRANSPORTATION EQUITY CAUCUS, WHICH YOU COULD LOOK UP, WE DO WORK AROUND EQUITY. IN TRANSPORTATION THEY HAVE FIVE Es, ENGINEERING, EDUCATION, ENCOURAGEMENT, I DON'T KNOW WHAT THAT, ENCOURAGEMENT, OKAY, SORRY, EVALUATION, AND, ENFORCEMENT. FOR YEARS, ABOUT 11 YEARS AGO, 12 YEARS AGO NOW A GROUP OF BLACK WOMEN INCLUDING MYSELF WERE LIKE, YOU ARE NOT INCLUDING EQUITY, E OF EQUITY WE WERE TOLD, YOU ARE ANGRY BLACK WOMEN, WE DON'T NEED EQUITY, WE THE RIGHT THING, WE ARE PROGRESSIVE, SOCIAL JUSTICE PEOPLE. WE ARE LIKE IF YOU DON'T NAME IT AND SAY IT, IT'S NOT GOING TO BE THERE. YOU KNOW, IT'S NICE TO SIT BACK AND SAY, NOW, IT TOOK US 12 YEARS TO GET EQUITY LANGUAGE INTO A TRANSPORTATION LAW AND THE BILL THAT JUST PASSED, AND, BIDEN SIGNED ON MONDAY, MONDAY, IS THE FIRST WHERE YOU SEE OUR EQUITY LANGUAGE IN TRANSPORTATION AND IN THE INFRASTRUCTURE. YES, THANK YOU VERY MUCH. IT IS WONDERFUL TO CELEBRATE. I TELL PEOPLE, THINGS CAN CHANGE. BUT ANY WAY, EQUITY IS -- FAIR AND IMPARTIAL. AND THAT WHEN YOU SET UP A PROGRAM IT IS GOING TO BE FAIR AND IMPARTIAL. AND WE ALL KNOW IT IS NOT. LIKE DEFINING THE WORD SAFETY IS NOT

THE SAME FOR BLACK AND BROWN AND INDIGENOUS PEOPLE, AS IT IS FOR WHITE FOLKS. WHEN YOU USE ENFORCEMENT, WHEN YOU USE THOSE THINGS, THOUGH TERMS AND YOU USE LAW ENFORCEMENT, IT IS NOT SOMETHING THAT IS THE SAFE FOR BLACK AND BROWN AND INDIGENOUS PEOPLE. SO THAT'S WHY WE USE EQUITY. WHEN YOU CREATE A LOT OF PEOPLE DON'T KNOW THIS. A PROGRAM -- LIKE THE, THE, TITLE II, ADA, TELLING YOU, WHAT IT SAYS IF YOU RECEIVE FEDERAL FUND AND YOU CREATE A PROGRAM, IT MUST BE FOR ALL. EVERYBODY MUST BE ABLE TO USE IT. THERE IS NOT A GOVERNMENT SYSTEM IN THE COUNTRY THAT DOES THAT. GOING TO BE CLEAR THE I WORK ALL AROUND THE UNITED STATES. I WORK IN INTERNATIONAL. BUT, IN THE UNITED STATES. THAT DOES THAT. MOSTLY IN THE CHAT BOX ARE FROM THE D.C. AREA. SO YOU KNOW, THE RED BIKES PEOPLE RIDE AROUND. I SAW OAKLAND CALIFORNIA. OUT THERE. THE BIKE PROGRAM. RENT A BIKE. I AM HERE IN NEW YORK, THE CITY BIKE, THE BLUE ONES. NOT A BIKE PROGRAM IN THE COUNTRY THAT SAID, WE ARE GOING TO PUT SOME ADAPTIVE BIKES. NO TRICYCLES OR, HAND BIKES, IS THAT EQUITY, THEY CHOSE NOT TO DO IT. YOU RECEIVE, FEDERAL FUND, DOT FUND. YOUR DOT RECEIVES MONEY FROM THE U.S. DOT FOR THE BIKE PROGRAM. HERE IN NEW YORK THEY TELL US, NO, CITIBANK IS DOING IT. GUESS WHAT, TITLE III SAYS PRIVATE ENTITIES HAVE

TO, IF YOU CREATE A PROGRAM, YOU MUST CREATE IT FOR ALL.
SO, CITIBANK ALL RIGHT THEN YOU NEED TO GET IT TOGETHER.
BUT STILL HAVEN'T SEEN THAT. I WILL TELL YOU AGAIN, IN THE
TRANSPORTATION SPACE IT IS COMING AROUND. I AM DOING COUPLE
TRAININGS IN DECEMBER. WITH CITIES AROUND ADAPTIVE BIKE
PROGRAMS WE GOT ONE IN DETROIT, PORTLAND AND COLLEGE PARK,
MARYLAND. WITH THE FIRST ONES AROUND THE COUNTRY. FOR
PEOPLE TO SEE THAT. THEY ALSO CREATED BIKE LANES, YOU WILL
SEE BIKE LANES, THE BIKE LANES ARE NOT ACCESSIBLE FOR OUR
PEOPLE. WHEN YOU RIDE THE BIKE YOU CAN ONLY RIDE A TWO
WHEELED BIKE DOWN THAT BIKE LANE. IF YOU PUT A TRICYCLE ON
THERE, THE WHEELS ARE TOO WIDE AND IF SOMEONE IS COMING
YOUR WAY YOU BLOCK THEM. SO, OUR PEOPLE CAN'T USE THE BIKE
LANE. MY PEOPLE WHEN THEY GO DOWN, PENNSYLVANIA AVENUE IN
D.C., WITH THAT BIG BIKE LANE, MY PEOPLE CAN'T USE IT.
THEY'RE UNSAFE. IN THE MIDDLE OF THE STREET. IS THAT
EQUITY. NO IT IS NOT. BUT UTC CHOSE TO PUT THE BIKE LANES
OUT. WE TOLD YOU, I LITERALLY WORKED FOR THE MAYOR, MAYOR
GRAY WHEN THEY, MADE THESE PLANS. I SAID, HEY, YOU'RE
GETTING DOT PUN KNEE AND, OUR OWN, OUR OWN ADA LAW, YOU
CAN'T DO IT. HENCE I NO LONGER WORK IN. I GOT TO GET OUT OF
HERE. BUT THEY CHOSE NOT TO LISTEN TO US. SO, YOU HAVE BIKE

LANES AROUND THIS COUNTRY, THAT ARE FOR, THE ABLE-BODIED
NOT FOR DISABLED FOLKS. AND YET -- PEOPLE LOVE OUR VETS.
AND A LOT VETS DO HAND BIKES. SAME THING, HAND BIKES, WHEEL
BASE IS TOO WIDE. SO THIS IS WHAT WE TALK ABOUT. AND SO,
LET'S TALK ABOUT THAT PLANNING. WHEN YOU ARE PLANNING A
PROGRAM, OR, OR A LAW, AND YOU DON'T HAVE PEOPLE WITH
EXPERIENCE AT THAT TABLE OR PEOPLE DIRECTLY IMPACTED, YOU
WON'T PLAN SOMETHING THAT -- YOU ARE GOING TO PLAN
SOMETHING THAT IS WRONG. THEY PLANNED THE BIKE PROGRAMS AND
BIKE LANES, WITH NO DISABLED PEOPLE SITTING AT THE TABLE.
OKAY. IF YOU ARE PLANNING A PROGRAM, OR POLICY LAW THAT
HOMOGENEOUS, WHITE PEOPLE, OR, OR, SUBURBANS, OR
CHRISTIANS, IT IS WRONG, WHATEVER YOU CREATE IS GOING TO BE
WRONG. THAT'S WHAT WE TELL THEM. YOU CANNOT DO THIS, YOU
CAN'T DO THIS WORK, AND BE EQUITABLE, AND TO THIS WORK. AND
IN MOST TRANSPORTATION AND URBAN PLANNING IS
REALLY -- CENTERED AROUND WHITE FOLKS. SO WE GO BY
COLLECTIVE LIBERATION. WHICH IS A LIBERATION OF ALL PEOPLE.
RIGHT, OUT OF OPPRESSIVE SYSTEMS. AND WE TRY TO LEAVE NO
ONE BEHIND. WE DO SO EQUITY WORK. SOCIAL EQUITY. I HAVE A
MASTER'S IN PUBLIC ADMINISTRATION. FROM RUTGERS UNIVERSITY.
GO, RU. AND MY CONCENTRATION IS SOCIAL EQUITY. SOCIAL MEANS

ALL PEOPLE. SO WHATEVER I, CREATED, IT IS TO HELP EVERYONE.
I AM A REGISTERED FEDERAL LOBBYIST. WHICH, MY, YOU HAVE TO
KNOW MY PARENTS WERE LIKE, YOU KNOW, BLACK PANTHERS IN THE
STREET, MY MOTHER CRINGED, SHE IS LIKE, YOU ARE A LOBBYIST.
HOW COULD YOU BE A LOBBEST YOU. I WAS LIKE, MOM, IT IS A
FEDERAL THING, YOU HAVE TO DO. BUT --

I AM NOT, I AM NOT A TOBACCO LOBBYIST, RIGHT, OR, PHARMA
LOBBYIST, SOCIAL JUSTICE LAWS, THE LAWS I HAVE GOT PASSED.
BLESSED TO HAVE GOTTEN LAWS PASSED SIGNED BY AN A
PRESIDENT. AN AMAZING BLESSING FOR ME TO SAY THAT. HELP
EVERYBODY. THEY DON'T JUST HELP ONE GROUP OF PEOPLE. THAT'S
SOCIAL EQUITY. AND THAT IS THE WORK THAT WE ARE TRYING TO
DO. DISABILITY RIGHTS. DISABILITY JUSTICE. I EXPLAINED
RIGHTS EARLIER. DISABILITY JUSTICE GREW OUT OF THE
FRUSTRATION AND ANGER OF THE DISABILITY RIGHTS OUTREACH AND
ERASURE OF MULTI-MARGINALIZED PEOPLE SPECIFICALLY, BLACK
AND BROWN FOLKS.

WHAT DO I MEAN BY THAT. I AM TALKING FROM EXPERIENCE. I
HAVE BEEN THERE. IN D.C. WE HAVE, A LOT, WELL, BEFORE THE
PANDEMIC, WE HAVE -- FELLOWSHIP, AND INTERNSHIP PROGRAMS,
PEOPLE FROM ALL OVER THE COUNTRY TO DO THE PROGRAMS. MY
FIRST YEAR, IT WAS ALL WHITE KIDS. I WAS LIKE, NO, WE ARE

GOING TO CHANGE THIS. WE STARTED GETTING SOME YOUNG, PEOPLE OF COLOR. AND THEY STARTED COMING. AND, WHAT WE -- WHEN I SAY WE ARE GOING TO CHANGE THIS. THEY ASKED US TO BE MENTORS TO THE YOUNG PEOPLE WHO COME. NO PROBLEM. WHEN IT CAME TIME, WE FINALLY GOT, YOU KNOW -- 10, 15, YOUNG BLACK AND BROWN --

DISABLED, YOUTH. TO COME. TO D.C. THEY ALL WANTED ME AS A MENTOR. WHY? I AM THE ONLY BLACK PERSON, THERE IS 122 ORGANIZATIONS, IN D.C., AND I WAS THE ONLY BLACK PERSON. THE ONLY PERSON OF COLOR. NO, NO LATINOS. NO ASIANS. NO, NO, INDIGENOUS FOLKS, NO SOUTH ASIANS, AND IT WAS JUST ME. NOW, RIGHT NOW, THERE IS ABOUT, TWO OTHER BLACK FOLKS, WHO, AND, AND THERE HAVE BEEN BLACK PEOPLE WHO WILL COME AND LEAVE. THEY JUST COULDN'T --

THEY STAY MAYBE A YEAR OR SOMETHING, THEY LEFT. A LOT OF PEOPLE LOOK AT ME, MY GOD HOW DID YOU DO TEN YEARS WITH THEM. I DID IT. WELL ANY WAY, THE YEW, THEY WANTED TO CONNECT WITH SOME ONE OF COLOR. AND, I, YOU KNOW, I GLADLY DID IT. I DON'T HAVE A PROBLEM WITH THAT. AT THE SAME TIME THEY WERE ANGRY. WHEN THEY WERE TALKING TO DISABILITY RIGHTS LEADERS, I USE, AIR QUOTES, THEY WERE TOLD, IT IS NOT IMPORTANT, YOUR RACE IS NOT IMPORTANT. IT IS YOUR

DISABILITY THAT'S IMPORTANT. AND YOU CAN'T DO THAT. LET ME TELL YOU, YOU CAN'T DO THAT TO BLACK WOMEN. THOSE YOUNG BLACK WOMEN WERE LIKE, YEAH, THIS IS NOT HAPPENING. FOR ME, SO, RIGHT, SOUTH ASIAN AND ASIAN, YOU KNOW THEY WERE LIKE, ESPECIALLY, INDIGENOUS THEY WERE LIKE, WHAT DO THEY MEAN. AND SO, YOU CAN'T DO THAT. SO THAT IS THE, OTHER THING THAT IS REAL DISHEARTENING AND DISABILITY RIGHTS COMMUNITY. AND YOU CAN DO THAT IS A PRIVILEGED WHITE FOLK BECAUSE YOU ARE WHITE. AND, YOU DON'T KNOW WHAT MARGINALIZATION IS OR HAVE MULTIMARGINALIZATIONS SO, YOU CAN SAY THAT TO PEOPLE. AND, THESE YOUNG PEOPLE ARE LIKE, NO, UH-UH. WE CAN'T DO THIS.

MIA

MINGUS WAS ONE OF THOSE PEOPLE. AND SHE -- SAID, YOU KNOW, WE ARE GOING TO CREATE THIS -- NEW WAY OF DOING THINGS.

OKAY, MIA

MINGUS. AND, AND HER NAME IS ON THE SLIDE, DON, SO YOU CAN SEE IT. AND SHE CAME UP WITH, YOU KNOW, WHOLE BUNCH OF PEOPLE. SHE IS ON THE LEAD ON IT. MOSTLY QUEER PEOPLE OF COLOR WHO CAME UP WITH DISABILITY JUSTICE. HAD TEN PRINCIPLES. INTERSECTIONALITY, NUMBER ONE. AND, TALKED, 10, COLLECTIVE LIBERATION, TALK ABOUT. YOU WILL NOT, IT IS NOT ACCEPTED OR USED BY DISABILITY RIGHTS COMMUNITY. THEY WILL

LITERALLY TELL YOU THAT IS SOME NONSENSE OVER THERE, WE
DON'T DO THAT. NO PROBLEM. YOU DIDN'T HAVE TO DO IT. WE
WILL. THIS HAS HAPPENED IN MANY SOCIAL JUSTICE REALMS. SO
YOU WANT US IN OR NO, I TELL PEOPLE THE ONLY THING THAT IS
NEW IF IT IS TECHNOLOGY. EVERYTHING ELSE BEEN DONE, HONEY.
IT'S BEEN DONE BEFORE. AND SO, IN -- IN THE -- SO I TALKED
ABOUT IT EARLIER. IN THE CLIMATE CHANGE --
THAT CLIMATE CHANGE CAME FROM WHITE FOLKS. WE DON'T FOLLOW
CLIMATE CHANGE. IT IS MUCH MORE THAN THE CLIMATE CHANGING.
AND YOU TAKING CARE OF THE WORLD. WE TALK ABOUT
ENVIRONMENTAL JUSTICE. AND, AND, IN FACT, THAT'S, BLACK AND
BROWN FOLKS. WE DID ENVIRONMENTAL JUSTICE. WE DID IT WAY
BEFORE, WHITE FOLKS WAS EVEN INVOLVED IN, IN, HAVING WHAT
WAS KILLING PEOPLE. I AM FROM NORTON, NEW JERSEY. AN WE HAD
LED IN THE 70s -- WE HAD LEAD IN OUR WATER BEFORE FLINT DID
WE HAVE LEAD. THEY CLOSED DOWN THE SCHOOLS IN NORTON
BECAUSE OF THE LEAD COMING THROUGH THE WATER FOUNTAINS.
OKAY, DON'T TALK TO ME, IT JUST BECAME A THING FOR WHITE
FOLKS THAT THE ENVIRONMENT NEEDED TO BE TAKEN CARE OF. AND,
INDIGENOUS FOLKS DID IT BEFORE US. RIGHT? AND THE
INDIGENOUS FOLKS ASKED COULD YOU PLEASE CALL IT THE RED NEW
TEAL. OR THE RED, SORRY, THE RED DEAL. THAT'S WHAT IT IS.

THE BOOK IS OUT. YOU CAN GOOGLE "RED DEAL" AND READ THE BOOK ABOUT THE HISTORY OF THEM TALKING ABOUT THIS. BUT WHITE FOLKS LIKE NO, WE WANT THE NEW DEAL. AFTER FDR, FDR WAS SO GREAT. GREAT TO Y'ALL, TO YOU WHITE FOLKS. THAT'S ALSO, AS I SAID, I AM BLESSED. I TALKED TO THE WHITE HOUSE. WHEN THEY DID THIS, INFRASTRUCTURE, AND, AND KEPT CALLING HIM, FDR, BIDEN FDR. THIS IS WHY WE KEEP TELLING YOU, PEOPLE THINK HE IS A COVERT RACIST. STOP USING THIS LANGUAGE ABOUT THIS MAN. WHICH I DON'T WANT TO LISTEN TO US. NO PROBLEM. DO YOU UNDERSTAND WHY, 93% OF PEOPLE CAME OUT TO VOTE FOR YOU, WE ARE STILL PISSED, BECAUSE YOU ARE GIVING US 40%. ALL RIGHT, YOU PEOPLE JUST DON'T GET THIS. ANYWAY, YOU HAD THAT IN THE ENVIRONMENTAL AND IN THE -- IN THE INFRASTRUCTURE. YOU HAVE IN THE REPRODUCTIVE AREA, REPRODUCTIVE JUSTICE FOR MANY, MANY YEARS BECAUSE BLACK, BROWN, WOMEN, WERE NOT SITTING HERE THINKING THAT ABORTION WAS THE ONLY THING THAT WAS IMPORTANT WHEN IT CAME TO REPRODUCTIVE WORK. THEY CREATED REPRODUCTIVE JUSTICE. LIKE WHITE WOMEN ARE FIXATED ON ABORTION. SO MUCH MORE AROUND REPRO TUCK TUFF RIGHTS, AND LAWS, THAN ABORTION. -- REPRODUCTIVE RIGHTS AND LAWS, THAN ABORTION. WE DO NOT SUPPORT PLANNED PARENTHOOD IN ANY WAY, SHAPE, NOT

BECAUSE THEY SUPPORT ABORTION, THERE IS NOT A PLANNED PARENTHOOD IN THE COUNTRY THAT IS ACCESSIBLE TO OUR PEOPLE. I DON'T JUST MEAN PHYSICALLY BY THEIR BUILDINGS, I MEAN BY THEIR PROGRAMATICS, PROGRAMS, BY THE INFORMATION THEY PUT OUT. YOU WILL NOT SEE A PROGRAM FROM PLANNED PARENTHOOD, YOU WENT SEE A WEBINAR. WITH A DON DOING CAPTIONING. BECAUSE THEY WON'T DO IT. WE HAVE BEEN TALKING TO, PLANNED PARENTHOOD SINCE 201. WELL I STOPPED IN, 2019, I SAID I DON'T HAVE ANY MR. TEAM TO TALK TO YOU PEOPLE ABOUT THE SAME THING OVER AND OVER AGAIN. CECIL RICHARD SHOULD BE ASHAMED OF HERSELF, BECAUSE HER MAMA WAS ON THAT LAWN IN JULY, 26, 1990, HER MOTHER WAS ATTORNEY GENERAL OF TEXAS. AND IT WAS GEORGE H. BUSH, TEXAN, SIGNING THAT BILL. YOU WILL SEE THE PICTURES OF HER MOTHER UP THERE. WHEN ADA WAS SIGNED. AND YOU WANT TO TREAT US LIKE THIS, CECILE RICHARD. EVERYBODY GAVE HER ALL OF THESE CIVIL RIGHTS. SHE HELPS THOSE CIVIL RIGHTS FOLKS. SHE AIN'T HELPING DISABLED PEOPLE. SHE NEVER DID. AND THEN SHE LEFT. AND THEY STILL AREN'T DOING IT. WE ASK THEM TO PUT -- INFORMATION IN BRAILLE FOR OUR BLIND AND LOW VISION FOLKS. KNOW, YOU GO TO PLANNED PARENTHOOD. WE DID, TESTED. YOU SEE PAMPHLETS ON THE TABLE. CAN YOU PROVIDE THIS IN LARGER PRINT? NO. COULD

YOU PRINT THIS IS IN PLAIN LANGUAGE, A LOT WHEN YOU WRITE A PAMPHLET, MOST PEOPLE, EVEN THE NEWSPAPER IS WRITTEN AT A 4th GRADE LEVEL, 5th GRADE. "THE NEW YORK TIMES," MAYBE, 7th, 8th GRADE. WE NEED PEOPLE, HAS TO BE, SECOND, THIRD GRADE LEVEL. NO THREE SYLLABLE WORD. WE TAKE INFORMATION AND WE, CALLED, PLAIN LANGUAGE. PUT IT IN PLAIN LANGUAGE FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES ANY KIND OF TBI, TRAUMATIC BRAIN INJURY, THEY READ AT A DIFFERENT LEVEL. PLANNED PARENTHOOD, NO, WE ARE NOT DOING THAT. OUR PEOPLE, WHO HAVE DEVELOPMENTAL DISABILITY COME INTO A PLANNED PARENTHOOD, BECAUSE THEY DON'T GET SEXUAL EDUCATION OR ANYTHING ABOUT THEIR BODY, LEARN ANYTHING IN SCHOOL. FOR SO MANY REASONS, I COULD GO THROUGH THAT. SO INTERESTING AROUND WHY. IF YOUR CHILD HAS AN IEP, INDIVIDUAL EDUCATION PLAN, THEY WILL NOT TEACH THEM SEX EDUCATION. IN NO WAY, NOWHERE IN THE IDEA, INDIVIDUALS WITH DISABILITY EDUCATION ACT DOES IT SAY YOU CAN'T TEACH THESE STUDENTS THAT. NOWHERE. BUT SCHOOLS DO THAT. ANY WAY, YOU HAVE PEOPLE WHO WILL GO TO PLANNED PARENTHOOD. SAY, I NEED. THEY WON'T GET HELP. OH, WE CAN'T, IF THEY WANT AN ABORTION, THEY GO, OH, NO WE DON'T KNOW IF YOU, RIGHT. PLANNED PARENTHOOD IS NOT HELPING OUR PEOPLE. YOU WANT TO KNOW WHO HELPS OUR PEOPLE,

SISTER SONG, WHICH ARE REPRODUCTIVE JUSTICE GROUPS,
MISSISSIPPI REPRODUCTIVE JUSTICE GROUP IS ACTUALLY RUN BY,
A WONDERFUL BLACK DISABLED WOMAN, THOSE BLACK WOMEN CAME
FORWARD AND SAID, HOW CAN WE HELP THIS COMMUNITY OUT. IT
WAS NOT PLANNED PARENTHOOD. NOT THESE, THESE, ABORTION
RIGHTS CREW. BUT THEY WANT US TO PEOPLE, UPDATED WITH SIGNS
AND STUFF, AND COME, TO, THE TEXAS LAW, THIS, THAT, THE
OTHER. PLEASE. OKAY. SO, IT IS, REAL INTERESTING WHEN
PEOPLE SAY THEY WANT TO DO RACIAL JUSTICE WORK AND,
ANTIRACISM WORK AND I LOOK AND I SAY THAT'S GREAT BUT YOU
NEED TO BE PRO BLACK, YOU NEED TO BE PRO INDIGENOUS. YOU
NEED TO BE PRO LGBT. YOU NEED TO BE PRO DISABLED. THERE IS
MORE TO BEING RACIAL JUSTICE THAN ANTIRACIST. IT IS A WHOLE
LOT BEHIND THAT. THAT YOU ALL ARE NOT ENCOMPASSING. SO I
SAY ALL THAT SO YOU UNDERSTAND. DISABILITY JUSTICE WAS,
BECAUSE SOME PEOPLE SAY, OH, IT IS A SPLIT. AND YOU ARE
CREATING TWO DIFFERENT ENTITIES, AND, WE NEED TO WORK
TOGETHER. IT IS A PURPOSEFUL SPLIT. THAT WE TRIED TO WORK
WITH THAT COMMUNITY AND THEY CHOSE NOT TO. AND WE ARE NOT
THE ONLY ONES. THIS GOES AROUND, IN A LOT OF SOCIAL JUSTICE
WORK. UNTIL PROGRESSIVE WHITE FOLKS UNDERSTAND THAT JUST
BECAUSE YOU THINK YOU ARE PROGRESSIVE DOESN'T MEAN YOU ARE

NOT RACIST OR ABLEIST, WE ARE GOING TO HAVE CONTINUED SPLITS LIKE THIS. THAT'S WHY WE DID, DISABILITY JUSTICE. INTERRUPTING CRIMINALIZATION IS ANOTHER EXAMPLE OF HOW WE ARE TRYING TO DISMANTLE THE PUBLIC HEALTH MODEL. IT IS RUN BY -- INTERRUPTING CRIMINALIZATION PROGRAM IS AT BARNARD UNIVERSITY IN, IN NEW YORK, HEARING, AGAIN, I COME TO SEE PEOPLE, BELIEVE RESEARCHERS, WOODS ERVIN, MARIAME KABA, AND ANDREA RITCHIE GOOGLE, KABA, HER BOOK ABOUT ABOLITIONISM, WORK ABOUT WHAT IT MEANS TO BE ABOLITIONIST, EDITED A BOOK OF A BUNCH OF YOUNG PEOPLE, QUEER PEOPLE, WHO WROTE ABOUT ABOLITIONISM. A REALLY GOOD BOOK. SORRY, I CAN'T REMEMBER THE NAME OF IT RIGHT NOW. ANDREA RITCHIE WELL KNOWN AROUND THE WORLD FOR HER WORK AROUND -- POLICING, AND, AND WOMEN. TRANSWOMEN. DISABLED WOMEN. SHE WROTE A BECOME, CALLED, INVISIBLE NO MORE. AND, IF YOU DO GET IT, READ IT. I SUGGEST THAT YOU READ A CHAPTER -- LIKE A MONTH. IT IS VERY EMOTIONAL. IT TOOK ME, I READ A BOOK A WEEK. I AM A READER. IT TOOK ME NINE MONTHS. NINE CHAPTERS. TOOK ME NINE MONTHS TO READ HER BOOK IT IS SO EMOTIONAL AND TOOK HER ALMOST TEN YEARS TO WRITE. ANDREA, I DON'T KNOW HOW YOU WROTE THIS BOOK. IF YOU READ IT SUGGEST DON'T TRY TO SIT DOWN AND READ IT IN ONE SESSION. ANY WAY, WORKING

WITH THEM OVER THREE YEARS, WE HAVE DOCUMENTS AROUND DO NO HARM. RIGHT, WHICH WE PUSHED OUT AND SAID, STOP DOING THIS TREATMENT, THIS IS WHAT IT IS CALLED. TREATMENT RATIONING. AMERICAN PUBLIC HEALTH ASSOCIATION THIS YEAR FINALLY DID A RESOLUTION AROUND, OUR, DO NO HARM DOCUMENT. AND WE ARE WORKING WITH THEM, RIGHT, ALSO AROUND REMOVING CRIMINALIZATION IN THE MEDICAL PRACTITIONER WORK. THAT YOU CAN NOT HAVE LAW ENFORCEMENT SITTING IN EMERGENCY ROOM. YOU CANNOT DEMAND THAT, NURSES, CALL LAW ENFORCEMENT AT ALL TIMES, RIGHT, THE SAME, ANOTHER GROUP, DIDN'T TALK ABOUT BEFORE. DOMESTIC VIOLENCE WORKERS. RIGHT, THE -- THE VIOLENCE AGAINST WOMEN ACT, IS HORRIBLE. RIGHT. IS FULL OF, BUNCH OF WHITE FOLKS PUSHED IT THROUGH. WHITE WOMEN. IT WAS CALL THE POLICE. CALL THE POLICE. CALL THE POLICE. AND THAT IS NOT WHAT BLACK, BROWN, INDIGENOUS WOMEN WANTED. AND WE DON'T PUSH THAT FOR WARD. SAME THING WHEN THEY GO TO THE HOSPITAL. IF THE NURSE SEES, DOMESTIC VIOLENCE, IMMEDIATELY CALLING THE POLICE. A LOT OF BLACK, BROWN, INDIGENOUS NURSES DON'T WANT TO DO THIS ANYMORE. SO WE ARE HAVE BEEN WORKING ON THAT. AND YOU CAN GO TO THAT WEBSITE AND SEE THAT WORK. AND, REFERENCE TO DISABILITY JUSTICE, THIS IS CARRIE GRAY IS WONDERFUL. AND EXCELLENT IN HER WORK. SHE

CREATED --

THIS, GROUP AS WELL AS --

SEVERAL OTHER GROUPS. OH, SORRY. I FORGOT I WAS IN SHARE.

WHOO. LET ME GO BACK IN THERE. AND SHE -- SHE, WHEN THIS IS

OVER IABLE PUT IN THE CHAT BOX HER INFORMATION. YOU WILL

SEE HER TWITTER AND STUFF. SHE AND JUSTICE SHORTER GOT

TOGETHER AND CREATED THE NATIONAL ADVOCATES FOR MELANIN IN

DISABILITIES. AND I WILL GET THAT, DON, I WILL SORRY, GET

THE NAMES FOR YOU, BUT --

THEY HAVE BEEN DOING GREAT WORK. THEY ALSO CREATED THE

HASHTAG, BLACKDISABLEDLIVESMATTER. AGAIN, JUST SO YOU KNOW,

YEAH, I TALKED ABOUT DISABILITY RIGHT COMMUNITY. LET ME BE

VERY CLEAR. THAT, YOU DON'T SEE THIS ON THE, CIVIL AND

HUMAN RIGHTS SIDE EITHER. YOU DO NOT SEE -- BLACK CIVIL

RIGHT ORGANIZATIONS EMBRACING DISABILITIES. YOU DO NOT SEE

LGBTQ FOLKS, EMBRACING DISABILITIES. JUST STARTED WHEN WE

DID DISABILITY JUSTICE. WE TRY TO WORK WITH THE COMMUNITIES

AND SAY IF YOU USE DISABILITY JUSTICE, AS A CENTER OF YOUR

WORK, YOU WILL COVER EVERYONE. BUT IT IS REAL INTERESTING

TO WATCH THE NAACP. RIGHT? SAME THING, I SAID, THEY WILL

HAVE A WEBINAR. HAVE A TOWN HAUL. NO ASL INTERPRETERS, NO

CAPTIONERS, THEY ACT LIKE, YOU KNOW, LIKE I SAID WHEN I

SAID I WORK FOR, TO END RACISM AND SYSTEMIC SYSTEMS OF
OPPRESSION. PEOPLE SAY, I THOUGHT YOU WORK WITH DISABLED
FOLKS. I'M LIKE BLACK PEOPLE ARE DISABLED. IT'S, THE SAME
THING OVER THERE IN THAT SPACE. I CONSTANTLY TRY TO WORK
WITH RACIAL JUSTICE GROUPS TO TELL THEM, YOU HAVE TO
INCLUDE DISABILITIES. ONE OF THEM WAS, BLACK LIVES MATTER.
BLACK LIVES MATTER TOOK IT. BEEN DOING REALLY GOOD WORK.
MOVEMENT FOR BLACK LIVES. HAS ALSO DONE REALLY GOOD WORK.
AND WORKED WITH THE COMMUNITY. JEN WHITE JOHNSON IS, HER
ART WORK. JEN KIND OF GAVE US, THIS COLOR, MUSTARD YELLOW.
AND THE BLACK. AND SHE DOES GREAT WORK. WE GO TO HER
WEBSITE, YOU CAN BUY T-SHIRTS AND MUGS, AND ALL KIND OF
STUFF WITH THE LOGO ON IT. IT REALLY HELPS THEM OUT IN
THEIR WORK. SO, THIS IS JUST A COUPLE OF THEM. I WILL PUT
SOME MORE --

BLACK DISABLED, WELL, BLACK INDIGENOUS PEOPLE OF COLOR WHO
DO THIS WORK. THEY WORK IN OTHER AREAS AS WELL. LIKE, LIKE,
IN ART AND CULTURE. SO, SO, I WILL SHOW THAT PUT THAT IN
THERE WHEN I AM DONE TALKING. SO, LANGUAGE -- USING THE
WORD DISABILITY. THERE IS NOTHING WRONG WITH HAVING A
DISABILITY. I SAID THIS BEFORE. PEOPLE SAY, DARA, YOU CAN'T
POSSIBLY BELIEVE THAT. WELL, I DO. BECAUSE MY GRANDFATHER,

MATERNAL, MOM'S MOTHER'S FATHER, ONLY WENT TO SCHOOL TO 8th GRADE. DOWN IN ALABAMA. BECAUSE THEY CAME, HIS MOTHER TOLD HIM DON'T SEND HIM BACK TO THE SCHOOL. BECAUSE HE WAS TOO SMART. AND IT WAS AT THAT POINT THAT MY, GREAT GRANDMOTHER SENT HIM NORTH. BECAUSE SHE THOUGHT THEY WERE GOING TO COME AND KILL HIM. BECAUSE THEY THOUGHT HE WAS SO SMART. AND SO HE NEVER GRADUATED FROM, 8th GRADE. MY GRANDFATHER WAS VERY SMART. AND --

YOU KNOW, PEOPLE TOLD, BLACK FOLKS YOU ARE TIM, YOU CAN'T TO ANYTHING. AND, ONE GENERATION LATER HIS CHILDREN, ALL THREE OF HIS CHILDREN HAVE GRADUATE DEGREES, RIGHT. WENT ON TO, YOU KNOW MASTER'S DEGREES, YOU KNOW, DOCTORATE, RIGHT, AND THEN T. I'M HERE, AND, SO WHEN PEOPLE TELL ME THAT. I LOOK AND SAY THAT'S WHAT THEY SAID ABOUT BLACK FOLKS THERE WAS SOMETHING WRONG WITH US

WE HAD A BLACK MAN BE PRESIDENT OF THE UNITED STATES. WE CURRENTLY HAVE A BLACK WOMAN, VICE PRESIDENT OF THE UNITED STATES. WHEN YOU TELL ME THERE IS SOMETHING WRONG WITH SOMEBODY, I DON'T NEED TO LOOK AT YOU AND TALK TO YOU BECAUSE YOU ARE WRONG. THERE IS NOTHING WRONG WITH BEING DISABLED. IT'S SOMETHING WRONG WITH US, TRYING TO TACK THAT SQUARE PEG AND PUT IT IN THIS ROUND HOLE. (TAKE) AND SO, DO

NOT USE TERMS LIKE, DIFFERING ABILITY. OH, EXCEPTIONAL. THEY'RE EXCEPTIONAL. THAT'S THAT WHOLE PITY THING. OR, I, THIS ONE WAS NEW TO ME. GOT THIS IN AN EMAIL A YEAR AGO. (DIS)ABILITY. I WAS LIKE, THE PARENTHESES, AND SPECIAL NEEDS. I LOVE IT, ESPECIALLY BLACK FAMILIES, TRYING TO GET THEM TO UNDERSTAND, TO ACCEPT THE FACT THAT THEIR CHILD HAS A DISABILITY. BECAUSE IF YOU WANT YOUR CHILD TO GET THE SERVICES THEY NEED YOU HAVE TO USE THE LANGUAGE. AND THERE IS NO LAW, YOU SAW THE LAWS I TALKED TO YOU ABOUT, DO ANY OF THOSE LAWS SAY SPECIAL NEED PEOPLE. NO, IT SAYS INDIVIDUALS WITH DISABILITY EDUCATIONAL ACT. RIGHT, SO UNTIL YOU USE THAT LANGUAGE, SPECIAL NEEDS IS JUST SOMETHING FOR PEOPLE TO FEEL GOOD. THE PITY, OR THEY SEE SOMETHING WRONG. WITH A DISABILITY. THE LAWS THAT PROTECT PEOPLE LIKE I SAID. ADA, IDEA. NOW, I ALSO RESPECT PEOPLE'S CHOICES. SOME PEOPLE MAY NOT WISH TO USE THIS. BUT IN ORDER FOR US TO USE, LIKE I SAID TO MOVE SOCIAL JUSTICE TO MOVE POLICY, WE HAVE TO USE THIS IN OUR WRITING AND OUR WORK. I WILL NEVER TELL SOMEBODY HOW TO DEFINE THEMSELVES. THAT IS YOUR CHOICE. BUT IF YOU ARE GOING TO BEEN THIS WORK, YOU WANT SOMETHING TO GET DONE HERE, WE HAVE TO USE THAT LANGUAGE. SO I JUST SAY THAT, RIGHT, IT IS JUST RESPECTFUL.

AND THE WAY I SAY, YOU KNOW -- WHEN I WRITE POLICY, OR SOMETHING, I HAVE TO USE AFRICAN-AMERICAN. BECAUSE IT IS THE POLITICAL, SO THE WAY, THE REASON PEOPLE LIKE WHY DO YOU HAVE TO USE THAT? THE WAY IN WHICH WE WRITE POLICY EVEN LAWS, IN THE GOVERNMENT, IT IS SET UP BY HOW THE CENSUS USES THE LANGUAGE. SO, WHEN, LIKE I SAY WHEN I WRITE SOMETHING OOH HAVE TO WRITE AFRICAN-AMERICAN. I HATE IT. AFRICAN-AMERICAN. AS YOU SEE, I DON'T, I DON'T REFER TO MYSELF AS AFRICAN. I AM A BLACK WOMAN. AND MY PEOPLE ARE BLACK. AND, SO IN, YOU KNOW WHEN I AM TALKING TO YOU, I USE BLACK. THAT'S HUH I LOOK AT WHEN I TELL PEOPLE I UNDERSTAND THAT, SOME PEOPLE DON'T LIKE DISABILITIES AND RESPECT THEM, IF YOU ARE IN THAT SPACE WITH THEM. CONVERSATION WITH THEM. RESPECT WHAT THEY WANT. AND THERE IS NO RIGHT OR WRONG. IT IS THEIR LIFE. YOU AIN'T LIVING IT. SO YOU CAN'T TELL THEM THAT. THE WORD, VULNERABLE. OH, THIS ONE. SO, I WAS ON, NOT ONLY, SOCIAL EQUITY MAJOR, AND, AN ENGLISH MAJOR AND POLITICAL SCIENCE MAJOR IN UNDERGRAD. LANGUAGE MEANS A LOT TO ME. TO YOU KNOW WHAT THIS WORD MEANS. SO, THE WORD, VULNERABLE -- IS AN ADJECTIVE. IT IS NOT AN ACTION WORD. RIGHT, AND IT IS A WORD THAT DOES NOT EXPLAIN WHY PEOPLE ARE LIVING THE LIVES THEY LIVE. IT MEANS, TO BE SUSCEPTIBLE

TO PHYSICAL OR EMOTIONAL ATTACK OR HARM. EVERYBODY,
EVERYBODY, IS SUSCEPTIBLE TO PHYSICAL, EMOTIONAL ATTACK OR
HARM. WHAT HAS HAPPENED TO BLACK INDIGENOUS PEOPLE OF
COLOR, AND ALL MULTIMARGINALLIZED PEOPLE WAS DONE
PURPOSEFULLY. IT WAS DONE WITH MALICE. AND UNTIL THIS
COUNTRY IS WILLING TO ADMIT THAT, THEN YOU CAN'T, YOU CAN'T
CHANGE THINGS. SO YOU KNOW, WHEN THERE IS A FIRE, AND YOU
HAVE TO LEAVE YOUR HOUSE, OR THERE IS A HURRICANES YOU HAVE
TO LEAVE, THAT'S SUSCEPTIBLE. THOUGH PEOPLE ARE VULNERABLE.
MOTHER NATURE CAUSED THAT. OKAY, OH MY GOSH THEY'RE IN THIS
BAD SPACE. BUT IT MAKES PEOPLE FEEL BETTER. SPECIFICALLY
WHITE FOLKS. FEEL BETTER TO USE VULNERABLE. BECAUSE THEN
WHEN YOU TELL THEM, NO YOU NEED TO USE THESE TERMS. YOU
NEED TO SAY WE WERE DISENFRANCHISED. MARGINALIZED. AND
THOSE ARE, THOSE ARE VERBS. THOSE ARE ACTIONS. RACISM,
MALICE, THOSE ARE PURPOSEFUL ACTIONS. AND I AM GOING TO
TELL YOU I HAVE HAD THESE SLIDES FOR YEARS. LIKE, I THINK I
CREATED THIS IN 2013. AND WHEN I DECIDED TO HAVE THIS
CONVERSATION WITH PEOPLE, THE YELLING AND THE, OH, MY GOD
YOU ARE WRONG. BUT THIS GOES ALONG WITH CRITICAL RACE
THEORY, WHAT YOU SEE HAPPENING RIGHT WITH WHITE FOLKS WHO
DON'T WANT CRITICAL RACE THEORY, THEY DON'T WANT TO HEAR

THIS. THEY DON'T WANT TO ADD TO THIS. DON'T THINK IT IS JUST, SOUTHERN, TEXANS, ALABAMAISANS DOWN THERE. IT IS PROGRESSIVE, I DO THE AIR QUOTE, WHITE FOLKS WHO DON'T WANT TO HEAR THIS. WELL, DARA. THINGS HAVE CHANGED. NO THEY HAVE NOT. UNTIL YOU ADMIT THAT THESE THINGS, IT IS PURPOSEFUL, WE ARE NOT GOING TO GET MUCH OF ANYWHERE. USING LANGUAGE LIKE THIS IS IMPORTANT. BECAUSE LANGUAGE IS IMPORTANT. LIKE I SAID PEOPLE ARE HARMED BY NATURE, THAT'S VULNERABLE. BUT WE ARE LIVING THESE LIVES. BECAUSE OF RACIST SYSTEMS THAT WERE CREATED AND STILL CREATED AND STILL MARGINALIZING PEOPLE. AND UNTIL WE HAVE THAT CONVERSATION, AND SOMETHING WE CAN'T MOVE FORWARD. SAME KIND OF THING IN SOUTH AFRICA, THEY HAD TRUTH, RECONCILIATION, CONVERSATIONS NOBODY, LIKE EVERYBODY JUST WANTS TO MOVE. WE ARE GOING TO DO RACIAL JUSTICE. ANTI-RACISM WORK. YOU WANT TO COME HELP US. I SAY, DID YOU DO THE TRUTH WORK? DID YOU HAVE A CONVERSATION AND TALK ABOUT THE HARM AND THE TRAUMA YOU CAUSED YOUR STAFF? THE, THE FEW BLACK PEOPLE AND FEW BROWN FOLKS YOU HIRED. AND THEY LOOK AND SAY, NO. WELL UNTIL YOU DO THAT, DON'T COME TO ME ABOUT RACIAL JUSTICE WORK. YOU HAVE TO APOLOGIZE FOR WHAT YOU DID. AND SO THAT SAME THING WITH DISABLED -- UNTIL YOU APOLOGIZE TO THE COMMUNITY, RIGHT. IN

FACT, SO TRUE, I HAVE BEEN TOLD BY INDIGENOUS FOLKS WE DON'T WANT, RECONCILIATION, THEY WANT REPARATIONS. TRUTH AND REPARATION WHAT WE WANT. UNTIL THAT HAPPENS, STOP USING THE LANGUAGE. ALSO, IN DISABILITY LANGUAGE, WE HAVE, OVER THE YEARS, THE NATIONAL ORGANIZATION FOR MY GROUP, WE, BEFORE PANDEMIC MEET EVERY JULY. WE HAVE FOCUS GROUPS, THIS IS WHERE WE HAVE COME UP WITH LANGUAGE. WE DON'T SAY, HANDICAP HAS BEEN GONE SINCE THE 80S. BUT PEOPLE STILL USE THAT WORD. I'M LIKE, MY GOSH. IF YOU, IF YOU ARE DOING A SIGN, SAYS HANDICAP. IT IS ACCESSIBLE. ACCESSIBLE BATHROOM. ACCESSIBLE PARKING. BUT ANY WAY THESE ARE WORDS. WE DON'T USE IMPAIRED. THERE IS NOTHING WRONG WITH PEOPLE. THAT'S IN THE LANGUAGE OF THE LAW FOR DISABILITY. SO YOU MIGHT SEE THAT. BUT, THESE ARE THE WORD. THOSE ARE THE WORD THAT WE USE. WE SAY, NOW, WE TELL PEOPLE DON'T SAY. PLEASE, STOP USING THE WORD CRAZY AS AN ADJECTIVE. USE YOUR LANGUAGE. IF IT IS AN AMAZING THING, OR OUTRAGEOUS THING. SAY OUTRAGEOUS. STOP SAYING CRAZY. IT IS REALLY OFFENSIVE TO PEOPLE WITH MENTAL HEALTH DIAGNOSIS. THIS CAME UP WHEN TRUMP, PEOPLE WERE CALLING HIM CRAZY. WROTE SO MANY ARTICLES, SO MANY LETTERS TO CIVIL RIGHTS ORGANIZATIONS UNTIL THAT MAN IS CLINICALLY DIAGNOSED SOME ONE SAYS HE IS

CRAZY STOP SAYING THAT. BECAUSE OUR PEOPLE WITH MENTAL HEALTH DIAGNOSIS ARE NOT GOING FOR SERVICES BECAUSE WHO WANTS TO BE CONNECTED TO HIM? WHO WANTS TO BE, EVEN THOUGHT OF IN THAT SAME SPACE WITH THAT MAN? AND THEY ARE OFFENDED THAT YOU ARE CALLING HIM CRAZY. AND IT, RIGHT, BECAUSE IT JUST KEEPS, MAKING RIGHT, LOOK USING THE N WORD FOR, FOR PEOPLE WITH MENTAL HEALTH. STOP USING THAT WORD. AND STOP USING IT AS YOUR ADJECTIVE. ESPECIALLY PEOPLE WITH AN EDUCATION

I TELL THEM YOU GOT A THESAARU SELF, GO TO IT. THE LAST AREA, I WILL TALK ABOUT. THIS IS ED ROBERTS. MOST DON'T KNOW WHO HE IS. FOUNDER OF INDEPENDENT LIVING. THIS IS SOME INFORMATION ABOUT HIM. SO YOU WILL KNOW. HE WAS, AS MOST PEOPLE, DON'T HAVE A DISABILITY. THEY GET ONSET OF DISABILITY. GOT POLIO, AGE 14. I ALL WAY TELL PEOPLE, I WANT TO BE HIS MOTHER. THEY TOLD HIS MOTHER HE COULD NEVER LEARN. SHE WAS A SPITFIRE FROM WHAT I UNDERSTAND, MADE SURE HE GRADUATED FROM HIGH SCHOOL, WENT TO BERKELEY, CALIFORNIA, GOT HIS BA, MA, AND UNFORTUNATELY HE DIED RIGHT BEFORE, LIKE A WEEK BEFORE COMPLETING HIS PH.D.. THEY GAVE IT TO HIM IN DEATH. AND HE IS JUST, YOU KNOW, THE FOUNDER OF INDEPENDENT LIVING. THAT'S WHO I WORK FOR. WE ARE

NONRESIDENTIAL CENTERS, RUN BY AND FOR PEOPLE WITH
DISABILITY. 58% EMPLOYEES HAVE TO BE DISABLED. 51% OF THE
BOARD HAVE TO BE DISABLED. THERE IS A CIL IN EVERY STATE.
EVERY TERRITORY, ONE SPECIFICALLY FOR NATIVE AMERICANS.
THAT'S IN THE LAW. THAT HAS TO BE ONE. THERE IS MANY.

LIKE --

WHERE I AM IN NEW YORK, WE GOT OVER, I THINK 200 HERE. OVER
8,000 ACROSS THE COUNTRY. AND SO, THOSE ARE THE CILs IF YOU
EVER WANT TO BE INVOLVED WITH THEM OR HELP OUT. YOU ARE MR.
THAN HAPPY TO DO THAT. THESE ARE JUST SOME PICTURES OF
US -- LIKE I SAID, BEFORE THE PANDEMIC WE ALL WAY HAD OUR
CONFERENCE IN D.C. BECAUSE, SORRY, AS YOU SEE, THE FIVE
CORE SYSTEMS, AND INDIVIDUAL ADVOCACY. SO, WE PUSH FORWARD.
YOU GOT TO KEEP FIGHTING FOR THESE LAWS. WE HAVE THEM, BUT
THEY WON'T ALWAYS STAY. WE WANT MORE. SO WE, BROUGHT PEOPLE
TO, TO D.C., AND THEY WOULD DO A MARCH. THEN THEY WOULD GO
VISIT THEIR, THEIR CONGRESSIONAL MEMBERS HOUSE AND SENATE
MEMBERS. AT OUR RALLY WE WOULD HAVE HOUSE AND SENATE
MEMBERS ON THE RIGHT, IS REPRESENTATIVE JAN SCHAKOWSKY,
COMES EVERY YEAR, COMES TO EVERYTHING. ON THE LEFT, YOSHIKO
DART, MY TWIN IN THIS WORK, MY KINDRED SPIRIT, BOTH BORN ON
THE SAME WAY, AND JUSTIN DART'S WIFE. WHEN YOU SEE THE

PICTURE OF THE GENTLEMAN IN THE WHEELCHAIR, WITH THE COWBOY HAT ON HIS HEAD, AT THE SIGNING OF THE ADA, THAT'S HIS WIFE. AND I WILL TELL YOU, THE WAY THAT DISABILITY RIGHTS COMMUNITY TALKS ABOUT, YOSHIKO, SHE WAS HIS SECRETARY. I GET THEM TOGETHER ON THIS. NO, I READ THE ARTICLES FROM, JUSTIN, HE CALLS HER HIS PARTNER, YOU NEED TO CALL HER HIS PARTNER AND, RESPECT THAT THIS ASIAN-AMERICAN WOMAN WAS NOT HIS SECRETARY. SHE WE WAS WITH HIM AND WORKING WITH HIM AND GIVE HER THAT RESPECT. EVER SINCE THEN SHE LOVED ME. SHE WAS LIKE OH WHO IS THIS PERSON. BUT JUST THAT RIGHT, LIKE YOU TREAT THIS WOMAN, YOU KNOW, THERE IS SOME OTHER THINGS TOO, USED TO CALL HER THE ROSA PARKS OF THE DISABILITY COMMUNITY. OH, NO, WE ARE GOING TO STOP THAT ONE RIGHT THERE. SO, ANYWAY. BUT THAT'S, THAT, YOSHIKO, A WONDERFUL PERSON. IF YOU HAVE EVER BEEN TO D.C., THIS IS A BEAUTIFUL SIGHT TO SEE US MARCHING IN WHEELCHAIRS, AND, AND THE GENTLEMAN IN THE GRAY IS, DEAF, WE HAVE ASL INTERPRETERS, OUR PHOTOGRAPHER, HE HAS ASL INTERPRETERS, ALWAYS A BEAUTIFUL THING TO SEE ASL INTERPRETERS SIGNING CHANTS. LIKE WHILE YOU ARE WALKING, SO. BUT, THESE ARE JUST THOSE PICTURES. SOME OTHER THINGS ABOUT THIS, DISABILITY. THE REST OF IT IS THINGS ABOUT ME I AM GOING TO STOP TALKING. I

DON'T KNOW IF THERE IS ANY QUESTIONS. I AM READING THIS
CHAT. I AM SEEING IT. THANK YOU ALL, BUT I HOPE THIS WAS,
YOU KNOW --

INFORMATION THAT WAS GOOD FOR YOU. MY INFORMATION IS THE
LAST SLIDE. YOU PLEASE REACH OUT TO ME AT ANY TIME IF YOU,
IF YOU, WANT TO TALK. ABOUT ANY OF THIS. OR HAVE QUESTIONS.
OR, OR WANT TO TRAINING FOR YOUR ORGANIZATION. OR PEOPLE
YOU KNOW. I AM ALWAYS, AVAILABLE FOR THAT. I AM GOING TO
STOP TALKING. AND GIVE IT BACK TO ANNIE.

>> ANNIE MAHON: THANK YOU, DARA, THAT WAS INCREDIBLE

I FEEL JUST LIKE FILLED UP WITH LIKE -- AWARENESS. THANK
YOU. AND EVERYBODY HAS BEEN PUTTING THANK YOUS. THERE IS
ONE QUESTION IN THE CHAT, I THINK MAYBE THE ONLY QUESTION
SO FAR. WHAT WOULD YOU SAY ARE THE TOP DISABILITY JUSTICE
ISSUES RIGHT NOW?

>> DARA BALDWIN: A GREAT QUESTION. THE NUMBER ONE ISSUE FOR
US IS POLICING AND LAW ENFORCEMENT AND ENDING AND STOP,
STOP KILLING BLACK FOLKS. DEFINITELY AND POLICING AND LAW
ENFORCEMENT. THE OTHER IS -- I WOULD HAVE TO SAY ECONOMIC.
WHEN YOU, WHEN YOU HEAR THE NUMBERS ABOUT UNEMPLOYMENT,
DOUBLE THEM FOR DISABLED. WHITE DISABLED. TRIPLE THEM FOR
BLACK AND BROWN. AND QUADRUPLE THEM FOR INDIGENOUS FOLKS.

BEFORE THE PANDEMIC WE WERE DOWN TO --
UNDER, DOUBLE DIGITS. WE HAD IT DOWN TO 9%. OF,
OF -- UNEMPLOYMENT. IT IS NOW AT 22%. THAT WAS THE LAST
REPORT IN JUNE. AND AGAIN, THAT'S WHITE DISABLED, SO,
DOUBLE IT FOR THE BLACK FOLKS. SO, UNFORTUNATELY, BACK UP.
AND I THINK THE THIRD IS -- DEFINITELY
THE ABILITY TO STAY IN YOUR COMMUNITY. OR TO GET IN YOUR
COMMUNITY. YOU WILL HEAR HCBS, HOME AND COMMUNITY BASED
SERVICES. THE WAY IN WHICH BIDEN SPOKE ABOUT CARE WORKERS,
AND, AND THE WHOLE CARE WORKER COMMUNITY, IT IS QUITE
INTERESTING. THEY SPEAK OF AGAIN, FROM A WHITE PRIVILEGE
BASEMENT HE SPOKE OF IT AS YOUR ELDERLY MOTHER AND FATHER
SHOULD BE ABLE TO STAY HOME AND -- BE ABLE TO STAY HOME
AND LIVE AT HOME NOT GO TO A NURSING HOME. HE DID NOT TALK
ABOUT THE PEOPLE WHO ARE IN NURSING HOMES AND SHOULD BE
ABLE TO GET OUT OF NURSING HOMES. AND HAVE THESE CARE
WORKER. WHY? AND PEOPLE DON'T KNOW THIS, RIGHT. THEY ONLY,
INSTITUTIONS TO THEM ARE ONLY NURSING HOMES. WE HAVE MENTAL
HEALTH INSTITUTIONS WHICH HAVE JIVE TYPHOUSLY THE STATE
OF FLORIDA, STILL PUTS CHILDREN, -- STILL PUTS CHILDREN
WITH DISABILITY IN INSTITUTIONS, NUMBER 50. THE WORST FOR
IT. UTAH DOES THIS. OKLAHOMA DOES THIS, RIGHT. SO THESE

INSTITUTIONS, ARE MORE THAN JUST, RIGHT, MORE THAN NURSING HOMES TO GET OUR PEOPLE OUT. NUMBER TWO, THE PEOPLE WHO ARE IN INSTITUTIONS, 65% OF THEM ARE UNDER THE AGE OF 55. NUMBER THREE, WHEN YOU ARE BLACK AND BROWN, THEY'RE USUALLY, PUT IN THERE BECAUSE THEY GOT ONSET OF DISABILITY. USUALLY FROM CASES OF VIOLENCE. LIKE, EXAMPLE, CHICAGO DOES THIS AND UNIVERSITY OF CHICAGO WORKED WITH THEM ON DATA. IN CHICAGO, YOU HAVE ALL OF THE SHOOTINGS. NOT EVERYONE DIES. SOME OF THEM LIVE. YOUNG BLACK MEN, MOSTLY. AND THEY ARE PARAPLEGICS AND QUADRIPLEGICS THEY CAN'T BY LAW GO HOME. WE HAVE NO ACCESSIBLE HOUSING IN THE COUNTRY. THE STOCK IS 3.89%. 31 YEARS AFTER THE ADA WAS WRITTEN. AND THEY STILL, RIGHT, THAT PERSON CAN'T GO HOME SO THEY SEND THEM TO A NURSING HOME FOR INSTITUTION. THAT INSTITUTION HAS NO -- NO, NO OBLIGATION, TO, TO EDUCATE THEM. IF YOU GO IN THERE, 18, 19 YEARS OLD. MAY HAVE GRADUATED FROM HIGH SCHOOL. OKAY, CAN'T GO TO COLLEGE OR ANYTHING LIKE THAT. CAN'T HAVE FAMILY -- LOOK THAT. CAN'T HAVE FAMILY COME AND STAY WITH YOU. 18, 19, WON'T HAVE ANY KIND OF RELATIONSHIP, WHO, YOU CAN DATE. IN CHICAGO, MOST NURSING HOMES ARE ON THE OUTSKIRTS, AN HOUR DRIVE. THE FAMILIES TRYING TO KEEP A ROOF OVER THEIR HEAD. THEY DON'T HAVE MONEY TO SEE YOU. NO

FAMILY CONNECTION. SO THAT IS WHO IS IN NURSING HOMES AND WHO WE ARE TRYING TO GET OUT. OF COURSE THE CARE GIVER CONVERSATION IS AROUND WHITE FOLKS AND PEOPLE WHO ARE STILL IN THEIR HOUSE, PRIVILEGED AND THEY ARE OKAY. THAT'S WHY THE HCBS STUFF, THAT'S NOT TRUE. WE NEED CARE GIVERS TO GET OUR BLACK AND BROWN FOLKS OUT OF THESE INSTITUTIONS. AND IT IS INTERESTING TO SEE THAT THAT CONVERSATION SO, EQUITY, PRESIDENT, BIDEN IS NOT BEING DISCUSSED. SO THOSE ARE OUR PROBLEMS. THANK YOU, SO MUCH, I KNOW ADRIANA WOULD LOOK TO BE HOPPING IN. THINK SHE DROPPED OFF. HAVING TROUBLE WITH HER VIDEO. THESE ARE THE TWO QUESTIONS I THINK ARE INTERESTING. THE QUESTIONS THE ONLY ONES I SEE. SOLE ONE ASKED WHY YOU, WHY YOU DON'T USE THE TERMS HEARING DISABILITY VISUAL DISABILITY. AND THEN, THE OTHER QUESTION FROM, JOANNE WHICH IS INTERESTING, IS -- HOW CAN OUR COVID RESPONSE BE GROUNDED IN DISABILITY JUSTICE. IF YOU WANT TO ANSWER THOSE, THEN WE WILL FIN, UP. WE ARE AT THE END OF OUR TIME.

>> OKAY, SURE. THE FIRST ONE IS WE DO, WE DON'T USE, IMPAIRMENT, WORD IMPAIRMENT. VISIBLE IMPAIRMENT OR HEARING IMPAIRMENT. TRY NOT TO USE ANYTHING THAT SAYS SOMETHING IS WRONG, IMPAIRMENT MEANS SOMETHING IS WRONG WITH YOU. BLIND,

LOW VISION. DEAF OR HARD-OF-HEARING. IN OUR COVID RESPONSE, CENTERING IT. IT WOULD BE NUMBER ONE TO HAVE DISABLED FOLKS LEAD IT. WHICH IS NOT GOING TO HAPPEN. BUT, LOOK AT, EVERYONE LOVES CUOMO'S, YOU KNOW, WHEN HE WAS DOING HIS REPORTS OUT. HE HAD NO ASL INTERPRETER. WE HAD TO SUE HIM, WE TOOK HIM TO COURT. AND A JUDGE HAD TO TELL HIM, OH, NO YOU ARE GOING TO HAVE ASL INTERPRETERS, LET PEOPLE KNOW. TOOK ME A LONG TIME TO GET MY MAYOR IN D.C. JUST STARTED. RIGHT, MAYOR GRAY, WORKED FOR HIM. DIDN'T HAVE ASL INTERPRETER. AND SO, YOU CENTER THE -- THE RESPONSE, AND HAVE DISABLED FOLKS LEAD IT, YOU WILL, BE CENTERED ON DISABILITY JUSTICE AND ALSO INCLUDE ALL PEOPLE. AND THE WAY IT WAS, EVEN OUR COVID RESPONSE, SO, WHEN THEY SAID, WHEN THEY, STARTED ROLLING OUT THE VACCINES, AND THEY SAID -- WHO IS ESSENTIAL. ELDERLY PEOPLE. WE HAD TO FIGHT, NO, DISABLED PEOPLE WITH UNDERLYING CONDITIONS NEED TO ALSO BE IN THAT FIRST GROUP. AND EVEN WITH THE BOOSTER SHOT. RIGHT. WE HAD TO SAY, SO -- IF YOU CENTER IT AROUND US, HAVE THESE CONVERSATIONS. LET YOU KNOW, ROLLING IT OUT FOR OUR KIDS. SCHOOLS IN THE COUNTRY WHICH ARE NOT INCLUSIVE. NOT IN COLLUSIVE, NOT ACCESSIBLE. 80% OF THE SCHOOL SYSTEMS ARE NOT ACCESSIBLE TO OUR KIDS. CHILDREN WILL GO TO SCHOOL.

BEEN TO ELEMENTARY SCHOOL. YOU WILL KNOW THIS. FIRST FLOOR, PREK, KINDERGARTEN, FIRST GRADE. WHEN YOU GET TO SECOND GRADE, GO TO THE SECOND FLOOR. THERE ARE NO ELEVATORS. THEY DON'T GO. DISABLED KIDS HAVE BEEN HOME FOR YEARS, THERE IS NO INCLUSION OF OUR KIDS. LET ME MAKE THIS, ALSO CONNECT THIS TO YOU, FOR YOU. 85% OF ELECTION POLLS ARE NOT ACCESSIBLE. WHERE DO YOU GO TO VOTE? AT YOUR LOCAL SCHOOL. ALL RIGHT, RIGHT, SO, I LOOK AT PEOPLE, LOOK, OH, MY GOD YOU ARE RIGHT. I GO TO MY SCHOOL. IT IS NOT. THERE IS NO ELEVATORS. GO TO FOURTH GRADE, FIFTH GRADE. THIRD, FOURTH FLOOR. OUR KIDS CAN'T GO THERE. SO, ROLLING THIS VACCINE OUT FOR OUR BABIES IN SCHOOLS, HELLO? ARE YOU GOING TO TAKE, LIKE WE TOLD THEM, YOU SHOULD HAVE, LIKE, LIKE WILL YOU GO THEM. WE HAVE PEOPLE WHO CAN NEVER LEAVE THEIR HOME, OR GO OUTSIDE OF THE FRONT DOOR. AND THEY TOLD US KNOW. IF YOU CENTER DISABLED FOLKS AROUND THE PLANNING OF WHAT YOU ARE DOING, YOU WOULD COVER EVERYBODY. BECAUSE EVEN WHEN WE STARTED GETTING MOBILE VACCINES, PEOPLE STARTED, GOING NOW, THE, THE ELDERLY WOMAN DOWN THE STREET WHO IS 78 WAS LOOK, CAN I GET ONE. I DON'T HAVE A DISABILITY. BUT I ALSO, SHE IS TOO FRAYED TO GO TO THE CIVIC CENTER OR HAS NO WITHIN TO WALK WITH HER, NO TRANSPORTATION TO GET THERE. SO IT

COVERED EVERYBODY. RIGHT, WE WERE LIKE THIS WILL HELP EVERYONE. AND THEY DON'T WANT TO CENTER IT ON US, IF YOU DID THAT, THEN, A LOT OF THIS WOULD HELP, AND MOST DEFINITELY, IT WOULD HAVE NOT, BROUGHT UP TREATMENT RATIONING. YES, A SHORTAGE IN OXYGEN. NOBODY'S LIFE IS MORE IMPORTANT THAN SOME BODY ELSE'S LIFE. THAT'S WHAT THEY DID. IF THEY CENTERED IT AROUND US, USE THE CILSS, CENTERS FOR INDEPENDENT LIVING BEEN THERE SINCE 1975, EVEN BEFORE THAT, THAT'S WHEN THEY GOING OR NIGHED PUT INTO THE LAW. CILS HAVE BEEN AROUND A LONG TIME. KNOW THEIR COMMUNITIES. THEY KNOW, INSIDE AND OUT. KNOW WHO WILL GET THINGS DONE AND WHO TO TRUSTLE AND THEY DO HAVE THE INTEGRITY OF, OF THE COMMUNITY, RIGHT. SO THAT'S WHAT WE TRY TO TELL PEOPLE. I JUST PUT PEOPLE IN, WHO DO, I SEE THIS LIST. SO YOU CAN HAVE IT. BUT THIS ARTICLE, FROM, FROM -- FROM THE ATLANTIC IS SO WELL DONE. WHAT IT IS LIKE TO BE BLACK AND DISABLED IN AMERICA. LEROY MOORE AND KEITH JONES ARE, KEITH WON AN EMMY. FOR HIS MUSIC THAT HE DID IN A NETFLIX MOVIE. I WILL GET THE NAME OF IT FOR YOU. HE DID THAT. LEROY MOORE IS THE MAN WHO IS RESPONSIBLE, ONE OF THE THINGS HE HAS DONE, RESPONSIBLE FOR, GETTING POP RAP ARTISTS TO USE ASL INTERPRETERS, RIGHT HE DID THAT OVER 20 YEARS AGO. AND THEN

PINK IS USING THEM. SO, THAT'S, LEROY, THEY WORK AROUND HIP-HOP MUSIC AND EVERYTHING.

I TRY TO PUT RESEARCHER IN THERE. I THINK I PUT IN THERE. BUT WE, COVER EVERYTHING. YOU KNOW, ARTISTS, WE KNOW THAT IS PART OF THIS WORK. SO, ANYWAY, I JUST WANT TO SAY, THANK YOU, GUYS.

>> ANNIE MAHON: THANK YOU, SO, SO, MUCH.

>> ADRIANA ARIZPE MARTIN: THANK YOU.

>> ANNIE MAHON: WOW.

>> ADRIANA ARIZPE MARTIN: WE LEARNED SO MUCH. IT IS, IT WAS EYE OPENING. I MEAN, EVERYTHING.

>> DARA BALDWIN: THANK YOU GUYS.

>> ANNIE MAHON: AMAZING, JUST A FONT OF INFORMATION.

>> ADRIANA ARIZPE MARTIN: YES.

>> ANNIE MAHON: INCREDIBLE. KEEPS COMINGMENT I FEEL LIKE WE COULD LISTEN ALL NIGHT. SO, YEAH, THANK YOU ALL FOR BEING HERE. AND I, THERE IS LOTS OF THANK YOUS IN THE CHAT, DARA. CHECK IT OUT.

>> DARA BALDWIN: I AM CHECKING IT OUT NOW, TRYING TO COPY IT TOO.

>> ANNIE MAHON: OKAY. ANY LAST WORD BEFORE WE HAVE A FINAL BELL. ANYBODY WANT TO UNMUTE AND SAY SOMETHING. SHORT.

BEFORE WE FINISH? JUST APPRECIATE, EVERYBODY'S PRESENCE
TONIGHT. AND -- WHAT A WONDERFUL TIME, LEARNING TOGETHER.
ADRIANA, WANT TO SAY SOMETHING.

>> ADRIANA ARIZPE MARTIN: YES, I WANTED TO REMIND PEOPLE
THAT, WE WILL HAVE THESE, THIS SESSION, ON OUR WEBSITE, YOU
WILL RECEIVE AN EMAIL, BUT THERE IS, IT IS GOING TO BE
LIVING THERE. WE WANT TO ALSO HAVE THE POWERPOINT, DARA IS
GOING TO SHARE WITH US. AND, ALL OF THE RESOURCES WHATEVER
SHE, THERE ARE MENTIONED HERE MAYBE SHE WANT TO SEND THAT
AS SHE WAS TELLING ANNIE GOING TO SEND IT TO US.
WE WILL HAVE IT THERE. AND PLEASE ALSO, FOLLOW US IN SOCIAL
MEDIA. WE ARE ON FACEBOOK, INSTAGRAM. AND, AND SHARE THE
VOICE OF OUR -- THIS PROJECT, PLEASE. COME BACK, BECAUSE
THIS IS JUST POSSIBLE WITH THE PRESENCE OF ALL OF YOU. AND
WITH THE PRESENCE, AND, AND, THE MINDFUL PRESENCE OF ALL OF
US. THANK YOU SO MUCH.

>> ANNIE MAHON: YES, YES, YES, THANK YOU. SO MUCH, THANK
YOU, DON. AND ALSO, DON'T FORGET DECEMBER 15th. WE
HAVE -- THE THIRD AND FINAL SPEAKER IN THIS SERIES. SO, IT
SHOULD BE ANOTHER GOOD ONE. HOPEFULLY WE WILL SEE YOU ALL
THERE. AND I WILL FINISH WITH THE BELL.

>> ADRIANA ARIZPE MARTIN: THANK YOU. SO FROM THIS HOUR AND

A HALF THAT WE HAVE SPENT TOGETHER, MAY ALL OF OUR EFFORTS
HERE AND OUR LEARNING AND OUR WORK, MOVE FORWARD INTO THE
WORLD IN SUCH A WAY THAT ALL BEINGS EVERYWHERE CAN BE FREE,
TRULY FREE, AND TRULY SAFE, AND TRULY AT EASE. AND FREE
FROM SUFFERING.

(BELL TOLLS) THANK YOU ALL, WE WILL SEE YOU HOPEFULLY NEXT
MONTH. DARA, HOPEFULLY GET TO SEE YOU AGAIN. IT WAS LOVELY
TO GOT TO KNOW YOU.

>> THANK YOU, EVERYONE.

>> BE CAREFUL OUT THERE.

>> RECORDING STOPPED.

>> THANK YOU.

>> THANK YOU, EVERYONE.

>> BYE, THANK YOU.

>> I WILL SEND YOU THIS STUFF AND IN AN EMAIL TOMORROW
MORNING.

>> SOUND GREAT. I THIN WEEK HAVE MORE HEARTS ON THIS
WEBINAR THAN WE HAVE EVER HAD.

>> YES.

>> THANK YOU.

>> THANK YOU.

>> YOU ARE GETTING A LOT OF LOVE, DARA.

>> THANK YOU.

>> DARA BALDWIN: RIGHT BACK TO YOU. THANK YOU SO MUCH.

>> ANNIE MAHON: THANK YOU. BYE, BYE.

>> ADRIANA ARIZPE MARTIN: THANK YOU, DON.

>> ANNIE MAHON: HAVE A GREAT NIGHT, BYE, DON, THANK YOU.

>> ADRIANA ARIZPE MARTIN: THANK YOU. BYE-BYE.