

RAW FILE

MAKING-VISIBLE
DISABILITY JUSTICE
MOEENA DAS
DECEMBER 15, 2021
7:00 P.M.

DISCLAIMER: This CART file was produced for communication access as an ADA accommodation and may not be 100% verbatim. This is a draft transcript and has not been proofread. It is scan-edited only, as per CART industry standards, and may contain some phonetically represented words, incorrect spellings, transmission errors and stenotype symbols or nonsensical words. This is not a legal document and may contain copyrighted, privileged, or confidential information.

This file shall not be disclosed in any form (written or electronic) as a verbatim transcript or posted to any website or public forum or shared without the express written consent of the hiring party and/or the CART provider. This is an unofficial transcript which should NOT be relied upon for purposes of verbatim citation.

>> ANNIE MAHON: HEY, EVERYONE. WELCOME TO MAKING-VISIBLE.
GOOD TO SEE YOU ALL. WELCOME, WELCOME. SO HAPPY TO HAVE YOU
AS OUR THIRD, FINAL WEBINAR ON DISABILITY JUSTICE. AND OUR
LAST WEBINAR OF 2021. THANK YOU FOR JOINING US. PLEASE, GO
AHEAD AND PUT YOUR NAME AND WHERE YOU ARE CALLING IN FROM
IN THE CHAT. AND ANYTHING ELSE YOU WOULD LIKE US TO KNOW.
AND, ALSO, NOTE THAT, THERE ARE LIVE CAPTIONING AS ALWAYS,
AND YOU CAN ACCESS THOSE AT THE BOTTOM OF YOUR SCREEN IF

YOU ARE ON A LAPTOP OR A COMPUTER. VERSUS A PHONE. UNDER
LIVE TRANSCRIPT, AND SHOW SUBTITLES. SO, PLEASE -- MAKE USE
OF THOSE IF IT IS HELPFUL. AND, THANKS TO DON WHO IS DOING
OUR LIVE CAPTIONING TONIGHT. WHITNEY CALLING IN FROM
WASHINGTON, D.C.

NICE TO SEE YOU. AND, FEEL FREE TO PUT YOUR NAME IN THE
CHAT. AND, MARIA FROM TAMPA. HEY, MARIA. TOCOBAGA LANDS. IS
THAT HOW YOU SAY IT? TOCOBAGA. OKAY, COOL, COOL. THANK YOU.
GREAT. WELCOME. WE WILL WAIT MAYBE ONE MORE MINUTE FOR
PEOPLE TO ARRIVE. AND, MAITREYI -- MAITREYI FROM D.C. I AM
SURE I DID NOT SAY THAT RIGHT. WELCOME. HEY, KIM. NICE TO
HAVE YOU HERE. HEY. GOOD TO SEE YOU. ADRIANA IS NOT HERE
TONIGHT, SHE IS ON A FLIGHT TO MEXICO, UNFORTUNATELY, THIS
IS THE FIRST WEBINAR SHE HAS MISSED EVER. SO, WE ARE SAD
NOT TO HAVE HER. BUT WE HAVE RACHEL AND CLAIRE WITH US
TONIGHT. WHO ARE ALSO, PART OF THE MAKING-VISIBLE TEAM.
AND, THEY WILL BE SUPPORTING OUR WEBINAR THIS EVENING. SO,
WELCOME. SO, AS USUAL WHAT WE WILL DO IS WE WILL HAVE A
BELL TO BEGIN. THEN I AM GOING TO OFFER A QUOTE. AND THEN I
WILL TURN IT OVER TO CLAIRE. AND CLAIRE IS GOING TO
INTRODUCE OUR SPEAKER, MOEENA FOR THE EVENING. AND THEN
MOEENA WILL BE SPEAKING FOR ABOUT, 45 MINUTES OR SO. AND

THEN TEAM FOR QUESTION/ANSWER. SO BE THINKING ABOUT THE QUESTIONS YOU WOULD LOOK TO ASK. YOU CAN EITHER PUT THEM IN THE CHAT AS WE GO ALONG AND WE WILL TRY TO TRACK THEM THAT WAY. OR YOU CAN HOLD THEM, AND ASK -- BY UNMUTING YOURSELF, AND JUST ASK -- DIRECTLY WHEN WE GET TO THAT POINT. WE HAVE A RELATIVELY SMALL GROUP. SO WE CAN DO IT IN THAT WAY TONIGHT. IF THAT WORKS FOR FOLKS. AGAIN, CLOSED-CAPTIONING IS HAPPENING. SO YOU CAN ALWAYS HAVE -- A LIVE CAPTION IF YOU WANT BY GOING TO LIVE TRANSCRIPT AND CLICKING ON SHOW SUBTITLES. PLEASE PUT YOUR NAME AND WHERE YOU ARE CALLING IN FROM IN THE CHAT SO WE CAN -- ALL SAY HELLO TO EACH OTHER. THIS EVENING. I GUESS WE WILL GO AHEAD AND GET STARTED WITH THE BELL. AND A QUOTE. AND TONIGHT'S QUOTE -- VERY APPROPRIATE, BECAUSE I CHOSE THIS QUOTE A COUPLE WEEKS AGO TO READ TONIGHT. AND IT'S BY, OUR BELOVED BELL HOOKS AS MANY OF YOU KNOW PASSED AWAY TODAY. AND, SOMEONE WHO HAS BEEN AN INSPIRATION FOR ME AND SOMEONE WHO REALLY I HAVE LEARNED SO MUCH FROM. AND I'M -- A LOT OF US ARE -- VERY SAD TO HAVE LOST HER. SO --

YEAH. BUT I WILL BE READING A QUOTE FROM, "TRICYCLE" INTERVIEW WITH BELL HOOKS AFTER WE LISTEN TO THREE SOUNDS OF THE BELL. MAKE YOURSELF COMFORTABLE. THIS IS A CHANCE TO

DROP INTO OUR BODY AND TO THIS MOMENT. AND TO, TO EACH OTHER. HERE TONIGHT TOGETHER. RECORDING IN PROGRESS. (BELL TOLLS) (BELL TOLLS)

(BELL TOLLS) THE INTERVIEWER ASKED, BELL HOOKS --

ARE YOU MAKING ANY DISTINCTIONS HERE BETWEEN THICH NHAT HANH'S USE OF THE EXPRESSION "ENGAGED BUDDHISM" AND "LIBERATION THEOLOGY"? NO. I LIKE THAT THE POINT OF CONVERGENCE OF LIBERATION THEOLOGY, ISLAMIC MYSTICISM, AND ENGAGED BUDDHISM IS THE SENSE OF LOVE THAT LEADS TO COMMITMENT AND INVOLVEMENT WITH THE WORLD, AND NOT A TURNING AWAY FROM THE WORLD. A FORM OF WISDOM THAT I STRIVE FOR IS THE ABILITY TO KNOW WHAT IS NEEDED AT A GIVEN MOMENT IN TIME. WHEN DO I NEED TO RESIDE IN THAT LOCATION OF STILLNESS AND CONTEMPLATION, AND WHEN DO I NEED TO GET UP OFF MY ASS AND DO WHATEVER IS NEEDED TO BE DONE IN TERMS OF PHYSICAL WORK, OR ENGAGEMENT WITH OTHERS, OR CONFRONTATION WITH OTHERS? I'M NOT INTERESTED IN RANKING ONE TYPE OF ACTION OVER THE OTHER. SO WITH THAT, I WILL TURN IT OVER TO CLAIRE WHO IS GOING TO INTRODUCE OUR SPEAKER FOR TONIGHT.

>> CLAIRE PETTENGILL: HI, EVERYONE, REALLY GREAT TO SEE YOU ALL AND SOME FAMILIAR FACES. THAT'S VERY EXCITING. MO ETCH

ENA'S PRESENTATION WILL SPEAK FOR ITSELF. I HAVE KNOWN MOEENA FOR A LONG TIME. EVEN THOUGH SHE WAS YOUNG WHEN I MET HER. SHE WAS SUPER SOCIALLY ENGAGED AND REALLY COMMITTED TO WORKING FOR VARIOUS KINDS OF JUSTICE. SHE COMES FROM A FAMILY THAT IS, FOR GENERATIONS, FROM WHAT I UNDERSTAND, BEEN COMMITTED TO PUBLIC SERVICE. AND IT IS, QUITE ADMIRABLE.

MOEENA IS CHIEF OPERATING OFFICER AT THE NATIONAL ORGANIZATION ON DISABILITY (NOD). PRIOR TO HER TIME NOD, SHE SERVED AT THE NEW YORK CITY MAYOR'S OFFICE OF IMMIGRANT AFFAIRS, WHERE SHE LED THE OFFICE'S IMMIGRATION LEGAL SERVICES PROGRAMS, AND HAS ALSO WORKED IN INTERNATIONAL ENVIRONMENTAL CONSERVATION, GLOBAL HEALTH, AND YOUTH EDUCATION IN INDIA. MOEENA HOLDS GRADUATED FROM WELLESLEY COLLEGE

A MASTER IN PUBLIC ADMINISTRATION FROM NEW YORK UNIVERSITY. ORIGINALLY FROM INDIA, MOEENA LIVES IN BROOKLYN, AND IS DEAF. WE ARE LOOKING FORWARD TO WHAT YOU HAVE TO SAY.

WELCOME.

>> MOEENA DAS: THANK YOU, CLAIRE. THANK YOU TO YOU, ANNIE, ADRIANA, RACHEL FOR THE INVITATION. TO TALK TODAY. IT IS SO NICE TO BE WITH EVERYONE. AND, I HOPE EVERYONE HAD A GOOD

DAY. AS CLAIRE MENTIONED MY NAME IS MOEENA DAS. BEFORE I START I WOULD LIKE TO BRIEFLY DESCRIBE MYSELF. I AM AN INDIAN WOMAN WITH BROWN SKIN, BROWN EYES, BLACK HAIR. SHOULDER LENGTH BLACK HAIR THAT IS HALF UP, HALF DOWN. I AM WEARING A, NAVY BLUE TOP, AND TO MY BACKGROUND IS A BLACK AND WHITE WALL WITH A PLANT IN THE CORNER. AND, AS WE PROGRESS THROUGH OUR TIME TODAY, I AM GOING TO BE DESCRIBING SOME OF WHAT I TALK ABOUT BECAUSE I WILL BE AT VARIOUS POINTS REFERENCING SLIDES AND FOR ANY BODY WHO CAN BENEFIT FROM AN AUDIO DESCRIPTION I WILL BE DESCRIBING WHAT IS ON THE SCREEN. SO, THANK YOU. AGAIN, FOR -- FOR HAVING ME HERE. I REALLY WOULD LIKE TO USE OUR TIME TODAY AND TO TALK ABOUT DISABILITY. I KNOW THAT THIS IS THE THIRD IN THE DISABILITY JUSTICE SERIES, YOU HAVE HAD THE OPPORTUNITY TO SO FAR FROM KAITLYN HATCH AND DARA BALDWIN AND REALLY LOOK FORWARD TO USING TODAY'S SESSION TO BUILD ON SOME OF THE CONCEPTS AND THEMES THAT THEY SHARED. AND ALSO TO SHARE SLIGHTLY DIFFERENT PERSPECTIVE. SO, WITH THAT, I AM GOING TO VERY QUICKLY, SCREEN SHARE. AND EVEN THOUGH WE HAVE BEEN IN ZOOMLAND FOR TWO YEARS NOW ALMOST, I AM GOING TO CONTINUE TO, ASK THE QUESTION AND JUST MAKE SURE THAT, FOLKS CAN SEE WHAT IS UP ON THE SCREEN. SO FOLKS CAN JUST

GIVE ME A QUICK THUMBS UP. THAT WILL BE VERY HELPFUL JUST TO MAKE SURE THAT THIS IS -- UP AND RUNNING.

PERFECT. WHY DISABILITY MATTERS. SO THE SESSION GOALS FOR TODAY. I WOULD LOVE FOR YOU TO LEAVE OUR TOMB TOGETHER WITH AN UNDERSTANDING OF HOW COMMON THE DISABLED EXPERIENCE IS. AN AWARENESS OF WHY AND LANGUAGE MATTERS. AND THEN JUST A REFLECTION ON YOUR OWN EXPERIENCE WITH DISABILITY. AND, I WILL SAY THAT -- MUCH OF WHAT I SHARE TODAY BY THE WAY OF CONTEXT AND, CERTAIN FACTS AND FIGURES, WILL BE U.S.

FOCUSED BUT THERE WILL BE CERTAIN PIECES THAT OF COURSE HAVE A BROADER APPLICATION TO -- TO THE EXPERIENCE WITH DISABILITY -- EXPERIENCE OF DISABILITY REGARDLESS OF WHERE YOU MAY BE IN THE WORLD. SINCE WE ARE A SMALL GROUP TODAY I WOULD LOVE TO GET SOME THOUGHTS FROM YOU AND TO ASK THE QUESTIONS FOR THOSE OF YOU ON THE CALL TODAY. SO THE FIRST IS, WHAT DO YOU HOPE TO LEARN TODAY TODAY? AS YOU THINK ABOUT DISABILITY. THINK WHAT YOU KNOW? WHAT WOULD YOU LOOK TO LEARN, IF YOU CAN JUST CHAT IN THE BOX AND JUST, PUT IN A FEW WORD. WHAT YOU ARE HOPING TO LEARN AND WHAT IS ON YOUR MIND. DON'T BE SHY.

>> RESPECTFUL, THOUGHTFUL LANGUAGE THAT CONVEYS WELCOME AND INCLUSION. GAIN INSIGHT ON HOW TO TALK ABOUT DISABILITY TO

PEOPLE WHO AREN'T DISABLED. THANK YOU. I WANT TO BROADEN MY UNDERSTANDING OF DISABILITIES. A BETTER UNDERSTANDING OF THE LIVED EXPERIENCE OF DISABILITY. THE EXPERIENCE OF BEING DISABLED HOW TO BE MORE AWARE SENSITIVE TO DIFFERENT ABILITIES. A DEEPER UNDERSTANDING OF THE EXPERIENCE OF DISABILITY. AND TO GAIN AN UNDERSTANDING OF HOW DISABILITIES CAN AFFECT ONE'S EXPERIENCE IN DIFFERENT SITUATIONS. AND THEN THE LAST, TWO ARE, WANT TO LEARN HOW PEOPLE IN THE DISABILITY JUSTICE MOVEMENT SHOW RESPECT AND COMPASSION FOR ACTIONS AND LANGUAGE AND HOW DISABILITY INJUSTICE CAN SHOW UP IN INTERPERSONAL INTERACTIONS AND HOW TO REMEDY THAT. THANK YOU. APPRECIATE THAT. AND, I THINK THAT, THROUGH OUR TIME TODAY, I HOPE WOULD BE TO TOUCH ON -- MUCH OF WHAT HAS BEEN SHARED HERE. I WILL OF COURSE, CAVEAT THIS WITH, I MYSELF EVEN THOUGH I AM DISABLED, I AM DEAF, I AM STILL LEARNING EVERY SINGLE DAY. BUT I AM ALSO UNLEARNING

I WILL SPEAK A LITTLE MORE WHAT I MEAN BY UNLEARNING, AND AS WE GO THROUGH OUR TIME TOGETHER TODAY. BUT I DO HOPE THAT MUCH OF WHAT HAS BEEN TOUCHED ON HERE WILL BE REFLECTED IN WHAT YOU HEAR AND WHAT WE HAVE A CHANCE TO DISCUSS OVER THE COURSE OF THE NEXT HOUR OR SO. THE SECOND

QUESTION FOR FOLKS ON THIS CALL ARE -- WHAT DO YOU THINK OF WHEN YOU THINK OF DISABILITY? AND I DON'T WANT YOU TO THINK TOO HARD, JUST IMMEDIATELY INSTINCTIVELY WHAT ARE THE FIRST THINGS THAT COME TO YOUR MIND WHEN YOU THINK OF THE WORD DISABILITY? ACCESSIBILITY NEEDS. BARRIERS TO ACCESS. HELP PEOPLE WITH SHARING AND SUPPORT DEAF PEOPLE IN EVERY DAY LIFE AND ACTIVITIES INCLUDING ONLINE IN ADDITION TO THE CAMERA BEING ON. I THINK IT IS PHYSICAL IMPAIRMENTS THOUGH THAT'S NOT ADEQUATE. PHYSICAL, MENTAL DIFFERENCE THAT CAN MAKE SITUATIONS MORE DIFFICULT TO THE INDIVIDUAL AFFECTED. PHYSICAL IMPAIRMENT. PHYSICAL DISABILITIES. THINGS I CAN SEE. ALTHOUGH I KNOW THAT IS NOT THE REALITY. THANK YOU. AND -- AND, THE FINAL ONE I SEE HERE LEARNING TO THINK ABOUT DISABILITY JUSTICE AND NOT ONLY DISABILITY RIGHTS. THANK YOU. WHAT I WILL SAY, BEFORE I -- I START -- IS --

YOU HAVE HEARD IN THE FRAMEWORK OF THE CONVERSATIONS FROM KAITLYN AND THE CONVERSATIONS, A REALLY WONDERFUL EVOLUTION OF THEIR PERSPECTIVES, THEIR THOUGHTS, THEIR UNDERSTANDING DIFFERENCE BETWEEN DISABILITY JUSTICE, DISABILITY RIGHTS, AND ALSO, THINKING ABOUT HOW DISABILITY JUSTICE AND ACCESS NEEDS CAN REALLY PLAY OUT IN ONE'S INTERPERSONAL AND ONE'S

DAY-TO-DAY INTERACTIONS. AND THE ONES THAT I AM REALLY GOING TO BE TAKING TODAY IS TO BE BUILDING ON THAT, ALSO, OFFERING A LITTLE BIT MORE OF THE CONTEXT THAT HELPS US ALL FURTHER THINK ABOUT THE EXPERIENCE OF DISABILITY IN OUR DAY-TO-DAY AND ALL CONTEXT THAT WE ALL OPERATE IN AND ALSO TO THINK HOW WE INDIVIDUALLY, AT A PERSONAL LEVEL, REALLY IDENTIFY WITH AND ENGAGE WITH DISABILITY. IN JUST A -- AND JUST A LITTLE BIT ABOUT ME BEFORE I START. I AM DEAF. AND MY RELATIONSHIP WITH DISABILITY PARTICULARLY DISABILITY AS AN IDENTITY THOUGH IS A VERY RECENT ONE. IT IS ONLY REALLY BEEN IN THE LAST, FIVE TO SEVEN YEARS THAT I HAVE OWNED AND I HAVE ACCEPTED AND HAVE EMBRACED MY IDENTITY AS SOMEBODY WHO IS FOREMOST, SOME BODY WHO IS DISABLED, SECOND EARLY SOMEBODY WHO IS DEAF. AND THE REASON IS FOR ME, AT LEAST, THINKING ABOUT MY JOURNEY AND HOW MY IDENTITY HAS EVOLVED, MUCH OF MY LIFE I HAVE ALWAYS HAD THE EXPERIENCE OF REALLY BEING THE ONLY, THE ONLY PERSON WHO WAS DEAF IN THE ROOM, THAT CERTAINLY WAS THE EXPERIENCE. FRANKLY EVEN TODAY, IN MUCH OF MY DAILY INTERACTIONS, PERSONALLY, PROFESSIONALLY, I REMAIN ONE OF THE FEW INDIVIDUALS WHO IS DEAF. BUT EVEN THINKING ABOUT MY EXPERIENCE, NOT ONLY, GROWING UP AND BEING, THROUGH CHILDHOOD AND BEING THE ONLY CHILD, FAMILY

MEMBER, FRIEND, WHO WAS DEAF, THERE ALSO HAVE BEEN OTHER IDENTITIES THAT FOR ME PERSONALLY HAVE COME INTO PLAY WITH HOW I INTERACTED WITH AND, EXPERIENCED MY DEAF IDENTITY AND DISABLED IDENTITY. I MOVED TO THE UNITED STATES WHEN I WAS 12. AND MOVED INTO SPACES THAT WERE BY AND LARGE, LARGELY WHITE SPACES. SPACES WHERE EVEN THOUGH I WAS MAINSTREAMED IN THE ACADEMIC SETTINGS, I MAINSTREAMED WOULD BE ONES FOR -- FOR THOSE WHO AREN'T FAMILIAR WITH THE TERM, THAT WOULD BE, DISABLED AND NONDISABLED STUDENTS ARE TAUGHT IN THE SAME CLASSROOM SETTING. EVEN THOUGH I WAS MAINSTREAMED, I WAS, AGAIN, OFTEN THE ONLY STUDENT WITH A DISABILITY THAT WAS OPENLY, AT THE TIME, I DEPARTMENT TIED OR, OPENLY HAD, A DISABILITY. NOW, I THINK THAT IF WE WERE TO LOOK AT THE CLASSROOM ENVIRONMENTS, LOOK AT WHAT STUDENTS IDENTIFIED AS, THAT -- THAT IDENTITY LIKELY IS ONE THAT FOLKS MIGHT BE MORE OPEN WITH, WHETHER IT IS A LEARNING DISABILITY, A COGNITIVE DISABILITY OR HOST OF OTHER DISABILITIES. AT THE TIME FOR ME, IT WAS VERY MUCH, THAT SORT OF, IN THE SCHOOL SETTINGS, IN SOCIAL SETTINGS, VERY MUCH, I WAS BY MYSELF AND ON MY OWN. YOU ADD THE OTHER LAYER OF YOU HAVE GOT, THE, FACTOR OF, ASSIMILATING TO LIFE IN THE UNITED STATES, ASSIMILATING TO LIFE AGAIN, IN SPACES WHERE I WAS ALSO IN

THE MINORITY WHEN IT CAME TO RACE, WHERE IT CAME TO COUNTRY, THERE WERE CHOICES THAT WERE MADE, CONSCIOUS AND SUBCONSCIOUS, AROUND WHICH IDENTITY WAS I GOING TO NAVIGATE AND ADVOCATE FOR THE MOST. AND I SAY ALL OF THIS AS SOMEBODY WHO HAS THE TREMENDOUS PRIVILEGE OF SOME BODY WHO CAN PASS FOR BEING NONDISABLED, IF I HADN'T SHARED WITH ANYONE ON THIS CALL THAT I AM DEAF, IF I HADN'T BEEN OPEN, AS I AM, ABOUT THE FACT THAT I AM DEAF, YOU MIGHT HEAR ME AND LISTEN TO ME SAY, HUH, I CAN'T QUITE PLACE HER ACCENT, BECAUSE I DO HAVE AN ACCENT THAT IS A COMBINATION OF WHAT I CALL, DEAF, INDIAN AMERICAN ACCENT, BUT THIS CAN BE QUITE HARD TO PLACE. BUT BEYOND THAT, YOU WOULDN'T REALLY KNOW. THAT I AM DEAF. AND, YET, NAVIGATING SCHOOL SETTINGS, NAVIGATING, SECONDARY SCHOOL, UNDERGRADUATE, AND PROFESSIONALLY, YOU ABSOLUTELY COULD TELL THAT I WAS SOMEBODY WHO IDENTIFIED AS A WOMAN, WHO ABSOLUTELY COULD TELL THAT I WAS SOMEBODY WHO IDENTIFIED OR WHO IS, NOT WHITE, AND, SO, CERTAINLY IN THOSE CONTEXT AND IN THOSE ENVIRONMENTS, WHAT IDENTITY WOULD FOLKS GOING TO LOOK AT AND TRY TO NAVIGATE, FOR ME IT WAS ALWAYS, YOU KNOW WHAT? YES, ADVOCATE FOR WHAT YOU NEED IN THE CONTEXT OF WHAT YOU NEED TO BE SUCCESSFUL, QUOTE, UNQUOTE, IN TERMS OF

INFORMING MY TEACHERS, INFORMING DIRECT MANAGERS IN THE
WORK PLACE THAT I AM DEAF, AND FOLKS NEED TO FOR EXAMPLE,
LIP-READ, FACE ME SO I CAN LIP-READ. BEYOND THAT, THOUGH, I
DIDN'T REALLY PUSH IT. AND WHEN I THINK ABOUT
MY -- ACADEMIC CONTEXT. CERTAINLY THE UNDERGRADUATE YEARS
AND PROFESSIONAL YEARS, I NEVER REALLY PUSHED FOR EXAMPLE,
AN ACCOMMODATION. THAT I NEEDED TO FULFILL ACCESS UNTIL
VERY RECENTLY. I WENT THROUGH A GOOD SEVERAL YEARS OF MY
WORKING LIFE, WHERE I DID NOT ONCE REQUEST A SING AL
ACCOMMODATION. THE EXTENT TO WHICH I REQUESTED
ACCOMMODATION WAS THE CONTEXT OF INFORMING RECRUITERS, ANY
TIME I WAS AT INTERVIEW STAGE, AND THEN IN THE CONTEXT OF,
INFORMING MY MANAGER SO THEY WERE AWARE, AND THAT'S IT. THE
FIRST STEP I TOOK, I COME TO THIS, SEVEN YEAR TIME FRAME
FOR WHICH FOR ME WAS THIS MOMENT WHERE I STARTED TO OWN, I
THINK MY IDENTITY AS SOMEBODY WHO IS DISABLED, MORE SO, WAS
WHEN I FORMALLY DECIDED TO MAKE THE CHOICE TO REQUEST
ACCOMMODATIONS AT A PLACE OF WORK WHICH IS THAT I NEEDED,
IN CERTAIN CONTEXTS ACCESS TO REALTIME CAPTIONING, VERY
MUCH WHAT YOU ARE SEEING ON THE CALL TODAY. WITH ACCESS TO
REALTIME CLOSED CAPTIONING THAT IS EFFECTIVELY WHAT I ASKED
FOR AND NEEDED. AND IN A PARTICULAR WORK PLACE THAT ASK WAS

MADE AND EFFECTIVELY NOT GRANTED DESPITE ADVOCATING,
DESPITE THE EXISTENCE OF THE LAWS, DESPITE GOING THROUGH AS
MANY CHANNELS AS POSSIBLY NEEDED, JUST THAT PROCESS OF A,
FINALLY MAKING THE CHOICE TO ASK FOR IT, AND THEN GETTING
TO A POINT WHERE THAT REALLY WASN'T RECEIVED AND WASN'T
GRANTED AND, WAS ALSO A TURNING POINT FOR ME TO LEARNING,
LOOK, AT MY OWN IDENTITY AND, REALLY DECIDE, WHAT MATTERED,
WHAT, WHAT DID I CARE ABOUT? AND SO HERE I AM TODAY. VERY
MUCH PROUDLY OWNING MY IDENTITY AS SOMEBODY WHO IS
DISABLED, MY IDENTITY AS SOMEBODY WHO IS DEAF, AND, IN MY
CURRENT WORK AT THE NATIONAL ORGANIZATION ON DISABILITY WE
ARE A NATIONAL NONPROFIT ORGANIZATION AND OUR FOCUS IS ON
INCREASING THE WORK PLACE PARTICIPATION OF PEOPLE WITH
DISABILITY AS CROSS THE UNITED STATES. AND I DIDN'T HAVE
ANY BACKGROUND IN FORMALLY IN WORK FORCE AND DISABILITY
INCLUSION, CERTAINLY WHEN IT COMES TO WHAT EMPLOYERS AND
WORK PLACES CAN BE DOING BETTER TO MAKE THEIR WORK PLACES
MORE INCLUSIVE FOR PEOPLE WITH DISABILITIES, AND ON THE
FLIP SIDE, WHAT IS AN EMPLOYEE OR AN INDIVIDUAL WITH A
DISABILITY GOING THROUGH TO NAVIGATE THEIR WORK PLACE
ENVIRONMENT ARE SOME OF THE THINGS I HAVE PERSONAL
EXPERIENCE WITH AND NOW, BEEN AT NOD FOR TWO AND A HALF

YEARS AND STILL WORK WITH EMPLOYERS TO CHANGE THEIR PRACTICES TO CHANGE THEIR POLICIES TO CHANGE THEIR BEHAVIOR, SO THAT THEIR WORK PLACES ARE MORE INCLUSIVE. SO TODAY, WITH THAT CONTEXT, TODAY WHAT I REALLY LIKE TO SPEND TIME ON IS TALKING ABOUT, AS I SAID, JUST THINKING BACK TO THE ORIGINAL SESSION GOALS, JUST, SHARING, HOW, HOW THE EXPERIENCE OF DISABILITY IS. WHEN I THINK BACK TO MY OWN EXPERIENCE OF FEELING ISOLATED. FEELING LIKE THERE REALLY WEREN'T MANY OTHERS AROUND ME WHO WERE LIKE ME WHO HAD SIMILAR EXPERIENCES LIKE ME. THINKING ABOUT JUST HOW MUCH LANGUAGE HAS MATTERED. I SAY THIS PERSONALLY, ALL OF THE TIME, THAT WORDS MATTER. LANGUAGE MATTERS. FOR ME, I DO BELIEVE THAT A LOT OF THAT HAS STEMMED FROM, MY OWN EXPERIENCE OF JUST -- HOW IN SID WAS, JUST CASUAL WORDS AND CASUAL PHRASES THAT CAN BE SO HARMFUL, ACTUALLY CAN PLAY OUT FOR AN INDIVIDUAL LEVEL. AND THEN, JUST REFLECTING ALLOWING EACH OF YOU TO REFLECT ON YOUR OWN EXPERIENCE WITH DISABILITY. LET'S START BY TALKING FIRST ABOUT THE MODELS OF DISABILITY. AND THIS BUILDS A LITTLE BUILT FOR THOSE WHO HAD THE OPPORTUNITY TO HEAR KAITLYN AND DARA SHARE THEIR THOUGHTS AND BUILDS A LITTLE BIT ON WHAT THEY DISCUSSED. SO, WE STARTED IN TERMS OF MODEL WITH DISABILITY IN THE

CHARITY MODEL. THE CHARITY MODEL IS ONE THAT EFFECTIVELY SAYS THAT AND VIEWS PEOPLE WITH DISABILITY AS, OBJECTS OF CHARITY, OF, OF PITY, THIS IS VERY MUCH CONSIDERED AN OUTDATED MODEL OF DISABILITY. BUT I WOULD LOVE FOR ALL OF YOU UH TO JUST KEEP THAT THOUGHT OF -- OF PITY, AND, CHARITY, IN THE BACK OF YOUR MIND, BECAUSE THAT IS GOING TO BE VERY IMPORTANT WHEN YOU START TALKING ABOUT ABLEISM. AND LANGUAGE. THERE IS THE MEDICAL MODEL. OF DISABILITY. WHICH IS VERY MUCH FOCUSED ON -- ON ONE WHERE PEOPLE WITH DISABILITIES, NEED TO BE TREATED. THOSE WHO ARE SICK. WHO NEED CURING. WHO NEED FIXING. THAT MEDICAL INTERVENTION IS THE MAIN WAY TO GO ABOUT DOING SO. AND UNDER THIS MODEL, THIS WAS VERY MUCH ONE THAT FOCUSED ON, TO AN EXTENT. THIS IS STILL VERY MUCH -- DESPITE OUR EVOLUTION, TO THE SOCIAL AND HUMAN RIGHTS MOLD, WHICH I WILL SPEAK ABOUT IN JUST A SECOND. THAT IS STILL VERY MUCH -- HOW -- HOW -- OUR DAY-TO-DAY CONTINUES TO BE GROUNDED AND CONTINUES TO BE SHAPED. FOCUS ON MEDICAL PROFESSIONAL. THE FOCUS ON DOCTORS. AND NURSES. AND OTHER -- OTHER -- MEDICAL PRACTITIONERS, AND SOMETIMES, SETTING THE ANSWER,

TO ESTABLISHING WHAT THE ANSWERS ARE. WHEN IT COMES TO -- THE EXPERIENCE OF THOSE -- WITH DISABILITIES. IN SOCIETY TODAY. AND THAT REALLY HAS EVOLVED IN TERMS OF THE DIALOGUE IN TERMS OF THE CONVERSATION TO THE SOCIAL HUMAN RIGHTS MODEL AND THEN THE NEXT, NEXT MOD TO THAT, WOULD BE TRUE, DISABILITY JUSTICE. TO THAT. BUT THE ULTIMATE SOCIAL AND HUMAN RIGHTS MODEL IS REALLY GROUND IN THE HUMAN RIGHTS PARADIGM EMTPA SIZES THE FACT THAT DISABILITY IS AN EXPERIENCE AND OBSTACLES AND BARRIERS STEM FROM THE FACT THAT AS A SOCIETY, SOCIETY IS STRUCTURED AND BUILT FOR NONDISABLED INDIVIDUALS AND THE SYSTEMS ARE UPHELD BY NONDISABLED INDIVIDUALS. IF I TAKE MY OWN EXPERIENCE FOR INSTANCE, I'M DEAF, BUT NINE OUT OF TEN TIMES, ANY OF THE OBSTACLES OR BARRIERS THAT I RUN INTO IN MY DAY-TO-DAY DON'T STEM FROM THE FACT THAT I AM DEAF BUT REALLY STEMS FROM WHAT IS IT THAT I HAVE TO NAVIGATE EVERY SINGLE DAY TO BE ABLE TO FULLY ENGAGE AND TO BE ABLE TO FULLY PARTICIPATE WHICH REALLY HAS NOTHING TO DO WITH MY DEAFNESS. BUT EVERYTHING TO DO WITH THE STRUCTURE OF THE SYSTEMS AROUND ME. THINKING ABOUT THE DEFINITIONS OF DISABILITY. IN THE U.S AND THIS IS AGAIN, ACKNOWLEDGING A VERY U.S. CENTRIC MODEL

AND HOW DISABILITY IS DEFINED, THE ADA DOES HAVE A THREE PRONG DEFINITION OF DISABILITY. AND, THE THREE PRONGS ARE, AS FOLLOWS. IT IS -- A PHYSICAL OR MENTAL, PAUSE FOR A SECOND AND SAY, IMPAIRMENT IS A WORD THAT IS THE LEGAL LANGUAGE, NOT A WORD THAT I USE IN MY DAY-TO-DAY, NOT A WORD I LIKE TO USE, SIMPLY SHARING WHAT THE LEGAL DEFINITION IS. SO THE PHYSICAL OR MENTAL IMPAIRMENT THAT SUBSTANTIALLY LIMITS ONE OR MORE MAJOR LIFE ACTIVITIES OF AN INDIVIDUAL. IT CAN BE SOMETHING THAT, WELL YOU HAVE HAD A RECORD OF SUCH AN IMPAIRMENT. SO IT MAY NOT BE EXISTING TODAY BUT PERHAPS YOU HAD IT PRIOR. AND THEN, BEING REGARDED AS HAVING SUCH AN IMPAIRMENT. SO WHAT THIS MEANS IS THAT YOU MIGHT HAVE AS AN INDIVIDUAL, CERTAIN ACTIVITIES AND WE WILL TALK ABOUT THIS IN JUST A SECOND. YOU MAY HAVE CERTAIN, IMPAIRMENTS THAT LIMIT YOUR DAY-TO-DAY, YOU MIGHT HAVE HAD PREVIOUSLY A RECORD, WHETHER IT IS PERHAPS YOU HAD CANCER, PERHAPS YOU HAD A HEART ATTACK, PERHAPS YOU PREVIOUSLY HAD COMPLICATIONS FROM A PREGNANCY, THAT WOULD ALL BE SOMETHING WHERE YOU WOULD HAVE A RECORD OF HAVING HAD SUCH AN IMPAIRMENT THAT LIMITED YOUR LIFE ACTIVITY THAT DOESN'T EXIST TODAY BUT THE RECORD STILL COULD BE UNDER THE ADA, THE FINAL WOULD BE PERCEPTION. THIS IS REALLY IF

THE -- THE CLOSEST WAY IT COMES TO INCORPORATING THE CIVIL RIGHTS ASPECT INTO THE ACTUAL LEGAL DEFINITION OF THE ADA. BUT THAT IS, REALLY WHAT PROTECTS ANY INDIVIDUAL AND GIVES THEM RIGHTS UNDER THE ADA AGAINST ANY PERCEPTION OF BEING -- ESSENTIALLY TREATED ADVERSELY BECAUSE OF ANY -- REGARDING, REGARDED AS, HAVING SUCH AN IMPAIRMENT. LIFE ACTIVITIES, IS ONE THAT PEOPLE DON'T OFTEN QUITE, COULD BE A LITTLE CONFUSING IS ONE THAT I THINK IS IMPORTANT TO SPEND A LITTLE BIT OF TIME ON. MAJOR LIFE ACTIVITIES CAN INCLUDE BUT NOT LIMITED TO, THINGS LIKE WALKING, SITTING, HEARING, BREATHING, LIFTING, ITEMS, OR TAKING CARE OF ONESELF. AND I THINK THE TAKING CARE OF ONESELF IS ESPECIALLY IMPORTANT TO CONSIDER BECAUSE THAT'S ALSO A FAIRLY BROAD DEFINITION. BECAUSE IT CAN INCLUDE -- INCLUDE TAKING CARE OF YOURSELF IN ALL ASPECTS OF WHAT IT MEANS TO TAKE CARE OF YOURSELF. THIS FURTHER EXTENDS WHEN WE THINK ABOUT ACTUAL TYPES OF DISABILITIES. AND AGAIN, REALLY IMPORTANT TO ME THAT WE ARE SPENDING TIME THINKING ABOUT AND UNDERSTANDING DEFINITIONS OF DISABILITY. BECOME TO WHAT I STARTED AS IN TERMS OF THE THREE MODELS OF DISABILITY. STARTING WITH THAT CHARITY MODEL. THINKING ABOUT THE MEDICAL MODEL OF DISABILITY. WE THINK ABOUT

DISABILITY AS A SOCIETY IS STILL VERY MUCH ROOTED IN, A COMBINATION OF -- THE CHARITY MODEL, AND, OF THE MEDICAL MODEL. SO -- IN PEOPLE WITH DISABILITIES, AS INDIVIDUALS WHO -- WHO, WHO WOULD, ONCE NEED TO BE HELPED. RIGHT. OR, INDIVIDUALS WITH DISABILITIES, WHO NEED TO BE TREATED, SO, REALLY EFFECTIVELY OTHERRING -- THOSE WHO ARE DISABLED. WHEN IN REALITY THE DEFINITION IS SO BROAD -- AND IT INCLUDES, COGNITIVE DISABILITIES, IT INCLUDES, SENSORY, PHYSICAL, MENTAL HEALTH DISABILITIES, AND, AND, THERE IS A WIDE RANGE AND, VERY LONG LIST OF POSSIBLE TYPES OF DISABILITY, WITHIN EACH -- EACH OF THE CAT GOERS. AT THE END OF THE PRESENTATION WHERE -- WHERE YOU CAN GO TO, FAMILIARIZE YOURSELF WITH JUST THE WIDE RANGE OF DISABILITIES. BUT THE POINT THAT IS INCREDIBLY IMPORTANT HERE IS THAT NOT ALL DISABILITIES ARE VISIBLE. YOU HAVE THIS SPECTRUM, THE DEFINITION OF DISABILITY, AND -- AND NOT ALL OF THEM ARE VISIBLE. AND I'M CURIOUS -- IF FOLKS CAN CHAT JUST A FEW INDIVIDUALS, WHAT PERCENT OF DISABILITY DO YOU THINK ARE VISIBLE? IF ANY OF THEM ARE, PLEASE SHARE WHATEVER COMES TO YOUR MIND. ALL RIGHT, THANK YOU. SO, THE ANSWER IS THAT AT LEAST --

75%, THE LIKELY, THE NUMBER HAS BEEN, SHIFTING IN TERMS OF

HOW THE DATA IS CUT, BUT AT LEAST, 75% OF ALL DISABILITIES ARE INVISIBLE. AND THE REAL NUMBER THAT FOLKS ARE STARTING TO THINK IT IS IS CLOSER TO 90%. SO WHAT THIS EFFECTIVELY MEANS IS THAT MOST DISABILITIES -- ARE NONVISIBLE. YOU CAN'T SEE THEM. MY DISABILITY, I SAID I AM DEAF IS CONSIDERED INVISIBLE DISABILITY. THERE ARE SO MANY OTHER DISABILITIES. IT CAN INCLUDE AGAIN, ON THE SPECTRUM, MIGHT EVEN BE PHYSICAL DISABILITY THAT CAN BE INVISIBLE. SO FOR EXAMPLE, SOME ONE MAY BE LOW VISION WILL HAVE A VISUAL DISABILITY. YOU MAY NOT KNOW THIS NOW. SOMEBODY WHO MAY HAVE --

A COGNITIVE DISABILITY. THINK ABOUT SO MANY THINGS SUCH AS -- CHRONIC FATIGUE SYNDROME, RECENTLY, ONE INVISIBLE DISABILITY, COULD ALSO BE VISIBLE, INVISIBLE. MANY OF US HAVE BEEN LIVING AND EXPERIENCING, INDIVIDUALLY OR, THROUGH OTHERS IN OUR LIVES, LONG HAUL COVID, AN EXAMPLE OF A DISABILITY THAT COULD BE VERY WELL INVISIBLE. AND THEN YOU HAVE --

LEARNING DISABILITIES. YOU HAVE MENTAL HEALTH DISABILITIES. YOU HAVE JUST SUCH A WIDE RANGE OF DIFFERENT TYPES OF DISABILITIES.

THE POINT HERE THAT I REALLY WANT, AND, EACH OF US TO SIT

WITH, AND TO THINK ABOUT AND REFLECT ON, THAT WE WOULDN'T, REAL CANNOT SEE MOST DISABILITIES. AND THAT, THEY WILL BE INVISIBLE TO YOU. AND, WHEN WE TALK ABOUT IDENTITY AS WELL, WHEN WE TALK ABOUT HOW INDIVIDUALS INTERACT WITH DISABILITY INCLUDING THOSE WHO MAY BE DISABLED, AND IT MIGHT BE THE IDENTITY, FIRST THAT YOU ARE REALLY EXPERIENCING AND THAT YOU ARE ASSOCIATING WITH AND, THAT YOU, I DENT TIE WITH THE DISABLED, AN EXPERIENCE, SO I DO STRONGLY ENCOURAGE IF WE HAVE TIME AT THE END I WOULD BE HAPPY TO GO THROUGH THAT LONGER LIST OF THE DIFFERENT TYPES OF DISABILITY THAT COULD FIT WITHIN THESE DIFFERENT PWEUBGTS BECAUSE IT IS A TREMENDOUSLY EXTENSIVE LIST. I WILL SAY THAT BEFORE THE PANDEMIC, THE TYPE OF DISABILITY THAT WAS GROWING THE FASTEST, WERE MENTAL HEALTH DISABILITIES. AND THAT IS ABSOLUTELY A NUMBER THAT HAS BEEN INCREASING EVEN MORE SO AS A RESULT OF WHAT WE HAVE COLLECTIVELY BEEN EXPERIENCING OVER THE GLOBE IN THE LAST TWO YEARS. CERTAINLY NOW WE HAVE ANOTHER COMPLETELY NEW CATEGORY OF DISABILITY WHICH IS LONG HAUL COVID-19 THAT, IS CONSIDERED A DISABILITY. AND IS AFFECTING UP TO 1.3 MILLION AMERICANS, THAT IS AN UNDERCOUNT OF THE LATEST ESTIMATES OF INDIVIDUALS THAT HAVE BEEN AFFECTED BY LONG HAUL COVID. REALLY REFLECTING ON THE

FACT THAT, YOU REALLY CAN'T SEE MOST DISABILITIES. IT IS JUST AN IMPORTANT TAKEAWAY THAT IF YOU HONESTLY TAKE NOTHING ELSE AWAY, I WOULD JUST REALLY LOVE FOR YOU TO STICK WITH THAT. AND OTHER NUMBER THAT ARE IMPORTANT TO THINK ABOUT AND -- AGAIN --

AM GOING TO BE SHARING THESE NUMBERS. IN THE HOPES THAT IT BROADENS EVEN MORE SO FOR MANY FOLKS IN THIS CONVERSATION JUST THAT AWARENESS AND PERSPECTIVE OF HOW COMMON THE EXPERIENCE WITH DISABILITY IS FOR EACH AND EVERY ONE OF US. 1 BILLION PEOPLE WITH DISABILITIES GLOBALLY. 83% OF DISABILITIES ARE ACQUIRED AFTER THE AGE OF 18. SO IF ONE HAS NOT HAD AN EXPERIENCE WITH DISABILITY YET, YOU MOST LIKELY WILL AT SOME POINT IN THE COURSE OF YOUR LIFE. AT LEAST 74%, ARE INVISIBLE. AND THAT NUMBER IS LIKELY, CLOSER TO 90%. AND THIS IS GLOBALLY. IN THE UNITED STATES -- THERE ARE 61 MILLION PEOPLE WITH DISABILITIES. AT LEAST ONE IN FOUR AMERICANS. AND AGAIN THIS IS, A FIGURE THAT, PERSONALLY, EXCITED TO SEE --

LATER, LATEST NUMBERS AS WE CLOSE OUT 2021, BECAUSE AGAIN, COVID-19, AND THE PANDEMIC, HAS LIKELY -- INCREASED THAT FIGURE. HIGHER, WE JUST DON'T KNOW, WE NEED TO SEE WHAT THAT LOOKS LIKE OVER THE NEXT COUPLE MONTHS. AT LEAST TWO

AND FIVE ADULTS, OVER THE AGE OF 65 HAVE A DISABILITY. THIS IS ALSO IMPORTANT BECAUSE AGAIN, WHEN WE THINK ABOUT WHAT OUR -- -- THINK ABOUT WHAT OUR IMPRESSION OF CASABILITY, WHAT OUR THOUGHTS -- IMPRESSION OF DISABILITY, WHAT OUR THOUGHTS MIGHT BE OUR UNDERSTANDING OF DISABILITY PREVIOUSLY. MANY FOLKS MAY THINK OF DISABILITY AS BEING THAT WHICH AFFECT CERTAIN AGE RANGES OR CATEGORIES OF INDIVIDUALS. BUT, IT IS ONLY TWO AND FIVE INDIVIDUAL WHOSE ARE 65 OR OLDER, WHO ARE DISABLED. SO, SIGNIFICANT POPULATION OF THOSE WHO ARE DISABLED WHO ARE UNDER THAT AGE RAGE. AND WHEN YOU THINK ABOUT RACE, ETHNICITY, SHIFTING THAT AWARENESS OF DISABILITY FROM A MONOLITH OF THE, JUST, JUST -- CATEGORY OF INDIVIDUALS. AND, THOSE WHO ARE DISABLED. SHIFTING THAT THINKING FROM OTHERRING, AND, INDIVIDUALS WITH DISABILITIES TO REALLY TO UNDERSTAND WHAT ARE THE WAYS IN WHICH A DISABLED IDENTITY AND EXPERIENCE CAN INTERACT WITH -- -- IDENTITIES. AND, UNDERSTANDING THE RACE ETHNICITY NUMBERS IN THE U.S., THIS IS FOR ADULTS. THIS IS IMPORTANT. THREE IN TEN, INDIGENOUS AMERICANS ARE DISABLED. ONE IN FOUR BLACK AMERICANS ARE DISABLED. ONE IN SIX LATIN X AMERICANS, ONE IN TEN, ASIAN AMERICANS, ONE IN FIVE WHITE AMERICANS. SO THIS IS, CERTAINLY SOMETHING THAT

EXPERIENCE, CERTAIN RACIAL DEMOGRAPHICS MORESO THAN OTHERS. BUT IT IS, AN EXPERIENCE THAT, REALLY CUTS ACROSS A WIDE RANGE OF RACES AND ETHNICITIES. IN ADDITION THAT IT, BEING THIS AGAIN, OF MONOLITH OF DISABLED COMMUNITY AND, THIS IS THE DISABLED POPULATION VERY MUCH A PART OF ALL OF US. AND ALL OF OUR IDENTITIES AS WELL. POVERTY AND EMPLOYMENT. JUST TO SHARE STATISTICS THERE TOO, JUST TO GO ON WITH UNDERSTANDING FURTHER, THE POVERTY RATE OF PEOPLE WITH DISABILITIES. END OF 2019, IT WAS 25.9% AS COMPARED TO 11.4% OF THOSE WITHOUT DISABILITIES. AND THEN THE WORK FORCE, PARTICIPATION RATE OF PEOPLE WITH DISABILITY IS 36.8% COMPARED TO 76.6% WITHOUT DISABILITIES. AND I WILL SAY THAT THIS WORK FORCE PARTICIPATION RATE OF PEOPLE WITH DISABILITIES IS A NUMBER THAT HASN'T BUDGED MUCH SINCE WORLD WAR II. IT IS REALLY HOVERED AT ABOUT, 27 TO 36.8 WHICH IS REALLY THE HIGHEST SINCE THE 1940s. REALLY HASN'T BUDGED MUCH. AND IN THAT INTERVENING PERIOD. SO, SO, CERTAINLY WHEN WE TALK ABOUT -- PEOPLE WITH DISABILITIES AND, AS COMPARED TO THOSE WHO ARE NONDISABLED, THEY'RE ABSOLUTELY ARE GAPS THAT WE CAN SEE WHEN IT COMES TO POVERTY WHEN IT COMES TO WORK FORCE PARTICIPATION. SUDDENLY, CERTAINLY ALSO EDUCATION, WHICH I DIDN'T INCLUDE

HERE. BUT, WOULD BE HAPPY TO TALK ABOUT IF TIME PERMITS AT THE END OF OUR CAN VERY SAEUGS -- CONVERSATION TODAY. LET'S TALK A LITTLE BUILT MORE ABOUT ABLEISM AND LANGUAGE. AND JUST, INTELLECT, INTERACTION ON A DAY-TO-DAY. I HAVE ON THE SLIDE, A SERIES OF STATEMENTS AND QUESTION THAT I HAVE PERSONALLY RECEIVED AT VARYING POINTS OVER THE COURSE OF MY LIFE. AND SOME OF THESE VERY RECENTLY. AND --

THE TITLE OF THE SLIDE IS, I'M ABLEISM AND WHATNOT TO SAY. JUST A SAMPLING. AND I'M GOING TO -- GO THROUGH THESE, AND, JUST OFFER A BIT OF COMMENTARY. AS TO WHY THESE ARE SO, PERSONALLY HAVE FELT REALLY CHALLENGING, VERY EGREGIOUS, CAN BE VERY HARMFUL AND ALSO THE CASUALNESS WITH THESE QUESTIONS AND STATEMENTS MAKE. OFTENTIMES, I GO TO MY WORK EVERY DAY. I WILL -- HAVE A LOT OF MEETINGS. I INTERACT WITH FOLKS. OUTSIDE OF MY ORGANIZATION QUITE OFTEN. AND OFTEN TIMES, I WILL INTRODUCE MYSELF, ESPECIALLY FOR THOSE THAT I HAVE NEVER MET BEFORE. SAY, HAY, MY NAME IS MOEENA BEFORE WE START I WANT YOU TO KNOW THAT I AM DEAF. I HAVE ACCESS TO CAPTIONING BECAUSE USUALLY I CONTROL THE ZOOM INVITATION. AND SO I CAN, MAKE SURE THAT THERE IS CAPTIONS SO I DIDN'T HAVE TO GO THROUGH THAT BACK AND FORTH. BUT I WILL SAY, AT THE START OF THE CONVERSATION, I AM, I AM

DEAF. AND, PARTICULARLY FOLKS ON VIDEO, TO THANK THEM FOR THAT AND BASICALLY SAY THIS IS APPRECIATED BECAUSE I DO HAVE ACCOMMODATION OF ACCESS TO CAPTIONS AND LIP-READING. THAT IS VERY MUCH MY EXPERIENCE. THAT'S MY, MY ACCESSIBILITY NEED. FIVE OUT OF TEN TIMES, THE DEFAULT RESPONSE IS, I AM SO SORRY. I'M LIKE, SORRY FOR WHAT. OR, MOST TIMES, I TELL FOLKS, I'M DEAF. AND I AM SO SORRY. AND THAT'S WHY I WANTED YOU ALL TO HOLD ON TO -- THE CHARITY MODEL OF DISABILITY. BECAUSE THAT STIGMA OF DISABILITY IS SOMETHING THAT IS, TO BE EITHER PITIED, OR, INDIVIDUALS WHO NEED ASSISTANCE, OR, DISABILITY AS A BAD WORD OR DISABILITY AS AN EXPERIENCE THAT IS NOT ONE THAT YOU IDENTIFY WITH. AND THEN, ADIN TO THE MEDICAL MODEL OF DISABILITY, SOMETHING TO BE TREATED. SOMETHING THAT IS, REQUIRES FIXING. THAT ALL REALLY HASN'T SHIFTED MUCH WHEN IT COMES TO OUR COLLECTIVE UNDERSTANDING OF DISABILITY. SUCH THAT THAT IS THE MOST COMMON RESPONSE THAT I HAVE RECEIVED. OTHERS I KNOW WHO AS DISABLED, DIFFERENT DISABILITIES HAVE RECEIVED, OPENLY DISCLOSING SHARING THE FACT THAT THEY DO HAVE WHATEVER THE DISABILITY IS THAT THEY MAY HAVE. OFTEN, I HAVE GOTTEN THE QUESTION, WHY ARE YOU DEAF? HOW DID YOU BECOME DEAF? WHEN DID YOU BECOME DEAF? AND I SHOULD SAY

THAT I ACTUALLY HAVE A VERY COMPLICATED RELATIONSHIP WITH THIS PARTICULAR QUESTION. BECAUSE, FOR A LONG TIME, I USED TO ANSWER IT. AND AT THIS POINT, I REALLY, I DON'T NEED TO ANSWER IT. I OWE NOBODY, AND NO PERSON, WITH ANY KIND OF A DISABILITY OWES ANYBODY AN EXPLANATION OF WHY THEY'RE DISABLED, HOW THEY BECAME DISABLED, WHAT'S THE REASON THEY'RE DISABLED? AND, YET, THAT WAS THE QUESTION, FOR A LONG TIME, INDIVIDUALS HAD A TREMENDOUS FASCINATION WITH. WHEN WERE YOU DIAGNOSED AS BEING DEAF? HOW DID YOU BECOME DEAF? WHY ARE YOU DEAF? WHAT, WHAT -- WHAT ASSISTIVE DEVICES DO YOU USE? AND I WOULD ANSWER IT. BECAUSE AT THE TIME IT WAS SOMETHING THAT I TOOK AS INTEREST IN ME. WHEN AT THE END OF THE DAY, INTEREST IN ME SHOULD NOT HAVE TO BE INTEREST IN, ULTIMATELY A JUSTIFICATION OF MY EXPLAINING TO YOU WHY I AM ENTITLED TO CALLING MYSELF, OR IDENTIFYING MYSELF AS, EITHER BEING DISABLED OR BEING DEAF OR BOTH. AND THIS IS ALSO SOMETHING THAT -- THAT, JUST IN CONVERSATION WITH OTHER INDIVIDUAL WHOSE ARE OPENLY IDENTIFY AS BEING DISABLED, SOMETHING THAT THEY HAVE ALSO VERY MUCH EXPERIENCED AGAIN THAT IS A VERY CASUAL QUESTION THAT FOLKS JUST ASK. WITHOUT EVEN THINKING. YOU ARE NOT REALLY DISABLED. YOU DON'T REALLY HAVE X DISABILITY. THIS AGAIN,

WE THINK BACK TO VISIBLE VERSUS INVISIBLE. WE HAVE BEEN SO
CONDITIONED THAT -- THAT IN ORDER FOR -- FOR DISABILITY TO
BE TRUE, OR DISABLED IDENTITY TO BE TRUE YOU HAVE TO SEE IT
TO BELIEVE IT. AND, OR, IF SOMEBODY SAYS, I AM -- DISABLED,
WHATEVER THAT DISABILITY WILL BE --

POTENTIALLY CHALLENGE THAT OR GO BACK TO THE SECOND
QUESTION OF -- WAIT, TELL ME MORE. THAT SHOULDN'T BE THE
CASE. IF SOMEBODY SAYS THEY'RE DISABLED. TAKE THAT AT FACE
VALUE. ACCEPT THAT. THANK THEM FOR SHARING. MOVE ON. RATHER
THAN THAT JUSTIFICATION. I DON'T BELIEVE IT

I CAN'T REALLY SEE IT. I HAVE ALSO HAD MANY, INSTANCES AND
THIS IS COMBINATION OF, THE FIRST AND THE, THIRD STATEMENT,
OF -- OH, I FORGOT, COULD BECAUSE YOU TALK. RIGHT. SO,
BECAUSE I DON'T OFFER ANY CUES TO REMIND YOU OR INDIVIDUALS
THAT I AM ACTUALLY COMPLETELY DEAF, EVEN THOUGH I RELIED ON
LIP-READING AND HAVE AN ASSISTIVE DEVICE THAT ALLOWS ME TO
GET ENOUGH AUDITORY STIMULATION AND AWARENESS TO FOLLOW
CONVERSATIONS, THERE IS STILL HOW ARE YOU REALLY? THAT IS
ALSO SOMETHING FOR MANY OTHER INDIVIDUAL WHOSE IDENTIFY
WITH MANY OTHER DISABILITIES THEY HAVE ALSO EXPERIENCED. I
COULD NEVER DO WHAT YOU HAVE DONE. OR WHAT YOU DO, EVERY
SINGLE DAY, BECAUSE OF YOUR DISABILITY. AND, THAT AGAIN,

THINKING BACK TO THE CHARITY MODEL OF DISABILITY. AND THEN,
THINKING BACK TO THE MEDICAL MODEL OF DISABILITY. VERY MUCH
ROOTED IN THIS, WHAT'S SUPPOSED TO BE OR COME TO CLASS FROM
THE OTHER INDIVIDUALS PERSPECTIVE IS THEM THINKING THAT
THEY ARE --

SPEAKING FROM A PLACE OF GOODWILL OR GOOD INTENT. PERHAPS
THEY ARE. IT REALLY COMES ACROSS IN THE OTHER AS, WELL,
IT'S, WHAT DOES THAT MEAN? WHAT DOES IT MEAN THAT YOU COULD
NEVER DO WHAT HAS BEEN DONE? BECAUSE AS FAR AS I'M
CONCERNED SPEAKING FOR MYSELF, THIS IS PART OF MY
DAY-TO-DAY, PART OF WHO I AM, HOW I AM. AND, THEN SIMILARLY
IT IS ABOUT OVERCOMING. THINKING BACK TO MEDICAL MODEL OF
CASABILITY. LIKE, TREATING THE DISABILITY. FIXING IT. SO
THE WHOLE IDEA THAT ONE'S DISABILITY HAS TO BE OVERCOME. IT
HAS TO BE SOMETHING THAT YOU COMPENSATE FOR. AND SOMETHING
THAT YOU, SOMETHING THAT YOU DO -- SO WELL. BECAUSE
AGAIN -- THE BAR IS ACTUALLY QUITE LOW, THINKING BACK TO
THE CHARITY MODEL. THE BAR CAN BE QUITE LOW FOR MANY PEOPLE
WITH DISABILITIES OF. I JUST CAN'T BELIEVE THAT YOU -- HAVE
DONE THAT. THAT'S JUST SO INSPIRING AND SO AMAZING. AND
AGAIN FROM MY PERSPECTIVE IT'S, IT'S MY LIFE, RIGHT. THIS
IS WHO I AM. THIS IS HOW I AM. I WOULD MUCH RATHER YOU BE

IMPRESSED WITH, MY, PROFESSIONAL ACHIEVEMENTS, SKILL THAT I
HAVE, RATHER THAN --

FROM MY VANTAGE POINT AND MANY OTHERS, WHO, WHO MIGHT BE
DISABLED, JUST, WHAT SEEMS TO BE INTERPRETED AS, LITERALLY,
FOR EXISTING. SO THOSE ARE JUST A FEW, A SAMPLING OF THE
COMMON ONES I HAVE EXPERIENCED. I KNOW OTHERS HAVE
EXPERIENCED. WHEN IT COMES TO --

REACTIONS, TO OUR DISABILITY. AND ENGAGING WITH OUR
DISABILITY. AND, AND, ONES THAT TRULY CAN BE, JUST
INCREDIBLY HARMFUL. AND ISOLATING AND VERY FRUSTRATING TO
NAVIGATE. THIS IS QUITE SIMILAR ON THIS SLIDE, I HAVE A
LITTLE BIT MORE WHAT NOT TO SAY

I KNOW DARA HAD A SIMILAR SLIDE. IN THEIR PRESENTATION.
AND I AM NOT GOING TO GO INTO EACH AND EVERY ONE OF THESE.
OTHER THAN TO SAY, FOR STARTERS, ASK. THERE IS A -- IN THE
U.S., IN THE EU, CANADA, AND AUSTRALIA, THERE IS A GROWING
MOVEMENT TO WORDS INDIVIDUALS WHO PREFER IDENTITY FIRST
LANGUAGE. BUT, THE SAFE THING TO DO WOULD BE TO START WITH
PEOPLE FIRST OR PERSON FIRST LANGUAGE. BUT ALWAYS, ALWAYS
ASK. AGAIN, THIS SOMETHING I HAVE PERSONALLY EVOLVED IN MY
OWN THINKING MY OWN USE, BOTH IN MY OWN IDENTITY AS WELL AS
THOSE I MEET, BUT IT IS A LITTLE, MYSELF, RIGHT, A PERSON

WHO IS DEAF. I'M DEAF. I'M RIGHT, I'M NOT A PERSON WHO IS DEAF. I JUST AM DEAF. SIMILARLY, OTHERS WHO IDENTIFY WITH OTHER DISABILITIES WOULD MUCH PREFER TO BE IDENTIFIED WITH WHAT THEIR IDENTITY IS RATHER THAN BEING, A PERSON WHO IS. SO, THE WAY THAT I LOOK AT IT FROM, MY VANTAGE, YOU WOULDN'T SAY I AM A PERSON WHO IS INDIAN. I'M INDIAN, RIGHT. OR A PERSON WHO, IDENTIFIES AS A WOMAN. I IDENTIFY AS A WOMAN. AND SO, JUST REALLY TAKING THAT PERSON OUT OF THE EQUATION. BUT THAT AGAIN, CAN BE VERY CULTURAL AND IT CAN BE SOMETHING THAT YOU DO TEND TO SEE, A LOT MORE, IN CERTAIN PARTS OF THE WORLD. THE SAFEST THING TO ALWAYS TO DO IS TO ASK. THAT SAID, THERE ARE ABSOLUTELY ARE CERTAIN WORDS AND PHRASES SHOULDN'T BE USED, SHOULD NEVER BE SAID. THE R WORD, ABSOLUTELY SHOULD NEVER BE USED. HANDICAPPED IS ONE THAT --

I KNOW THAT, IN THE U.S., YOU STILL WILL, EVEN, JUST GOING TO A PARKING LOT, YOU WILL STILL SEE, PARKING SPOTS THAT, YOU HAVE THE WORD HANDICAPPED ON THEM. BUT THAT IS, REALLY NOT A WORD THAT'S -- SHOULD BE USED IN COMMON LANGUAGE AT ALL WHEN REFERENCING DISABILITY OR DISCUSSING DISABILITY. OTHERS THAT ARE, CAN BE, PARTICULARLY CHALLENGING IS THE NOTION OF BEING, AFFLICTED WITH A PARTICULAR DISABILITY.

OR, BEING, BOUND TO A WHEELCHAIR OR BOUND TO YOUR BED, LIKE THAT IS ABSOLUTELY NOT -- NOT, FRAMING OR THE PHRASING THAT SHOULD BE USED. IN FACT IF YOU TALK TO MANY INDIVIDUALS WHO USE DIFFERENT TYPES OF MOBILITY DEVICES THEY CONSIDER THOSE DEVICES TO BE VERY MUCH A PART OF THEIR OWN PHYSICAL SELF. AND IT IS INCREDIBLY OFFENSIVE AND INCREDIBLY HARMFUL TO BE USING PHRASING SUCH AS SOME OF THE ONES THAT YOU SEE HERE. AND THEN, SIMILARLY, I STRONGLY, STRONGLY, ENCOURAGE AND STRONGLY RECOMMEND IF YOU DON'T, KNOW LYDIA BROWN, YOU SHOULD LOOK UP LYDIA XZ BROWN, THEY HAVE A REALLY WONDERFUL, LIST OF ABLE LIST WORDS AND ABLEIST PHRASES THAT --

ARE BY THEMSELVES, A LIST, BUT THEN THEY ALSO HAVE -- A REALLY NICE LIST OF WORDS AND PHRASES THAT, IN PARTICULAR CONTEXT, CAN BE CONSTRUED AS ABLEIST. TO PAUSE AND BE CLEAR, WHEN I AM TALKING ABOUT ABLEISM, I AM TALKING ABOUT WORD. TALK ABG BOUT PHRASES, TALKING ABOUT BEHAVIORS, THAT EFFECTIVELY, ARE ONES THAT --

DIMINISH THAT MINIMIZE AND ARE HARMFUL TO THOSE WHO ARE DISABLED. SO A FEW OTHER PHRASES THAT ARE ONES THAT ARE VERY COMMON IN OUR DAY-TO-DAY, THE FIRST TWO THAT I AM ABOUT TO SHARE ARE ONES THAT ARE NOT OHM USED FOR A COMMON

DAY-TO-DAY, BUT IF YOU UH PICK UP ANY, NEWSPAPER, OR, OR LOG INTO ANY MAJOR NEWS OUTLET THAT IS ACTUALLY ONE THAT I HAVE SEEN A HUGE SURGE IN JOURNALISTS. AND, REPORTERS, JUST WRITING. THOSE PHRASES TO DESCRIBE VARIOUS CONTEXTS. ESPECIALLY WHEN TALKING ABOUT COVID AND THE -- PANDEMIC, IN DIFFERENT WAYS. TONE-DEAF, TURN A BLIND EYE TO. ONE THAT IS A SERIES, BUCKETED THEM TOGETHER BECAUSE THEY'RE ALL TIED TO MENTAL HEALTH DISABILITIES. AND LANGUAGE THAT CAN BE ESPECIALLY --

HARMFUL AND ISOLATING TO THOSE WHO IDENTIFY WITH MENTAL HEALTH DISABILITIES. CRAZY OOH, THINK THAT IS PROBABLY ONE THAT ALL INDIVIDUALS HAVE USED AT VARIOUS TIMES TO DESCRIBE, THEIR DAY, OR TO DESCRIBE THE PARTICULAR EXPERIENCE IN THEIR LIFE. CRAZY. NUTS. BONKERS, LOONEY. MORON. THOSE ARE ALL THINGS THAT -- THAT, CASUAL CONVERSATION. MEDIA REPRESENTATION. EVEN, WRITTEN LANGUAGE. WE WILL FIND THAT SO OFTEN. BUT CAN, CAN REALLY, REALLY, BE INCREDIBLY DIFFICULT, WHEN THAT LANGUAGE IS USED SO COMMONLY. WHEN YOU THINK ABOUT, HAVEN'T SPOKEN MUCH ABOUT STIGMA. WHEN YOU THINK ABOUT STIGMA, DISABILITY, JUST, JUST, THAT'S -- THAT PARTICULARLY, HEALTH DISABILITIES, WE THINK JUST HOW COMMON SOME OF THE ABLEIST WORDS AND PHRASES

ESPECIALLY IN THE CONTEXT OF MENTAL HEALTH, IT MATTERS,
REALLY DOES. DUMB. STUPID. LAME. AND THEN, OF COURSE, ANY
ITERATION OF ANY WORD THAT ENDS IN TARD. AND THERE IS MANY
IN CASUAL LANGUAGE. THAT, THAT ONE CAN IDENTIFY OR POINT
TO. THAT, THAT CAN --

THAT, THAT, TIE BACK TO THE R WORD THAT REALLY SHOULD BE
ELIMINATED FROM VOCABULARY. AS A BASE LINE. ONE WORD THAT
GETS ELIMINATE SHOULD BE THAT ONE. BUT THE OTHERS MATTER
VERY MUCH TOO. AND, I AM GOING TO PAUSE HERE. AND STOP.

AND --

AND, YOU KNOW, MINDFUL OF THE TIME. I WENT A LITTLE BUILT
OVER. BUT I HOPE THAT, THAT THAT HAS OFFERED, JUST A LITTLE
BIT MORE CONTEXT, AS WE REFLECT ON -- THE FRAMEWORKS THAT
KAITLYN OFFERED, THE FRAMEWORKS THAT DARA OFFERED. AND JUST
REALLY THINKING ABOUT OUR COLLECTIVE LIVED EXPERIENCE WHEN
IT COMES TO DISABILITY AND HOW, LANGUAGE MATTERS. JUST, AS
A REMINDER THAT WE ALL, IF WE HAVEN'T ALREADY, WE ALL HAVE,
OR LIKELY WILL, BE *EUPBTS ACTION WITH DISABILITY AT SOME
POINTS IN OUR LIVES, PERSONALLY OR THROUGH THOSE MOST
CLOSELY AROUND US. SO WITH THAT, I WILL TURN IT BACK OVER
TO YOU, ANNIE AND CLAIRE.

>> ANNIE MAHON: THANK YOU SO MUCH, MOEENA, THAT WAS GREAT.

AND NOW, WE HAVE A CHANCE TO ASK QUESTIONS. WE HAVE A
COUPLE I THINK ALREADY IN THE CHAT. I AM JUST GOING TO GO
BACK --

ADIE HAD SOMETHING, INTERESTED IN VIEWS ON INTERSECTIONS
PEOPLE WITH SPECTRUM OF SEVERITY OF CHRONIC PAIN AND PEOPLE
WITH DISABILITIES. AND, I DON'T KNOW IF THAT IS CLEAR, OR,
IF YOU WANT TO CLARIFY THAT, WHAT YOUR QUESTION IS,
EXACTLY. DID YOU WANT TO SAY MORE ABOUT IT? ALL RIGHT. WE
CAN, WHAT DO YOU THINK, MOEENA, DOES THAT MAKE SENSE TO YOU
THAT QUESTION?

>> I'M SORRY, ANNIE, JUST TO CONFIRM, THIS IS THE -- THE
QUESTION -- ON THE INTERSECTION BETWEEN PEOPLE, WITH THE
SPECTRUM OF SEVERITY OF CHRONIC PAIN AND PEOPLE WITH
DISABILITY AS --

I WOULD LIKE FURTHER CLARITY IN THE QUESTION AS WELL. THE
ONLY COMMENT I WOULD JUST MAKE AND THIS GOES BACK TO
MY -- MY POINT ABOUT --

MY OWN EXPERIENCE WITH JUST MY DISABLED IDENTITY BUT THEN
ALSO --

TO INQUIRE AND ASK -- CERTAINLY CERTAIN INDIVIDUAL WHOSE
MIGHT IDENTIFY AS HAVING A CHRONIC ILLNESS. NIGHT BE THEIR
FIRST IDENTITY. THEY MAY NOT YET IDENTIFY WITH -- WITH

BEING DISABLED AS WELL. AND SO -- I DON'T KNOW IF THAT
QUITE ANSWERS THE QUESTION THERE. BUT, I DO THINK THAT
THERE CAN BE A RELATIONSHIP BETWEEN A PARTICULAR
INDIVIDUALS CAN BE IN THEIR OWN JOURNEY IN IDENTIFYING WITH
A CHRONIC ILLNESS. AND THEN HOW THEY PERCEIVE THAT AS
IDENTIFYING WITH THE WHOLE DISABLED EXPERIENCE.

>> ANNIE MAHON: WELL THAT ACTUALLY, IF I CAN, I WILL SAY
THAT WAS A QUESTION SORT OF ON MY MIND TOO. IS THAT, IF YOU
LOOK AT THE -- ADA CRITERIA, I MEAN --
SO MANY, MANY, MANY PEOPLE COULD FALL INTO THAT CRITERIA.
AND HOW, HOW WOULD THAT BE SEEN IF LIKE, YOU KNOW, PEOPLE,
LIKE IF EVERYBODY WAS LIKE, WELL I HAVE THIS -- ISSUE OR I
HAD THIS ISSUE, AND I, YOU KNOW, LIKE IS THAT TOO MUCH? I
MEAN, I DON'T KNOW. THAT'S SORT OF MY QUESTION I THINK IT
IS SORT OF RELATED TO THIS ONE.

>> MOEENA DAS: YEAH, I THINK IT IS AN IMPORTANT ONE.
CERTAINLY SUCH A WIDE RANGE OF DISABILITIES. YOU WILL
ABSOLUTELY HAVE SOME INDIVIDUALS WHO, IDENTIFY WITH THE
IDENTITY FIRST. AND AGAIN, IF YOU TAKE MY -- MY OWN
EXPERIENCE, RIGHT, FOR ME, MY PRIMARY IDENTITY FOR A LONG
TIME WAS, AS SOMEBODY WHO WAS DEAF, IT WAS NOT, AS SOMEBODY
WHO IS DISABLED. I PERSONALLY, IF I HAVE --

I HAVE LEARNED, AND ALSO THAT WAS THE UNLEARNING THAT I WAS REFERENCING, UNLEARNED, BUT MY OWN, INTERNALIZED ABLEISM. THOUGH I AM SOMEBODY WITH A DISABILITY, YOU DO INTERNALIZE ON ABLEIST LANGUAGE AND THINKING. AND, OWNING THE DISABLED IDENTITY WAS ALSO MYSELF, A BIT OF A RECLAIMING -- THAT, THE POWER IF YOU WILL, RECLAIM MIGHT SPACE, AS SOMEBODY WHO IS NAVIGATING A WORLD THAT IS -- THAT IS, NINE OUT OF TEN TIMES, ANY OF THE BARRIERS THAT THE I FACE, DEFINED, THAT HAS ALSO BEEN VERY MUCH A PERSONAL EVOLUTION, A PERSONAL -- PERSONAL -- PERSONAL STUDY -- AND A PERSONAL, INTRO SPEBGTS, BUT I DO FIRMLY BELIEVE THAT IF WE ARE GOING TO -- INTROSPECTION, BUT I DO FIRMLY BELIEVE THAT IF WE ARE GOING TO SHIFT AS THE A COMMUNITY, DISABILITY COMMUNITY, SOCIETY, IT IS GOING TO BE INCUMBENT UPON ALL OF US TO BUILD THAT FAMILIARITY AND BUILD THAT UNDERSTANDING WITH JUST WHAT DISABILITY MEANS AND TO, GROUND OURSELVES IN THE COMMONALTY OF THE EXPERIENCE AND WE DO HAVE, WE DO HAVE A WAYS TO GO THERE. AND THE DISABILITY MOVEMENT, THE DISABILITY RIGHTS MOVEMENT AND COMMUNITY, IS STILL VERY YOUNG. IN THE GRAND SCHEME OF, WHEN YOU THINK ABOUT A LOT OF OTHER MOVEMENTS THAT MIGHT EXIST TOO. SO I DO THINK SOME OF THIS IS REFLECTIVE OF

WHERE WE ARE IN OUR COLLECTIVE, UNDERSTANDING OF
DISABILITY. I WAS LOOKING AT SOME OF THE OTHER QUESTIONS.
SO -- A SUGGESTION, TO SOME ONE WHO SAYS THINGS THAT, FEEL
LIKE ABLEISM. THEY CRITICIZE AND JUDGE AND SAY THING THAT,
THAT WOULD NEVER HAPPEN TO ME. I, I EMPATHIZE, THINKING
BACK TO SOME OF THOSE, FIVE STATEMENTS AND QUESTIONS THAT I
SHARED. BUT ARE THE MOST COMMON. YOU KNOW, OFTENTIMES,
NOW --

MY RESPONSE IS -- REALLY, AND, THIS IS MY PERSONAL,
PERSONAL TAKE, MY PERSONAL APPROACH IS, YOU KNOW, IF
SOMEBODY IS NOT COMFORTABLE OR FAMILIAR REALLY UNDERSTANDS
THE DISABLED EXPERIENCE, I REALLY STARTED GOING TO THE
NUMBERS. AND OFTENTIMES, FOR ME, WHAT HAS REALLY BRIDGED
THE GAP, WITH, WITH PEOPLE WHO PERHAPS DID NOT -- ARE NOT
AS COMFORTABLE OR THEY WILL STAY THINGS THAT ARE HURTFUL TO
ME. BUT I DO WANT TO BRIDGE, BRIDGE THE GAP AND BRIDGE THE
DIALOGUE. I WILL START, CITING THE STATISTICS OFTEN TIMES
THAT'S WHAT MAKES FOLKS PAUSE. WOW, I DIDN'T REALIZE -- AND
THEN I USE THAT AS AN OPPORTUNITY TO, TO ENGAGE IN A
FURTHER CONVERSATION.

>> YES, I CAN'T SAY IT. I PERSONALLY CANNOT EVEN SAY, SAY
THE WORD. I, IDEALLY WOULDN'T EVEN HAVE IT UP ON A SLIDE IF

I, IF I CAN HELP IT. IT JUST IS UNFORTUNATELY IS STILL A WORD THAT IS STILL USED. IN LANGUAGE. SO --

IT IS ONE THAT I HAVE -- OVERTIME, SORT OF, GRUDGINGLY PUT UP. JUST IN, IN TEXT ONLY. BUT I, VERY MUCH, LOOK FORWARD TO THE DAY WHERE IT IS NOT EVEN, UP THERE. THAT IS A REALLY INTERESTING QUESTION. AND THIS IS IN RESPONSE TO THE QUESTION DOES BRAINSTORM BELITTLE PEOPLE WITH DISABILITIES? I AM NOT SURE. I CAN ABSOLUTELY SEE HOW THAT WOULD BE UNCOMFORTABLE. I WOULD SAY IF IT IS THEN I WOULD, THINK OF AN ALTERNATIVE OPTION FOR THAT. AND, YOU KNOW BY NO MEANS IS -- IS THE LIST --

OF, OF, CERTAIN WORDS AND PHRASES, NOW SUPPOSED TO MAKE ALL OF US -- BE COMPLETELY -- YOU KNOW, KNOW THAT, ABOUT EVERY SINGLE WORD. THERE JUST ARE SOME THAT ARE FAR MORE COMMON THAN OTHERS THAT JUST REALLY SHOULDN'T BE USED IN DAY-TO-DAY, THAT IS MUCH MORE COMMON THAN YOU WOULD EXPECT. THAT'S A REALLY GOOD QUESTION. I WILL HAVE TO THINK ABOUT THAT A LITTLE MORE MYSELF. AND ALSO, ASK COLLEAGUES AND FRIENDS OF THEIR PERSPECTIVES ON IT.

>> SO THE NEXT QUESTION IS ON, SENSORY PROCESSING DISORDERS, HOW THOSE ARE VIEWED FROM A DISABILITY PERSPECTIVE. ABSOLUTELY IF WE THINK ABOUT THE SPECTRUM OF

DISABILITIES IT IS A CATEGORY OF ITS OWN WHEN IT COMES TO
DISABILITY. AND -- AND, VERY MUCH, YOU KNOW, WITH THE
PRINCIPLIZE MENTIONED SAME CONCEPTS I MENTIONED, ARE ONES
THAT -- THAT, WILL APPLY TO INDIVIDUALS. WITH, WITH,
SENSORY DISABILITIES. AND, I WILL SAY THAT --
THAT, YOU KNOW, SPEAKING AGAIN FOR, FOR JUST, CAN'T SPEAK
FOR, BUT IN CONVERSATION WITH FRIENDS AND COLLEAGUES WHO
IDENTIFY AS HAVING A SENSORY DISABILITY --
THE IDENTITY FIRST LANGUAGE HAS BEEN VERY MUCH ONE THAT HAS
REALLY -- I HAVE LOOKED TO THAT COMMUNITY AND, MY FRIEND
AND COLLEAGUES THAT ARE REALLY HELPED ME BETTER UNDERSTAND
AND BETTER -- BETTER UNDERSTAND AND BETTER GET COMFORTABLE
WITH IDENTITY FIRST THEY HAVE BEEN AT LEAST FOR ME
PERSONALLY REAL LEADERS AND, AND ADVOCATES AND REALLY HAD
TO THINK ABOUT I DENT FEE FIRST LANGUAGE. IDENTITY FIRST
LANGUAGE. WHEN I SHARE THAT I AM DEAF WHAT WAYS WOULD I
LOOK OTHERS TO RESPOND TO ME? AND IN GENERAL --
WHEN PEOPLE SHARE WHAT THEIR DISABILITIES ARE, I THINK THAT
IS PERFECT. I THINK THE BEST RESPONSE IS, JUST TO SAY THANK
YOU SO MUCH FOR SHARING. LIKE WHAT CAN I DO TO SUPPORT YOU
OR WHAT DO YOU NEED, WHAT ARE YOUR ACCESS NEEDS? I THINK
THAT, THAT'S THE SIMPLEST WAY TO RESPOND. AND, I MYSELF DO

THAT. I OFTENTIMES IN MY WORK, PARTICULARLY BECAUSE I DO
WORK THAT I DO, I WILL ENGAGE WITH PARTNERS, ENGAGE WITH
COLLEAGUES WHO HAVE NEVER MET BEFORE BUT WILL DISCLOSE THEY
HAVE A PARTICULAR DISABILITY. MY RESPONSE WILL BE, I
APPRECIATE YOU SHARING, THANK YOU SO MUCH. IS THERE
ANYTHING THAT WE CAN DO FOR THE MEETING TO MAKE SURE YOUR
ACCESS NEEDS ARE MET? THAT IS A GREAT QUESTION. SO, AND
THIS IS WHY I AM -- YOU KNOW, SHARED THE, THAT SOME OF THE
LANGUAGE THAT I AM USING, SOME OF THE THAT I AM USING CAN
BE VERY -- U.S. CENTRIC, VERSUS ONES THAT MIGHT BE
COMFORTABLE NOT COMFORTABLE, ONES THAT MIGHT BE, COMMON IN
OTHER PARTS OF THE WORLD. WORLD. BUT, THE R WORD
HISTORICALLY, I AM NOT AN EXPERT ON, ON THE R WORD, SO I AM
GOING TO GIVE MY GENERAL UNDERSTANDING OF THIS. AND THEN, I
THINK WHAT MY, WHAT I WOULD LOVE TO DO AFTERWARDS IS MAKE
SURE I CAN FOLLOW UP WITH A COUPLE RESOURCES FROM THOSE WHO
ARE, MORE EXPERTS IN THE TOPIC. BUT, EFFECTIVELY THE R WORD
IS REALLY A WORD THAT WAS USED IN A VERY, DEROGATORY,
HARMFUL WAY. TO DESCRIBE AND TALK ABOUT PEOPLE WITH
INTELLECTUAL DISABILITY IN PARTICULAR. IT IS A WORD THAT
HAS, REALLY, BEEN FAIRLY COMMON IN, AT LEAST IN THE
LANGUAGE AS I UNDERSTAND IT IN THE UNITED STATES. AND PARTS

OF -- OR PARTS OF, I'M SORRY A. CROSS THE, I BELIEVE IT WAS, 70S, 80S AND THEN SUDDENLY IT IS, PART OF THE -- FABRIC AND PART OF OUR DIALOGUE EVEN TODAY. IT BELITTLED AND REALLY MADE FUN OF AND WAS HARMFUL TO PARTICULARLY THOSE WITH INTELLECTUAL DISABILITIES AND THEN WAS USED REALLY AS A PROXY FOR OTHER TYPES OF DISABILITIES AGAIN AS A WAY TO -- BELITTLE AND TO HARM. AND, I CAN CERTAINLY FOLLOW UP AND JUST MAKE SURE THAT, ANNIE AND ADRIANA, CLAIRE, HAVE A FEW OTHER RESOURCES, AND, AT LENGTH ON SIGNIFICANCE AND LITTLE MORE ON THE HISTORY OF THE R WORD. OKAY.

>> ANNIE MAHON: CAN I ADD, AS SOME BODY WHO GREW UP IN THE 60S AND 70S. BORN IN THE 60S. GREW UP IN THE 70S. THAT THAT WORD REALLY BECAME -- PROXY FOR, DISABILITY. IN A WAY. IT WAS LIKE -- A -- IT WAS LIKE A SWEAR WORD LIKE A WORD TO USE, TO, TO -- INSULT PEOPLE WITH ALL KINDS OF DISABILITIES. JUST AS CONTEXT.

>> CLAIRE PETTENGILL: I ALSO WANTED TO POINT OUT THAT -- I DON'T REALLY UNDERSTAND WHY PEOPLE SORT OF ARGUE WITH PEOPLE WHO SAY, WHO IDENTIFY AS DISABLED, AND THEY SAY THEY HAVE, OR HAVE, ARE LIVING WITH THIS -- CONDITION, OR -- OR SITUATION, PART OF THEM. AND PEOPLE TRY TO SAY, WELL, YOU

KNOW, A LOT OF OLD PEOPLE HAVE THAT, SO YOU ARE NOT REALLY DISABLED, I MEAN, WHERE DO YOU THINK THAT, THAT TENDENCY TO ARGUE COMES FROM? FEAR?

>> MOEENA DAS: SOME OF IT IS LACK OF AWARENESS. REALLY, THE STIGMA AGAINST DISABILITY. SOME OF IT IS I DO GO BACK TO THE CHARITY MODEL AND TO MEDICAL MODEL. SO, AGAIN, DISABILITY IS SOMETHING THAT IS TO BE PITIED. DISABILITY IS SOMETHING TO BE CURED. WHEN YOU COMBINE THE TWO TOGETHER AND, AND THE FACT THAT YOU HAVEN'T REALLY EVOLVED, EVEN THOUGH, THE -- THE FRAMEWORK AND, WHAT WE ARE AIMING FOR IS DISABILITY JUSTICE, IS, IS REALLY MOVING MORE TOWARDS THE HUMAN RIGHTS MODEL OF, OF DISABILITY. AND LANGUAGE. OUR, BEHAVIORS, THE WAY THAT A LOT OF WHAT THE DAY-TO-DAY IS STRUCTURED AND STILL VERY MUCH STRUCTURED IN A WAY THAT IS JUST, VERY MUCH -- BUILT FOR, AND, UPHOLDS, THE, THE, THE LIVES AND DAY-TO-DAY OF THOSE WHO ARE NOT DISABLED. AND, TO THINK THAT WHEN YOU DON'T HAVE EXAMPLES OF DIFFERENT TYPES OF CASABILITY AROUND YOU, WHEN YOU DON'T HAVE THAT AWARENESS OF JUST HOW COMMON THE DISABLED EXPERIENCE IS, AND YOU ARE STILL ROOTED IN THE IDEA DISABILITY IS CHARITY, OR DISABILITY IS, SOMETHING TO BE CURED, I THINK IT IS JUST -- IT IS SOCIALIZED FOLKS TO GIVE MORE LICENSE TO

CHALLENGE AND QUESTION AND TO SAY, THAT THAT CAN'T ACTUALLY BE TRUE. PARTICULARLY IF ONE'S REPRESENTATION OR UNDERSTANDING OF DISABILITY MAY BE A SPECIFIC EXAMPLE OF THOSE WHO HAVE VISIBLE, PHYSICAL DISABILITIES WHICH WE KNOW IS JUST SUCH A SMALL, SMALL PERCENTAGE OF THE, TOTALITY OF THE, DISABLED EXPERIENCE. THAT'S JUST MY PERSPECTIVE. ON WHY THAT MAY BE.

>> THANKS.

>> OTHER QUESTIONS, OTHER THOUGHTS?

>> TACK THEMSELVES OFF -- TAKE THEMSELVES OFF MUTE AND VERBALIZE THEIR QUESTIONS, I'D LOVE THAT.

>> I HAVE ONE QUESTION. THANK YOU FOR ANSWERING MY FIRST QUESTION. MY ONE QUESTION IS -- DO YOU THINK -- THAT, IN -- IN PEOPLE OF COLOR COMMUNITIES IF THERE IS MORE STIGMA REGARDING DISABILITY, I MEAN THAT WAS -- THAT WAS, MY PERCEPTION GROWING UP IN THE BLACK COMMUNITY, I AM WONDERING WHAT YOUR TAKE IS ON THAT?

>> ABSOLUTELY THERE IS VERY MUCH SO. AND, AND AGAIN -- I HAVE OTHER COLLEAGUES AND OTHER, OTHER, ORGANIZATIONS, THAT, THAT, ARE FAR BETTER EXPERTS THAN, THAN, AND, REALLY, REALLY, DO THE WORK, AROUND THIS. BUT YES, ABSOLUTELY. AND -- AND YOU KNOW, AGAIN, JUST THINKING ABOUT MY, MY OWN,

OWN EXPERIENCE. WITH, WITH DISABILITY. WHEN YOU ARE ALSO
SOMEBODY WHO IS A PERSON OF COLOR, PARTICULARLY IN THE U.S.
CONTEXT. THE EXPERIENCE WITH YOU A. BUT YOU, ARE REALLY
TIED TO THE IDENTITIES THAT THEY CAN SEE. AND, AT LEAST FOR
ME, IT'S, GENDER, IDENTITY, AND IT WOULD BE, MY RACIAL
IDENTITY. YOU, YOU, WILL, YOU WILL DO WHAT YOU CAN TO,
TO --

REALLY, REALLY, CREDIT -- DIMINISH OR TRY TO IGNORE --
THE OTHER -- THE OTHER IDENTITIES. AS WELL. AND SO -- I
ABSOLUTELY DO THINK THAT IS TRUE. AND, IT IS VERY MUCH
SOMETHING THAT, ACCOMMODATIONS WITH COLLEAGUES AND OTHER
PARTNERS, AND I WOULD BE HAPPY AGAIN TO FOLLOW UP WITH,
WITH ANNIE, RACHEL, CLAIRE, ADRIANA. THE RESOURCES OF OTHER
ORGANIZATIONS THAT ARE FOCUSED ON, ON, DISABILITY JUSTICE,
FOCUSED ON DISABILITY, INCLUSION, ARE REALLY TRYING TO DO
WORK TO CHANGE. CHANGE ALTITUDES AND CHANGE BEHAVIOR ON A
LOT OF CULL -- COMMUNITIES OF COLOR AND, IN THE UNITED
STATES. JUST TO CLARIFY, THE -- IS THAT IN RESPONSE TO MY
COMMENT ABOUT, THERE BEING MORE STIGMA AMONG --
COMMUNITIES OF COLOR. OKAY.

>> YES.

>> YES.

>> OKAY. WONDERFUL. SO, I AM, I WOULD BE MORE THAN HAPPY TO ADD AS A FOLLOW-UP AND SHARE ADDITIONAL RESOURCES THAT I AM THINKING OF WITH, ANNIE AND CLAIRE, TO PASS ON, PERHAPS, AS A FOLLOW-UP. I ALSO WILL, SHARE THE POWER POINTS, SO THAT PEOPLE CAN, FOLKS ON THIS CALL HAVE ACCESS TO THOSE. SO I WILL MAKE NOTE TO SHARE A COUPLE OF, OF THE READINGS I THINK COULD BE REALLY USEFUL THERE.

>> THEN IN RESPONSE ON THE QUESTION HOW TO ENCOURAGE AND WELCOME PEOPLE TO DISCLOSE DISABILITIES AND MAKE REQUESTS ACCESSIBILITY NEEDS. I AM SMILING WHEN I AM READING THAT QUESTION, THAT IS ACTUALLY SOMETHING THAT IN MY DAY-TO-DAY IN MY CURRENT WORK IN THE CONTEXT OF EMPLOYMENT, I THINK ABOUT ALL OF THE TIME. ABOUT ALL OF THE TIME. SOMETHING I ENGAGE WITH THE PARTNERS AND AT MY WORK, WE WORK LARGELY WITH EMPLOYERS, LARGE EMPLOYERS, MOSTLY, IN THE UNITED STATES, BUT SOME ALSO HAVE, A GLOBAL REACH. AND, ONE OF THE -- ONE OF THE TWO OF THE, THE THINGS THAT COME UP CONTINUOUSLY IS ONE, HOW DO YOU ENCOURAGE MORE EXISTING EMPLOYEES WITH DISABILITIES TO DISCLOSE? AND THEN -- AS EMPLOYERS ARE HIRING AND BRINGING NEW INDIVIDUALS ON BOARD INTO THEIR WORK PLACES, HOW DID THEY -- CREATE THE, RIGHT CONDITION SEWS THAT CANDIDATES, DISCLOSE THEIR

DISABILITY BOTH AS PART OF THE HIRING PROCESS, BUT THEN ALSO, ONCE THEY ACTUALLY JOIN? AND THEN SIMILARLY, HOW, HOW DO YOU CREATE THE RIGHT CONDITIONS FOR FOLKS TO MEET AND WHAT THEIR ACCESSIBILITY NEED ARE? A FEW THINGS, A LOT OF THIS COMES DOWN TO TRUST. PSYCHOLOGICAL SAFETY IN THE WORK PLACE. BUT ALSO JUST IN ANY ENVIRONMENT THAT YOU MAY BE, PERSONALLY OR PROFESSIONALLY, AND WITH THAT COMES THAT FOUNDATIONAL UNDERSTANDING. I LOOK FORWARD, PERSONALLY TO THE DAY WHERE I DON'T HAVE TO CALL IT A DISABILITY AWARENESS, OR, OR DISABILITY 101. I PERSONALLY, LOOK FORWARD TO THAT DAY WHERE THERE IS NO NEED TO HAVE A CONVERSATION OR TO HAVE A DIALOGUE WITH OTHERS AROUND ME JUST -- EVEN MAKING THE CASE, OR MAKING THE -- JUST RAISING THAT UNDERSTANDING SO THAT FOLKS ARE ALL OPERATING OFF THAT BASE FOUNDATION. WHICH OFTEN TIMES THAT BASE FOUNDATION IS MISSING. AND SO WHEN THAT BASE FOUNDATION IS MISSING, WE GO BACK TO, WHAT A LOT OF WHAT WE DISCUSSED HERE TODAY, WHICH IS THE STIGMAS, THE MISCONCEPTIONS, THE STEREOTYPES, THE ABLEIST LANGUAGE AND SO, OFTEN TIMES, A LOT OF WHAT WE WILL -- DO, IS --

I THINK THAT THIS GOES TO YOUR QUESTION WHAT DOES IT TACK TO, TO ENCOURAGE PEOPLE WITH DISABILITIES TO REALLY

CREATING THE RIGHT COMMUNITY WHERE, THE COMMUNITY LEVEL,
THERE IS THAT SHARED UNDERSTANDING AND THAT'S OBVIOUSLY
HARDER TO DO IN A LARGER SCALE COMMUNITY, BUT AMONGST
FAMILIES, SOCIAL, IT MIGHT BE POSSIBLE TO JUST REALLY BUILD
THAT TRUST AND TO REALLY BUILD THAT FOUNDATIONAL AWARENESS.
I THINK IN TERMS OF MEETING ACCESSIBILITY NEED THAT IS ALSO
ONE THAT IS -- VERY MUCH --
IN, IN MY VIEW, AGAIN, TIED BACK TO --
TO THE -- FOUNDATIONAL AWARENESS, FOUNDATIONAL
UNDERSTANDING. BUT IT ALSO TIES TO -- TO WHAT OTHER LARGER
STRUCTURES, AND WHAT OTHER LARGER SYSTEMS AROUND YOU WHICH
IS A FAIRLY ABSTRACT THING TO SAY, EFFECTIVELY WHAT I MEAN
BY THAT IS IF YOU JUST EVEN THINK ABOUT MY DAY-TO-DAY,
TODAY, USE MIGHT SELF AS AN EXAMPLE HERE IN THE LAST, 18,
24 MONTHS I HAVE BEEN, MANY OF US HAVE BEEN, FAR MORE
SECLUDED, FAR MORE INSIDE SIDE MY HOUSE THAN I REALLY HAVE
BEEN, BUT, NOT JUST EVER, NOT JUST BECAUSE OF COVID, AND
FEAR OF, CORONAVIRUS, BUT ALSO, MASKING. I CAN'T LIP-READ
ANYMORE. RIGHT. A LOT OF THE BODY CUES, THAT YOU MIGHT RELY
ON IN TERMS OF BODY LANGUAGE, AND OTHER CUES TO FOLLOW AND
UNDERSTANDING WHAT MY BE HAPPENING, AROUND YOU, THAT, ALSO
HAS THE DISAPPEARED. WITH SOCIAL DISTANCING. AND SO --

YOU KNOW, I HAVE RELIED FAR MORE, AND HAD THE PRIVILEGE OF,
OF ACKNOWLEDGING, TO RELY ON FOOD DELIVERY, OR, GROCERY
DELIVERY, OR, OR, ORDERING THINGS ONLINE. ON BOTH, OUT
OF -- SAFETY, IN TERMS OF, KEEPING MYSELF SAFE, FROM
CORONAVIRUS. BUT ALSO, BECAUSE I DON'T THEN HAVE TO DEAL
WITH -- THE CASHIER. AT THE CHECKOUT LINE. OR ORDERING A
MEAL. AND, IT IS REALLY HARD IN THE CONTEXT OF -- AN
ENVIRONMENT AND CONTEXT OF WE ARE IN NOW TO ASK AS I HAVE
ASKED, (UNINTELLIGIBLE)

THAT WILL BE THE IDEAL SCENARIO FOR ME, FOR ALL OF US,
EVERYWHERE WE ARE, FOR FOLKS TO BE MASKED TO HAVE A CLEAR
PANEL SO EVERYBODY WHO MAY BE DEAF, HARD-OF-HEARING, OR
SOMEBODY WHO MAY HAVE AUDITORY PROCESSING DISABILITY OR
COGNITIVE DISABILITY WHERE YOU NEED TO SEE SOMEBODY'S FACE
TO FULLY UNDERSTAND WHAT IS BEING SAID, THAT WOULD BE, THE
DREAM, THE BEST, OF KWRULSLY, NOT, NOT GOING TO
HAPPEN -- OBVIOUSLY, NOT GOING TO HAPPEN. SOMETHING AS
SIMPLE AS GOING TO THE DOCTOR'S OFFICE. TELEHEALTH HAS BEEN
WONDERFUL. BUT NOT ALWAYS POSSIBLE. AND AT TIMES HAVE
EXPERIENCED OVER THE LAST YEAR, I HAVE HAD TO PHYSICALLY GO
TO THE DOCTOR'S OFFICE. THAT BECOMES AN ENTIRE PROCESS.
CALLING. REQUESTING THAT THEY HAVE A CLEAR MASK. 50/50 IF

THEY KNOW WHAT A CLEAR MASK IS. RESCHEDULING YOUR APPOINTMENT. POTENTIALLY GETTING THERE REALIZING THEY DIDN'T HAVE A CLEAR MASK. SO, THOSE TYPES OF -- BROADER, SYSTEMIC BARRIERS, REMAIN AND THAT'S JUST ONE VERY SMALL EXAMPLE, FROM MY LIVED EXPERIENCE. BUT JUST AS AN EXAMPLE OF HOW THE LARGER SYSTEMS AROUND, AND, ONE'S COMFORT WITH ASKING FOR AND DISCLOSING, DISABILITY BUT ALSO ASKING FOR WHATEVER ACCESSIBILITY NEED ONE MAY HAVE. IN TERMS OF THE QUESTION ON EMPLOYERS AND HOW EMPLOYERS HAVE RESPONDED TO EFFORTS AND PERSPECTIVES, YOU KNOW, I WILL, JUST SAY THAT -- MY ORGANIZATION IS, WE ARE CELEBRATING OUR 48th ANNIVERSARY NEXT YEAR. SO, NOD HAS BEEN AROUND BEFORE, THE ADA WAS PASSED AND, AN ORGANIZATION HAS REALLY EVOLVED, WHAT WE FOCUSED ON IN THE LAST 10, 15 YEARS, WE HAVE VERY MUCH FOCUSED ON EMPLOYMENT. AND SPECIFICALLY ON IMPROVING THE WORK PLACE PARTICIPATION OF PEOPLE WITH DISABILITIES. ACROSS THE UNITED STATES. WE HAVE BEEN INCREDIBLY FORTUNATE THAT WE HAVE, A DEEP BENCH OF EMPLOYER PARTNERS THAT ARE COMMITTED TO DISABILITY INCLUSION

I THINK THE LAST TWO YEARS HAVE BEEN ESPECIALLY INTERESTING BECAUSE, BECAUSE THE, WITH COVID, THE IMPACT OF COVID, LONG HAUL COVID, INDIVIDUALS GETTING COVID

THEMSELVES, CARE GIVING. AND, THE U.S., IN THE LAST YEAR AND A HALF, THE FOCUS ON RACIAL INJUSTICE, AND ALSO, WHAT EMPLOYEES ARE DEMANDING OF THEIR EMPLOYERS AND, AT THEIR WORK PLACE. BECAUSE THAT JUST REALLY SHIFTED, THE THEN BROADENED, AND IN TERMS OF DISABILITY BEING AS, AS IMPORTANT OF A PART OF AN EMPLOYEES DAY-TO-DAY, EXPERIENCE, THAN WE REALLY HAVE SEEN, AND, AND IN MANY OF THE PRIOR TIMES, AND INCREDIBLY, EXCITED BY THAT. EXCITED BY -- BY WHAT, IS TO COME, IN TERMS OF WHAT WE CAN DO IN TERMS OF CHANGING BEHAVIOR, MORE BROADLY, AND, AND -- IN THE WORK PLACE CONTEXT IN PARTICULAR. AND THEN, A QUESTION HERE THAT SAYS I AM WONDERING WHAT YOU CAN SUGGEST FOR A GROUP WHICH WOULD LIKE TO BE MORE INCLUSIVE AND WELCOMING TO PEOPLE WITH DISABILITY? WHAT SHOULD WE BE DOING? COULD I ASK A CLARIFYING QUESTION WHEN SAYING GROUP, IS IT AN INFORMAL GROUP? IS IT A -- IN THE CONTEXT OF A PROFESSIONAL CONTEXT? OR JUST, IN GENERAL? ANY TYPE OF A GROUP? MEDITATION GROUP. GREAT QUESTION. MEDITATION GROUP. GREAT QUESTION. I THINK THAT CERTAINLY, STARTING WITH THE QUESTION OF -- YOU KNOW, JUST WANT TO UNDERSTAND IF INDIVIDUALS HAVE ANY ACCESS NEEDS THAT WE SHOULD BE AWARE OF THAT WE CAN SUPPORT. THAT WOULD BE ONE WAY TO START. I DO THINK THAT I DON'T KNOW TO

WHAT EXTENT THIS GROUP IS LOOKING TO GROW, OR TO EXPAND MEMBERSHIP. BUT, AS PART OF YOUR, REALLY MAKING THAT REQUEST -- AND, QUESTION TO FOLKS, SO, WE ARE REALLY ABLE TO MODIFY OR ACCOMMODATE, MEDITATION CAN BE A BIT HARD, FOR AN INDIVIDUAL THAN A PERSON, MYSELF, MEDITATION IS ACTUALLY A CHALLENGE BECAUSE A LOT OF IT INVOLVES, AUDITORY ENGAGEMENT. SO, OFTEN TIMES, YOU KNOW THE LAST YEAR AND A HALF, IT'S, IT HAS BEEN ANXIETY INDUCING FOR ALL OF US. ONE OF THE RESPONSE OOZE HAVE GONE GOT FROM MEDICAL PRACTITIONERS IS, THE CALM APP IS WONDERFUL. I'M SURE IT IS. BUT THE CALM APP IS EXCLUSIVELY AUDIO FOCUSED AND THAT WILL BE INCREDIBLY STRESSFUL FOR ME IF I HAVE TO TRY TO PEACE TOGETHER WHAT ONE OF THE WORD ARE. AND, CERTAINLY YOU CAN READ, BUT I DON'T QUITE KNOW THAT IT WOULD DO THE SAME THING. SO -- I THINK, JUST, MAKING THOSE ACCESS NEEDS, JUST ASKING AND THEN BE, I THINK A LITTLE BIT OF CREATIVE -- THINKING ALONG, WHAT ARE OTHER WAYS THAT, SOMEBODY WHO MIGHT HAVE -- AUDITORY NEED OR AUDITORY PROCESSING OR INDIVIDUALS WHO MAY HAVE -- JUST SO MANY DIFFERENT TYPES OF DISABILITY THAT MIGHT NOT QUITE WORK IN A MORE TRADITIONAL MEDITATION CONTEXT. WHAT

ARE OTHER WAYS THAT THEY CAN BE, BROUGHT IN AND THEY CAN PARTICIPATE AND PAR TECH, THAT ISN'T, -- PARTAKE, THAT ISN'T MORE TRADITIONAL. WHINE SAY MORE TRADITIONAL. CLOSING YOUR EYES, BEING STILL, AND LISTENING AND TRYING TO, SILENCE YOUR HEAD. I WILL SAY THAT AS SOMEBODY WHO IS DEAF, SILENCE IS MY BEST FRIEND, ACTUALLY WHEN I TURN OFF MY COCHLEAR IMPLANTS IT IS COMPLETE SILENCE FOR ME. AND SO -- YOU KNOW, I THINK THAT, THAT CAN ACTUALLY, PERSONALLY, SOMETIMES BE BOTH A BLESSING AND, AND A HARD THING SOME TIMES, BECAUSE, IT CAN BE -- A LOT OF SOUND IN SILENCE. SO, JUST THINKING CREATIVELY AS WELL, YOU CAN ENGAGE, WHO, WHO MIGHT HAVE DIFFERENT ACCESS NEEDS TO BE ABLE TO FULLY PAR NICE PATRIOT IN THE MED -- PARTICIPATE IN THE MEDITATION GROUP.

>> ANNIE MAHON: WOW. MOEENA, THAT IS A MAZING, YOU HAVE JUST GIVEN US SO MUCH, SO MUCH CONTENT AND SO MANY ANSWERS. AND IT HAS BEEN AMAZING. I DON'T KNOW WHETHER ANYONE HAS ONE LAST SHORT QUESTION OR COMMENT THEY WOULD LOOK TO ADD BEFORE WE WRAP UP. I WILL JUST OPEN THE FLOOR FOR A MOMENT. OKAY. YEAH, GO AHEAD, KIM.

>> I JUST, I REALLY APPRECIATE WHAT, WHAT YOU ARE SHARING ESPECIALLY IN THE CONTEXT OF --

OF MINDFULNESS AND MEDITATION. BECAUSE, WHAT I HAVE ALSO
FOUND IF I DON'T ASK FOR PEOPLE'S ACCESS NEED IN ADVANCE,
SOMETIMES I CAN'T CONSIDER THAT, THAT THE ACCESS NEEDS WILL
COMPETING. MY MINDFULNESS GROUP HAS PEOPLE WITH -- HEARING
LOSS, BUT ALSO, LOW VISION. AND THEIR NEED ARE SO
DIFFERENT. BUT IF I, IF WE DON'T KNOW THAT IN ADVANCE, WE
CAN'T EVEN CONSIDER HOW WE MIGHT MAKE IT ACCESSIBLE FOR
MORE PEOPLE. SO, I JUST REALLY APPRECIATE --
THAT, THAT, THAT --

YOU KNOW, THAT SUCH A SIMPLE THING IS, TO JUST ASK WHAT
PEOPLE'S ACCESS NEEDS ARE BEFORE THE EVENT HAPPENS IS, IS
JUST LIKE, HAS BEEN SUCH A -- A POINT OF --
IMPORTANCE FOR, FOR, ME. THANK YOU.

>> THANK YOU.

>> ANNIE MAHON: THANK YOU, SO, SO MUCH. EVERYONE FOR BEING
HERE. AND THANK YOU, MOEENA FOR YOUR WISDOM. AND ALL OF THE
INFORMATION THAT I KNOW WE WILL BE CHEWING ON. AND --
YOU KNOW, REALLY DIGESTING FOR THE NEXT YEARS, I THINK.
THERE IS JUST SO MUCH TO REALLY THINK ABOUT AND TO --
TO OPEN OUR HEARTS TO. AND, SHIFT OUR ACTIONS. AS A RESULT.
CLAIRE, DID YOU WANT TO SAY ANYTHING.

>> CLAIRE PETTENGILL: I WANT TO THANK YOU TOO

I THINK IT IS VERY INSPIRING AND ALSO DISCOURAGING TO REALIZE HOW TO, IT IS INSPIRING TO SEE WHAT WE CAN DO, BUT ALSO DISCOURAGING THAT, AGAIN, AS YOU SAID, YOU LOOK FORWARD TO THE DAY WHEN THIS KIND OF THING IS NOT NECESSARY. SO, THANKS FOR, FOR BEING A STANDARD BEARER. GREAT TO SEE YOU.

>> MOEENA DAS: WELL, THANK YOU ALL. IT WAS WONDERFUL TO BE HERE. THANK YOU AGAIN, CLAIRE, ANNIE, RACHEL AND, AND I WILL CERTAINLY LOOK FORWARD TO SHARING THE ADDITIONAL RESOURCES AND -- AND, IF ANY ONE HAS ANY QUESTIONS I WOULD BE MORE THAN HAPPY TO FOLLOW UP. THANK YOU ALL. HAVE A WONDERFUL EVENING.

>> ANNIE MAHON: AND THIS WILL BE -- ON, ON THE WEBSITE. THE WEBINAR HAS BEEN RECORDED. AND WILL EVENTUALLY BE PUBLIC ON THE WEBSITE.

>> RECORDING STOPPED.

>> IF YOU, IF YOU WANT TO WATCH IT AGAIN. AND I AM SURE IT WOULD BEAR WATCHING AGAIN.

>> ANNIE MAHON: YES, YES, THANK YOU SO MUCH. LOOK FOR AN EMAIL FROM US WITH THE RECORDING. AND -- IF YOU CAN SUPPORT US FINANCIALLY TO HELP US KEEP GOING, WE HAVE, PLANS FOR 2022 FIRST SERIES WORKING ON IS

ISLAMAPHOBIA, IF YOU HAVE THOUGHTS ON THAT, PEOPLE THAT YOU
WOULD LIKE US TO KID, PLEASE REACH OUT. THANK YOU. THANK
YOU ALL. HAVE A WONDERFUL NIGHT.

>> THANK YOU.

>> BE WELL.

>> BYE.

>> THANK YOU.

>> THANK YOU.

>> BYE.

>> BYE.

>> THANK YOU, DON.