

The White Labor Collective Disability Glossary

***Brought to you by The #DoneForDiDi
Disability and Health Justice Squad
with The #DoneForDiDi White Labor
Collective***



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• **Ableism** •

A system that places value on people's bodies and minds based on societally constructed ideas of normalcy, intelligence, excellence and productivity. These constructed ideas are deeply rooted in anti-Blackness, eugenics, colonialism and capitalism. This form of systemic oppression leads to people and society determining who is valuable and worthy based on a person's appearance and/or their ability to satisfactorily [re]produce, excel and "behave." You do not have to be disabled to experience ableism.

Source: A Working Definition by Talila "TL" Lewis

• **Access Reality** •

It is how you are right now. It is about how you are feeling, the context of that feeling. Access reality is constantly evolving.

Source: NEVE (Twitter & IG: @nevebebad) from Access-Centered Movement



• **Adaptive Technology** •

Versions of already existing technologies or tools that provide enhancements or different ways of interacting, in order to support people with disabilities in accomplishing tasks.

Source: *Skin, Tooth, and Bone: The Basis of Movement is Our People A Disability Justice Primer* by Sins Invalid

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• Americans With Disabilities Act (ADA) •

The ADA is a Federal law meant to prevent discrimination and provide access to disabled people in every facet of life, whether it be civilly or economically. The ADA is, at least ostensibly, supposed to be preventative, but in practice, it's reactive in how it handles recourse. It puts the onus on disabled people to be proactive, allowing limited action such as filing complaints about these things. This is starkly apparent with the ADA and its use of vague language (i.e. "reasonable accommodation," "undue strain," even what qualifies as disability) to allow room for loose and inconsistent interpretation, the ease in which noncompliance can just slip by. After all, you don't have to accommodate people, nor can you get threatened with a lawsuit if people can't even get in/to the place to notice the inaccessibility.

Source: *Symbolism as Fake Progress, and the Underwhelming Legacy of the ADA* by Jude Casimir

• Black ASL •

Black ASL is the unique dialect of American Sign Language (ASL) that developed within historically segregated African American Deaf communities.

Sources:

Faculty Profile - Black ASL

The Hidden Treasure of Black ASL: Chapter 1

• Chronically Ill (Chronic Illness) •

Long-Term, ongoing, health conditions that impact people's pain levels, energy levels, and abilities.

Source: *Skin, Tooth, and Bone: The Basis of Movement is Our People A Disability Justice Primer* by Sins Invalid



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● D/deaf ●

Both a descriptor of someone's capacity for auditory hearing/processing and a cultural identity connected to Deaf community, arts, politics, and culture.

Source: What's the Difference Between Deaf With a Capital 'D' & deaf With a Small 'd'?

"It can be freeing to claim a word people don't understand - even hate to describe yourself. It feels like a rebellion within a word. Disabled... it is not only with word that explains my body, but it also describes the ramps you refuse to build. It calls out the wages you refuse to pay. It shows the world the inclusion you are slow to produce. I think your discomfort with the word disabled doesn't merely describe me, but you too."

- *Imani Barbarin*

● Disabled ●

Links people of common overlapping related experiences of oppression based in navigating a world designed and defined by able-bodied people. This term has been reclaimed by people whose bodyminds have been medicalized and pathologized, working from an empowered perspective

Not everyone who has a disability identifies as disabled. For many people with visible disabilities this isn't a choice. And for many people identifying as disabled doesn't feel safe as, historically, being disabled and not being able to produce in the ways demanded meant death (for example, in slavery). For many multiple multiple marginalised people of colour, adding another marginalisation means more oppression and even harder life- possibly not surviving. It is important for white people who self identify as disabled to remember that identifying as disabled is an example of privilege and not to assume that people of colour around are abled or not are not affected by ableism. This does not mean that we assume everyone is disabled. we are inviting people to hold the complexities of racism and ableism and the ways they intersect. if we are not including racial Justice we are not doing disability Justice.

Source: *#WhenICallMyselfDisabled, Your Opinion Doesn't Matter - Crutches and Spice*



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● Disability Justice ●

A framework for liberation that seeks to end ableism in connection to ending all other forms of oppression.

Sins Invalid's 10 Principles of Disability Justice:

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| 1 • Intersectionality* | 6 • Sustainability |
| 2 • Leadership of those most impacted | 7 • Commitment to cross-disability solidarity |
| 3 • Anti-capitalist politics | 8 • Interdependence |
| 4 • Cross-movement solidarity | 9 • Collective Access |
| 5 • Recognizing wholeness | 10 • Collective Liberation |

Sources:

Glossary - The Abolition and Disability Justice Coalition

10 Principles of Disability Justice

Kimberle Crenshaw on Intersectionality, More Than Two Decades Later



● Developmental/Intellectual Disabilities ●

Term used to describe disabilities which may become apparent in a person's early life, when certain milestones of development related to language acquisition, speech, mobility, and other areas occur outside of the typical timeline and/or manner (developmental). Often grouped with the term used to describe differences in thinking, and societal treatment based on these differences (intellectual). These may include variants in memory, reading ability, auditory processing, ability to focus or pay attention, communication style, ability to understand what is happening, and learning disabilities in general.

Sources: *Skin, Tooth, and Bone: The Basis of Movement is Our People A Disability Justice Primer* by Sins Invalid

● Emotional Invalidation ●

Emotional invalidation is when a person's thoughts and feelings are rejected, ignored, and/or judged

Source: *Asiatu Lawoyin - Invalidation: a Series*

● Eugenics ●

Eugenics within the U.S. is based off of Social Darwinism and the idea that, through “correct” application of science and social policy, the white heteropatriarchy can create the “perfect” person, most often through sterilization and medical experiments on Black people and all people of color, disabled people, and non-men.

Sources: *How the ADA Gave Birth to a Black Sexpert*

Stop Killing Us: Reflections on Trans, Intersex, and Disabled Eugenics

Racial Eugenics



• Fat Oppression/Fatphobia •

See also: *3 Reasons to Find a Better Term Than '-Phobia' to Describe Oppression*

Fatness as an individual failure of self control, lack of discipline, evidence of gluttony and laziness all wrapped up in a scientifically unsound narrative of health.

Fatphobia the institutionalised societal and medical size and weight discrimination against people with fat bodies. Since the 18th and 19th century white supremacy has been convincing society that the proper form for women were to be like the white women think: Anglo-Saxon protestant women. It was important for women to show their Christian and racial superiority by how much they ate and how thin they were able to remain. Fatphobia dates all the way back to the transatlantic slave trade. when colonisers, white people, invaded Africa they found that Black people were "too big, too curvy, too sensuous. even though at the time white women in France were curvy and seen as ideal. it was only when they found this too was occurring in Africa that it became a problem. when skin colour could no longer solely identify slaves, you were identified by your weight size and what you ate. that was used to determine if you were worth free; if you deserve freedom.

Sources:

The Body Is Not An Apology: The Power of Radical Self-Love the Revised & Expanded Second Edition by Sonya Renee Taylor

Toni Wilson, M.S.W | Instagram: @fatblackluxury



• Healthism •

A value system in which people who differ from normative standards of health (rooted in racism, capitalism, ageism, ableism, and transphobia) are subject to systems of punishment and exclusion. Instead of addressing and relieving structural barriers to healing, non-coercive, community-centered health care, healthism enforces systems that blame and harm the individual for experiencing illness and distress.

Source: Glossary - The Abolition and Disability Justice Coalition

• Harm Reduction •

Harm reduction is both a belief in and uplifting of the basic human rights of people who use drugs, which includes practical strategies that address poor public health outcomes associated with drug use. These principles and practices are also applied towards sex work and responses to violence. Harm reduction is a necessary and effective part of the drug use, sex work, and anti-violence care continuum which recognizes and helps accelerate a person's survival.

The truth is harm reduction is not merely a theory or practice, but it is a tradition among those of us whose ancestors have known attempted genocide, terrorism, and dehumanization. Harm reduction is not about just about a version of healthcare, but it is about radical survival and well-being among those of us whose bodies are political-cultural targets. Beyond knowledge of survival strategies, harm reduction is a set of practices within the tradition of healing justice that rejects our systemic conditions but accepts how each of us navigates our reality.

Sources: *Principles of Healing-Centered Harm Reduction* by Reframe Health & Justice | Medium

Healing Justice + Harm Reduction - What Does It Mean?



• Medical Model •

The Medical Model came about as “modern” medicine began to develop in the 19th century, along with the enhanced role of the physician in society. Since many disabilities have medical origins, people with disabilities were expected to benefit from coming under the direction of the medical profession. Under this model, the problems that are associated with disability are deemed to reside within the individual. In other words, if the individual is “cured” then these problems will not exist. Society has no underlying responsibility to make a “place” for persons with disabilities, since they live in an outsider role waiting to be cured.

The individual with a disability is in the sick role under the medical model. When people are sick, they are excused from the normal obligations of society: going to school, getting a job, taking on family responsibilities, etc. They are also expected to come under the authority of the medical profession in order to get better. Until recently, most disability policy issues have been regarded as health issues, and physicians have been regarded as the primary authorities in this policy area.

Sources:

Disability Models | National Black Disability Coalition



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• Medicalize •

To treat a justice issue as a medical problem.

Source: Glossary – The Abolition and Disability Justice Coalition

• Medical Industrial Complex •

The network of corporations which supply health care services and products for a profit and at the expense of promoting care.

Source: Glossary – The Abolition and Disability Justice Coalition

• Mobility Impairments/Limited Mobility •

Variations in ability to walk, move, or navigate spaces physically. People with mobility impairments may use assistive devices including wheelchairs, prosthetics, canes, walkers, transfer benches and lifts.

Sources: *Skin, Tooth, and Bone: The Basis of Movement is Our People A Disability Justice Primer* by Sins Invalid

• Neurodivergent (Neurodiversity) •

Having a brain or mental processing that functions in ways that diverge significantly from the dominant societal standards of “normal”. It is based on the assumption that there are naturally occurring diversities in how brains function that does not require a “cure”.

Source: Glossary – The Abolition and Disability Justice Coalition



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● Neurological Disability ●

Disability related to the brain, spine, and/or nervous system, including epilepsy, stroke, Parkinsons, migraines, cerebral palsy, and multiple sclerosis.

Source: *Skin, Tooth, and Bone: The Basis of Movement is Our People A Disability Justice Primer* by Sins Invalid

● Non-Apparent Disabilities/ Invisible Disabilities ●

Impairments that are not obvious or visible. Could range from food allergies to autoimmune conditions to chronic pain to mental health conditions.

Source: *Skin, Tooth, and Bone: The Basis of Movement is Our People A Disability Justice Primer* by Sins Invalid

Fighting Fiercely,
Endo Advocate

“Initially, I did not want to identify as a person with a disability. I was very hesitant to identify mainly because my illness is non-apparent, I live with an invisible illness, and in part I was afraid due to my own misperceptions and biases about what I thought being a person with a disability meant, what that person looks like, how they show up in the world, how do they behave.”

- **Michelle Johnson**

● Pathologize ●

To treat something or someone as unhealthy or abnormal and in need of being “cured”.

Source: *Glossary – The Abolition and Disability Justice Coalition*



● Psych Survivors ●

People who have either willingly or nonconsensually been committed to mental hospitals, been medicated for mental health reasons, or other types of psychiatric intervention.

Source: *In Our Own Voice African-American stories of oppression, survival and recovery in mental health systems* by Vanessa Jackson

● Sanism ●

Sanism is an oppression which normalizes the practice of discrimination, rejection, silencing, exclusion, low expectations, incarceration, and other forms of violence against people who are othered through mental 'illness' diagnosis, history, or even suspicion.

Source: An Introduction to Anti-Black Sanism

● Sensory Disability ●

Variations in ability related to sight, hearing, smell, touch, or taste. Examples of sensory disabilities include people who are Blind, Deaf, who have anosmia (lack of sense of smell), and people with sensory processing disorders.

Source: *Skin, Tooth, and Bone: The Basis of Movement is Our People A Disability Justice Primer* by Sins Invalid



• **Social Model** •

The critique of the traditional interpretation of disability, which eventually was transformed into the social model of disability, was developed from the 1970s within the disability movement in the UK. It offered a radical alternative to the individualized medical conception of disability by asserting that disabled people were disadvantaged not because of their impairments, but as a result of the limitations imposed on them by social, cultural, economic, and environmental barriers. Disability according to this formulation is not about health or pathology but about discrimination and social exclusion.

Sources: *Social Model of Disability History | National Black Disability Coalition*

***This glossary brought to you by the #DoneForDiDi
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