

# DISCUSSION GUIDE:

## RACISM + ABLEISM: HOW CAN YOU FIGHT IT?

THE NAMED ADVOCATES



## ***Racism + Ableism: How can you fight it?***

Dive into the powerful intersection of racism and ableism with our educational video, "Racism + Ableism: How do you fight it?" In this eye-opening exploration, we define racism and ableism, shedding light on how these intersecting forms of discrimination impact individuals and communities. From systemic barriers to everyday microaggressions, we uncover the shared experiences of those marginalized by both racism and ableism. But we don't stop there. We arm you with actionable tips and strategies to combat these injustices, empowering you to be a catalyst for change in your communities.



# GLOSSARY

## HELPFUL TERMS AND CONCEPTS

- **Racism:** is a complex system of beliefs and behaviors, grounded in a presumed superiority of the white race. These beliefs and behaviors are conscious and unconscious; personal and institutional; and result in the oppression of people of color and benefit the dominant group (Racial Equity Resource Guide Glossary by the W.K. Kellogg Foundation's America Healing Project)
- **Ableism:** the discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. At its heart, ableism is rooted in the assumption that disabled people require 'fixing' and defines people by their disability. . . . Ableism classifies entire groups of people as 'less than,' and includes harmful stereotypes, misconceptions, and generalizations of people with disabilities (Access Living).
- **Disability Justice:** as set of principles and an approach to advance access and inclusion for disabled people. It specifically centers the experiences of those most marginalized, such as people of color, women, and LGBTQ folks (inspired by Disability & Philanthropy Forum).
- **Intersectionality-** the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect (source).



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Watch [this video](#) and then discuss or reflect on the following questions:

- What are some of the lessons that you pull from this video?
- Can you describe what it is like to live at the intersections of race, disability etc?
- What are some of the ways that people/workplaces struggle to prioritize racial justice? disability justice?
- What is “the work” that is necessary to fight racism + ableism?
- How can racism show up in the workplace today? In what ways does ableism show up in the workplace today?
- What are good examples of progress?



# HOW CAN I JOIN THE FIGHT?

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- 01 Determine your disability justice principles.
- 02 Add creativity and boldness to the movement.
- 03 Develop a sustainable path.

# ADDITIONAL RESOURCES



- [What is Disability Justice?](#)
- [Department of Labor Employment & Labor Force Participation for PWDs](#)
- [Disability Solidarity: Completing The 'Vision For Black Lives'](#)
- [Intersections Between Racism and Ableism](#)
- [Anti-Black Racism and Ableism in the Workplace](#)
- [Disabled Asian Americans Deal With Racism and Ableism](#)