Workshop: Microaggressions and Implicit Bias on Campus - Microaggressions and Disability

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Zoom In

Microaggressions and Disability
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What Is Disability?

Various models:

1. The Religious Model
2. The Legal Model
3. The Social Model
The Religious Model

- Disability is a punishment for spiritual flaws of oneself or one’s family.
- Disabled people are morally flawed and should be shunned/avoided.
- Disability is stigmatized.
The Medical Model

- Disability is a medical problem which needs a cure.

- Disability resides in the person.

- Although disability is caused by accident, disease, or inherited defect, disability is something to be fixed.

- Disabled people are “patients.”
The Social Model

- People have physical or mental impairments.

- Disability resides in physical and attitudinal barriers which are created by society.

- People with disabilities are equal to non-disabled people.

- It is the responsibility of the society to remove barriers which prevent full inclusion by people with disabilities.
Microaggressions are the everyday slights, insults, indignities, and invalidations delivered to people in marginalized groups, including people of color, LGBTQ people, and people with disabilities.
Unconscious Stereotypes/Biases About PWDs

- Sad and less capable than other people.
- Defective, broken, need to be fixed/helped.
- Don’t have “normal lives,” e.g. do not have sexual desires or relationships.
- Are curiosities whose lives are meant to inspire or entertain “normal” people.
Examples of Microaggressions

- Ignoring people with disabilities
- Hyper focusing and failing to respect privacy
- Using medical model language especially outside the context of hospitals or medical facilities
More Examples

- Statements which affirm the religious model of disability
- Expressing pity or giving unneeded help
- Treating PWDs as sources of inspiration/entertainment often just for doing normal daily routines.
- Viewing disability as a second-class status by emphasizing cures and “overcoming”
Watch the Film!

ZOOM IN

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