

Welcome to the waiting room!

Thank you for joining us for today's webinar presentation. We will begin shortly. If you need assistance before we start, you can communicate with us using the question window.





MODERN ABLEISM AND DISABILITY PREJUDICE

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Agenda

- Brief history of traditional and historical forms of ableism
- Discussion of modern disability discrimination and social devaluation
- Overview of social psychology frameworks of prejudice
- Research on contemporary disability prejudice

Housekeeping

This webinar is being recorded and will be available on our website for you to reference at a later time.

Questions will be answered at the end, as time permits.



ABLEISM



DISABILITY PREJUDICE

SOME EXAMPLES

- Ableism is “discrimination in favor of the able-bodied,” including “the idea that a person’s abilities or characteristics are determined by disability or that people with disabilities as a group are inferior to nondisabled people”
- Ableism manifests through pervasive institutional, systemic, and subtle discrimination
- Examples of modern discrimination
 - 50% of people with disabilities experience poverty
 - It is still *legal* to forcibly sterilize people with disabilities
 - Unemployment rate of people with disabilities has never been below 70%

Source: Linton, S. (1998). *Claiming disability, knowledge and identity*. New York: New York University Press.



DISABILITY PREJUDICE

CULTURAL NARRATIVES

- Disability discrimination and social devaluation is pervasive
- Prominent disability narratives may seem positive but can be problematic
- Common beliefs, stereotypes, and tropes
 - Exaggerate difficulties; focus on what they cannot do
 - Helpless, vulnerable, dependent, innocent
 - Bitter because of their impairments
 - Inspirational, overcoming
- Based on projections and limited understanding
- People with disabilities' experiences are much more complex than these narratives



DISABILITY PREJUDICE CULTURAL NARRATIVES

One of 1,000+
TEDTalks

New ideas every weekday

TED.com

Source: Young, S. (2014). *I'm not your inspiration, thank you very much.* http://www.ted.com/talks/stella_young_i_m_not_your_inspiration_thank_you_very_much/



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HOW PREJUDICE OPERATES



HOW WE TYPICALLY THINK ABOUT PREJUDICE



PREJUDICED

A large, solid blue circle representing a person's head, with a lighter blue, semi-transparent reflection of the circle below it.

NOT
PREJUDICED

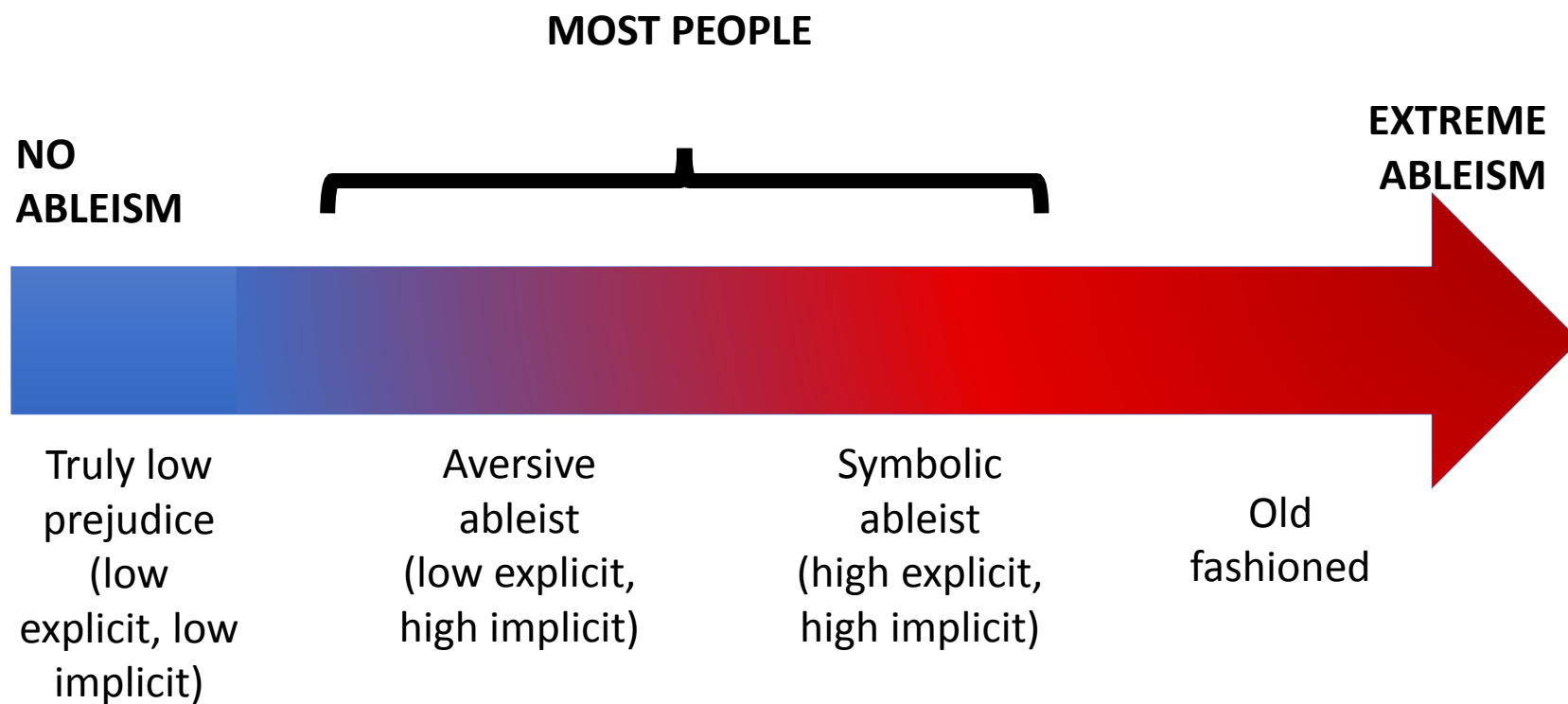
A large, solid blue circle representing a person's head, with a lighter blue, semi-transparent reflection of the circle below it.



UNDERSTANDINGS OF PREJUDICE OVER TIME

- Early research: Reinforced difference (reinforced white supremacy, exaggerated disability, etc.)
- Modern research
 - 1920s – 1950s: Prejudice as pathology
 - 1950s – 1990s: Prejudice as normative cognitive process
 - Explicit = conscious prejudice
 - Implicit = unconscious prejudice
 - 1990s – today: builds on 2nd wave, adds focus on targets of prejudice, stereotype formation, microaggressions

RETHINKING ABLEISM



Source: Friedman, C. (2016). *Aversive ableism: Subtle prejudice and discrimination towards people with disabilities* (Doctoral dissertation). University of Illinois at Chicago, Chicago. Retrieved from <http://hdl.handle.net/10027/20940>



SYMBOLIC ABLEISM

- High in explicit prejudice, high in implicit prejudice
- Expressed through symbols (e.g., opposition to affirmative action, ‘identity politics’) – rationalize and justify their prejudice
- High in individualism – belief that people just need to try harder
- People with disabilities produce excessive demands on the system and demand special favors
- Logic: since there is civil rights legislation, people’s disadvantages must be due to the person themselves, not discrimination

Source: Friedman, C. & Awsumb, J. (in press). The Symbolic Ableism Scale. Review of Disability Studies: An International Journal.



AVERSIVE ABLEISM

- Low in explicit prejudice, high in implicit prejudice
- Being progressive and egalitarian is important to their self concepts – believe they are not prejudiced
- Act in prejudiced ways in ambiguous situations where it is harder to be “caught” being prejudiced

Source: Friedman, C. (2016). Aversive ableism: Subtle prejudice and discrimination towards people with disabilities (Doctoral dissertation). University of Illinois at Chicago, Chicago. Retrieved from <http://hdl.handle.net/10027/20940>



AVERSIVE ABLEISM



Source: https://www.youtube.com/watch?v=U_byvTzW4w

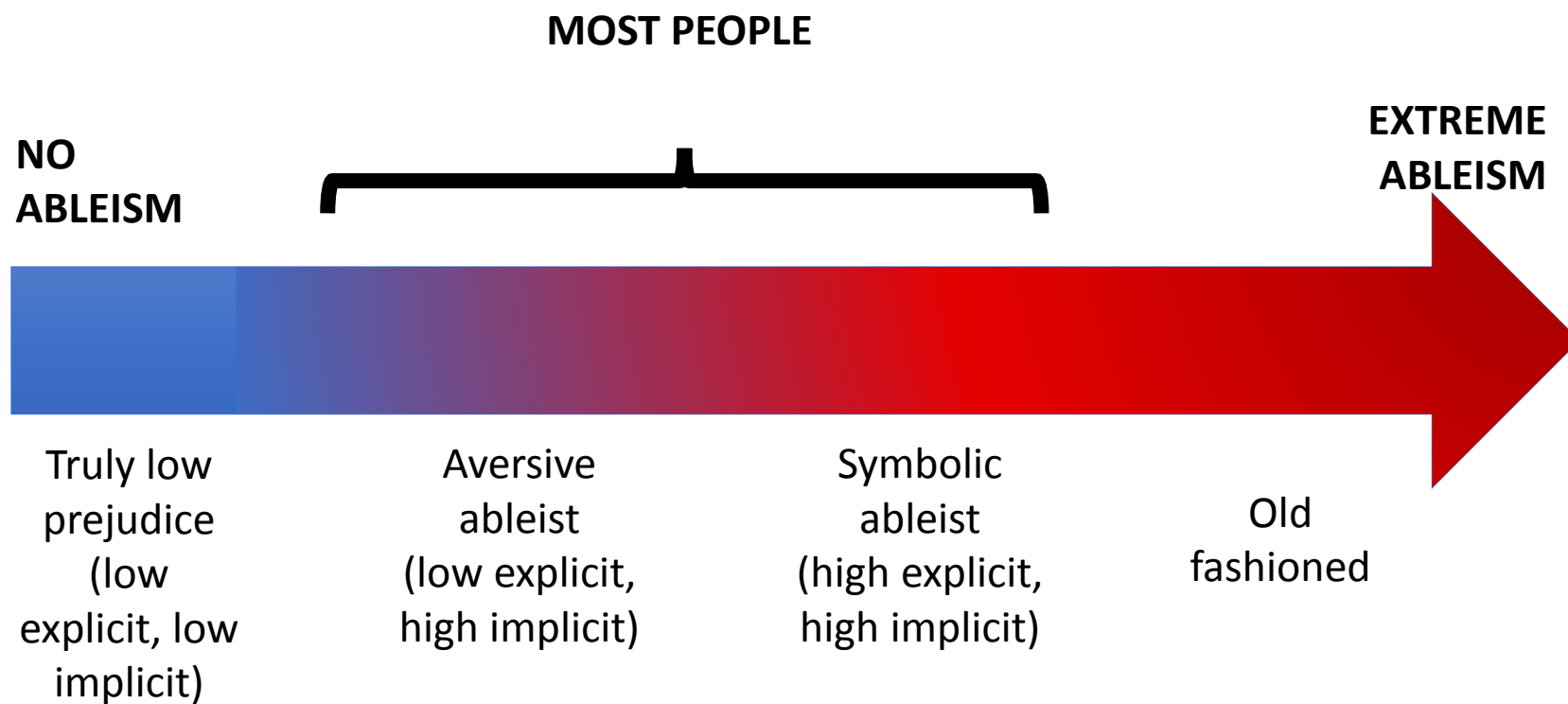


AVERSIVE ABLEISM



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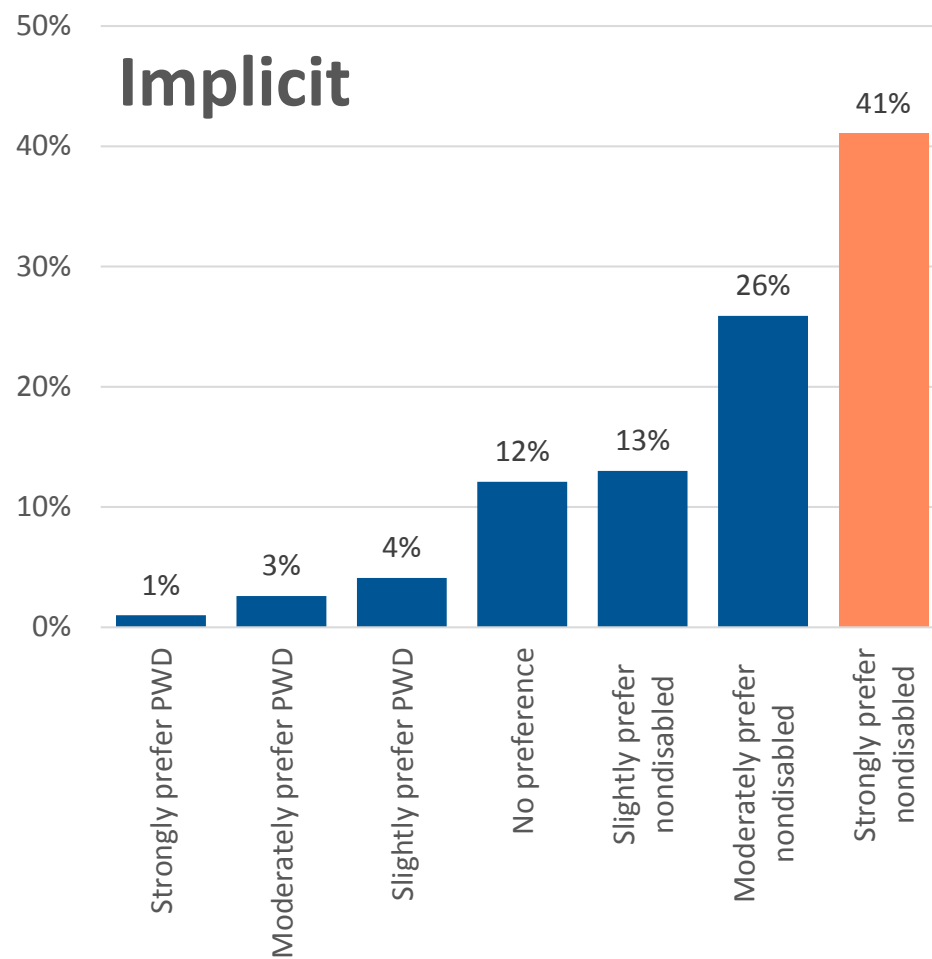
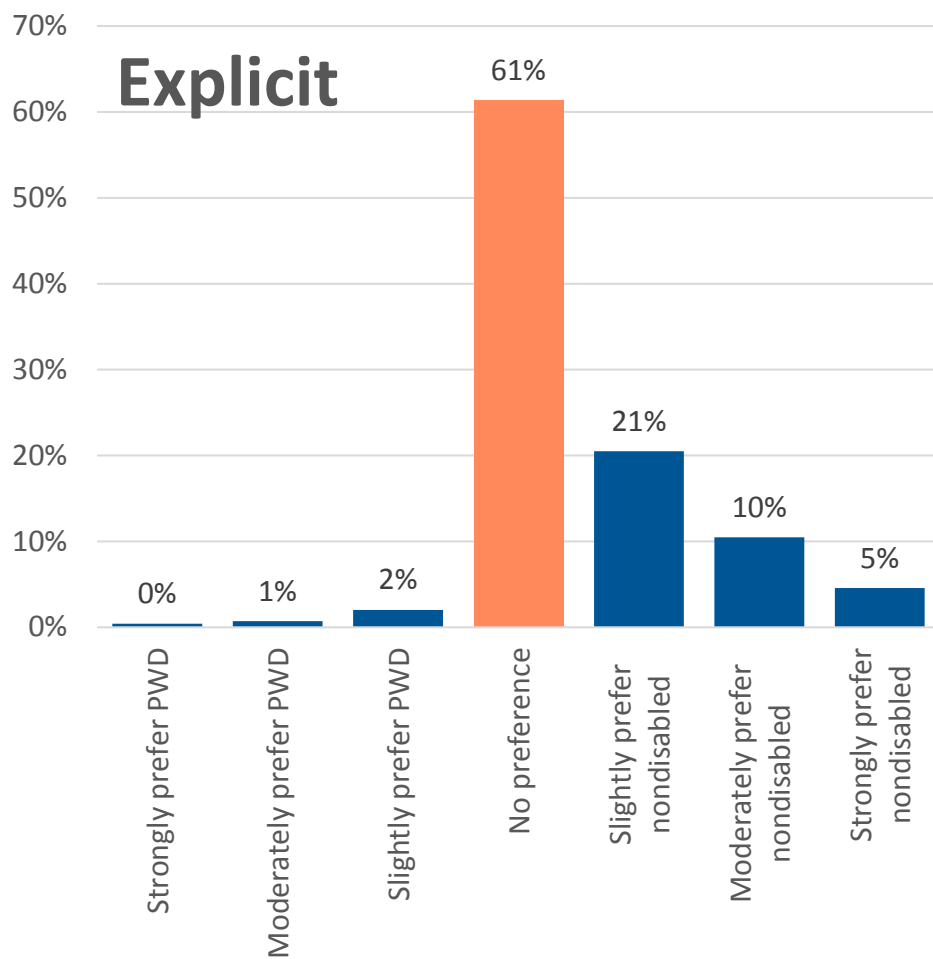
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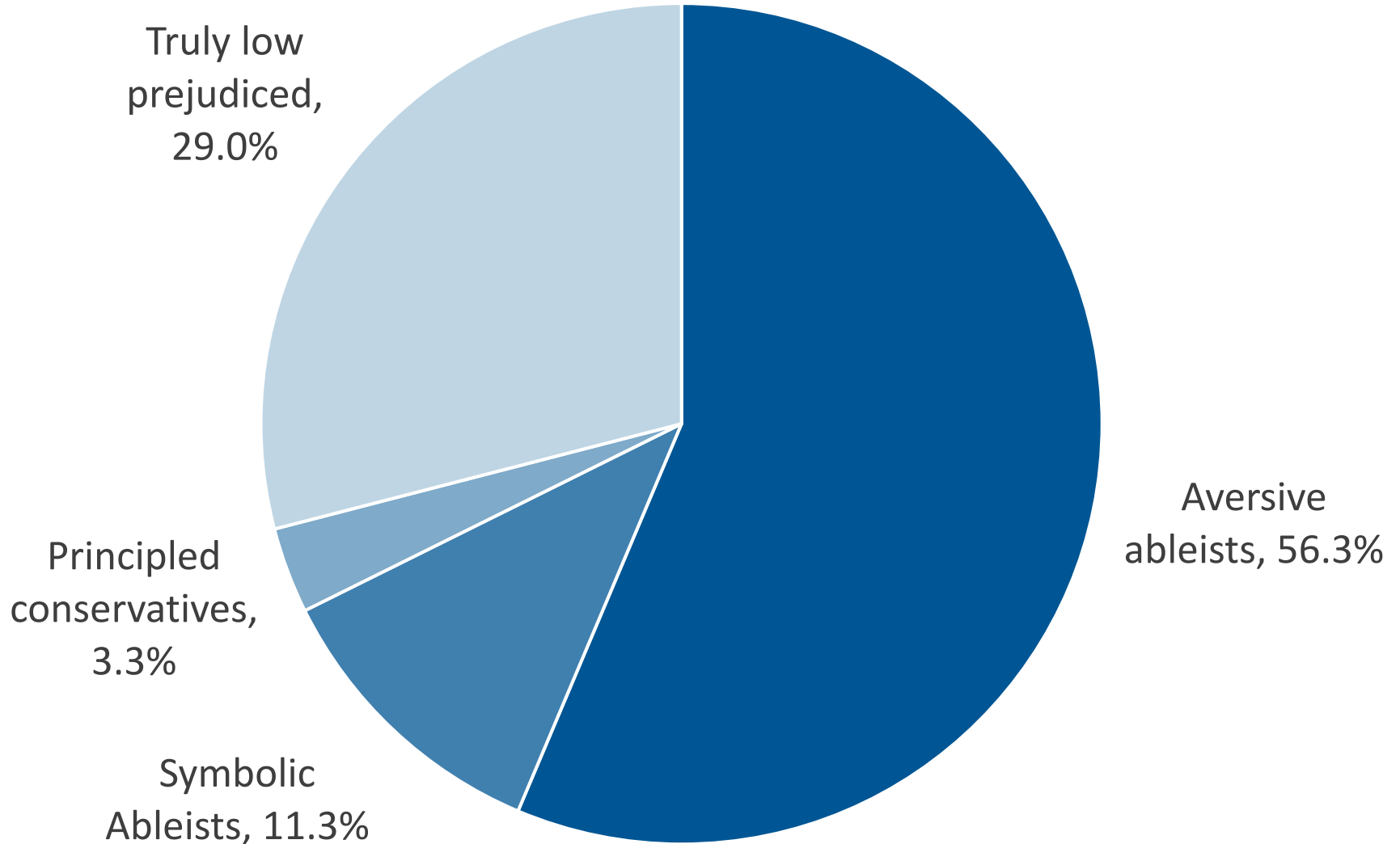


DIFFERENCE BETWEEN EXPLICIT AND IMPLICIT PREJUDICE ($n = 344,760$)



Source: Friedman, C. (2018). Mapping ableism: A two-dimensional model of explicit and implicit disability attitudes. Manuscript submitted for publication.

PREJUDICE STYLES (n = 344,760)



Source: Friedman, C. (2018). Mapping ableism: A two-dimensional model of explicit and implicit disability attitudes. Manuscript submitted for publication.



THE
'SO WHAT?'

REAL WORLD EXAMPLES

INSTITUTIONALIZATION / COMMUNITY LIVING

The higher a state's disability prejudice, the more people with intellectual and developmental disabilities (IDD) they institutionalize, regardless of state size



Photo by Tom Olin

Source: Friedman, C. (2018). The relationship between disability prejudice and institutionalization of people with intellectual and developmental disabilities. Manuscript submitted for publication.

REAL WORLD EXAMPLES

HCBS FUNDING

States with less disability prejudice, direct more of their long-term services and supports (LTSS) funding to home and community based services (HCBS)



Source: Friedman, C., & VanPuymbrouck, L. (2018). States with higher disability prejudice spend less on HCBS. Manuscript in preparation.

Image from TASH

REAL WORLD EXAMPLES

SUPPORT FOR THE ADA



People who oppose the Americans with Disabilities Act (ADA) have higher disability prejudice compared to people who support the ADA

Source: Friedman, C., & VanPuymbrouck, L. (2018). Support for the Americans with Disabilities Act among nondisabled people. Manuscript in preparation.

Photo by Tom Olin



REAL WORLD EXAMPLES

EMPLOYMENT

States lower in disability prejudice have higher disability employment rates



Source: Friedman, C. (2018). *The relationship between disability prejudice and disability employment rates*. Manuscript submitted for publication.

REAL WORLD EXAMPLES

LANGUAGE

- The R-word
- Autism puzzle piece
- Language that ‘skirts’ around disability (e.g., handicappable, differently abled) – implies there is something wrong with it

SPREAD THE WORD
TO END THE WORD.

Source:

Gernsbacher, M. A., Raimond, A. R., Stevenson, J. L., Boston, J. S., & Harp, B. (2018). Do puzzle pieces and autism puzzle piece logos evoke negative associations?. Autism, 22(2), 118-125.



REAL WORLD EXAMPLES

FAMILY & PEOPLE WITH DISABILITIES THEMSELVES

Although family members of people with disabilities have less disability prejudice than people who are not family members, family members still often have moderate disability prejudice.

People with disabilities themselves often have internalized ableism.

*Sources: Friedman, C. (2018). Family members of people with disabilities' explicit and implicit disability prejudice. Manuscript submitted for publication.
Friedman, C. (2016). Aversive ableism: Subtle prejudice and discrimination towards people with disabilities (Doctoral dissertation). University of Illinois at Chicago, Chicago. Retrieved from <http://hdl.handle.net/10027/20940>*



NOW WHAT?



NOW WHAT?: RECAP

- Most people are aversive ableists
 - Egalitarian values
 - Rationalized prejudice
 - Conflicting messages about disability
 - Well meaning
 - Ableism 'sneaks out'
- Understanding modern prejudice is hard
 - Nondisabled people, especially those with no disability consciousness, really bad at seeing it.
- Which is worse (explicit or implicit)? Neither. Both are harmful, just in different ways.



NOW WHAT?: WHAT YOU CAN DO

- Examine your privileges, prejudices, and stereotypes – then make an intentional effort to change your behavior.
 - An easy everyday first step is re-examining the language you use.
- Organizational cultural change – respectful, person-centered services and supports
- Changes at the systems/state/national level – advocate for rights of people with disabilities; more representatives with disabilities





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