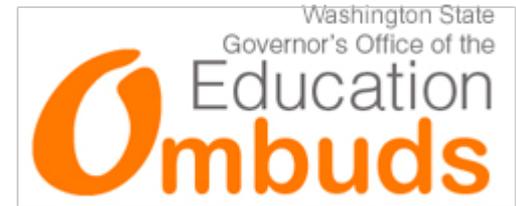


# Creating an Inclusive Community

## Allyship and Solidarity Lesson



[Image description: Dark reddish purple silhouette of a young woman holding a backpack and books. Office of the Education Ombuds' orange logo is to the bottom right.]



# What is ableism?

Discrimination against people with disabilities and the mindset that there is one best way for our bodies and minds to work. Ableism can be in harmful words, actions, or environmental settings.



Image description: A cartoon of a white person using a wheelchair sitting at the bottom of stairs next to a sign that says, "Way in (with an arrow pointing to the top of the stairs), everyone welcome!"

# What is allyship?

Taking an active stance  
against discrimination and  
interrupting prejudice  
between people



Image description: Three Black and disabled folx (a non-binary person holding a cane, a woman sitting in a power wheelchair, and a woman sitting in a chair) looking seriously at the camera while a rainbow pride flag drapes on the wall behind them.

Photo credit: [Disabled and Here Project](#)

# What is solidarity?

Communities working together against individual and systemic discrimination with the common goal that all people are treated with dignity and respect



Image description: Torso level photo of three Black and disabled folx (a non-binary person holding a cane, a woman in a power wheelchair, and a woman on a folding chair) raising their fists on the sidewalk in front of a white wall.

Photo credit: [Disabled and Here Project](#)

# What is inclusion?

Intentionally building a community in which each person has access, can fully participate, and belongs as a valued member.

ACCESS IS L♥VE



Image description: 3 disabled Asian Americans, Mia Mingus, Alice Wong and Sandy Ho (from left to right). Mia is wearing glasses and large hoop earrings. Alice is wearing a brightly colored scarf and an army-camouflage-print jacket. She is wearing a mask over her nose with a tube for her Bi-Pap machine. Sandy has wavy short hair and is wearing a black sweater. Behind them is a concrete wall with a door. On the top against a white background in black text: "ACCESS IS LOVE" in white. The "O" in "LOVE" is a red heart.

Ableism is not a list of bad words. Language is *\*one\** tool of an oppressive system. Being aware of language -- for those of us who have the privilege of being able to change our language -- can help us understand how pervasive ableism is.

-- Lydia X.Z. Brown



*[Image description: An Asian, nonbinary person smiling wearing glasses, and a plaid shirt under a black blazer.]*

*Autistic Hoya, 2018*

# Annie Elainey: “Casual Ableist Language”



# Discussion:

- What are some examples of ableism you saw in the video?
- What are ways that you can interrupt ableism?
- What did you learn from this video?



Image description: A YouTube still of a Latinx YouTuber with short pink hair, glasses, red lipstick, and a flannel shirt. The caption at the bottom of the page says "I'm sorry, I can get so bipolar sometimes."

# Is this inclusive?



**YES**



**NO**

*[Image description: A green thumbs up hand is positioned above a box that says "YES" in black writing. To the right of the green hand is a red thumbs down hand positioned above a box that says "NO."]*



*[Image description: Blue "Public Restroom" sign with arrows going left and right. Below in parentheses, it reads "B.Y.O.P."]*



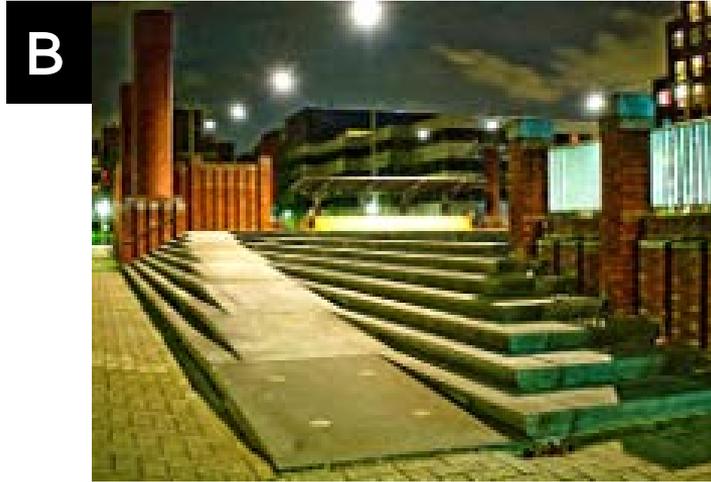
*[Image description: A white woman using a wheelchair struggles to reach the faucet in a public restroom]*



*[Image description: A person using a motorized wheelchair goes down a very crowded aisle in a supermarket]*



*[Image description: A concrete ramp lays on top of a flight of stone outdoor stairs]*



*[Image description: A ramp artistically cuts through a flight of concrete stairs outdoors]*



*[Image description: Two thin, metal strips serve as a makeshift ramp with a flight of concrete, outdoor stairs between them.]*



*[Image description: An accessible metal door switch with a blue image of a person using a wheelchair is above the words in blue: "Push to open".]*



*[Image description: A still from the television show Felix the Cat displays closed captioning at the bottom. CC states, "Good work, Goldie. Keep it up!".]*



*[Image description: Black, noise canceling over ear headphones with "Philips" written on it.]*



*[Image description: An empty street with a white, painted crosswalk. Curb cuts with yellow bumps are on either side of the street.]*



*[Image description: A comic of the doors outside of a red brick school building on a snowy day. The ramp and stairs are covered in snow. A white man in a green winter hat, red coat, yellow gloves, blue snow pants, and brown snowshoes holding a shovel is shoveling snow. A blonde white boy in an orange hat and coat sits in a blue wheelchair next to a group of kids wearing different colored snow gear. The boy using the wheelchair says to the man, "Could you please shovel the ramp?" The man responds, "All these other kids are waiting to use the stairs. When I get through shoveling them off. Then I will clear the ramp for you." The boy responds, "But if you shovel the ramp, we can all get in!"]*

# Is this inclusive?

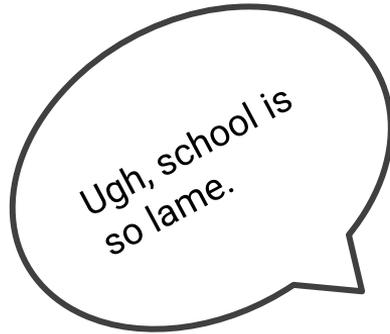


YES



NO

*[Image description: A green thumbs up hand is positioned above a box that says "YES" in black writing. To the right of the green hand is a red thumbs down hand positioned above a box that says "NO."]*



*[Image description: A light yellow smiley face has two speech bubbles and one thought bubble. The speech bubbles say "Ugh, school is so lame" and "Your acting so autistic!" The thought bubble says "She's crazy! I can't believe she did that."]*

# Comic Strip Activity

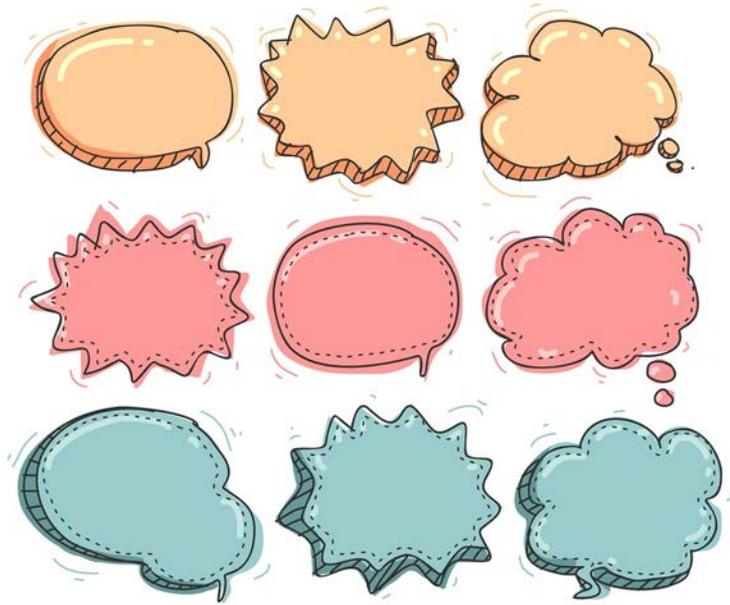


Image description: Pop art graphics of orange, pink, and blue comic strip speech bubbles

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