

# What is a disability?

**A person with a disability is:**

**A person who has a physical or mental impairment that substantially limits one or more major life activity.**

**This includes people who have a record of such an impairment, even if they do not currently have a disability.**

**It also includes individuals who do not have a disability but are regarded as having a disability.**



# Non-Visible Disabilities

**NOT ALL DISABILITIES ARE APPARENT.**  
Even though these disabilities are not visible, they are real.



# Disability Statistics

61 million adults in the United States live with a disability.

**That's 1 one out of every 4 people.**

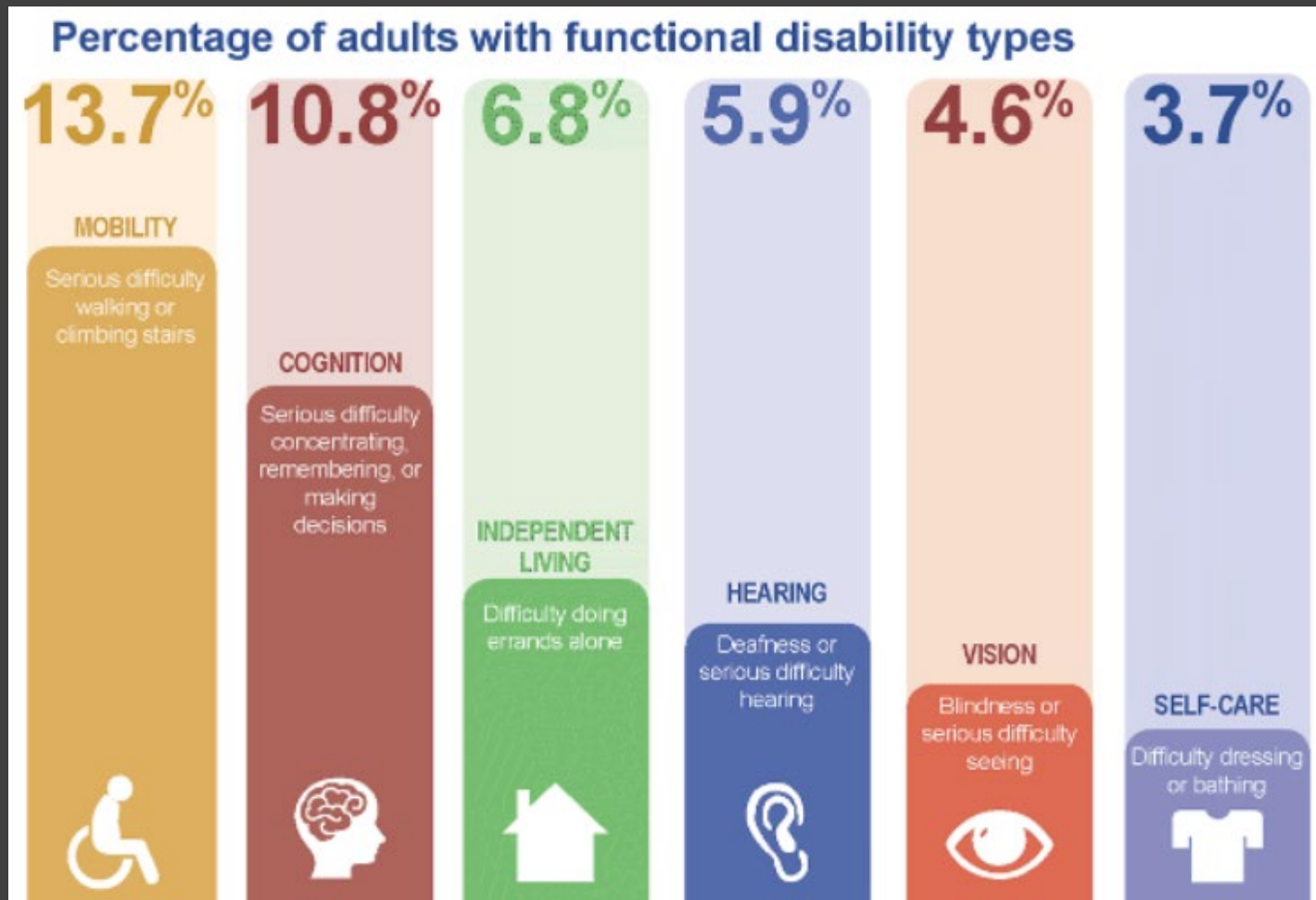
In King County –

1 in 4 people is approximately 536,000 individuals.

Disability prevalence increases with age.

- 13% for youngest adults
- 40% for those 65 and older


# Disability Prevalence



# Racialized Ableism



Racism

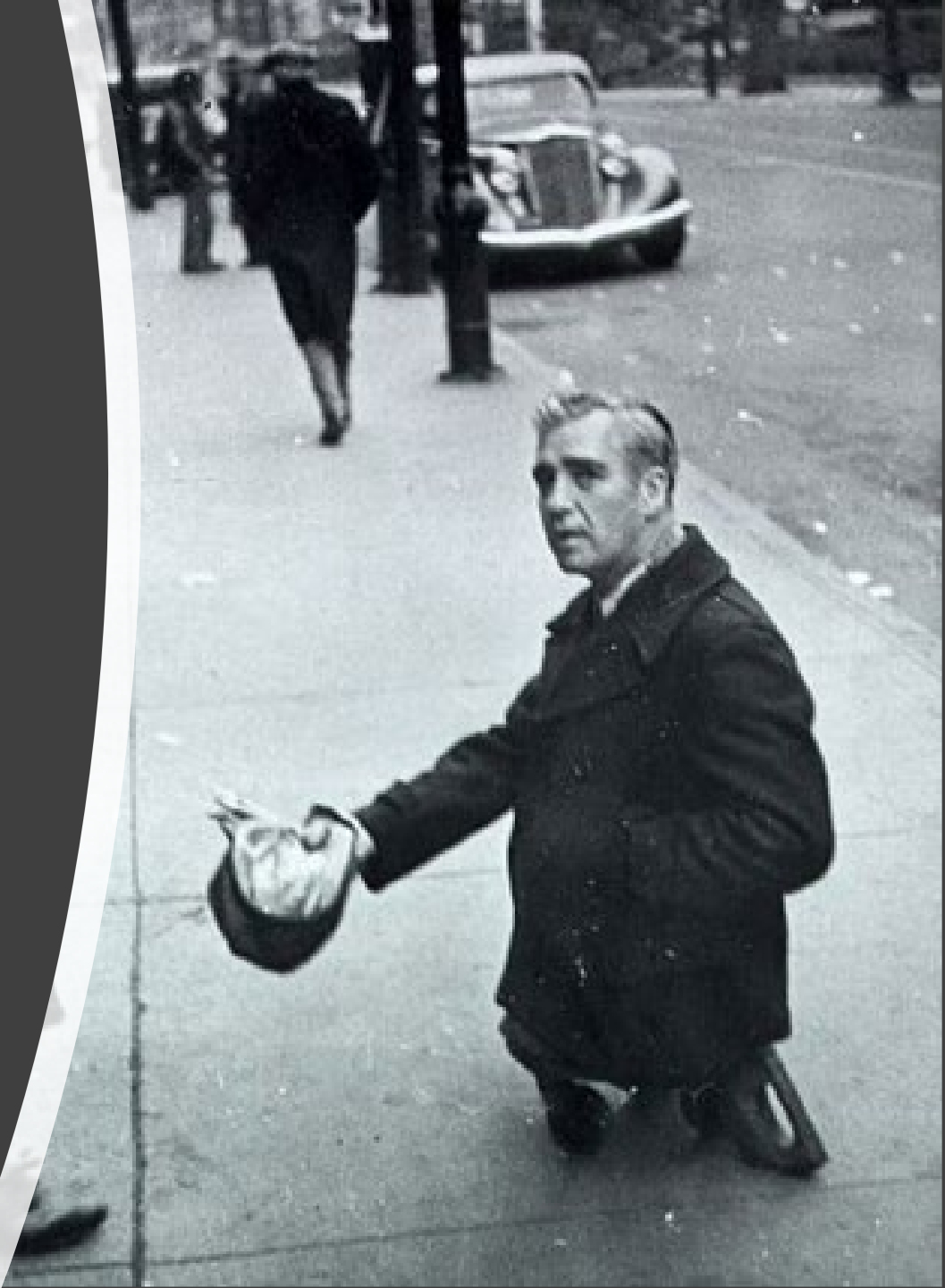


Disability

# Language Lesson

Ableist language is **any word or phrase that devalues people who have a disability.**

Though often inadvertent, ableist language suggests that people with disabilities are abnormal.





# Ableist Language

“Blind leading the blind”

Unknowledgeable

“Falling on deaf ears”

You didn't hear me.

Crazy, nuts, psycho, etc.

Bizarre or outrageous

Differently abled or special needs

Disabled

Stupid, Retarded or dumb

Ignorant or dense

“I'm so OCD.”

I'm particular



# Person First or Identity First?

## “Person with a disability”

For **people** who prefer **person-first** language, the choice recognizes that a **human** is **first** and foremost a **person**. They have a disorder, but that disorder doesn't define them. It emphasizes the value and worth of the individual not the disability.



## “Disabled Person”

For **people** who prefer **identify-first** language it emphasizes that the **disability** plays a role in who the **person** is and reinforces disability as a positive cultural identifier.

People with disability often have very strong preferences for either identity-first, or person-first language.

**A good rule of thumb is when first interacting with a disabled person, use person-first language first.**

If the person with a disability indicates a preference for one or the other then respect and affirm each individual person with disability's choice of language they use about themselves.



Check  
in

Is this new information for  
you?

How does it resonate?



# Etiquette Basics

- Put the person first & their disability second
- Don't make assumptions about needs, abilities, or limitations, esp. about quality of life
- Disability comes with varying levels of limitations
- Create environment that permits people with non- visible disabilities to disclose if necessary

# More Basics

- Always ask before helping
- Treat adults as adults
- Be sensitive about physical contact
- Use common sense
- Apply basic courtesies to ALL people
- Relax...





# More Basics



- Always speak to the person with a disability directly.
- Always seek payment, or a signature from the person conducting the transaction --- even if *you* doubt their capacity.
- If you want to help someone, ask first.
  - If the persons needs help, they likely will instruct you on how best to assist them.



# More Basics

- Know location of accessible restrooms, drinking fountains, and telephones
- Use normal tone of voice when welcoming
- Introduce yourself
- Offer to shake hands, if appropriate



Does your organization serve people with disabilities?

What does your organization do to contribute to success for people with disabilities?

Where do you see room for growth within your organization?

Check  
In



# Key considerations

- Ensure your physical location is accessible.
- Have clear directions on how to physically locate your building (ie. bus routes, distance to front door, navigation – compass directions, etc.)
- Make sure your process is easy to navigate.
- Be prepared to offer alternative methods to complete forms and paperwork.
- Know how to request interpreters!
- Allow plenty of time to work with the disabled person.
- Ask for help!





# We are here for you!

The best thing you can do is educate yourself and seek resources.



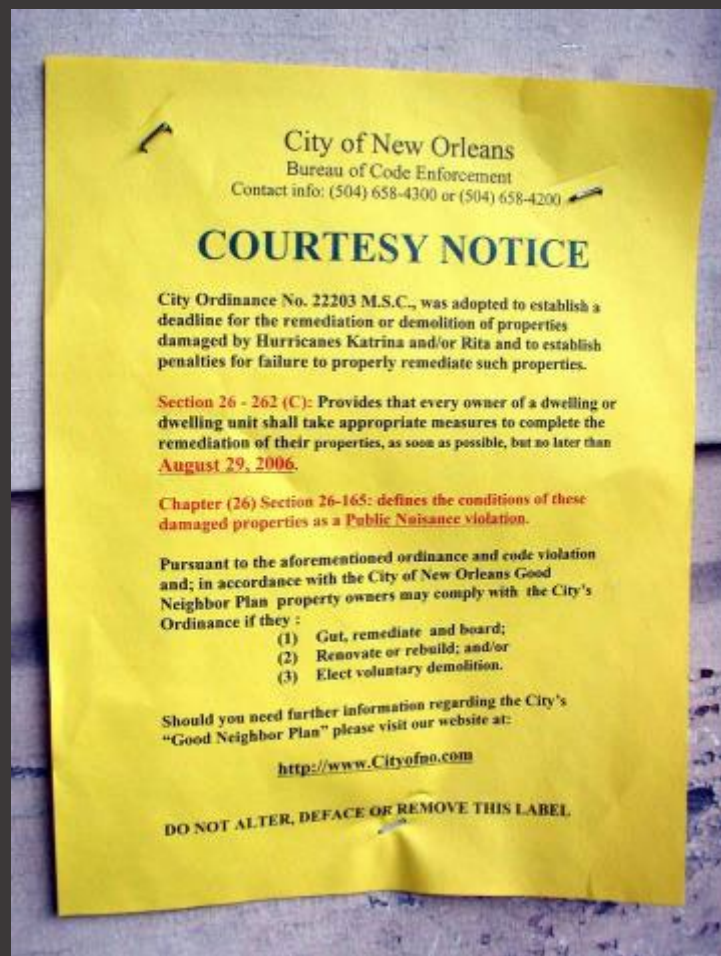
# Myths about disabled people

## TRUE OR FALSE?

1. All individuals with disabilities, or people with similar disabilities have the same thoughts, feelings, or needs.
2. Individuals with disabilities are more comfortable with persons “just like them.”
3. Individuals with disabilities can’t take care of themselves.
4. Individuals with disabilities have “chips on their shoulders,” or are conversely “inspirational.”
5. Individuals with disabilities are “sickly” or in bad health.



# Conclusion



# Contact Information



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