

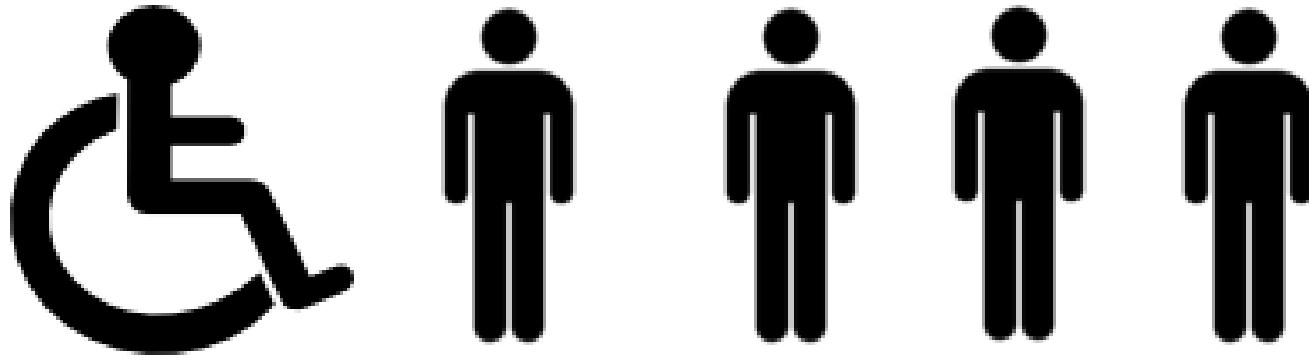
The Impact of Racism and Ableism: Understanding Violence in the Lives of People with Disabilities

Understanding Disability



Disability in the U.S.

→ 1 in 5 people living in the United States have at least one disability.



**Disability is
a broad
category...**

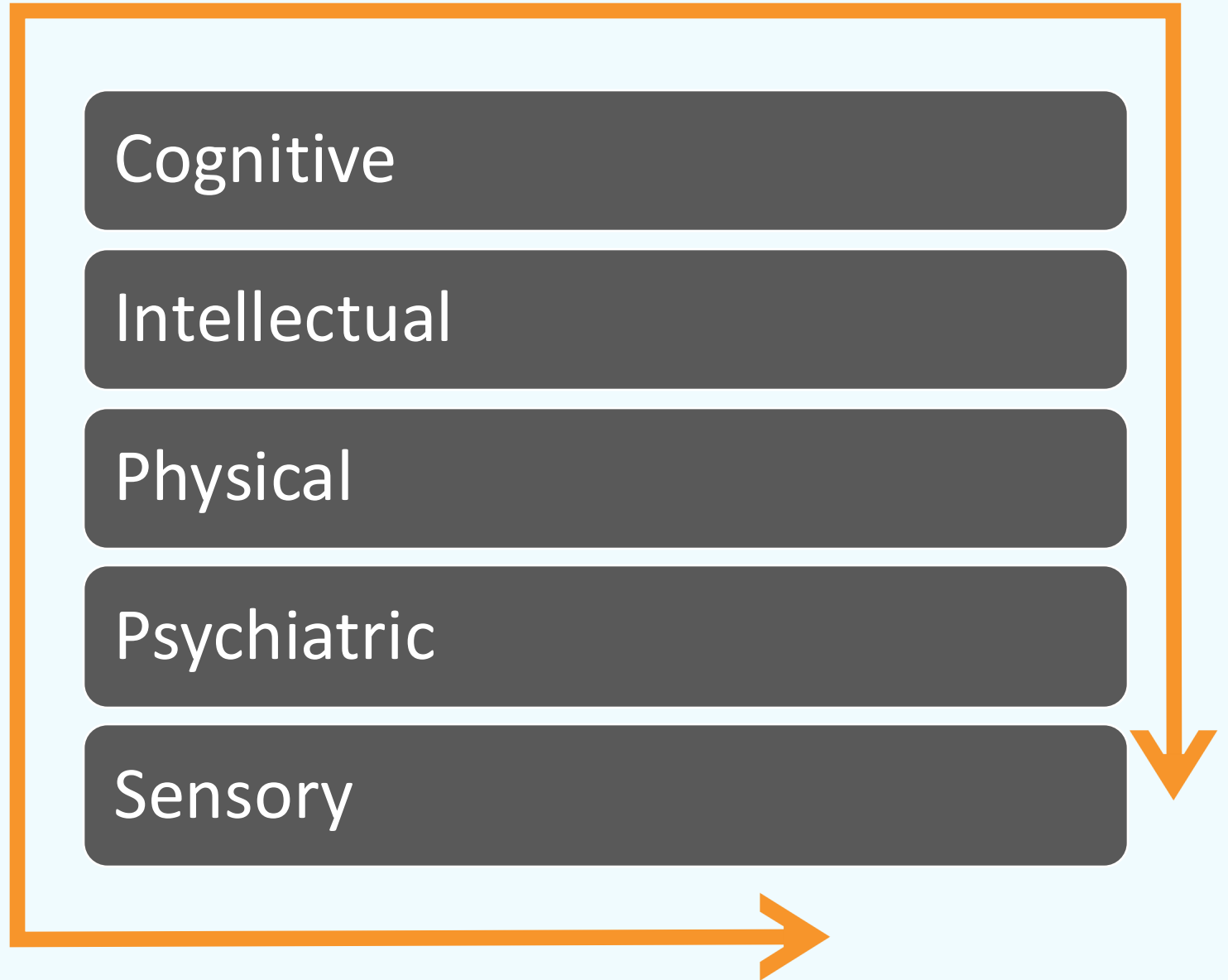
Cognitive

Intellectual

Physical

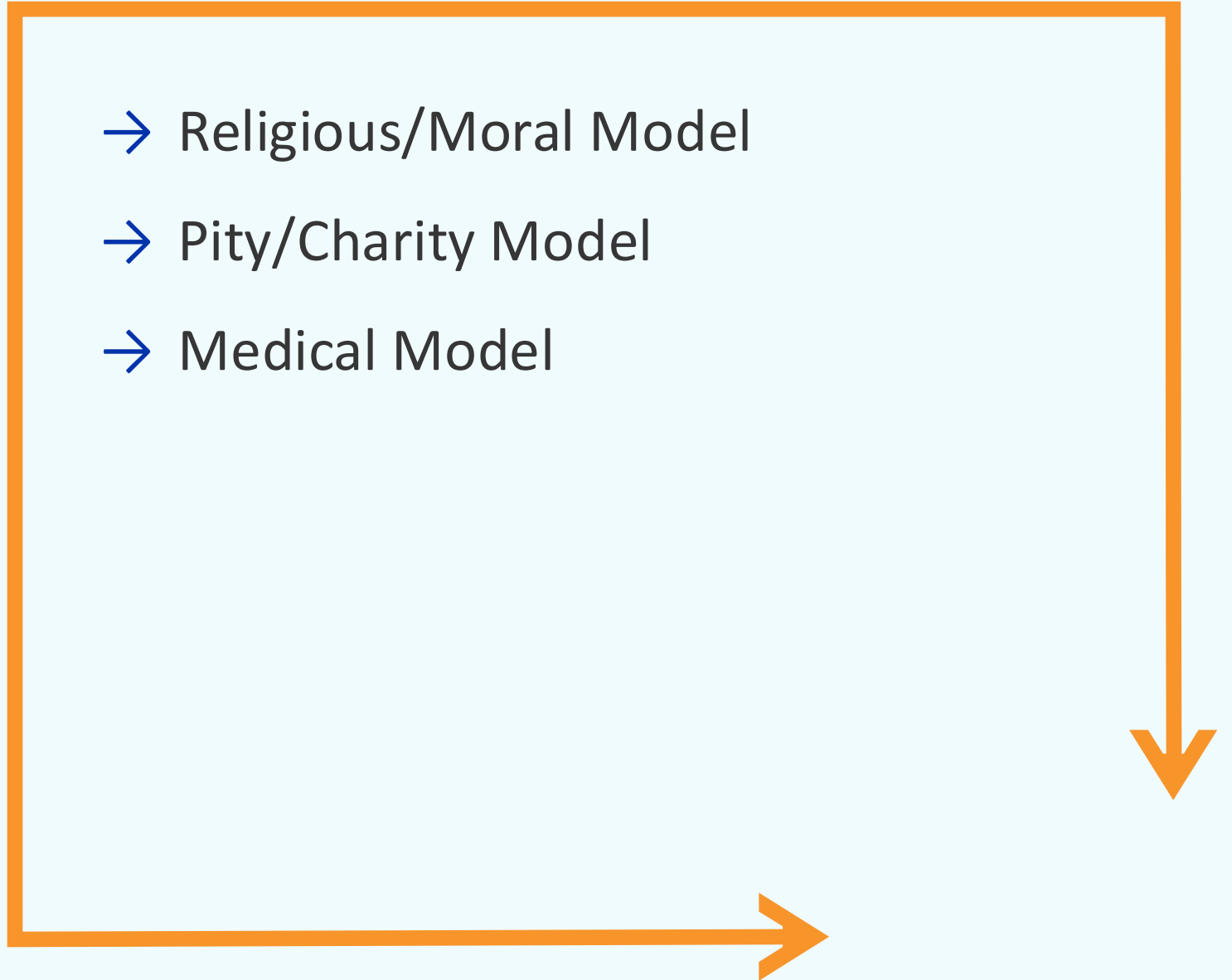
Psychiatric

Sensory



Society's Treatment of People with Disabilities

- Religious/Moral Model
- Pity/Charity Model
- Medical Model



Understanding the Impact

Societal Impact of Ableism

Marginalization



Exploitation



Oppression



Violence



Why Does This Matter?

It impacts how you experience survivors and how survivors experience you



Gender-based Violence in the Lives of People with Disabilities

People who Abuse

- The vast majority of abusers are known and hold positions of power or authority
- 44% of abusers have a relationship with the individual because of their disability
 - Caregivers
 - Attendants
 - Drivers
- Family members
- Dating or domestic partners
- Acquaintances

Unique Dynamics

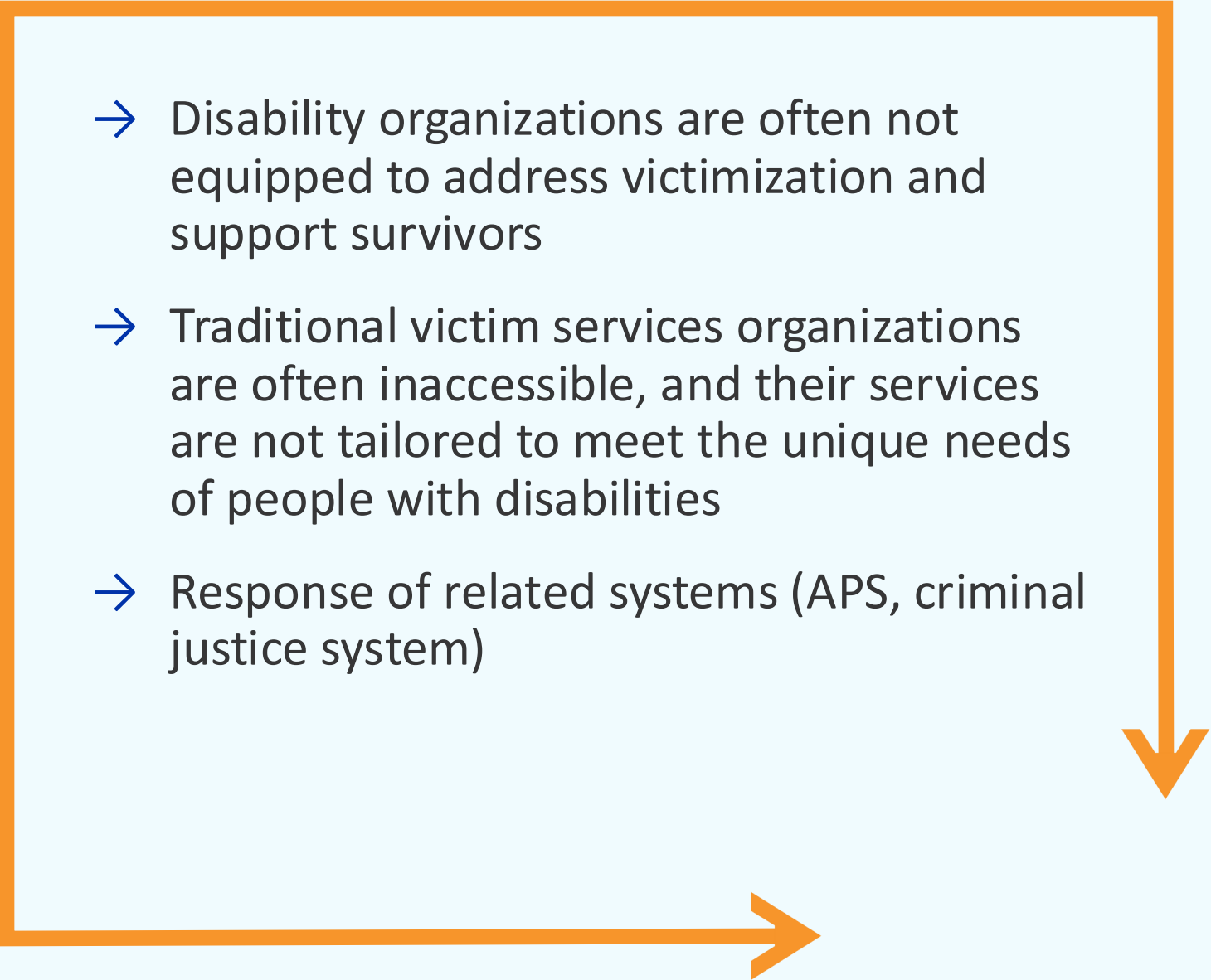
- Lack of information about healthy relationships
- Systematic oppression of people with disabilities (isolation, exploitation, marginalization)
- Confidentiality barriers:
 - Small, close-knit communities
 - Guardians
 - Mandatory reporting policies



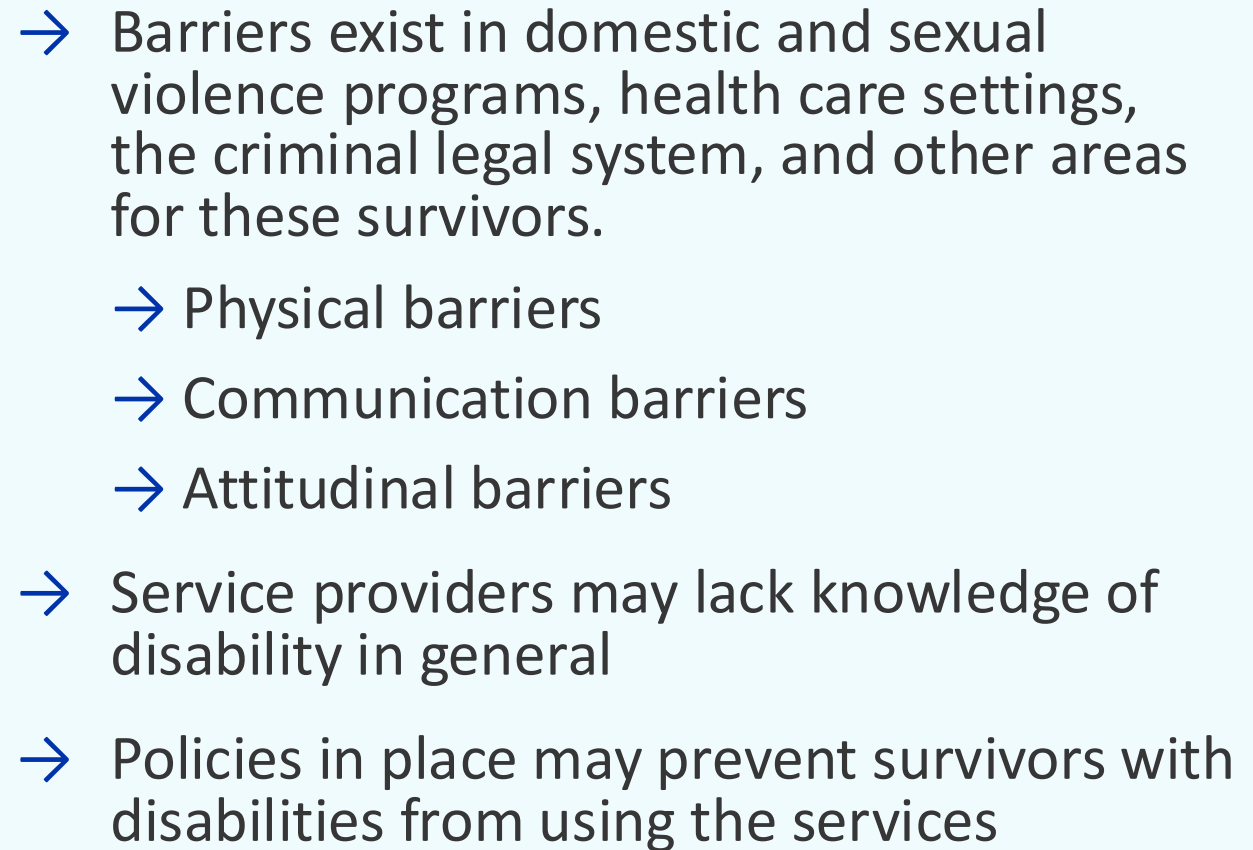
Unique Dynamics continued...

- Fear of institutionalization
- Loss of personal care and other services
- Lack of accessible transportation
- May not know what they experienced is abusive and/or criminal
- May have experienced violence throughout their lives by multiple abusers

Barriers to Services and Healing

- Disability organizations are often not equipped to address victimization and support survivors
 - Traditional victim services organizations are often inaccessible, and their services are not tailored to meet the unique needs of people with disabilities
 - Response of related systems (APS, criminal justice system)
- 

Barriers to services and healing (2)

- Barriers exist in domestic and sexual violence programs, health care settings, the criminal legal system, and other areas for these survivors.
 - Physical barriers
 - Communication barriers
 - Attitudinal barriers
 - Service providers may lack knowledge of disability in general
 - Policies in place may prevent survivors with disabilities from using the services
- 

Barriers to services and healing (3)

- Barriers exist in disability programs for survivors
- Barriers to disclosures of violence and abuse
 - Mandatory reports
 - Lack of privacy at intake
- Serving both abusers and survivors
- Fewer transportation options may impact safety planning



What you can do

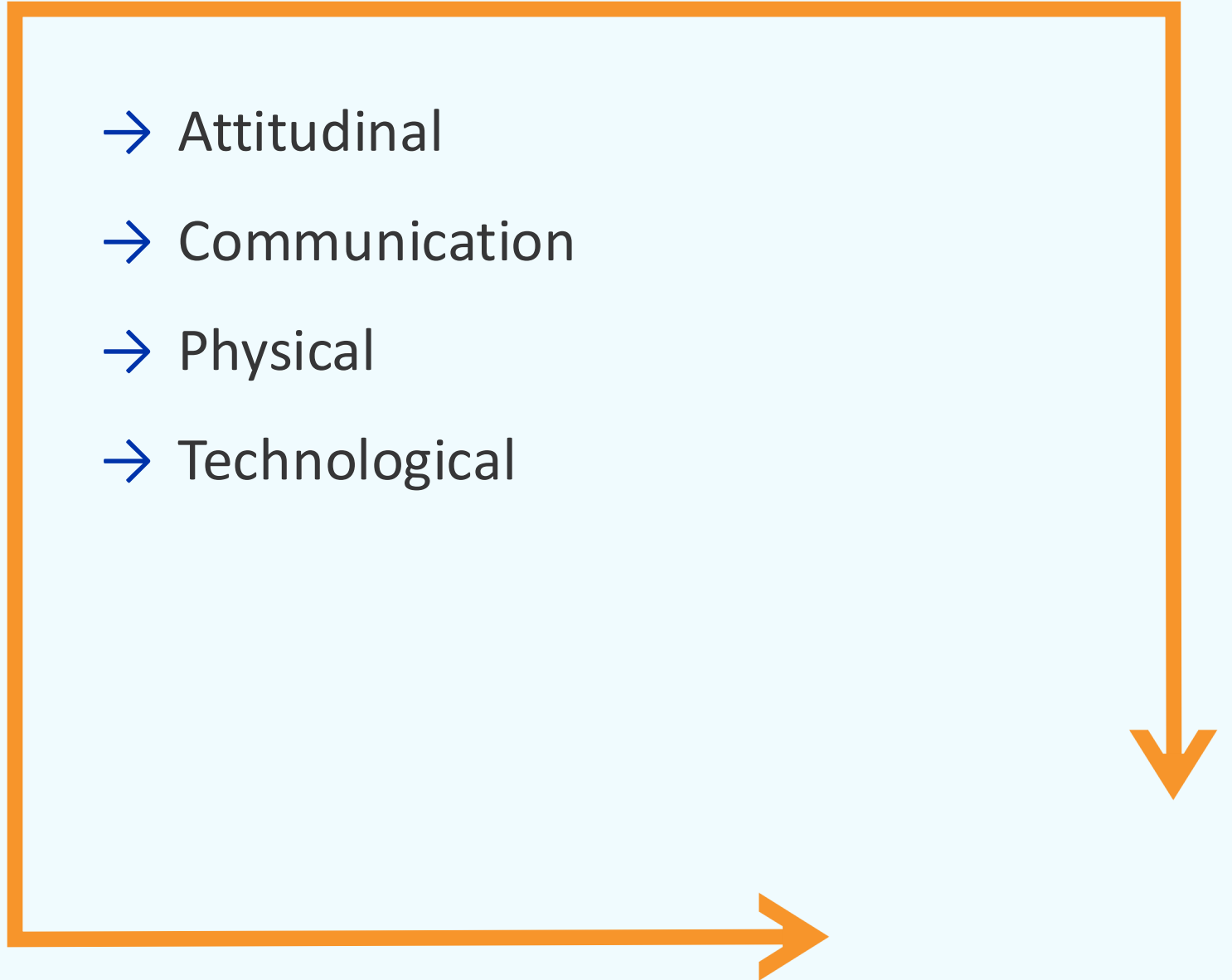
Center the Survivor's Experience of Oppression

- Learn more about the impact of racism, ableism, and audism
- Incorporate the impact into your work
- Oppression is real and ignoring it compounds it



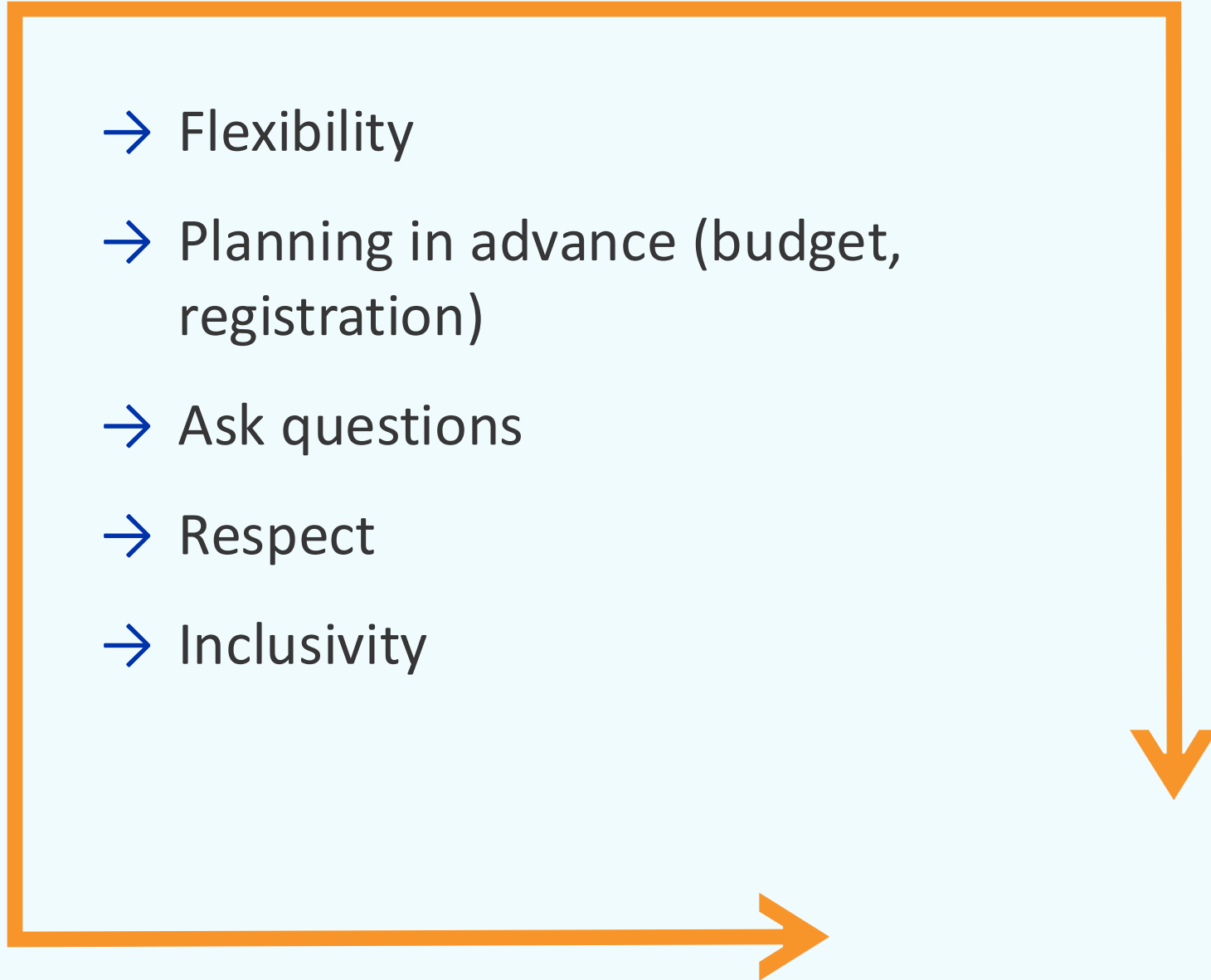
Accessibility

- Attitudinal
- Communication
- Physical
- Technological



Attitudinal

- Flexibility
- Planning in advance (budget, registration)
- Ask questions
- Respect
- Inclusivity



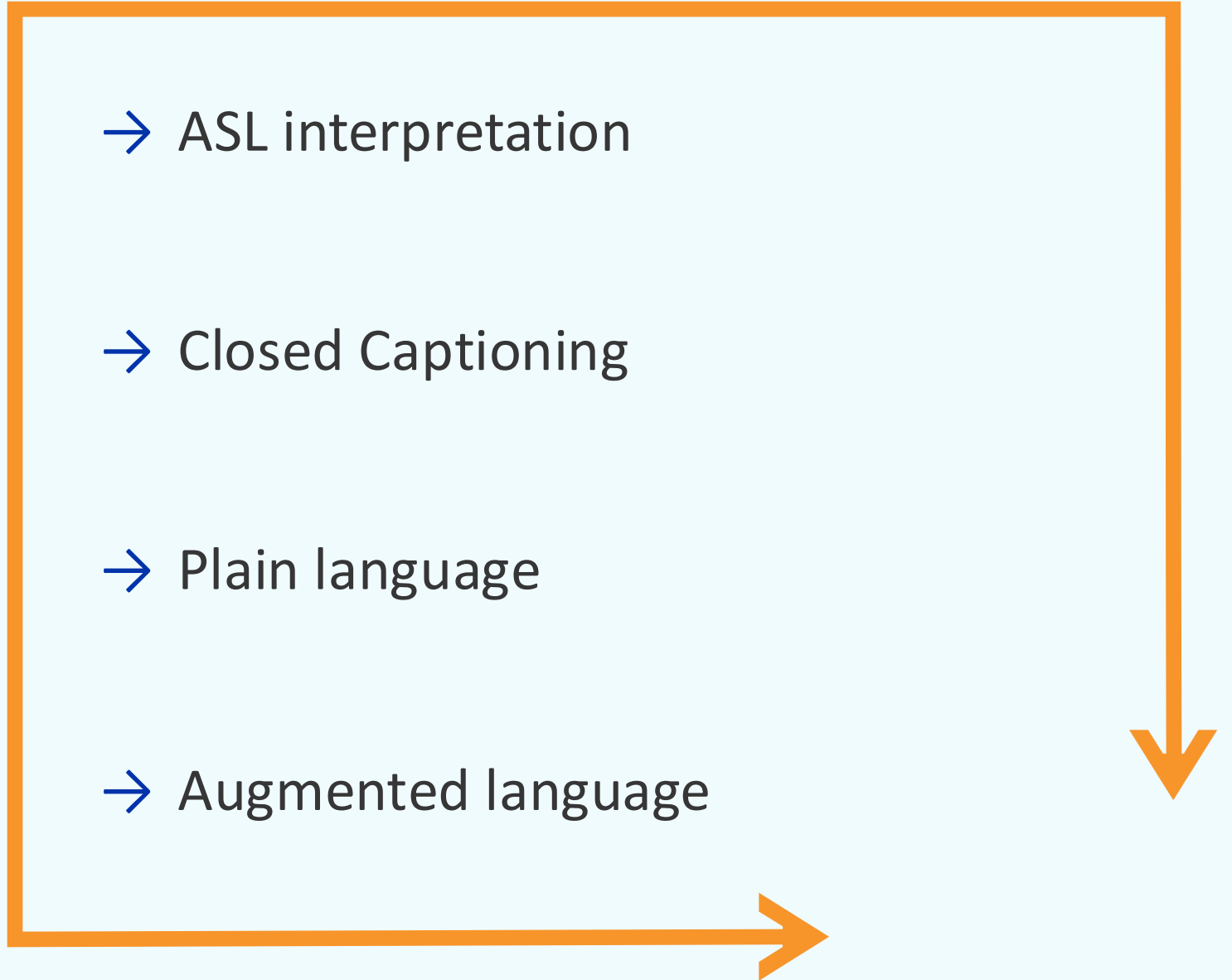
Communication

→ ASL interpretation

→ Closed Captioning

→ Plain language

→ Augmented language

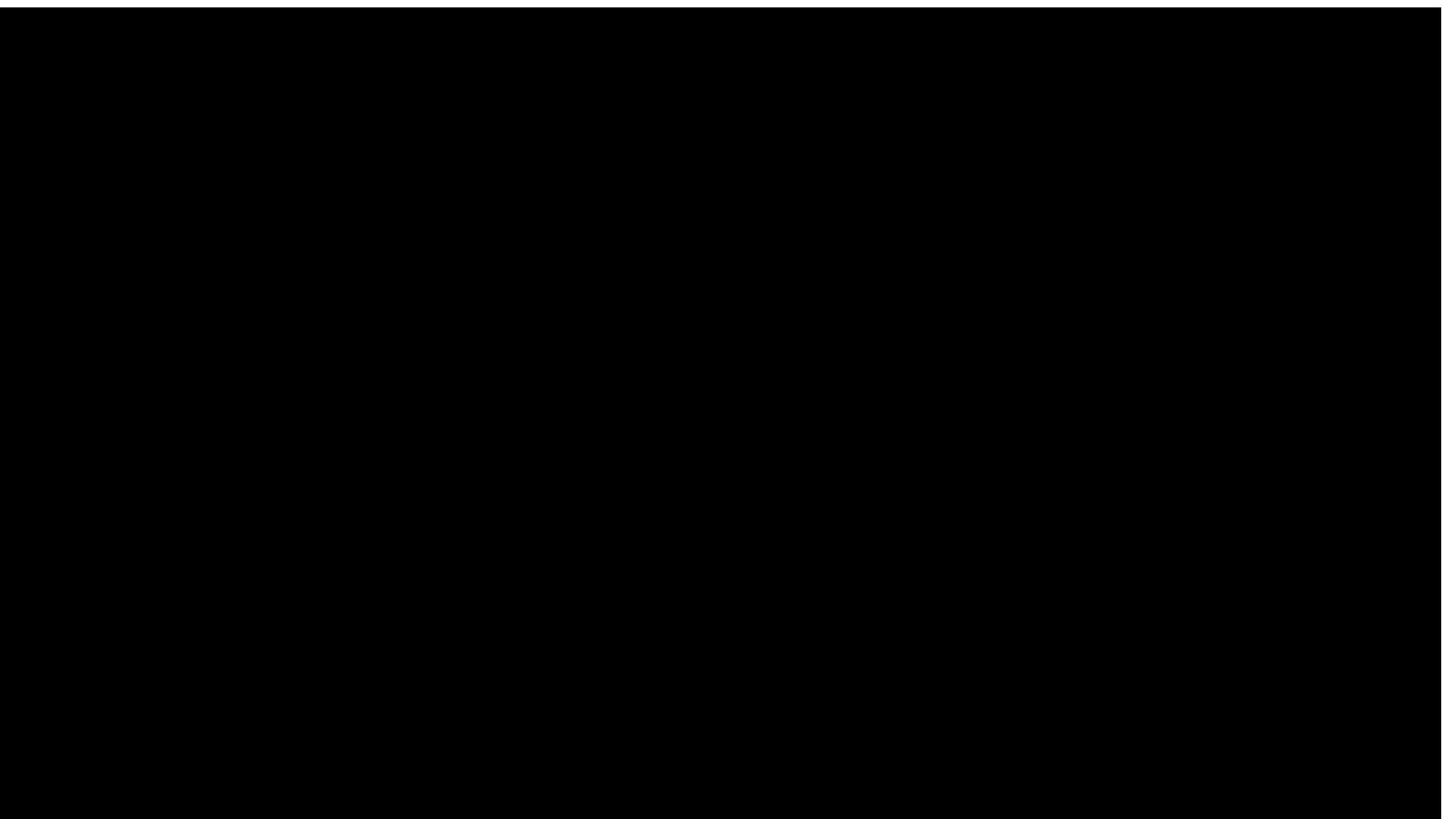


Using a universal design approach to program planning and reform

- Assumes the widest-array of people will be participating / engaged in the process or program
- Adds elements that support everyone being able to understand, communicate, and participate
- Not requested, but "built-in" to the program
- Reduces the need for individual accommodations

Examples of universal design in practice

- Large print materials
- Multilingual explainer videos or pamphlets
- Maps and signage to help navigate different buildings and agencies, made available in person and online



Types of Accommodations

- To make reasonable modifications to policies, practices and procedures where necessary to ensure safety and access.
- Effective communication
 - Auxiliary Aids
- Assistive Technology
- Physical access
- Barrier removal

Common Accommodations

- American Sign Language Interpreters
- Materials in large font
- Materials in Braille
- Use Plain Language
- Slow down & Plan for more time
- Communication devices
- Mobility aids
 - Wheelchairs
 - Walkers
 - Canes
- Physical modifications

Be prepared to provide accommodations

- Budget for accommodations that require a cost
- Build up resources and ability to meet requests through partnerships
- Train staff on available accommodation services and how to access these services
- Build in requests for accommodations into intake procedures; reinforce that new or different accommodations can be provided as needed
- Have multiple formats and means of communication established
- Build in time to ask about and secure accommodations; plan ahead



Costs of Accommodations

Line Item	Cost Estimate
Qualified ASL Interpreters	<ul style="list-style-type: none">• \$75-85/hour/interpreter• 2 person teams• Minimum hourly job requirements
Materials in Large font	<ul style="list-style-type: none">• Staff time• Additional cost for extra pages (if printed)
Materials in Braille	<ul style="list-style-type: none">• \$1 per page
Mobility Devices	<ul style="list-style-type: none">• May be able to access through loan programs• Wheelchairs can cost between \$150 and \$1500• Walkers cost up to \$100• Canes cost up to \$50
Physical Modifications	<ul style="list-style-type: none">• Accessible toilets cost around \$250 + installation• Grab bars cost around \$25 + installation



Examples of how to ask about accommodations



- Is there anything I can do to make it easier for you to participate in this investigation (or prosecution)?
- Are there any additional supports you need to fill out paperwork?
- Is there anything we can do to help you keep track of important dates and requirements of the process?
- What is the best way for us to communicate during and between our appointments?
- We have some written materials about our rules; I can read these aloud if that would be helpful.
- Do you need any additional accommodations to participate?

Contact us!

We provide direct technical assistance.

→ If you have a question or are experiencing a challenge, you can request assistance at: hello@activatingchange.org.

Questions?

