

ABLEISM
INTERRUPTED

LAND ACKNOWLEDGEMENT

The University of Wisconsin–Madison occupies ancestral Ho-Chunk land, a place their nation has called Teejop (day-JOPE) since time immemorial.

In an 1832 treaty, the Ho-Chunk were forced to cede this territory.

Decades of ethnic cleansing followed when both the federal and state government repeatedly, but unsuccessfully, sought to forcibly remove the Ho-Chunk from Wisconsin.

This history of colonization informs our shared future of collaboration and innovation.

Today, UW–Madison respects the inherent sovereignty of the Ho-Chunk Nation, along with the eleven other First Nations of Wisconsin.

PRESENTER INTRODUCTIONS

Kate Lewandowski

Deaf and Hard of
Hearing Access
Consultant, McBurney Center

Kate.lewandowski@wisc.edu



Mari Magler

Assistant Dean/Director,
McBurney Disability
Resource Center

Mari.magler@wisc.edu



Patty Cisneros Prevo

Assistant Director, Inclusion
& Engagement, Athletics

PCP@athletics.wisc.edu



LOGISTICS

- Take care of yourselves.
- If you have questions during the presentation, please type them into the chat feature. We hope to have time for Q&A at the end. If not, you are welcome to contact any of us after the presentation.
- A copy of the PowerPoint presentation has been shared with the conference planners and should be available to you.

01

What is
ableism?

02

Examples of
ableism

03

A different
perspective on
disability

04

How to
interrupt
ableism

AGENDA

DEFINING ABLEISM

WHAT IS ABLEISM?

The act of prejudice or discrimination against people with disabilities and/or the devaluation of disability.

ABILITY-BASED PRIVILEGE

A set of unearned privileges held by people without disabilities.

EVERYDAY ABLEISM

Ableism is
widely and
socially
accepted.

MICROAGGRESSIONS

Researchers
Keller & Galgay
(2010) identified
the following
themes in
common
disability
microaggressions

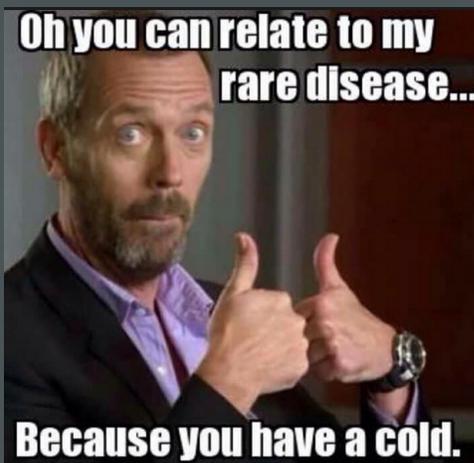
- Denial of personal identity
- Denial of disability related experiences
- Denial of privacy
- Perceived helplessness
- Secondary gain
- Spread effect
- Infantilization
- Patronization
- Second-class citizen
- Desexualization
- Exoticism
- Spiritual intervention

ABLEIST CULTURE

Related on HuffPost:



Stephen Hawking is proof that a disability doesn't stop you being the best you can be.
[#RIPStephenHawking](#)



ABLEIST LANGUAGE

disAbled

Differently
Abled

Physically
Challenged

Deaf and
Dumb

Insane

Psycho

Retarded

Lame

Turn a blind
eye to...

Wheelchair
bound

Crazy

Handicapped

Special
needs

Use your
voice!

INSTITUTIONAL ABLEISM

Systemic practices and processes that disadvantage and marginalize disabled people.

BURDEN OF PROOF

People with disabilities often need to prove their disabled status to be determined eligible for a variety of services and accommodations for:

- Disability income
- Accessible housing
- Transportation
- Education, K-12 and Postsecondary
- Employment

AMERICANS WITH DISABILITIES ACT



Civil rights law that prohibits discrimination on the basis of disability

Ensures reasonable accommodations to qualified individuals with disabilities

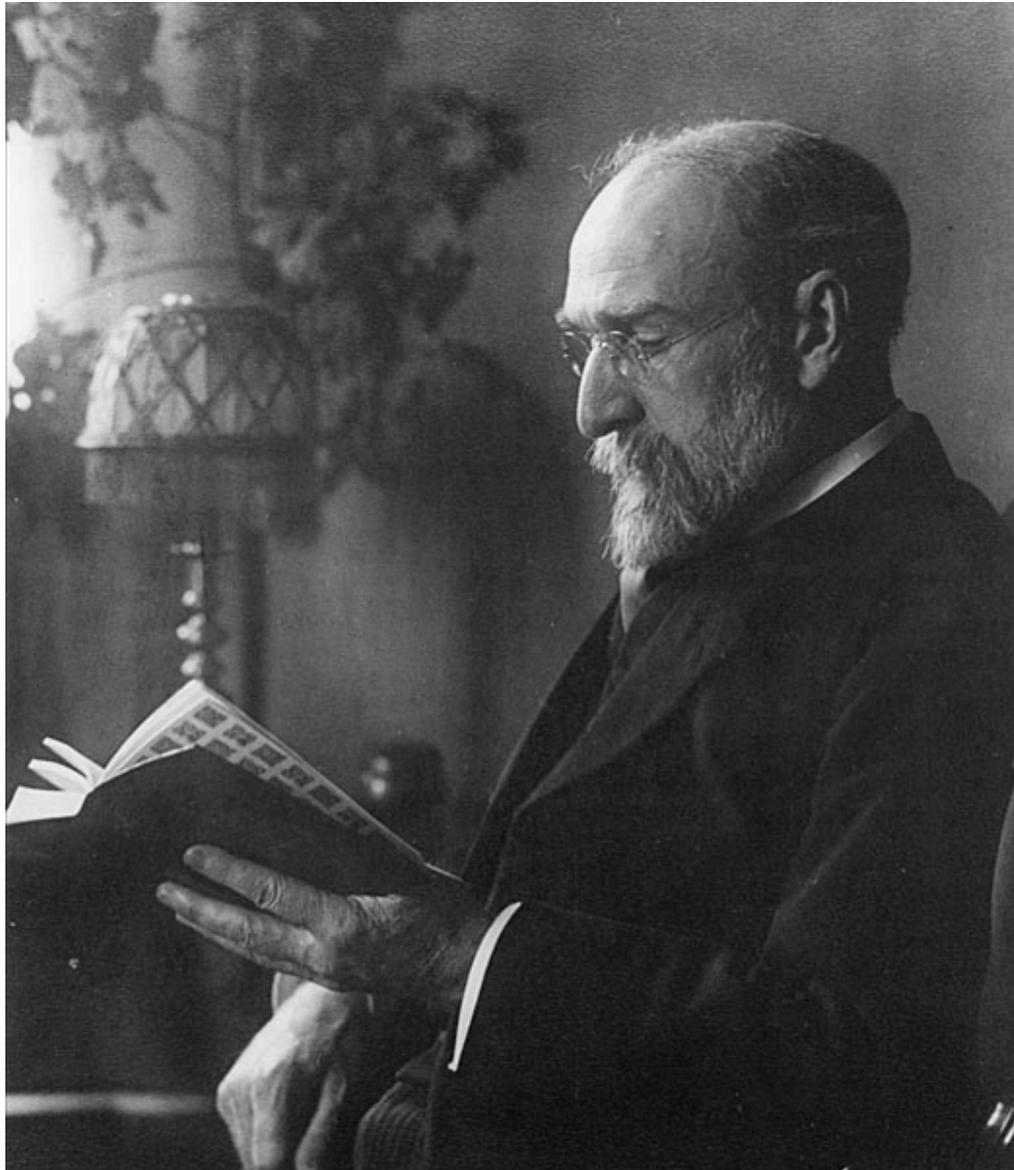
ACADEMIC ABLEISM

ACADEMIC ABLEISM

“[A]cademia powerfully mandates able-bodiedness and able-mindedness, as well as other forms of social and communicative hyperability, and this can be best defined as ableism.”

J.T. Dolmage, *Academic Ableism*, 2017, p. 7





EUGENICS

Charles Van Hise,
UW-Madison President 1903-1918

- Supported eugenics as an economic way to conserve state and federal resources (e.g. sterilization, segregation in asylums, etc.)

"[A]s a first very moderate step toward the development of the stamina of the human race, defectives should be precluded from continuing the race by some proper method."

ACADEMIC ABLEISM: CLASSROOM

Students need to go through an eligibility process to receive accommodations

Students are expected to negotiate accommodations from professors

Accommodations are a retrofit

Students with disabilities are seen as the exception



ACADEMIC ABLEISM: BUDGET & FUNDING



Accommodations are costly and seen as a threat to budgets

Detrimental impact on disabled student, staff, and faculty

Disability Service offices: pressure to do more with less resources

ACADEMIC ABLEISM: LEADERSHIP



How many disabled students, staff, or faculty are in leadership positions on campus?

ACADEMIC ABLEISM: IDENTITY IGNORANCE



Students do not always have an opportunity to explore disability identity in a non-medicalized context

Disability is rarely recognized as a form of diversity

Lack of opportunity to form cultural or communal connections with other disabled students

Students with disabilities often are featured in campus news as “overcoming” their disability

ABLEISM, INTERRUPTED

DISABILITY: A DIFFERENT MODEL

	Medical Model	Social Model
What is Disability?	The condition of being unable to perform a task due to impairment, which is an individual burden.	The restriction of activity caused by the design of environments which exclude people with disabilities from participating in society.
Implication	The individual must adjust or become more normal to fit into society and the established environments.	Society must adapt the design of environments. Individual differences are normal and accepted.

IMPACT OF MEDICAL V. SOCIAL MODELS

Medical Model Impact	Social Model Impact
Eligibility process	Everyone is included
Activities & environments are retrofitted	Inclusive design reduces retrofitting
Segregated or parallel services & experiences	Inclusive strategies minimize segregation
Minimal legal requirement	Best practices for inclusive design
Disabled students, staff, faculty ask to be included	Disabled students, staff, faculty are included by design

Adapted from Lissner & Meyer, 2019

WHAT CAN I DO?



**Dismantling academic
ableism requires a multi-
faceted approach.**

ADVOCACY

Note and recognize ableist attitudes and structural non-compliance issues

Champion research opportunities that raise the profile of access for people with disabilities

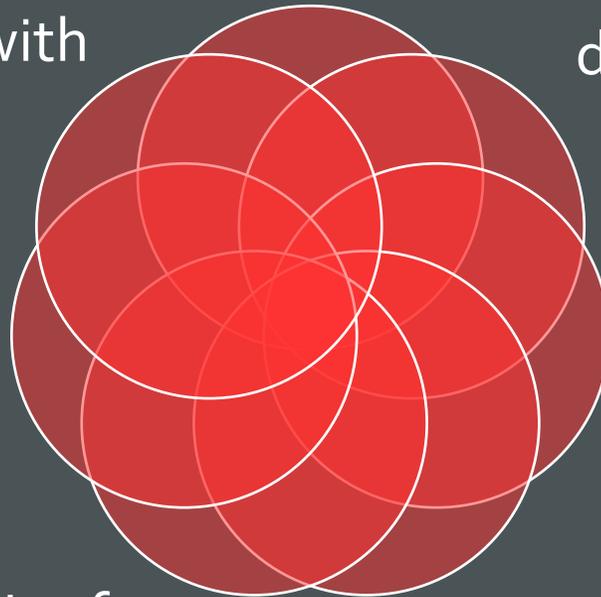
Advocate and promote disabled people for leadership positions

Support a centralized funding model for accommodations

Encourage representation of disability in campus media, shared governance, committees, social justice events

Endorse and provide opportunities for identity development and exploration

Incorporate and practice accessibility in the various aspects of your work



HOW CAN YOU ACTIVELY INTERRUPT ABLEISM ON YOUR CAMPUS?

Keep the conversation going!