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

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• 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.
AGENDA

01 What is ableism?
02 Examples of ableism
03 A different perspective on disability
04 How to interrupt ableism
DEFINING ABLEISM
WHAT IS ABLEISM?

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

(Kattari, 2015, p. 375)
ABILITY-BASED PRIVILEGE

A set of unearned privileges held by people without disabilities.

(Kattari, 2015, p. 375)
EVERYDAY ABLEISM

Ableism is widely and socially accepted.
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

- "HE ASKED HER TO PROM EVEN IN HER CONDITION!"
- "LIKE AND SHARE = RESPECT"
- "Stephen Hawking is proof that a disability doesn’t stop you being the best you can be. #RIPStephenHawking"
- "Oh you can relate to my rare disease..."
- "Because you have a cold."
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!
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
“[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.”

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
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**
- 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.
- The individual must adjust or become more normal to fit into society and the established environments.

**Social Model**
- Society must adapt the design of environments. Individual differences are normal and accepted.

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Adapted from Loewen & Pollard, 2010, p. 10
# IMPACT OF MEDICAL V. SOCIAL MODELS

<table>
<thead>
<tr>
<th>Medical Model Impact</th>
<th>Social Model Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eligibility process</td>
<td>Everyone is included</td>
</tr>
<tr>
<td>Activities &amp; environments are retrofitted</td>
<td>Inclusive design reduces retrofitting</td>
</tr>
<tr>
<td>Segregated or parallel services &amp; experiences</td>
<td>Inclusive strategies minimize segregation</td>
</tr>
<tr>
<td>Minimal legal requirement</td>
<td>Best practices for inclusive design</td>
</tr>
<tr>
<td>Disabled students, staff, faculty ask to be included</td>
<td>Disabled students, staff, faculty are included by design</td>
</tr>
</tbody>
</table>

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

Champion research opportunities that raise the profile of access for people with disabilities
 HOW CAN YOU ACTIVELY INTERRUPT ABLEISM ON YOUR CAMPUS?

Keep the conversation going!