Scan the QR code below to learn more:



# disability inability

An inclusive world is just around the corner.

and it's up to you and me

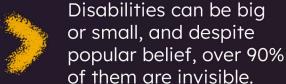
# What is a Disability?



Disability is traditionally defined as any physical, mental, cognitive, or developmental condition that interferes with typical daily activities.

This includes blindness, autism, dyslexia, epilepsy, deafness, ADHD, arthritis, and even colorblindness.





Disabilities are not inherently a bad thing; many people who have disabilities view them as a neutral or even positive part of who they are.



# **Avoiding Discrimination**

Our society is in many ways inherently discriminatory towards people with disabilities.

Here are a few ways that you can avoid accidental discrimination:

- 1. DON'T offer unwanted pity

  This comes across as patronizing and unnecessarily negative
- 2. DON'T assume inability

  Instantly assuming someone's disability makes them unable to do something is insulting
- **3.** DO accept invisible disabilities

  Being skeptical of someone or treating them as lazy for a non-visible disability is incredibly rude and invalidating
- 4. DO treat people like people

  People with disabilities are not any
  different from people without. We
  are all just people
- 5. Do avoid ableist language

  Many common phrases such as "I'm so OCD," "X suffers from [disability]," and the word "handicapped" are derogatory and hurtful towards people with disabilities

# **Making Change**

## In Everyday Life

1. Learn about disability

Talk to people with disabilities and discover what it means to them

2. Keep an open mind

Don't let first impressions and stereotypes affect how you treat people with disabilities

3. Fight discrimination

If you encounter ableist language or actions, don't just be a bystander

### In the Workplace

1. Don't underestimate people

People with disabilities get paid far less that their non-disabled counterparts, and yet have been shown to, on average, be more productive workers overall

**2. Create** for diversity

Whatever you create, keep in mind the diversity of the people who may use / read / see it and design accessibly