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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 can be big or small, and despite popular belief, over 90% of them are invisible.

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 than 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