"Defining Disability: The Relationship Between Understandings of Disability and Ableism"
Carli Friedman, The Council on Quality and Leadership
International Disability Rights Affirmation Conference 2021
November 26

[2021/11/26 12:58] Carolyn Carillon: Hello everyone.
Today's presentation is being transcribed so those without audio or who require text only can participate in real time. The presenter may also use a teleprompter (speak easy) in local chat.
A little explanation about this service.
Voice-to-text transcriptionists provide a translation of the key ideas discussed, NOT a word for word transcription.
Voice-to-text services provide an in-the-moment snapshot of ideas and concepts, so that those who are unable to hear or to understand the audio program are able to participate in real-time.
You will see the transcription in local chat.
Transcription is provided by Virtual Ability, Inc.
The transcriptionists are:
CC: Carolyn Carillon
LV: LoriVonne Lustre
The speakers will be identified by initials as they speak.
The following initials in the transcription record will identify the speakers:
[A: Ailgif]

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[2021/11/26 13:02] Ailgif SpeakEasy: Good afternoon and welcome to the 2021 IDRAC Conference.
My name is Ailgif. I'm a volunteer with Virtual Ability in Second Life.
In the real world, I teach Multimedia. I am a grandmother of 9 grandchildren. Two of my grandchildren are hard of hearing and one of my grandchildren is on the autism spectrum.

At this time, we are presenting a prerecorded presentation sent to us from our presenter, Dr. Carli Friedman, PhD.
Dr. Friedman is the Director of Research for CQL | The Council on Quality and Leadership.
Her research focuses on ableism, quality of life, and social determinants of health.
She has a doctorate in Disability Studies.
Dr. Friedman's presentation is titled: Defining Disability: The Relationship Between Understandings of Disability and Ableism
This presentation will first provide an overview of how modern ableism operates in society.
Next, it will discuss common ways people understand and define disability.

Finally, the presentation examines the relationship between how people understand and define disability and their disability attitudes.

Prior to beginning the video presentation, I would like to let you know that we have included transcripts with or without slides that you can access by clicking on the giver box you see here, to the right of me.
Closed Captioning has also been added to the video presentation. To access the closed captioning that has been added to the video, click on the CC button at the bottom of the video when it opens for you.

Dr. Friedman will not be present today to answer questions, however, I will be leading a discussion of the video presentation afterwards.
We would like to give everyone an opportunity to view the presentation video and leave time for an open discussion.
Audience in Second Life, when you are finished watching the video, please leave a comment in the nearby chat window that let's us know you are finished watching the video.
Please hold all other comments until we begin our open discussion.
For our audience in Second Life, to view Dr. Friedman's presentation, you can click on the video slide screen that you see above and behind me to open the video on Youtube and then hit play
or you can use the following link that is being added to the chat window now -
https://youtu.be/B3IP44-wBe4
For anyone watching the live-stream, the video will be streamed for you.
I will sit down now so you can begin the video presentation.
Thank you

[2021/11/26 13:33] Dex Euromat: done
[2021/11/26 13:34] iSkye Silvercloud (iSkye Silverweb): done!
[2021/11/26 13:34] Marionette Melody (MzMarionette Resident): done
[2021/11/26 13:34] Gentle Heron: done
[2021/11/26 13:34] James Atlloud (Lloud Laffer): done on the stream
[2021/11/26 13:34] Varahi Lusch: done :)
[2021/11/26 13:35] Ailgif (ailgif Resident): does anyone else need more time?

[2021/11/26 13:35] LV (LoriVonne Lustre): Carli Friedman's email at
cfriedman@thecouncil.org
You can find CQL on Facebook, YouTube, and twitter at TheCQL. You can find us on LinkedIn by searching CQL.

[2021/11/26 13:36] Ailgif (ailgif Resident): I am ready to begin the open conversation, if that is alright.
To begin, if anyone has experienced ableism, how did it make you feel, and what did you do about it?
[2021/11/26 13:39] Varahi Lusch: accept it and move on to find people more interesting to hang out with...
[2021/11/26 13:39] Gentle Heron: Oh gosh I have a funny Linden story
If I could share in Voice?

[2021/11/26 13:39] LV (LoriVonne Lustre): We've got you Gentle
[2021/11/26 13:39] Carolyn Carillon: GH: Thank you! My hands are worn out!
This is about a SL community convention in 2009 in California
[2021/11/26 13:40] Rhiannon Chatnoir: I met Gentle there
[2021/11/26 13:40] Carolyn Carillon: GH: I was on a panel with several SL luminaries
and some Linden employees
We were in a big hotel in San Francisco
And I was in a wheel chair
We got to the room where the panel was
They climbed on to the stage
And I was below looking up at them
[2021/11/26 13:40] Rhiannon Chatnoir: yeah.. they were supposed to have a ramp and the hotel didn't put it there
[2021/11/26 13:41] Carolyn Carillon: GH: Rhiannon was there! She remembers!
[2021/11/26 13:41] Rhiannon Chatnoir: yes
[2021/11/26 13:41] Carolyn Carillon: GH: When it was my turn to speak, I couldn't reach the mic
But I used my speaker voice
I said this is an example of an inaccessible platform
And the audience laughed
But they got the point
What did I do?
I complained ... gently
To the conference managers (laughs)
And after that, they tried to put ramps up
I wasn't on the panel after that so I don't know
But I have been on panels where they've had to install a ramp
[2021/11/26 13:42] Rhiannon Chatnoir: yes, the hotel put a ramp in play.. a little late sadly
[2021/11/26 13:42] Carolyn Carillon: GH: Yep! (laughs)
I remember that
I did stick up for myself

A: Thank you Gentle
Would anyone like to respond to Gentle's story or share one of their own?
Either speaking or typing in chat
[2021/11/26 13:43] Rhiannon Chatnoir: Once things swapped to who was managing, and AvaCon [did] our first managing of the SLCC in 2010, we MADE SURE there was a way for the keynote stage to be accessible
[2021/11/26 13:44] Carolyn Carillon: Rhiannon: After that it was an automatic
Once we took over in 2010, I made sure that keynote had a way up!
Luckily the hotel had an actual wheelchair elevator
That would go to the top of the stage
When you're planning events, plan for accommodations for everyone

[2021/11/26 13:44] Dex Euromat: I have a disabled friend on wheelchair. At university we studied there were just started with making ramps to the buildings
And the ramp was so steep, so he said it will be better to sit down on the stairs and climb up these 12 stairs up carrying the wheelchair.

Fortunately later the management installed elevator

[2021/11/26 13:46] Gentle Heron: That is scary Dex!

[2021/11/26 13:47] Mook Wheeler: Yes, some of these ramps are tokenisms, totally impractical and never tested

[2021/11/26 13:48] Gentle Heron: notes there are LEGAL REQUIREMENTS of the slope of ramps
I doubt people read those, or understand the mathematics

[2021/11/26 13:49] Dex Euromat: Yup, there are in, but the workers who got the job did not consult these with disabled people, so you may find really bad examples everywhere

[2021/11/26 13:49] Rhiannon Chatnoir: trying to remember when we installed the one at my grandmother's, but somewhere around 1 foot of ramp for each 1 inch of rise... though would have to look on that

[2021/11/26 13:50] Ailgif SpeakEasy: What key take-aways do you have from the presentation and how do you see them applying to your life?

[2021/11/26 13:53] Dex Euromat: I have disability myself, but have some explicit issues with the seeing and hearing impaired people before my studies, where I found I should not have them as the modern technology is making these disabilities much easier to work with. I also learned basic of hand language.

[2021/11/26 13:53] Gentle Heron: sign language!

[2021/11/26 13:54] Dex Euromat: And many times technology like in example smartfone, you don't really need the sign language.
As many people switch immediately to the screen device rather than paper and pen

[2021/11/26 13:50] Mook Wheeler: COMMENT & SUGGESTION: I wonder if surveys/exercises which try to 'define' what disability is are as problematic as they are useful. You cannot 'define' without comparing: in order to decide what something is, you also have to decide what it is not. And vice versa. Consequently, definitions of disability are stuck in the position of simultaneously and unavoidably (re)referencing the 'default' each time they are used. Yet the 'default' is a myth: the 'natural' human condition is a spectrum, a diversity, a variety. To Researchers: Counteract ableist models by first deconstructing and breaking down this imaginary binary state; demonstrate that 'disability' and 'ability' exist as spectrum states without definitive lines; if you can establish this, the medical model collapses.

[2021/11/26 13:52] Gentle Heron: Good point Mook, it's a semantic binary that is faulty

[2021/11/26 13:52] Varahi Lusch: esp. as it seemed like they were interviewing non disableds... so maybe they had a binary attitude to begin with!

[2021/11/26 13:53] Gentle Heron: This is a question I want to ask Carli: When you talked about the various ways people define disability, how do you classify people who say " Everybody has some sort of disability." It sounds like a put down to me!

[2021/11/26 13:55] iSkye Silvercloud (iSkye Silverweb): wasn't the exact wording that 'everybody has a deficiency'? slightly different meaning to the word

[2021/11/26 13:54] Varahi Lusch: yes someone said to me just the other day 'we are all a little odd' when I was gently trying to claim my disability

[2021/11/26 13:56] Ailgif SpeakEasy: In the presentation, Dr. Friedman spoke about the definitions of disability and the stereotypes that people have about people who

have disabilities: How do you think we can begin to redefine the current definitions of disability and breakdown those stereotypes?

[2021/11/26 13:57] LV (LoriVonne Lustre): What Mook said (speaking as LV)

[2021/11/26 13:57] Mook Wheeler: nods, I'd repeat what I said :)

[2021/11/26 13:57] Gentle Heron: OHHHHHH I think if we break the stereotypes by demonstrating our Abilities not our DISabilities, that will help others change their definitions.

[2021/11/26 13:58] Varahi Lusch: I think it comes down to people's relationship to the concept of care.. people like to think that we don't have to care in our daily lives but we do... if we did I think this would manifest a 'rising tide' that most people would appreciate and begin to be able to think more about disability

[2021/11/26 13:58] Gentle Heron: How do we get to that point, Varahi?

[2021/11/26 13:59] Varahi Lusch: I will make some notes......

[2021/11/26 13:59] Dex Euromat: Best way to breakdown the stereotypes is to meet people with disabilities and talk with them, try to understand their point of view, also with trying themselves what they have to go through each day.. At University we had annual picnic with disabled people, so people can come and in example take a lesson: how to ride the wheelchair.

[2021/11/26 14:02] Gentle Heron: Ah Dex, but I have read research that that form of "disability awareness" increases NEGATIVE feelings about physical disabilities.

[2021/11/26 14:04] Dex Euromat: I don't know about such studies in my country. The real change, started around 18 years ago.
So we are quite fresh.
But that awareness in the city where the University put the negative feelings to very low.

[2021/11/26 13:59] Mook Wheeler: QUESTION: What do you think might happen if the letter D in Disability is capitalised? This technique of inversion, reinforcement and redirection of a problematic term has often been used by civil rights movements and by some disability groups.

[2021/11/26 14:00] Carolyn Carillon: A: that's a great question, Mook

[2021/11/26 14:00] Mook Wheeler: Also, unfortunately, I have a last long comment! COMMENT: A YouTube comment: "I'm blind myself, and I personally could give two flips about the words people use. I'm more upset about how I have a hard time getting transportation because there is no bus in my town and very few crosswalks or sidewalks. This is what we should be focusing on, not policing language." This comment made me angry because ideologies spread through repetition and dissemination. Language underpins ideology. Language *directly* influences how we think, and how we think affects how we act and what we do. A town with poor accessibility will also certainly reveal ableist language structures – from casual use to documentation, policies and laws. This commentator wants to change accessibility in their town without changing the tool that makes thinking/acting/doing possible. It cannot be done.

[2021/11/26 14:02] Gentle Heron: I agree Mook!

[2021/11/26 14:02] Varahi Lusch: but I think that non academics.. which MOST people are - wont know that (and possibly would not have the capacity to understand it either)

[2021/11/26 14:02] Carolyn Carillon: A: Something that Mook just said and also Dex

Leads me to one of the questions I have
When it comes to being an ally
In what ways can we do things as allies to be there for people?
I hope that makes sense
That's the last question I have for today
[2021/11/26 14:04] Gentle Heron: This isn't just about disabilities, we need to be tolerant of ALL kinds of diversity.

[2021/11/26 14:06] Carolyn Carillon: A: I want to say thank you to everyone
I am enjoying the conversation and what I'm learning!
[2021/11/26 14:06] Rhiannon Chatnoir: thanks!
[2021/11/26 14:06] Shendara Destiny: *•.¸ *•.¸("*•.¸ ♥ ¸.•*´)¸.•* ¸.•*
[2021/11/26 14:06] Shendara Destiny: .•*♥´¨`•APPLAUSE! •´¨`♥*•.
[2021/11/26 14:06] Shendara Destiny: ¸.•* ¸.•*(¸.•*´ ♥ `*•.¸)`*•.¸ `*•.¸

[2021/11/26 14:06] Carolyn Carillon: <>