

Social Justice: What's disability got to do with it?

VIDEO DISCUSSION GUIDE

[This video](#) seeks to galvanize our understanding of disability identity, connect disability to other issues of identity, and spark interest in disability-inclusive changes in social justice organizations. The video is open-source and available for anyone to share as part of a learning agenda.

The following questions can help facilitate small group discussions after viewing the video. There are no “right” answers—open dialogue and ongoing learning, however, are key. Feel free to pick and choose the questions your group finds most relevant.

Discussion questions

- How does disability show up in your life? Is it something you find yourself thinking about?
- How did the video make you feel about disability identity? Are there ideas or concepts that feel uncomfortable to you and why do you think that is?
- How do you think disability identity is socially constructed, as opposed to simply a diagnosis? How might that impact your work?
- In what ways is disability identity similar to other identities? In what ways is it different?
- What are the different factors that might make disability self-disclosure difficult? How does that affect our work together toward social justice?

Toward organizational action

- In what ways does our organization perpetuate ableism (intentionally or not)? How would we identify these policies, practices, and behaviors?
- How might we begin to disaggregate data by disability or track our work with the disability community?
- What is one change we can each commit to, given our roles in this organization?
- What are the things you want to know more about?

Resources

Interested in learning more? Check out these resources:

- Listen to [Disability Rights Are Civil Rights](#), a podcast from the Leadership Conference on Civil and Human Rights.
- Read the report [Civic Engagement and People with Disabilities: A Way Forward through Cross-Movement Building](#), published by the [Lurie Institute for Disability Policy](#).
- Read about the Disability Justice framework in the book [Skin, Tooth, and Bone](#) by Patty Berne and Sins Invalid or the article “[What Is Disability Justice?](#)” Sins Invalid also offers [political workshops](#) on issues such as Ableism and Disability Justice for Allies.
- Read the [Black Disabled Woman Syllabus](#), compiled by [Ramp Your Voice](#)’s Villisa Thompson, to find resources, readings, and additional information at the nexus of race, gender, and disability.
- Learn about the [Inclusion@Work Framework](#) from the Employer Assistance and Resource Network on Disability Inclusion (EARN), which outlines the key components of a disability-inclusive workplace, along with strategies to achieve them.
- Explore [inclusive employment resources](#) and [advice on how to make meetings and events more accessible](#), collated by the Presidents’ Council on Disability Inclusion in Philanthropy.
- Follow disability twitter hashtags like #CripTheVote, #SpoonieChat, and #NoBodyIsDisposable to track what the community is discussing.
- We encourage you to share [Social Justice: What’s disability got to do with it?](#) using the hashtag [#DisabilityDemandsJustice](#). To continue your learning journey around disability inclusion, please visit [There Is No Justice without Disability](#).
- The video is presented in Able Player, a fully accessible media player—with captions, audio descriptions, an accessible transcript, and the ability to speed up or slow down the video. To learn more about inclusive media, we recommend [this guide](#) from Rooted in Rights.