



**DISABLED
PEOPLE:**

DISABILITY CALENDAR.

Disability Talent.

Disability Solutions works with employers to help strengthen their workforce through diversity and inclusion. They partner with top companies to deliver people and business driven outcomes by developing recruiting and engagement strategies for the disability community - delivering custom solutions in outreach, recruiting, talent management, retention and compliance.

To learn more about Disability Talent, visit: www.disabilitytalent.org/

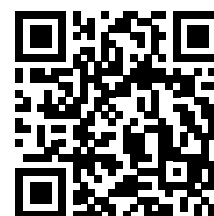
1 January	Birth Defects Prevention Month Glaucoma Awareness Month Thyroid Awareness Month
4 January	World Braille Day
27 January	World Leprosy Day
1 February	American Heart Month Black History Month Low Vision Awareness Month National Cancer Prevention Month
4 February	World Cancer Day
9 February	Congenital Heart Disease (CHD) Awareness Week
23 February	National Eating Disorders Awareness Week
29 February	Rare Disease Day
1 March	Bleeding Disorder Awareness Month Brain Injury Awareness Month Developmental Disabilities Month Multiple Sclerosis (MS) Awareness Month National Women's History Month World wheelchair day
18 - 24 March	Sign language week

21 March	World down syndrome day
26 March	Purple Day for Epilepsy
30 March	World Bipolar Day
1 April	Limb Loss Awareness Month Stress Awareness Month
2 April	World Autism Awareness Day
7 April	World health day
11 April	Parkinson's Disease International Awareness Day
1 May	ALS Awareness Month Borderline Personality Disorder Awareness Month Cystic Fibrosis Awareness Month Lyme Disease Awareness Month Stroke Awareness Month Williams Syndrome Month
5 May	World Asthma Day
6 - 12 May	Deaf awareness week
10 - 16 May	Women's Health Week
12 May	International Awareness Day for Chronic Immunological and Neurological Diseases (CIND)
13 - 19 May	Mental Health awareness week
21 May	Global Accessibility Awareness Day
1 June	Cataract Awareness Month Headaches Awareness Month Men's Health Month

7 June	National Cancer Survivors Day
17 - 23 June	Learning disability week
27 June	U.S. National Post Traumatic Stress Disorder (PTSD) Day
1 July	Disability Pride Month (NY)
14 July	Disability awareness day
28 July	World Hepatitis Day
1 September	Deaf Awareness Month Leukemia & Lymphoma Awareness Month MDA National Muscular Dystrophy Awareness Month National Service Dog Month Ovarian Cancer Awareness Month Prostate Cancer Awareness Month Sickle Cell Awareness Month Spinal Cord Injury Awareness Month World Suicide Prevention Month
15 September	World Lymphoma Awareness Day
21 September	World Alzheimer's day
23 September	International day of sign languages
29 September	World Heart Day World Deaf Day
1 October	Breast Cancer Awareness Month Down Syndrome Awareness Month Dwarfism Awareness Month Learning Disabilities Awareness Month LGBTQ History Month Spina Bifida and Hydrocephalus Month
1-7 October	Dyslexia Awareness Week

4 - 10 October	Mental Health Awareness Week
6 October	World Cerebral Palsy Day
8 October	World Blind Day / World Sight Day
10 October	World Arthritis Day
1 November	Diabetes Awareness Month Epilepsy Awareness Month Lung Cancer Awareness Month Prostate Cancer Transgender Awareness Month
14 November	World Diabetes Day
21 November	Pancreatic Cancer Day
1 December	World AIDs Day
3 December	International day of persons with disabilities
10 December	Human Rights Day

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KEY QUESTIONS.

1. How can we better centre the lens of intersectionality and critical race discourse with disability justice and activism?
2. How can we authentically highlight the experiences of disabled people of colour within mainstream disability culture?
3. Is Disability justice/rights and activism too white?
4. How are cultural and economic factors reinforcing disability, as well as impairments?
5. How can socio-economic values be subverted towards the inclusion of disabled people?
6. How can we better decolonise disability studies?
7. How can queer and critical race theory aid the dissolution of normative ideas surrounding the body?
8. What role does education play in inclusivity of disabled people?
9. What is the role of the arts in disability studies and disability justice?
10. How can art alongside activism work together to empower disabled people?
11. How can disabled artists challenge and subvert the ableist gaze?
12. What are the roles of disabled people in performance art?
13. How does language reinforce stereotypes and ignorance towards the experiences of disabled people?

AFRO-KRIP TERMINOLOGY.

Provided by Leroy F. Moore Jr., founder of Krip-Hop Nation.

Leroy F. Moore Jr.

Leroy F. Moore Jr. is an African American writer, poet, community activist, and feminist and one of the founders of Krip Hop Nation (a movement that addresses ableism, or discrimination against disabled artists, esp. Black musicians marginalised because of racism AND ableism internationally) and the co-founder of Sins Invalid.

AfroKrip

Afo-Krip, as one cultural aspect of/under African Diaspora Culture with a focus on disability through activism, art, music etc. attempts to hold all these experiences into one term and to hand down to the next generation this theory of Afro-Krip and Krip-Hop and Krip politics to the media and political organisations. AfroKrip is a term Leroy Moore coined in 2016 to help united Afro disabled people around the African diaspora associate to Krip-Hop during and after becoming politicised. Afro-Krip at the highest level is a common political stage where the person is comfortable with their identity as a person with a disability and are throwing off the mainstream brainwashing of overcoming or hiding disability to also reach beyond themselves to others for community and discovery of history building on arts and struggles of our African disabled ancestors.

Black Ableism

Discrimination and social prejudice against Black people with disabilities or those who are perceived to have disabilities from Black non-disabled people. Unchallenged, Black Ableism holds the Black community from advancing. Black Ableism can only be eradicated by stripping what the Black community has been taught about disability through the lens of oppression and then rebuilding. This rebuilding process must be conducted by coordinated teams of Black disabled people and family members who have had a presence in both the disability and Black communities. This process will be a long term commitment to healing and the detailing the historical significance of disability to present day issues, including Black Ableism.

Crip Theory or Crip Culture (Disability Culture)

There is an overall emphasis within crip theory on coalition building. A reclamation of the term 'crippled', crip theory advocates and educates through outlining how disability theory intersects with queer theory to analyse a wide-reaching, global critique of neoliberalism. Thus, crip theory works like queer theory, working not only to resist the (oppressive, suppressive) norm but also to enact progressive change. Subsequently, this is where crippling comes from.

Krip

With this new term AfroKrip we need to know why the term Krip with a 'K' and its ugly history has been used. Leeroy Moore (founder of Krip-Hop) realised that international solidarity with terminology and history is tricky but disabled peoples can come close to a commonality and respecting differences when something that the so-called mainstream has been discarded with a fresh spotlight; thus Moore changed the 'C' to a 'K' in what we know today as Krip-Hop and now Afro-Krip.

'Krip' Hop

Krip-Hop is a global movement demonstrating alternate arrangements by which hip-hop artists with disabilities can communicate through social media, including educators, journalists and conferences. Created by Leeroy Moore the movement is about advocacy, education and overcoming oppression. For Moore the movement has sought to reclaim negative terms associated with the disabled using them to shock people into understanding and respecting the disabled African American community. It has over 300 members worldwide

The Dozens

'The Dozens', 'snapping', 'cracking', is the act of trading insults back and forth is a black oral tradition that dates back to slavery and has its roots embedded in both Mississippi and Louisiana. The term evolved to mean a competition between two people, typically men, in a contest of wit, mental agility, verbal ability and self control. It is believed that 'The Dozens' developed as an outlet for slaves' depression and worked as a 'valve of aggression for a depressed group.'

DIVERSITY QUESTIONS.

Many individuals and institutions are now tasked with responding to different forms of diversity questions, which take into consideration some of the following elements:

- Student attainment differentials
- Student experience differentials
- Whitewashed curriculums
- Inclusive pedagogy
- History/history erasure
- Staff recruitment
- Staff progression
- Staff development
- Staff experience

In response to the above elements many individuals, departments, institutions and organisations contact Shades of Noir to advise, train and support. As such we have developed a series of questions that should help respond transparently, develop a better understanding and build strategies and policies responding to specific contexts for impactful and purposeful changes towards social justice environments.

Student attainment differentials

How do you collect this information?

Have you disaggregated data by all protected characteristics?

Have you collected intersectional data?

Have you spoken to students and student union?

Have you gained qualitative and quantitative data?

Are staff with intersectional protected characteristics leading this work and are they remunerated for this?

**Student experience
differentials**

Who are the voices that you record, why and what happens with the voices and the people behind them?

What processes are in place to anonymously record student experiences?

How do you level the playing field for marginal communities of students?

What are your processes with complaints and do complaints data reflect attainment data?

How do you engage with and or embed departments that specialise in supporting vulnerable and or marginalised students?

Are staff with intersectional protected characteristics leading this work and are they remunerated for this?

**Whitewashed
curriculums**

Who are the authors of the publications that you promote and include within your resource lists?

Do your resources include contributions from communities of intersectional protected characteristics?

Where do you see social justice embedded in the curriculum?

How do you manage misappropriation in the curriculum?

How do critical intersectional race theories present themselves in the curriculum?

Are staff with intersectional protected characteristics leading this work and are they remunerated for this?

Inclusive pedagogy

What is the data of representation of intersectional protected characteristics within your team?

Have you or your team actively engaged with contributions from communities of intersectional protected characteristics?

How do you embed social justice teaching?

Where does critical intersectional race theories present itself in your teaching approach?

What actions do you take to ensure a supportive environment?

Are staff with intersectional protected characteristics leading this work and are they remunerated for this?

Herstory/history erasure

How and where is colonisation represented in the curriculum?

What narratives and canons are valued more?

Where do you access history/herstory from?

What archives do you use and or engage with?

How do you check that your information is accurate, critical and international?

Are staff with intersectional protected characteristics leading this work and are they remunerated for this?

Staff recruitment

What is the current and previous 3 to 5 years of data of your intersectional staff data?

Where do you share your data?

What strategies and or policies do you employ to reduce discrimination and both unconscious and conscious bias?

Where do you advertise vacancies to reach the full spectrum of society?

What do you articulate and how do you deliver fair recruitment practices?

Are staff with intersectional protected characteristics leading this work and are they remunerated for this?

Staff development

Do you collect data on staff development?

Have you identified departments, communities and or individuals that either do or do not engage or are unable to access development?

Do you have mandatory training for all staff to affirm the ethos of the institution?

What are the staff development programmes that counter bullying, harassment and or discrimination?

Do you have a clear and transparent process articulating how staff development contributes to staff career progression?

Are staff with intersectional protected characteristics leading this work and are they remunerated for this?

Staff experience

Who are the voices that you record, why and what happens with the voices and the people behind them?

What processes are in place to anonymously record staff experiences?

Do you collect data of staff experience?

What do you do with the data collection to inform your strategies, policies and processes?

How do you engage with and or embed departments that specialise in supporting vulnerable and or marginalised staff?

Are staff with intersectional protected characteristics leading this work and are they remunerated for this?

FURTHER
RESOURCES.



Past activist and campaigners:

<u>Nasa Begum</u>	A qualified social worker, produced a number of publications and worked on the needs of Disabled refugees and asylum seekers. She co-wrote the book <i>Reflections</i> with Milliedrette Hill (Begum, N, Hill, M and Stevens, A, 1994).
Milliedrette Hill	A student barrister, freelance writer and an advocate on race and disability. She co-founded Black Disabled People Association and actively spoke out about the experience of Black Disabled People. She co-wrote the book <i>Reflections</i> with Nasa Begum and Andy Stevens (Begum, N, Hill, M and Stevens, A, 1994).
<u>Menghi Mulchandani</u>	The Chief Executive of Action Disability Kensington and Chelsea for 13 years. She was the first Disabled Person and Woman of Colour to be appointed to lead the organisation. So far she remains the first Disabled Women of Colour to have served as a Chair of the National Centre for Independent Living.
<u>Mary Price</u>	She was born in Barbados and was brought to London in the 1820s by her owners, the Woods. She was the first women to present anti-slavery petition to Parliament for Enslaved African People to gain freedom from slavery.
<u>Barbara Stewart</u>	A <i>poet</i> and community activist. She was also known for her work on disability hate crime.

Present activist and campaigners:

Julie Jaye Charles	The founder and head of the <u>Equalities National Council</u> organisation advocating on Black Disabled People's issues. She has contributed to a number of publications on the issues affecting Black Disabled People in Britain.
Eleanor Lisney	A cofounder of <u>Sisters of Frida</u> , British Council Disability Advisory Panel and the web team of the International Network of Disabled Women. She has worked tirelessly with the organisers of the London Women of the World event to ensure Disabled Women have a presence on the panels.
Caroline Nelson	She has been the Chief Executive of <u>Choice in Hackney</u> for over 10 years. The organisation provides advocacy services for local Disabled People. She remains one of the few British Black Disabled Women to head a Disabled People's Organisation in London.
Saadia Neilson	In the 1990s moved from Morocco to live in England. She is an international trainer on disability issues and human rights. Saadia took part in a number of protests including the <u>ITV Telethon</u> . She worked closely with Milliedrette Hill and also campaigns on other intersectional issues affecting Disabled People.
<u>Sarifa Patel</u>	A community activist and campaigner. She runs the London Borough of Newham Disabled Reps Forum and campaigns against segregated education.

Angela Smith She actively campaigns on independent living issues and is a committee member of the [*Race Equality Foundation*](#). She also contributed her story to Reflections book (Begum, N, Hill, M and Stevens, A, 1994).

[*Deborah Williams*](#) She is a performer, writer, producer and director. She is known for her contribution in the implementation of the Disability Discrimination Act in the cultural sector.

UK & Beyond:

[*Kamran Mallick*](#) The Chief Executive of Disability Rights UK, the only UK wide disabled people's organisation, as well as trustee of large, vibrant theatre the Lyric Hammersmith and small disability charity Wheels for Wellbeing.

[*Nabil Shaban*](#) An actor and writer who co-founded [*Graeae*](#), a professional theatre company for disabled performers. Graeae theatre company has built up a strong reputation for high quality, challenging work that has played to mixed audiences across the country. It has allowed Shaban and fellow members to write, produce and act in a variety of roles that would otherwise be closed to them.

Rev. Calvin Peterson He was born with cerebral palsy in 1948 and is the founder of the organisation, Disabled in Action (DIA), that has worked on for over 40 years is the Black church who is committed to developing a new narrative for 'change' in the Black community until disability segregation is eradicated in these spaces.

Leroy F. Moore Jr An African American writer, poet, community activist and feminist who was diagnosed with cerebral palsy founded Krip Hop Nation which focuses on Black disabled issues through music, language and global activism.

Alice Wong Alice Wong who has spinal muscular atrophy is a research consultant and disability rights activist based in San Francisco. From 2013, for two years, Alice served as a member of the [*National Council on Disability*](#), to which she was appointed by President Barack Obama. In 2014, on the 25th anniversary of the Americans with Disabilities Act of 1990, she founded the [*Disability Visibility Project*](#) which works to 'create, share and amplify disability media and culture' by collecting historical recordings of interviews with disabled people in the United States.

[*Emmanuel Oforu Yeboah*](#) A Paralympic athlete and activist from Ghana, West Africa, Emmanuel was born in 1977 without a right shin bone, which resulted in a severely deformed leg. Spurred on by the death of his mother years later, Emmanuel wanted to bring attention to the plight of disabled people. Along the way, he has spoken to disabled children and gives speeches to church-leaders and dignitaries.

[Claudia Gordon](#) The first Female Deaf African American Anti-Discrimination Advocate who is recognized as one of former President Barack Obama’s key advisors for disability issues. She was also the first female deaf African American lawyer to graduate law school and pursue a career devoted to helping individuals with disabilities. Today she works in a senior role at Sprint, a company with many accessibility features that enable people who are deaf to communicate.

Javed Abidi Javed Abidi was born with [spina bifida](#). Javed was an Indian activist who studied journalism and communication in Ohio. He was instrumental in drafting India’s [The Persons with Disabilities Act 1995](#), ensuring that sometimes forgotten disabilities, such as autism and dyslexia, were included. From 1997 he worked as the director of the [National Centre for Promotion of Employment for Disabled People](#) (NCPEDP) in India. NCPEDP is a non-profit organisation that aims to bring government, industry, international agencies and the voluntary sector together to empower disabled people.

[Haben Girma](#) A deafblind lawyer who advocates for Disability Rights. She became the first Deafblind person to graduate from law school when she earned her degree from Harvard Law School in 2013. She is a civil rights attorney who advocates for disability rights, a public speaker who travels the country changing people’s perceptions of the disability community in the media and has been featured in Forbes “30 Under 30” and on NBC and NPR.

Famous US Role Model & Activists:

[Harriet Tubman](#)
(1822–1913) Tubman is an abolitionist known for her work on the Underground Railroad, a remarkable effort to help runaway slaves to flee to safer areas. Less well known is that Ms Tubman suffered from epilepsy as a result of a severe head injury she sustained when she was beaten by her master at age 12. Even though she needed to take many rest breaks, Tubman ventured into the depths of the slave country multiple times, saving many lives.

Tom ‘Blind’ Wiggins He was born blind (and believe autistic) and was sold into slavery, along with the rest of his family. Despite this, however, Tom had a great talent for perceiving, remembering, and reproducing sounds where he would go on to perform at concerts throughout the Americas and Europe. His extraordinary music has inspired lovers of music worldwide, including Elton John, who composed a song in his honour.

Maya Angelou

The award-winning author, poet, civil rights activist, college professor and screenwriter who wrote a great deal of poetry, along with her memoirs, starting with *I Know Why the Caged Bird Sings*. Those who have read her work know that her childhood was a traumatic one. At the age of eight, Maya was sexually abused and raped by her mother's boyfriend; as a result of her trauma, she became mute for five years. (This condition is known as selective mutism.) Dr. Angelou's writing career, which also included essays, journalism, and drama spanned 50 years.

Fannie Lou Hamer
(1917–1977)

A civil rights activist who was important in efforts to help African Americans register to vote. She suffered kidney damage after having been beaten, a condition that was the source of her famous words, "I'm sick and tired of being sick and tired."

Johnnie Lacy
(1937–2010)

Diagnosed with polio at the age of 19, Lacy and eventually needed a wheelchair to get around. From then on, she became a disability advocate and self-advocate in the struggle to be able to attend university (a right not guaranteed at the time) and for the resources to live independently in the community. Both identities were strongly intertwined.

Muhammad Ali

A champion boxer and a man who fought for racial and social justice his entire life. He acquired Parkinson's at age 42 and became a role model for people with physical disabilities. What many may not know, however, is that Ali also had dyslexia at a time where researchers did not know much about dyslexia or how to help children who struggle with the disability. Ali was not aware of the fact that he had dyslexia, either, which led to a lack of confidence in his ability as a student.

Simone Biles

An Olympic champion who dominated the sport of gymnastics during the 2016 Rio Olympics having won four consecutive all-around titles and is the first female to do so since the 1970s. She also has competed and won 14 world championship medals. At a young age, Biles was diagnosed with Attention Deficient Hyperactive Disorder (ADHD) and, as a result of her notoriety, has been very vocal regarding her ADHD, many have classified her as a hero, especially those who have endured stigma from the disability.

Harry Belafonte
(b.1927)

A singing sensation better know for his album *Calypso* and 'Banana Boat Song.' Over his musical and drama career, he would go on to four Grammys, a Tony, and an Emmy. What most of his fans do not know is that Harry's dyslexia became such a source of frustration that he dropped out of high school. However, he has used his cultivated eloquence not only in the arts but also as a political and social activist, along with his advocacy at Understood.org, an organization dedicated to supporting parents of children with learning disabilities.

Wilma Rudolph
(1940–1994)

The 'fastest woman in the world'. Born prematurely she endured several early-childhood illnesses having recovered from infantile paralysis and a loss of strength to her left leg and foot. Despite this, Rudolph went on to become a legend at the 1960 Summer Olympics in Rome, earning her admiration worldwide.

Lois Curtis Credited as the woman with disabilities fighting for freedom for all. People with intellectual and mental disabilities can thank Lois Curtis for paving the way for them to live in the community receiving the services they need. In what was called "*the most important decision for people with disabilities in history.*" the Olmstead Decision justified the right for people with disabilities to live independently but would take four years to come into effect including being heard in the Supreme Court.

Missy 'Misdemeanor' Elliott She serves as a role model for young women with disabilities following a diagnosis, at the height of her career when she was diagnosed with Graves' disease, which attacks the thyroid.

Whoopi Goldberg An actress, comedienne and talk show host known worldwide to her fanbase. However, not as many can recognize her as a person with dyslexia. Dyslexia is a general term for disorders that involves difficulty in learning to read or interpret words, letters, and other symbols, but does not affect general intelligence.

Daymond John A clothing entrepreneur and "Shark Tank" Star who struggled in elementary school, where he was diagnosed with a general "learning disability" without being provided many resources or support. Today, John boasts unimaginable success as a multimillionaire and entrepreneur as the co-founder and CEO of FUBU and a shark on The Shark Tank. John credits his dyslexia with setting him on his path to entrepreneurial success.

Diana Elizabeth Jordan An award-winning actress, writer, producer and director, is an important figure in the conversation about the inclusivity or lack thereof of people with disabilities in Hollywood. Jordan has cerebral palsy, which mildly affects her speech and gait. She has been acting professionally since she graduated from college. Since beginning her career, Diana has built an impressive list of over 40 credits in theatre, film and television.

Solange Knowles She shatters the glass ceiling as a woman of colour who also happens to be diagnosed with a disability that affects 10 per cent of the U.S. population: ADHD. Knowles has been outspoken about her ADHD, educating people about her disability. Through her impressive resume that includes music, art, dance and acting, Knowles is recognised as an elite in her industry.

Clarence Page A highly accomplished journalist. He is a Pulitzer-winning syndicated columnist for the Tribune network, a member of the Chicago Tribune's editorial board, a regular contributor to The News Hour with Jim Lehrer and has appeared on The McLaughlin Group, NBC's The Chris Matthews Show, ABC's Nightline and BET's Lead Story. He is also an African American who identifies as having Attention Deficient Hyperactive Disorder (ADHD), which can affect basic functioning due to hyperactivity and a pattern of inattention. Page has been outspoken about having ADHD and educating people about his disability.

EXAMPLES OF DISABLIST LANGUAGE.

Disclaimer: Please note that the following list, offer some examples of disablist / offensive terms and that as a community Shades of Noir recognises that there is likely to be many more words that can and should be included in this cannon. Where possible, we have made efforts to include historic pejorative terminology which are open to interpretation and, in many cases, can be contested.

As a result, some of the following terms are considered highly offensive, but we have included them to support difficult discussions around the subject in order to support further understanding and evolve thinking with the aim of transformation.

Afflicted	<p>Suggests that higher force has cast the person down ('affligere' is Latin for to knock down, to weaken), or is causing them pain or suffering.</p> <p>Use 'impairment' or disabled people depending on the context.</p>
Cripple	<p>This word comes from Old English crypel or creopel, both related to the verb 'to creep'. These, in turn, come from old (Middle) German 'kripple' meaning to be without power. The word is extremely offensive.</p> <p>Use person who has / person with....</p>
Dumb or Dumbo	<ol style="list-style-type: none">1. Not to be able to speak.2. These words have come to mean lacking intelligence but people can communicate in different ways not just talking.
Dwarf	<p>Dwarf is used to describe short people or short stature, through folklore and common usage it has negative connotations.</p>
Feeble-minded	<p>The word feeble comes from old French meaning 'lacking strength'. It's meaning was formalised in the Mental Deficiency Act 1913, to mean not an extremely pronounced mental deficiency, but one still requiring care, supervision and control.</p> <p>Use person with learning difficulty.</p>

Freak	Associated with freak show where people who were very small, tall, large or with other visible differences or impairments were put on display for the public gaze in 17th, 18th and 19th century. It means strange or abnormal. This should not be used.
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Handicapped	<p>Having an imposed disadvantage. The word may have several origins:</p> <ol style="list-style-type: none"> 1. from horse races round the streets of Italian City States, such as Sienna, where really good riders had to ride one-handed, holding their hat in their other hand to make the race more equal. 2. by association with penitent sinners (often disabled people) in many parts of Europe who were forced into begging to survive and had to go up to people 'cap in hand'.
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Lame	<p>Coming from Old English lama Old German lahm and Old Norse lami meaning crippled, paralytic or weak. In Middle English came to mean 'crippled' in hands or feet. Lame duck is also used to mean any disabled person or thing or lame brain meaning learning difficulties.</p> <p>In modern slang 'lame' is used for someone or something that is un-cool, boring, not exciting, not funny, weak, annoying, inadequate or a loser. In this respect 'lame' is used like 'gay' and should be challenged. It is offensive.</p>
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Idiot	The word dates from the 13th century and comes from the Latin word idiota, meaning 'ignorant person'. Again, it featured in the Mental Deficiency Act 1913 (see Feeble-minded), where it meant someone who was so mentally deficient that they should be detained for the whole of their lives.
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Imbecile	This word has been around since the 16th century and comes from the Latin, imbecillus, meaning 'feeble' (it literally meant 'without support' and was originally used mainly in a physical sense). It was similarly defined in the Mental Deficiency Act, as someone incapable of managing their own affairs.
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Inspirational	<p>Defined by the OED as; "the process of being mentally stimulated to do or feel something, especially to do something creative." It originated from the Middle English phrase "divine guidance" and from the Old French Latin form "inspiration".</p> <p>However, for many disabled people, the word inspirational is considered patronising, irritating and unacceptable. They are just living their lives, like anyone else. Just because they use wheelchairs, mobility aids, canes, hearing aids and other adaptive equipment, it doesn't mean they're inspirational.</p>
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Invalid Literally means not valid, from Latin ‘invalidus’. In the 17th century it came to have a specific meaning, when referring to people, who were infirm, or disabled.

Mental or nutter or crazy All these are informal (slang) and offensive words for people with mental health issues. One in four people have a major bout of mental distress or become mental health system users. The vast majority are not dangerous. 1 in 10 of school age students are diagnosed with mental health issues at some point in their schooling. Such young people need understanding, support and counselling, not harassment and name calling.

Other names used Lunatic, Loony, Insane, Weird, Weirdo, Bonkers, Psycho and Mad.

Mentally handicapped Was and is still used to refer to people with Learning difficulties the origin of the word handicap is as above.

In the UK over 500,000 people with learning difficulties were locked away in Mental Handicap Hospitals because tests showed they had low Intelligence Quotients (IQ). These tests have since been shown to be culturally biased and only to measure one small part of how the brain works.

People with learning difficulties have chosen the name “people with learning difficulties” for themselves because they think that, through education, which they have largely been denied, they can improve their situation.

Mong/Mongolian Langdon Down was a doctor who worked at the London Hospital in Whitechapel in the 1860s. He noticed that around 1 in 800 babies was born with pronounced different features and capabilities. Their features reminded him of the Mongolian peoples. He postulated that there was a hierarchy of races (in descending order) - European, Asian, African and Mongols. Each was genetically inferior to the group above them. This was a racist theory. People with Down’s Syndrome find it extremely offensive.

Moron(ic) Moron, Greek, meaning ‘foolish, dull, sluggish’.

Raspberry Ripple Cockney rhyming slang for ‘cripple’, and offensive.

Retard Still in common use in the USA for people with a learning difficulty; from the word retarded meaning held back in development – offensive.

Spazz, spazzie or spastic	People with cerebral palsy are subject to muscle spasms or spasticity. These offensive words are sometimes used in reference to this. People with this impairment wish to be known as people with cerebral palsy or disabled people.
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Special Needs	<p>Special needs is a term that is usually associated with health and social care professionals. It's used in places such as schools, care homes and medical facilities and clubs or societies to describe a group of disabled people.</p> <p>The phrase came about as an attempt to be less negative, labelling disabled children's educational needs, rather than their condition. In my opinion, special needs describes a group of people who are unwanted, not accepted and ridiculed.</p>
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Stupid	'Stupid' was used in America at the start 20th century 'scientifically' to denote 'one deficient in judgment and sense'.
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The blind; The deaf; The disabled	<p>To call any group of people 'the' anything is to dehumanise them.</p> <p>Use blind people, deaf people or disabled people.</p>
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Victim or sufferer	Disabled people are not victims of their impairment because this implies they are consciously singled out for punishment by God or a higher being. Similarly, the word sufferer can imply someone upon whom something has been imposed as a punishment by a deity.
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Wheelchair-bound	Wheelchair users see their wheelchair as a means of mobility and freedom, not something that restricts them, apart from problems with lack of access.
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Source:

Anti-bullying Alliance: www.anti-bullyingalliance.org.uk/sites/default/files/field/attachment/Ato-Z-of-Offensive-language-FINAL.pdf

Disability Horizons: disabilityhorizons.com/2018/07/what-is-acceptable-disability-terminology/

KEY TERMS.

Disclaimer: Please note that that as a community Shades of Noir recognises that there is likely to be many more words that can and should be included in this Key Terms List. Where possible, we have made efforts to include a wide variety of key words which remain open to interpretation and, in many cases, can be contested.

Ableism	Ableism defines a form of discrimination/social prejudice in favour of able-bodied people, perpetrated against people with disabilities or those who are perceived to have disabilities as inferior to the non-disabled.
Able-bodied	Term used to describe non-disabled people. Should be avoided, use non-disabled instead.
Access barriers	Inclination or prejudice for or against one person or group, especially in a way considered to be unfair.
Accessible	Easily used or accessed by disabled people : adapted for use by people with disabilities.
Accessible web design	Creating web pages according to universal design principles to eliminate or reduce barriers, including those that affect people with disabilities.
Accommodation	An adjustment to make resources accessible for disabled people.
Acquired Impairment	Aan impairment that a person acquires at some point after birth.
Adaptive technology	Hardware or software products that provide access to a computer that is otherwise inaccessible to an individual with a disability.
Ally	A person of one social identity group who stands up in support of members of another group; typically a member of a dominant group standing beside member(s) of a group being discriminated against or treated unjustly.
Allyship	We often use allyship to refer to bonds that link body-minds together, supporting and advocating for one another. Allyship can and must emerge among disabled people as well as among disabled and non-disabled people.
Anti-Ableism	Anti-Ableism strives to promote an anti-ableist narrative and create systemic education reform for adults, children and students with disabilities.

Anti-Oppressive practice	<p>Anti-oppressive practice is an interdisciplinary approach primarily rooted within the practice of social work that focuses on ending socioeconomic oppression.</p> <p>Anti-Oppression work seeks to recognise the oppression that exists in our society and attempts to mitigate its affects and eventually equalise the power imbalance in our communities. Basically there are certain groups in our society and communities that hold power</p>
Assistive technology	Technology used to assist a person with a disability, e.g., wheelchair, handsplints, computer-based equipment.
Audism	A term used to describe a negative attitude toward deaf or hard of hearing people. It is typically thought of as a form of discrimination, prejudice, or a general lack of willingness to accommodate those who cannot hear.
BASL (Black American Sign Language)	Black American Sign Language (BASL) or Black Sign Variation (BSV) is a dialect of American Sign Language (ASL). The divergence from ASL was influenced largely by the segregation in schools in the American South.
Body politics	The term refers to the practices and policies through which powers of society regulate the human body, as well as the struggle over the degree of individual and social control of the body. The powers at play in body politics include institutional power expressed in government and laws, disciplinary power exacted in economic production, discretionary power exercised in consumption, and personal power negotiated in intimate relations.
Biopolitics	<p>Biopolitics is a complicated concept that has been used and developed in social theory since Michel Foucault, to examine the strategies and mechanisms through which human life processes are managed under regimes of authority over knowledge, power, and the processes of subjectivation.</p> <p>Biopolitics is an intersectional field between human biology and politics. The term was coined by Rudolf Kjellén, a political scientist who also coined the term geopolitics, in his 1905 two-volume work <i>The Great Powers</i>.</p> <p>Kjellén sought to study ‘the civil war between social groups’ (comprising the state) from a biological perspective and thus named his putative discipline ‘biopolitics’.</p>
Body shaming	The action or practice of humiliating someone by making mocking or critical comments about their body shape or size.
BSL (British Sign Language)	Acronym for British Sign Language.

CreativelyAble	<p>Blogger, Larree Carnes, came up with the term CreativelyAble after becoming disabled after an illness in 2004.</p> <p>“I came up with it because I have had to be creative in so many ways: in the way I shop (for example, adding a makeshift cart to the back of my scooter); getting jobs done around the house (such as adding extenders to pick fruit from my tree or clean my windows); being a team mom for my son at sporting events (I had to bring snacks for the team and cut oranges etc, even though my disability is in my hands, and so much more.) That’s why I say I am “creative” versus “dis” abled.”</p>
Crip (disability term)	<p>“Crip is considered to be an inclusive term, representing all disabilities: people with vastly divergent physical and psychological differences. Crip represents the contemporary disability rights movement and is an ‘insider’ term for disability culture.</p>
‘Crip’ a space,	<p>To crip’ a space means to challenge the (preexisting) space’s default norms (e.g., heteronormativity, able-bodiedness) when exposing them to disability culture or queer culture.</p>
Crippling	<p>‘Crippling’ insists that the system of compulsory able-bodiedness is not and should not be the norm (Allison Hitt 2012 book review); crippling also imagines bodies and desires that fit beyond that system. McRuer’s book (Crip Theory: Cultural Signs of Queerness and Disability, 2006) defines the act of crippling as situated alongside popular cultural representations of disability and queerness, analysing how they operate systemically, and suggests new and other ways of creating better or perhaps, more accurate representations.</p>
Crip Pride	<p>Those who identify as crips use the term for various reasons: To express pride in being a member of the disability community (“crip pride”) To express resilience in crips’ struggle for rights and equity and their resistance against ableism and oppression.</p>
Criptionary	<p>A criptionary is a humorous satire (including several other works) written by Maria R Palacios (2013, ePub) aimed at empowering and educating audiences about to the everyday struggles and obstacles faced by persons with disabilities, while transforming the political incorrectness of the word ‘crip’ into a message of disability activism through which disabled people can reclaim their bodies and lives.</p>

Crip Theory / Culture Crip represents the contemporary disability rights wave and is an “insider” term for disability culture. To identify as a Crip or with the Crip community means you identify as a member of the disability community or as an Ally to the disability community, and that you recognise a distinct disability culture.

Critically ‘Queer’ A ‘critically queer’ position is one that embraces the failure of acting within the norm that works to weaken that norm. Similarly, a critically disabled position embraces the work of the disability rights movement and DS, resists compulsory able-bodiedness, and demands a new public sphere where full participation is not dependent on ability.

Deaf Partially or wholly lacking or deprived of the sense of hearing; unable to hear.

Disabled The OED defines it as; “(of a person) having a physical or mental condition that limits their movements, senses, or activities.”

Many prefer the ‘people with disabilities’ approach. It is important that the name goes first – it’s about the person with a disability, not the disability.

Disabled people Appropriate term for people with impairments.

Disabled villain Characters in fiction that bear physical or mental markers of difference from perceived societal norms are frequently positioned as villains within a text. Disabled people’s visible differences from the abled majority are meant to evoke fear in audiences that can perpetuate the mindset of disabled people being a threat to individual or public interests and well-being.

Disability A physical or mental condition that limits a person’s movements, senses, or activities. You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ effect on your ability to do normal daily activities.

A disability is any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).

Disablism Disablism is discrimination or prejudice against disabled people. As such, it is often said that ‘an organisation can have a problem with disablism or a disablist attitude’. Disablism, like the term ‘ableism’ are words that are used to describe disability discrimination and prejudice. A bit like sexism and racism are used to describe discrimination against women and different ethnic groups.

The difference between disablism and ableism: Whilst both terms describe disability discrimination, but the emphasis is different, ‘disablism’ emphasises discrimination against disabled people whereas ‘ableism’ emphasises discrimination in favour of non-disabled people.

Disablist Language Misuse of perjorative language to people with learning disabilities. Discriminating or prejudiced against people who are disabled.

Disability Activism The disability rights movement is a global social movement to secure equal opportunities and equal rights for all people with disabilities. Disability activists are working to break institutional, physical, and societal barriers that prevent people with disabilities from living their lives like other citizens.

Disability Culture Disability culture is a widely used concept developed in the late 1980s to capture differences in lifestyle that are caused or promoted by disability. Disability cultures exist as communities of people around topics of disability. Disability cultures exist as communities of people around topics of disability whose core values as a culture are reflected in art, conversation, goals, or behaviours.

Disability Rights The disability rights movement is a global social movement to secure equal opportunities and equal rights for all people with disabilities. Disability activists are working to break institutional, physical, and societal barriers that prevent people with disabilities from living their lives like other citizens.

Disability Justice Disability justice is a framework that examines disability and ableism as it relates to other forms of oppression and identity (race, class, gender, sexuality, citizenship, incarceration, size, etc.). It was developed starting in 2005 by the Disability Justice Collective, a group of ‘Black, brown, queer and trans’ people including Patty Berne, Mia Mingus, Stacey Milbern, Leroy F. Moore Jr., Eli Clare, and Sebastian Margaret.

In disability justice, disability is not defined in ‘white terms, or male terms, or straight terms’. Disability justice also acknowledges that ‘ableism helps make racism, christian supremacy, sexism, and queer- and transphobia possible’ and that all those systems of oppression are intertwined.

The disability justice framework is being applied to the intersectional reexamination of a wide range of disability, human rights, and justice movements.

Disability Studies	<p>Disability studies is an academic discipline that examines the meaning, nature, and consequences of disability. Initially, the field focused on the division between “impairment” and “disability”, where impairment was an impairment of an individual’s mind or body, while disability was considered a social construct.</p> <p>Disability studies emerged in the 1980s primarily in the US, the UK, and Canada.</p> <p>This premise gave rise to two distinct models of disability: the social and medical models of disability. In 1999 the social model was universally accepted as the model preferred by the field. However, in recent years, the division between the social and medical models has been challenged. Additionally there has been an increased focus on interdisciplinary research.</p> <p>Disability studies courses include work in disability history, theory, legislation, policy, ethics, and the arts. However, students are taught to focus on the lived experiences of individuals with disabilities in practical terms. The field is focused on increasing individuals with disabilities access to civil rights and improving their quality of life.</p>
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Equal Opportunities	An individual's right to be treated fairly without discrimination, no matter what their sex, race or age is.
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Equality	A state in which all individuals or social groups are treated fairly, equally and no less favourably; be it by virtue of their race, gender, disability, religion or belief, sexual orientation or age. Equality stands for inclusion and is against discrimination.
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Eugenics	Eugenics is the study of or belief in the possibility of improving the qualities of the human species or a human population, especially by such means as discouraging reproduction by persons having genetic defects or presumed to have inheritable undesirable traits (negative eugenics) or encouraging reproduction by persons presumed to be superior.
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Global North/ South Divide	The North–South divide is a socio-economic and political division of Earth popularised in the late 20th century and early 21st century. The concept of a gap between the Global North and the Global South in terms of development and wealth. Generally, definitions of the Global North include the United States, Canada, almost all the European countries, Israel, Cyprus, Japan, Singapore, South Korea, Australia, and New Zealand. The North is mostly correlated with the Western world and the First World, plus much of the Second World, while the South largely corresponds with the Third World and Eastern world. The two groups are often defined in terms of their differing levels of wealth, economic development, income inequality, democracy, and political and economic freedom, as defined by freedom indices.

Global South	<p>The Global South is an emerging term, used by the World Bank and other organisations, identifying countries with one side of the underlying global North–South divide, the other side being the countries of the Global North.</p> <p>The phrase “Global South” refers broadly to the regions of Latin America, Asia, Africa, and Oceania. It is one of a family of terms, including “Third World” and “Periphery,” that denote regions outside Europe and North America, mostly</p>
Health care provider	A licensed doctor, nurse, nurse practitioner, nurse-midwife, or physician assistant.
Hearing impairments	Complete or partial loss of ability to hear caused by a variety of injuries or diseases including congenital defects.
Human rights	A right which is believed to belong to every person.
Identity	In contexts where their differences are visible, persons with disabilities often face stigma. People frequently react to disabled presence with fear, pity, patronization, intrusive gazes, revulsion, or disregard. These reactions can, and often do, exclude persons with disabilities from accessing social spaces along with the benefits and resources these spaces provide. Ableist ideas are frequently internalised when disabled people are pressured by the people and institutions around them to hide and downplay their disabled difference, or, “pass”.
Identity-first language	Identity-first language describes the person as “disabled”. Some people prefer this and argue that this fits the social model even better than does people-first language, as it emphasises that the person is disabled not by their body, but by a world that does not accommodate them. Using the identity-first language also parallels how people talk about other aspects of identity and diversity.
Impairment	The state of being diminished, weakened, or damaged, especially mentally or physically. If someone has an impairment, they have a condition which causes diminishment functionality or ability.
Impairment (Medical)	Any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological; musculoskeletal; special sense organs; respiratory, including speech organs; cardiovascular; reproductive; digestive; genitourinary; hemic and lymphatic; skin; and endocrine; or any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities
Inclusive	Not excluding any section of society or any party involved in something.

Inclusive Education	Inclusive education – also called inclusion – is education that includes everyone, with non-disabled and Disabled people (including those with “special educational needs”) learning together in mainstream schools, colleges and universities.
Inclusive language	Inclusive language is language that is free from words, phrases or tones that reflect prejudiced, stereotyped or discriminatory views of particular people or groups. It is also language that doesn't deliberately or inadvertently exclude people from being seen as part of a group.
Inclusive Practice	Inclusive practice can be defined as attitudes and methods that ensure all learners can access mainstream education. Everyone works to make sure all learners feel welcome and valued, and that they get the right support to help them develop their talents and achieve their goals. When education is truly inclusive it can actually benefit all learners, not only Disabled learners.
Inclusivity	The practice or policy of including people who might otherwise be excluded or marginalised, such as those who have physical or mental disabilities and members of minority groups.
Inspiration Porn	Inspiration porn refers to portrayals of persons with disabilities in which they are presented as being inspiring simply because the person has a disability. These portrayals are criticized because they are created with the intent of making non-disabled viewers feel better about themselves in comparison to the individual portrayed. Rather than recognising the humanity of persons with disabilities, inspiration porn turns them into objects of inspiration for a non-disabled audience.
Intellectual disabled	A person with significant impairment in intellectual ability.
Intellectual disability	<p>Intellectual disability is another term for a learning disability. According to the <i>American Association on Intellectual and Developmental Disabilities</i>, it is defined as; “a disability characterised by significant limitations both in intellectual functioning (reasoning, learning, problem-solving) and in adaptive behaviour, which covers a range of everyday social and practical skills.”</p> <p>This phrase indicates that people with this kind of disability aren't stupid, but simply require support to carry out certain tasks, such as reading, writing, counting and communicating.</p>
Intersectional	Is a concept often used in critical theories to describe the ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. The concept first came from legal scholar Kimberlé Crenshaw in 1989 and is largely used in critical theories, especially Feminist theory, when discussing systematic oppression. When possible, credit Kimberlé Crenshaw for coining the term "intersectionality" and bringing the concept to wider attention.

Intersectionality	A term coined by Kimberlé Crenshaw which examines how social identities are used as a way to discriminate against marginalised groups who experience multiple forms of oppression simultaneously. Specifically women of colour who suffer from both gender and racial discrimination.
Intersections of Race & Gender	The experiences that disabled people have to navigate social institutions vary greatly as a function of what other social categories they may belong to. The categories that intersect with a disability to create unique experiences of ableism include, but aren't limited to two kinds of disability intersection, race disability intersection and gender disability intersection.
Intellectual disability	Significant impairment in intellectual ability accompanied by deficits in skills necessary for independent daily functioning.
Intersectional Disability	Intersectionality within the experience of (disabled) people of colour - for example, the impact of disability in queer and feminist spaces, and vice versa - as central to its approach, Highlighting microaggressions, (lack of) representation, issues of accessibility and 'Inspiration Porn' that become central to the activism within this arena. More fundamentally, this newer model shifts from a framework of 'rights' to 'justice', concerned with disability in the framework of social justice. In other words, campaigning on disability without acknowledging that all oppression is connected and that intersections of identity and experience within the disability movement matter will mean it is a movement that does not lead to full justice for disabled people or other marginalised/oppressed people.
Invisible Disability	<p>An 'invisible', 'non-visible', 'hidden', 'non-apparent', or 'unseen' disability is any physical, mental, or emotional impairment that goes largely unnoticed.</p> <p>An invisible disability can include, but is not limited to: cognitive impairment and brain injury; the autism spectrum; chronic illnesses like multiple sclerosis, chronic fatigue, chronic pain, and fibromyalgia; d/Deaf and/or hard of hearing; blindness and/or low vision; anxiety, depression, PTSD, and many more.</p> <p>We understand the body as always changing, so disability and chronic illness may be unstable or periodic throughout one's life. This can create stigma and compound prejudice.</p>
Language	The method of human communication, either spoken or written, consisting of the use of words in a structured and conventional way.
Learning Difficulty	Affects the way information is learned and processed but occurs independently of intelligence e.g Dyslexia, ADHD, Autism, Aspergers.

Learning Disability	A reduced intellectual ability and difficulty with everyday activities which affects someone for their whole life.
Lip read	(Of a deaf person) understand speech from observing a speaker's lip movements.
Marginalise	To relegate to the fringes, out of the mainstream; make seem unimportant: to place in a position of marginal importance, influence, or power.
Mad Pride	The objective of the mad pride movement is to continue the destigmatisation of mental illness.
Medical model of disability	The medical model of disability, or medical model, arose from the biomedical perception of disability. The model links a disability diagnosis to an individual's physical body. The model supposes that this disability may reduce the individual's quality of life and the aim is, with medical intervention, this disability will be diminished or corrected.
Mental Health	A state of emotional well-being in which an individual is able to use his or her thinking and feeling abilities, live with others, and meet the ordinary demands of everyday life.
Mental Illness	A state where the person's mental health is disrupted so that their thinking, emotions or behaviour are affected to an extent that it has an effect on their daily life. It does not necessarily mean that they have a diagnosable psychiatric disorder or need any form of medical treatment.
Mental Well-being	A good or satisfactory condition of thinking, feeling and living; a state characterized by health, happiness, and prosperity. It is a broader term than mental health and includes the wider aspects of a person's life, not just how they feel.
Minority	A small group of people within a community or country, differing from the main population in race, religion, language, or political persuasion.
Mobility impairment	An impairment that affects movement ranging from gross motor skills such as walking to fine motor movement involving manipulation of objects by hand.

Neurodiversity

Neurodiversity is a portmanteau of ‘neurological’ and ‘diversity’ that was popularised in the late 1990s by Australian sociologist Judy Singer and American journalist Harvey Blume. The term emerged as a challenge to prevailing views that certain neurodevelopmental disorders are inherently pathological and instead adopts the social model of disability. The subsequent neurodiversity paradigm has been controversial among autism advocates, with opponents saying that its conceptualisation of the autism spectrum doesn’t reflect the realities of individuals who have high support needs. Thus ‘neurodiversity’ defines an individual who displays or characterises autistic or other neurologically atypical patterns of thought or behaviour; not neurotypical. Neurodiversity refers to variations in the human brain regarding sociability, learning, attention, mood, and other mental functions.

Neuroqueer Disidentification

Neuroqueer is both a verb and an adjective. As a verb, it refers to a broad range of interrelated practices. As an adjective it describes things that are associated with those practices or that result from those practices: neuroqueer theory, neuroqueer perspectives, neuroqueer narratives, neuroqueer literature, neuroqueer art, neuroqueer culture, neuroqueer community. And as an adjective, neuroqueer can also serve as a label of social identity.

A neuroqueer individual is an individual whose identity has in some way been shaped by their engagement in practices of neuroqueering.

More information on the subject can be found here:
neurocosmopolitanism.com/neuroqueer-an-introduction/

Neuro- cosmopolitanism

Coined by Nick Walker, Neurocosmopolitanism consists of approaching neurodiversity in the same spirit in which the true cosmopolitan approaches cultural diversity.

To embrace the neurodiversity paradigm is to refuse to pathologise neurocognitive styles and experiences that differ from our own, and to accept neurodiversity as a natural, healthy, and important form of human biodiversity – a fundamental and vital characteristic of the human species, a crucial source of evolutionary and creative potential.

Neurocosmopolitanism goes beyond this baseline of acceptance, as cosmopolitanism goes beyond mere tolerance of cultural differences. Neurocosmopolitanism seeks to actively explore, engage with and cultivate neurodiversity and its creative potentials in the spirit of humility, respect, continual openness, to learning and transformation.

More information can be found here: neurocosmopolitanism.com/

The Neurodiversity Movement

The Neurodiversity Movement is a social justice movement that seeks civil rights, equality, respect, and full societal inclusion for the neurodivergent.

The Neurodiversity Movement is not a single group or organisation, is not run by any single group or organization, and has no leader. Like most civil rights movements, the Neurodiversity Movement is made up of a great many individuals, some of them organised into groups of one sort or another. These individuals and groups are quite diverse in their viewpoints, goals, concerns, political positions, affiliations, methods of activism, and interpretations of the neurodiversity paradigm.

The Neurodiversity Movement began within the Autism Rights Movement, and there is still a great deal of overlap between the two movements. The most significant distinction between the two is that the Neurodiversity Movement seeks to be inclusive of all neurominorities, not just Autistics.

The Neurodiversity Paradigm

The neurodiversity paradigm is a specific perspective on neurodiversity that boils down to these fundamental principles:

1. Neurodiversity is a natural and valuable form of human diversity.
2. The idea that there is one “normal” or “healthy” type of brain or mind, or one “right” style of neurocognitive functioning, is a culturally constructed fiction, no more valid (and no more conducive to a healthy society or to the overall well-being of humanity) than the idea that there is one “normal” or “right” ethnicity, gender, or culture.
3. The social dynamics that manifest in regard to neurodiversity are similar to the social dynamics that manifest in regard to other forms of human diversity (e.g., diversity of ethnicity, gender, or culture). These dynamics include the dynamics of social power inequalities, and also the dynamics by which diversity, when embraced, acts as a source of creative potential.

Neurodiversity Rights

The neurodiversity movement is bringing a new perspective to a number of commonly diagnosed cognitive and neurological issues. Through the lens of neurodiversity rights advocates, the symptoms and behaviors of the people who would ordinarily be classified as non-neurotypical are simply normal expressions of human function rather than disorders to be diagnosed and treated.

Neurominorities	<p>A neurominority is a population of neurodivergent people about whom all of the following are true:</p> <ol style="list-style-type: none"> 1. They all share a similar form of neurodivergence. 2. The form of neurodivergence they share is one of those forms that is largely innate and that is inseparable from who they are, constituting an intrinsic and pervasive factor in their psyches, personalities, and fundamental ways of relating to the world. 3. The form of neurodivergence they share is one to which the neurotypical majority tends to respond with some degree of prejudice, misunderstanding, discrimination, and/or oppression (often facilitated by classifying that form of neurodivergence as a medical pathology).
Neurotypical	<p>Neurotypical, often abbreviated as NT, means having a style of neurocognitive functioning that falls within the dominant societal standards of “normal.”</p> <p>Neurotypical is the opposite of neurodivergent. Neurotypicality is the condition from which neurodivergent people diverge. Neurotypical bears the same sort of relationship to neurodivergent that straight bears to queer.</p>
Neuro-clowning	<p>‘Neuro-clowning’ as being playful with your neurology, to destabilise the presumptions of neuronormativity that seriousness is crucial and social ‘failure’ is shameful. More information can be found here: Performing Failure: Integrating Clowning and Play into the Neuroqueering Project, by Simone René Antillón. Available from http://neuroqueer.blogspot.com/2016/10/performing-failure-integrating-clowning.html</p>
Nondisabled	<p>Person not affected by an impairment or disability .</p>
Normative	<p>Normative generally means relating to an evaluative standard. Normativity is the phenomenon in human societies of designating some actions or outcomes as good or desirable or permissible and others as bad or undesirable or impermissible.</p>
Normative theory	<p>Hypotheses or other statements about what is right and wrong, desirable or undesirable, just or unjust in society. The majority of sociologists consider it illegitimate to move from explanation to evaluation.</p>
Optical allyship	<p>Allyship that only serves at the surface level to perform the ally, it makes a statement, but does not go beneath the surface and is not aimed from breaking the systems of power that oppress - Latham Thomas.</p>
Paralympian	<p>Someone who has competed at a Paralympic Games.</p>

Paralympic Pathway	Pathway open to classifications and related events that are included in the Paralympic Games.
People-first language	People-first language is one way to talk about disability that some people prefer. Using people-first language is said to put the person before the disability, so those individuals who prefer people-first language, prefer to be called, 'a person with a disability'. A similar kind of 'people-first' terminology is also used in the UK, but more often identity-first language is generally preferred over people-first language. The use of "people-first" terminology has given rise to the use of the acronym PWD to refer to person(s) (or people) with disabilities (or disability). Which style of language used varies between different countries, groups and individuals.
People with learning difficulties	A learning disability is defined by the Department of Health as a "significant reduced ability to understand new or complex information, to learn new skills (impaired intelligence), with a reduced ability to cope independently (impaired social functioning), which started before adulthood".
Peripheral neuropathy	A condition caused by damage to the nerves in the peripheral nervous system which includes nerves that run from the brain and spinal cord to the rest of the body.
Prejudice	Hatred towards someone based on their identity. Example: An oppressed person of colour can be prejudice against privileged races but cannot be racist.
Privilege	A special right, advantage, or immunity granted or available only to a particular person or group.
Radical Allyship	Radical Disability Allyship as the concept, promise, and experience of allyship in regard to disability where non-disabled individuals use their privilege to promote other people's rights and growth, and radicalise it in ways that work toward justice and access built on mutual respect and care.
Representation	Refers to equality in opportunity and visibility. For example, representative media is media that is reflective of the variety of races, cultures, genders or religions that its entire readership belongs to.
Sensory impairment	A disability that affects touch, sight and/or hearing.
Self-esteem	Confidence in one's own worth or abilities.

Self advocacy	Some disabled people have attempted to shift criticism away from their bodies and impairments and towards the social institutions that oppress them relative to their abled peers. Disability activism that demands many grievances be addressed, such as lack of accessibility, poor representation in media, general disrespect, and lack of recognition, originates from a social model framework. Embracing disability as a positive identity by becoming involved in disabled communities and participating in disabled culture can be an effective way to combat internalised prejudice; and can challenge dominant narratives about disability.
Sign Language	A system of communication using visual gestures and signs, as used by deaf people.
Slactivismt	The concept of ‘Slactivism’ is the practice of supporting a political or social cause by means such as social media or online petitions, characterised as involving very little effort or commitment. The term ‘slacktivism’ was first coined by English-Canadian journalist, Malcolm Gladwell, who defined it as ‘the way of the new style activist who just signs online petitions and shares on Facebook, instead of the banner waving, old fashioned street style, brawling with coppers activist days’.
Social Construct	A concept or perception of something based on the collective views developed and maintained within a society or social group; a social phenomenon or convention originating within and cultivated by society or a particular social group, as opposed to existing inherently or naturally.
Social model of disability (UK)	The social model of disability identifies systemic barriers, negative attitudes and exclusion by society (purposely or inadvertently) that mean society is the main contributory factor in disabling people.
Specific Learning Difference (SpLD)	The term ‘Specific Learning Difference’ (SpLD) refers to a difference / difficulty people have with particular aspects of learning. The most common SpLDs are dyslexia, dyspraxia, attention deficit disorder (ADD), attention deficit hyperactivity disorder, dyscalculia and dysgraphia.
Specific Learning Disability	Disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, which may manifest itself in difficulties listening, thinking, speaking, reading, writing, spelling, or doing mathematical calculations. Frequent limitations include hyperactivity, distractibility, emotional instability, visual and/or auditory perception difficulties and/or motor limitations, depending on the type(s) of learning disability.
Speech impairment	Problems in communication and related areas such as oral motor function, ranging from simple sound substitutions to the inability to understand or use language or use the oral-motor mechanism for functional speech.
Speech input or speech recognition	A method of controlling a computer and creating text by dictation. Speech input software is combined with a microphone.

Spoonie	A spoonie can refer to any individual who suffers from a chronic illness. These illnesses are often invisible; to most people, spoonies may appear healthy and able-bodied, especially when they are young. As such, the spoon theory or spoon metaphor is a disability metaphor, a neologism used to explain the reduced amount of mental and physical energy available for activities of living and productive tasks that may result from disability or chronic illness.
Supercrip	The supercrip trope refers to instances when the media reports on or portrays a disabled person who has made a noteworthy achievement; but center on their disability rather than what they actually did. They are portrayed as awe-inspiring for being exceptional compared to others with the same or similar conditions. This trope is widely used in reporting on disabled athletes as well as in portrayals of autistic savants.
Tropes	There are distinct tactics that the media frequently employ in representing disabled presence. These common ways of framing disability are heavily criticised for being dehumanising and failing to place importance on the perspectives of persons with disabilities.
Visually different	Visually different describes a person with a face or body disfigurement, such as a bilateral cleft lip. It is a much more polite term than disfigured. It implies that their features aren't damaged, but have a different shape, size or colour to other people's.
Vision impairments	Complete or partial loss of ability to see, caused by a variety of injuries or diseases including congenital defects. Legal blindness is defined as visual acuity of 20/200 or less in the better eye with correcting lenses, or widest diameter of visual field subtending an angular distance no greater than 20 degrees.
Visually impaired	People who are blind or partially sighted.
WCAG	Acronym for Web Content Accessibility guideline (1999).
Wheelchair user	A person who uses a wheelchair, especially because of physical impairment.

IMAGE CAPTIONS

Image 1	'I Can Vision' Courtesy of Lemon Art
Image 2	Portrait of Michelle Daley Courtesy of Youtube .
Image 3	Illustration of SoN Team Members Courtesy of Kana Higashino
Image 4	Portrait of Jhinuk Sarkar Courtesy of Jhinuk Sarkar
Image 5	Portrait of Robert Gale Courtesy of BOP Theatre
Image 6	'A Window of Opportunities' Jhinuk Sarkar (2019) Courtesy of the Artist
Image 7	'P45 performance' Jhinuk Sarkar (1992) Credit: Sara Dziadik Courtesy of the Artist
Image 8	Stitch Work Kalyani Sarkar Courtesy of Jhinuk Sarkar
Image 9	'Purposelessness Movements', as featured in Edinburgh Film Festival Courtesy of BOP Theatre Available via www.eif.co.uk/whats-on/2019/purposelessnessmovements
Image 10	Untitled (2019) Courtesy of Kana Higashino

Image 11	Portrait of Gloria C Swain Photographed by Michèle Pearson Clarke. Courtesy of Art Gallery of Southwestern Available via agsm.ca/lunch-look-tour-too-shall-pass
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Image 12	Screenshots from Shades of Noir ‘Social Anxiety’ Key Term Video Courtesy of Shades of Noir
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Image 13	Screenshots from Shades of Noir ‘Social Anxiety’ Key Term Video Courtesy of Shades of Noir
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Image 14	Portrait of Imani Barbarin Courtesy of Madasyn Andrews Available via www.npr.org/2019/03/20/704956960/abledsareweird-people-with-disabilities-share-uncomfortable-encounters?t=1594226464997
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Image 15	Portrait of Merissa Hylton Courtesy of the Artist
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Image 16	Be Still & Know (That I am God) (u.d) Courtesy of Merissa Hylton
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Image 17	Portrait of Jerron Herman Jerron, a dark-skinned black man stands slightly corkscrew while wearing a tank top that shows both arms lifted in a running stance, clenched. Courtesy of the Artist
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Image 18	Portrait of Jerron Herman Jerron’s profile in an arabesque: His left hand sticks to his body while the right one smooths down his standing leg. He wears a long transparent tunic and shorts. Courtesy of the Artist
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Image 19	The Healing Power Of Art In Intergenerational Trauma: Mad Room Gloria C. Swain (u.d) Courtesy of the Artist
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Image 20	Portrait of Gloria C. Swain Courtesy of the Artist
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Image 21	Portrait of Rotimi Akinsete Courtesy of Understanding ModernGov Available via www.moderngov.com/contributors/rotimi-akinsete/

Image 22 L-R: Clarke Carlisle, Rotimi Akinsete And Colin Jackson
 Courtesy of Paul Stead Photography
 Available via www.surrey.ac.uk/news/colin-jackson-and-clarke-carlisle-encourage-men-talk-mental-health

Image 23 Portrait of Maria Oshodi
 Courtesy of Maria Oshodi
 Available via <http://mariaoshodi.com/>

Image 24 Blind aerialist Sarah Houbolt in Flight Paths (2019)
 Available via <http://www.extant.org.uk/flightpaths/>

Image 25 Blind aerialist Amelia Cavallo (2019)
 Courtesy of Extant
 Available via <http://www.extant.org.uk/flightpaths/>

Image 26 Glen Neath, Maria Oshodi and Kumiko Mendl
 Courtesy of Extant
 Available via <http://www.extant.org.uk/flightpaths/>

Image 27 Image of a Visually impaired student using a CCTV
 (magnified monitor) to create her drawing.
 Courtesy of Claudette Davis-Bonnick

Image 28 Optitex - Using a dark coloured background on
 the digitiser as reasonable adjustment.
 Courtesy of Claudette Davis-Bonnick

Image 29 Illustration by Lemon Art
 Courtesy of the Artists
 Available via <https://www.thelemonart.com/>

Image 30 Illustration by Lemon Art
 Courtesy of the Artists
 Available via <https://www.thelemonart.com/>

Image 31 Untitled (2019)
 Courtesy of Kana Higsahino

Image 32 Portrait of Lani Parker
 Courtesy of Lani Parker

Image 33 Group Portrait of The Sisters of Frida
 Courtesy of The Sisters of Frida

Image 34	The Sisters of Frida (Logo) Courtesy of The Sisters of Frida
Image 35	Portrait of Annabel Crowley Courtesy of Annabel Crowley
Image 36	Cover Image of the Teaching Within Prospectus, featuring Annabel Crowley (2018-19) Courtesy of Shades of Noir
Image 37	Portrait of Natalie Illum Courtesy of the Artist
Image 38	Portrait of The Triple Cripples Courtesy of the Duo
Image 39	Identity beyond Disability (Diagram) Illustration showing intersectional characteristics Courtesy of Diversity & Disability Available via https://diversityandability.com/blog/identity-beyond-disability/
Image 40	Portrait of The Triple Cripples Courtesy of the Duo
Image 41	Portrait of The Triple Cripples Courtesy of the Duo
Image 42	Portrait of Zuleika Lebow Courtesy of the Artist
Image 43	ZL Moonpaw (u.d.) Courtesy of Zuleika Lebow
Image 44	Robyn Hands (u.d) Provided by Dorota Chapko & Evie Jeffreys Courtesy of Heart n Soul at The Hub
Image 45	Job Centre (u.d) Provided by Dorota Chapko & Evie Jeffreys Courtesy of Heart n Soul at The Hub
Image 46	Identities - David's Dad (u.d) Provided by Dorota Chapko & Evie Jeffreys Courtesy of Heart n Soul at The Hub

Image 47	Sam the bus (u.d) Provided by Dorota Chapko & Evie Jeffreys Courtesy of Heart n Soul at The Hub
Image 48	Plasticine Audience Provided by Dorota Chapko & Evie Jeffreys Courtesy of Heart n Soul at The Hub
Image 49	Collage by Favour Jonathan Courtesy of the artist
Image 50	RSA Fellowship logo Courtesy of RSA
Image 51	Portrait of Elenor Lindsay Courtesy of The Sisters of Frida
Image 52	Social Model (Diagram) Courtesy of Elenor Lindsay
Image 53	Portrait of Vilissa Thompson Courtesy of Vilissa Thompson
Image 54	Screenshot from Ana DuVernay Courtesy of Twitter Available via https://twitter.com/aval/status/1004559513549094912?lang=en
Image 55	Aisha Hinds as Harriet Tubman Courtesy of Huffington Post Available via https://www.huffpost.com/entry/memo-to-dr-ben-carson-wgns-underground-reminds_b_58bf8c4ce4b0c3276fb77f37?guc_consent_skip=1594231634&test_ad=taboola_iframe_desktop_news
Image 56	Portrait of Kay Ulanday Barrett Courtesy of the Fields Magazine Available via https://www.fieldsmagazine.com/fields/2019/7/22/interview-kay-ulanday-barrett
Image 57	Portrait of Jhinuk Sarkar Courtesy of the Artist
Image 58	Portrait of Rebekah Ubuntu Courtesy of Rebekah Ubuntu
Image 59	Fibres (2019) Courtesy of Kana Higashino

Image 60	Landscape Courtesy of Book Geek
Image 61	Image of Kalia Douglas-Micallef Courtesy of Anti-Ableism
Image 62	I am Not Your Inspiration Image of Kalia Douglas-Micallef Courtesy of Def Curls (@mofosunleashed) Available via http://www.def-curls.com/hear-for-the-curls-1/kalia-not-your-inspiration
Image 63	Collage of Women Courtesy of Anti-Ableism
Image 64	Anti-Ableism (Logo) Courtesy of Anti-Ableism
Image 65	Image of Khairani Barokka, Courtesy of Space Studios Available via www.spacestudios.org.uk
Image 66	Portrait of Kerima Cevik Courtesy of Kerima Cevik
Image 67	Portrait of Thomas Wiggins Courtesy of Wikipedia
Image 68	Portrait of Stephen Wiltshire Courtesy of the Artist
Image 69	Portrait of Hope Cunningham Courtesy of the Artist
Image 70	Alex Bulmer (left), and Margo Cargill (right) in Awake Promo for the International Disability Film Festival 'Superfest' Available via http://www.awakethefilm.net
Image 71	Alex Bulmer (left), and Margo Cargill (right) in Awake Promo for the International Disability Film Festival 'Superfest' Available via http://www.awakethefilm.net
Image 72	Image of Federico Martello Courtesy of Federico Martello
Image 73	Image of Federico Martello Courtesy of Federico Martello

Image 74	<p>Bea's Poem 1</p> <p>Credit: Bea Webster in the film 'Long Lost Lover', by Sandra Alland and Ania Urbanowska. Photo by Ania Urbanowska.</p> <p>Description: This extreme close-up image is of poet Bea Webster's face. She is Scottish-Thai with a septum nose piercing. She is partially in shadow, with geometric patterns projected onto her. She stares with a serious expression somewhere past the camera.</p>
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Image 75	<p>Bea's Poem 4</p> <p>Credit: Bea Webster in the film 'Long Lost Lover', by Sandra Alland and Ania Urbanowska. Projected photo by Klarissa B Webster. Photo by Ania Urbanowska.</p> <p>Description: This image is a full-body image of poet Bea Webster. She is Scottish-Thai with a septum nose piercing and shoulder-length dark brown hair pulled back into a ponytail. She wears all white and is signing the British Sign Language for 'embraced', embracing herself with her hands in fists and crossed at the wrists against her chest. A black and white photo of her grandmother rubbing her hands together is projected onto and beside her. Her grandmother is in silhouette and her hair is pulled back into a bun.</p>
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Image 76	<p>Portrait of Leroy F. Moore Jr.</p> <p>Courtesy of Everyday Abolition</p> <p>Available via https://everydayabolition.com/2013/02/23/leroy-moore/</p>
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Image 77	<p>More Than Just Music - Krip Hop</p> <p>Courtesy of YouTube</p> <p>Available via https://www.youtube.com/watch?v=PQbRYx56-BQ</p>
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Image 78	<p>Family Portrait</p> <p>Courtesy of Anonymous</p>
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Image 79	<p>Family Portrait</p> <p>Courtesy of Anonymous</p>
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Image 80	<p>Intersectionality-101 (Flag)</p> <p>Image by (Joanna Andreasson)</p> <p>Courtesy of Reason Magazine</p> <p>Available via https://reason.com/2019/06/17/intersectionality-101/</p>
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Image 81	<p>Portrait of Rayvenn Shaleigha D'Clark</p> <p>Courtesy of the Artist</p>
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Image 82	<p>Portrait of Syrus Marcus Ware</p> <p>Courtesy of Syrus Marcus Ware via Huffington Post</p> <p>Available via https://www.huffingtonpost.ca/2018/02/24/syrus-marcus-ware-black-lgbtq-art_a_23367754/</p>

Image 83	Illustration by Syrus Marcus Ware Courtesy of Syrus Marcus Ware
Image 84	Illustration by Syrus Marcus Ware Courtesy of Syrus Marcus Ware
Image 85	Processed (u.d) Courtesy of Elora Kadir
Image 86	Degree Show (u.d) Courtesy of Elora Kadir
Image 87	Untitled (u.d) Courtesy of Elora Kadir
Image 88	Portrait of Chelle Destefano Photographed by Jimloachsm1
Image 89	Dead Voices (Performance Final) (2020) Courtesy of the Artist Available via https://vimeo.com/419566202
Image 90	The Deaf Social Gathering Circle 1Sml (u.d) Courtesy of Chelle Snail
Image 91	Image of Sky Cubacub, founder of Rebirth Garments Photograph by Grace DuVal Courtesy of the Artist
Image 92	Image of Caleb Luna Photograph by Grace DuVal Courtesy of the Artist
Image 93	Image of Caleb Luna Ali Scott and El Taino Annerys Photograph by Grace DuVal Courtesy of the Artist
Image 94	Photograph by Grace DuVal Courtesy of the Artist
Image 95	Image of Hamja Ahsan Courtesy of the Artist
Image 96	Image of woman voting in the Aspergistan Referendum Courtesy of the Artist

Image 97	Image of Hamja's zine 'The Jinnah Papers' Courtesy of the Artist
Image 98	Academic Audio Transcriptions (AAT) (Logo) Courtesy of Academic Audio Transcriptions (AAT)
Image 99	Portrait of Rebekah Ubuntu Courtesy of the Artist
Image 100	Harriet Tubman, Tom Wiggins, Fannie Lou Hamer, Maya Angelou, Wilma Rudolph, and Harry Belafonte all set examples for people with disabilities Description: Notable Black Activists in The Disability Canon, as seen in 'Black History Month: Visiting Prominent African Americans with Disabilities' by Dan (2019) Available via https://advopps.org/black-history-month-prominent-african-americans-disabilities-2019/

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DIGITAL RESOURCES.

Websites:	Description
<p>ABLEize www.ableize.com/ disabled-arts</p>	<p>ABLEize was created with one simple aim, to make disability and special needs resources easy to find under one roof.</p>
<p>Centrepieces Mental Health Arts Charity centrepieces.org</p>	<p>Centrepieces exists to promote mental health recovery through the arts, providing opportunities for people to participate in art activities and to exhibit and sell their work. It also tries to promote a better understanding of mental health to the wider public.</p>
<p>Described and Captioned Media Programme dcmp.org/learn/366- black-deaf-culture- through-the-lens-of- black-deaf-history</p>	<p>Black Deaf Culture Through the Lens of Black Deaf History: Black Deaf people have one of the most unique cultures in the world. The Black Deaf Community is largely shaped by two cultures and communities: Deaf and African-American. Some Black Deaf individuals view themselves as members of both communities. Since both communities are viewed by the larger, predominately hearing and White society as comprising a minority community, Black Deaf persons often experience double prejudice against them in terms of racial discrimination and communication barriers. Black Deaf women may experience three strikes of prejudice against them due to their race, Deafness, and sexist practices that prevail in our male dominated culture.</p>
<p>Disabled World www.disabled-world. com/disability/ types/invisible/</p>	<p>Disabled-World.Com is an independent Health and Disability news source that offers subject areas covering seniors and disability news, assistive device reviews, and articles on everything from helpful tips to disability sports articles.</p>
<p>D.I.V.A @ UAL www.instagram.com/ ual.disabled.voices</p>	<p>Disabled Intersectional Voices in the Arts - UAL's first Disabled-WOC(led) society fighting for inclusion & generating sites of creative resistance.</p>
<p>Dyspraxia & Life www.dyspraxia lifemagazine.co.uk</p>	<p>Dyspraxia & Life is a volunteer-led initiative, a platform for adults living with dyspraxia to share their stories and experiences with others.</p> <p>Born out of a desire to spread awareness of a condition that too few know about, our website aims to give an insight into what it can be like to live life with dyspraxia in adulthood.</p>

Equality for LGBT disabled people - Out for Change
www.stonewall.org.uk/events/equality-lgbt-disabled-people-out-change

Regard is the national LGBT Disabled People's Organisation, established in 1989. Regard campaigns to raise awareness of LGBT issues within the disability community and of disability issues within the LGBT community; represents the interests of LGBT disabled people in areas such as social care; and works to combat social isolation by opening up 'the scene' to make it more accessible.

Invisible Disability Project (IDP)
www.invisibledisabilityproject.org/

Invisible Disability Project (IDP) is a social/cultural movement and an educational media project that consciously disrupts "invisibility" imposed upon unseen disabilities at the intersections of race, class, gender, and sexuality. We are devoted to building human connections and self-advocacy by dismantling shame and stigma. IDP effects change through public conversations and interactive online content with the goal of creating an informed, mutually supportive community.

Mouth and Foot Painting Artists
www.mfpa.uk/

Welcome to the British web site of the Mouth and Foot Painting Artists. Formed in 1957, the MFPA partnership is part of an international self-help association of artists (AMFPA) who paint without the use of their hands. There are currently 33 British artists and almost 800 artists from over 80 countries worldwide. The MFPA is a partnership of disabled artists run by the artists themselves. This website details the formation of the association in 1957 and provides an insight into the artists, their paintings and examples of their inspirational work along with upcoming events the artists are involved in.

Music and the Deaf
www.matd.org.uk

Music and the Deaf is the only UK charity entirely dedicated to providing access, education and opportunities in music for deaf children, young people and adults. Music and the Deaf aims to enrich the lives of those with hearing loss through the experience of music. Hearing loss shouldn't be a barrier to enjoying and making music. It is proven that participation in music can play a crucial role in a person's development: it promotes inclusivity, teaches young people how to work together, builds confidence, develops communications skills, and provides a vital outlet for self-expression. We are committed to enriching lives through music.

Ramp Your Voice!
www.rampyourvoice.com

'Fighting for Equality and Justice for people with all Abilities - A Self-Advocacy & Empowerment Movement for People with Disabilities'

Regard
regard.org.uk

"Regard is a national organisation of lesbians, gay men, bisexuals, transgender and queer people (LGBTQ) who self-identify as disabled. We follow the Social Model of Disability. This is a way of thinking about disability that says it is society that needs to change by removing the barriers that deny us inclusion and equal rights.

Queer Undefined
www.queerundefined.com

A site detailing the many meanings of lgbtq+ labels and phrases. each definition you see here was submitted by an individual and may not align with your understanding or even with the other definitions displayed alongside it. the lgbtq+ community is multifaceted and ever-shifting, as is our vernacular. none of these definitions is official or final. this site is not all-encompassing. it is an attempt to decrease barriers to conversation and understanding by opening a space of learning and knowledge-sharing, where we can collaboratively make meaning as a community.

Shape Arts
[Shape Artshttps://www.shapearts.org.uk](https://www.shapearts.org.uk)

Shape Arts is a disability-led arts organisation which works to improve access to culture for disabled people by providing opportunities for disabled artists, training cultural institutions to be more open to disabled people, and through running participatory arts and development programmes.

Sideway Times
www.sidewaystimesblog.wordpress.com

'UK-based platform for conversations which in different ways link together struggles against ableism, white supremacy, capitalism and heteropatriarchy'.

The National Black Disability Coalition (NBDC)
www.blackdisability.org/node?page=1

NBDC is the nation's organization for all Black disabled people. Membership and partners includes Black disabled organizations, disabled people, parents, family members, faith based, non-profits, and academic and policy leaders.

Touch Tours - National Gallery
www.nationalgallery.org.uk/visiting/access/blind-and-partially-sighted-visitors

Descriptive guided tours of temporary exhibitions and the collection throughout the Gallerie(s).

Wordgathering
wordgathering.com/

Wordgathering: A Journal of Disability Poetry and Literature is a digital, Open Access, quarterly journal of disability poetry, literature, and the arts, with two interconnected purposes. First, we are dedicated to providing an accessible venue for featuring the work of emerging and well-known writers with disabilities (disabled writers). Second, we seek to make available and expand a searchable core of this work for interested readers (with and without disabilities) who are committed to disability poetry, literature, and the arts.

Podcasts:

Description

Abnormally Funny People
[www.audioboom.com/
channel/abnormally
funnypeople](http://www.audioboom.com/channel/abnormallyfunnypeople)

The Abnormally Funny People Show is a monthly comedy podcast discussing all things disability, but with a big splash of comedy. Each month they serve up honest, useful and entertaining reviews of products, services, technology, travel and more.

Airing Pain
[www.painconcern.
org.uk/airing-pain/](http://www.painconcern.org.uk/airing-pain/)

A monthly podcast that brings together people with chronic pain and top specialists to talk about the resources which can help.

Anxiety Shut-In Hour
[www.stitcher.com/
podcast/the-anxiety-
shutin-hour](http://www.stitcher.com/podcast/the-anxiety-shutin-hour)

The Anxiety Shut-In Hour explores mental health in society, culture, media and the pantry.

BBC All in the Mind
[www.bbc.co.uk/
programmes/b006qxx9/
episodes/player](http://www.bbc.co.uk/programmes/b006qxx9/episodes/player)

A programme that explores the limits and potential of the human mind.

BBC Ouch: Disability Talk
[www.bbc.co.uk/
programmes/p02r6yqw/
episodes/downloads](http://www.bbc.co.uk/programmes/p02r6yqw/episodes/downloads)

Interviews and discussion with a personal and often humorous touch. With guest presenters plus Kate Monaghan and the Ouch blog team.

Beautiful Bodies
[player.fm/series/
beautiful-bodies](http://player.fm/series/beautiful-bodies)

Hosts Willow Wallis and Alyssa Mazer talk bodies, positivity, and more! Join us in this inclusive, radical space to talk about marginalized bodies and explore the societal and cultural aspects related to body positivity.

Breaking Barriers
[player.fm/
series/breaking-
barriers-2465280](http://player.fm/series/breaking-barriers-2465280)

A frank and intimate series of conversations between those who hold power in sought-after industries and the people struggling to find employment due to barriers - such as having a disability, holding refugee status or gender discrimination - in their chosen sector. Presented by social advocate and author Yassmin Abdel-Magied, this show is a collection of inspiring and powerful stories about sharing common ground and accessing pathways.

Big Sam Presentz
RAW

player.fm/series/big-sam-presentz-raw

A podcast about life as a musician, father, husband, disabled veteran, and weight loss journey.

Carousel Radio

www.podomatic.com/podcasts/carouselradio

Carousel Radio is a show and a podcast that is planned and presented by our learning disabled DJs and radio presenters. It's one of the only places on the radio where you can hear spoken word exclusively by learning disabled artists. Produced in Brighton, UK by Carousel.

Diabetes
Connections

www.diabetes-connections.com

This podcast features prominent diabetes advocates, authors and speakers and includes personal stories of connection from people with diabetes and their friends and family.

Disability: A New
History

www.bbc.co.uk/programmes/b021mdwt

A ten-part radio series Peter White presents a history of disability in the 18th and 19th centuries. Transcripts are available.

Disability After Dark

www.andrewgurza.com/podcast

A podcast series that shines a bright light on issues about sex and disability, hosted by Andrew Gurza.

Disability Horizons

www.soundcloud.com/disability-horizons

Disability Horizons Co-founder Martyn Sibley will be interviewing famous and influential disabled people from the top 100 Power list to bring you a collection of entertaining and informative podcasts.

Disability Now - The
Download

www.podtail.com/en/podcast/disability-now-the-download/

A podcast discussing topical issues for the disabled community with a panel of guests.

Disability Visibility Project,
www.disabilityvisibilityproject.com/podcast-2/

A weekly podcast by the founder of Disability Visibility Project Alice Wong featuring conversations on politics, culture and media with disabled people. The show covers disability rights, social justice, and intersectionality. Disability Visibility is a production of the Disability Visibility Project ®, an online community dedicated to recording, amplifying, and sharing disability media and culture. Text transcripts for each episode are available.

DISrupt the Media
www.soundcloud.com/disruptthedia

A podcast discussing disability issues in the media.

Females in Fantasy
player.fm/series/females-in-fantasy

A podcast elevating the voices of women authors of science fiction and fantasy who write about kickass heroines.

First Peoples Disability Network (Australia) player
fm/series/first-peoples-disability-network-australias-mobcast

First Peoples Disability Network (Australia) is a national organisation of and for Australia's First Peoples with disabilities, their families and communities. Its purpose is to promote respect for human rights, secure social justice, and empower First Peoples with disability to participate in Australian society on an equal basis with others. We are the custodians of the narratives of First Peoples with disability, their families and communities and we recognise this important responsibility. Because ours is an oral history, we continue this by recognising the value of our peoples' narratives and collecting this data, which informs our work and the work of others.

In Sickness + Health
www.insicknesspod.com/episodes

A podcast about chronic illness, disability, healthcare and mortality.

Invisible Not Broken
www.invisiblenotbroken.com/home-chronic-illness-podcast

A chronic illness podcast that explores the lives of those with chronic illness, invisible illness, and disability with snark and a good laugh.

NeurodiveCast
www.mixcloud.com/dartifactory/

A podcast dedicated to neurodiversity, shifting perceptions, and changing the conversation about all forms of neurodivergence.

Pigeon Hole Podcast www.whoamitostopit.com/podcast-2/ A podcast that challenges stereotypes about disabled people. Made by from disability community, and centring disabled people as an audience, Pigeonhole interrogates the assumptions and biases we hold about disability and embraces all parts of people's identities. We uplift disability culture, celebrate identity, and break out of the narrow pigeonholes people attempt to stuff us in. All episodes have screen reader-accessible transcripts available.

Push Living Podcast www.pushliving.com/podcast-2/ A podcast about disability-inclusive design, travel and lifestyle. In-depth and personal insights into the most inspirational and informative guests from within the disability community and beyond.

Rachel's Story - Treat me well player.fm/series/rachels-story-treat-me-well-2262333 Every month, we're releasing episodes of Rachel's Story, our audio drama based off of real experiences of people with a learning disability in hospital.

Represent player.fm/series/series-2355683 Represent is a space for discussion, highlighting movies, TV, and online shows created by and/or about women, people of colour, people with disabilities, and those in the LGBTQ community. Join Aisha Harris as she dives deep into conversations with critics about the latest pop cultural news, and filmmakers about what they do and how they do it.

Ripple Effects: Travelers with Disabilities Abroad www.soundcloud.com/mobilityinternationalusa A travel podcast by Mobility International USA (MIUSA), a disability-led non-profit organisation based in Oregon, USA working to advance the rights of people with disabilities globally. By implementing innovative programs, they are building bridges to create a new era where people with disabilities will take their rightful place in the world community.

The #A11y Rules Podcast www.allyrules.com/series/ally-rules-podcast/ A podcast about accessibility hosted by Nicolas Steenhout.

The Art of Inclusion
player.fm/series/the-art-of-inclusion

Flipping the script on who we include, who we don't, and how we can do better - in everything from gender, race, mental health and disability, through to the inclusion of LGBTQI+ and Indigenous communities. You'll hear the stories of politicians, journalists, athletes and executives, with reflection from experts and policymakers, who'll help you master The Art of Inclusion. Brought to you by Diversity Council Australia, or DCA.

The Codpast
www.thecodpast.org/category/podcasts

The Codpast is the one stop shop for adults with dyslexia. Here you will find the latest dyslexic developments, cutting edge assistive tech, time saving study skills and employment advice.

The Wheelin' and Dealin'
www.cspn.us/category/podcast-episodes
www.podbean.com/medialshare/dir-suhz8-4e7ad7c

Welcome to the premiere episode of the Wheelin' & Dealin' podcast on The CSPN! In this first episode of the Wheelin' & Dealin' podcast, co-hosts Neal Carter & Vilissa Thompson introduce themselves, then engage in political discussion over a number of segments.

Woman's World
player.fm/series/womans-world

Radio Eye is a reading service for people who are blind or have other disabilities that make it difficult to read printed material. Woman's World is a weekly half-hour reading of women's magazine, including O, Real Simple, Southern Living, and more.

Writing Alchemy
www.player.fm/series/writing-alchemy

Writing Alchemy is storytelling that centres intersectional characters, including a fairy tale series that combines humour and magic with serious topics, and a tabletop role-playing series about the adventures of disabled and mentally diverse heroes.

Video

Description

Activity Alliance
www.youtube.com/channel/UC5lGWm2HlJq9xIDYczLsXA/videos

Activity Alliance brings organisations and deaf and disabled people together to make active lives possible. Collectively, they continue to challenge perceptions and change the reality about disability, inclusion and sport. They have a vision that disabled people are active for life.

Annie Elaine
[www.youtube.com/
user/theannieelaine/
featured](http://www.youtube.com/user/theannieelaine/featured)

A chronically ill, disabled, queer, Latinx, woman of colour. Videos with various topics that include their observations and experiences with body image, gender, race, LGBT+, disability, chronic illness, and mental health.

Blee TV
[www.youtube.com/
channel/UCbGbytnm
FWu1nH0w
7rC3BA/videos](http://www.youtube.com/channel/UCbGbytnmFWu1nH0w7rC3BA/videos)

Blee TV is a channel for entertainment and awareness of deaf people. Through different fun and educative videos, Blee TV aims to create awareness about sensory impairments and also provide useful video content.

Disability Sports
Coach
[www.youtube.com/
channel/UCodEsu9
UfkjdhRx3uXtsqew
/videos](http://www.youtube.com/channel/UCodEsu9UfkjdhRx3uXtsqew/videos)

Disability Sports Coach provide sport and physical activity for disabled people in London.

Hft Learning
Disabilities
[www.youtube.com/
user/HftTV/videos](http://www.youtube.com/user/HftTV/videos)

Videos with advice to improve the lives of disabled people.

ReelAbilitie
[www.youtube.com/
user/ReelAbilitiesFest/
featured](http://www.youtube.com/user/ReelAbilitiesFest/featured)

ReelAbilities: NY Disabilities Film Festival is the largest festival in the country dedicated to promoting awareness and appreciation of the lives, stories and artistic expressions of people with different abilities. Initiated in NY in 2007, the festival presents award-winning films by and about people with disabilities in multiple locations throughout each hosting city. Post-screening discussions and other engaging programs bring together the community to explore, discuss, embrace, and celebrate the diversity of our shared human experience.

Robyn Lambird
[www.youtube.com/user/
ATREXLIFE/videos](http://www.youtube.com/user/ATREXLIFE/videos)

A channel/vlog vlog about Robyn's life which includes descriptions of a life with a disability/cerebral palsy.

SCOPE - Equality for Disabled People

www.youtube.com/channel/UCqaUvbrquPYwvIExEMYu0oA

Scope exists to make this country a place where disabled people have the same opportunities as everyone else. Until then, we'll be here. We provide support, information and advice to more than a quarter of a million disabled people and their families every year. We raise awareness of the issues that matter. And with your support, we'll keep driving change across society until this country is great for everyone.

Sitting Pretty

www.youtube.com/channel/UCKhml8iyRPaITNjrMO-UN-Q

"Sitting Pretty" is a web series created by, Lolo, to show her life as a physically disabled person. For years I've been told to "tell my story" so finally I've decided not to just tell my story, but show my story. Most will assume the life of a physically disabled person HAS to be depressing, sad, or anything less than amazing. Anyone's life can be all of those things, disabled or not, but we all have the choice to live our lives the way we want, and for me, "Sitting Pretty" is a reflection of that choice. I'm here to show the good parts of my life, the challenges unique to a disabled person and everything else in between.

The Easterseals Disability Film Challenge

www.youtube.com/channel/UCd0PQTVAsQpJCPOm4QYqqQ/videos

The Easterseals Disability Film Challenge gives filmmakers—with and without disabilities—the opportunity to collaborate to tell unique stories that showcase disability in its many forms.

Validity Foundation

www.youtube.com/user/mdachungary/videos

An International organisation fighting for the rights of people with mental disabilities. Validity is a dynamic community of legal professionals and volunteers brought together by a desire to reverse injustice and segregation faced by people with mental disabilities worldwide. Their goal is to promote equality, inclusion and justice for all.

Zach Anner

www.youtube.com/user/ZachAnner/videos

Comedian Zach Anner opens his life through a series of videoblogs. If at Birth You Don't Succeed, with an admission: he botched his own birth, entering the world with cerebral palsy and an uncertain future. So how did a kid who almost failed kindergarten blossom into a viral internet sensation who's hosted two travel shows, impressed Oprah, driven the Mars Rover, and inspired a John Mayer song?

**Key Organisations,
Contacts, Services
& Support Groups**

Description

Able ARTS Wor
[www.ablearts
work.org](http://www.ableartswork.org)

The primary vision of Able ARTS Work is to provide lifelong learning, community service and vocational opportunities through the creative arts for people of all abilities and all ages in an environment of warmth, encouragement and inclusion. Able ARTS Work offers valid continuing education to further the education of board-certified music therapists and other creative art therapists.

Abelize
www.ableize.com

UK disability and mobility directory and special needs website on the net. Here you will find 430 plus categories filled with providers offering everything from mobility and daily living aids through to support, disability sports, arts and education, care providers and healthcare products and services.

AbilityNet
abilitynet.org.uk/

AbilityNet exists to change the lives of disabled people by helping them to use digital technology at work, at home or in education.

AccessAll - Disabled
Theatre

Access All Areas makes urban, disruptive performance by learning disabled and autistic artists.

Accessible Arts
www.aamedia.org.uk/

Facillitating Creative media learning projects in and around York since 1982.

Arts Disability Ireland
adiarts.ie/

Arts & Disability Ireland (ADI) is the national development and resource organisation for arts and disability.

Arts Marketing
Association
www.a-m-a.co.uk

AMA helps people working in arts and cultural organisations reach more audiences with our training, events and resources.

ActionSpace
actionspace.org/

ActionSpace is a London based visual arts organisation. We support artists with learning disabilities and create innovative projects for people with learning disabilities to engage with the visual arts.

Activity Alliance UK
www.activityalliance.org.uk

Activity Alliance brings together their members, partners and disabled people together to make active lives possible. Collectively, they continue to challenge perceptions and change the reality of disability, inclusion and sport.

Autism and Race
autismandrace.com

LYDIA X. Z. BROWN AND THE AUTISTIC WOMEN & NONBINARY NETWORK PROUDLY PRESENT 'All the Weight of Our Dreams'. On Living Racialized Autism: Fund for community reparations for autistic people of color's interdependence, survival, and empowerment.

ARTimeleia
artimeleia.com/

'ARTimeleia' is an inclusive theater group consisted of disabled and non disabled actors based in Athens. Its primary aim is to explore the unlimited possibilities that the physical limits offer in an integrated theatrical environment.

Artimeleia is a Greek word that means 'whole and healthy'. For the group 'artimeleia' defines the wholeness and health through 'art'.

BewegGrund,
Switzerland
www.disabilityartsinternational.org/artists/profiles/beweggrund-switzerland/

The association BewegGrund was founded in 1998 in order to promote inclusive dance. BewegGrund stands for equal rights, self-determination, equal opportunities and integration. The objective is self-evident togetherness of disabled and non-disabled people in cultural projects. Since it was founded, the association has regularly offered courses under the artistic direction of Susanne Schneider, conducts workshops with choreographers from Switzerland and abroad, is active in schools, and organises a biennial festival. Cie BewegGrund has produced a series of professional stage plays which have toured internationally.

Black Disabled
Art History 101

Black Disabled Art History 101- Children's Book covers Black painters, dancers, musicians, actors/actress with all types of disabilities from early 1900's to today. Black Disabled Art History 101 has pictures of the artists and illustration drawings from Asian Robles and original poem-stories of Black disabled artists and a poem that started the whole concept of the book, Black Disabled Art History 101 all by Leroy F. Moore Jr.

BLIND WITH
CAMERA
www.blindwithcamera.org/

Blind With Camera is an initiative of the Beyond Sight Foundation, a not-for-profit organization prompting the art of photography in people with visual impairment and building capacity around the "Disability" and "Non-Retinal" Art culture in India. It provides a platform for the visually impaired to share their "Inner Gallery" of images, their imagination and point-of-view of the visual world, giving them new voice about their unique experience, feelings, challenges and hopes.

Bohnic Theatre
Company
www.bohnicka.eu/

An artistic leader from 1990 who has been working with psychiatric patients since 1990. - 1995-2008 built and led a studio of Performing and Non Performing Arts with a cafeteria called Citadela. Citadela studio involves theatre, dance, painting, pottery courses, workshops or festivities, where patients undergoing psychiatric treatment, volunteers, artists and general public work together.

Candoco
www.candoco.co.uk/

Candoco produces excellent and profound experiences for audiences and participants that excite, challenge and broaden perceptions of art and ability, and place people and collaboration at the heart of our work.

Candoco Dance
Company www.candoco.co.uk/

Candoco Dance Company is the contemporary dance company of disabled and non-disabled dancers. At the heart of our work are our national and international productions, created by world class choreographers for audiences to enjoy. Alongside these, through our Learning projects and activities we provide access to the highest quality of work for people participating in contemporary dance for pure enjoyment, or as part of a developing career.

Carousel
www.carousel.org.uk

Carousel is an award-winning charity supporting learning disabled people to achieve their artistic ambitions.

Choice in Hackney
www.choiceinhackney.org

CHOICE IN HACKNEY is one of the largest Disabled People's Organisations in Hackney. They assist disabled people to access services, challenge injustice, improve their employability prospects, live actively and participate in society.

CiM Dance
Company
www.disabilityartsinternational.org/artists/profiles/cim-dance-company/

Disability Arts International is a website and regular digital newsletter developed and coordinated by the British Council, the UK's international organisation for cultural relations and educational opportunities.

Creative Minds
www.creativemindsproject.org.uk/community/

A learning disability led discussion about quality, leadership, inclusion and collaboration in the Arts.

Dançando com a
Diferença
[en.danca-
inclusiva.com/](http://en.danca-inclusiva.com/)

Dançando com a Diferença's daily challenge is to change the image society has of the disabled and to carve out a space for human diversity within the professional universe of the contemporary arts. Students and performers/dancers are helped throughout this formative process with support that is therapeutic, educational and above all of an aesthetic-artistic nature. They seek to encourage the productive and creative potential and professional development of inclusive groups. They believe in teamwork, the development of society towards enhancing abilities and in the non-discrimination of people with disabilities through inclusion in the most diverse social sectors.

Dash
www.dasharts.org

Disability led visual arts organisation. We commission exciting new work by disabled visual artists; we run workshops; mentoring for artists and training.

Deafinitely Theatre
[www.deafinitelyt
heatre.co.uk/](http://www.deafinitelytheatre.co.uk/)

deafinitely theatre are the first deaf launched and deaf led professional theatre company in the uk producing quality bilingual theatre in british sign language and spoken english. Our vision - A world where theatre is accessible for all and deaf people are a valued part of the national theatre landscape.

DLF
www.dlf.org.uk

DLF is a national charity providing impartial advice, information and training on independent living since 1969. It is a founder member of the Information Standard, a certification scheme for health and social care information.

Disability Arts Cymru
[www.
disabilityartscymru.
co.uk/](http://www.disabilityartscymru.co.uk/)

Disability Arts Cymru believes that Disabled and Deaf People have an exciting and valuable contribution to make to the arts in Wales. They are committed to working with individuals and organisations to celebrate the diversity of Disabled & Deaf People's arts and culture and develop equality across all art forms.

Disability Arts Online
disabilityarts.online/

We are an organisation led by disabled people, set up to advance disability arts and culture through the pages of our journal. Our raison d'être is to support disabled artists, as much as anything by getting the word out about the fantastic art being produced by artists within the sector.

Disability Rights UK
[www.
disabilityrightsuk.org](http://www.disabilityrightsuk.org)

Disability Rights UK is led by people with diverse experiences of disability and health conditions, from different communities. They work with allies committed to equal participation for all.

Disability Arts
International
[www.disabilityarts
international.org](http://www.disabilityartsinternational.org)

Disability Arts International is a website and regular digital newsletter developed and coordinated by the British Council. Disability Arts International aims to promote the work of the exciting generation of excellent disabled artists, disabled-led companies and inclusive arts organisations. It also aims to share the ways arts organisations are increasing access to the arts for disabled people as audiences and visitors.

Disability Arts Online
[www.
disabilityartsonline.
org.uk](http://www.disabilityartsonline.org.uk)

Disability Arts Online is an organisation led by disabled people, set up to advance disability arts and culture through the pages of their journal. They support disabled artists, as much as anything by getting the word out about the fantastic art being produced by artists within the sector.

Disability
Intersectional
Summit
[www.disability
intersectionality
summit.com/](http://www.disabilityintersectionalitysummit.com/)

Disability Intersectional Summit aims to create a dialogue on how our society must address systemic oppressions using an intersectional approach. The conference centres the experiences and knowledge of multiply marginalized disabled people such as queer disabled people of colour, undocumented transgender disabled people, or formerly incarcerated disabled people among others.

Disability Visibility
Project
[www.disabilityvisibility
project.com](http://www.disabilityvisibilityproject.com)

The Disability Visibility Project is an online community dedicated to creating, sharing, and amplifying disability media and culture.

Disabled Artists
Guild
[www.
disabledartistsguild.
com/](http://www.disabledartistsguild.com/)

The DISABLED ARTISTS GUILD was established to help bring the art work of the disabled artists to the public's eye for exhibitions and public art programs. As disabled artists we are trying to bring artistic, cultural and educational art to our community, town and country. We hope to accomplish this in an elegant, professional and accessible medium.

Disability Study
Group
[www.britisoc.co.uk/
groups/study-groups/
disability-study-
group/about/](http://www.britisoc.co.uk/groups/study-groups/disability-study-group/about/)

'Disability' occupies an ambiguous position within sociology. In some respects, it has been a consistent feature since early symbolic interactionist studies used accounts of impairment in social deviance studies. This approach has remained firmly embedded within the sub-discipline of medical sociology. Engagement with disability as a social relationship rather than individualistic concern remains marginal in broader sociology, although with the exception of scholars such as Shakespeare (2006) and Thomas (1999) who acknowledge that disability is a complex relation between personal and environmental/social factors. This is surprising given that the foundations of sociology are to understand how society works and provide insights in the relationships between people (institutions, places and non-humans).

<p>Disability Talent www.disabilitytalent.org/</p>	<p>Disability Solutions works with employers to help strengthen their workforce through diversity and inclusion. We partner with top companies to deliver people and business driven outcomes by developing recruiting and engagement strategies for the disability community - delivering custom solutions in outreach, recruiting, talent management, retention and compliance.</p>
<p>Diverse City www.diversecity.org.uk/</p>	<p>Diverse City is an award-winning organisation committed to equality and diversity in the arts. Diversity is central to our name, our art, and our values.</p>
<p>Flip - Disability Equality in the Arts www.flip.org.uk/</p>	<p>Supporting arts organisations around Scotland to embed disability equality within their working practices and supporting disabled artists to develop the highest outcomes.</p>
<p>Full Circle Arts www.fullcirclearts.co.uk/</p>	<p>Full circle arts aims to make the arts sector to be more accessible, not just by changing buildings physically, but by challenging people's attitudes. We brought disability rights to the attention of cultural leaders.</p>
<p>Fittings Multimedia Arts www.disabilityartsinternational.org/artists/profiles/fittings-multimedia-arts/</p>	<p>Fittings Multimedia Arts is one of the artists and companies who celebrates the fusion of disabled performers with the gloriously extravagant world of vogue ball culture.</p>
<p>GigBuddies www.gigbuddies.org.uk/</p>	<p>Sussex-based project that matches adults who have a learning disability to a volunteer who has similar interests, to go to events together.</p>
<p>Graeae www.graeae.org</p>	<p>Graeae is a force for change in world-class theatre, boldly placing D/ deaf and disabled actors centre stage and challenging preconceptions.</p>
<p>Heart N Soul www.heartnsoul.co.uk</p>	<p>Heart n Soul is an award-winning creative arts company and charity. They believe in the power and talents of people with learning disabilities, providing opportunities for people to discover, develop and share this power and talent as widely as possible.</p>
<p>Inclusion London www.inclusionlondon.org.uk</p>	<p>Inclusion London is a London-wide Deaf and disabled people's organisation promoting equality for the capitals 1.4 million Deaf and disabled people and providing capacity building support to London's Deaf and disabled people's organisations.</p>

International Disability Alliance
www.internationaldisabilityalliance.org

The International Disability Alliance (IDA) is an alliance of eight global and six regional organisations of disabled people that represents the estimated one billion people worldwide living with disabilities. They advocate at the United Nations for a more inclusive global environment for disabled people and organisations supporting disabled people.

International Guild of Disabled Artists & Performers
www.facebook.com/igodap/

New Zealand-based collective of disabled artists and performers. The Guild offers networking opportunities for individuals and organisations who are involved in or supportive of disability art and performance.

Krip-hop Nation
kriphopnation.com/

Krip-Hop Nation's Mission is to educate the music, media industries and general public about the talents, history, rights and marketability of Hip-Hop artists and other musicians with disabilities. Krip-Hop Nation's main objective is to get the musical talents of hip-hop artists with disabilities into the hands of media outlets, educators, and hip-hop, disabled and race scholars, youth, journalists and hip-hop conference coordinators.

Livability
www.livability.org.uk/

Livability is a charity that connects people with their communities. They tackle social isolation and the barriers that can cause this in the lives of disabled and vulnerable people. Through a range of disability, education, training and community services, they promote inclusion and wellbeing for all.

Mencap
www.mencap.org.uk/

A charity that offers support to people living with learning disabilities, in areas of their life where they might need support.

Mind The Gap
www.mind-the-gap.org.uk/

Bold, cutting-edge, world-class theatre. Working alongside artists with learning-disabilities to create exciting, surprising and challenging experiences for regional, national and international audiences.

My Diversability
www.mydiversability.com

Diversability is a social enterprise rebranding disability through the power of community. They foster community online and offline to connect, showcase, and empower people of all abilities. They connect the disability community, engage allies, and celebrate disability pride and empowerment. Working to address social isolation and the loneliness epidemic.

Not Dead Yet UK
www.notdeadyetuk.org

Not Dead Yet UK (NDYUK) is a network of disabled people in the UK who have joined a growing international alliance of disabled people, who oppose the legalised killing of disabled people. All those involved are disabled people, including people with physical and sensory impairments, learning difficulties, and mental health conditions.

NWN Photography
www.disabilityartsinternational.org/artists/profiles/nwn-photography/

The first bank of images made by photographers with disabilities is reality (in Beta version). A meeting place between companies, organizations, graphic designers ... and all the photographers with disabilities who wish to be on the project are welcome.

Oska Bright Film Festival
www.oskabright.org/

The world's leading Learning Disability film festival taking place on the 23rd-26th October in Hove, UK.

Platform-K
platform-k.be/

Platform-K makes professional dance productions with dancers with and without limitation. We give dancers with a disability a contemporary dance education. With this we fill a blind spot in the Flemish stage landscape.

Per.Art
www.disabilityartsinternational.org/artists/profiles/per-art/

Per.Art is an independent organization active in the field of contemporary performing arts in Serbia. Since 1999, the 'Art and Inclusion' program of Per.Art organization gathers people with learning disabilities, artists (theatre, dance and visual arts), special educators, representatives of cultural institutions, philosophers, architects and students.

People Dancing
www.communitydance.org.uk/

People Dancing is the UK development organisation and membership body for those involved in creating opportunities for people to experience and participate in dance. Our membership reaches more than 4,500 dance professionals worldwide.

RespectAbility
RESPECTABILITY.org

RespectAbility, a national nonprofit working to fight stigmas and advance opportunities for people with disabilities, will be celebrating Pride Month by highlighting the intersection of disability and LGBTQ daily on its social media channels. RespectAbility has benefited from the work of staff and Fellows who identify as a member of both the disability and LGBTQ communities.

Scope UK
www.scope.org.uk

Scope UK is a disability equality charity in England and Wales that provides practical information and emotional support when it's most needed alongside campaigning to create a more inclusive society.

Shadowlight Artists
shadowlightartists.org.uk/

The Shadowlight Artists are a group of seven artists with learning disabilities based in Oxfordshire, working in a variety of media but with a shared interest in digital forms. Their work is personal, moving, and at times challenging. The group formed in 2009 as a result of Film Oxford's Flash Frame project. The aim of that project had been to identify individuals with leaning disabilities who showed artistic potential and ambition to take their work to a broader audience. Since then, the group have gone on to produce work that has reached audiences within the UK and beyond, spanning media from painting and sculptural installation to film and theatrical production.

Shape Arts
www.shapearts.org.uk

Shape Arts is a disability-led arts organisation which works to improve access to culture for disabled people by providing opportunities for disabled artists, training cultural institutions to be more open to disabled people, and through running participatory arts and development programmes.

Sisters of Frida
www.sisofrida.org

Bringing disabled women together, mobilising and sharing through lived experiences Sisters of Frida CIC is an experimental collective seeking to build a different network of disabled women. We are building a sisterhood, a circle of disabled women to discuss, share experiences and explore intersectional possibilities. Sisters of Frida exists to tackle the barriers and multiple discrimination faced by disabled women, and to make sure our voices are heard. Sisters of Frida CIC works with Disabled People's Organisations and Women's Organisations on disability and women's rights. Sisters of Frida were awarded a Catalyst Grant by the RSA in 2016 to run a series of workshops which focused on neglected conversations about disabled women and sexuality. Read more in the blog written by founder Eleanor Lisne.

Stopgap Dance Company www.stopgapdance.com/

Stopgap Dance Company create exhilarating dance productions for national and international touring. We employ disabled and non-disabled artists who find innovative ways to collaborate. Stopgap value a pioneering spirit and are committed to making discoveries about integrating disabled and non-disabled people through dance.

Tangled Art + Disability
tangledarts.org/

Tangled Art + Disability is a registered charitable organisation dedicated to enhancing opportunities for artists with disabilities to contribute to the cultural fabric of our society.

THE.AM.A. (Theatre for People with Disabilities)

www.disabilityartsinternational.org/artists/profiles/the-am-a-theatre-for-people-with-disabilities/

THE.AM.A was established in 2010 as a professional integrated theatre group, which aspires to establish the first Greek Higher School of Drama for people with all disabilities.

The Disability & Feminism Reading Group

disabilityandfeminismrg@gmail.com

The theme of the 2020 bi-annual conference of the FWSA (Feminist and Women's Studies Association*) is feminism and disability. The current reading list is grounded in the social sciences and humanities.

The Invisible Disabilities Association (IDA)

invisibledisabilities.org/

The Invisible Disabilities Association (IDA) is a nonprofit organising supporting and demystifying the invisible nature of illness and pain may lead to disbelief about that illness or pain by those surrounding the person who lives daily with invisible disabilities. Their mission is to encourage, educate and connect people and organisations touched by illness, pain and disability around the globe.

The Neurodiversity Reading Group

neurodiversityrg.wixsite.com/site

The Neurodiversity RG is intended for all academics, students, and non-academics and community members who are interested in reading and discussing academic texts on neurodiversity.

University of Atypical

www.universityofatypical.org

University of Atypical is a disabled-led arts charity, taking an empowerment-based approach towards supporting disabled and D/deaf people's involvement in the arts. The organisation specialises in developing and promoting the work of disabled and D/deaf artists and in reaching disabled and D/deaf audiences.

Un-Label

un-label.eu/en/

The interdisciplinary, mixed-abled performing arts company Un-Label stands for artistic innovation and diversity. It brings together artists from all over Europe. Our performances featuring emerging artists with and without disabilities set new standards.

UNLIMITED

www.weareunlimited.org.uk/

Unlimited is an art commissioning programme that enables new work by disabled artists to reach the UK and international audiences.

Validity Foundation
www.validity.ngo

Validity is an international non-governmental human rights organisations that use legal strategies to promote, protect and defend the human rights of people with mental impairments worldwide.

VSA Arts
education.kennedy-center.org/education/vsa/

VSA, the international organization on arts and disability, was founded more than 35 years ago by Ambassador Jean Kennedy Smith to provide arts and education opportunities for people with disabilities and increase access to the arts for all.

World Enabled
www.worldenabled.org/

World ENABLED is an educational non-profit organisation that promotes the rights and dignities of persons with disabilities. Their fieldwork and research initiatives further an inclusive human and civil rights approach to disability programs and policies. In collaboration with international partners, they work to build inclusive societies where disabled people can develop their talents, skills and abilities and reach their full potential.

Faith and Disability

Description

Podcast
www.bbc.co.uk/programmes/b00tg1c9

Ernie Rea is joined by a Christian, a Druid and a Hindu who discuss the understanding of disability from their faith perspective.

Faith and Disability
faithanddisability.org/

The mission of the Collaborative on Faith and Disability is to support people with disabilities, their families, and those who support them by providing national and international leadership in the areas of research, education, service, and dissemination related to disability, religion, and inclusive supports.

Faith and Disability Project
includemetoo.org.uk/faith-and-disability/

Include Me TOO (IM2) is a United Kingdom based charity supporting disabled children, young people and their families from diverse range of backgrounds, participation, equality, inclusion, rights and aspirations nationally and internationally. We do this by working together with families, supporting parents and carers to become Champions; support Disabled Children, Young People and their Siblings to become Ambassadors and Role Models

Journal of disability and religion
www.tandfonline.com/loi/wrdh21

The Journal of Disability & Religion combines academic papers and reflective articles representing religious, spiritual, social, cultural, and scientific points of view. They include research, pastoral reflections, theology, religious studies as well as stories about personal journeys. It addresses the critical religious, moral, and spiritual issues raised by people working in the field.

Twitter

Description

@DiorVargas

Queer Latina Feminist Mental Health Activist. Creator: People of Color & Mental Illness Photo Project.

@DisabledLatinx

National coalition of and for disabled Latinxs.

@DisRightsUK

Disabled people leading change, working for equal participation for all in the UK.

@carouselartuk

Award-winning learning disability-led arts organisation.

@HTCSolidarity

Collective of Black Deaf/Disabled organizers, community builders, dreamers, lovers striving for radical inclusion & collective liberation.

@Imani_Barbarin

Crutches THEE Spice, Bblack girl magic + disabled pride & Creator #DisTheOscars + #AbledsAreWeird#ThingsDisabledPeopleKnow.

@mama_cax,
mamacax.com

Cancer survivor | Blogger | Disability & body positive Advocate.

@mencap_charity

The Royal Mencap Society is a charity based in the UK that works with people with a learning disability.

@phineasfrogg	Finn Gardiner, #ActuallyAutistic researcher/advocate with @autselfadvocacy & @LurieInstitute.
@SeeMiaRoll	Consultant - Activist - Writer - Photographer - Transracial Adoptee, Founder of @wmdisability(She/Her).
@SinsInvalid	Conceived & led by disabled people of colour, we make cutting-edge work challenging normative paradigms of sexy, offering instead a radical vision of beauty.
@StayUpLateUK	Charity calling for active social lives and proper choice for people with learning disabilities - home of @gigbuddies, a Nesta New Radical #NoBedTimes.
@Vilissa Thompson, www.patreon.com/RampYourVoice	#DisabilityTooWhite Creator, Founder of @RampYourVoice, #Disability_Rights #Consultant Social Worker & Writer.
@weareunltd, weareunlimited.org.uk	Commissioning exceptional work by exceptional disabled artists. Delivered by @shapearts & @artsadm.

Hashtags

Descriptions

#AbleismExists.	Along with creating #TheBarriersWeFace, Evans also created the hashtag #AbleismExists with a similar purpose. The hashtag allows people in the community to talk about the discrimination they face, connecting with others who have similar experiences and educating people without disabilities at the same time. Evans told The Huffington Post that he created the hashtag in response to his activist friends constantly asserting that ableism does not exist, devaluing his personal experiences with bias. When you look at the hashtag, it shows that ableism certainly does exist.
#ActuallyAutistic	Allows autistic people to take back their stories, showing that they should be given the respect to represent their own needs and narratives independently. Autistic social media users use the hashtag to share their experiences with bias, triumph or struggle, and also call out media and other advocates when they try to control the narrative.
#BlackAbleism	A hashtag conversation critiquing the actions and behaviours of members in the black community in the (historical) treatment of their disabled Black relatives.
#CripLit	A series of Twitter chats for disabled writers.
#CriptheVote	A nonpartisan online movement encouraging the political participation of disabled people led by Alice Wong, Andrew Pulrang and Gregg Beratan.
#Crippling TheMighty	A hashtag conversation critiquing the media's portrayal of people with disabilities. 'Crippling' insists that the system of compulsory able-bodiedness is not and should not be the norm; Crippling also imagines bodies and desires that fit beyond that system to reconfigure and re-imagine the media landscape.
#CripTheVote	A hashtag conversation raising awareness of disability issues in the 2017 General Election.
#CripTheory	A hashtag conversation raising awareness of crip theory, disabled identity and the accommodating desires of the queer/disability movement.
#ChronicSex	Let's talk about sex -- and disability. It's an intersection that's largely ignored, with assumptions that people with disabilities can't have fulfilling or successful sex lives. The weekly Twitter chat #ChronicSex looks to give people with disabilities the space to talk about chronic diagnoses, disability and sexuality. Users also share tips and tricks from articles and resources around the web that make sex with a diagnosis or disability more pleasurable.

#DeafTalent

When people with disabilities are represented in entertainment or media, their stories are often filtered through an able-bodied perspective. For example, actors without disabilities commonly portray characters with disabilities, while literature about disability is often written by authors without disabilities. Creatives with disabilities have difficulty finding work and pursuing their passions due to limited expectations and lack of opportunity. Created by actors, artists and musicians in the Deaf community, the hashtag #DeafTalent seeks to highlight the work of creatives with disabilities while also creating a supportive community online.

#Disability TooWhite

a hashtag created by Vilissa Thompson on Twitter to bring attention to the lack of racial diversity in disability representation. #DisabilityTooWhite does not intend to erase the struggles and the ableism that white disabled folks experience, it is merely addressing the issue that the intersection of race and disability is not often addressed and not often represented.

#DisaBodyPosi

The body positive movement has led a massive effort to better reflect diversity in media representation. But conversations about body positivity often begin and end with body size. People with disabilities are just one of several groups frequently excluded from the narrative. #DisaBodyPosi -- short for "Disability Body Positive" -- allows social media users to post photos of themselves to empower their community. Disability activist Isa Jennie created the hashtag to fight "ableist beauty standards" and show that "all bodies are worthy of being loved and appreciated."

#InvisibleIllness

Not all disabilities manifest physically. People with invisible illnesses face unique challenges to even be recognized as part of the disability rights community or have their disabilities taken seriously. The hashtag #InvisibleIllness tackles what it's like to live with a disability or condition that is not immediately apparent to others through visual clues. The tag includes everything from funny quips about annoying interactions to practical information for those living with a variety of invisible diagnoses.

#PurpleLightUp

For tweets about #PurpleLightUp 2019 a global celebration of the economic contribution of disabled people, follow us - For tweets about #PurpleLightUp 2019 a global celebration of the economic contribution of disabled people.

#ShowMe YourPump

Being diagnosed with diabetes sometimes means living with a pump to help regulate insulin levels. Instead of accepting the expectation that people with diabetes should hide their pumps, the hashtag #ShowMeYourPump encourages them to show off the devices through empowering selfies. Not only does this body positive hashtag create a sense of community, but it also helps encourage people living with diabetes to appreciate the devices that ensure their health.

#Spoonie	This identity-turned-hashtag is a reference to Spoon Theory, a common way people with disabilities explain their energy levels to people without disabilities. The theory suggests that people with disabilities and health complications are allotted a certain amount of energy -- or spoons -- each day, while “healthy” people often have unlimited spoons. Those with limited spoons need to decide strategically when to use them to make it through the day, which can be complicated and annoying. A “spoonie,” then, is someone who needs to navigate these decisions regularly. And they’re connecting via the #Spoonie hashtag to share their stories and frustrations.
#ServiceDog	We all know we’re not allowed to pet service dogs, even though they’re undoubtedly cute. But there’s no shame in exchanging adorable photos of service dogs via social media. The hashtag #ServiceDog on Instagram is filled with photos of service dogs showing off just how cute -- and reliable -- they are both on and off work. Take a look at the furry friends -- but always remember to respect a working dog in public.
#TheBarriers WeFace	People with disabilities face a lot of challenges when navigating a world that isn’t designed with them in mind. Aside from physical barriers, people with disabilities also encounter stigma and bias from a largely unaccepting society.
#WheelchairLife	Using a wheelchair means navigating inaccessible places as well as people’s limited expectations -- but it also comes with having a relatively normal life. Wheelchair users are connecting through the hashtag #WheelchairLife to show that fact, simply by documenting their everyday lives. As such, wheelchair users are capturing how complete their lives are, challenging the notion that using a wheelchair somehow makes life unfulfilling.
#WeShallNot BeRemoved	As a response and call to action the ‘#WeShallNotBeRemoved’ UK Disability Arts Alliance was formed by UK disabled artists and cultural leaders seeking recognition of cuts, a hit on personal income, access to vital facilities, and generally have a reduced quality of life for disabled artists. It began with an Open Letter to the Secretary of State for Culture to support disabled artists during and after COVID-19.
