



Ten Things

You need to
know about

Disability





Disability is Human.

It's part of the human experience; whether temporary or permanent, we will all experience disability in our lifetime.

It's not a question of if, but when, you will experience disability.

1



Disabled and Disability are not dirty words.

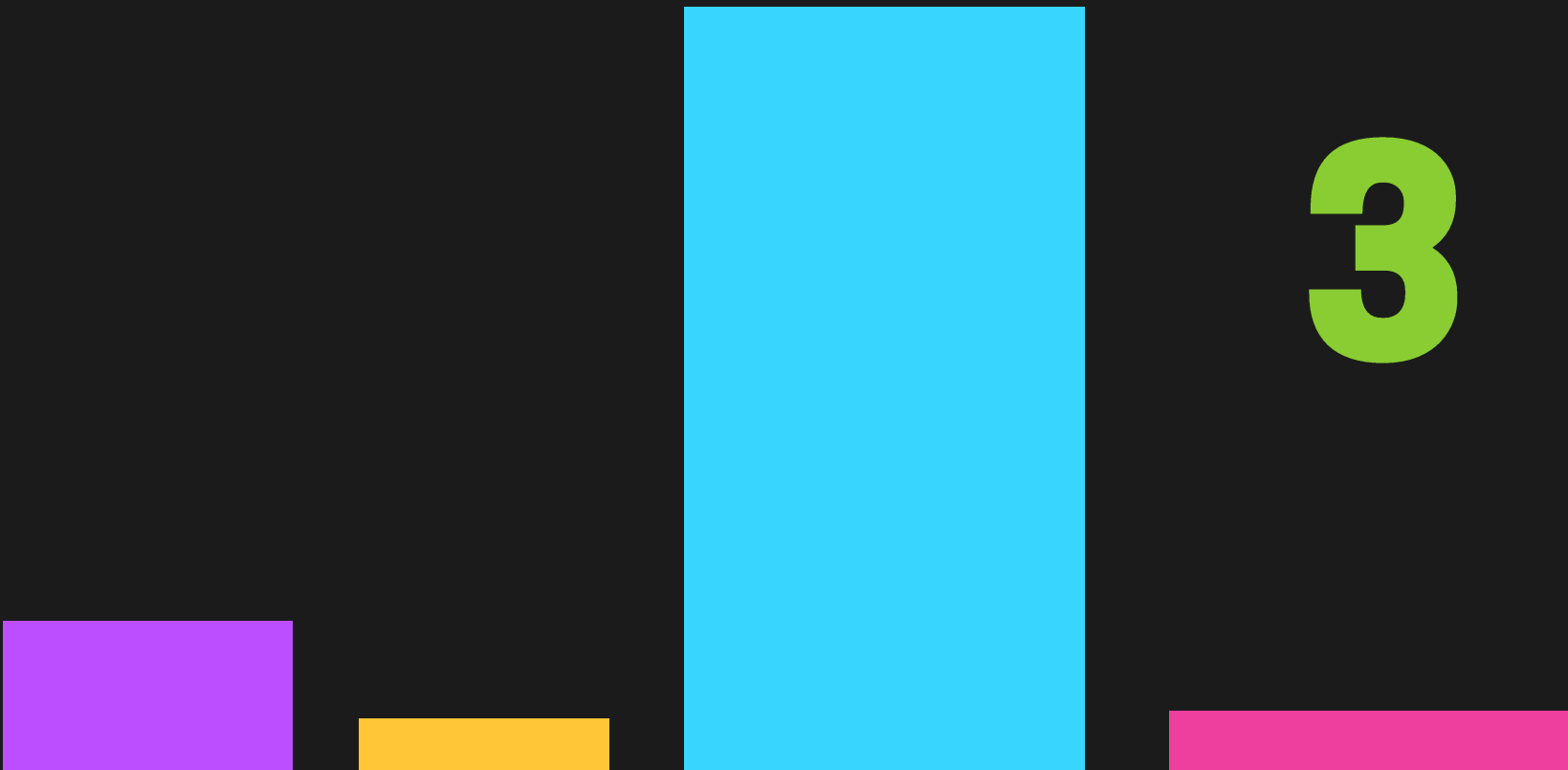
So, stop chastising people for using one or the other. It's okay to say "Disabled person" and it's okay to say "Person with Disability." Always ask an individual how they prefer to self-identify.

2



Disability is diverse.

There is no one appearance, no one experience, and no two individuals with the same disabilities experience it in the same way.

A decorative bar chart at the bottom of the page with four bars of different heights and colors: purple, yellow, cyan, and pink. The cyan bar is the tallest.

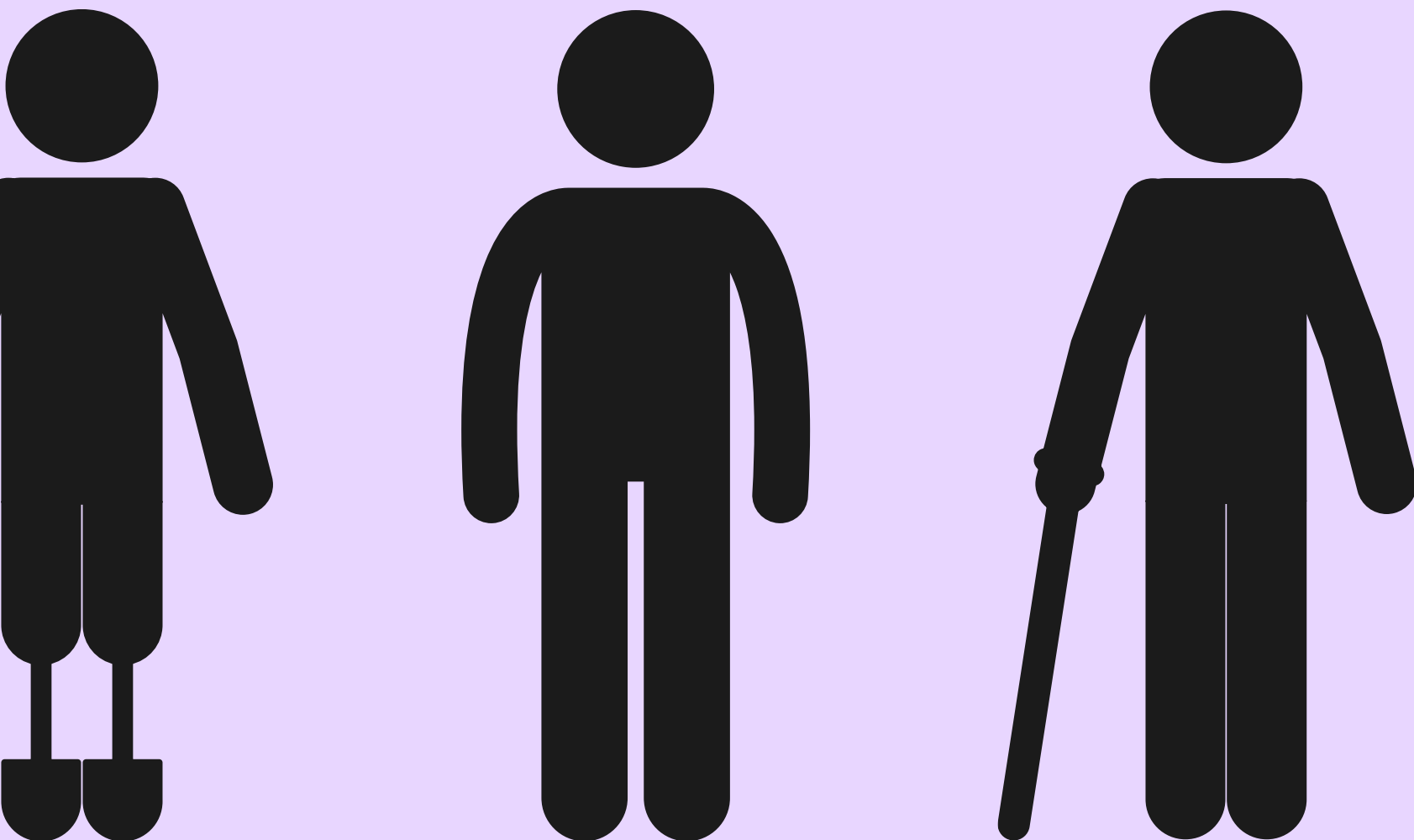
3

Disability isn't always visible.

Just because you can't see it doesn't make it any less disabling. Disability isn't always visible, but that does not make a person "less Disabled" or less deserving of support.

4





Disabled people are not your inspiration porn.

If you are a non-disabled person posting content about how hard it must be for a Disabled person, you are creating inspiration porn.

We are not your source of pity. We are not your reason to feel good about your non-disabled privilege.

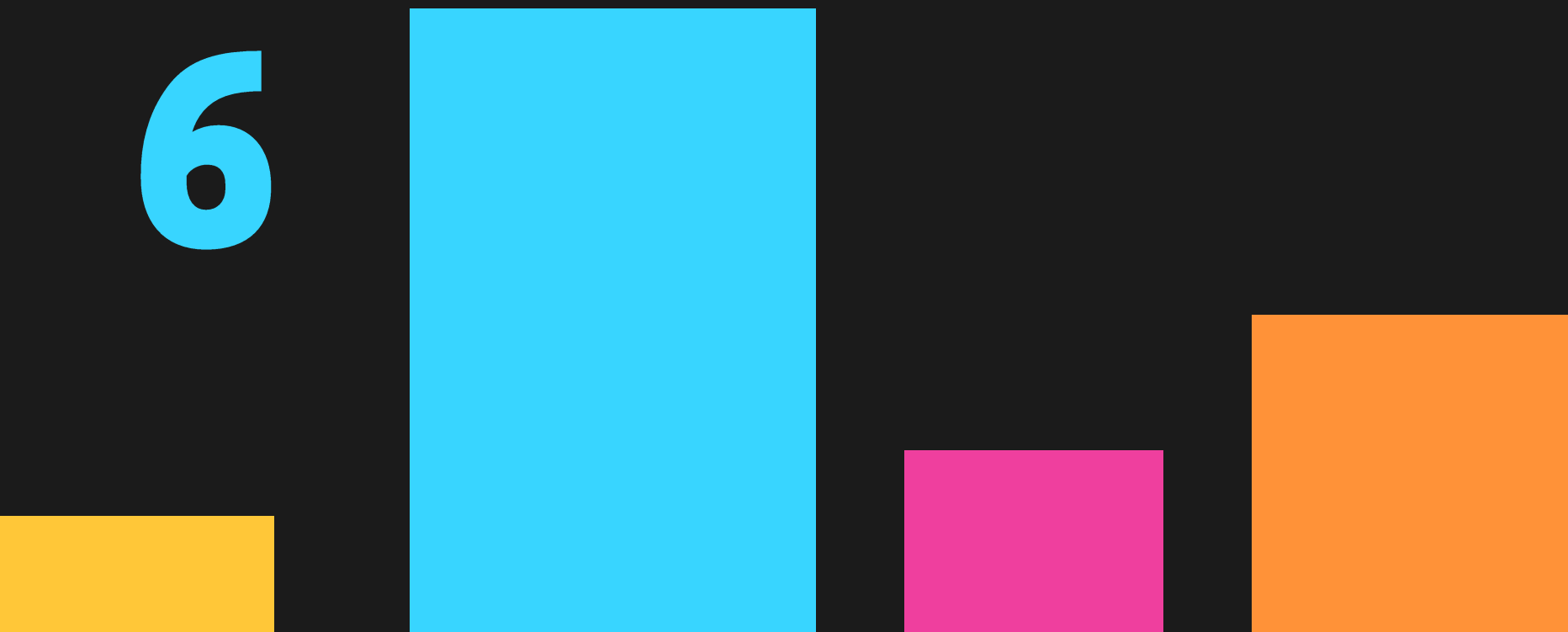
5

We need to unlearn ableism.

From the language we use to the inaccessible design of environments, products, and services, ableism is ingrained in our society.

Only we don't educate about this, and most people call us sensitive or woke when challenging it. Ableism is oppression; stop denying its existence.

6





We need to talk about internalised ableism.

Internalised ableism needs to be part of the mental health conversation.

Navigating a disabling, ableist society takes a toll on us.

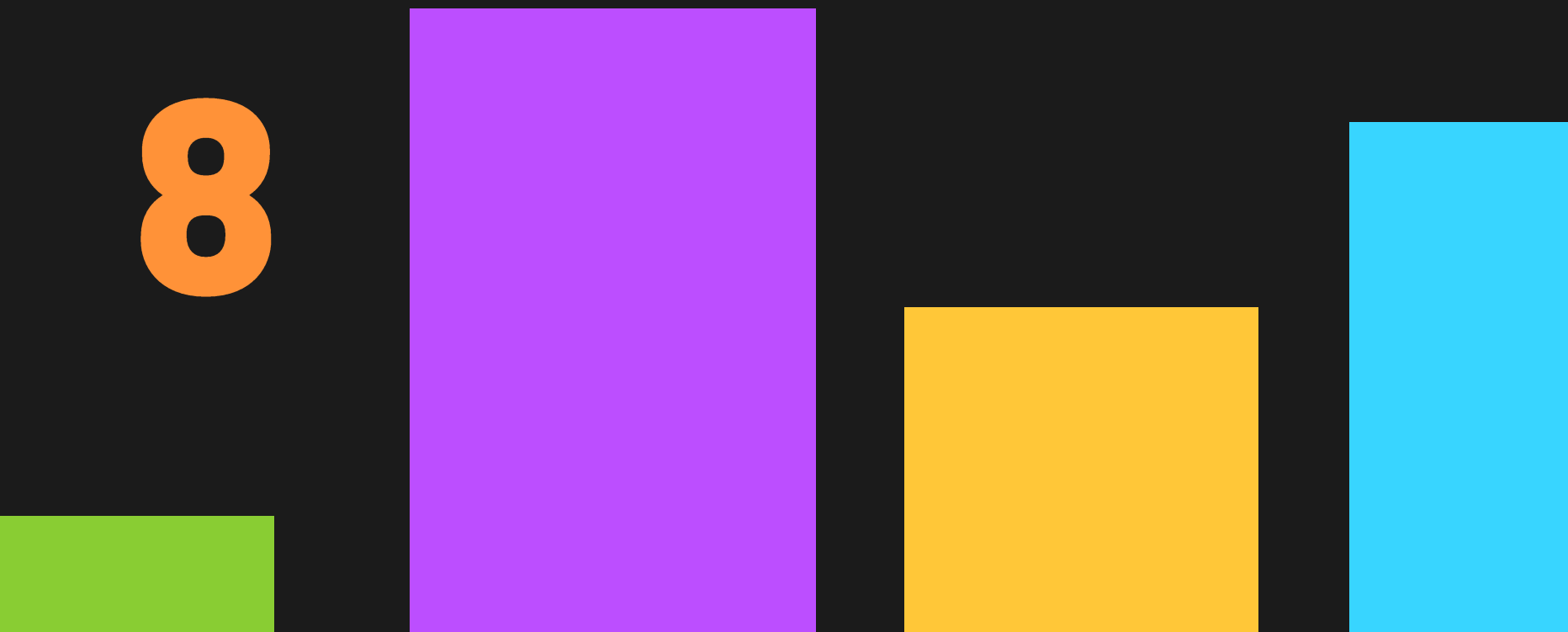
That toll is internalised ableism, something that does not leave us ever.

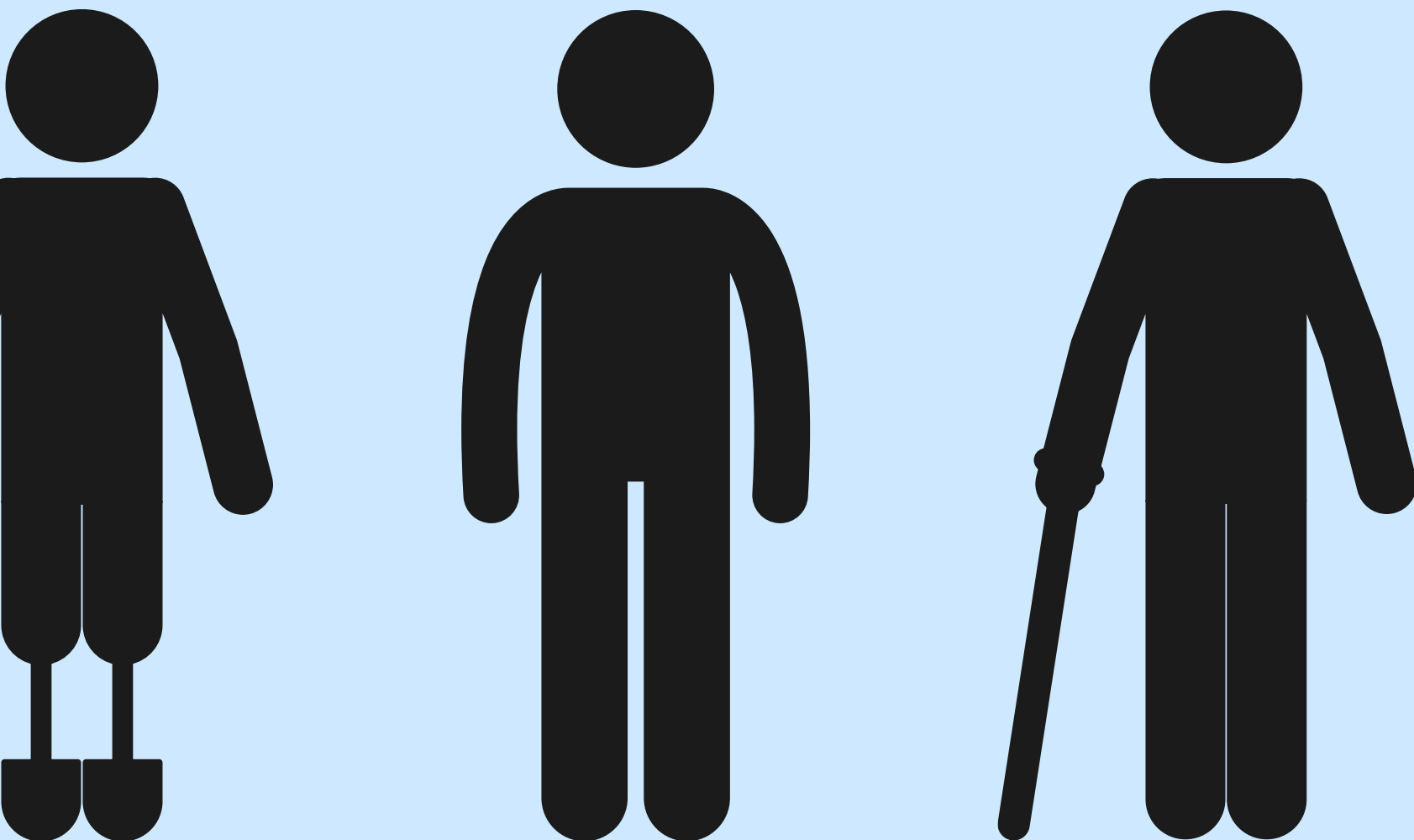
7

Disabled people are people.

We don't want pity, we don't want your prayers, we want to live our lives. Which isn't easy in an inaccessible society, so if we need help, we will ask, or better yet, design things to be more accessible and help reduce our need to ask.

8





It's okay to get it wrong.

We have all been ableist at some point.
Mistakes are human. If you say or do the
wrong thing, be open to learning from it.

Don't let fear be the reason you don't
engage.

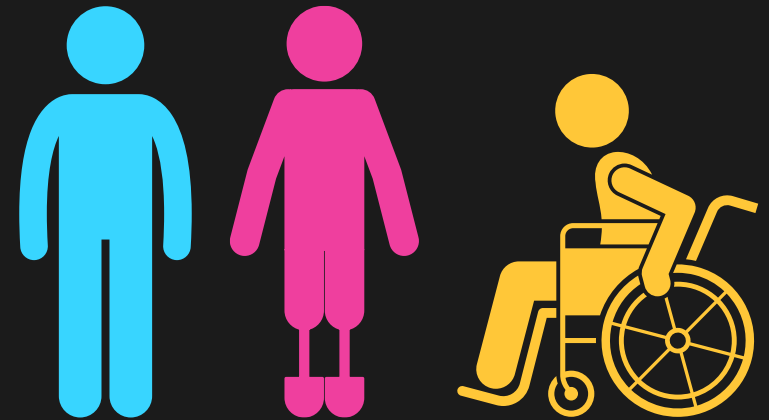
9

It starts with accountability.

Take accountability for learning about Disability. Follow Disabled content creators, attend training, or advocate for training if your workplace doesn't have any. Learn how to take accountability for accessibility so that your content here on LinkedIn is accessible.

10





**Wishing you an
accessible, inclusive
Disability **Pride** Month**

www.disabledbysociety.com