



Intersectionality and Disability

A pathway toward inclusivity



Life happens at the intersections



Who am I?

- Executive Director, CalABLE
 - Background in Communication
 - President of Kaiser Permanente Employees with Disabilities Association
 - Senior Communications Officer for Dept. of Public Health, Office of Health Equity



Cultural Competence

Cultural competence is the ability to understand and interact effectively with people from other cultures.

To have multicultural competence, you need:

- A basic understanding of your own culture. (It's difficult to understand another's culture if you aren't familiar with your own.)
- A willingness to learn about the cultural practices and worldview of others.
- A positive attitude toward cultural differences and a readiness to accept and respect those differences.

Why is Cultural Competence Important?

- Cultural competence is important because without it, our opportunity to build those relationships is impossible. Instead, we'll co-exist with people we don't understand, thereby creating a higher risk for misunderstandings, hurt feelings, and bias—things that can all be avoided.
- Or without competence, you cannot effectively achieve your mission

Intersectionality

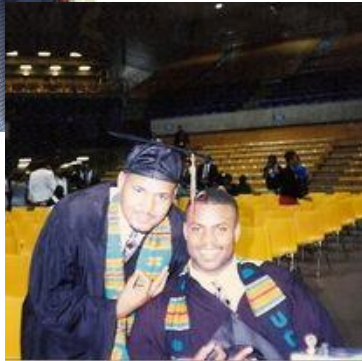
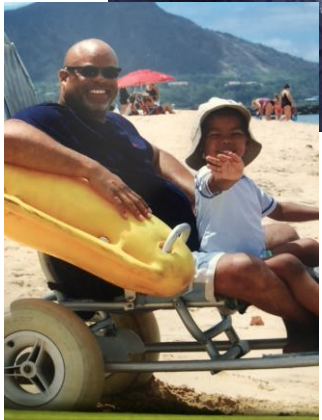
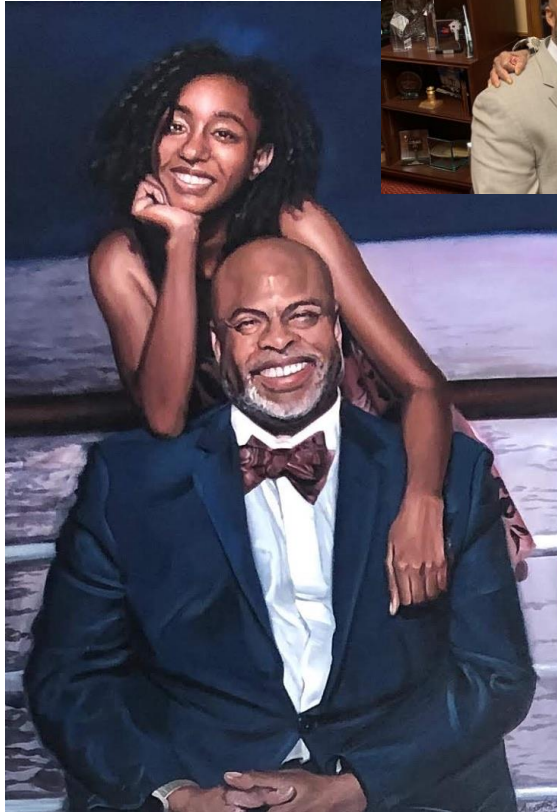
Multiple aspects of our identities that impact who we are and the way that we are seen and treated by others. Intersectionality is also the way that people can experience different, overlapping oppressions that affect them



Social Identity

- How we are defined by social group. Some examples include race, religion, gender, sexual orientation, disability, and age. Intersectionality is how our different social identities impact our lives

Who am I really?



BLACK HERITAGE MONTH

AS BLACK MAN WITH A DISABILITY AND YEARS OF LIVED EXPERIENCE, I KNOW MY UNIQUE PERSPECTIVES HAVE THE POWER TO MAKE ANY EFFORT EVEN BETTER.

DANTE Q. ALLEN
EXECUTIVE DIRECTOR OF THE CALIFORNIA ACHIEVING A BETTER LIFE EXPERIENCE (CALABLE) PROGRAM, WHICH HELPS PEOPLE WITH DISABILITIES BUILD FINANCIAL SECURITY WITHOUT PUTTING AT RISK THEIR EXISTING BENEFITS.

#BHM2018 #DisabledandProud

Marginalization personalized

- Worked my entire life to be as intelligent, articulate, independent, and capable
- I learned from an early age to be complicit in my own marginalization in order to help others feel comfortable
 - Yes, I can be black, but I couldn't share my lived experience
 - Yes, I can be a man, but not in the whole
 - Yes, I can be disabled, but not in the impolite discussion kind of ways
- I learned not to look for others like me, but to try harder to separate from any of the things that made me different

Inspiration Porn



Today is my birthday and nobody wants to wish me happy birthday. 💔 💔 🙄 🙄

Broken Frames

- When facts do not fit into predefined frames, we have a really hard time as a people reconciling those differences

Impact of marginalization

- Office of Health Equity
 - Impact of race and where you are born can result in a 17 year life expectancy difference
 - Black women, can't out-educate or out-earn higher infant mortality or death of the mother during child birth
 - Families of a person with a disability must earn 28% more in order to live at the same lifestyle

Showing up as our full and authentic selves

- Being **authentic** means that you act **in** ways that **show** your true self and how you feel. Rather than **showing** people only a particular side of yourself, you express your whole self genuinely. That means to succeed **in** being **authentic**, you first have to know who your true self actually is.

Common Myths of Cultural Competency

- **Myth # 1:** There are too many cultures in the US and world. I cannot possibly learn what I need to know about all of them.

Cultural competence is not about learning everything you need to know about an individual's culture. It's about recognizing and rejecting your own preconceived notions, and resisting the temptation to classify people with cultural identities.

<https://ncd.gov/publications/2006/june2006>

Common Myths of Cultural Competency

- **Myth # 2:** We are already a diverse organization, so there is nothing left to be done.

Organizations are a microcosm of society. As organizations become more diverse, it is likely that you uncover more issues, rather than fewer. Being a diverse organization is an important first step, but so is learning how to include and leverage that diversity to the benefit of the organization.

Common Myths of Cultural Competency

- **Myth # 3:** My own diversity, be it my ethnicity, my gender or my disability has taught me what it means to be culturally sensitive. I don't need any special training on how to become cultural competent.

Every person has a different level of awareness and can benefit from deeper study and education

Intersectional Governance

- Boards don't run organizations-they govern
- Effective board members ask great questions to ensure a clearly defined vision while taking a big picture view while separating themselves from operations
- Board members must strike the balance of short-term issues and long-term gains
- Representational governance is merely the first step
- Intersectional governance enables conversations about power dynamics, inequity and complexities of experience

What you should take from this conversation

<https://www.youtube.com/watch?v=p2XN0CQazr0>



Save and Invest

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Questions?

