




DISCLOSURES

I am a salaried faculty member of Cincinnati Children's Hospital Medical Team. The majority of my work is funded by the Administration in Community Living under HHS. I am also funded as a Principal Investigator for a Project of National Significance. Lastly, I am a member of the PCORI Board of Governors. **I do not foresee a conflict of interest with these roles and what I will share today.**

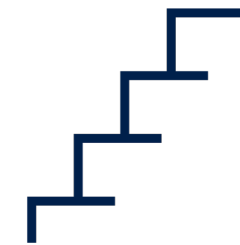




CHANGE THE LENS THROUGH WHICH YOU SEE **DISABILITY**



Where does
disability reside
and who
decides its
meaning?



What are the
main barriers
for disabled
people?





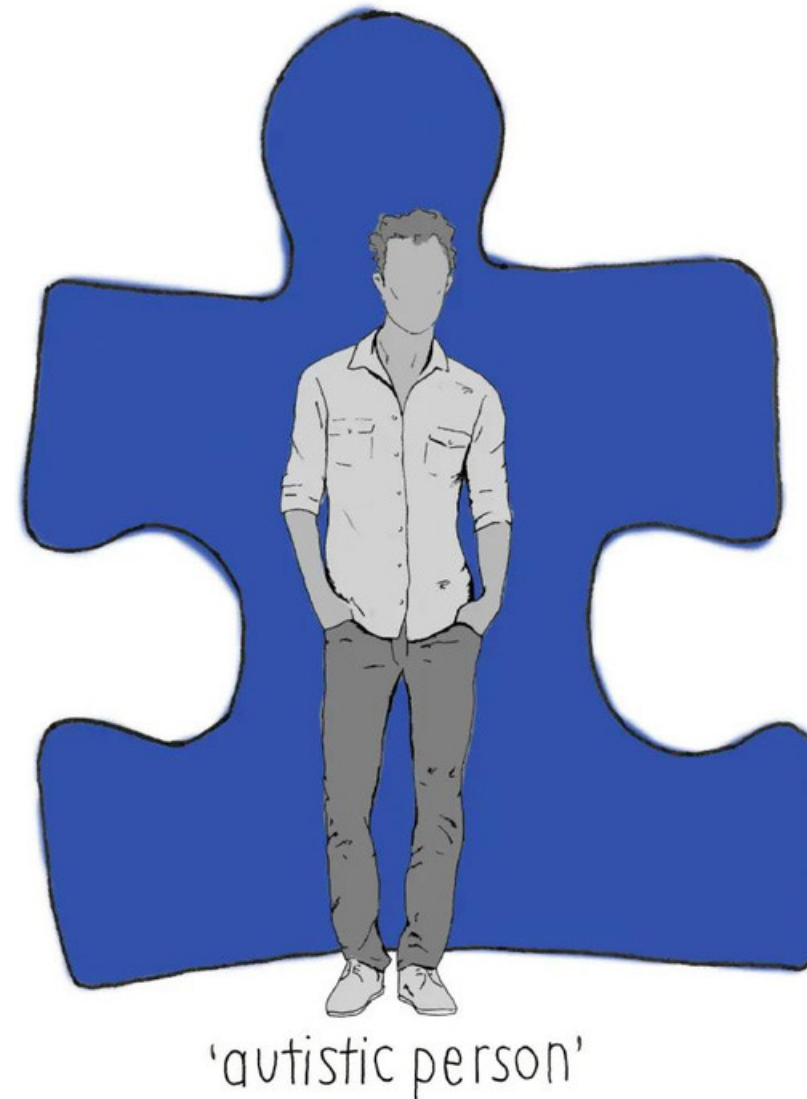
BE INTENTIONAL AND INFORMED ABOUT LANGUAGE YOU USE ABOUT DISABILITY

To read: *The evolution of disability language*, scan this code.

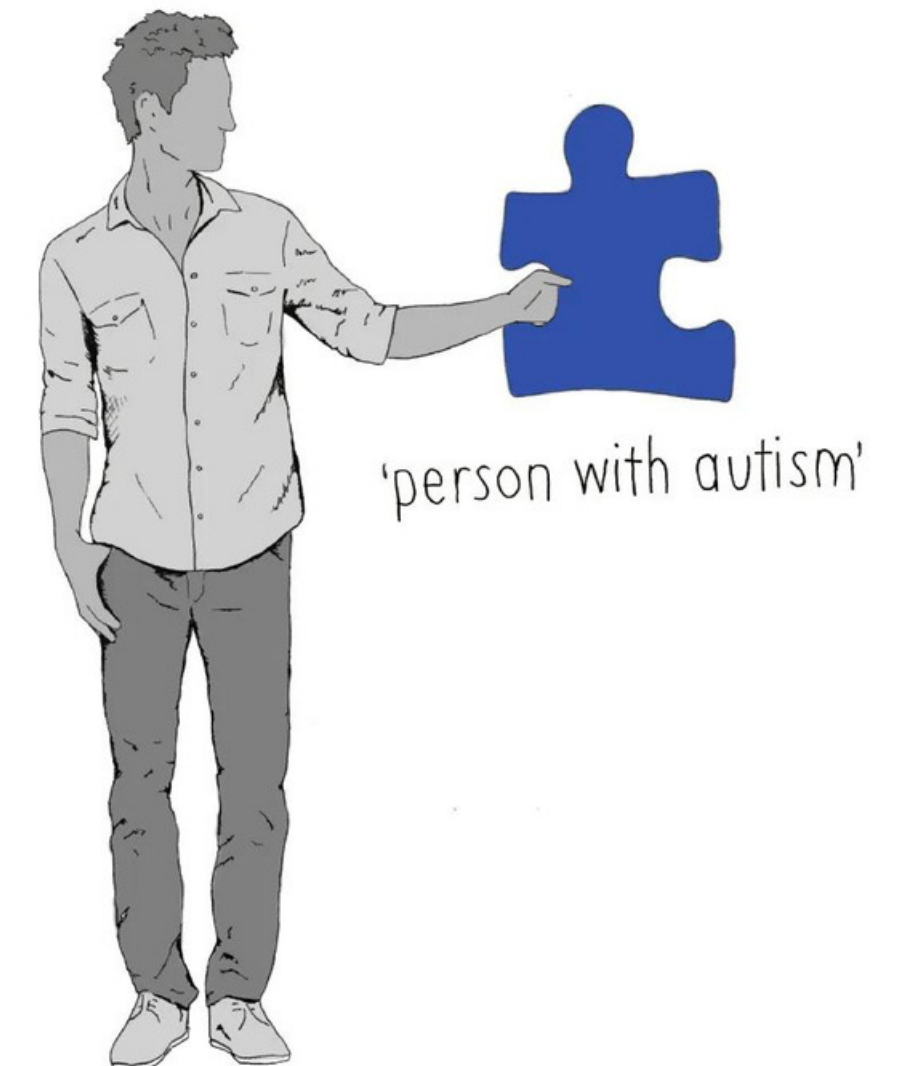


Identity-First and Person-First Language Approaches about Disability

IDENTITY-FIRST



PERSON-FIRST



**Just say the
word:**

**Disabled or
Disability**





LANGUAGE OUTSIDE YOUR CLASSROOM MATTERS

Model respectful and culturally competent discussion of disability.

Address the use of disability slurs inside and outside the lesson to create a safe environment for all students.





INSTEAD OF:

She can't get in the building because she's in a wheelchair.

THINK:

She can't get in the building because it's not accessible.





INSTEAD OF:

The field of genetics can help us prevent future generations of disability.

THINK:

The field(s) of genetics can help us understand more about disability.



*Ayers
family*



ABLEISM

A system that places value on people's bodies and minds based on societally constructed ideas of normalcy, intelligence, excellence, and productivity. These constructed ideas are deeply rooted in **anti-Blackness, eugenics, colonialism, and capitalism.**

This form of systemic oppression leads to people and society determining who is valuable and worthy based on a person's appearance and/or their ability to satisfactorily (re)produce, excel, and "behave."

You do not have to be disabled to experience ableism.



a working definition of
ableism by "TL" Lewis,
updated January 2021





Pass the microphone

Amplify disabled voices, especially those of the global majority. If they aren't in your spaces, invite them.



Do your own work to unlearn ableism

Read, think, question, and practice allyship. Don't accept excuses for inaccessibility and bias.



Incorporate anti-ableism in training.

Adopt universal design teaching strategies (e.g. alt-text, captions, descriptions) and center disabled experiences.



Advocacy is an obligation.

Disabled people face inequities because the system was never intended for us to succeed. Help dismantle ableism through advocacy.



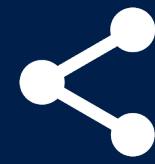
ANTI-ABLEIST STRATEGIES

Disability justice holds potential to lead our anti-ableist and anti-racist efforts. It must be led by people of color with disabilities.



Illustration by:
Disabled and Here

ADDITIONAL STRATEGIES



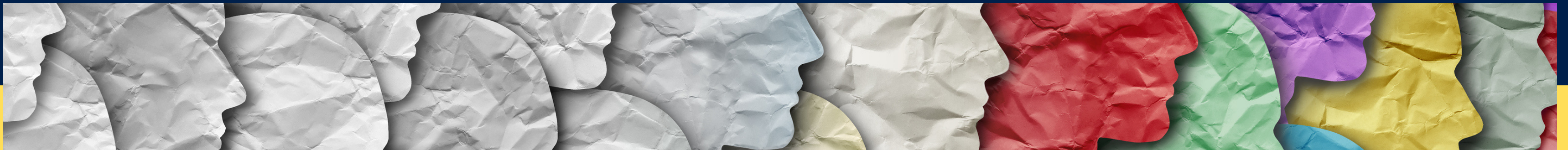
Share power equitably

across every aspect of systems i.e. Consider representation of people with disabilities in leadership positions, advisory committees, etc.



Seek input from the disability community

Ask for and implement input from people with disabilities, their families and support systems.





CURATE YOUR MEDIA

**HACK THE LACK OF DISABILITY
REPRESENTATION BY ENSURING YOU SEE
DISABILITY IN MANY WAYS ON A DAILY
BASIS.**

March 8, 2023

EXPLORING DISABILITY IN THE BIOLOGY CLASSROOM

Joel Michael Reynolds
Georgetown University
Kennedy Institute of Ethics
The Hastings Center
The Greenwall Foundation





Thanks to colleagues, staff,
& students.

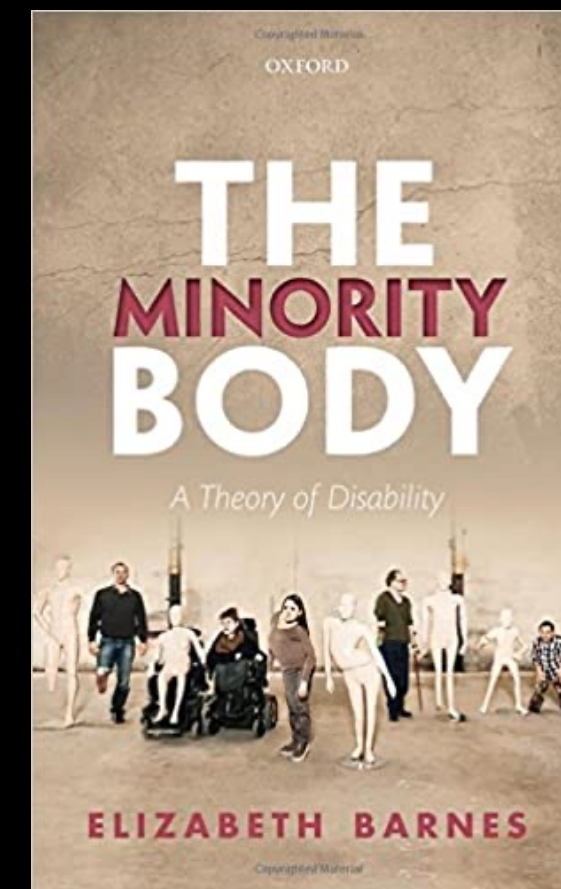


I have no conflicts of
interest to disclose.



Thanks to family and
careworkers.

There is nothing about
what disabled bodies
are like that *by itself*
unifies or explains the
category of disability.
—Elizabeth Barnes



DISABILITY THEORY 101

Medical
Model

‘Disability’ names an individual tragedy or misfortune due to genetic or environmental cause.

Social
Models

‘Disability’ names the negative effects caused by societal responses to impairments.

The Disability Health Disparities Problem

RESEARCH ARTICLE | DISABILITY

[HEALTH AFFAIRS](#) > [VOL. 40, NO. 2](#): VITAL DIRECTIONS, QUALITY & MORE

Physicians' Perceptions Of People With Disability And Their Health Care

[Lisa I. Iezzoni](#), [Sowmya R. Rao](#), [Julie Ressalam](#), [Dragana Bolcic-Jankovic](#), [Nicole D. Agaronnik](#),
[Karen Donelan](#), [Tara Lagu](#), and [Eric G. Campbell](#)

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RESEARCH ARTICLE | DISABILITY

[HEALTH AFFAIRS](#) > [VOL. 41, NO. 1](#): COVERAGE, MEDICAID, NURSES & MORE

US Physicians' Knowledge About The Americans With Disabilities Act And Accommodation Of Patients With Disability

[Lisa I. Iezzoni](#), [Sowmya R. Rao](#), [Julie Ressler](#), [Dragana Bolcic-Jankovic](#), [Nicole D. Agaronnik](#), [Tara Lagu](#), [Elizabeth Pendo](#), and [Eric G. Campbell](#)

[AFFILIATIONS](#) ✓

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ABLEISM 101

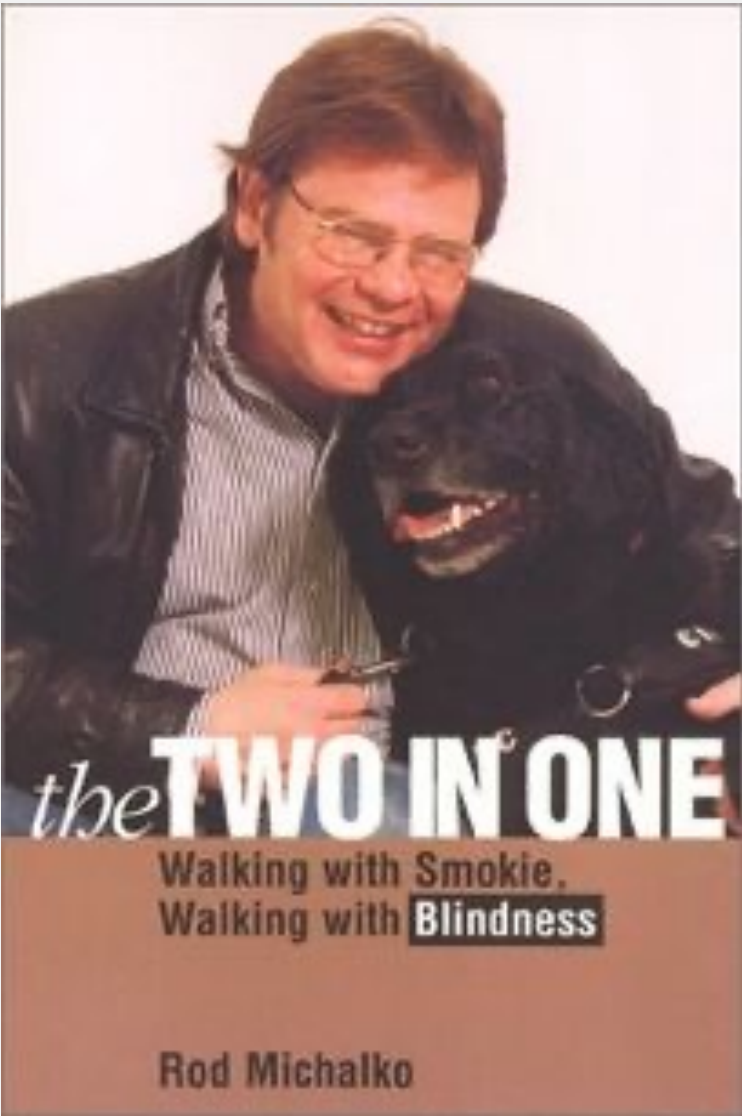
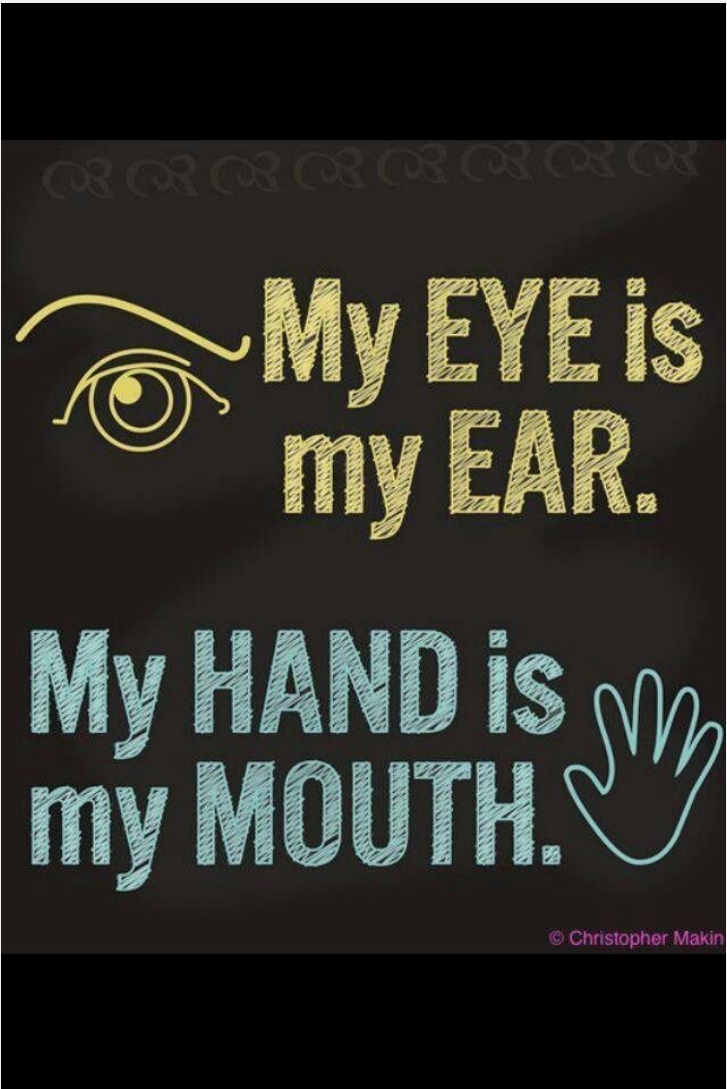
ABLEISM:

The assumption that the “standard” or “normal” able-body is in and of itself better than nonstandard or abnormal forms and the discrimination and oppression that results from this assumption.

STRUCTURAL ABLEISM:

The systems, practices, institutions, and habits that assume able-bodiedness, resulting in the exclusion and stigmatization of disabled people.

DISABILITY RIGHTS, DISABILITY ACTIVISM, & DISABILITY STUDIES



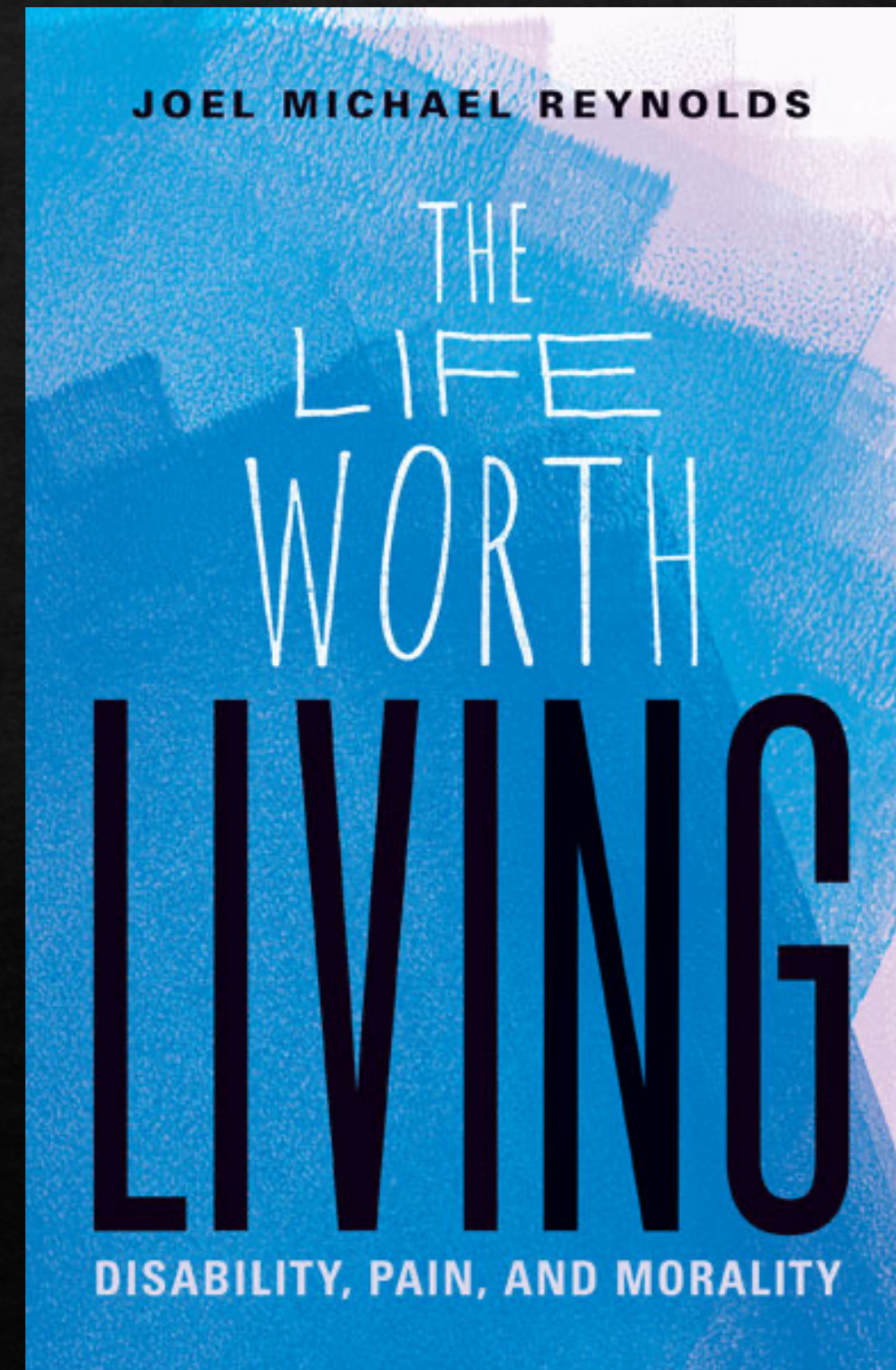
DISABILITY THEORY 101



Ableism and Experience

Ableism fools us into thinking that disability is experienced similarly: as negative.

The ableist conflation: the assumption that disability comes along with pain and suffering.



Disability is extremely complex

- Deafness v. Multiple Sclerosis
- Down syndrome v. infantile Tay-Sachs
- Autism v. vitiligo
- Achondroplasia v. major depression

THANK YOU!

Joel Michael Reynolds, PhD

Assistant Professor of Philosophy and Disability Studies

Georgetown University

Senior Research Scholar

Kennedy Institute of Ethics

Senior Advisor & Fellow

The Hastings Center

Faculty Scholar

The Greenwall Foundation

✉ joel.reynolds@georgetown.edu

🌐 www.joelreynolds.me

🐦 [@joelmreynolds](https://twitter.com/joelmreynolds)

