

Dear campus colleagues,

Thank you for choosing to present this “**Bulletin Board in a Bag**”: **Disability Awareness** in your area this **April!**

In this packet, and any attached documents, you will find everything you need to **begin** a great bulletin board. The information presented was gathered by CME student staff from personal research unless stated otherwise. Past and future BBBs are posted on our Publications website:

[www.du.edu/cme/resources/publications.html](http://www.du.edu/cme/resources/publications.html)

### How to use

We’ve provided several flyer-sized pages of information, intended to get your board *started*. For the most part, the Board is just print and post ready. Color is obviously most eye-catching, but most of the graphics should be fine in black and white/grayscale if necessary. We strongly suggest researching and adding additional information that would be of most interest to your particular audience (relevant communities in home states/nations, campus/community activities that appeal to majors and hobbies); this can help expand the board and improve its impact.

If available at the time of publication, we’ve also included information about relevant campus/ community events that you can post as well. You can always check our online calendar (right–most column of [www.du.edu/cme](http://www.du.edu/cme)), the relevant Joint Council student organization ([www.du.edu/cme/programs-services/joint-council.html](http://www.du.edu/cme/programs-services/joint-council.html)) and/or other sources to see what events and resources you can add to your Board. And, consider attending one/some of these events too!

### Feedback

If you use the board, to help us know where our boards have been, and how audiences have responded to them, please email us ([igr@du.edu](mailto:igr@du.edu)) with:

- Your name, hall and floor where the board is posted,
  - A photo or two of the board up,
  - A brief description of any reaction/feedback the board generated on your community, and
  - Any feedback you have about this board or ideas for other Inclusive Excellence-related identities/issues/observances we could provide for the future.
- (And in the unfortunate event there’s any defacement or other negative reaction to the board, please follow your hall’s reporting procedures, and let us know.)

THANKS for sharing this important, and interesting, info with your audiences!

[www.du.edu/cme](http://www.du.edu/cme) | [www.facebook.com/DUCME](https://www.facebook.com/DUCME)

# Disability



# Awareness Month

# What encompasses living with a disability?

Disabilities make it harder to do normal daily activities; they may limit physical or mental activity.

Disability doesn't mean unable, and it isn't a sickness.

Most people with disabilities can - and do - work, play, learn, and enjoy full, healthy lives.

About one in every five people in the United States has a disability. Some people are born with one. Others have them as a result of an illness or injury. Some people develop them as they age.

<https://www.nlm.nih.gov/medlineplus/disabilities.html>



# What is ableism?

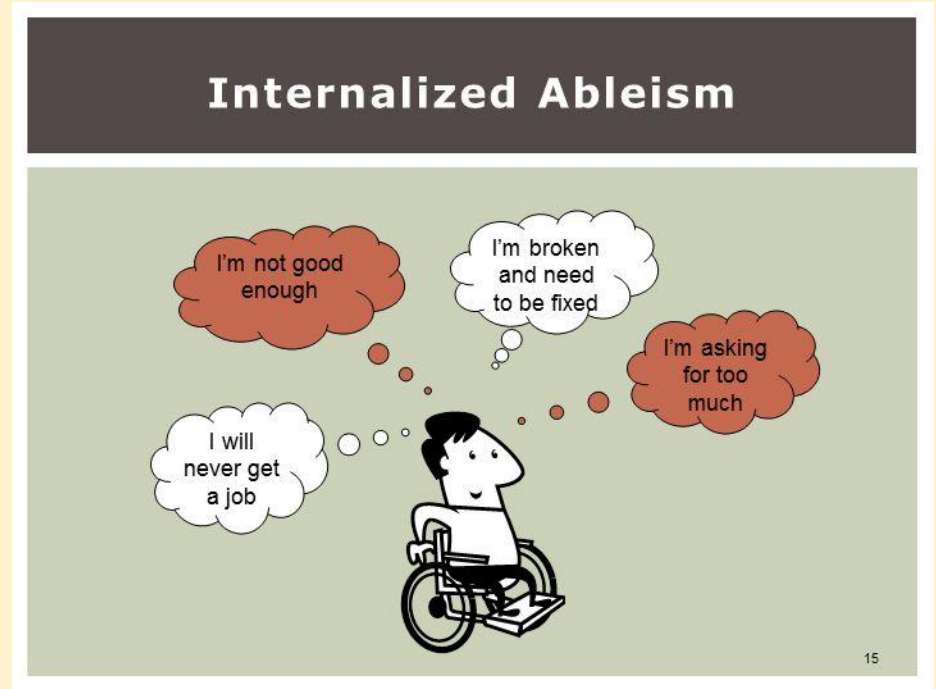
Ableism is the practices and dominant attitudes in society that devalue and limit the potential of persons with disabilities.

This set set of practices and beliefs assigns inferior value (worth) to people who have developmental, emotional, physical or psychiatric disabilities.

An ableist society is said to be one that treats non-disabled individuals as the standard of 'normal living', which results in public and private places and services, education, and social work that are built to serve 'standard' people, thereby inherently excluding those with various disabilities.

Ableism can be accidental. This doesn't make it okay.

[www.stopableism.org/what\\_part\\_two.asp](http://www.stopableism.org/what_part_two.asp)



## How can I improve my vocabulary to exclude ableist remarks?

Words have power. We need to talk about words, specifically, ableist words. One all-too-common practice of headline writing and casual speaking is flippantly using ableist vocabulary, which may cause some people real emotional harm.

Ableist language is any word or phrase that intentionally or inadvertently targets an individual with a disability. For the most part, these words are filler, nothing more.

Examples of ableist language include “crazy,” “insane,” “lame,” “dumb,” “retarded,” “blind,” “deaf,” “idiot,” “imbecile,” “invalid (noun),” “maniac,” “nuts,” “psycho,” and “spaz.”

[thoughtcatalog.com/parker-marie-molloy/2013/10/15-crazy-examples-of-insanely-ableist-language/](http://thoughtcatalog.com/parker-marie-molloy/2013/10/15-crazy-examples-of-insanely-ableist-language/)

### 10 Easy Alternatives To Common Ableist Language

Say This!

unreal  
unbelievable  
jerk  
awful  
bad  
moody  
ridiculous  
eccentric  
dismantled  
unruly

Not That!

insane  
crazy  
psycho  
stupid  
dumb  
bipolar  
retarded  
mental case  
crippled  
mad house

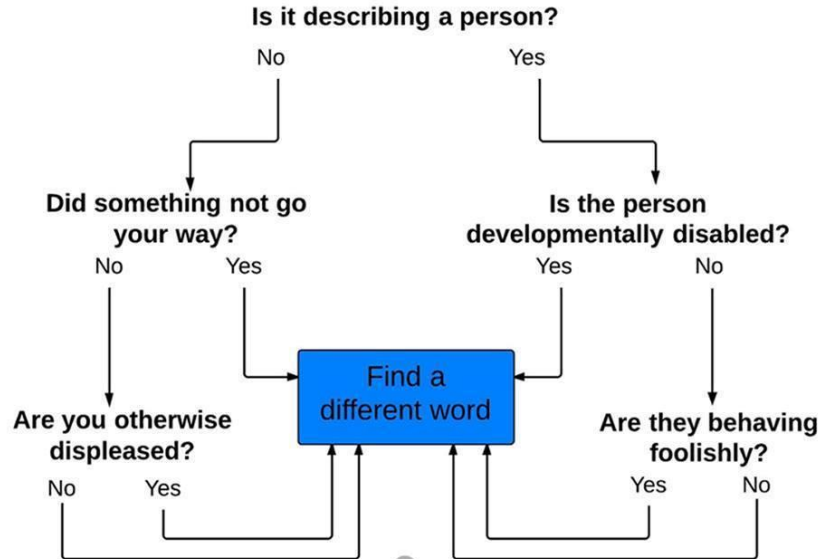
UPWORTHY

# How much privilege do I have?

- I can, if I wish, attend social events without worrying if they are accessible to me.
- If I am in the company of people that make me uncomfortable, I can easily choose to move elsewhere.
- I can easily find housing that is accessible to me, with no barriers to my mobility.
- I can go shopping alone most of the time and be able to reach all items without assistance, know that cashiers will notice I am there, and can easily see and use credit card machines.
- I can turn on the television and see people of my ability level widely and accurately represented.
- I can do well in a challenging situation without being told what an inspiration I am.
- If I ask to speak to someone "in charge", I can be relatively assured that the person will make eye contact with me and not treat me like I am stupid.
- I can belong to an organization and not feel that others resent my membership because of my ability level.
- I do not have to fear being preyed upon because of my ability level.
- People do not tell me that my ability level means I should not have children.
- I can be reasonably sure that I will be able to make it to a regular job every day.
- My daily routine does not have to be carefully planned to accommodate medication or therapy schedules.
- If I am not feeling well, and decide to stay in bed, I will likely be believed and not told that I am lazy and worthless.

# Disable the Label!!!

When is it okay to use the word retarded?



MILITARY SPECIAL  
NEEDS NETWORK

THE R-WORD HURTS  
DISABLE  
THE LABEL

<http://lionschronicle.uafs.edu/fall/2012/editorial/let%E2%80%99s-get-rid-%E2%80%9Cr%E2%80%9D-word>

# What is the Disability Rights Movement?

In the 1800s, people with disabilities were considered meager, tragic, pitiful individuals unfit and unable to contribute to society, except to serve as ridiculed objects of entertainment in circuses and exhibitions. They were assumed to be abnormal and feeble-minded, and numerous persons were forced to undergo sterilization. People with disabilities were also forced to enter institutions and asylums, where many spent their entire lives. The “purification” and segregation of persons with disability were considered merciful actions, but ultimately served to keep people with disabilities invisible and hidden from a fearful and biased society.

The marginalization of people with disabilities continued until World War I when veterans with disabilities expected that the US government provide rehabilitation in exchange for their service to the nation. In the 1930s the United States saw the introduction of many new advancements in technology as well as in government assistance, contributing to the self-reliance and self-sufficiency of people with disabilities.

In the 1970s, disability rights activists lobbied Congress and marched on Washington to include civil rights language for people with disabilities into the 1972 Rehabilitation Act. In 1973, the Rehabilitation Act was passed, and for the first time in history, civil rights of people with disabilities were protected by law.





# What is the Americans with Disabilities Act (ADA)?

The Americans with Disabilities Act (ADA) became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public.

Examples of the ADA's accommodations:

- Providing a deaf applicant with a sign language interpreter during an interview
- Acquiring and/or modifying office equipment
- Installing ramps at entrances and exits
- Allow employee with diabetes to take regular breaks for blood sugar monitoring
- Modifying work schedules to accommodate radiation or chemotherapy
- Adequate parking or public transit vouchers



# The Access+Able DU campaign

- Have you found an automated door in a particular building never working?
- Campus paths or corridors always blocked?
- Counters too high?
- Other obstacles keeping some Pios from literally joining in?

To help raise awareness and empower action, CME, Disability Services and other partners are gathering examples of physical challenges our students, staff, faculty and visitors face in coming to and using DU campus, offices and services. And **we need your help with a snapshot campaign** to identify areas for improvement!

Send your picture/video/story and brief details to [igr@du.edu](mailto:igr@du.edu) with "access" in subject line. (Your name will not be attributed to the example/experience.)

We'll work with campus partners on making fixes, identifying patterns and finding systemic solutions



# Disability Accommodations at DU:

The University of Denver provides services to accommodate disabilities defined by the American with Disabilities Act as any condition that substantially limits “major life activities” such as walking, seeing, hearing, speaking, breathing, or learning.

Available support include:

- Test accommodations (examples: extended time, minimal distraction)
- Alternate format texts & materials
- Course substitutions
- Classroom changes
- Early registration
- Note takers
- Sign language/oral interpreters
- Referrals to other services and programs

Visit [www.du.edu/disability](http://www.du.edu/disability) for info on campus services.



# Disability Accommodations in Denver:

Denver's Office of Disability Rights (DODR) oversees ADA compliance in Denver and provides services and resources for people with disabilities.

DODR provides and coordinates the following:

- Support for finding accessible, affordable housing
- Sign language interpreters for city and county events
- Sign language classes
- Responding to citizens' curb ramp requests
- Disability parking signs for residences
- Resources for disability parking and travel resources

Other area resources:

RTD Access-A-Ride: reserve a ride during the same days and hours as local bus services in RTD's service area. [www.rtd-denver.com/accessARide.shtml](http://www.rtd-denver.com/accessARide.shtml)

Accessible Denver: Online resource for living or visiting Denver. Provides information on transportation, medical care, entertainment, and help lines. [www.denvergov.org/accessibledenver](http://www.denvergov.org/accessibledenver)

