



# Ableism

Awareness is the first step to creating change. Begin to develop awareness of how disability is spoken about at work and at home. Is disability spoken about as a positive, negative, or neutral factor in someone's life?

You can use this sheet to tally your observations.

Become an ally at your workplace	Positive	Neutral	Negative
Meeting			
Discussions			
Lunch/Gathering			

Become an ally at home	Positive	Neutral	Negative
Family/Friends gathering			
Community events			
Media			

Say This	Not This
Disability/ Disabled	Differently abled (unless preferred)
Person with a disability/ disabled person	Handi-capable Handicap/handicapped Special needs (unless preferred)
Has a disability Is disabled	Afflicted by Suffers from Victim of
Person who is able to	High functioning
Person who is unable to Person with high support needs	Low functioning

Nothing about us, without us!

We can speak for ourselves

*Cure ableism  
not disabilities*

Utilize the power of handwritten reminder on sticky notes!