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April 2023 Edition

Prejudice: Ableism

As we continue on our discussion around prejudice, this month's issue will focus on ableism, which is another form of prejudice. Ableism is prejudice against people with disabilities that aims to cure or normalize them.



According to the [American Psychological Association](#), ableism is either subtly or directly used to portray individuals who are defined by their disabilities as inherently inferior to non-disabled people. There are many types of ableism. Some of the common ones are institutional, interpersonal, and internalized.

Institutional ableism includes the physical barriers, policies, laws, regulations and practices that exclude people with disabilities from full participation and equal opportunity. It has led to many people with disabilities being confined to mental asylums or hospitals. Examples of federal efforts to address institutional ableism include laws mandating access for people with mobility challenges and close captioning for the deaf and hard of hearing.

Interpersonal biases are those that occur during social interactions and relationships with one another. [For instance, a parent of a child with an impairment might find ways to](#)

["cure" the disability instead of accepting it.](#) Some interpersonal ableism may not be intended and some may be microaggressions.

Lastly, internalized ableism is the result of interpersonal ableism. It is the way that an individual absorbs and applies the beliefs and moral judgments of the dominant ableist culture at a subconscious level. For example, some people with disabilities may start to feel ashamed and disappointed because they do not have the same opportunities as those without disabilities. This can lead to negative thinking and poor mental health.

To combat ableism, here are some actions we can take:

- Learn more about disability.
- Support disability organizations.
- Listen to people when discussing accommodations.
- Don't assume you know what someone needs.
- Keep your vocabulary in check.
- Treat people with disabilities equally.
- Incorporate accessibility.
- Ask before offering assistance.
- Learn more about ableism.

Neurodiversity

In years past, the DE&I Committee has highlighted autism awareness in the month of April. For 2023, we examine neurodiversity, which Harvard Health describes as "the idea that people experience and interact with the world around them in many different ways; there is no one 'right' way of thinking, learning, and behaving, and differences are not viewed as deficits."

The origin of the term *neurodivergent* comes from Judy Singer, a sociologist who is also autistic and, as a child, was teased about her condition. Examples of people who are considered neurodivergent are people with autism or autism spectrum disorder (ASD). For example, neurodivergent people may process information differently, struggle in social environments, or have noticeable physical behaviors like rocking. There are many other conditions that fall under the neurodivergent category, such as ADHD, dyslexia, and Down syndrome. Chances are you have encountered someone who is neurodivergent, since 20% of the population is neurodivergent. You may even know a coworker who is neurodivergent. As such, the DE&I Committee is committed to supporting AMGA employees who are neurodivergent and removing ableism in the workplace.

Below are some resources for ableism and neurodiversity.

Reflections

What stereotypes or generalizations were taught to you growing up? What messages did you receive about you or people who are different from you? By whom or how were these messages delivered?

We invite you to bring your perspective to the Discussion Den taking place **April 14, 2023, 12 - 1 pm ET** as we will continue to expound on these reflections. If you can't make it for any reason, please feel to reach out to us and we'd be happy to involve your thoughts in the conversation.

Video Resources:

[Racial/Ethnic Prejudice & Discrimination: Crash Course Sociology #35](#)

[A Conversation on Race](#)
[A series of short films about identity in America.](#)



DE&I Committee March Picks:

Prejudice & Discrimination

- [The Psychology of Prejudice: An overview](#), Social Psychology Network
- [Trends in racial and ethnic discrimination in hiring in six Western countries](#), PNAS, February 2023
- [Algorithms that adjust for worker race, gender still shows biases](#), UT News, February 2023
- [On Resignations and gender diversity](#), Forbes, February 2023

Do you have a topic you want to see in the next edition of *DE&I Digest*? Do you want us to tell your story? Send topics or your



Did You Know?

This month is Women's History Month. Women's History Month is a celebration of women's contributions to history, culture and society and has been observed annually in the month of March in the United States since 1987. Women's History Month 2023 is taking place Wednesday, March 1 - Friday, March 31, 2023.

Women's History Month is a dedicated month to reflect on the often-overlooked contributions of women to United States history. From [Abigail Adams](#) to [Susan B. Anthony](#), [Sojourner Truth](#) to [Rosa Parks](#), the [timeline of women's history milestones](#) stretches back to the founding of the United States.

story to DEICommittee@amga.org for review by the DE&I Committee. Please ensure resources submitted are from reputable sources.

Women's History Month Events in Washington D.C.

[The Washington Post](#)

[Washingtonian](#)

[KidFriendly DC](#)

Questions? Comments? Suggestions? We'd love to hear from you! Email the DE&I Committee at DEICommittee@amga.org

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