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Liberation to Leadership:
The Role of CILs in Transforming Communities

Embracing Disability Justice

September 15, 2015
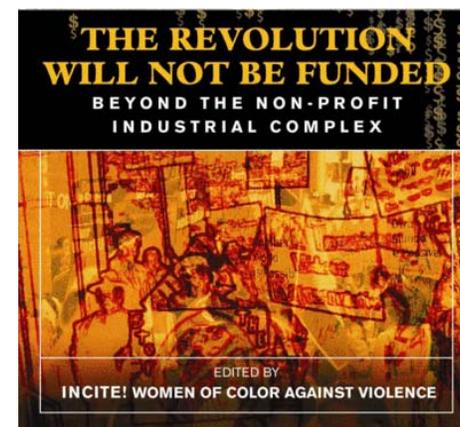
Berkeley, CA

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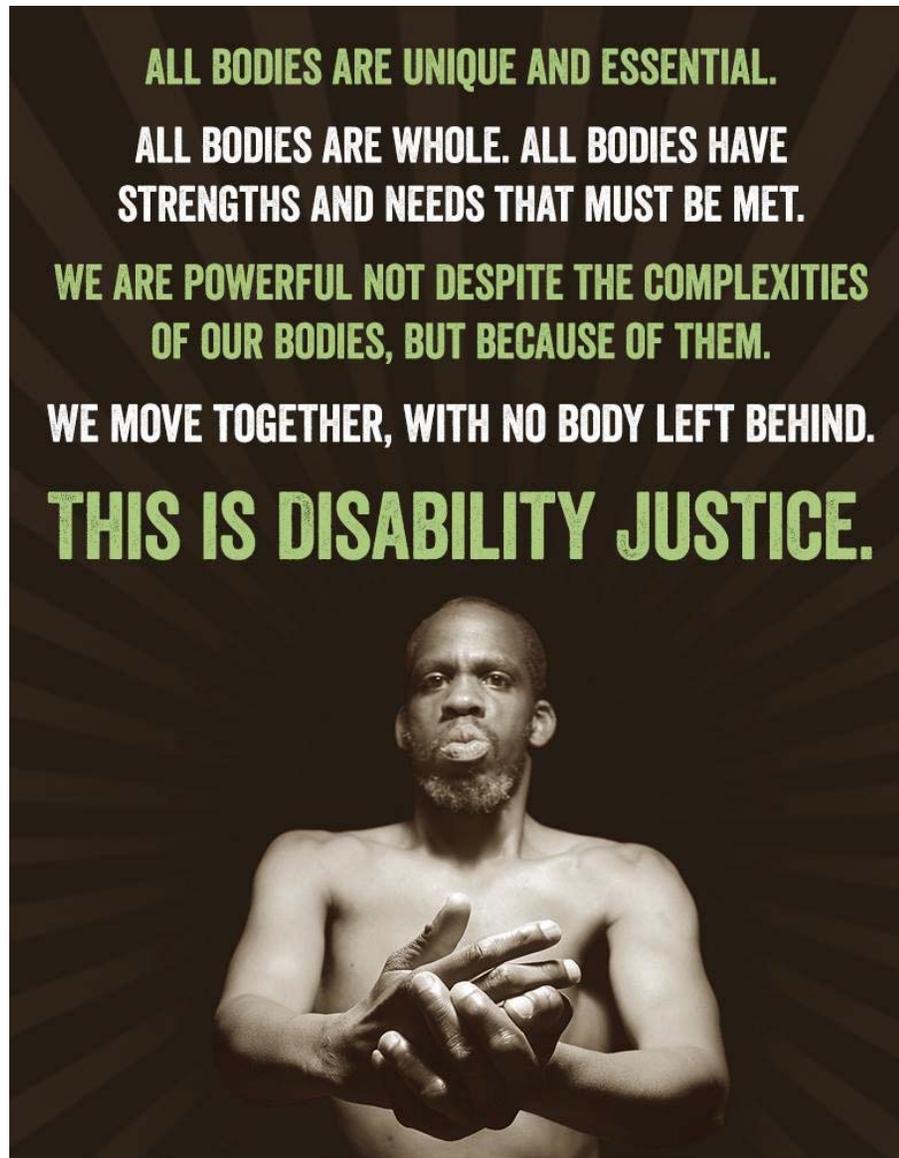
Dolores Tejada

Recap

- We've discussed intersectionality and the limitations of single issue politics

- Next:

  - What is a "justice" framework?

  - Limits of nonprofits and a need for movement building bigger

  - How we can incorporate this in our work

Some scholars say....

- Federal funding for nonprofits was created to temper populist movements
  - Met basic needs communities were organizing around
  - Movement leaders changed focus to creating nonprofits
    - Competition instead of collaboration
    - De-radicalizing

- **How do we see this in disability history?**

Disability Justice

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Disability Justice, cont'd.

Rights	Services	Justice
Focus: access to what dominant group has • **Involves policy, litigation** • **Key players are attorneys, policymakers, advocates**	**Focus: meeting basic needs to survive** • **Involves nonprofits** • **Key players are service providers. Does not always include leadership of those receiving services**	**Focus: community organizing to shift power** • **Involves: people most impacted by marginalization**
Reproductive rights (women's right to choose)	Reproductive services (keeping clinics open and safe)	Reproductive justice (organizing against modern day sterilization)
Disability rights (passage of ADA, Olmstead implementation, policy to keep benefits and work)	Consumer-directed services; day programs; fighting against budget cuts	Still a framework, not yet a movement... in development.

Disability Justice, cont'd. 2

Rights	Services	Justice
Focus: access to what dominant group has	**Focus: meeting basic needs to survive**	**Focus: community organizing to end institutional bias**
Gay Marriage Equality Anti-discrimination workplace laws	Gender inclusive shelters Youth programs Access to healthcare	Homeless youth taking over space Creating communities of care / chosen families
Civil rights for people of color Voting access Anti-discrimination laws	Nonprofits (food banks, homeless shelters, domestic violence) Corporate Diversity programs Training programs	Black Lives Matter Panthers Liberation schools Church organizing
Campaigns to make corporations more environmentally responsible	Establishing recycling programs	Low-income neighborhoods fighting against pollution and plant chemicals

Disability Justice, cont'd. 3

Rights	Services	Justice
Focus: access to what dominant group has	**Focus: meeting basic needs to survive**	**Focus: community organizing to end institutional bias**
Working women (addressing pay gap, gender discrimination, _____)	Access to childcare, women's leadership programs, and _____	Women of color ("third wave" of feminism)
Seniors (retirement benefits, staying in community, combatting elder abuse)	Access to senior centers, meals on wheels, transportation to doctors appointments	Valuing seniors as elders and caring for them, interdependency
Immigrants' access to citizenship	Training programs, benefits, jobs, education	Activism against ICE raids, deportation, looking at how we ignore indigenous histories

Empowerment

- Build skills, techniques and *capacity* of individual and group to enable moving towards goals

- How is empowerment a direct push back to ableism, racism, sexism?

- How is it not?

Is all empowerment the same?

- Consumer direction allows for individual to name where they have strengths and where they want support

- Empowerment also breaks down into personal, interpersonal, systemic.

- Must be individual and collective

- Do CILs address each of these?

- Who do CILs and nonprofit organizations leave out?

Leadership

- Traditionally, leadership = charismatic individual on stage. Those who do behind the scenes work (e.g. often women) invisibilized.

- Let's let disability, race, and gender unravel how society thinks about leadership...

Discuss:

- Use of anger (and how anger is racialized, tone is policed)
- Ability and needs that don't fit in box
- Age...Don't need to have years' experience to have wisdom

Access to empowerment

- How does funding affect our movement?

- CAPACITY: In services—who can be served?, program types, how many people can be served?

- Who have CILs left out because of the way they're structured?

- Naming difference of disability rights vs. disability justice

CIL-NET Attribution

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