



This month marks the 32nd anniversary of the signing of the [Americans with Disabilities Act](#), which prohibits discrimination and guarantees that people with disabilities have the same access and opportunities as those without disabilities.

As Estefanía Vélez from the New York Public Library writes, "in response to systemic discrimination and negative views on disability and chronic illness, Disability Pride is a movement that seeks to celebrate people with disabilities for who they are – no exceptions." In this issue of the Diversity in Action Newsletter, we are taking a closer look at what accessibility can mean for the workplace, along with tools and resources to help strengthen allyship and challenge [ableism](#).

## DEI TIP OF THE MONTH

[AbleDocs](#) is a one stop shop for ensuring your documents and communications are accessible. You can evaluate your digital content for accessibility compliance and use their educational tools to integrate into your everyday practice and create accessible content from the start.



## INFLUENCER OF THE MONTH



Shane Burcaw is an American author, blogger and speaker with [Spinal Muscular Atrophy](#) and he has been in a wheelchair since the age of 2. He lives in Minneapolis, Minnesota where he runs his blog, [Laughing at My Nightmare](#) and nonprofit organization [LAMN Inc.](#) The organization is dedicated to providing medical equipment to people with muscular dystrophy diseases. He and his girlfriend are also the duo behind [Squirmy and Grubs](#), a YouTube channel that offers a behind the scenes look at their inter-abled relationship.

## RESOURCES

**WATCH:** [Crip Camp](#) – 2020 Sundance Film Festival winning documentary about a groundbreaking summer camp that galvanizes a group of teens with disabilities to help build a movement, forging a new path toward greater equality.



**READ:** [15 Books to Celebrate Disability Pride](#) – This comprehensive list curated by the New York Public Library invites us to celebrate and elevate people with disabilities, call for disability justice, and challenge ableism through reading.

# WORDS THAT MATTER

There are many expressions people offhandedly use at work without knowing their original connotation or realizing why some coworkers may be made to feel uncomfortable. Here's a list of some of the most common offenders:

## **"I'M FFEELING SO OCD TODAY"**

[The Body Is Not an Apology](#) reports that offhandedly saying, "I'm feeling so OCD today" or "they're a neat freak; they're so OCD" trivializes a genuine mental illness that is "often the result of high-level anxiety."

## **tone-deaf**

According to [Self Defined](#), "using the word 'tone-deaf' reinforces the idea that Deaf and/or non-speaking/non-verbal people are somehow less than and that disability is bad."

## **"I'M TURNING A BLIND EYE..."**

Per [Opportunity Agenda](#), "It is best to avoid idioms that cast a negative connotation on people's various physical abilities" – an excellent reason to stop using expressions like "Turn a deaf ear," "turning a blind eye," or "the blind leading the blind."

## **"NO CAN DO"**

This [term](#) gained popularity in the mid-1800s, a period when "Westerners were largely racist against the East and used this kind of broken English to mock Chinese Pidgin English."

## **CRACK THE WHIP**

According to [Mequilibrium](#), "This phrase carries painful connotations of racial subjugation and oppression."