

# Glossary & Useful Terms

<b>Ableism</b>	Ableism is a system that places value on people's bodies and minds based on societally constructed ideas of normalcy, intelligence, excellence and productivity.
<b>Accessibility</b>	Accessibility can be defined as the "ability to access" the functionality, and possible benefit, of some system or entity and is used to describe the degree to which a product such as a device, service, environment is accessible by as many people as possible. The concept of accessible design ensures both "direct access" (i.e. unassisted) and "indirect access" meaning compatibility with a person's assistive technology (for example, computer screen readers).
<b>Audio Description</b>	Audio description (AD) is a mode of media accessibility that turns visual elements into a verbal text to provide access for the blind and partially sighted audiences.
<b>Captions vs. Subtitles</b>	Captions are designed for viewers who cannot hear the audio in the video. Subtitles are designed for viewers who can hear but do not understand the language in the video.
<b>Closed Captions</b>	Closed Captions are the most common type of captions used by major broadcasters and video streaming services. Usually identified by a [CC] symbol in the corner of the screen, closed captions exist as a separate file, which gives the viewer the ability to switch them on or off.
<b>Crip</b>	Using the terms "crip" and "cripping" is one way of "taking back" language and power from people, institutions and systems that have used it historically (and, in some cases, presently) to harm and demean disabled people, including certain at times "cripping" physical disabilities. Language, control, and social power are thus asserted by disabled people and our allies, who have the right to speak for ourselves and act on our own behalf.
<b>"Crippling Up"</b>	'Crippling up,' traditionally is when a non-disabled actor takes on the role of a disabled character and their portrayal often involves mimicking the physical characteristics of a specific disability or condition. The term can also be expanded to mean that the story doesn't engage with the lived experience of disability.
<b>D/deaf</b>	The "uppercase D" Deaf is used to describe people who identify as culturally Deaf. The "lowercase d" deaf simply refers to the physical condition of being deaf or hard of hearing.
<b>Disability Justice</b>	Disability Justice centralises on the needs and experiences of folks experiencing intersectional oppression, such as disabled people of colour, immigrants with disabilities, queers with disabilities, trans and gender non-conforming people with disabilities, people with disabilities who are houseless, people with disabilities who are incarcerated, people with disabilities who have had their ancestral lands stolen, amongst others.

<b>Employment Gap</b>	The disability employment gap is the difference between the employment rates of disabled and non-disabled people.
<b>Intersectionality</b>	Coined by Professor Kimberley Crenshaw in 1989, intersectionality is the concept that all oppression is linked and acknowledges that everyone has their own unique experiences of discrimination and oppression and we must consider everything and anything that can marginalise people – gender, race, disability, class, sexual orientation etc.
<b>Inspiration Porn</b>	Inspiration Porn is an informal term, coined by the late Australian disability activist Stella Young, for a loose genre of media depictions of disabled people. It is the portrayal of people with disabilities as inspiring on the basis of their disability.
<b>Medical Model of Disability</b>	The medical model of disability, arose from the biomedical perception of disability. It links disability diagnosis to an individual's physical body, supposing that this disability may reduce the individual's quality of life and the aim is, with medical intervention, this disability will be diminished or corrected.
<b>"Nothing About Us Without Us"</b>	"Nothing About Us Without Us!" is a slogan used to communicate the idea that no policy should be decided by any representative without the full and direct participation of members of the group(s) affected by that policy. This involves national, ethnic, disability-based, or other groups that are often thought to be marginalized from political, social, and economic opportunities.
<b>Open Captions</b>	Open captions are permanently visible, or 'burnt' onto the video or stream meaning that the viewer does not need to switch anything on to access them.
<b>Pay Gap</b>	The disability pay gap is the difference between the median hourly pay of disabled and non-disabled people.
<b>Representation in Media</b>	The basic definition of representation in the media is simply how media, such as television, film and books, portray certain types of people or communities. Groups that have been underrepresented in media include women, people of colour, D/deaf and disabled people, LGBTQA+ people, people with a range of body shapes and types, and people of non-Christian religions.
<b>Social Model of Disability</b>	The social model of disability is a way of viewing the world, developed by disabled people. The model says that people are disabled by barriers in society, not by their impairment or difference. The social model helps us recognise barriers that make life harder for disabled people.