

# Disability Allyship Pocket Guide



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# What is ableism?

A system that places value on people's bodies and minds based on societally constructed ideas of normalcy, intelligence, excellence, and productivity. These constructed ideas are deeply rooted in anti-Blackness, eugenics, colonialism, and capitalism. This form of systemic oppression leads to people and society determining who is valuable and worthy based on a person's appearance and/or their ability to satisfactorily [re]produce, excel and 'behave'. (1)

You do not have to be disabled to experience ableism.

# What is anti-ableism?

Strategies, theories, actions, and practices that challenge and counter ableism, inequalities, prejudices, and discrimination based on apparent and nonapparent developmental, emotional, physical, or psychiatric (dis)ability. (2)

# Why is this important?

Over 1.3 billion people live with a disability globally, about 15% of the world's population. Together with our friends and family, disabled people control \$13 trillion in spending. (3)

Research has shown that companies that excel at disability employment and inclusion outperform their peers on profitability and value creation. U.S. GDP could get a boost of up to \$25 billion if more people with disabilities joined the labor force. (4)

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# Are you an ally? Check yourself:

- Do you have disabled people in your network that you are consistently amplifying?
- Are you supporting an inclusive culture at work?
- Are you advocating for, mentoring, or sponsoring people with disabilities?
- When you witness ableism or an ableist microaggression, do you say something?

(1) <https://www.talilalewis.com/blog/ableism-2020-an-updated-definition>

(2) <https://www.cdrnys.org/blog/uncategorized/ableism/>

(3) <https://www.rod-group.com/insights>

(4) <https://www.accenture.com/us-en/about/inclusion-diversity/persons-with-disabilities>

# 5 ways to lead as an ally



Check your privilege: ending discrimination starts with self-reflection

*What are some ableist ideas that you have or continue to hold?*



Educate yourself by learning disability history and reading/watching/listening to content created by disabled people.

*Watch Crip Camp on Netflix & read Disability Visibility by Alice Wong*



Make your content accessible by adding image descriptions, captions, and transcripts, etc.



Actively include the perspective of people with disabilities or ask that they be included



#DiversifyYourFeed by following disabled people and disability-led organizations on social media and amplifying their content.

*Start with @mia.mingus on Instagram and @Imani\_Barbarin on Twitter*



# Still have questions?

## I can help.

No matter where you or your company are on your allyship journey, I'm here to help. I became disabled as a result of a fatal car accident when I was a child. As a former investment banker and recruiter at Goldman Sachs, I was constantly thinking about better ways to open up our talent pipeline to diverse candidates. I also co-founded Bloomberg's employee resource group for people with disabilities and their non-disabled allies.

I've worked with companies like Facebook, Adobe, Hewlett Packard Enterprise, and more to advance disability inclusion and the broader conversation on diversity, equity, and inclusion.



### Key dates:

- Third Thursday of May: Global Accessibility Awareness Day (GAAD)
- July: Disability Pride Month
- July 26: anniversary of the Americans with Disabilities Act (ADA)
- October: National Disability Employment Awareness Month (NDEAM)
- December 3: International Day of People with Disabilities

### A few of the ways we can work together:

- keynote on disability inclusion
- workshop on disability and allyship
- panel on disability employment
- fireside chat with disability employee resource group (ERG)
- advisory call to better understand the disability landscape
- brand ambassador for campaign on thriving with a disability

### Trusted by...



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### Let's connect



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