# Slide 1

## Presentation Title: Disability and Work the Need for an Intersectional and Solidarity Approach

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# Slide 2

IRIS is a national and international institute Informed by the systemic exclusion that people with disabilities and other marginalized groups face, IRIS’ mission is to seed and support transformative social development. Guided by principles of full inclusion and human rights, we carry out research to identify issues and policy options. We foster social innovation to re-imagine inclusion and design new ways to meet unmet needs. ​

# Slide 3

## Title: Focus on those made most vulnerable…​

People with disabilities one of the highest poverty rates, amplified when they are also:​

* GBA+ lens women, especially Trans women​
* Black, racialized: slavery, discriminatory colonial immigration polices, systemic racism​
* Indigenous: colonial genocide, historical trauma, systemic racism​
* Refugees fleeing colonial/imperialist conflict: loss, trauma, systemic racism ​
* PWD living with mental health and addictions, FASD, intellectual disabilities high rates of violence, vulnerability to trafficking, homelessness ​

# Slide 4

## Title: What is structural oppression? ​

### Subtitle: Structured oppression because it is historically shaped and built into systems​

1.Poverty means: ​

* Devalued​
* Unskilled/unemployed​
* Low income​
* Can’t afford food or supports/ healthcare​
* No affordable, accessible housing - On the streets – congregate living

2.Historically entrenched inequality in economic system and legislation ​

3. Layers of marginalization patriarchy, colonization by race, pre-migration experience + race + imperialism, segregation and devaluation due to disability

4.Unequal relations and poor living conditions​

Note: All four points are presented in a circular motion as all are connected

# Slide 5

## Title: How we understand the social construct of disability​

Impairment and/or Illness​ + Exclusionary environments ​and/or attitudes = disability

The problem is not the impairment, but rather “disability” arises from the barriers to equal participation.​

# Slide 6

## Title: Intersectional or Co-constitutive?​

Different cups of coffee with different ‘tastes’ or experiences ​

Images on slide: 3 cups of different coffee, with three different statements.

1. I’m South Asian ​
2. I’m South Asian with a disability ​
3. I’m a South Asian woman with a disability ​

# Slide 7

## Title: Inclusive work environments​

Inclusive Outreach and Promotion: Inclusive job ads - 2SLGBTQ+ positive, ​International Symbol, different languages. Distribute materials to ​immigrant settlement, 2SLGBTQ+, racialized, disability and Indigenous ​orgs, etc.; ​

The Physical Environment: reserved parking, pathways to entrances, automatic doors, signage, i.e. Braille, signs lowered, all rooms accessible, provide employees with assistive and adaptive equipment ​

Direct Intervention and Communication: Learn about invisible disabilities, understand the impact of racism, queer-phobia, ableism on mental health, listen and believe, cognizant of offensive language​

Policies, Procedures and Protocols - policies that state a commitment to a gender-based, intersectional disability justice approach that prioritizes Indigenous rights, fighting anti-Black racism and advocating for the rights of migrant and 2SLGBTQ+ peoples; identify systemic racism, ableism, etc. in your organization;​

Image on slide: the international symbol of access (3 Icons)

1. Wheelchair Symbol, consists of a [blue](https://en.wikipedia.org/wiki/Blue) [square](https://en.wikipedia.org/wiki/Square_%28geometry%29) overlaid in [white](https://en.wikipedia.org/wiki/White) with a stylized image of a person in a [wheelchair](https://en.wikipedia.org/wiki/Wheelchair).
2. Sample of written text in Urdu
3. Rainbow Triangle with the text positive space below

#  Slide 8

## Title: Accessibility in Action​, Bridging the Disability Community & Regulated Entities under the Accessible Canada Act ​

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