

OUR VOICES

The Newsletter of the Diversity, Equity, & Inclusion Committee at

WARREN  VILLAGE.



"There is a tremendous need to create a counter-culture that teaches new values and beliefs, and acknowledges the dignity and worth of all human beings. Disability pride is a direct response to this need."

Sarah Triano, National Disabled Students Union.

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Still from [Crip Camp](#)

July is Disability Pride Month

Pride in yourself comes from many places, but it isn't made overnight.

July marks Disability Pride Month, an international event that shines a light on physical, learning, hidden disabilities and mental health conditions, enabling open conversations. Originating in the USA, Disability Pride's first event was held in Boston after **The Americans with Disabilities Act (ADA)** was signed in 1990, prohibiting discrimination against people with disabilities ([Tansley, 2021](#)).

"Pride comes from celebrating disability culture, and the unique experiences that we have as people with differing abilities and the contributions that we offer society" ([AmeriDisability, 2021](#)). Sadly, because of

misinformation and misunderstanding, people with disabilities are often not thought of as equals or valued members of society. Dr. Martin Luther King, Jr. said, "As long as the mind is enslaved, the body can never be free." As long as people feel ashamed of who they are, they will never realize the true equality and freedom they desire and can achieve. Take pride in yourself! ([AmeriDisability, 2021](#))



WHAT YOU NEED TO KNOW

70%

Seventy percent of public school students who are physically restrained or secluded have disabilities.

60%

Sixty percent of people in local jails have some form of mental disability.

\$15,000 or less

Forty-eight percent of people with disabilities have a personal income of \$15,000 or less.

Citation: <https://www.aclu.org/issues/disability-rights/whats-at-stake>

Meet the DEI Outreach Subcommittee!

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A Conversation on Disability Justice & Ableism

At this month's All Staff Meeting, Zoe (she/her) joined us from *The Initiative* to talk to staff about their agency and ableism. The Initiative provides services for all people who have survived abuse, with a focus on disabled people ([The Initiative, 2021](#)).

Definitions

Disability: A physical or mental impairment that substantially limits one or more major life activities of an individual.

Types of Disabilities:

- Physical
- Cognitive
- Sensory
- Mental Health
- Developmental
- Health-Related

Ableism: The practices and dominant attitudes in society that devalue and limit the potential of persons with disabilities. Such as unequal access to education and employment, poverty, involuntary sterilization, and institutionalization.

For more information on The Initiative, visit <https://theinitiativecolorado.org/Home> or call 303-839-5510.

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Don't judge a disability by its visibility.

Crip Camp: A Disability Revolution

"I wanted to be part of the world, but I didn't see anyone like me in it."

Jimmy Lebrecht, Crip Camp

In the early 1970s, teenagers with disabilities faced a future shaped by isolation, discrimination and institutionalization. *Crip Camp: A Disability Revolution* follows several young people who attended Camp Jened, a New York based summer camp for people with disabilities. The people at Camp Jened had a camera running and regularly interviewed the campers about everything: **how they're treated by the outside world, the privacy they long for that they are not afforded**, and the crushes they have. This is juxtaposed with present-day interview footage where attendees also reflect on that time in a place where they spoke with their own voices about their own desires and were listened to ([Rivera, 2020](#)).

For more information on Crip camp, visit <https://cripcamp.com/>

To watch Crip Camp on Netflix, visit <https://www.netflix.com/title/81001496>

To watch Crip Camp on YouTube (*for free!*), visit https://www.youtube.com/watch?v=OFS8SpwioZ4&ab_channel=Netflix

CRIP CAMP
A DISABILITY REVOLUTION

Moments of Mindfulness

Have you noticed parts of your community that aren't accessible? How can we all advocate for change?

If you do not have a disability, how can you be an ally to the disabled community?

Are disability rights human and civil rights?
What are some ways accessibility benefits everyone?

Check out **Brewability** - a brewery in Englewood that hires people with developmental disabilities and is accessible for both employees and customers.

Check out **Dirt Coffee** - a coffee shop in Littleton that employs & empowers neurodivergent individuals.

Check out **Phamaly Theatre Company** - a theatre production company that is dedicated to exclusively featuring actors with disabilities.

Important Dates to Know In August

August 3rd: Black Women's Equal Pay Day

August 18th-19th: Ashura, an Islamic holiday

August 22nd: Raksha Bandhan, a Hindu Holiday

August 23rd: International Day for the Remembrance of Slave Trade and its Abolition

August 26th: Women's Equality Day

Click on the underlined links for more information!