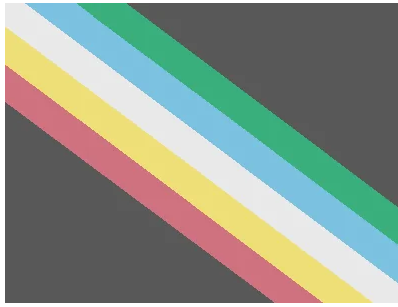


## HAPPY DISABILITY PRIDE DAY!



The Emory Urology DEI Committee welcomes you to celebrate Disability Pride Month. Emory has worked hard to make its services and campus facilities accessible to patients and staff of all abilities. Emory Urology serves a highly diverse population of patients, including innumerable individuals living with various visible and invisible disabilities. We support the university's mission by diligently delivering thorough, high-quality care to all of our patients, and finding solutions to accommodate our patients needs, to ensure equitable and inclusive treatment in our practice.

**Disability Pride Day is July 26**, to mark the anniversary of the passage of the Americans with Disabilities Act (ADA). This landmark piece of legislation was signed into law on July 26, 1990, by President George H.W. Bush, and was a milestone for breaking down barriers to inclusion in society for the disability community. It prohibits discrimination against individuals with disabilities in all areas of public life, including employment, transportation, housing, and access to various government programs and services. The first Disability Pride Day was celebrated in Boston in 1990, and the first Disability Pride Parade was held in Chicago in 2004. We take this opportunity to honor the history, achievements, experiences, and struggles of the disability community.

Individuals living with disabilities make up the largest and most diverse minority in the United States—approximately 26% of the U.S. population across all backgrounds. Disabilities can be visible, invisible or undiagnosed. Disability exists on a spectrum, and can include physical (mobility), cognitive, psychiatric, sensory (vision, hearing), learning, developmental, age-related, and acquired disabilities, to name a few. 85% of people with intellectual and developmental disabilities (IDD) are unemployed. Many of these individuals want to work and have skills to contribute, but historically have been met with challenges in representation, opportunity, and rights in our society. It is critical to remember that disability is a natural part of the human experience, and that an individual should not be excluded, penalized, or scorned for their disability. Instead, we should celebrate each individual's uniqueness, honor their strengths, and do everything in our power to ensure acceptance, equity and inclusivity in every interaction.

The Chicago Disability Pride Parade describes the goals of its celebration in its mission statement, and I feel that it beautifully captures what we should strive for in our department:

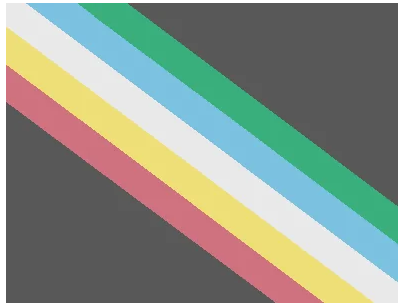
*To change the way people think about and define "disability",*

*To break down and end the internalized shame among people with Disabilities; and*

*To promote the belief in society that Disability is a natural and beautiful part of human diversity in which people living with Disabilities can take pride.*

**Our challenge to you this month is to brainstorm one way to make your workspace/workplace (hospital facilities, clinic rooms, personal office, parking lot, etc.) more accessible for a disabled employee or patient. Please reply to me in this email with your thoughts and suggestions on making Emory Urology more disability-accessible and -friendly!**

Attached is a document with links to valuable resources and perspectives regarding celebrating Disability Pride and interacting with disabled individuals. I have included some excerpts and notations to give you an idea of the contents of the link.



## Happy Disability Pride Day from Emory Urology

Below are some links to valuable resources and perspectives regarding celebrating Disability Pride and interacting with disabled individuals. I have included some excerpts and notations to give you an idea of the contents of the link.

<https://accessibility.emory.edu/>

- Resources related to accessibility accommodations and tools at Emory for students, faculty, staff, patients, and visitors

[https://www.olmsteadrights.org/self-helptools/advocacy-resources/item.6532-Georgia Disability Resources and Advocacy Organizations](https://www.olmsteadrights.org/self-helptools/advocacy-resources/item.6532-Georgia%20Disability%20Resources%20and%20Advocacy%20Organizations)

- Lists of disability-specific agencies, crisis services, low-income housing services in Georgia

<https://multiplesclerosisnewstoday.com/columns/chairborne-a-column-by-ben-hofmeister/2024/07/25/disability-pride-tricky-concept-relate/>

- If “deserving” is even the right word, I deserve to be called disabled. Everyone with [multiple sclerosis](#) (MS) does, even if the [disabilities are invisible](#). Our disease may not fit the [definition of rare](#), and we may not have been born disabled, but the reality of our disabilities is inescapable. What’s also inescapable is that none of us chose this, so how exactly am I supposed to be proud of being unlucky?
- That’s what I choose to be proud of this month: the people with disabilities who worked to get the law passed and who continue to work to this day to make disabled life easier. I can be proud of people instead of my own limitations or the disease that caused them.

<https://www.cbsnews.com/news/july-disability-pride-month-what-to-know/>

- Here are some starting points for how to interact with people with disabilities, according to Marisa Hamamoto (spinal stroke survivor and late-diagnosed adult with autism)

<u>DO</u>	<u>DON'T</u>
Start a conversation focusing on what's similar, instead of what's different. Direct your questions toward the person, not other people that they're with.	Ask "What's wrong with you?" or "What happened?"
Ask for permission before moving canes or wheelchairs. Their mobility devices should be seen as an extension of themselves and should be treated that way.	Move their cane or wheelchair.
Remember that people with disabilities are people first. Treat them accordingly.	Be overly nice and overly cheerful.

<https://hr.uw.edu/cfd/2024/07/01/learn-and-engage-this-disability-pride-month/>

Experience media created by and with people with disabilities:

- [Crip Camp](#) is an Oscar-nominated film about a summer camp for disabled people that chronicles the stories of some of the camp attendees and how the conversations sparked there led to the modern disability justice movement.
- [CODA](#) is the story of a CODA (child of deaf adults) who discovers her passion for singing and must choose between her family obligations and her dreams. Winner of three Academy Awards.
- [Art Enables](#), an art gallery and vocational arts program dedicated to creating opportunities for artists with disabilities to make, market, and earn income from their original and compelling artwork.
- [Black Disabled Creatives](#) is a platform created by disabled model Jillian Mercado.
- More excellent [books about disabilities](#).
- Discover [NEH-funded projects that expand disability access](#) and research and support the teaching and preservation of disability history and experience.
- Check out to this inspiring TedX talk by [disability advocate Wesley Hamilton](#), founder of [Disabled But Not Really](#) or this TedX talk by [Diversability founder Tiffany Yu](#).