

A Leg Up with Glamputee

Joyfully Jumping into
Disability Justice

*Offered by Alex Locust for the
International Association of Official Human Rights Agencies
on August 17, 2022*

Flow for Today's Session

01 Greetings/Setting the Frame

Introducing my lived experiences,
and my intentions for our time

02 Warm Up Exercise

Getting our juices flowing by
rooting our justice work in the topic

03 Scoping Out the Water

Defining and refreshing terms
and concepts integral to
embodying a disability justice
politic



Flow for Today's Session



04 Taking a Dip


Exploring real life stories of disability justice theories applied in activism and organizing

05 Ready to Cannonball?

Offering tools, resources, and support to integrate these concepts into your work

06 Q&D: Live Chat

Let's unpack and discover together!



Alex Locust, M.S.

He/She/They



- Disabled ("Glamputee")
- Queer
- Black Biracial (Black & White)
- Non-binary
- Straight sized/Thin
- Working Class Upbringing
- Documented US. Citizen
- Education Privilege - MS

Alex Locust, M.S.

He/She/They



- Disability Justice Disciple
- Intersectional Feminist
- Harm Reductionist
- Pleasure Activist
- Mental Health Counselor
- Lecture Faculty
- Consultant and Facilitator
- Film Festival Juror
- Runway Model
- Drag Artist



Facilitator Philosophy

- **Modeling Access Features**
Intention is to demonstrate what access can look like in many forms, including during a presentation.
- **Facilitator, Not Expert**
I'm here to facilitate an exploration informed by lived experiences, education, and professional experiences. I am an expert in me, but not these subjects - everyone has expertise to contribute to the movement.
- **Just an Introduction**
These themes are expansive, rich, and full of nuanced complexities! I will be offering a breadth approach today - keep in mind as I juggle with pacing and content focus.



Audience Invitations

- **Promoting Generative Exploration**
Build up, don't break down - here to foster deeper understanding and celebrate curiosity. If you're not feeling challenged...dig deeper!
- **"Vegas Rules"**
"What's said here stays here, what's learned here leaves here" - respect confidentiality and identifying info of those who share in session
- **Take Care of Yourself**
Attend to your access needs and emotional state throughout the session. We will be discussing content that may be activating and invite you to self-soothe when needed.
- **Have Fun!**
My framing of a "joyful jump" is intentional. I want this to feel like a conversation you could have over coffee or at happy hour.

Warm Up Exercise

Self reflection writing prompt:

1. What is one fundamental truth that is universal across the human experience?
2. How is your organization supporting that truth through advocacy/activism?



Partner Share



Self Exploration

1. Briefly summarize what you wrote with your partner.
2. Discuss commonalities, bridges, and potential opportunities for coalition building based on your responses.

1. Based on connections you've made at the conference so far, what prospective collaborations could further promote the mission you offered in the initial answer?
2. Are there connections you have wanted to make or could make to add into your justice network?

**Every human is
navigating the
world through a
body/mind!**





Scoping Out the Water

How do we define and contextualize terms like "disability", "ableism", and "disability justice" in relationship to "human rights"?

Disability

"A complex phenomenon, reflecting the interaction between features of a person's body and features of the society in which they live"
-World Health Organization

For today:

- Using identity-first or person-first language ("disabled person" or "person with a disability") unless directly quoting someone's personal preference within the community
- Recognize that disability communities are not monolithic (e.g. congenital/acquired, apparent/non-apparent, differences among experiences)



Patty Berne & Stacey Park Milbern, 2017

Ableism

"A system of assigning value to people's bodies and minds based on societally constructed ideas of normalcy, productivity, desirability, intelligence, excellence, and fitness. These constructed ideas are deeply rooted in eugenics, anti-Blackness, misogyny, colonialism, imperialism, and capitalism.

This systemic oppression that leads to people and society determining people's value based on their culture, age, language, appearance, religion, birth or living place, "health/wellness", and/or their ability to satisfactorily re/produce, "excel" and "behave."

You do not have to be disabled to experience ableism."



TL Lewis, 2022

Disability Civil Rights (U.S.)

- Ugly Laws (1867-1974)
- Eugenics and non-consensual sterilization (1920s-70s)
- Rehabilitation Act (1973)
- Individuals with Disabilities Education Act (1975)
- Voting Accessibility for the Elderly and Handicapped Act (1984)
- American with Disabilities Act (1990)



Photo Credit: Patient No More exhibit (PKL Institute on Disability)

Disability Justice

1. Intersectionality
2. Leadership of the Most Impacted
3. Anti-Capitalism
4. Cross-Movement Organizing
5. Wholeness
6. Sustainability
7. Cross-Disability Solidarity
8. Interdependence
9. Collective Access
10. Collective Liberation

ALL BODIES ARE UNIQUE AND ESSENTIAL.
**ALL BODIES ARE WHOLE. ALL BODIES HAVE
STRENGTHS AND NEEDS THAT MUST BE MET.**
**WE ARE POWERFUL NOT DESPITE THE COMPLEXITIES
OF OUR BODIES, BUT BECAUSE OF THEM.**
WE MOVE TOGETHER, WITH NO BODY LEFT BEHIND.
THIS IS DISABILITY JUSTICE.



Quote/Framework: Patty Berne
Photo: Leroy Moore



Taking a Dip

What do these concepts and frameworks look like in practice?





Grace Lee Boggs

"Transform yourself to transform
the world"



Toni Cade Bambara

"The role of the artist is to make
revolution irresistible"

Leadership of the Most Impacted & Intersectionality

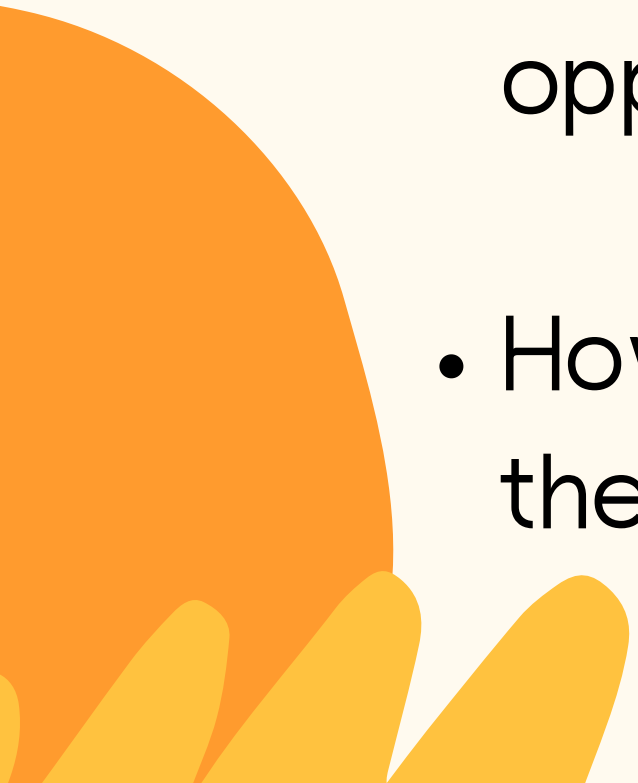
Disability, Blackness, and Police Brutality.



Photo: Antoine Hunter

Reflecting on:

- Who has the power to make decisions within your organization (i.e. the Board of Directors, the leadership team, managers/supervisors, the community) and do their lived experiences represent those most impacted by ableism?
- Are your justice efforts rooted in an intersectional analysis or are they single issue? How are you wielding your privilege to disrupt oppressive power structures?
- How can you empower, uplift, center, protect, and compensate the most marginalized voices as you evolve your practices?



Cross Movement Solidarity & Collective Liberation

Bradley Lomax, The 504 Sit In's,
and The Black Panthers

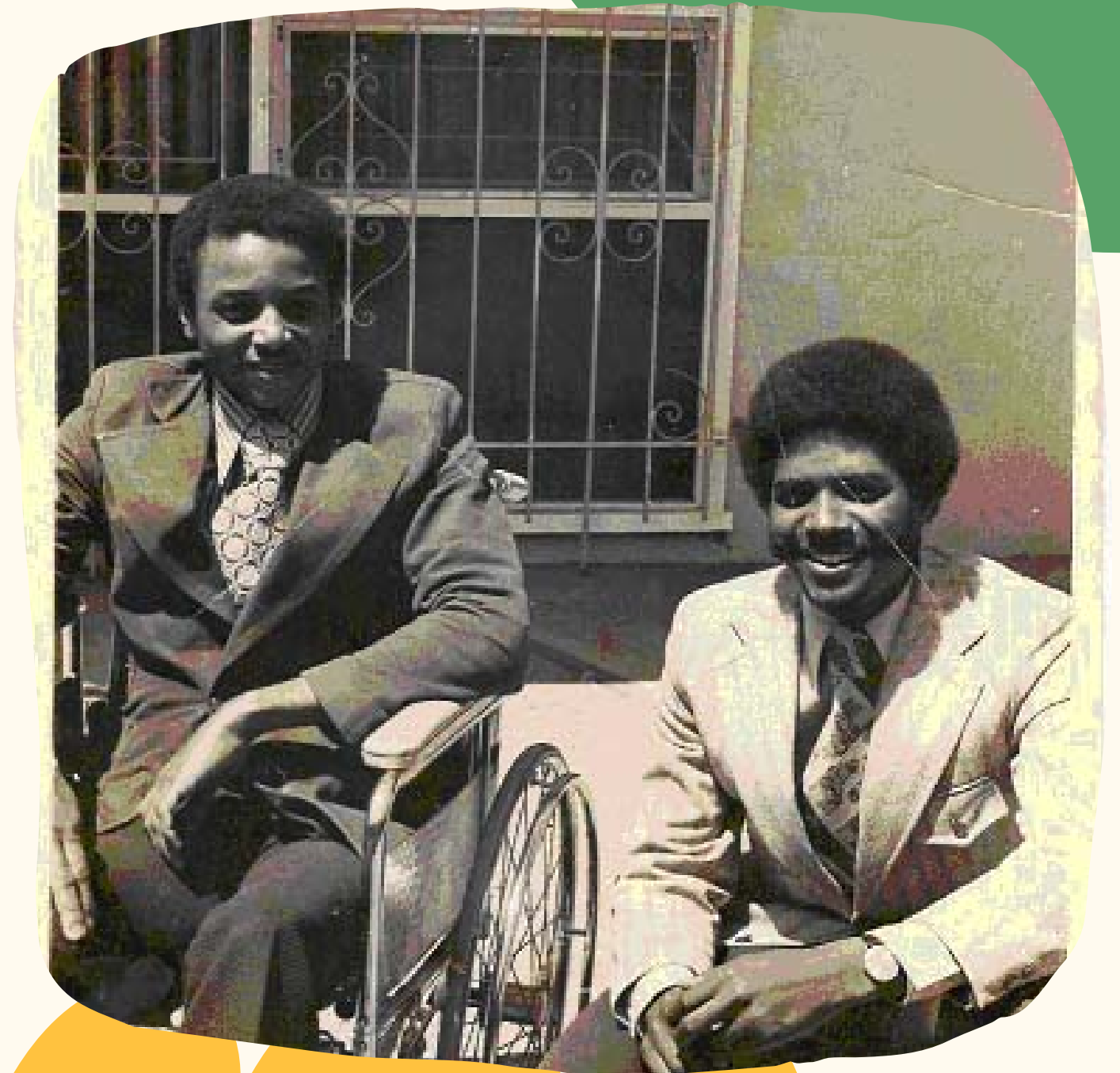


Photo: Bradley and Glen Lomax

Reflecting on:

- If you are committed to collective liberation, what ways is your org explicitly investing in the rights of disabled people?
- What partnerships, coalitions, and collaborations have you formed with disabled organizers, activists, and communities?
- How are your solidarity efforts attending to the ways ableism impacts all body/minds (not just disabled people?)



Interdependence & Anti-Capitalism

California Wildfires, Disability Justice Culture Club, and the #PowerToLive



Photo Credit: KQED

Reflecting on:

- What ways are messages around independence impeding shifts towards more sustainable, collective practices of support (such as mutual aid)?
- How do investing in State support (e.g. grants, funding, resources) create dynamics that infringe upon the needs of the marginalized people you're intending to serve?
- How do concepts like "productivity" and "labor" factor into how your organization conceptualizes/calculates service provision, advocacy efforts, and resource allocation?

Sustainability & Wholeness

Disability and Discrimination
in COVID-19 Medical Triage



Photo Credit: NIH Office of Equity, Diversity, and Inclusion

Reflecting on:

- When your organization conceptualizes human rights, what does it mean to be whole within that context?
- What lessons can we learn from our body/minds to create and foster more sustainable movement efforts and workplace cultures?
- How are your justice efforts actively dismantling the ableist notion that certain body/minds are more worthy (or more disposable) than others?
- What ways do capitalist, ableist, and white supremacist messages around urgency impact your sense of embodiment?

Cross-Disability Solidarity & Collective Access

FreshMeat Festival,
QTBIPOC Artist Commissions,
and The Late/Early Crip Time Show



Photo: LOTUS BOY and Glamputee

Reflecting on:

- What are the diverse needs of the multitude of disability communities and how are your rights efforts attending to that broad spectrum?
- How are disabled communities already demonstrating solidarity that you can support and learn from?
- What ways can you promote solidarity across disability communities?
- What access features are integral in your organization's offerings and working culture?
- Are access needs only afforded to disabled people or promoted as a universal benefit to all, regardless of ability?





take a breath

We just covered a lot! I want it to have time to sink in a moment before we move forward.



Ready to Cannonball?

What resources and support exist to facilitate a joyful embodiment of disability justice in our human rights efforts?

Access Is Love

"Access Is Love aims to help build a world where accessibility is understood as an act of love.

We believe access should be a collective responsibility instead of a sole responsibility placed on a few individuals. We outlined 10 ways to start creating and expanding access and included a list of readings and resources on accessibility & disability justice."

ACCESS IS L♥VE



Photo: Mia Mingus, Alice Wong, and Sandy Ho

Superfest Showcase

"Do you know a group of people who would like to experience the well-crafted and thought provoking films from the Superfest Disability Film Festival? You're in luck! You can share Superfest with your friends, colleagues, students, and community.

After reading our FAQ page, you can contact us directly and we can talk through your questions in greater detail! beitiks@sfsu.edu or call (415)405-3528."



Disabled Consultants



Sins Invalid

Sins Invalid is a disability justice performance project that centers people of color, queers, nonbinary and trans people with disabilities

www.sinsinvalid.org



Lavant Consulting

A social impact strategy and communications firm dedicated to shaping the way the world reaches, views, and values people with disabilities.

www.lavantconsultinginc.com

Disabled Consultants

DIVERSABILITY

Diversability

Diversability is an award-winning social enterprise to rebrand disability through the power of community

www.mydiversability.com



Glamputee Consulting

Using my personal experiences, education, and social power to create space for those who have been left out of the conversation.

www.glamputee.com



Acknowledgements and Q&D

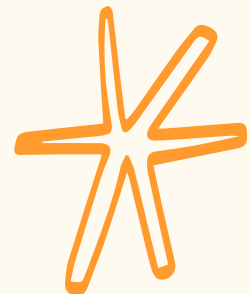
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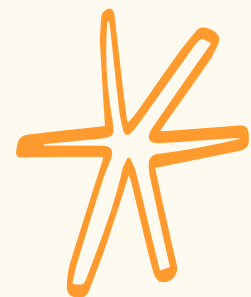
Question and Discovery*



What's coming up for you in this conversation? How are you feeling?



What is one take away that you can use to practice something you learned today?



What support/resourcing do you need to be able to commit to/embody these values?



What areas of your coalition work need more support/resourcing to root in these concepts?



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