

Diversability Awareness Month



LANGUAGE SHAPES PERCEPTION



Embracing Ability and Inclusion

October marks National Diversability Awareness Month, a time to celebrate and promote an inclusive workplace where individuals are recognized for their unique strengths and contributions. The term “Diversability” signifies a positive shift from traditional notions of disability, highlighting that every person is capable and valuable. By embracing “Diversability,” we move toward a more inclusive and empowering future.

Language matters

The words we use can reinforce stereotypes or promote understanding. Opt for language that respects the dignity and individuality of people with disabilities. Be mindful of how language can perpetuate assumptions and biases. Avoid labels that define individuals solely by their disabilities.

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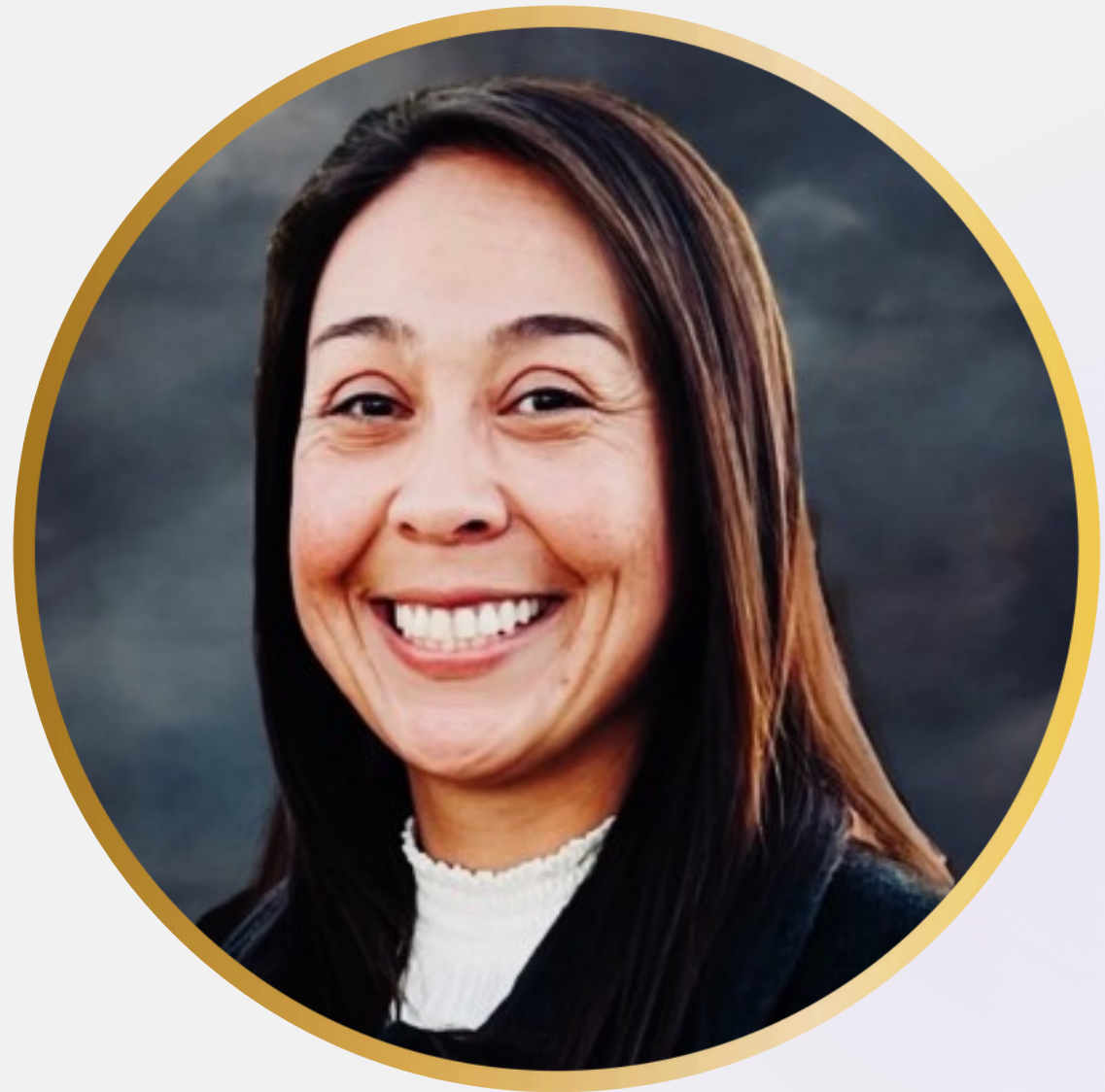
STELLA YOUNG

Respect Personal Preferences

Avoid labels that define individuals solely by their disabilities. Understand that language preferences can vary among individuals. Some may prefer different terms or descriptions based on their personal identity and lived experiences. Always be open to listening and adapting. Diversability appears in many forms, and some people like advocate, Stella Young, choose not to be defined by their diversability. Young argues, **“we are more disabled by the society that we live in than by our own bodies and diagnosis.”**



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KRYSTLE TAYLOR ED.D.



RSCCD's Commitment

We believe that using empowering language and challenging traditional perceptions of disability are crucial steps in creating a supportive and equitable workplace. Our district is dedicated to promoting practices and policies that uplift all employees and fostering a thriving environment for all. Our district believes in the importance of our DSPS offices where Dr. Krystle Taylor, a specialist in Autism, ensures accessibility in educational environments. She believes accessibility and inclusivity are integral to civil rights and equity in the workplace.



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SAMANTHA HIEW PHD.



Changing the Narrative of Neurodiversity

Neurodiversity refers to the concept that neurological variations, such as autism, ADHD, dyslexia, Dyspraxia, Tourette's, and other cognitive differences, are a natural and valuable part of human diversity rather than disorders. Traditional language frames neurodiversity as a disorder or a deficit, which perpetuates further stigma. dr. Samantha Hiew's research, enriched by her neurodivergent identity, reports that out of fear, **“many people in the workforce choose not to disclose if they have a neurodivergent ability.”**

