

Designing Access & Inclusion:

Leveraging Disability Justice & Racial Equity Tools for Social Impact



Office of
Community
Services

ALLEGHENY COUNTY
DEPARTMENT OF
HUMAN SERVICES



Office of
Community
Services

1

FOSTER RELATIONSHIPS

Building and maintaining strong, trust-based connections among stakeholders. This practice enhances communication, facilitates collaboration, and ensures that everyone is aligned with the project goal.



2

USING BEST PRACTICES

Researching best practices in Racial Equity and Disability Justice to identify strategies that complement existing program features.

3

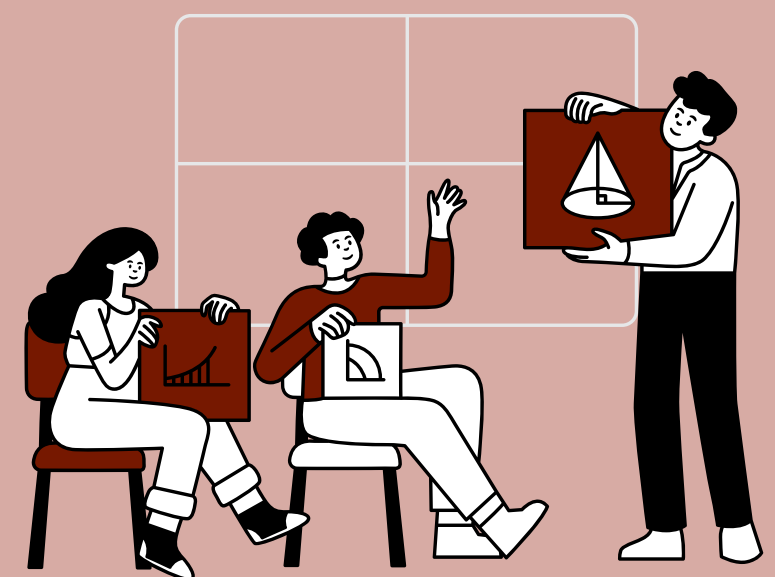
COMMUNICATION

Communicate findings with stakeholders including OCS staff, providers, and partners. Collaborate on strategies to complement current program features.

4

DEVELOP A MODEL

This guidance model will incorporate stakeholders' feedback and integrate best practices in Racial Equity and Disability Justice.



5

CO-CREATE TOOLS

The tools will serve as a comprehensive resource, grounded in best practices and stakeholder feedback, to enhance current services and programs ensuring they effectively meet the diverse needs of the communities served.





Definitions of Key Concepts

1

Ableism: The ideas and assumptions that disabled people require 'fixing' and defines people by their disability. Like racism and sexism, ableism classifies entire groups of people as 'less than,' and includes harmful stereotypes, misconceptions, and generalizations of people with disabilities. It manifests in practices, policies, and cultural norms that devalue individuals based on their ability.

2

Disability Justice: A framework that recognizes and embraces differences across various dimensions including ability, race, gender, and more by highlighting and challenging the ways ableism intersects with other forms of oppression.

3

Interdependence: A framework that recognizes and values interconnectedness of individuals within a community. It challenges the myth of complete independence by emphasizing collaborative support systems that honor and utilize the diverse strengths of all members.

4

Racism: A systemic issue characterized by policies, practices, and cultural norms that perpetuate racial inequities. It manifests in forms such as internalized, interpersonal, institutional, and structural racism, each contributing to the disadvantage of people of color and the privilege of white individuals.

5

Racial Equity: A systematic process of eliminating racial disparities and enhancing outcomes for all by intentionally transforming policies, practices, and structures to achieve measurable improvements in the lives of people of color.

6

Attitudinal Barriers: Prejudices or biases that individuals hold, which negatively impact people based on their ability, race, gender, and more. It includes stereotypes, stigmatization, and discrimination that people of color and people with disabilities face from others, which can lead to exclusion and inequitable treatment in various social, professional, and personal interactions.