



# Disability Awareness

Fremont Union High School District  
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# Learning Objectives

- Develop awareness of ableism and its role in social justice
- Understand language that helps put people first
- Learn about visible and invisible disabilities
- Reflect on your role in the inclusion of people with disabilities

**disability** [ dis-uh-bil-i-tee ]

**What is it?**

- a physical or mental
- condition, especially
- one that hinders or
- prevents a person
- from performing
- tasks of daily living,
- carrying out work or
- household
- responsibilities, or
- engaging in leisure and
- social activities.

# U.S. Disability Statistics 2018



**12.6%**

of the U.S. population  
have a disability

**11.7%**

of people ages 5-20  
have a disability

**10.4%**

of people ages 21-64  
have a disability



# Disability Statistics - FUHSD

**1 in 10**

students have a  
disability

**1 in 50**

identified with  
Autism

**3.5 in 100**

Identified with a  
learning disability



**FREMONT UNION  
HIGH SCHOOL DISTRICT**



***“Just because a man lacks the use of his eyes doesn’t mean he lacks vision.”***

**–Stevie Wonder**





~~DISABILITY~~

Unfortunately some people believe that people with disabilities are not equal to them and discriminate against them in our society.



# Ableism

**ableism** [ ey-buh-liz-uhm ]

Ableism is the **discrimination** of and social prejudice against people with disabilities based on the belief that typical abilities are superior.

Like racism and sexism, **ableism classifies entire groups of people as 'less than,'** and includes harmful stereotypes, misconceptions, and generalizations of people with disabilities.

<https://www.accessliving.org/newsroom/blog/ableism-101/>

# Anti-Ableism

FUHSD





*The Spread the Word campaign was built on the idea that inclusion is a skill each of us can learn and practice, together. Inclusion is a skill that builds togetherness through difference and community through adversity.*

**Having watched the FUHSD video, take a moment to reflect and share your ideas.**

**Spread the Word**  
take the pledge to include at  
[www.spreadtheword.global/pledge](http://www.spreadtheword.global/pledge)



# People First Language

puts the person before the disability, and describes what a person has, not who a person is.

## Yes

A person with a disability

A person with Autism

A person using a wheelchair

## No

A disabled person

An Autistic Person

A wheelchair bound person



## Visible and Invisible Disabilities

People often judge others by what they see and conclude a person can or cannot do something by the way they *look*. This attitude can be equally frustrating for those who may appear *unable* but are perfectly capable, as well as those who seem *able*, but are not.



## Visible and Invisible Disabilities

An invisible disability is a physical, mental or neurological condition that is not visible from the outside, yet can limit or challenge a person's movements, senses, or activities. The fact that these symptoms are invisible can lead to misunderstandings, false perceptions, and judgments.



Raising Awareness of  
Invisible Disabilities

- Take some time to consider how you can change the language you use to address people with disabilities.

- Reflect on how you can include people with disabilities in your community

If 1 of 10 students in FUHSD have a disability, then 9 of 10 students have the opportunity to learn about diversity, collaboration, inclusion, and friendship.



# You can get involved

**Best Buddies @ Cupertino HS**

Instagram: [@tinobestbuddies](https://www.instagram.com/tinobestbuddies)

**Firebird Buddies @ Fremont HS**

Instagram: [@firebirdbuddies](https://www.instagram.com/firebirdbuddies)

**The Differences Among Us @ Homestead HS**

Instagram: [@hhs.tdau](https://www.instagram.com/hhs.tdau)

**Viking Buddies @ Lynbrook HS**

Instagram: [@vikingbuddies](https://www.instagram.com/vikingbuddies)

**Ohana Club @ Monta Vista HS**

Email: [mvohana@gmail.com](mailto:mvohana@gmail.com)

Want  
to learn  
more ?

Ways you can learn more:

Spread the word to end the word

Santa Clara County Inclusion  
Collaborative

Children and Adults with  
Attention-Deficit/Hyperactivity  
Disorder (CHADD)

March is Developmental Disabilities  
Awareness Month

# Resources

1. Ableism 101 - What Is Ableism? What Does It Look Like?" *Access Living*, 8 Jan. 2021, [www.accessliving.org/newsroom/blog/ableism-101/](http://www.accessliving.org/newsroom/blog/ableism-101/).
2. Disability Statistics, [www.disabilitystatistics.org/StatusReports/2018-PDF/2018-StatusReport\\_US.pdf](http://www.disabilitystatistics.org/StatusReports/2018-PDF/2018-StatusReport_US.pdf).
3. "How Do You Define Invisible Disability?: Invisible Disability Definition." *Invisible Disabilities® Association*, 8 Oct. 2019, [invisibledisabilities.org/what-is-an-invisible-disability/](http://invisibledisabilities.org/what-is-an-invisible-disability/).