



Anti-Racism

Racism is when a person or group of people are treated unfairly because of their race or ethnicity.

Systemic racism means racist ideas are part of society, like when laws treat people differently based on their race.

Anti-racism means working every day to find and stop racist acts.

Anti-racism includes thinking about how policies affect people with intellectual and/or developmental disabilities (IDD) who are also people of color, especially Black and Indigenous people.

Anti-racism includes working with all people of color with IDD.

ISSUE

Racism is a part of our society.

To be anti-racist means to find the ways unfair things happen and work to fix them.

Sometimes people might not realize that what they are doing or saying is racist—this is called **unconscious bias**.

Intersectionality is all the identities of a person including race, gender, disability, religion, or other characteristics.

Someone may be treated unfairly because of one or more of those characteristics.

People of color with IDD struggle more because of the bias in our society, including in:

- **Education:** Children of color are more likely to get an incorrect disability diagnosis. They are more likely to be in separate classrooms than White students. They are also more likely to be restrained and secluded.
- **Criminal System:** Police interact more with people of color than White people. People with disabilities are more likely to be hurt or killed by police. The system does not have enough resources to help people with IDD who are in crisis. Students of color with disabilities are more likely to be harmed by police officers in schools, sometimes at a very young age.
- **Health Care:** People of color have a harder time finding good, affordable health care and insurance than White people. This is even harder for people of color with IDD. Doctors and nurses often have unconscious bias against people of color which can make health problems worse.
- **Housing:** For many years, people with disabilities were forced to live in institutions. These institutions treated people of color with disabilities worse than White people. People of color have a harder time finding housing they can afford because of many years of racist housing laws.
- **Socioeconomic:** People of color with IDD don't have the same access to housing, banks, healthy foods and environments, and employment. This can make it more difficult to grow financially.

POSITION

To be anti-racist, policy changes must include the voices and ideas of people of color with disabilities.

Policy and advocacy work must make changes by:

- Recognizing the effects of racism.
- Recognizing how organizations, including our own, continue racist systems.
- Advocating when events have an impact on people of color with disabilities.
- Working with people of color from different communities.
- Including many different disability groups.
- Supporting the work of people of color with disabilities.
- Making sure our own group's efforts are anti-racist.

Definitions of words used in this document:

Advocacy: Ways to work alone or with others to fix an issue, get services or supports, or make changes in what the government, businesses, or groups do or say.

Anti-Racism: Actively working to stop racism and racist acts.

Bias: Unfair opinions or ideas of people based on something they cannot change, like their identity.

Unconscious: Doing or saying something without being aware of it

Racism: Treating groups differently based on race.

Systemic Racism: When laws, rules, and policies treat people differently based on race.

Intersectionality: Looking at all the identities of a person at once such as race, gender, and disability.

Indigenous: People who are native to a place.