

Hasan Ko



- I come from a different country.
- Many cultures have different way of doings things.
- If my staff and my peers want to support you in my everyday life - they need to ask what is important to me.
 - They need to respect my culture.
 - And I need to speak up and tell people what is important to me.

What is DEI or Diversity, Equity and Inclusion?

Diversity means... *people have lots of different parts of who they are. Race, gender, religion and more are all part of a person. For example, Jacob has an intellectual disability. He is also a gay, Black man who lives in a small town. Jacob is all these things at the same time.*

Equity means *it means fairness*

Inclusion means *equal chance or equal opportunity for people who might be excluded or have been left out.*



Some of us are working on DEI or Diversity, Equity and Inclusion?

We do not have time to hear all the details.

We do not want a list of what you have done.

We want to learn from your wisdom!!!!

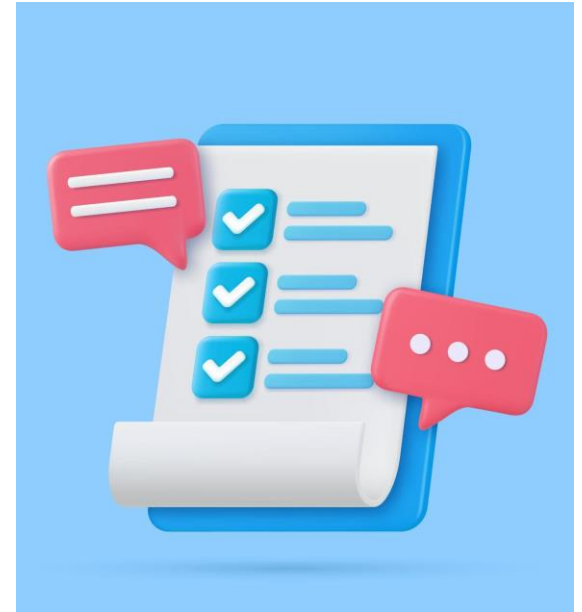
Please tell us ***just ONE thing you have learned*** from
your work on DEI or Diversity, Equity and Inclusion

Today we will share and talk about:

1. A list of questions you can use to figure out what your group needs to do to get better at Diversity, Equity and Inclusion?
2. Show you a plan that ASAN, the Autistic Self-Advocacy Network made about Diversity, Equity And Inclusion.
3. Share new training videos and booklets you can use to teach about structural racism.

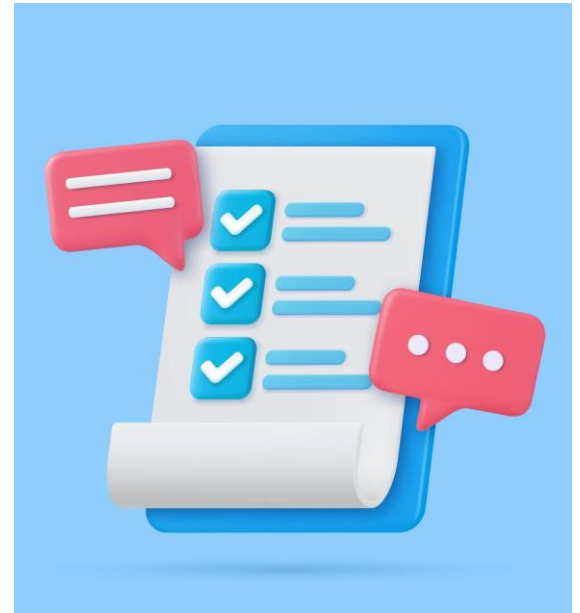
A Tool to Help Your Group Be More Culturally Competent

Disability groups need to welcome and include all people. This is a tool to help your group be more culturally competent. Cultural and linguistic competence is a set of skills. These skills help your group work effectively with people from any background and who speak any language.



A Tool to Help Your Group Be More Culturally Competent

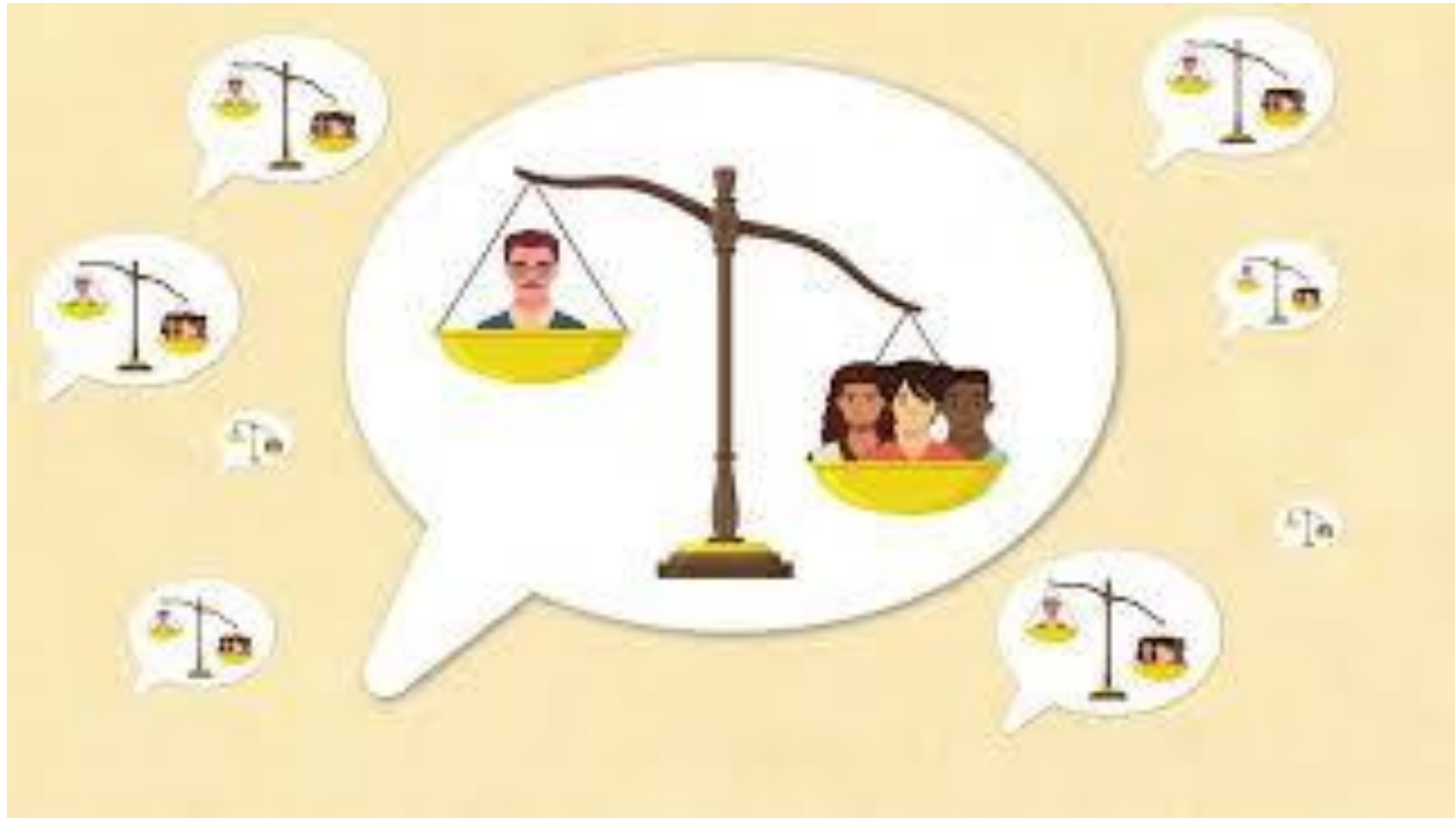
Answers to these questions can help groups to learn what they are doing well. They identify where they can do better to support people with disabilities from diverse cultural groups. They are written in plain language. They were adapted to be used by self-advocacy groups and organizations.



ASAN's Equity and Strategic Plans

- Listen to our community
- Hire and promote staff of color
- Bringing all staff into the equity and anti-racism process
- Build coalitions and relationships
- Making racial justice part of all policy work
- Make sure ASAN resources are equitable
- More equity work in ASAN's trainings, affiliates, and ACI
- Work toward equity and racial justice every day
- Board

Introduction to ASAN's Training Videos on Racism



What is Structural Racism?

0. How to Use This Toolkit

1. What is Race?

2. What is a Social Construct?

3. What is Structural Racism?

4. Structural Racism in the United States Today

5. Structural Racism is Still With Us

6. Structural Racism is Sometimes Hidden

7. Structural Racism Takes Work To Get Rid Of



12 Training Videos for Self Advocates on Racism



Structural Racism: How To Use This Toolkit

Autistic Self Advocacy Network



Structural Racism 01: What is Race?

Autistic Self Advocacy Network



Structural Racism 02: What is a Social Construct?

Autistic Self Advocacy Network



Structural Racism 03: What is racism?

Autistic Self Advocacy Network

12 Training Videos for Self Advocates on Racism

5



Structural Racism 04: What is Structural Racism?

Autistic Self Advocacy Network

6



Structural Racism in the US Today: Environmental Racism

Autistic Self Advocacy Network

7



Structural Racism in the US Today: Housing

Autistic Self Advocacy Network

8



Structural Racism in the US Today: Mass Incarceration

Autistic Self Advocacy Network

12 Training Videos for Self Advocates on Racism

9



Structural Racism in the US Today: Immigration

Autistic Self Advocacy Network

10



Structural Racism 05: Structural Racism is still with us.

Autistic Self Advocacy Network

11



Structural Racism 06: Structural Racism is sometimes hidden.

Autistic Self Advocacy Network

12



Structural Racism 07: Structural Racism takes work to get rid of.

Autistic Self Advocacy Network

Small Group Discussion

What are your ideas
about how we can
move forward?



What is Structural Racism?

When systems that people made discriminate against people because of their race, we call that structural racism. Structural racism is built into our systems — that means systems that are built racist, stay racist. While laws change, structural racism still exists in new and old ways. But when racism is hidden, it's hard to prove it's happening. That's why it's so important to talk about and actively work against structural racism. “What is Structural Racism?” explains how structural racism exists in the US today and the ongoing work to get rid of it.