

NALP WEBINAR: CREATING DISABILITY INCLUSION WITHIN THE PROFESSION

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My Story & My Why

*“Everyone has a story to tell, a lesson to teach,
and wisdom to share.*

*Life is a beautiful masterpiece bound together by
your experiences.*

*Open up and share your story; become an
inspiration to others.*

*You can make a difference because you matter.
You were created with purpose.*

*Live your life with intention, go out there and
make a difference by being the difference.”*

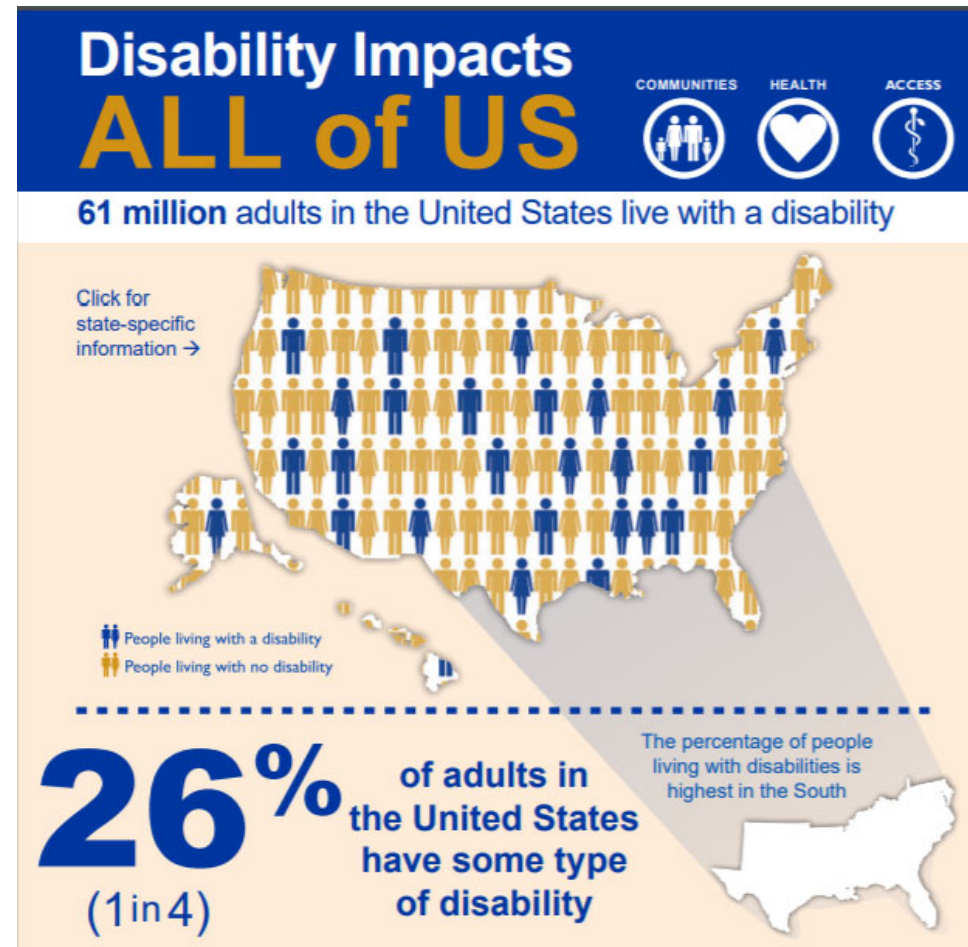
-Melanie Moushigian Koulouris

Statistics

- 26% of adults have some type of disability
- 0.46% of Partners self-reported as having a disability
- 0.59% of Associates self-reported as having a disability
- 2.5% - 3.5% of law school graduates self-identify as having a disability.
- 1 in 3 employers say that they do not hire people with disabilities because they cannot perform required job tasks.
- 38% of people believe that someone with a disability is a burden on society.
- 2/3s of people actively avoid people with disabilities because they are uncomfortable with the person and don't know how to act around them
- 14% of adults with ASD have a paying job
- Just 7% of people believe that a mental illness can qualify as a disability.

- Sources:

- https://www.nalp.org/uploads/2019_DiversityReport.pdf
- <https://brandongaille.com/20-amazing-disability-discrimination-statistics/>



What Exactly is Disability

- ADA Disability definition:
 - A physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.

SOME DISABILITIES LOOK LIKE THIS



OTHERS LOOK LIKE THIS



NOT ALL DISABILITIES ARE VISIBLE

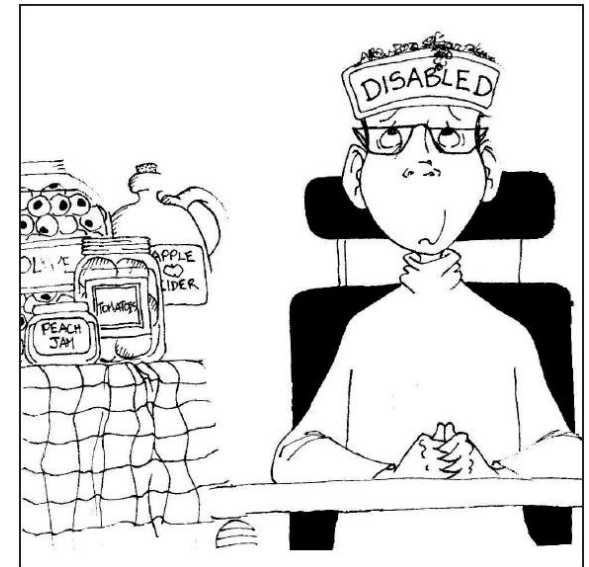
What is Neurodiversity? Whose included?

- Neurodiversity describes the idea that people experience and interact with the world around them in many different ways; there is no one "right" way of thinking, learning, and behaving, and differences are not viewed as deficits.
- Term was coined in 1998 by Judy Singer, a sociologist who has autism.

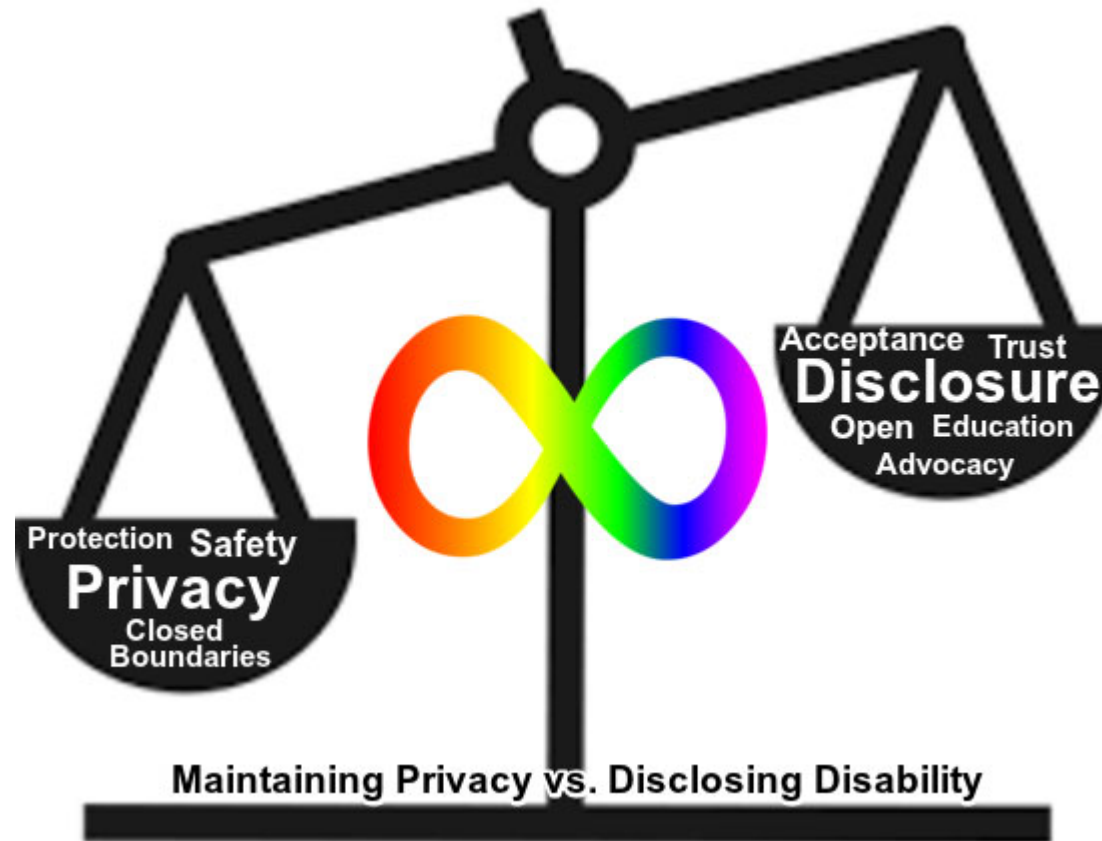


Ableism

- Ableism is discrimination and social prejudice against people with disabilities or who are perceived to have disabilities. Ableism characterizes persons as defined by their disabilities and as inferior to the non-disabled.
- Examples of Ableism:
 - Assuming a Disability is Always Visible
 - Assuming Disabled Individuals Need Your Help
 - Perpetuating Stereotypes/Stigmas
 - Feeling Entitled To Know How Someone Became Disabled
 - Not Providing Accessibility For People With Different Needs



Disclosure



How to be an Ally & Making Workplace More Inclusive and Accessible In The Legal Profession

- Learn and Educate:
 - Educate yourself about disabilities. Learn the Facts instead of the myths. Find opportunities to pass on the facts and positive attitudes about people with disabilities
- Be Open to Conversations about Disabilities:
 - Through honest and open conversations we can work to destigmatize the stigmas associated with disabilities.
- Listen without Judgement:
 - We have all grown up with judgmental thinking. However, we can change the way we think. See people as unique human beings, not labels or stereotypes. See them beyond their disability.
- Support and Include:
 - Treat people with disabilities with the respect and dignity.
- Consider starting an affinity group



Call to Action



“There is no greater disability in society, than the inability to see a person as more.”

— Robert M. Hensel