



[Image Description: Overall large square shape with blue raised fist to the left; bold text block to the right of it reads, “21 Day Challenge: Disability Equity”.]

The Disability Equity Challenge is modeled after the 21-Day Race Equity Challenge developed by diversity experts Dr. Eddie Moore Jr., Debby Irving, and Dr. Marguerite Penick and adapted for the United Way network by United Way of Washtenaw County. The specific content found in the 21-Day Disability Equity Challenge was developed by [Disability Network Southwest Michigan](#).

Day 1: Intro to Disability Equity

Discussion Questions:

- When you think of disability, what comes to your mind?
- When you learned about the civil rights movement, did you learn about people with disabilities and their fight for equal rights? How do you feel about schools including (or not including) this in the curriculum?
- What have you learned about disability in your lifetime? Was that information from people with or without disabilities?

Day 2: Disability Language

Discussion Questions:

- What was your reaction to the statement, “Disability is a natural part of the human condition?”
- Think about how you talk about people with disabilities. Do you use neutral language? Why or why not?
- List three ways people can start talking about disability in a neutral way.

Day 3: From Awareness to Acceptance – Models of Disability

Discussion Questions:

- Are the social and holistic models of disability new concepts for you? What do you think about them?
- When you encounter people with disabilities, do you find yourself feeling that they are “broken”? How could you shift your thinking to include social causes of disability?
- What barriers have you seen in your community that prevent the inclusion of people with disabilities?

Day 4: Disability & The Media – Representation Matters!

Discussion Questions:

- Can you think of two movies or shows that have included a person with a disability when the person’s disability was not integral to the story?
- How do you think people with disabilities being more equitably represented in the media would affect our society’s general perception of disability?
- What do you think about non-disabled people playing the roles of people with disabilities? Why do you think non-disabled actors are more likely to be cast as disabled characters?
- Think about your favorite TV show. Do 25% of the characters have some form of disability? How might having more characters with disabilities change the show?

Day 5: Objectification

Discussion Questions:

- Do you agree with Stella’s statement that disability doesn’t make a person exceptional? Why or why not?
- What are some examples of inspiration porn that you have seen on social media or in movies or TV?
- How do you think being the object of inspiration porn impacts people with disabilities?

Day 6: Ableism

Discussion Questions:

- In what ways could we, as a society, be more inclusive of people with disabilities?
- What are some examples of ableist policies or laws that you’ve seen?

Day 7: Intersectionality

Discussion Questions:

- List the different identities you have. Are you part of more than one marginalized group?
- In what ways can organizations be more inclusive to every identity of the people they serve?

Day 8: Accessibility: Physical and Programmatic

Discussion Questions:

- Think about your school, workplace, or the last meeting or event you attended. Can you identify any physical, sensory, cognitive, or communication access barriers that existed?
- How can you implement universal design principles in your spheres of influence?

Day 9: Job Accommodations

Discussion Questions:

- What are some of the benefits of hiring a person with a disability?
- Why do you think the employment rates of people with disabilities are so low?
- Does your organization have a policy in place for employees to disclose a disability? If so, do you know the policy and when it was last reviewed? If not, how can you help get a policy in place?

Day 10: Income Inequality

Discussion Questions:

- What are some programs that could be implemented locally to address the unemployment rates and income inequalities among people with disabilities?
- If you were interviewing a person with a disability for a job, would their disability impact your perception of their abilities? If so, in what way?

Day 11: Subminimum Wage & Sheltered Workshops

Discussion Questions:

- Why do you think Section 14(c) is still legal in the United States?
- Do you think equal pay is a human rights issue? Why or why not?

Day 12: Parenting with a Disability

Discussion Questions:

- After reading and/or watching the provided information, how do you feel about parenting with disabilities?
- In what ways can society be more supportive to parents with disabilities?

Day 13: Marriage Inequality

Discussion Questions:

- In what ways can this country be supportive of true marriage equality?

- Facing a choice between marrying the person you love or losing financial and/or health stability, what would you choose?

Day 14: Alternatives to Guardianship

Discussion Questions:

- Do you think the court system should play a role in ensuring that alternatives to guardianship have been presented before granting a guardian? Why or why not?
- Do you feel that a family member should have the ability to obtain guardianship over a person with a disability without their informed consent? Should a paid third party be allowed to be assigned as a guardian? Why or why not?

Day 15: Education Inequality

Discussion Questions:

- Why do you think students with disabilities graduate at lower rates than their non-disabled peers?
- How does education inequality in school lead to inequality in other areas of life for people with disabilities?
- Do you think inclusion in the classroom for students with and without disabilities benefits everyone? Why or why not?

Day 16: Law Enforcement & the Justice System

Discussion Questions:

- List three changes that could be made in our criminal justice system to reduce the amount of police brutality people with disabilities experience.
- How did you feel when you learned that the de-institutionalization resulted in higher incarceration of people with disabilities?
- Were you surprised to learn that the three largest mental health facilities are jails? Why or why not?

Day 17: Housing Inequality

Discussion Questions:

- What are some ways that housing insecurity among people with disabilities can be addressed locally?
- How does considering the issue of homelessness and disability make you feel?

Day 18: Healthcare Inequality

Discussion Questions:

- Think about the last time you visited a healthcare professional. How might your experience differ if you had a disability?
- How might the experiences of people with visible disabilities differ from those of people with hidden disabilities?
- How does the medical model of disability impact the quality of healthcare that people with disabilities receive?
- Why do you think many states are more willing to pay for people with disabilities to live in nursing homes than to pay for Home and Community Based Services (HCBS)?

Day 19: Disability Pride

Discussion Questions:

- Does the concept of Disability Pride surprise you? Why or why not?
- Why do you think people with disabilities need Disability Pride?
- How can you support people with disabilities in gaining a greater sense of Disability Pride?

Day 20: Allyship

Discussion Questions:

- Are you an ally of people with disabilities? If so, what things do you do to dismantle ableism?
- List three things you could do to assist in the Disability Rights Movement.