

- Challenge any attitudes held by health care professionals that may result in downplaying concerns of women and girls with disabilities, which may result in ill- health.
- Enable young people with and without disabilities to learn to work alongside each other, as an effective way to dispel stereotypes, address discriminatory attitudes, and build respect and understanding.
- Challenge the perception that disability is a gender.
- Challenge media reporting to eliminate the use of stereotypes based on gender and disability, and to also include the voices of women and girls with disabilities
- Promote disability pride, equality and self-representation of women and girls with disabilities in all spheres of South African life.
- Challenge the notion that women and girls with disabilities are not credible
- Discourage the use of force and threats towards women and girls with disabilities
- Encourage the use of gender- and disability-inclusive and equitable language and imagery in internal and external communications by companies and government bodies.
- Challenge women groups at church, in the work place, feminist groups, women in business, female politicians, community groups and other women forums to include women and girls with disabilities in all their activities.
- Challenge gender-based violence interventions and advocacy initiatives that exclude women and girls with disabilities.
- Challenge the criminal justice system to believe and equally protect women and girls with disabilities.
- Treat women and girls with disabilities with dignity and respect.
- Check myself for ableism traits and behavior and encourage family, friends and colleagues to do the same.

Change starts with you. Stop Ableism. #EndGBV. Equally protect women and girls with disabilities.



#EndGBV

Believe women and girls with disabilities

Contains information from Our Watch, & Women with Disabilities Victoria. (2022). Changing the landscape; A national resource to prevent violence against women and girls with disabilities. Melbourne: Our Watch.
 Maheshwary, P. (2020, December 15). <https://www.missmalini.com>. Retrieved from <https://www.missmalini.com>: <https://www.missmalini.com/2020/12/03/ableism-101-15-signs-you-may-be-an-ableist-without-knowing-it>

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DE-ROOTING ABLEISM; A PLEDGE



NCPD

National Council of & for Persons with Disabilities

What is Ableism?

Ableism is the system of beliefs, processes and practices that privilege non-disabled persons to the disadvantage and exclusion of persons with disabilities. Simply put, ableism hinges on the perception that non-disabled people are more valuable than persons with disabilities.

How ableism and gender inequality promote violence against women and girls

Gender inequality refers to legal, social and cultural situation in which sex and/or gender determines different rights, responsibilities, privileges and opportunities. When gender inequality intersects with ableism, the consequences are dire, especially for women and girls with disabilities. Much has been said and done about gender inequality in South Africa, however, the same cannot be said for ableism. Ableism is a huge driver for gender-based violence against women and girls with disabilities just as gender inequality is for gender-based violence against non-disabled women.

Ableist drivers of gender based violence against women and girls with disabilities

Ableism can take place at institutional, interpersonal and internal level.

1. Negative stereotypes about women and girls with disabilities.
2. Condoning and normalizing violence against persons with disabilities.
3. Controlling persons with disabilities' decision-making and limiting their independence.
4. Social separation and exclusion of persons with disabilities

Unconscious Ableism; you could be an ableist without knowing it!

The below are typical ableism behaviors

- Putting a person's disability first before the person or the human they are.
- Seeing disability as a 'bad' thing.
- Use of words like 'retard', 'crazy', 'slow', 'abnormal', 'dumb', etc. when addressing or referring to a person with a disability.
- Abusing disabled-only parking or seats on a bus or train when you do not need them.
- Associating 'disability' with visible or physical disabilities only.
- Being patronising about the 'struggles' and 'bravery' of persons with disabilities.
- Believing you know more about a person's impairment or chronic condition than they do.
- Believing that children with disabilities should be segregated into their own schools and should not interact with able-bodied children as they supposedly disturb the learning process.
- Perceiving accessibility features like ramps and other amenities in your buildings and workspaces as unnecessary and a waste of resources.
- Failing to make your website more accessible.
- Naturally assuming that persons with disabilities need to be 'fixed'.
- Asking a person with a disability what is "wrong" with them
- Remarks like , "You do not look disabled," as though it is a compliment
- Viewing a person with a disability as inspirational for doing typical things, such as having a career.
- Assuming persons with disabilities are lazy
- Questioning whether a person's impairment is real
- Intentionally directing disrespectful behaviour towards persons with disabilities, like nasty comments about their impairment.
- Assuming that women with disabilities are asexual.

- Outright discrimination against persons with disabilities when hiring.
- Preferring persons with 'soft' disabilities or with 'minimal mobility issues' when hiring.
- Bullying and body shaming persons with disabilities knowing very well they might not be able to defend themselves.

The Pledge

Condoning ableism engenders bullying, harassment, and gender-based violence against women and girls with disabilities. Ableism in caregivers and families harms women and girls with disabilities, and also engenders poverty and dependence, which are all contributing factors to gender-based violence towards women and girls with disabilities.

In solidarity with women and girls with disabilities and in allegiance with persons with disabilities, make your pledge by sharing this information with friends, families and colleagues.

I pledge to,

- Promote gender and disability equity and the rights of women and girls with disabilities in my personal capacity by small, deliberate and consistent actions.
- Acknowledge the skills, talents and contributions of women and girls with disabilities.
- Challenge negative stereotypes about the capacity of women with disabilities to be effective parents.
- Challenge relevant persons and authorities to provide support that enables women with disabilities to fulfil parental and caring roles of their choice
- Share opportunities with parents and families with a child or family member with a disability to build knowledge about disability rights and violence against people with disabilities.