



Landscape Analysis

EXECUTIVE SUMMARY

About The Disability Inclusion Fund

The Disability Inclusion Fund (DIF) is a \$10M, 5-year Fund that supports U.S. groups run by and for disabled people to lead transformational change. The fund is supported by the Presidents' Council on Disability Inclusion in Philanthropy, which is comprised of foundation presidents who are committed to disability inclusion as part of improving diversity, equity, and inclusion within philanthropy. The guiding values of this fund are aligned with several principles of disability justice including intersectionality, leadership of those most impacted, and cross-movement solidarity. The fund strives towards movement funding that is accountable to the disability rights movement. Involvement of those most impacted by injustice and/or exclusion in strategies to advance justice and inclusion forms a core practice for this fund.

Core Guiding Values

Disability Justice

Disability justice is a framework that was founded in 2005 by Patty Berne, Mia Mingus, Stacey Milbern, Leroy Moore, Eli Clare, and Sebastian Margaret; these originators are a collective of disabled activists of color, disabled queer women of color, and disabled people of color who are queer and/or gender non-conforming. This framework is composed of **10 principles** that were developed to address the ways that ableism contributes to systemic oppression that forms the root of disability oppression. In practice, this framework informs responses to the ways

that traditional justice and rights-based movements, including the disability rights movement, has contributed to the oppression experienced by disabled people of color and disabled people of color who are queer, trans and/or gender non-conforming. By embedding several principles of disability justice within its guiding values, and in the fund’s support of disability justice work in the field, the DIF should hold close the origins of the disability justice framework in its work. This includes centering and uplifting disabled people of color, and disabled people of color who are queer, trans, and/or gender non-conforming.

Disability Inclusion

Disability inclusion is often misconstrued with disability justice work. Disability inclusion speaks to the ways that our society, culture, media representation, and leadership roles among other areas has a pattern of excluding the broader disability community from these spaces. Representation of people with disabilities and the efforts to leverage disability community voice, perspective, and knowledge forms the crux of disability inclusion efforts. Among the expanse of this work could involve disability advocacy efforts that translate issues of exclusion into policies, and ideally leads to more equality and civil rights for people with disabilities. Through its commitment to elevate the voices of disabled people in public life, including disabled-led organizations in the field, the DIF is guided by the ways disability inclusion adds to its funding and grantee practices.

Why The DIF?

Historically, disabled-led organizations, groups, and collectives have experienced outright exclusion, and/or perfunctory recognition at best from foundation support despite the breadth of social, political, cultural, and movement legacies that have contributed to the knowledge of well-being and justice in our society. The potential of this DIF to play a role in reversing this historical trend — and in doing so lift up wisdom from the field — presents an opportunity for philanthropic foundations to heed purposeful guidance from disabled-led organizations and groups.

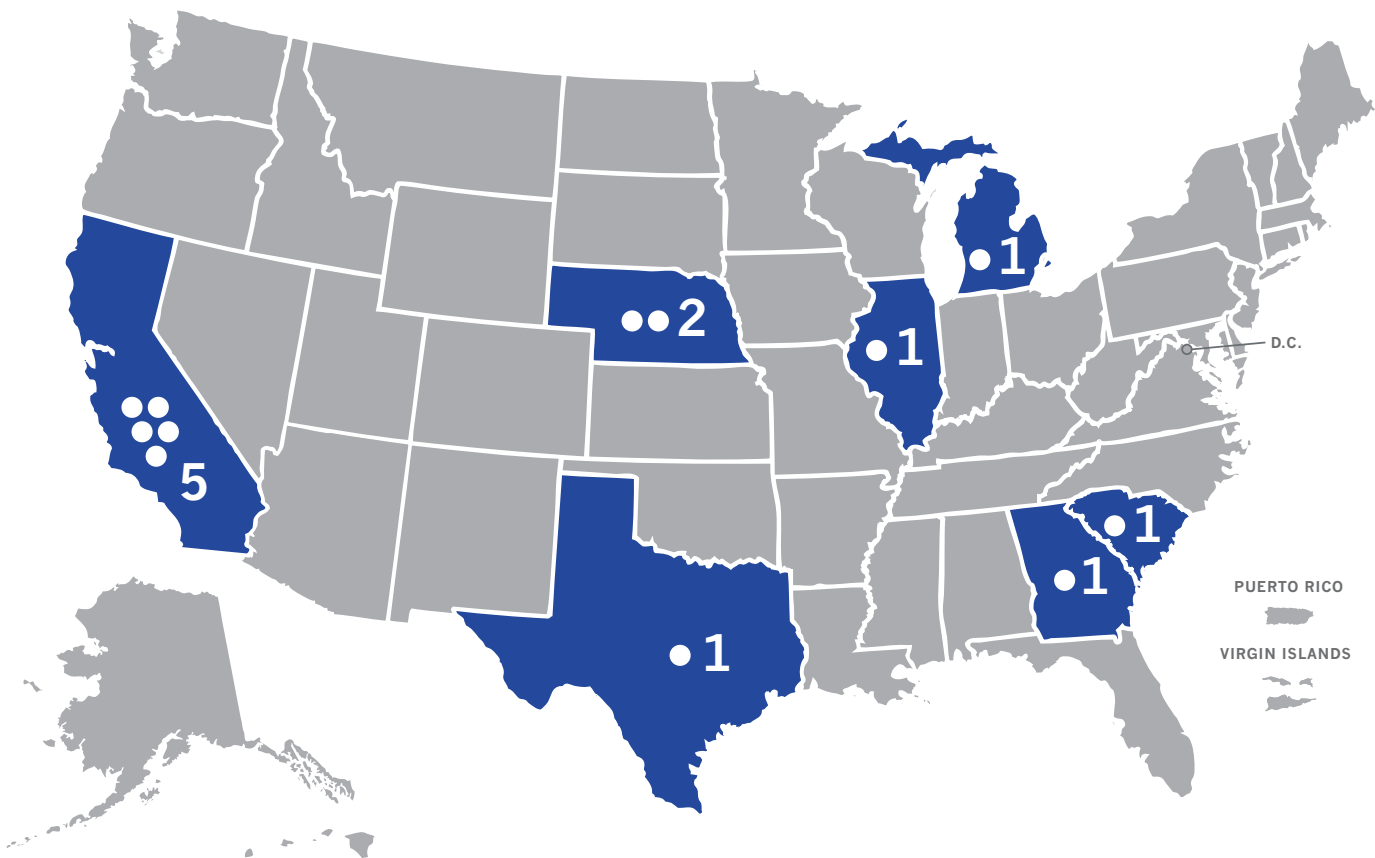
About this Landscape Analysis

Adhering to foundational disability inclusion practices and the disability justice principle ‘leadership of those most impacted,’ requires that every point of funding operations, dissemination, learning, and development etc. must be informed



by and in concert with people with disabilities, with intentional emphasis of involvement from disabled people of color who also hold intersecting marginalized identities. This understanding guided the approach of conducting this landscape analysis. These findings and recommendations stem from the shared insights, knowledge, aspirations, and challenges experienced from twelve key-informant interviews conducted over the period of March – May from across the U.S. with representation from California, Nebraska, Illinois, Michigan, South Carolina, Georgia, and Texas. Interview participants were compensated for their time with a \$200.00 pre-paid Visa card, and understood that their anonymous contributions will be captured in a report.

INTERVIEW PARTICIPANTS



12

TOTAL PARTICIPANTS



8

PEOPLE OF COLOR



11

SELF-IDENTIFY AS
PERSON WITH A DISABILITY



Driving Questions

What types of support do people in the field of disability justice, and disability inclusion perceive to be most useful?

How can the DIF most effectively support the field?

In conjunction with our findings, this report will include a brief section that provides some preliminary learnings about the Covid-19 impact on the field.

This landscape analysis does not claim or aim to be a comprehensive representation of disability justice and disability inclusion work. Rather, these powerful responses and learnings can closely guide funding criteria, types of funding, approaches to grantee supports, among other areas, and illuminates both the ingenuity and deeply held wisdom in the field. Importantly, this document will provide insight for potential grantees about the ways the DIF can elevate their work in the field.

Findings



Amplify the power of disability justice and disability inclusion work by expanding organizational capacity.



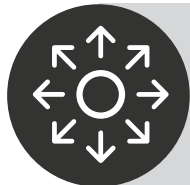
Build the funding and philanthropic knowledge base of potential grantees by proactively providing technical skills that will instill, guide, and further the impact of groups and organizations in the field.



Establish a culture of collaboration through peer-to-peer guidance, and lifting up collective knowledge to deepen both inter-movement and cross-movement practices in the field.



Cultivate processes, approaches, and knowledge to effectively support the sustainability of disability inclusion and disability justice work in the field.



Expand the field's capacity of holding space for powerful growth, wisdom, and healing that comes from disability justice and disability inclusion work.



COVID-19 Impact on the Field



Maintain support, and demonstrate solidarity with disabled-led collectives and groups during periods of crises and beyond.

As many across the country adjust to ‘new norms’ of being and doing, many in the field approached this

period with keen insight that was drawn directly from lived-experiences of disability. For many people with disabilities, mutual-aid support groups and virtual access have already been a core part of their daily living as well as being instrumental in carrying-out the disability justice/inclusion work that gets accomplished. Challenges often came about when organizations and society at-large needed to pivot to alternatives in greater quantities, and at a faster rate. One interview participant indicated that watching these changes happen in broader society left her feeling bitter, “...so many of us have been asking for these very same accommodations that are now being considered mainstreamed because of Covid.” Several participants added that there are key lessons from disability justice and disability inclusion work that seems immediately and readily applicable. Many pointed out that foundations should be conscious of mutual aid support groups, and new ways of ‘being’ at all times, not just during a pandemic.



Provide support to access accurate, accessible, and culturally competent public health information.

Although many in the disability field are already well aware of the disparities that exist for people with disabilities to access equitable

and quality public health information, Covid-19 exacerbated existing gaps and amplified these system failings to the public. One participant suggested that there is a need for support particularly among people with disabilities who are Deaf, and speak other languages. She noted that the current public health regulations around social distancing place an additional burden on people with disabilities whose family members are typically the ‘informal’ translators at doctor’s offices, and/or during emergency room visits. Public health information that is culturally competent and provides appropriate disability access is lacking. This includes access to information in Easy Read formats for people with intellectual and developmental disabilities. This field is filled with the wisdom, creativity, and insight from people with disabilities whose entire survival and livelihood has dependent on adapting to systems and external environments. Still, access to critical supports such as guidance on how to protect each other, and mechanisms that provide ways of reaching out to public health are inadequate at best, and for too many of the stories that have been shared – completely absent.

Recommendations

AREAS OF FUNDING



Support initiatives that strengthen peer-to-peer collaboration and/or intersects with cross-movement and cross-issue work.

Examples of this work could include a National Black and Disabled education campaign; justice-involved disabled people; and/or disability justice informed tech hackathons.



Reverse the practice of historically under resourced movement-builders in the field including disabled BIPOC artists, educators, youth leaders, storytellers, and other cultural workers.

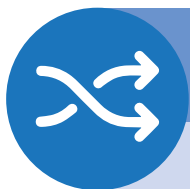
Examples of this might be inviting a former grantee to participate in the review process, including selection of other reviewers; or to spotlighting the work of a group who has been largely under-the-radar to elevate the presence, and signal for attention of the group's work in the field.



Equip organizations and groups with the tools to deepen their understanding, identify gaps, and pursue opportunities for growth through empirical research.

Examples of this might look like setting-up meetings with research institutes to meet with groups for consulting, and support around creating research questions, or brainstorming a methodology that groups can be well-positioned to take the lead on when submitting funding proposals.

IMPLEMENTING INFORMED FUNDING STRATEGIES



Infuse both disability justice and disability inclusion practices at every point of the grant process.

For instance, if a grantee is proposing funding for the redesign of a website, it may be helpful to inquire about the ways the disability justice principle 'collective access' will be embodied in the website's lay-out and navigation tools. Another example of this in practice can be demonstrated through the use of language that is in plain language throughout the grant application itself.



Broaden the representation, access, and leadership within traditional ways of movement-building, and across areas of disability advocacy work.

An example of expanding the ecosystem of the disability justice/inclusion field is to be creative in identifying leaders, this may include forming a task force that scouts for radical cross-movement work, or is generating new strategies around abolition, or to dismantle systemic oppression.

