

# Frequently Asked Questions (FAQ): Understanding Ableism Resources

## **What materials are included?**

Three posters:

- What is Ableism?
- Impacts of Ableism
- Take Action Against Ableism

Understanding Ableism presentation with speakers notes and discussion questions.

## **What is the purpose of these resources and what content will it include?**

These resources are meant to support organizations and individuals learn about ableism and ways to prevent it. They are meant to inform and support discussions with staff, colleagues, service users, volunteers, and the general public.

In the resources you will learn:

- What are disabilities.
- What ableism is and real-life examples.
- The impacts of ableism.
- How to create more equitable, inclusive and respectful environments to prevent ableism.

## **Who should use and distribute these resources?**

Anyone in your organization who is responsible for front line services, in communications, education or training, human resources, or working to support inclusion, diversity, equity and accessibility.

## **How should I use these resources?**

Posters can be used in a variety of ways, for example:

- Distributed electronically within your organization and used in internal communications such as newsletters, intranet sites, and employee resource groups.
- Printed (on letter sized paper) and posted throughout offices, lobby or waiting rooms, staff rooms, community use and other public spaces.
- Printed (on letter sized paper) and distributed at staff meetings, lunch and learns, conferences and other learning events.

Understanding Ableism presentation:

- Use the slides to lead a presentation at a staff meeting, employee resource group, conference, or public event.
- Share with staff as a resource to review on their own.

The presentation and speaking notes are meant to be used as a tool to introduce the concept of ableism and notice the ways that it is embedded in our everyday lives, and public spaces. It is meant to help you have discussions as a group and think about how your organization can prevent ableism.

## When should I use these resources?

The posters and the presentation can be used as learning resources to celebrate:

- Accessibility Awareness Week (last week of May)
- Disability Employment Awareness Month (October)
- International Day of Persons with Disabilities (December 3)
- International Day of Human Rights (December 10)
- Other workplace health and safety awareness days, weeks or months that your organization recognizes.
- Events that highlight accessibility work such as your organization's **Accessibility Plan** (if you are prescribed under Nova Scotia's Accessibility Act).

## Who developed these resources and in what formats are they available?

The Nova Scotia Accessibility Directorate developed these resources with a working group of organizations from different sectors and input from individuals with lived experience of disability. They are available in accessible PDFs on the **Resource Hub** in French, English and American Sign Language (ASL).

## What laws exist about ableism in Nova Scotia?

- **Accessibility Act:** The **Nova Scotia Accessibility Directorate** is responsible for administering the Accessibility Act and advancing disability issues within government. They work collaboratively with persons with disabilities, municipalities, businesses, post-secondary institutions and others to achieve the goal of an accessible Nova Scotia.
- **Human Rights Act:** The **Nova Scotia Human Rights Commission** is committed to actively engaging and working with all Nova Scotians and our diverse communities to address issues of discrimination by effectively advancing equity and dignity, fostering positive and respectful relationships, and protecting human rights.
- **Dismantling Racism and Hate Act:** The **Office of Equity and Anti-Racism** works across government with partners and communities to help lead and support government's anti-racism initiatives and promote equity. They work to identify and address systemic racism and inequity in government policy, legislation, programs and services. They are also responsible for helping government and communities improve social and economic well-being for all people within the province and creating greater access to opportunities and resources.

## What if I have questions about the resources or need support?

Contact the Nova Scotia Accessibility Directorate at [accessibility@novascotia.ca](mailto:accessibility@novascotia.ca) or call 902-424-8280 or toll-free (within Nova Scotia): 1-800-565-8280.

