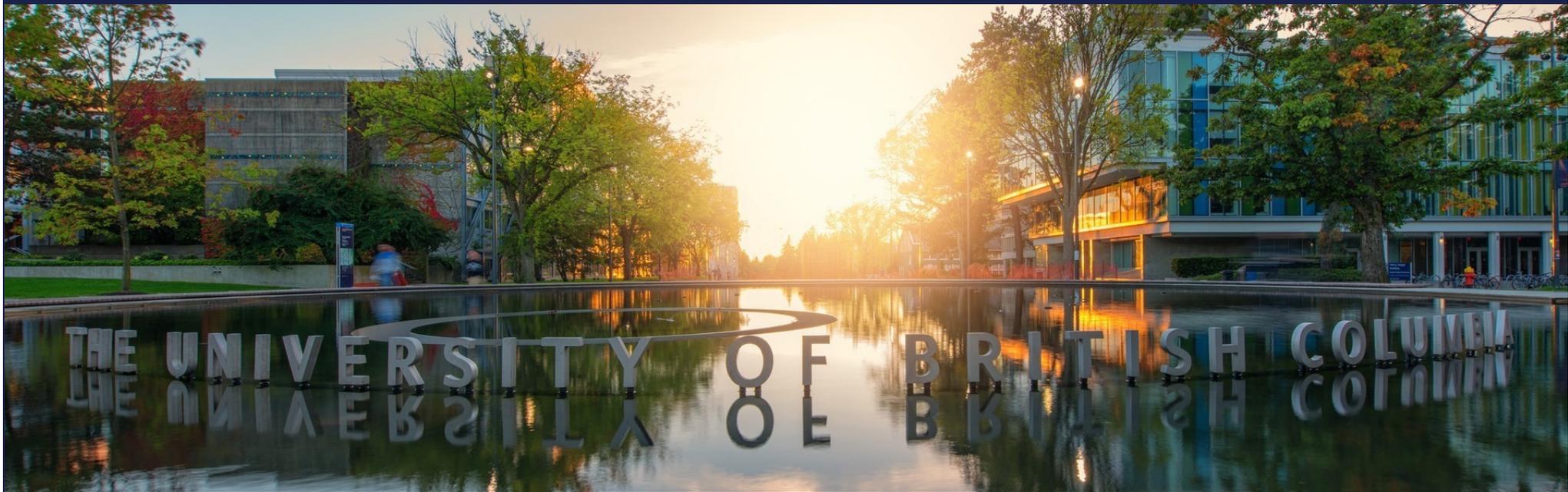


Bringing My Whole Self to the University: Disability Enters the Classroom



Dr. Jennifer M. Gagnon
Journalism, Writing and Media Studies

December 8th, 2021
Disabled Instructors Experience Workshop



Who Am I?

- **Dr. Jennifer M. Gagnon (she/her/hers)** is a Lecturer in the School of Journalism, Writing, and Media, with experience working in Political Science, and Vantage College at UBC. Her research is interdisciplinary and embraces a broad range of topics in political theory, classics, disability studies, international relations theory, qualitative methods, Universal Design for Learning (UDL), feminism, and gender. As an activist, she is involved in efforts to promote a culture of consent, LGBTQ2SIA+ inclusion, and improve accessibility both on and off-campus with the Disability Affinity Group. Dr. Gagnon identifies as a bisexual and disabled woman and strives to bring her whole self to both her teaching and research.



- “You aren’t disabled! You’re a professor! You couldn’t do that if you were *really* disabled!”
- “Your workload seems really high – You know that doesn’t seem to be supported by your medical documentation that says your impairments are ‘severe?’”
- “But that accommodation isn’t fair if not everyone can do that”

← Ziggy – my in-training service dog

Permanently
Impermanent:
Contract Faculty
Life

“I can't make long term plans in my work or my life because I never know if I'll have a job next semester.”

MAKE IT FAIR

OPPORTUNITY. SECURITY. RESPECT.
MAKEITFAIR.CAUT.CA

CAUT



ABLEISM

a·ble·ism \ ăbə-ˈli-zəm \
noun

A system that places value on people's bodies and minds based on societally constructed ideas of normalcy, intelligence, excellence and productivity. These constructed ideas are deeply rooted in anti-Blackness, eugenics, colonialism and capitalism.

This form of systemic oppression leads to people and society determining who is valuable and worthy based on a person's appearance and/or their ability to satisfactorily [re]produce, excel and "behave."

You do not have to be disabled
to experience ableism.

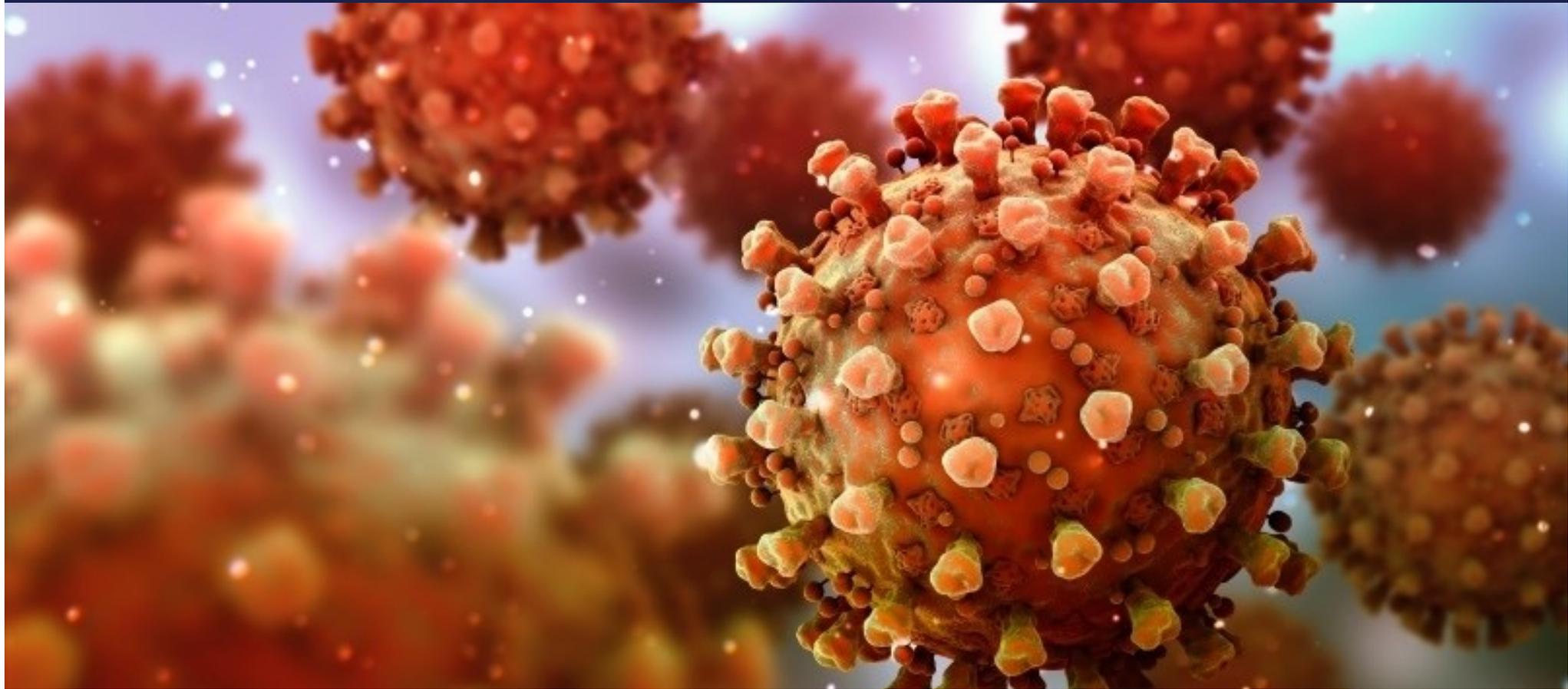
a working definition by Talila "TL" Lewis in conversation with Disabled Black and other negatively racialized folk, especially Dustin Gibson; updated January 2020



“The university does not acknowledge its role in targeting disabled folks. The university does not recognize the racialized and gendered structures of power that contribute to ableism and violence against disabled bodies.”

- Disability Affinity Group Member

The Day Everything Changed



We Are All Disabled Now

“it is society which disables physically impaired people.”

(Union of the Physically Impaired Against Segregation UPIAS)

How society reacts to and perceives impairments is the source of dis-abling, and which leads to the creation of disability as a social category.



The Impossibility of Crippling the University



Disabled folks represent 1 in 4 people in Canada

At UBC, 25% of all Undergraduate Students have a disability

BUT, only 3.7% of all faculty and staff at UBC identify as having a disability

Sources: UBC UES 2019 Demographics and UBC Employment Equity Survey 2019

COVID-19 Has
Made Education
MORE
Accessible and
Inclusive, not
less



Justice means
a Disability

Centered

response to

COVID-19

Sins Invalid

DISABILITY

PROPE

**“CARING FOR MYSELF IS
NOT SELF-INDULGENCE, IT
IS SELF-PRESERVATION,
AND THAT IS AN ACT OF
POLITICAL WARFARE.”**

~AUDRE LORDE





Won't
solve all of
our
problems!
😊



Social Justice
Fair Employment
Accessibility
Inclusion
Intersectionality
Visibility

Thank you!

Any Questions?

**Please feel free to chat with me or send me
an email:**

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**You can learn more about the Disability
Affinity Group either by contacting me
directly or at:**

disability.affinity@equity.ubc.ca

If you heard barking in the background, this is Ziggy! ->

