

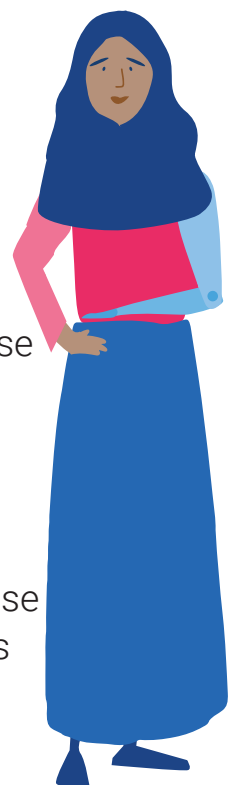
# Foster positive personal identities and challenge gender and disability stereotypes and roles

## Promote positive and normalised representations of women with disabilities



- Disability is not a tragedy or a deficit, and it is not uncommon – approximately 18% of the Australian population has a disability.
- Like most people, women with disabilities have relationships, jobs, friends, and university degrees. Increasing representations of women with disabilities doing standard, usual, typical, expected things means that society is less surprised (and less resistant) when women with disabilities go about their lives or seek access to spaces.
- Recognise and promote women with disabilities' skills, talents and contributions, and don't be surprised when they exceed your expectations!

## Promote and celebrate diversity and difference amongst women with disabilities



- Stereotypes rely on portraying people as being all the same, but women with disabilities are a diverse bunch. We have different disabilities, opinions, cultures, and beliefs.
- When we celebrate, promote and represent these differences, people are less likely to make stereotypes, and this opens up more opportunities.



## Promote the social model of disability

- The social model is a way of understanding disability that was developed by people with disabilities. The social model recognises that disability inequality does not result from impairment alone but is created by a social environment that excludes people with disabilities from full participation in society due to attitudes and environmental barriers.
- Instead of focusing on what is 'wrong' with a person, the social model focuses on what is wrong with the society we live in and what needs to change to achieve equitable opportunities and participation for people with disabilities.



## Promote disability pride

- Women with disabilities drive our own culture – one where we are proudly visible, where we know our own worth, and where we live in plain view. Disability equality is about more than just inclusion; it is about honouring and celebrating our culture and our contributions.

## Challenge yourself and others to reject rigid gender roles and stereotypes of masculinity and femininity

- Challenge aggressive, entitled and dominant constructions of men and masculinity, and challenge submissive or sexualised constructions of women and femininity.
- Promote and support gender-equitable relationships at home, in the workplace and in society.

