

Women with disabilities say...

Equality is asking us to dance, not just inviting us to the party. We are not limited by gender and disability stereotypes!



Women with disabilities can experience exclusion and segregation in social, cultural, economic and political life, due to the gender and disability stereotypes and assumptions made about them by other people.

Tips for inclusion and challenging ableist and sexist stereotypes:

1. **Be positive about what I can do**, rather than focusing on my disability.
2. Treat me how **I want** to be treated.
3. **Include our ideas** when planning an event.
4. Let me decide how I participate, **please ask me**.
5. **Ask** about what our individual accessibility requirements are and **see us as individuals**.

“ My friend wanted me to dance. I use a walker because my balance is poor. My friend encouraged me. So, with a chair close behind and with one hand on my walker we ‘danced’. I am glad she convinced me to dance - awkward as I was - it was A LOT of fun. ”

“ Being included makes me think positively about myself. It’s not a struggle when people are being respectful. ”

“ It’s a weight off, being accepted and included. **Accept me as I am**, warts and all. ”

Gender equality is the equal status, opportunities, rights and outcomes for people of all genders.

Sexism is discrimination based on gender, typically against women.

Ableism is the assumptions and behaviours that people without disabilities are better than people with disabilities – leading to discrimination, disadvantage and violence.

Together, **ableism and gender inequality** increase the disadvantages that women and non-binary people with disabilities experience.

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Tips for inclusion and challenging stereotypes in the workplace:

1. **Include women with disabilities** on boards, advisory committees and roles, and in employment.
2. Let everyone know that **reasonable adjustments** to the workplace **are available**.
3. **Consider how your organisation represents women with disabilities** in communications, content and services.
4. **Create opportunities** for women with disabilities **to participate meaningfully** in mainstream settings.

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It’s amazing what you can achieve when someone believes in you.
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When I’m included, it **makes me stronger** and helps me feel able to learn new things.
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Being included, I feel more at ease and **confident in myself**. I can let my walls down and let people in.
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I find very loud music makes me feel unwell... I was at an event where the music volume was very high. **Someone turned the volume down when the music was bothering me.** This meant that instead of having to sit outside on my own, I was able to stay inside with everyone else and enjoy the event.
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