

Women with disabilities say...

Equality is when everyone takes action to protect the human rights of women with disabilities.



Everyday action to protect the human rights of women with disabilities can include:

1. **Valuing** women with disabilities as equals.
2. **Learning** from the experiences and perspectives of women with disabilities.
3. **Leading by example.**
4. **Standing up** and speaking out for our rights.
5. **Calling out** unacceptable behaviour.
6. **Getting involved with activism and causes** relating to women with disabilities.
7. **Offering us opportunities to participate equally** in all aspects of community and social life.

“ I can cope on my own and change a few things myself, but it **makes a difference** to know that there are other people out there who are putting out **positive messages** about women with disabilities. ”

“ Change is hard, but **we can all be allies** and make more progress together. ”

“ If everyone **takes action** as a group, systemic change will happen. ”

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.

Women with disabilities say...

Equality is enjoying the same human rights as everyone else, irrespective of gender and disability.

We have rights to participate in..

- Community, public and political life
- Sport and recreation
- Social and cultural life
- All decisions that affect me



We have rights to...

- Equal access to education and employment
- Live free from violence and abuse
- Access health care and other services

Tips for taking action to protect the human rights of women with disabilities:

1. Bring ableism and sexism to your colleagues' attention.
2. Protect the rights of women with disabilities in policies, procedures and workplace culture.
3. Consult meaningfully with women with disabilities and use co-design.
4. Support women with disabilities' ways of achieving goals.
5. Lead by positive example: women with disabilities are good allies to other women with disabilities.
6. Host community workshops with lived experience experts to share understanding of the interaction between ableism and gender inequality, and what needs to change.

“As women with disability we have had to **fight hard for our rights** - and we are still fighting!”

“I find working in co-design roles makes me feel heard and valued. It is **important to me to contribute my own lived experience** to helping to protect human rights. There needs to be **more opportunities** for paid co-design roles.”