

Ableism in Academia: Theorising Experiences of Disabilities and Chronic Illnesses in Higher Education – Book Symposium, 5 November 2020



00:48:08 Nicola Martin: Agree-Editors were fantastic. Nicki Martin

00:49:35 Jennifer Leigh: Thank you Nicki! Our contributors were amazing which made the job easier

00:50:29 Simon Marginson: Time now to put your name forward with a question! Or indicate that you would like to make a statement. Use the Chat!

00:51:25 Nicole Brown: Book is free to download from here:

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AIA20

00:53:17 Nicola Martin: Question-what do we think if the word 'disclosure'?

00:56:11 Doria Abdullah: thanks Nicole!

00:58:19 Ameet Kumar Bali: Disability may be ocured with anyone and anytime so we should keep such thing in mind and respect such special people. I would like to ask how can we change the mindset of the society towards diablities in their workplace and educational institutions

01:00:14 Nicola Martin: Lack of disabled leaders in higher education or leaders prepared to be 'out, about hidden impairments

01:01:19 Gregor Wolbring: that's how I define myself as a disabled person with this meaning
b) Everyone who encounters body structure/function related attitudinal or environmental barriers that hinder one's full and effective participation in society on an equal basis with others.

01:01:34 Suzan Koseoglu: Dear all, I will have to leave soon. Just wanted to say thank you for organising this event and for doing this book. I'm looking forward to reading the book. Congrats, this is very important work.

01:02:34 Tereigh Ewert: As a person with disabilities, who refers to my self as "someone with disabilities," I must confess that I cringe each time someone uses the term "disabled people"... but this just amplifies that folks with disabilities are not a homogenous group. :)

01:03:21 Edmund Thomas: Lack of disabled leaders in academia is due to inherent ableism in seas of leadership: assumed demands of the job in terms of time and energy make it hard for disabled to present themselves as qualified for leadership roles in the same way as able employees

01:03:46 Edmund Thomas: ideas of leadership (not 'seas'!)

01:03:56 Nicola Martin: I define as a disabled person-ie disabled by other people's attitudes mainly.

01:04:41 Nicola Martin: Edmund-yes my chapter makes this point I think

01:04:53 L C: As you say, fighting discrimination is exhausting. When you are forced to legally challenge discrimination for your own protection but also for broader activism, who advocates for you? There are great charitable organisations out there but they don't have the resources. I am a PhD student I have no money, so I can't pay for advocacy (a solicitor etc) so who advocates for the advocates?

01:04:59 Gregor Wolbring: yes but you see I don't need person first language as I do not see myself as negative with who I am ability wise and for me disabled person means ability diverse person whereas at least in north America people first assumes someone having an impairment, chronic condition.

01:05:21 Nicola Martin: Edmund-yes my chapter makes this point I think

01:05:23 Vivian Rath: Excellent points being made by Nicole.

01:05:51 Tereigh Ewert: I've really appreciated the new language of "ability-diverse"!

01:05:53 Nicola Martin: 'Disclosure' is also risky

01:06:17 Simon Marginson: Nicola Martin, then Jennifer Leigh

01:07:42 Tereigh Ewert: I find this language is another progressive shift from medical models of disability, to the social...

01:07:53 L C: 'Disclosure' has that "it's a secret" vibe to it and you are confessing something [distasteful].

01:07:56 Tereigh Ewert: (And then past that)

01:08:56 Nicola Martin: agree LC

01:09:57 Edmund Thomas: Exactly!!!!

01:09:59 Heidie Hird: I have to leave now but I have ordered the book and look forward to reading it. Thank you for arranging this

01:10:44 Elizabeth Evans: I have to go collect my kids but thank you so much for such an interesting and important session - looking forward to reading this

01:11:03 Nicole Brown: Table of contents:

Introduction: Theorising ableism in academia Nicole Brown

1. The significance of crashing past gatekeepers of knowledge: Towards full participation of disabled scholars in ableist academic structures Claudia Gillberg

2. I am not disabled: Difference, ethics, critique and refusal of neoliberal academic selves Francesca Peruzzo

3. Disclosure in academia: A sensitive issue Nicole Brown

4. Fibromyalgia and me Divya Jindal-Snape

5. A practical response to ableism in leadership in UK higher education Nicola Martin

6. Autoimmune actions in the ableist academy: A crip response Alice Andrews

7. 'But you don't look disabled': Non-visible disabilities, disclosure and being an 'insider' in disability research and 'other' in the disability movement and academia Elisabeth Griffiths

8. Invisible disability, unacknowledged diversity Carla Finesilver, Jennifer Leigh and Nicole Brown

9. Imposter Jennifer Rode

10. Internalised ableism: Of the political and the personal Jennifer Leigh and Nicole Brown

11. From

01:12:00 Nicole Brown: 11. From the personal to the political: Ableism, activism and academia

Kirstein Rummery

12. The violence of technicism: Ableism as humiliation and degrading treatment

Fiona Kumari Campbell

13. A little bit extra

El Spaeth

01:12:02 Edmund Thomas: Science departments are particularly bad in this way, but humanities too not ideal

01:13:48 Emma Sheppard: for me - 'disclosure' implies it happens once (and as LC says, the secret bit)

01:15:48 Nicole Brown: @Emma and @LC I agree it doesn't happen once. In a more recent project I am talking about "disclosure dances".

01:18:56 Nicola Martin: Agree-I'm a 61 year old Professor with the timeline of my career mainly behind me. Very liberating!

01:19:06 Nicole Brown: @LC RE your question: who advocates for the advocates?

Unfortunately, there isn't anything in place. This is why I am so proud of the books (this one and the second one coming out in Spring) - all individuals having contributed are basically role models and advocates!

01:19:19 Nicola Martin: Ha ha Kirstein -so very true!

01:19:43 L C: I like the term 'disclosure dances' @Nicole. @Emma and @Nicole you also learn more about how things effect you and how you may need something that you didn't need before which will mean renegotiating sometimes with the same person let alone someone new.

01:20:00 Jennifer Leigh: There is a cost to standing up to be a role model or an advocate...

01:20:51 Nicole Brown: @LC this is where occupational therapists are really important. Sometimes they can suggest adjustments you didn't even realise you'd benefit from!

01:21:15 Nicole Brown: Thank you, Kirstein

01:21:30 Jennifer Leigh: Yes thank you Kirstein!

01:21:59 L C: Thanks @Nicole, very glad for the book(s)! and @Jennifer, yes, so expensive. My fight has given me a severe case of anxiety which I didn't have before.

01:22:29 Nicola Martin: Covid 19 seems to have thrown various adjustments right out of the window!!!!!!

01:22:45 Nicola Martin: agree Emma

01:22:50 Edmund Thomas: Just to back up Kirstein here, it was telling that this meeting was advertised to all our department but as a disabled person I was the only person to take this up. To be fair, one colleague wanted to go but was unable to, but there is a general disregard of ableist issues.

01:23:16 L C: @Nicole my DSA needs assessor was amazing! I would have had no idea that various adjustments that have been a massive help.

01:23:20 Jennifer Leigh: @Nicki And potentially means that many more will be needing adjustments in the future due to long covid

01:23:30 Nicole Brown: @LC Perfect!

01:23:34 L C: Thanks all, so grateful to everyone! Gotta go.

01:24:01 Nicole Brown: Book is free to download from here:

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01:24:39 Tereigh Ewert: Thanks so much, for disrupting my North American conception of ability diversity!

01:25:48 CGHE Webinars: Thank you everyone. A recording of this webinar will be on the CGHE site in the morning: <https://www.researchcghe.org/events/cghe-seminar/ableism-in-academia-theorising-experiences-of-disabilities-and-chronic-illnesses-in-higher-education-book-symposium/>

01:26:03 Victorița Trif: Thank you!

01:27:25 Alison Wheaton: fascinating discussion. thank you.

01:28:24 Edmund Thomas: Thank you to all the speakers and to Simon for organising this webinar. Yes, let's network and make this happen!

01:28:30 Elisabeth Griffiths: Totally agree with that Kirsten and thanks to Nicole and Jennifer. I would never have done this without their support. Putting yourself out there is hard.

01:28:54 Jennifer Leigh: Thank you to everyone from me as well

01:29:00 Esther Allen: thanks all!

01:29:06 Cristina Carvalho: thank all!

01:29:32 Elisabeth Griffiths: Sorry - Kirsten...

01:29:50 Marco Miguel Valero Sanchez: Thank you very much for this fascinating and important webinar and book!

01:29:57 Galaxy A51: Thank all!