

Supplementary Resources & Readings:

Disability Justice Introductory Resources:

- [***Skin, Tooth, and Bone: The Basis of Movement is Our People***](#) (2nd edition) is a Disability Justice Primer based on the work of Patty Berne and Sins Invalid.
 - [Disability Justice](#) – a working draft by Patty Berne
- *Care Work: Dreaming Disability Justice* by Leah Lakshmi Piepzna-Samarasinha

Disability Justice, Labor Organizing, and Transforming Our Workplaces:

- [Report by Project Include](#) elevating what employers need to know about disability in the new workplace, and how to create safe, equitable, and affirming environments for disabled workers.
- [Disability Justice Audit Tool](#) - written by Leah Lakshmi Piepzna-Samarasinha and envisioned by Stacey Park Milbern and Leah Lakshmi Piepzna-Samarasinha. This tool is aimed at helping Black, Indigenous and POC-led organizations (that are not primarily focused around disability) examine where they're at in practicing Disability Justice, and where they want to learn and grow. It includes questions for self-assessment, links to access tools, organizational stories and more.
- [Unlimited paid time off is a disability justice issue that needs to be taken seriously](#) K (Toyin) Agbebiyi for Prism Reports

Black Women Best (BWB):

- Black Women Best (BWB) is an intersectional economic policy framework asserting that Black women should be centered in economic policy and movement work, since Black women's liberation is only possible when every single system of oppression is dismantled.
- [An Economy for All: Building a Black Women Best Legislative Agenda](#), a congressional report produced by [Liberation in a Generation](#) and the Congressional Caucus on Black Women and Girls (CCBWG) establishing a clear policy agenda that will address inequities disproportionately burdening Black women and girls - delivering an inclusive economy for

everyone in the process. The report covers a broad cross-section of policy areas, and **there is a short section devoted to Disability Justice on page 133**. The CCBWG also introduced the [Black Women Best House Resolution](#), and your organization can sign-on as an endorser/supporter of the BWB framework and report [here](#).

- [BWB Seal of Approval Scorecard](#) - a tool we created to help policymakers and stakeholders design and evaluate policy to ensure it is inclusive and produces equitable outcomes.

Disability Justice, Immigration Justice, and Abolition:

- Talila Lewis, [“Disability Justice Is an Essential Part of Abolishing Police and Prisons,” 2020.](#)
- [Decarcerating Disability](#), Liat Ben Moshe
- Talila Lewis and Dustin Gibson, [“The Prison Strike Challenges Ableism and Defends Disability Rights,” 2018.](#)
- Mia Mingus, [“You Are Not Entitled To Our Deaths: COVID, Abled Supremacy, and Interdependence,” 2022.](#)
- Harsha Walia, [Border and Rule: Global Migration, Capitalism, and the Rise of Racist Nationalism, 2021.](#)
- [A US immigration history of white supremacy and ableism](#) - Al Jazeera
- [Trump’s Rule Attacking Disabled and Low-Income Migrants Has Violent History](#) - Talila Lewis for Truthout. Article detailing the racist and ableist history of Public Charge.
- [Changing the Framework: Disability Justice: How our communities can move beyond access to wholeness](#), Mia Mingus
- [Still Choosing to Leap: Building Alternatives](#), Mia Mingus
- [Alternatives to Policing Based in Disability Justice](#), Abolition and Disability Justice Collective

A Call to Action for Funders & Grantmakers:

- There is much that funders can do to bolster Disability Justice and center the experiences of disabled immigrants and migrants of color. Building on the call to

action Azza raised in the GCIR Disability Justice session, below is one commitment funders can make to usher in transformative change:

- Funders can leverage their position to resource projects, organizations, and formations who are committed to fostering equitable and affirming working conditions, and that empower workers to shape those conditions and bargain collectively. Funding should be contingent on meeting certain baseline requirements that build and affirm worker power; center the experiences of multiply marginalized workers; and value the importance of just processes as much as it does just outcomes.
- Historically, funding criteria and grant proposals focused more narrowly on the project outputs, but the process through which the work is done is as critical to Disability Justice as is the outcomes. As Dessa Cosma, executive director of [Detroit Disability Power](#) often notes, **“How we do the work IS the work.”** It is fundamentally incompatible with Disability Justice, Immigrant Justice, and Black Women Best to support or resource work that relies on extractive and exploitative modes of labor production. If organizations and formations rely on extractive practices to cut costs or operate in a constant climate of urgency that leaves disabled and marginalized staff behind (or prevents them from ever joining the organization to begin with), thus rendering the entire project and its outputs suspect.
 - Workers often come to immigrant justice or disability justice organizations/formations because they are from the directly affected communities we are seeking to support and mobilize. Thus, funders can usher in transformative change by making their funding contingent on an organization meeting certain benchmarks demonstrating their commitment to fostering equitable working conditions, which is necessary for organization's ability to recruit, retain, and center disabled immigrants of color from marginalized communities or backgrounds.
 - One of the ten central tenets of Disability Justice is “Leadership of the Most Impacted.” However, if organizational structures and labor practices are ableist (e.g. demands grueling hours from its workers; values certain modes of communications over others; denies workers’ accommodations; or places arbitrary restrictions on access

- to paid sick leave and medical leave), then it will not be possible for Black and brown disabled immigrants to join those organizations/formations, let alone lead them. Thus, funders should leverage their position to resource projects and formations which apply DJ principles internally, ensure workers' voices are represented in decision-making, and utilizing tools such as the Disability Justice audit tool and the Black Women Best scorecard to continually evaluate how closely their values align with both their internal processes and culture and their external-facing work.
- Funders can and should come together and create standards the labor, immigrant justice, and disability justice movements have long called for, and in doing so commit to funding those organizations which aim to build the liberatory relationships and practices internally that they are mobilizing and fighting to build in the world.

Additional Disability Organizations & Resources:

- [Sins Invalid](#)
 - Sins Invalid is a disability justice based performance project that incubates and celebrates artists with disabilities, centralizing artists of color and LGBTQ / gender-variant artists as communities who have been historically marginalized. Led by disabled people of color, Sins Invalid's performance work explores the themes of sexuality, embodiment and the disabled body, developing provocative work where paradigms of "normal" and "sexy" are challenged, offering instead a vision of beauty and sexuality inclusive of all bodies and communities.
- [Disability Visibility Project](#)
 - The Disability Visibility Project is an online community dedicated to creating, sharing, and amplifying disability media and culture.
- [Anti Police-Terror Project, Sacramento: MH First](#)
 - MH First Sacramento, a project of Anti Police-Terror Project, is a cutting-edge new model for non-police response to mental health crisis. The goal of MH First is to respond to mental health crises including, but not limited to, psychiatric emergencies, substance use support, and domestic violence safety planning.

- [Detroit Disability Power](#)
 - Detroit Disability Power's mission is to leverage and build the organizing and political power of the disability community to ensure the full inclusion of people with disabilities in Metro Detroit.
- [HEARD - Helping Educate to Advance the Rights of Deaf Communities](#)
 - HEARD is a cross-disability abolitionist organization that unites across identities, communities, movements, and borders to end ableism, racism, capitalism, and all other forms of oppression and violence.
- [Fireweed Collective](#)
 - Fireweed Collective offers mental health education and mutual aid through a Healing Justice and Disability Justice lens. We support the emotional wellness of all people and center QTBIPOC folks in our internal leadership, programs, and resources.
- [Health Justice Commons](#)
 - The Health Justice Commons works at the intersections of racial, economic, gender, disability, and environmental justice to support marginalized communities to re-imagine and re-design healthcare and healing for our times.
- [Disability Justice Culture Club](#)
 - DJCC is a collective of disabled and/or neurodivergent queer people of color operating out of East Oakland/Chochenyo Ohlone land. Our organizing efforts center the lives of QTBIPOC
- [Project LETs](#)
 - We build peer support collectives, lead political education, develop new knowledge and language around mental distress, organize and advocate for the liberation of our community members globally, and create innovative, peer-led, alternatives to our current mental health system.
- [Spoonie Collective](#)
 - Creating an open mic in 2022: The Open Mic will center and empower QTBIPOC disabled, chronically ill, and neurodiverse people's creativity and artistry. It is a space where vulnerability and creativity is expressed through visual arts, poetry, music, and spoken word. It is a brave space of inclusivity, accessibility, and vulnerability for QTBIPOC disabled, chronically ill, and neurodiverse folk to be themselves.
- [Council De Manos](#)

- Empowering Latinx Deaf, DeafBlind, Deaf Disabled, Hard of Hearing and Late Deafened (DDBDDHHL) through social justice awareness; Preservation of culture, values, and heritage in the Latinx DDBDDHHL community, through “know your story.” Provide educational, self-advocacy and leadership training to Latinx DDBDDHHL Youth; Educate the general community about life journey of Latinx DDBDDHHL and their families.