

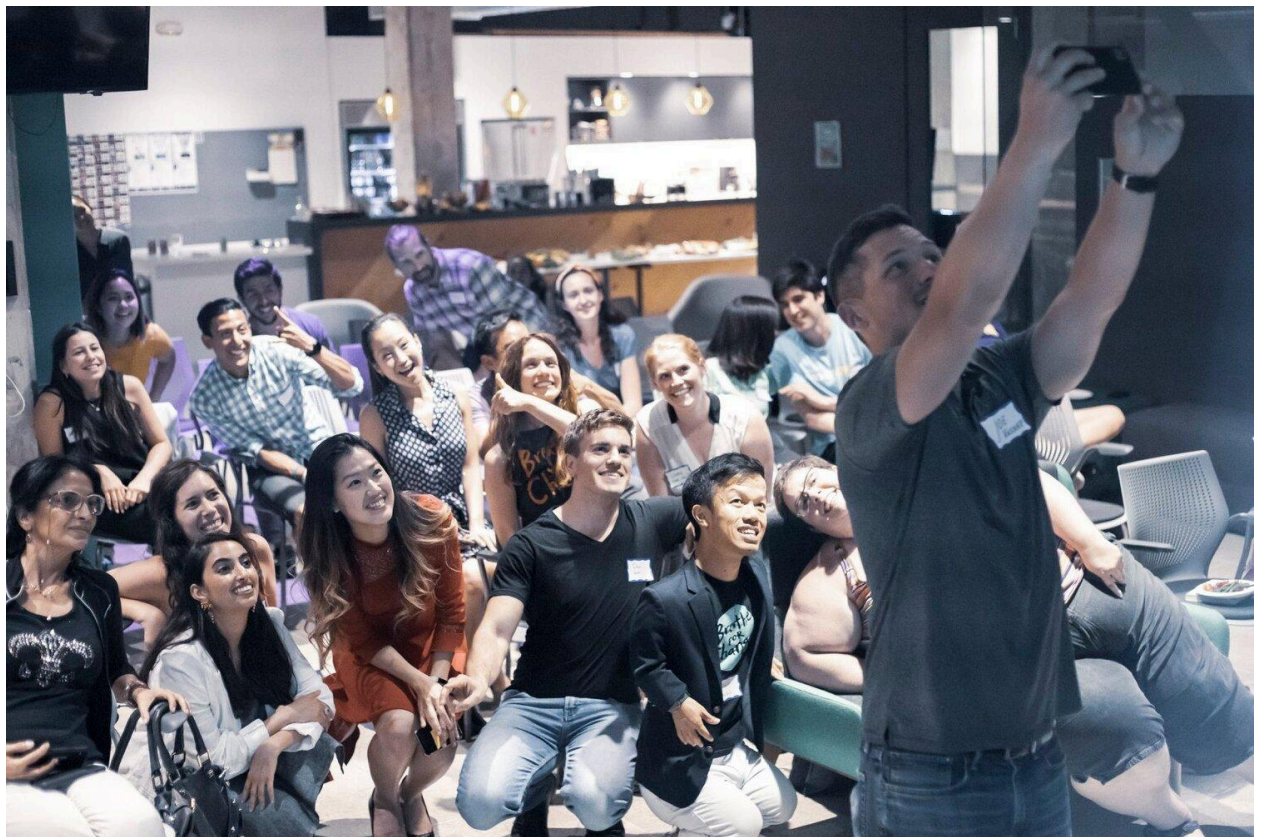
Home

We are a community of people with disabilities
(and the allies who support us), on a mission
to elevate disability pride, together.

Connect. Showcase. Empower.

Ecosystem builder. Connector. Talent incubator.





















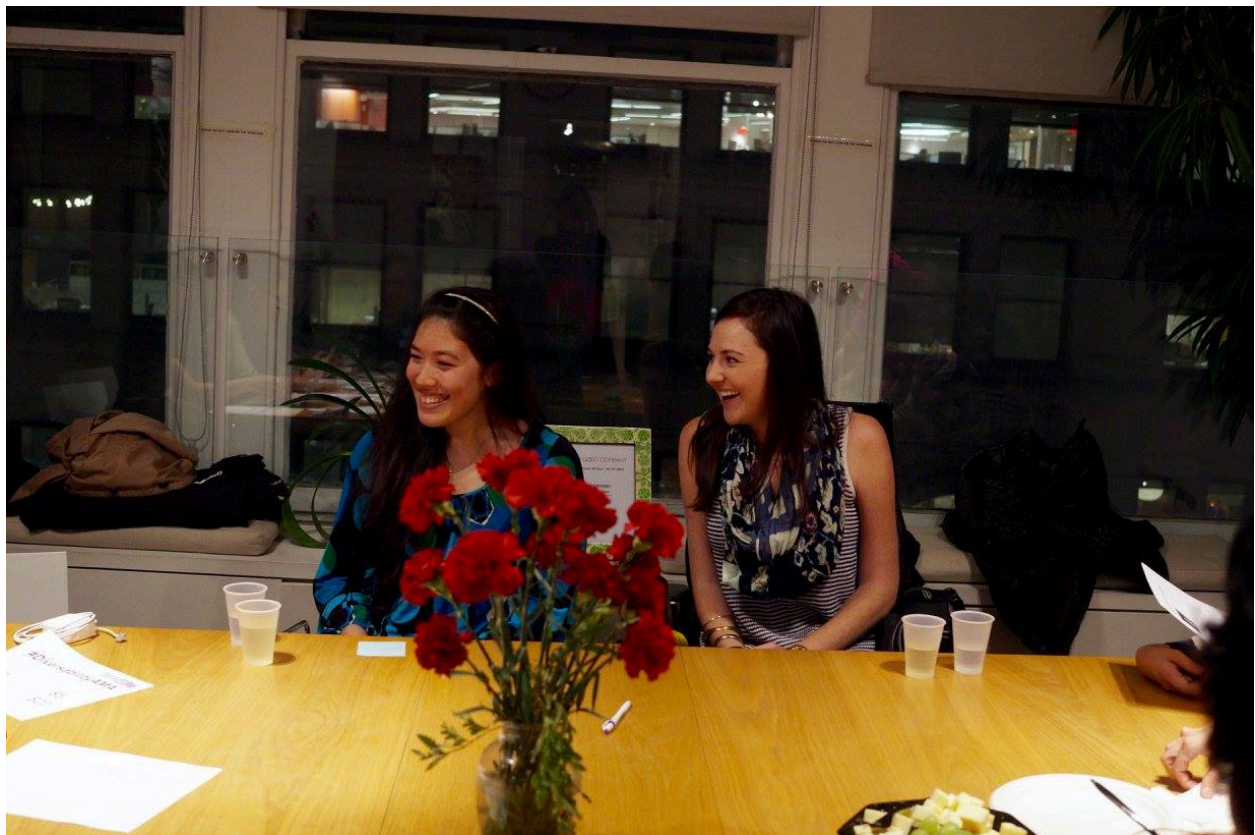




















As Seen In

WORLD
ECONOMIC
FORUM

Forbes

**The
Guardian**

FORD
FOUNDATION

SHAPE
marieclaire

About

Meet Diversability & Our Allies

We are a community of people with disabilities (and the people who support us), on a mission to elevate disability pride, together.

We are called Diversability because we believe that **disability is diversity** and that **disability is diverse** and we want to showcase that in everything that we do. We are proud of our disabled identity and reiterate that “disability” is not a bad word. The use of terms as an alternative to “disabled” is not considered appropriate because they can be seen as condescending, offensive, or a way of avoiding talking about disability.

That said, we understand that language is complex and suggest asking the disabled person about their preferred terminology.

As the [National Center on Disability and Journalism](#) mentions, when referencing us, “use ‘Diversability’ as a proper name. Otherwise, use the terms ‘disabled’, ‘disability’ or ‘person with a disability.’”

Check out the [Disability Writing & Journalism Guidelines](#) for more guidance on language.

Our Vision

We envision a world where everyone is invested in disability equity, justice, and liberation.

Our Mission

Our mission is to amplify disabled voices. We want to democratize disability visibility, representation, and access.

Our Goals

- To be more visible to each other
 - To be more visible to others
 - To get more disabled people represented at all levels
 - To connect our community to other organizations and companies that are doing incredible work
-

Our Founder's Story

Diversability was started in 2009 by Tiffany Yu as a student club at Georgetown University. We are disability-owned, Asian American-owned, and woman-owned.

Watch Tiffany's TEDx talk, "The Power of Exclusion," to learn more about why she started Diversability.

Diversability Team



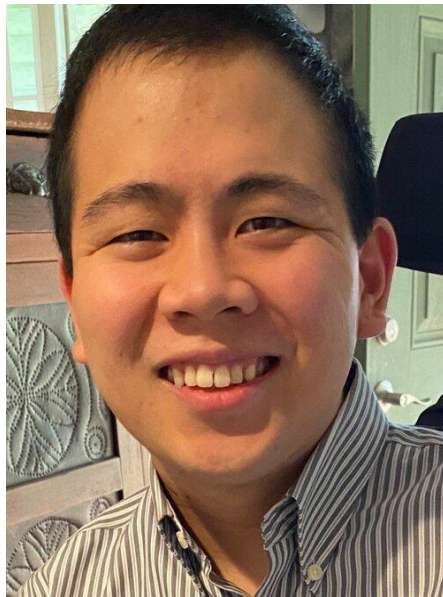
Tiffany Yu, Founder & CEO



Alyssa Yam, Design



Whitney Bailey, Project Manager



Zachary Hom, Community

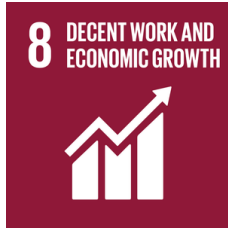


Katherine Lewis, Content & Events

Our Impact

Our work to contributes to the [Sustainable Development Goals \(SDGs\)](#) put forward by the United Nations (more on [SDGs and Disability](#)). Specifically, we seek to impact: #1) No Poverty, #3) Good Health and Well-Being, #5) Gender Equality, #8) Decent Work and Economic Growth, #10) Reduced Inequalities, and #17) Partnerships to achieve the Goals.





What is Disability?

An individual with a visible or invisible disability is defined as someone who has, or considers themselves to have, a long-term, or recurring, issue that impacts one or more major activities that others may consider to be a daily function; this definition also includes the perception among others that a disability exists. (source: Lime Connect).

The Americans with Disabilities Act (ADA) defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activity. People with a disability may include:

- people who are blind or partially sighted
- people with learning or intellectual disabilities
- people who are deaf or hard of hearing
- people with a physical disability
- people with long term or chronic illnesses
- people with mental health or psychological difficulties
- people with neurological differences
- people with an acquired brain injury

For us, simply put, disability is diverse. We know that the majority of disabilities are invisible and we want to give people the space to identify as they feel comfortable.

Community & Events

Our Community

Without our community, there would be no Diversability.

Online

Even if you can't meet us in person, please join our [online community](#). This is the group for you if you are looking to connect with others and continue the conversation. Maybe you are looking to connect with our community, want to share what you're working on, have come across some interesting events/projects/content, or need a dose of inspiration and support in your life.

This is the place to share, be welcoming, open, and honest, and lift each other up. This is not the place for people who: don't want to make real conversation, won't reciprocate support for others, and don't share similar values of inclusion and empowerment. If this sounds like you, welcome - feel free to invite a friend, non-disabled allies are welcome.

In-Person

From time to time, we'll have events in various [cities](#). We'll also share interesting [events](#) hosted by some of our friends. You can find our community calendar below. Our events are intimate, informal, confidential, friendly, inclusive, supportive, non-judgmental and non-intimidating. We're more likely to chat and organize as we see needed. You will always have someone to talk to. We treat each other how'd we like to be treated, we advocate for one another, and we're more vulnerable and less rigid and robotic than other events. Come as you are. Join us at the table.

JOIN OUR ONLINE COMMUNITY

Community Calendar

Want to [share your event](#) with our community?

EVENTS CALENDAR HERE

D-30 Disability Impact List

Call for Global Nominations for the 2021 D-30 Disability Impact List #D30DisList

Image: on a blue gradient background, text "The D-30 Disability Impact List, honoring people with disabilities who are making a difference." At the bottom, text, "Nominate by June 13, mydiversability.com/d30"

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We are excited to share that nominations are now open for the 2021 D-30 Disability Impact List #D30DisList. The list will honor the unique accomplishments of our most impactful community members through a nomination and selection process.

We announced the D-30 Disability Impact List in 2020 with the 30th anniversary of the Americans with Disabilities Act (Act). Out of almost 400 nominations received, we selected 30 +1 of the most impactful leaders. Learn more about our 2020 D-30 Disability Impact List Honorees at <http://mydiversability.com/2020-d30>.

Eligibility and Timeline

Nominators: Anyone (disabled or non-disabled) can nominate an individual to the list as long as the prospective nominee meets the eligibility outlined below. Given our emphasis on the power of community and interdependence, self-nominations are not accepted. Feel free to ask someone to nominate you if you would like to be considered.

Nominee Eligibility: Any individual with a disability can be nominated to the list. Disabilities are visible and invisible, including mental health and chronic illnesses. Nominees can be any age, from any part of the world (note: this opportunity is not limited to U.S. citizens or residents), and from any demographic background.

Timeline (subject to change): Nominations open the week of May 23rd, and close on June 13th. Once an individual is nominated, they will receive a form by email requesting supplemental information and consent to be considered for this opportunity. Once both the nominator and nominee forms are complete, that individual will be considered by the selection committee to be one of the honorees. All nominees will be notified in July whether they were selected as an honoree or not. Not all nominees will be selected for the D-30 Disability Impact List. Both forms, from the nominator and the nominee, must be received in order to be considered.

How to nominate: To nominate a disability leader, please complete this Google Form: <http://bit.ly/2021d30list-nom> (also embedded at the bottom of this page). Only nominations submitted through the form and in English will be considered. If you have any questions or access needs when completing the form, email Whitney at whitney@mydiversability.com.

NOMINATE A DISABILITY LEADER

Meet our D-30 Selection Committee

Image: on a blue gradient graphic, headshots of 7 people: Jennison, Esther, Brenda, Leslie, Kenny, Stefanie, Zach. At the top, hashtag #D30DisList with Diversability's logo. Below, text, "2021 D-30 Disability Impact List Selection Committee."

Image: on a blue gradient graphic, headshots of 7 people: Jennison, Esther, Brenda, Leslie, Kenny, Stefanie, Zach. At the top, hashtag #D30DisList with Diversability's logo. Below, text, "2021 D-30 Disability Impact List Selection Committee."

While we know that our Selection Committee is not a full representation of the diversity of the disability community, including but not limited to older and younger leaders and leaders from other parts of the world, we curated this group of community members who possess a range of professional, personal, and intersectional experiences.

D-30 Selection Committee Members (in order of first name, detailed bios below):

Brenda Mudzimu (she/her) - Executive Director of the Miss Albinism Zimbabwe Trust, Project Coordinator of African Union For Persons With Albinism | Zimbabwe

Esther Namulinda (she/her) - Founder of Support Organization of Parents with Disabilities | Uganda

Jennison Asuncion (he/him) - Co-Founder, Global Accessibility Awareness Day, Vice Chair, GAAD

Foundation | Canada

Kenny Fries (he/him) - Writer | Germany

Leslie Irby (she/her) - Trailblazer: Paraplegic Aviator | USA

Stefanie Lyn Kaufman-Mthimkhulu (they/she) - Executive Director, Project LETS | USA

Zach Hom (he/him) - Community Manager at Diversability | USA

Brenda Mudzimu (she/her) - Executive Director of the Miss Albinism Zimbabwe Trust, Project Coordinator of African Union For Persons With Albinism | Zimbabwe
2020 D-30 Disability Impact List Honoree

Image: Brenda's headshot on a blue gradient background.

Image: Brenda's headshot on a blue gradient background.

Brenda Mudzimu is a Registered General Nurse by profession, an advocate for persons with albinism, and the executive director of Miss Albinism Zimbabwe Trust. The Miss Albinism Zimbabwe Trust is an organization that holds Zimbabwean and African annual pageants among other activities with an objective to raise awareness of the current circumstances and the rights of people with albinism and to draw the attention of the public at large to the need for people with albinism to be accepted as equal citizens and to claim their rightful place in the society.

Under the Dare to Dream Initiative, Mudzimu registered an Albinism Women led company Golden Sparkles Enterprise to meet the ever-increasing needs of customers in Zimbabwe and beyond while creating employment for people with albinism. Brenda is also the project

coordinator of the African Union For Persons With Albinism (AUPA), an organization that is mainly focusing on Alliance For Rights – Africa Towards Disability Inclusion (ARADI) project.

Esther Namulinda (she/her) - Founder of Support Organization of Parents with Disabilities | Uganda

2020 D-30 Disability Impact List Honoree

Image: Esther's headshot on a blue gradient background.

Image: Esther's headshot on a blue gradient background.

Esther Namulinda is a 29 year old, single mother of three boys. She was born in Uganda. At 8 years old, she acquired a physical disability on her right leg which causes her to limp when she walks.

Esther attended school in Uganda and obtained three diplomas. Her diplomas are in business management from Muteesa 1 Royal University, a diploma in education from Kyambogo University, and a diploma in Montessori teachings.

Esther is currently the Newly elected councilor representing Persons with Disabilities at Masaka District in Uganda. She is also the Deputy Speaker to the District.

Jennison Asuncion (he/him) - Co-Founder of Global A11y Awareness Day | Canada
2020 D-30 Disability Impact List Honoree

Image: Jennison's headshot on a blue gradient background.

Image: Jennison's headshot on a blue gradient background.

Jennison Asuncion was honored to be among the first 30 named to the D-30 Disability Impact List on the occasion of the ADA 30th anniversary in 2020.

He has worked in the digital accessibility industry since 2006. Currently, he is LinkedIn's Head of Accessibility Engineering Evangelism.

Outside work hours, Jennison has given time to promoting digital accessibility through various involvements, including co-founding Global Accessibility Awareness Day (GAAD), now in its tenth year, a day focused on amplifying issues of digital access and inclusion, targeted at the mainstream tech community.

On May 20, he assumed the role of Vice Chair for the newly launched GAAD Foundation. Last June, Business Insider Named Jennison as one of 30 power players helping new CEO Ryan Roslansky run LinkedIn.

Kenny Fries (he/him) - Writer | Germany
2020 D-30 Disability Impact List Honoree

Image: Kenny's headshot on a blue gradient background. Kenny is a short-and-dark-haired Caucasian man with wire-rimmed glasses, wearing a purple shirt, looking slightly upward at the camera. Photo credit: Michael R. Dekker

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Kenny Fries is the author of *In the Province of the Gods* (Creative Capital Literature Award); *The History of My Shoes and the Evolution of Darwin's Theory* (Outstanding Book Award, Gustavus Myers Center for the Study of Bigotry and Human Rights); and *Body, Remember: A Memoir*. He edited *Staring Back: The Disability Experience from the Inside Out*. His books of poems include *In the Gardens of Japan*, *Desert Walking*, and *Anesthesia*. Twice a Fulbright Scholar (Japan and Germany), he was a Creative Arts Fellow of the Japan/US Friendship Commission and the National Endowment for the Arts, and received a Rockefeller Foundation Bellagio Fellowship. His forthcoming book is *Stumbling over History: Disability and the Holocaust*, excerpts of which appeared in *The New York Times*, and are the basis for *What Happened Here in the Summer of 1940?*, a video series about Aktion T4, the Nazi program that mass murdered disabled people.

Leslie Irby (she/her) - Trailblazer: Paraplegic Aviator | USA
2020 D-30 Disability Impact List Honoree

Image: Leslie's headshot on a blue gradient background.

Image: Leslie's headshot on a blue gradient background.

Leslie Irby is an avid traveler. One spring on a flight to France, Leslie had the dream of finishing a goal she had set out to accomplish over 16 years ago. In June of 2013, she was involved in a MVA that gave her life new meaning. This didn't change her goal of wanting to become a pilot so on June 28, 2019 Leslie did just that. She is now historically known as the First African American woman with a Disability to receive a pilot's license.

Stefanie Lyn Kaufman-Mthimkhulu (they/she) - Executive Director, Project LETS | USA
2020 D-30 Disability Impact List Honoree

Image: Stefanie's headshot on a blue gradient background. Stefanie is a white Disabled person looking into the camera. They are wearing a navy blue T-shirt on that says "No Cops in Crisis" and have many facial and ear piercings.

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Stefanie Lyn Kaufman-Mthimkhulu (they/she) is a Disability Justice cultural worker, educator, organizer, parent, somatic and ancestral healer, consultant, writer, Transformative Justice practitioner, and the Executive Director of Project LETS. Their work specializes in building peer support collectives and community mental health care structures outside of the state. Stefanie comes to their work from the positionality of being white, Puerto Rican, Jewish, mad, autistic, Disabled, and a survivor of psychiatric incarceration and sexual violence. They have extensive experience as a facilitator, mediator, curriculum developer, and consultant for mental health policies, program development, and access-centered practices. Stefanie is invested in disrupting multiple carceral systems which disproportionately harm and kill our community members worldwide.

Zach Hom (he/him) - Community Manager at Diversability | USA

Image: Zach's headshot on a blue gradient background. Zach is an Asian American man wearing a pin stripe shirt and smiling.

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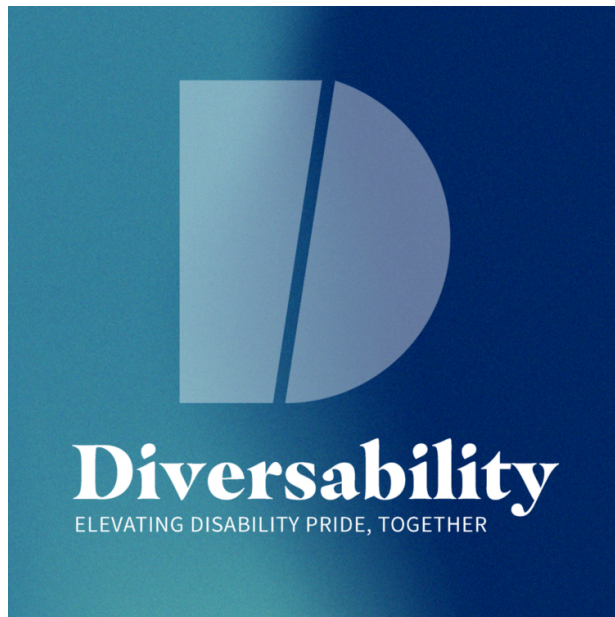
Zach is a recent graduate of UC Berkeley with a degree in Social Welfare and is from the Bay Area. He has Cerebral Palsy and uses a power wheelchair. He has one sister who works at the Cleveland Clinic as a physician assistant. He volunteered at Diversability in September-November 2020 and now is Diversability's Community Manager. Zach is interested in Psychology, Christian Apologetics, Social Welfare, gaming, chess, sports (go Warriors!), and music.

NOMINATE A DISABILITY LEADER

Blog

Blog

Do you have a story you want to share? Join our [online community](#) for more visibility opportunities (some of our favorites: [Audrey](#), [Angel](#), [Neesa](#), and [Luda](#)).



EVOLVING DIVERSABILITY'S BRAND IDENTITY

Today, we're excited to share Diversability's new brand identity.

[Read More →](#)

Apr 23, 2021



EVENT RECAP - DIVERSABILITY UNPLUGGED: DECONSTRUCTING ABLEISM & INSPIRATION

[Read More →](#)

Apr 23, 2021



REMOTE CAREER OPTIONS FOR PEOPLE WITH DISABILITIES

[Read More →](#)

Mar 19, 2021



EVENT RECAP - DIVERSABILITY UNPLUGGED: DATING & RELATIONSHIPS

This past Wednesday, Diversability teamed up with four diverse and prominent figures in the disability community to bring our community an event focused on dating and relationships as it relates to living with disabilities. Conducted in a webinar-style format, the event gave each panelist the opportunity to answer an array of questions and tell personal stories, as well as attendees the chance to engage with one another and panelists in real-time through chat.

[Read More →](#)

Mar 1, 2021



INVISIBLE DISABILITIES 101: WHAT YOU NEED TO KNOW

When most people think of the word “disability”, they picture someone using a wheelchair, walker, guide dog, or maybe even a prosthetic of some kind. But there’s more to disability than meets the eye.

[Read More →](#)

Jan 30, 2021



ABLEISM, COVID-19 AND WHY WE MUST REEVALUATE THE VALUE OF HUMAN LIVES

There is no doubt that 2020 was a difficult year for all. The arrival of a highly contagious virus in the form of Covid-19 continues to have severe repercussions across the globe - yet it cannot be said that we have all weathered the same storm. In fact, those considered vulnerable have faced unique battles through no fault of their own.

[Read More →](#)

Jan 25, 2021



DIVERSABILITY SELECTED TO RECEIVE \$25K IN ADDITIONAL FUNDING FROM FACEBOOK

Diversability has been selected to receive \$25k in additional funding to continue growing our community!

[Read More →](#)

Jan 4, 2021



VOTE WITH YOUR WALLET THIS HOLIDAY SEASON

Consumer demand can be a powerful force. [A recent report by VISA](#) suggests that the majority of American shoppers are planning to buy gifts from small and medium-sized businesses. Consider supporting the disability community with your wallet this holiday season.

[Read More →](#)

Dec 17, 2020



WHAT DISABLED PEOPLE WANT YOU TO KNOW ABOUT MENTAL HEALTH

Mental health is often left out of the disability conversation. In reality, mental illness is the leading cause of disability worldwide, affecting [264 million people](#).

[Read More →](#)

Dec 16, 2020



WORKPLACE REALITIES FROM A DISABLED EMPLOYEE'S PERSPECTIVE

On December 1, 2020, Diversability held an online event, “Diversability Unplugged: Workplace Realities” where a panel of distinguished speakers and [Diversability community members](#) discussed their experiences on being disabled in the workforce. We’ve pulled out some of our favorite quotes from our panelists related to the topics discussed.

[Read More →](#)

Dec 9, 2020

Be an ally

“If you want to tackle bias, rewire people’s brains with continuous, natural experiences with people who challenge their stereotypes.”

— Dr. Vivienne Ming



Disability is diversity.

It makes us human.

Read: Remember that disability is a part of diversity.

Disability is not inability.

We always find a way.

Read: Never set low expectations for people with disabilities.

Assistive devices enhance our abilities.

Yours, too.

Read: Treat assistive devices as tools. Address the person, not their companion.

Universal design gives us full access to life.

You, too.

Read: Learn about and implement universal design.

You might not see our disability.

So, don't make assumptions.

Read: Don't assume people with disabilities are unhappy or need help.

We might be inspirational.

But, not because of our disability.

Read: Avoid labeling people with disabilities as "inspiring."

Get to know us.

Nothing to be afraid of.

Read: Don't fear disability. Confront your discomfort, and ask questions.

We're cool.

We can deal.

Read: Be educated and educate others.

“Able-bodied people don’t often talk about disability, and the fear of getting something wrong or offensive keeps us from addressing it. We might even accidentally point out that we

aren't as comfortable with disability as we want the world to believe.

But these fears shouldn't stop us from confronting our own biases."

— "6 ways to be a better ally to people living with disabilities" (Mashable)

"So part of how you can be a better ally is to just get to know disabled people. A variety of us, so you are not uncomfortable and worried about how your reactions might appear to us."

— BITTER BUTCH aka Haddayr Copley-Woods, "How Can I Be A Better Ally To Disabled People?"

Resources

Disabled & Here free stock photos: <https://affecttheverb.com/collection/>

Disability writing and journalism guidelines:

<http://cdrnys.org/disability-writing-journalism-guidelines/>

Add captions to your video: <https://www.kapwing.com/subtitles>

AI transcription service (also records audio as it transcribes): <https://otter.ai/>

Looking for more digital accessibility resources:

<https://www1.nyc.gov/site/mopd/resources/digital-accessibility-guides.page>

JOIN US AT OUR NEXT EVENT

Work with us

Work With Us

We know that there is value in investing in the disability community. We are 1.3 billion people strong, or [17% of the world's population](#). The disability market is the biggest untapped market in history, influencing [\\$1.9 trillion](#) of disposable income (\$13 trillion if you include our family and friends).

Not only are we your potential consumers, but we are also employees who benefit your bottom line. In the U.S., companies that were champions of disability inclusion achieved [28% higher revenue](#), [2x the net income](#), and [30% higher economic profit margins](#) than their peers.

Are you including disability in your diversity, equity, and inclusion (DEI) efforts? We can help.

Here are some of the ways we've worked with companies:

Speaking engagements and workshops: We've spoken at companies, conferences, and other events on our experiences living with disabilities and why disability is both diverse and a part of diversity. We'll curate the most relevant speakers for your event.

Sounding board (advisory/consulting, user research, focus groups): Gain access to our network of leading experts in disability, diversity, and inclusion.

We help brands reach the disability community in an authentic and impactful way.

Branded partnerships: We can add value to and promote your brand across our digital footprint of 38k followers (January 2021).

Sponsorships (events, programs): Our events and programs provide partners with an incredible opportunity to tap into an active and engaged diversity-conscious and socially aware disabled and non-disabled audience, giving your company unprecedented brand exposure in line with your CSR (corporate social responsibility), brand marketing, and diversity, equity & inclusion (DEI) initiatives.

Invest in us to invest in the disability community.

Achieve your inclusion and equity goals by joining our group of Diversability supporters.

For companies: fill out the form to learn more about our corporate supporter levels.

For individuals: support us via the following platforms: [Patreon](#), [PayPal](#) @diversability, [Ko-fi](#).

Diversability is registered as a for-profit LLC.

Name *

First Name

Last Name

Email *

Subject *

How are you looking to work with us? *

Speaking engagements and workshops

Sounding board (user research, focus groups)

Branded partnerships

Sponsorships (events, programs)

Join us as a supporter (corporate/individual)

Message *

Testimonials

“What a gift to have Jerron on our Vital Voices: Bouncing Back panel. Jerron’s warmth + genuine personality shined through his entire keynote + everyone felt so connected. He shared his nuggets of wisdom so openly. Post-event, we heard that the employees were super inspired + energized by the way Jerron lives his life with such passion. He refuses to let his Cerebral Palsy stop him from achieving anything.”

— Lauren C., Founder, Chi Chi Life - Fundraising, Events, Cancer Advocacy

“It was such a pleasure to have Tiffany join my company’s panel on Diversity in Technology. She offered a unique,

thoughtful point of view that inspired further conversation among panelists and guests alike. I look forward to the opportunity to work with her and Diversability in the future.”

— Rachel P., Sr. Director, Marketing

“Diversability was the perfect partner for our October 2017 panel discussion, Work Matters for All: Stories of Disability and Professional Success. We were seeking panelists whose disabilities and professional accomplishments would resonate with the experiences and career aspirations of our unique student body. After discussing our goals, time frame, and budget, Tiffany connected us with two fantastic local associates who did just that.

Working with Diversability was also a great way for our Disability Services program to get plugged into conversations and events in our area and to grow our overall awareness of national issues and discussions. Everyone at Diversability was a pleasure to work with and the overall experience was enriching. Many thanks to Diversability for your guidance and help with this project!”

— Danyel A., Disability Services, Berkeley College, New York NY

“Diversability was a partner in our project to engage consumer communities to reinvent the next wheelchair wheel. Their professionalism and the breadth of their network allowed us to connect with consumers interested in giving their opinion and influencing the development of a brand new product.”

— Bastien R., inbe

“Diversability’s partnership in our limited edition empowerment cards was vital to its success. They quickly tapped into their large community, and shared the cards across multiple social media channels. Their efforts increased sales beyond expectations. I’m proud that Diversability, such a mission-driven organization, was key to raising my brand’s awareness. Their values have informed the way I want to run my business.”

— Maki Y., Yamakimoto Cards