

I'm a Black deaf
Woman with small
ears: How to survive
a racist, ableist, and
sexist society like a
BOSS!

Keynote Presenter

August 10, 2020

OAESV – Conference Part 2



Microtia Life

CAMILLA GILBERT

In this presentation, my hope is for you to learn about racism, sexism, ableism, and audism through my lived experiences.



Intersectionality: How it is an issue for a person who share similar experiences.



You will learn how to apply the ALEW to dismantle, acknowledge, and call-out racism, sexism, ableism, and audism.

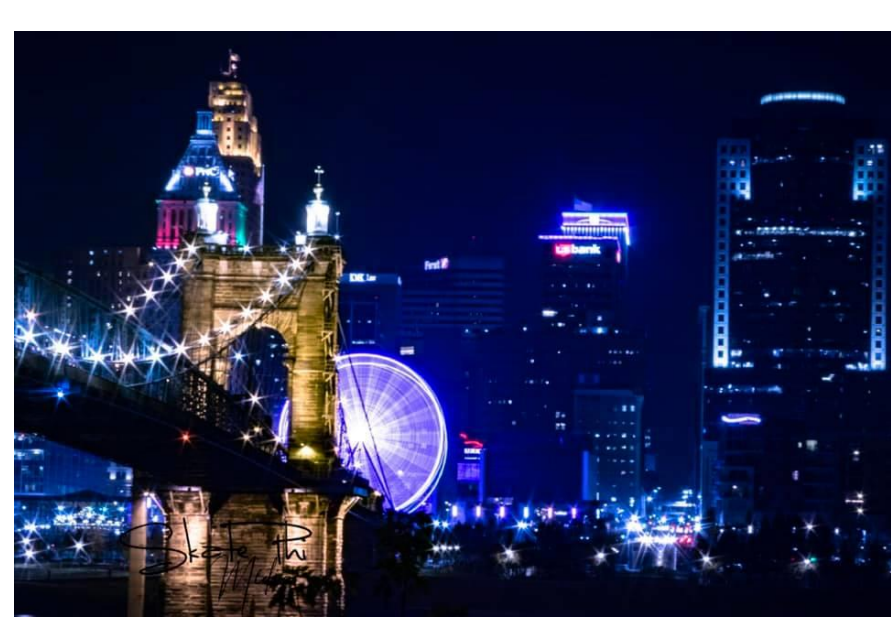


Lastly, you will learn the importance of village collaboration when interacting with multiple identities.



Objectives

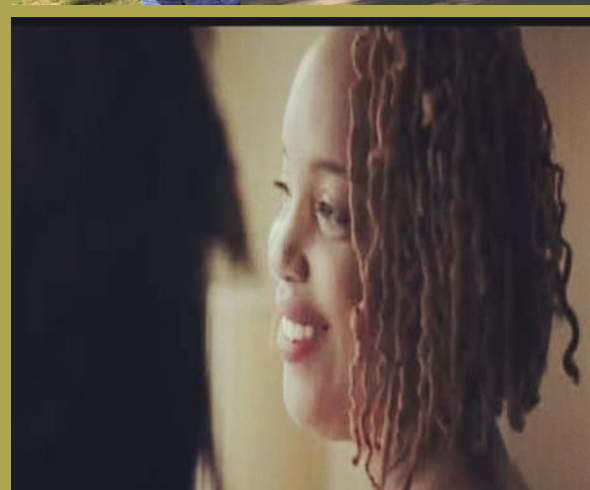






Education:

- *Cincinnati Public Schools Graduate (Western Hills High School)*
- *Central State University, BS, Computer Science and Mathematics*
- *Cincinnati State Technical and Community College, Deaf Studies*
- *University of Cincinnati, MSW*
- *Northern Kentucky University, Doctor of Education, Educational Leadership*



Advocacy and Professional:

- *Service and Support Administrator (SSA)*
- *Employment Specialist*
- *Life Skills Coach*
- *Intern – Foster Care Youth Community*
- *10 Years IT Experience*

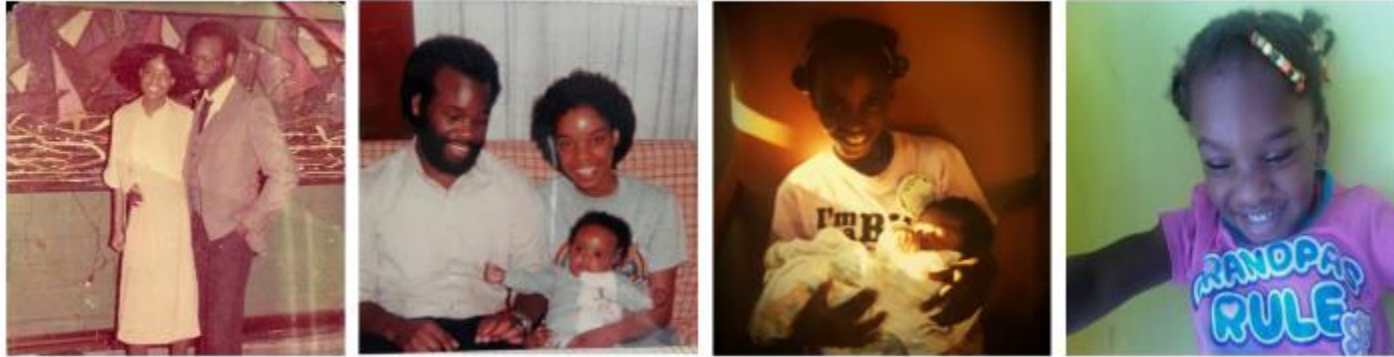


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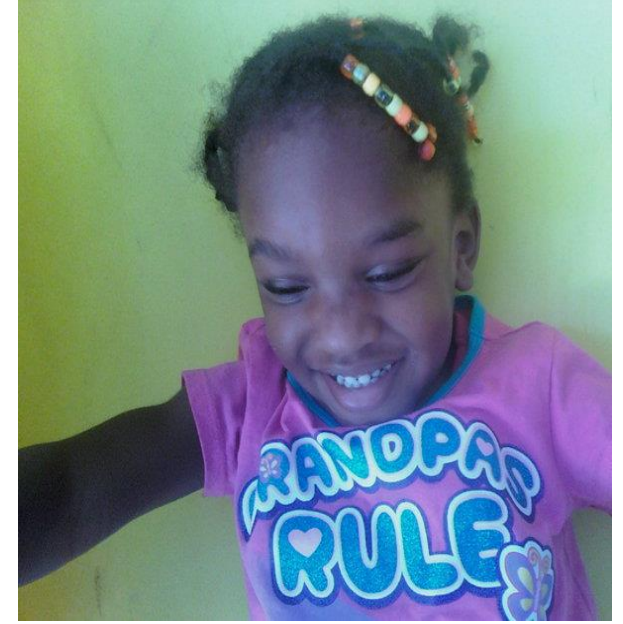
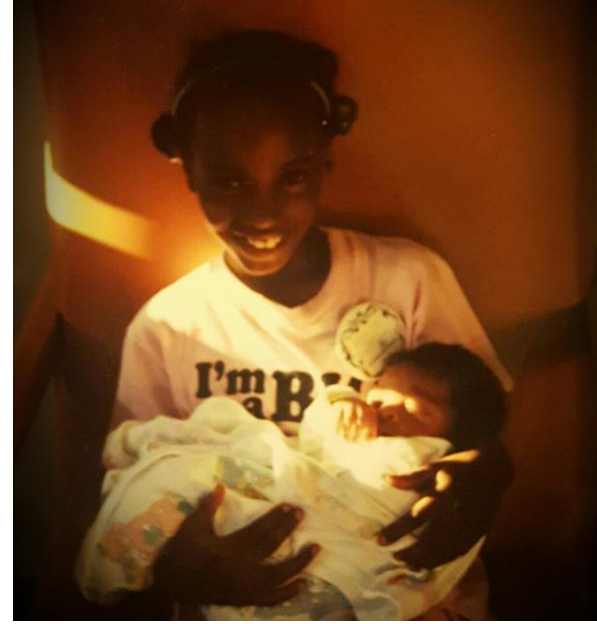
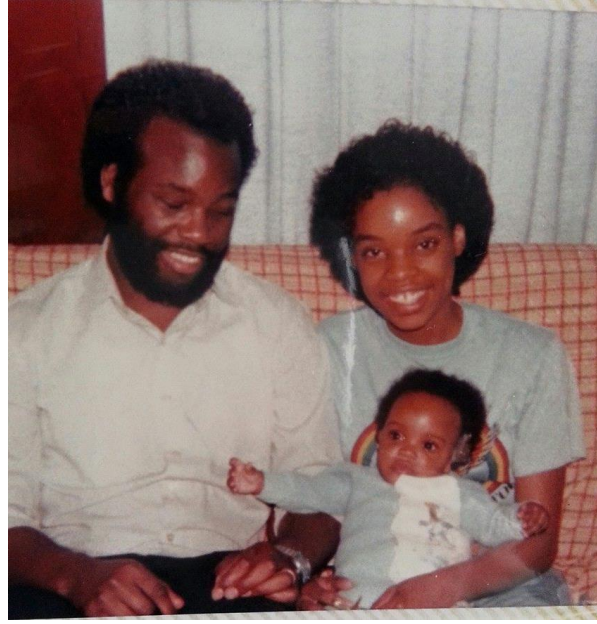
&

THANK YOU

My Story



Mr. and Mrs. Tyrone W Gilbert's Legacy



Mr. and Mrs. Tyrone W Gilbert's Legacy



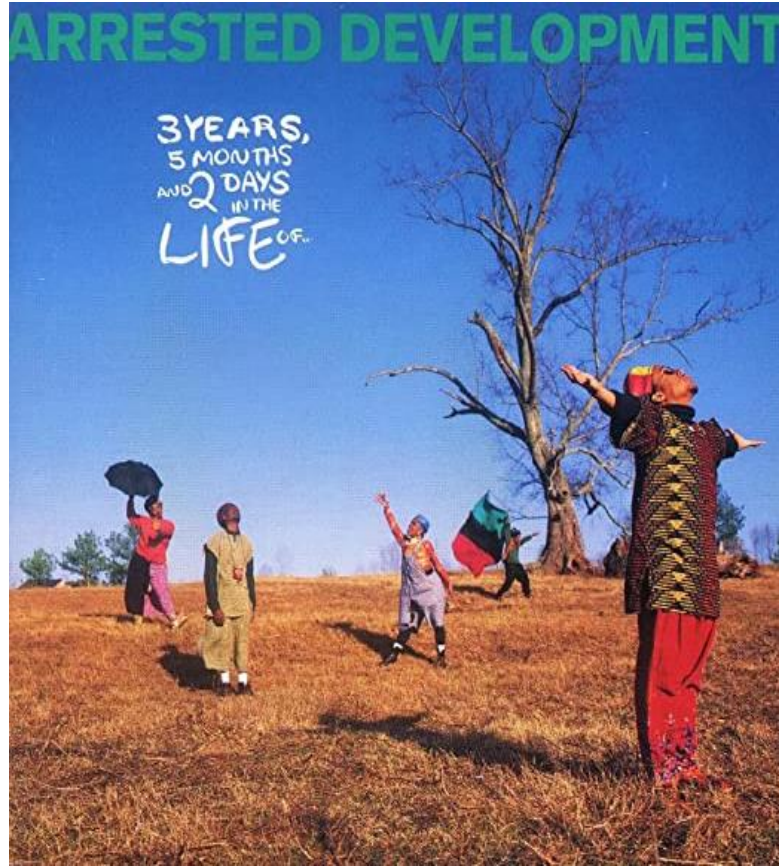
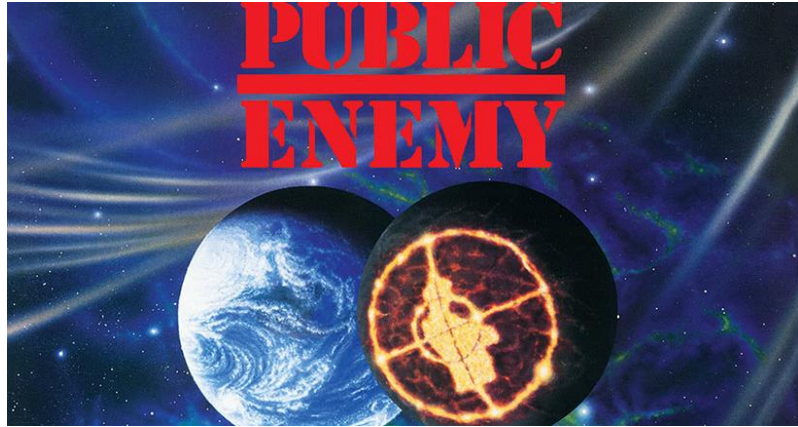
Before I start, let
me introduce my
small friends!

Bilateral Microtia and Atresia, Grade 3

Ableist Society 101: Special Needs Label

- Segregated Classroom and Transportation
- 10 miles to my school vs .2 miles to my neighborhood school
- Assumptions, self-awareness, and goal focused.
- Switched to 100% mainstream in the 1st Grade
- Speech Therapy
- Bullying and Teasing
- Invisible Disability

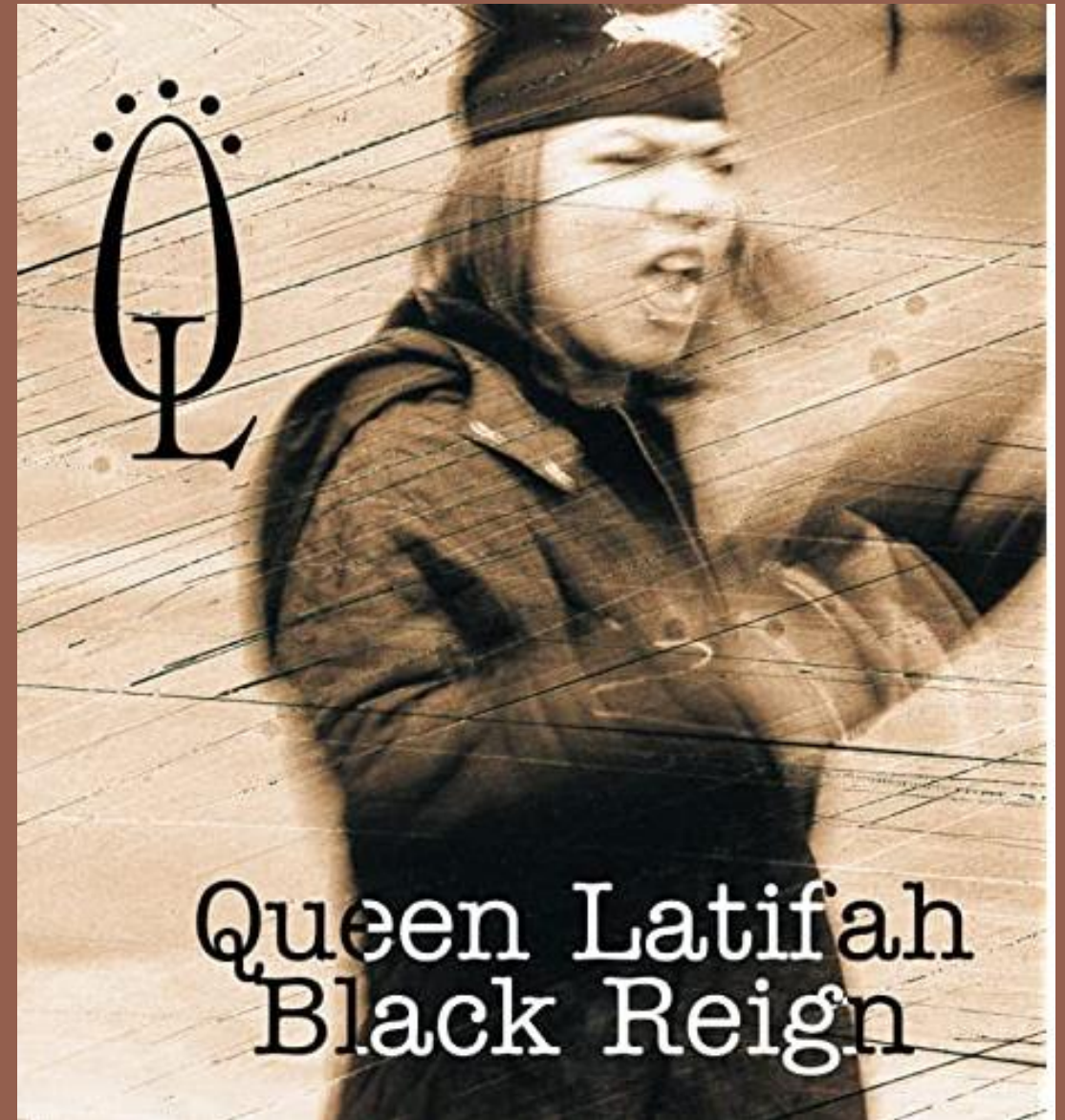
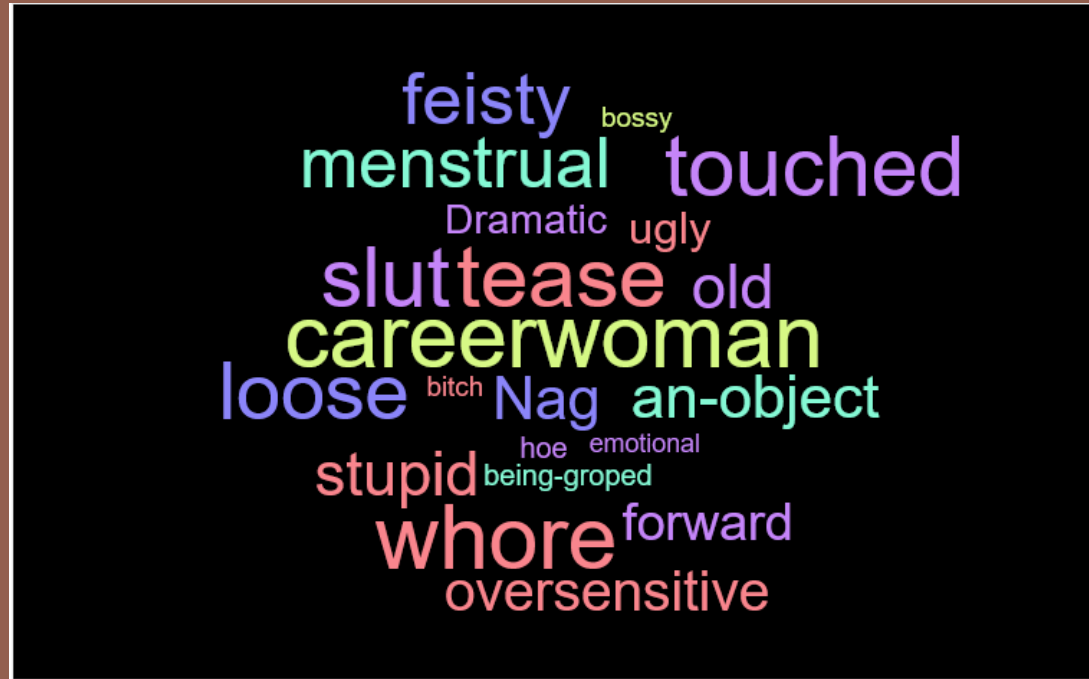




Black Pride Foundation

Meanwhile...

Womanhood



BLACK WOMEN DEALING WITH TRAUMA AND SUFFERING.



SOCIETY



"YOU'RE SO STRONG!!"



*@Real.Toons
2020*







Black (Racism)

Microtia
& Atresia (Ableism)

Woman (Sexism)

Deafness (Audism)



A close-up portrait of Dr. Kimberlé Crenshaw, a Black woman with long, thick, brown dreadlocks. She is smiling warmly at the camera. The background is a plain, light-colored wall. The word "Intersectionality" is overlaid in the center of her face in a bold, black, sans-serif font with a blue outline.

Intersectionality

Dr. Kimberlé Crenshaw stated that “intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects” (Columbia Law School, 2017).

What is the Issue?

- Being part of multiple oppressed and marginalized groups can lead to feeling invisible.
- Society prefers to only focus on one identity at a time.
- We must take the time to understand all different types of identities to understand the full person.



Dismantle, acknowledge, and
call-out the -isms

- Stop being silent
- Educate yourself
- Be an ally (but be careful)
- It is ok to reprogram your brain (biases and assumptions).
- Ask before assuming anything

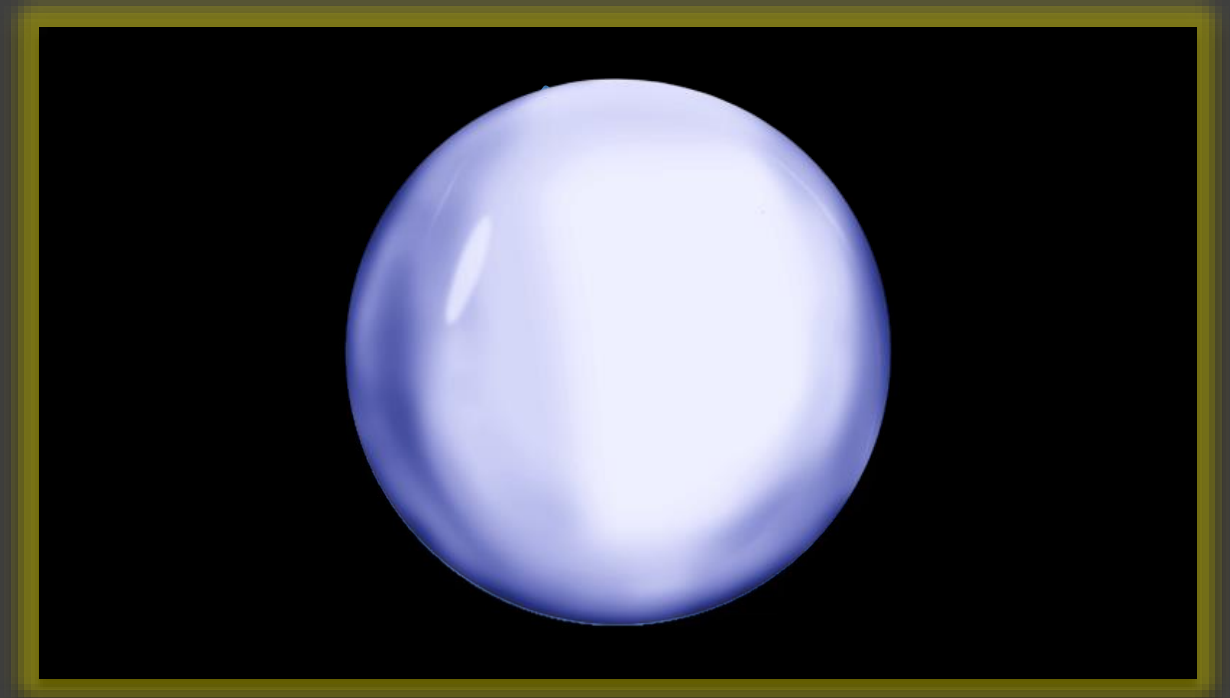
**CHANGE
THE
NARRATIVE**

Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. (Garibay, 2014).



Future Dr. G's ALEW Steps

- Acknowledge
- Listen
- Educate
- Walk Away (if necessary)



Release and clear your bubble from all the ignorance, prejudices, biases, and hate. Protect your peace, joy, and identities. Remember that *hurt people, hurt people, which is why there are different forms of -isms.*

Recommendations

- Understand that trauma, stress, and isolation can lead to crisis.
 - Always Listen to Respond and not Listen to React (Active Listening).
 - Make sure to acknowledge and respect everyone's identities and ask them what they prefer instead of making assumptions.
 - Do research on *all diverse* populations.
-



Village Collaboration

It takes a village to change the world, and now is the time to speak up for yourself and others like a BOSS. We all have different identities, but we share similar struggles with oppression, marginalization, and wanting to be accepted, seen, and heard.



References

Columbia Law School. (2017, June 8). *Kimberlé Crenshaw on Intersectionality, More than Two Decades Later*.

Columbia Law School. Retrieved August 1, 2020, from

<https://www.law.columbia.edu/news/archive/kimberle-crenshaw-intersectionality-more-two-decades-later>

Garibay, C. J. (2014) Diversity in the Classroom. *UCLA Diversity & Faculty Development*.

<https://equity.ucla.edu/wp-content/uploads/2016/06/DiversityintheClassroom2014Web.pdf>