

# WHAT IS “ABLEISM” ?

Ableism refers to all discrimination against people with **disabilities**.

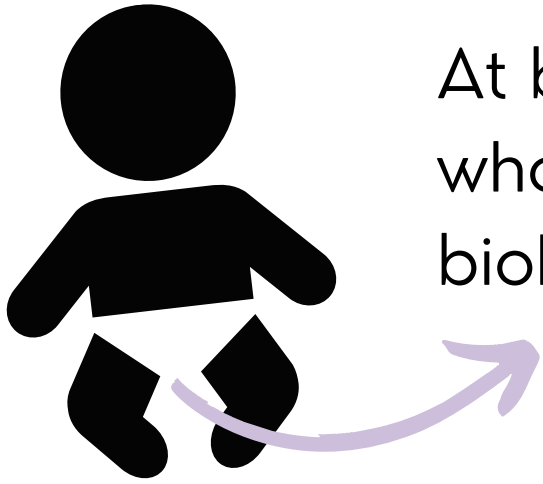
 **VISIBLE  
OR INVISIBLE**

## GOOD REFLEXES :

- **Speak directly to the people** and not to the possible accompanying !
- **Never impose** unapproved assistance !
- **Don't assume** that a person is disabled or not: it says **80% of disabilities are “invisible” !**
- Consider disability from a social point of view: if our society is inaccessible to people, it's not the fault of the people themselves ! **This is a social issue that concerns us all !**
- **Pay attention** to the voices of individuals with disabilities.
- Make sure **to design and communicate** our spaces with **accessibility** in mind.
- **Do not consider the support of a disabled person as a “favor”**, this should be the norm!



# HE, SHE, THEY...?



At birth, doctors determine who is a boy (him) and who is a girl (her) based on the baby's body and biological criteria.

**THE GENDER DOES NOT NECESSARILY  
CORRESPOND TO THE SEX DETERMINED AT  
BIRTH !**

## WHAT DOES "THEY" MEAN ?

Unlike the pronouns "he" and "she", "they" is used to designate:

- persons who do not identify themselves as either male or female
- those who identify as both a man and a woman
- or to identify a person whose gender is not yet known

**THE BEST WAY TO KNOW IF  
YOU SHOULD SAY "HE", "SHE"  
OR "THEY" IS TO ASK THE  
QUESTION!**



In the Middle Ages, there was a neuter pronoun!  
It was 'AI'!

What are **your**  
pronouns?

# CONSENT IS THE BASIS !

To participate in a game, make a hug, kiss, caress, have sex or any other relational action: **make sure that the person opposite is okay to live it !**

## CONSENT MUST BE :



1- **Clear** : no is no, and silence is also no !

2- **Precise** : Saying “yes” to something does not mean “yes” to everything !

3- **Free** : A forced “yes” under pressure or threat doesn't count !



4- **Lucid** : Asleep, under substances, in an unusual state: it doesn't work !

5- **Updated and revocable** : A “yes” can change to a “no” at any time, and that's okay !



## NO MEANS NO !

# ORDINARY RACISM

## YOU KNOW WHAT IT IS ?

It's those little remarks, jokes or gestures that we sometimes make without thinking about them... but which can hurt and are in fact racist !

### FOR EXAMPLE, IT'S NOT OK TO :



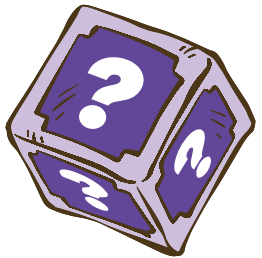
Make jokes about a friend's physique because you think he is "original" or "different" !

Imitate people from a culture we don't know, just reproducing stereotypes that we have already heard somewhere... it is never a good idea !

Touch or want to touch frizzy hair !



Thinking that you can guess the profession, religion, origin or tastes of a person just by looking at him... it is very often racist or stereotyped !



Make excuses and try to minimize...

"oh... it's okay,  
It's a joke !  
You know I don't  
think so !"

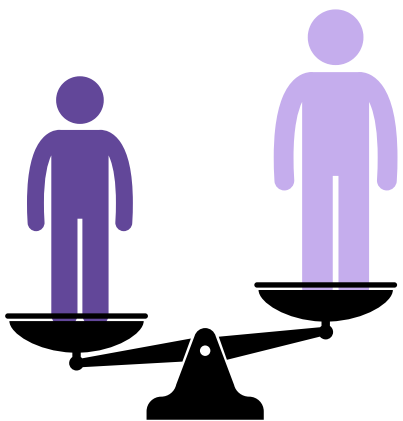
# TRACES OF COLONISATION

**Colonisation means** taking possession of a foreign territory with the aim of exploiting its resources and/or establishing political power over the population living there!



Between the 15th and 20th centuries, several European countries colonised large parts of the rest of the world.

**Violence of all kinds was committed against the inhabitants of these territories: slavery, sexual abuse, pillaging, etc.**



It was at this time that the idea of 'race' was invented, making it possible to establish hierarchies between human beings.

Today, most formerly colonised countries have gained their independence. But there are still relationships of domination between the former colonies and the former colonisers.

**The idea of "race" continues to exist and to structure human relations in our representations and in the structure of our societies ! Racism is completely illegal and has no place, even if it continues to exist. We must fight against it !**