



Difference is Beautiful

May we never forget that!

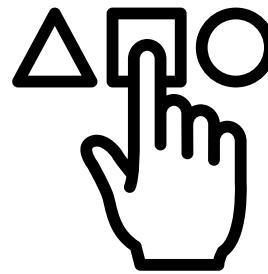
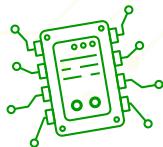




Who am I?



I'm a smarty pants (by some measures)



I'm a decision maker (an executive, darling!)



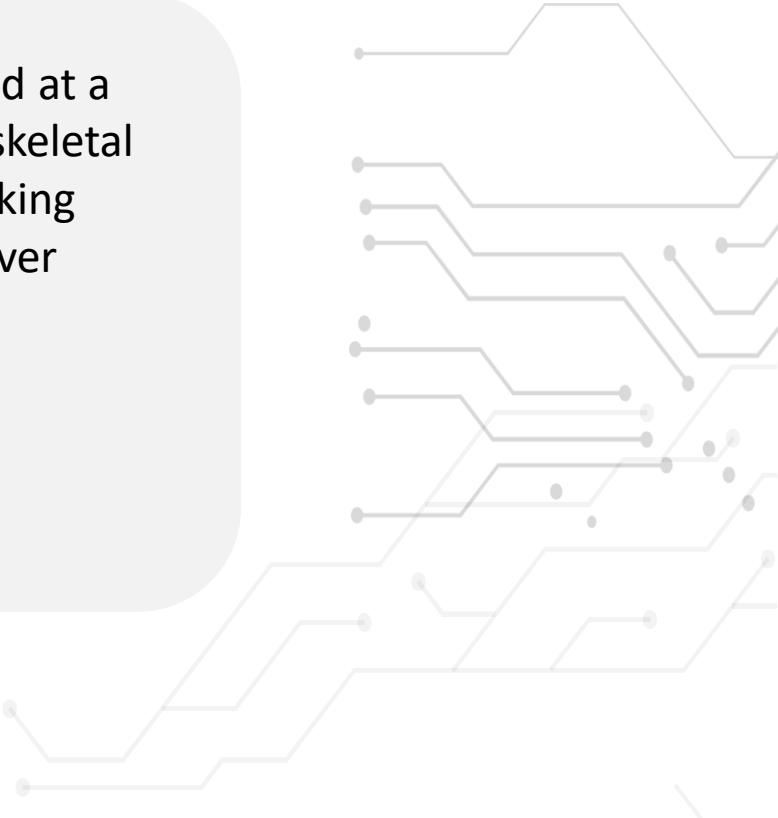
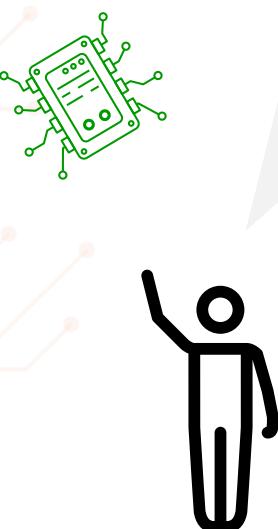
Ok, I admit it – I don't drive.



INTERNALIZED ABLEISM...



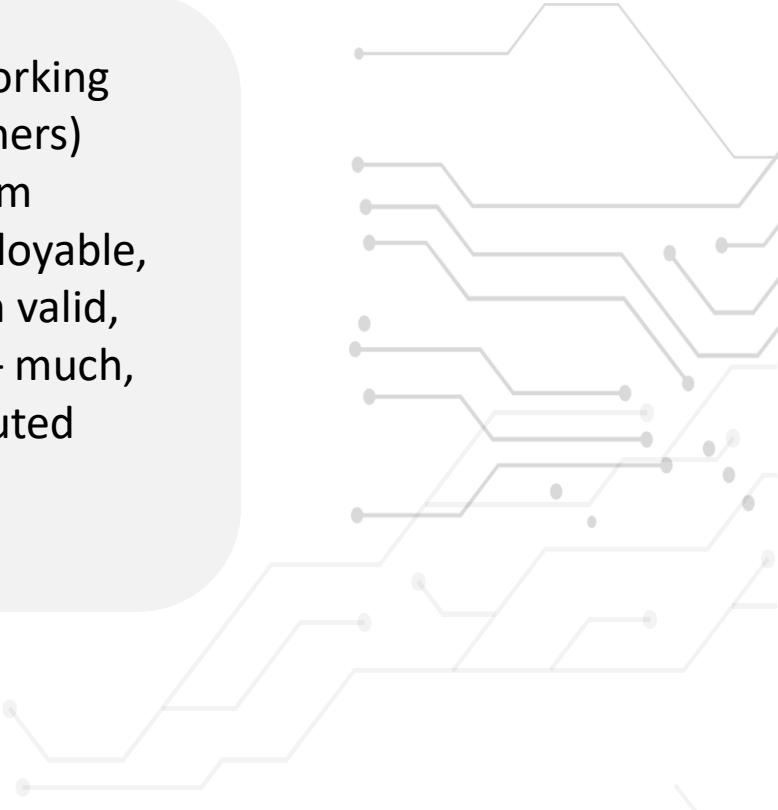
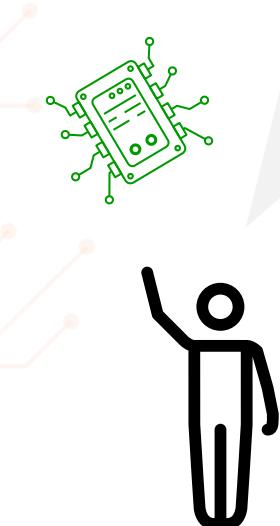
“My name is Angela and I was diagnosed at a very young age with a genetic musculoskeletal “condition” (?!), which I have been working very hard to mask and not to disclose ever since.”





INTERNALIZED ABLEISM...(2)

“My name is Angela and I have been working very hard to prove to myself (and to others) over the course of my life so far that I am indeed a “smarty pants”, that I am employable, that I am desirable (dateable), that I am valid, that I am valuable and that I am more – much, much more – than any medically attributed label.”

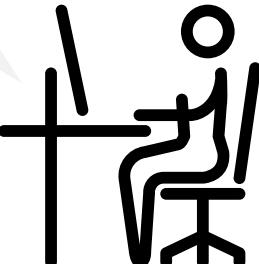




Neither tragic, nor inspirational (well. at least not all of the time)



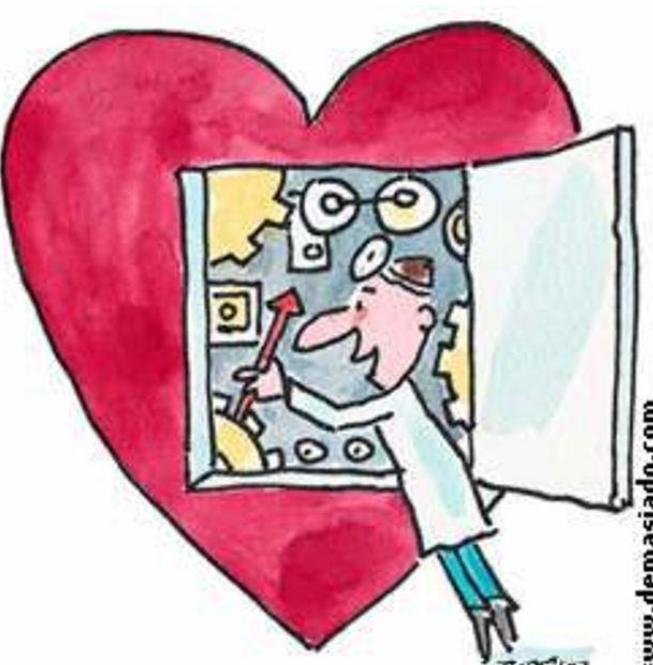
“My name is Angela and I DO want to inspire folks joining BP and others that you can overcome obstacles and be super-successful. But I also want disability to become normalized such that it is no longer a barrier to employment and entrepreneurship and VC funding and...if we keep painting disabled folks as “superheroes” for achieving anything then we keep that normality out of grasp.”





"

She suffers from....."



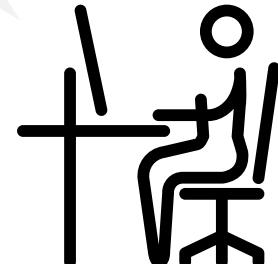


Like others, I am learning that my difference can be an asset



"After all, whom amongst us wants to be one of the normalzzz, darling? ;-)

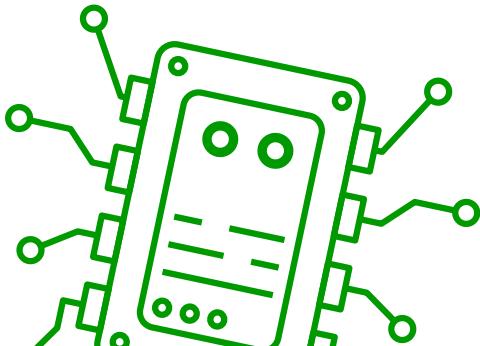
In business these days, it is important to cultivate one's "personal brand." It is the things that make you different that make you memorable, and that can become part of your USP."



We need to stop forcing people to “fake it to make it”

Corporate diversity programs focussed solely on gender are
NOT ENOUGH

A medicalised model of disability is NOT ENOUGH



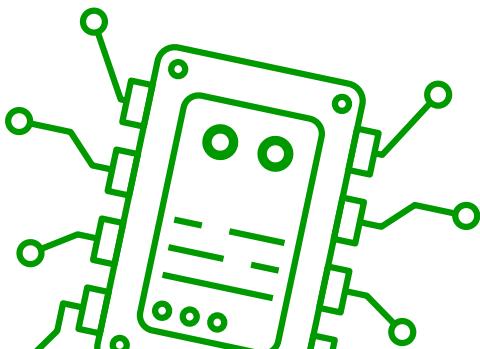
Algorithmic decision making poses some risk here too.....



► We are on the cusp of, potentially,
momentous change

► Disability on the main stage
at the World Economic
Forum!!

► “The Valuable 500”



Drag Syndrome (because Down
Syndrome is *such* a drag!);
diversity on the catwalk; Special
on Netflix,,and more



We must work together to keep
that momentum going..thank you
for listening

