

## Transcript of clip from Emily Ladau's Mind Tools Expert Interview

"Ableism is so often the type of discrimination that gets left out of conversations about discrimination, but I define it pretty simply as attitudes and actions and circumstances that devalue people on the basis of disability.

"And there are multiple levels to it, so you can think about it in terms of **internalized** ableism which is the attitudes that we turn inward and direct it ourselves when it comes to our perception of disability.

"And then you can think about it in terms of **interpersonal** ableism, the interactions that we have on a day-to-day basis, the rude comments, the nosy questions, micro-aggressions if you will.

"And then there's **systemic** ableism which is really discrimination toward people with disabilities baked into the systems in which we operate, and a really powerful example of this that I point to is public transportation.

"Now if you think about many major public transportation systems... and I'm in the United States, I'm in New York, and so I regularly use one of the world's largest transportation systems, New York City's system, and it is not at all fully accessible for people who use wheelchairs, and so it keeps me from doing quite a bit because of transportation issues.

"If you have an inaccessible transportation system, one that is not designed to include disabled people, you are then shutting disabled people out, not only from transportation, but also from opportunities to be educated, opportunities for employment, opportunities to seek healthcare, to socialize, to go exercise your right to vote, whatever it is that you want to do.

"So systemic ableism is really shutting people out of systems because we are not actively thinking about how to be inclusive."

Listen to the full 30-minute interview in the [Mind Tools Club](#).