National Federation of the Blind (NFB) of Indiana 2022 State Convention

Virtual Panel Discussion,

Saturday, October 8th, 1:30 to 2:30

Reframing the Fight for Civil Rights: Understanding the Discourse on Equality Verses Equity from a Social Justice Perspective

* Introduction – Lee Martin: discuss DEI mission, NFB pillars, and introduce moderator and panel (5 minutes)
* Background – Gary Wunder: discuss mission of the Braille monitor, importance of the article or personal interest in the topic (5 minutes)
* Pillar 1 – Dr. Fant
* Education, Rehabilitation, & Employment –

Vision:
The National Federation of the Blind develops, leads, and supports high-impact programs and initiatives that offer best practices to rehabilitation professionals, educators, and employers, while also ensuring blind people build skills and confidence to thrive in twenty-first-century classrooms, careers, and everyday life.

* Pillar 2 - Dr. Peters

Membership and Community Building

Vision:
The National Federation of the Blind has an active, diverse, coordinated, and ever-growing network of affiliates, chapters, and divisions across the country. Engagement in our innovative and empowering initiatives attracts lifelong members who build a community unified in our purpose.

* Pillar 3: -Dr. Evie

Advocacy

Vision:
The National Federation of the Blind is the leading advocate for all blind Americans in areas such as education, employment, transportation, voting, and civil rights. Blind people, their families, agencies for the blind, corporations, and the government turn to our organization for expert advice on programs, skills building, encouragement, nonvisual access, and technology that level the playing field for blind people.

* Pillar 4:
* Development - Kane

Vision:
The National Federation of the Blind builds synergistic community and corporate relationships that are mutually enriching. The stories of our impact and of members' achievements are widely known and celebrated. Our brand is so well recognized and respected that it empowers our members and enables us to expand our reach to our community, new members, and the world.

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Questions for moderator:

Question to Dr. Peters

The Disability and Civil Rights Movements have been described as a fight for equality. Your article suggests that equity, rather than equality, may best describe the outcome the movements are meant to achieve. What is the difference between equality and equity and give us some examples.

Question for Kane: If we pay attention to cultural/racial/economic differences among a given set of blind people, does this lead to consistently better outcomes for members of that set of blind people who are seeking to gain better skills, better employment, better housing, etc.?

Framed another way, does paying attention to D.E.I. factors beyond blindness make the Federation more effective in our mission? Or is this just a thing

Lee:

Why is DEI not only important to the DEI national committee but included in all levels of our organization? I.e. State Affiliates/ Local Chapters/Divisions

Dr. Reed:

Does the use of the term equality in Blind Equality Achievement Month, help to perpetuate ablest ideas we are trying to combat? Why or why not?

^Origin of question: I believe language matters. The DEI committee of the NFB of Indiana has joined those in the social justice movement in using the term equity rather than equality. When the same terms are used in different ways what is being communicated is often derailed. To fight effectively against ableism, we need to “name it, frame it, and explain it, clearly. Given that we need to access and navigate the environment differently.

Please review the attached docs and if we can join the zoom meeting at 1:30p.m. To review any loose INS that would be helpful.