



Anti-Oppression Learning Community:

November 14, 2025

Our Values



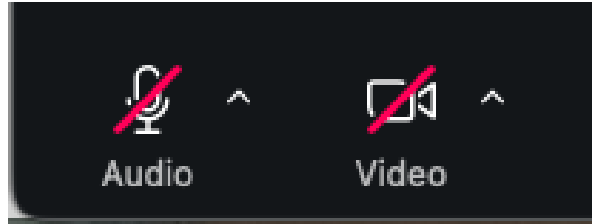
At RESULTS we pledge to create space for all voices, including those of us who are currently experiencing poverty. We will address oppressive behavior in our interactions, families, communities, work, and world. Our strength is rooted in our diversity of experiences, not in our assumptions.

With unearned privilege comes the responsibility to act so the burden to educate and change doesn't fall solely on those experiencing oppression. When we miss the mark on our values, we will acknowledge our mistake, seek forgiveness, learn, and work together as a community to pursue equity.

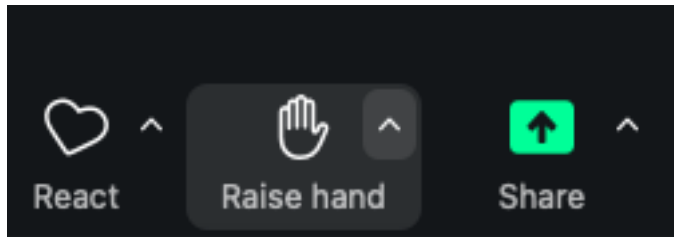
Read our full anti-oppression values statement here at results.org/values.

Housekeeping Items

results



Stay muted when you're not speaking



Raise your hand to speak

Discussion Norms

- Step up, step back
- Lean into reflection and discomfort
- Recognize impact over intent
- Respect confidentiality
- Care for yourself and each other

WORKING HARDER FOR HALF:

THE ASSUMPTIONS & REALITIES OF
POVERTY & DISABILITY

GLOSSARY

- VISIBLE DISABILITY –IMMEDIATELY SEEN & DETECTED
- INVISIBLE DISABILITY – NOT IMMEDIATELY SEEN & DETECTED
- PERSON-FIRST LANGUAGE-EMPHASIZES THE PERSON BEFORE THE DISABILITY
- “PERSON WHO IS BLIND” OR “PEOPLE WITH SPINAL CORD INJURIES.”
- IDENTIFY-FIRST LANGUAGE -PUTS THE DISABILITY FIRST IN THE DESCRIPTION
- E.G. “DISABLED” OR “AUTISTIC.”
- LANGUAGE USAGE IS A PREFERENCE & VARIES – JUST ASK!

GLOSSARY CONT.

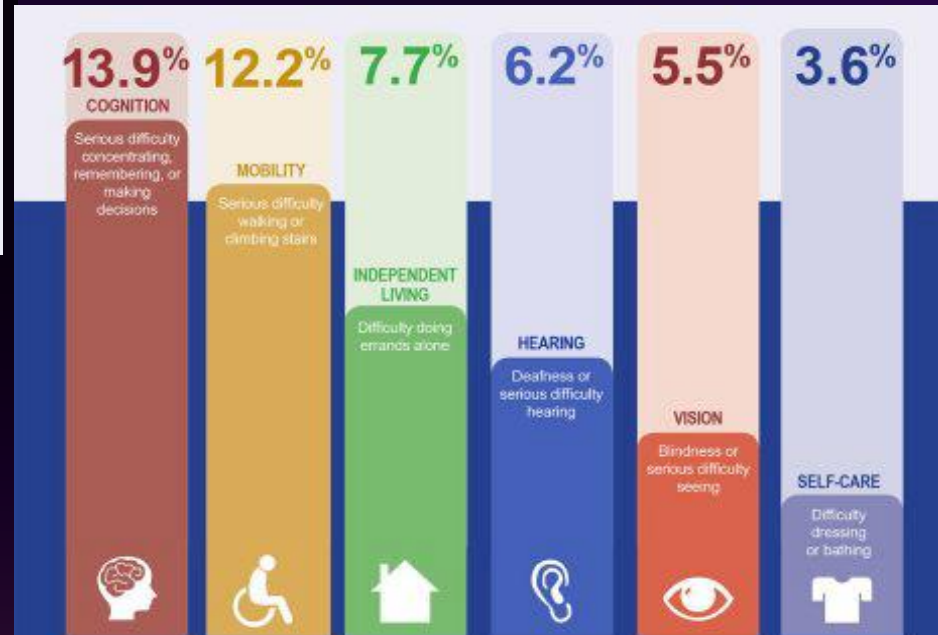
- COMORBIDITIES - PRESENCE OF TWO OR MORE DISEASES OR MEDICAL CONDITIONS IN A PERSON
- ACCOMMODATION - ANY MODIFICATION OR ADJUSTMENT TO A JOB, WORK ENVIRONMENT, EDUCATIONAL SETTING, OR HOUSING THAT ALLOWS A PERSON WITH A DISABILITIES TO PARTICIPATE EQUITABLY
- ACCESSIBILITY - PRODUCTS, SERVICES, AND ENVIRONMENTS DESIGNED SO THAT PEOPLE WITH A WIDE RANGE OF DISABILITIES CAN USE THEM EQUALLY EFFECTIVELY, WITHOUT BARRIERS.
- SPOONS/SPOON THEORY: HOW CHRONIC ILLNESS, CHRONIC PAIN, AND DISABILITY IMPACT A PERSON'S CAPACITY TO PERFORM EVERYDAY TASKS.
- ONE SPOON = ONE UNIT OF ENERGY. WE ALL START WITH THE SAME AMOUNT.
- OF COURSE, NOT EVERYONE SUBSCRIBES TO SPOON THEORY

More than **1 in 4** adults in the United States have some type of disability (28.7%)



Over 70 million U.S. adults have a disability, representing more than 27% of the adult population

Public K-12 schools in the United States educate about 7.3 million students with disabilities – a number that has grown over the last few decades. Disabled students ages 3 to 21 are served under the federal Individuals with Disabilities Education Act (IDEA), which guarantees them the right to free public education and appropriate special education services.



ABOUT ME:

ONE REPRESENTATION ON A SPECTRUM

NADIA HASAN

Nadia Hasan (she/her) is a Detroit-based author, artist, and crisis counselor, whose creative work explores themes of resilience, identity, and the impact of trauma. Born with cerebral palsy, Hasan brings a deeply personal lens to her work, using storytelling as a means of advocacy and a vehicle for connection, empowerment, and social change.

She is also a former advocacy fellow and current volunteer for RESULTS, a nonprofit organization that pushes for policies that dismantle poverty and inequity in the U.S. and globally. She has proudly worked with the Michigan chapter of RESULTS and Michigan's congressional representatives to advance meaningful policy decisions around SNAP/EBT, Medicaid, education and literacy, and GAVI, the vaccine alliance. She is currently pursuing a BA in English and Creative Writing from Southern New Hampshire University.



DISABILITY ISN'T ONE SIZE FITS ALL

EACH PERSON

DISABILITY, DIAGNOSIS,
& IMPACT

IS UNIQUE



fucking Shakespeare.

The background features a dark teal color with a grid of squares. The squares are filled with either a diagonal line pattern or a blurred image of string lights. The text is overlaid on this background.

5 MYTHS

**ABOUT PEOPLE
WITH DISABILITIES**

PEOPLE WITH DISABILITIES ARE PEOPLE

We can:

- Work jobs
- Build careers
- Earn a degree
- Get married/have kids/have families
- Own homes/live independently
- Vote/contribute to society
- Have dreams/goals/aspirations
- Make decisions & mistakes

Life with a disability:

- Can be non-traditional and still valid
- Isn't less or worse or broken
- Is challenging and rewarding
- Isn't inherently inspirational
- Can take extra planning
- Is "normal"
- Can suck at times, just like any other life

THE COST OF DISABILITY
AND THE RESULTING
LACK OF CARE

THE FREE MONEY MYTH

- **Supplemental Security Income (SSI):** Provides income support to people with limited income who are aged, blind, or disabled.
- **Social Security Disability Insurance (SSDI):** Provides income support to those with disabilities who have a work history.
- The maximum SSI payment (2025) is \$967/month per individual or \$1,450/month per couple
- \$11,604/yr for an individual or \$17,400/yr for couple (\$8,700 each)
- The poverty guideline is \$15,650/yr individual or \$21,150/yr for couple
- Asset limitations: MAX \$2,000 in combined accounts for disabled individuals

SSDI

- Max payment (2025) \$4,018 BUT this amount is for those who reach full retirement age in 2025 & have a history of earning the maximum taxable income throughout their career
- Actual amount based on the nature & start date of disability and work history
- As with SSI, there are limits to how much you can earn from working.
- Non-blind individual per month limit: \$1,620
- Blind individual per month limit: \$2,700
- We live below the poverty line

ASSETS, EQUIPMENT, & ASSISTIVE TECH

- Under Medicaid, you're only eligible for new equipment after a period of five/ten years (its "reasonable useful lifetime")
- Repairs (accessible vehicles, wheelchairs, etc.) are often out of pocket expenses
- Much of the technology and disability equipment is often not covered under insurance, such as Medicaid, and are EXPENSIVE
- Needed items can and often are denied because it is determined by insurance and not medical professionals
- Disable people can be subject to strict asset limits/regulations or lose their benefits:
 - One vehicle and \$2,000 combined in savings & checking

THE REALITY OF DISABILITY

BIRTH, ACCIDENT,
AGING

WE WILL ALL FACE
DISABILITY

POVERTY CONTRIBUTES TO DISABILITY

- LACK OF INCOME LEADS TO POOR NUTRITION
- LACK OF INCOME LEADS TO LACK OF HEALTHCARE
- LACK OF INCOME LEADS TO HOUSING INSECURITY
- ALL OF THESE INTERSECT WITH DISABILITY

DISABILITY & COMORBIDITY

PEOPLE CAN
HAVE MORE THAN
ONE DISABILITY
OR HEALTH
CONCERN

AT A TIME
YOUR DISABILITY CAN
CHANGE WITHOUT
WARNING

Disability and Healthcare ACCESS

Healthcare access barriers for working-age adults include

1 in 4

adults with disabilities
(18-44 years)

do not have a
usual healthcare
provider



1 in 4

adults with disabilities
(18-44 years)

have an **unmet**
healthcare need
because of cost
in the past year



1 in 6

adults with disabilities
(45-64 years)

did not have a
routine check-up
in the past year



ACCESSIBILITY BENEFITS EVERYONE

OUR BODIES
DISABLED OR NOT
ARE CONSTANTLY
CHANGING

ACCESSIBILITY, SPOONS, & BARRIERS

The Spoon Theory

DYSAUTONOMIA INTERNATIONAL



The Spoon Theory is a creative way to explain to healthy friends and family what it's like living with a chronic illness. Dysautonomia patients often have limited energy, represented by spoons. Doing too much in one day can leave you short on spoons the next day.

If you only had 12 spoons per day, how would you use them? Take away 1 spoon if you didn't sleep well last night, forgot to take your meds, or skipped a meal. Take away 4 spoons if you have a cold.



get out of bed



bathe



make & eat a meal



go to work/school



get dressed



style hair



make plans & socialize



go shopping



take pills



surf the internet



light housework



go to the doctor



watch TV



read/study



drive somewhere



exercise

The Spoon Theory was written by Christine Miserando, which you can check out on her website www.butyoudontlooksick.com.

www.dysautonomiainternational.org

EQUALITY



EQUITY



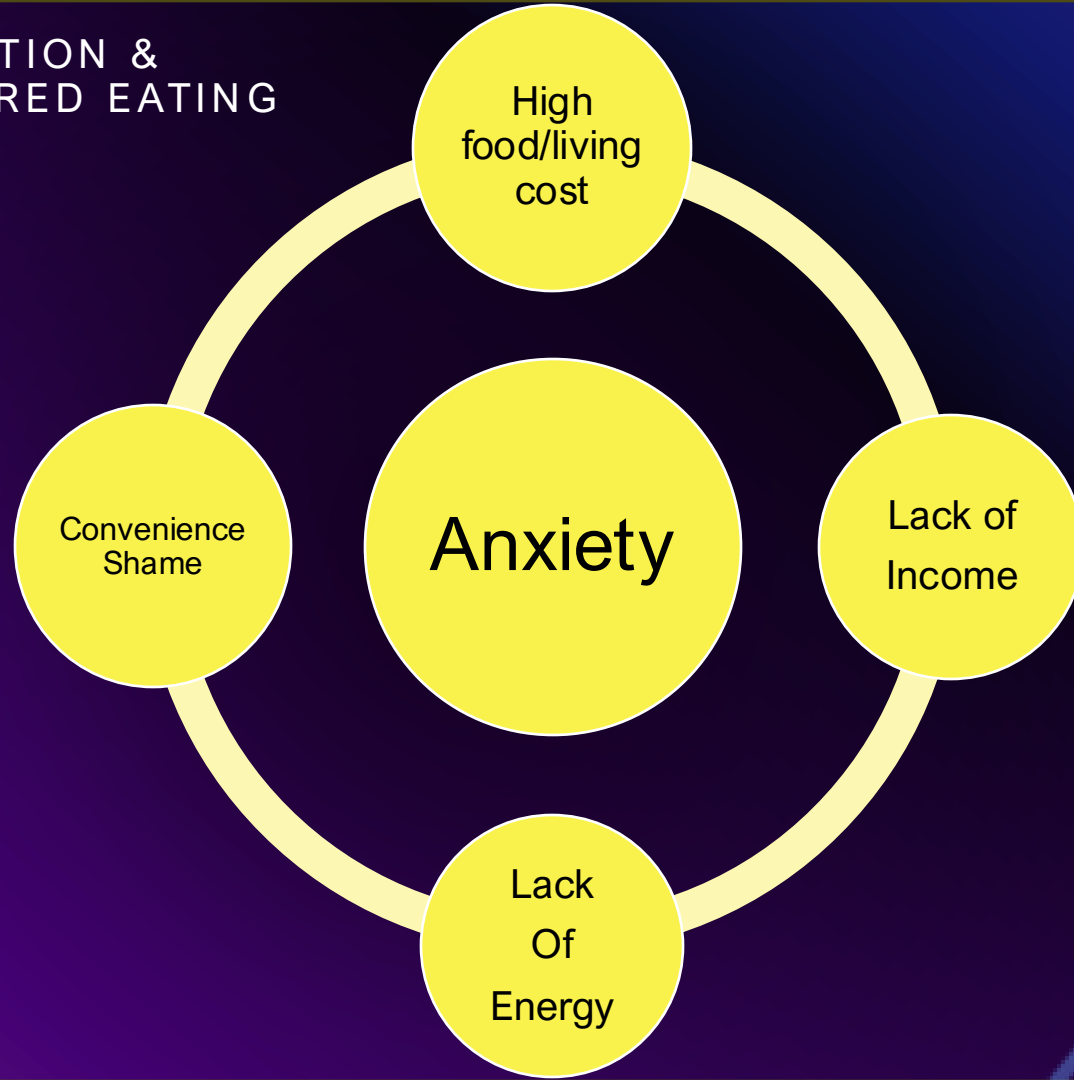
MY OLD ENEMY



STAIRS

memegenerator.net

POOR NUTRITION & HEALTH/DISORDERED EATING



DISABILITY IS INTERSECTIONAL

MORE THAN ONE
BARRIER
CAN EXIST

BARRIERS CAN ALSO STACK

DISABILITY INTERSECTS WITH OTHER MARGINALIZED GROUPS

Barriers to accessibility:

- Physical
- Monetary
- Systemic
- Social

People with disabilities encounter:

- Ableism (including internalized)
- Racism
- Classism
- Sexism
- Discrimination (gender, religion, etc.)

Not to mention disabled people are often infantilized, under/overestimated, or penalized for advocating for themselves or disclosing their disability.

◦ SPEAK UP BUT NOT OVER: LEARN & ADVOCATE

- Everything we can gain comes with a potential to lose income & benefits.
- We don't have marriage equality – we can marry, but not without a partial or complete loss of benefits
- Accessibility features like cc and audio description isn't always easy to find or use/not universal
- Voting/polling places are often inaccessible
- Either too disabled or not disabled enough - for benefits, for basic respect, for basic needs
- Paperwork is often confusing - through complex language or because of disability
- Demographics or location will often determine what services are available to you
- Our lives are often at the mercy of parents or caregivers

HOW TO SUPPORT: VOTE/ENGAGE CONGRESS

These bills impact the disabled community:

- The Accessible Voting Act (AVA)
- The Ensuring Nationwide Access to a Better Life Experience Act (ENABLE Act)
- The Marriage Equality for Disabled Adults Act (H.R.1389)
- Supplemental Security Income (SSI) Savings Penalty Elimination Act (S.1234 and H.R. 2540)
- The Transformation to Competitive Integrated Employment Act (TCIEA)

FINAL TIPS & TAKEAWAYS

- Disability isn't uniform - talk with us
 - Disability isn't a deficit or inherently inspirational
- Disability is intersectional
 - We're all one missed paycheck away from poverty
- We can do most things because we're people
 - Doing that thing may take extra time, planning, and accommodations
- Basic needs are human rights
 - We all deserve to thrive & accessibility benefits everyone

Use your voice in spaces where others can't. Speak with them, advocate, but don't speak over them. The best approach is a collaborative effort.

THANK YOU

Nadia Hasan

RESULTS, MI Chapter

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www.linkedin.com/in/nadiajhasan

RESULTS Michigan Facebook group



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Application & Next Steps

Government Shutdown: What's happening?

results

- November SNAP payments to come soon
- December SNAP benefits should be normal
- SNAP and WIC are funded through Sept. 2026
- Housing choice vouchers & global funding only secure until January 30, 2026

Blog: [The government shutdown has ended, here's what you need to know \(including SNAP updates\).](#)

What can you do?



- Reflect on what you learned today
- Bring these discussion questions back to your group
- Keep advocating for policies that uplift us all
 - **Our ask is the same:** FY26 budget that strengthens healthcare, housing, food insecurity and global poverty

"I am not free while any woman is unfree,
even when her shackles are very different
from my own."

Audre Lorde

We'd love your feedback!

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Please let us know your thoughts on AO Learning Community sessions by [completing this brief survey](#).

Thank you!

Contact Us

The logo for 'results' is a red speech bubble with the word 'results' in white lowercase letters.

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