

## Study Background

- Black individuals with disabilities (IWD) face unique challenges in many settings (e.g., workplaces, healthcare, education)
- Intersection of race and disability amplifies barriers to asserting rights under the ADA
- Limited research focuses on Black IWD and their understanding of their legal rights

## Research Questions

1. How do Black Americans with disabilities understand their rights under the ADA, and where do they access information about these rights?
2. What are the barriers encountered by Black Americans with disabilities, and what are their experiences, in accessing information and exercising their rights?
3. What strategies do they use in their efforts to assert their rights?

## Results

**Seven key themes emerged from the data. Black people with disabilities face obstacles related to:**

1. Finding relevant sources of accurate information
2. Knowing and understanding rights under ADA
3. Finding a sense of identity and belonging
4. Accessing disability resources and supports
5. Obtaining workplace accommodations
6. Addressing multiple marginalization
7. Engaging in advocacy efforts

This study reveals a deeper theme—Black individuals with disabilities are in a continuous struggle to access the services and support needed to live quality lives. While all people with disabilities face barriers, Black individuals often find them even more persistent and difficult to overcome.

Black Americans with disabilities experience not just one, but two immediate and distinct barriers:

- They must overcome racial stigma just to be seen, heard, and valued.
- They must educate those around them to recognize their identities beyond their disabilities.

Race exacerbates discrimination and bias, and intersectional perspectives are needed to address these challenges.

Black individuals with disabilities not only identify barriers they face but are at the forefront of crafting solutions to bridge the gaps in ADA awareness and utilization.

## Recommendations

The focus groups recommend that Black people with disabilities be more visible in social movements like Black Lives Matter, strengthening collective action in local communities, engaging with grassroots networks to spread essential information, and using social media to deliver customized, accessible messages.