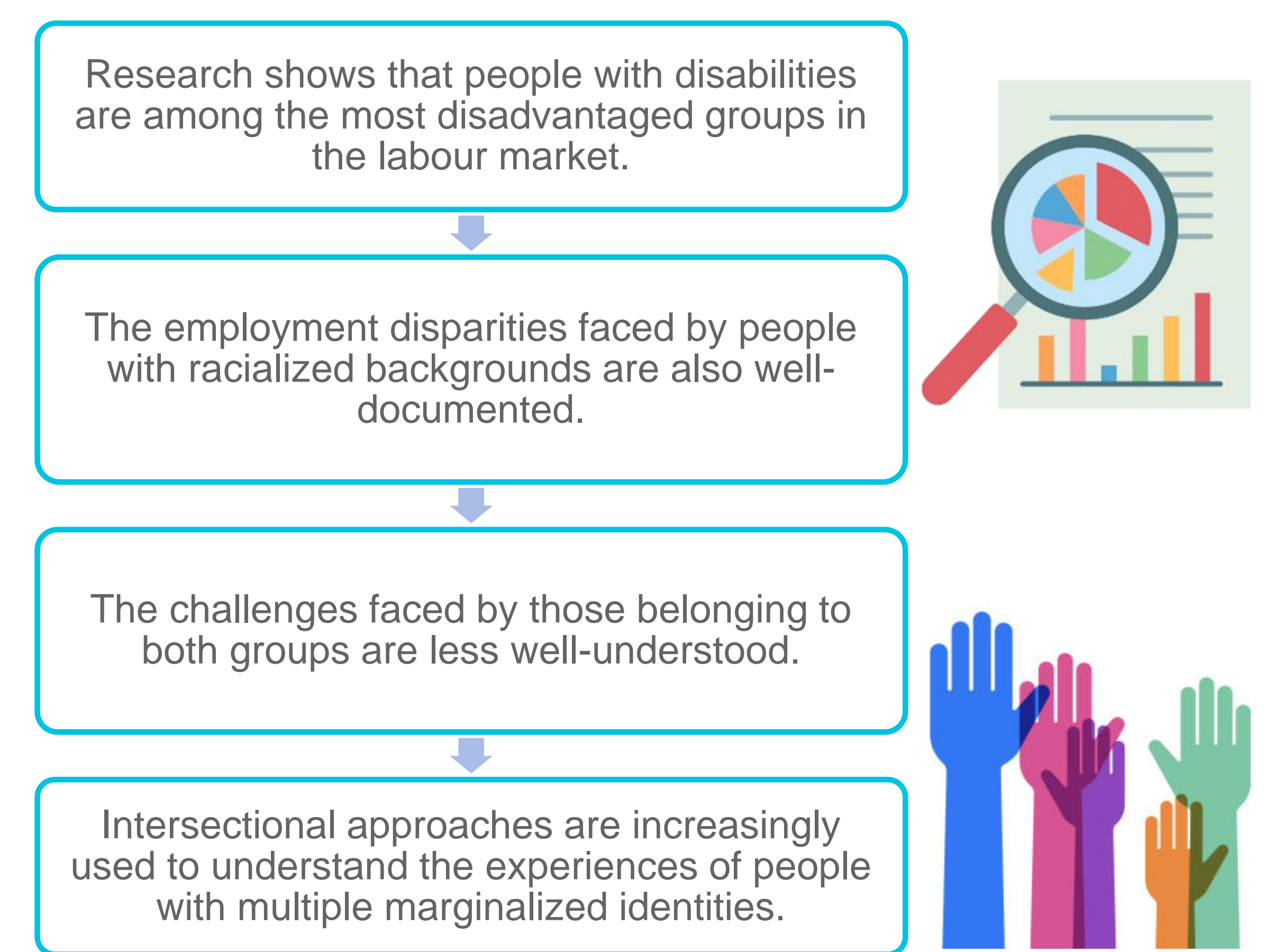


More than just double discrimination: A scoping review of the experiences and impact of ableism and racism in employment

Kristina Fuentes¹, Shaelynn Hsu¹, Stuti Patel¹, Sally Lindsay^{1,2}
 1. Bloorview Research Institute, Holland Bloorview Kids Rehabilitation Hospital
 2. Department of Occupational Science and Occupational Therapy, University of Toronto

Background



Objective

To explore how racism and ableism intersect to shape employment experiences and outcomes.

Racialized people with disabilities face distinct barriers and challenges in employment, due to the combination of ableism and racism.



SCAN ME

Holland Bloorview
Kids Rehabilitation Hospital



Design & Approach

Databases searched:

- Embase
- Healthstar
- Medline
- Psycinfo
- Scopus
- Sociological Abstracts
- Web of Science

Key terms:

- discrimination
- disability
- race
- ableism
- racism

Inclusion criteria:

- Empirical, peer-reviewed article published between 2000-2022;
- Involve a sample of racialized people with disabilities;
- Report at least one finding focusing on experiences or impact of ableism and racism

Screening:

- 3030 records in Covidence
- ↳ 1805 records (Title and Abstract Screening)
- ↳ 104 records (Full-text review)
- ↳ 44 studies included

Scoping Review

Results

44 STUDIES

STUDY DESIGN

5 Countries

Rates of workplace ableism and discrimination	Types and forms of experiences	Impacts of ableism and racism	Role of other demographic variables
7 studies examined discrimination allegations made under the Americans with Disabilities Act. 5 studies compared experiences of discrimination for people with disabilities across race and/or ethnicity.	9 studies examined unique stereotyping and 7 studies discussed systematic and institutional discrimination arising from the intersection of ableism and racism in the labour market and workplace.	24 studies reported on impacts (poorer rehabilitation outcomes, poorer employment rates, lower wages and income, worsened well-being in the workplace and career/professional development)	Twenty-six studies discussed the additional role of other variables (gender, class, sexual identity, age).

Implications

- Clinicians and rehabilitation specialists should consider incorporating intersectionality into their practices to better understand and serve racialized people with disabilities.
- Service providers should aim to address gaps and inequities in services faced by racialized people with disabilities which may prevent them from finding and/or maintaining meaningful employment.

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