

Women of Color with Visible Disabilities Face In Western Washington

Research Proposal

Winter 2022

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ABSTRACT

The proposed research investigates the experiences that women of color with visible disabilities (WOCWVD) have had in Western Washington. It asks, what is the range of visible disabilities of women in Western Washington? What types of barriers do they face? How are their experiences impacted by race and ethnicity? There is very little research that has focused on their distinct experiences. Rather, previous research on WOCWVD have either focused on white women with disabilities, (Davidson, 2013) or people of color with disabilities as a whole group (Johnson & Lambrinos, 1985). There has been hardly any research on women of color with visible disabilities specifically. By creating a better understanding of the specific perspectives and experiences that WOCWVD have, this research will deconstruct the damaging and colorless paradigms surrounding the experiences that WOCWVD face which reduces/combines WOCWVD's experiences to only what white women with visible disabilities have experienced. Given the triple jeopardy that WOCWVD face, it is imperative that we understand their experiences of barriers in their daily lives to better meet their needs. Qualitative data in the form of formal interviews and participant observation with WOCWVD that live in Western Washington will be used. Formal interviews and participant observation will be harnessed to better recognize how they understand, feel, cope, and experience the obstacles they face. The participants will engage in both the formal interview and participant observation. This will be used to generate a better understanding of the experiences that WOCWVD have had so that we can better serve and represent these specific women in our Western Washington community by creating valuable policies that reduce barriers, create opportunities, and improve their quality of life.

INTRODUCTION TO THE RESEARCH PLAN

My research asks, what are the experiences women of color with visible disabilities (WOCWVD) have had in North Western Washington? Historically, the perspectives and experiences that WOCWVD have had have been overshadowed by the experiences that white women with visible disabilities have had. (Davidson, 2013). Rather than reiterating the experiences that white disabled women, it seeks to understand how disability is impacted by race, ethnicity, and geography. My research will provide insight into the experiences WOCWVD to create better policies in a context where women of color remain invisible both by the lack of diversity and rural isolation. My goal for this research proposal is to better understand what WOCWVD have experienced to that there is updated and important research on them.

BACKGROUND

Because I reside in Snohomish County and travel through Skagit County to get to school in Whatcom County, I am well aware of the culture and have a close relationship to the land. As a result, I chose to do my research focusing on North West Washington. North West Washington is where I have had the most interactions with other people and am most familiar with the way of life. The majority of Snohomish, Skagit, and Whatcom County are white with Snohomish being 83.5%, Skagit being 90.3%, and Bellingham being 83.2%. (U.S. Census Bureau, 2021). As for rurality, Snohomish County is 18% rural, (SnohomishCountyWA, 2022), Skagit County is 41% rural, (SkagitCounty.net), and Whatcom County is 25.87% rural (U.S. Census Bureau, 2021). It is important to understand what whiteness and rurality mean for accessibility and WOCWVD

specifically. Because the majority of the population in all three counties I am performing my research in are white, it is crucial to understand what that means specifically because I will be focusing on women of color in my research. Being a person of color in a predominantly white area can affect people in many different ways. The most influential ways are discrimination, disadvantages, and treatment. (Umana). When people of color live in areas that are majority white, they often feel underrepresented, overlooked, and objectified. This is a negative experience for people of color. (Kwon, Ronald, and Augustine, 2017). When people with disabilities live in rural areas, it is harder for them to find jobs, transportation, and express themselves. In other words, there is a lack of mobility for people with disabilities in rural areas. (Hansen, 2011). Because people with disabilities are usually a minority in rural areas (and in urban areas as well), there is little representation and understanding of their experience. (Gayle and Palmer, 2005). This leads to unfair obstacles for them to perform day-to-day life (as mentioned above when talking about lack of mobility).

POSITIONALITY STATEMENT

It is important to note my positionality in this project. I am an informed outsider-insider and this will certainly impact my research to some degree. I want to be careful not to presume too much and to listen carefully to the individual stories and experiences that are shared with me.

I am a Chinese-American who has lived in Western Washington since being adopted from China as an 11-month-old. I am perceived and identified as a racial minority. By

being perceived these ways, I am treated differently than non-minoritized groups, I am discriminated against more and consequently, I have also come to see myself as a member of a minoritized group.

I also identify as a woman of color. Through this lens, I am a partial insider to this community and understand many of the struggles and challenges women of color face in their daily lives like being oversexualized, being discriminated against, and being treated differently. At the same time, I am able-bodied and do not have a disability.

I recently finished a degree in “Exceptionality and Disability,” which focuses on advocacy for people with disabilities, foundational knowledge for professionals who interact with people with disabilities across a variety of settings, and provides a solid background in a variety of topics central to the provision of support for individuals with disabilities. While I may be a very informed and empathetic person about the disabled community, I remain an outsider because I do not have a disability and cannot pretend to know their experiences.

LITERATURE REVIEW

I am looking at the experiences that WOCWVD have faced, specifically in Western Washington. Women of color with physical disabilities have long been in the shadows of history and society (Ghai, 2002), (Lauby, 1993). To date, the scholarship on disability studies has focused more on the general experience of being disabled without much attention to other factors such as race and geography which impact experience. In this

section, I provide an overview of the existing scholarship on disability and disability studies to show the need to examine how race, gender, and geography impact the experience of disabilities.

1. Disability Studies

The field of disability studies consists of white heterosexual men with disabilities. (Majiet, 1996). When searching articles on disability studies, for every 25 articles looked at, there was 1 article about women with disabilities. Disability studies focus on the experiences of disabled people and emphasize the role of the disabled community in defining problems and evaluating solutions. (UW, 2021). The University of Washington says, "Like other oppressed groups throughout history, disabled people have been marginalized; this has led to minimal attention to the historical, cultural, and political/legal dimensions of disability. Through neglect, ignorance, prejudice, and false assumptions, as well as through exclusion, distinction, or separation, society prevents persons with disabilities from exercising their economic, social, or cultural rights on an equal basis with persons without disabilities." (UW, 2021). This shows how important disability studies are for not only the disabled community, but society as a whole. I plan to engage in existing disability scholarship by providing the unique perspective that WOCWVD have.

2. Women and disability

Oxfam released a recent report that states the stereotypes that women with disabilities face. Some of the stereotypes were, "disabled persons are 'sexless' and their life is affected solely by their disability," "given our limited resources, we should not waste time and effort by looking at the specific situation and status of disabled women," and "in

fact, there is no particular problem with the present position and status of men and women in general,” (Habib, 1995). These thoughts and stereotypes hurt women with disabilities because they align their experiences with men with disabilities. It is also hurtful because they believe that people with disabilities are inherently sexless. Further on in the paper, it says that there has been a lot of studies and testimonies, and field-based experiences that show that when compared to disabled men, disabled women tend to suffer more from poverty and isolation. This is because of the sexism in the patriarchal society we live in and also the ableism that is so intertwined. (Habib, 1995). This is relevant to my work and research because the negative stereotypes that affect women of color with visible disabilities can change their perspectives and experiences that they've had. It's important to understand these stereotypes and how they show up in WOCWVD lives because it differentiates between the experiences of men with these physical disabilities and white women with physical disabilities.

3. Race and disability

While some authors (Garcia, 1997), (Habib, 1995), and (Ben-Moshe & Magaña, 2014) acknowledge intersectionality and others recognize the link between race and disability, (Luna, 2016) and (Pittman, 2010), most researchers are more concerned with women of color specifically or white women with visible disabilities. Women of color face many problems because of their race. One of the main issues that women of color face are the over-sexualization of them. Along with the fetishization of people with disabilities, women of color with disabilities have to face both the fetishization of their disability and of their race. Going off of this, women of color are significantly more likely to be described as “sensual,” “exotic,” and “sassy” than white women (Weitz, 2003). This

leads to an inaccurate and hurtful mindset when thinking about women of color. The media has consistently portrayed women of color with disabilities as not only supporting characters but background objects as well. Whether it be the quirky sidekick or a brief guest star, women of color and women with disabilities are rarely the main character, and when they are, they are oversexualized. Whether it be the “spicy Latina” or the “submissive Asian” or the “sassy Black woman,” women of color are never without a stereotype that oversexualizes them. When comparing them to white women, women of color are more likely to be the butts of jokes or only exist only to help the storyline move along (Gerding Speno, et al., 2018). Along with being fetishized as a woman of color, there is also the fetization of being disabled. “Sexual attraction to disability (minor, such as missing fingers, or severe, such as blindness, limb amputation or quadriplegia) is known as devotism, and subjects who are specifically interested in and sexually aroused by people with disabilities call themselves devotees.” (Limoncin, E., Carta, R., Gravina, G. et al., 2014). Being a WOCWVD is a dangerous duo because there can be a lot of people out there who want you in the wrong way sexually. This relates to my research because I want to find out how WOCWVD perceive this sexualization and if they are aware of it. Potentially even, this research will find out what non disabled and non people of color can do to stop the oversexualization.

4. Intersectionality

Being a woman of color with a visible disability is something that is very difficult to navigate in our patriarchal society today. It is important to acknowledge the struggles of being both a woman of color and having a disability, “...to disavow from the outset the idea that ‘disability,’ ‘race,’ gender,’ or ‘family,’ are monolithic constructs that can be

interrogated on their own,” (Ben-Moshe and Magaña, 2014). In other words, it is imperative that we examine disability as intersectional. In this research, I examine the intersection of race, ethnicity, gender, and geography to show how the lives of WOCWD in Western Washington are a reflection of this web of interactions. This creates a better understanding of how and what “intersectional” means. Identifying as a woman with a disability is hard because so many people see disability as a bad thing. Disabled Women Organize Worldwide said a powerful statement, “Disabled women and girls almost always face a double dose of discrimination, shaped by the particular culture in which they live. ‘A disabled boy is still more acceptable than a disabled girl,’” (Hershey, 2002). This shows explicitly how women with disabilities are so often looked down on more than their male counterparts. It also tells us that there is great importance in researching women with disabilities, especially women of color with disabilities. This gives a better understanding and background on why WOCWVD experience life differently. My research will contribute to the experiences that WOCWVD have had and will explain more of the identifying and unique perspectives. This way people can better understand the implications and real-life experiences WOCWVD have had. My research will build off of the previous studies that focused on white women with physical disabilities as well as men with visible disabilities by creating a new and important point of view from WOCWVD.

Facing the oppressions and struggles of being a woman, being a person of color, and being someone with a physical disability, there are many systems and barriers that make life harder for them. Some examples of this are accessibility, representation, and

general oppression.(García, 1997). Society has often seen women of color with physical disabilities as only disabled people. (Davidson, 2013). It often diminishes the struggles of racism and sexism that they may face in addition to ableism. Rukmini Sen states, “the identity of a disabled woman when it becomes rigid and the only identity then identity overrides difference,” (Sen, 2016). This basically explains how the identity of women with disabilities is focused on the disability itself. Sen later goes on to state that women with disabilities tend to “refer to the oppression inherent in being perceived as a ‘lack’, ‘deficit’ and ‘difference’,” (Sen, 2016). Not only is disability seen as the only identifying factor of women with disabilities but it's a negative factor. Disability is seen as something that you don't want or something that is a burden. Nanadini Ghosh explains this saying, “Abilist ideologies operate within culture through legal, medical, political and literary discourses of exclusion, that create the physically disabled body as an embodiment of corporeal insufficiency and a repository of social anxieties about control and identity,” (Ghosh, 2010). This quote relates to my research because it seeks to counter the lack of scholarly relationships between people with disabilities and able-bodied people. While listening to women and paying attention to their words, it gives us a better understanding of the ways their lives are shaped but not wholly determined by their disability. My research plans to build on this scholarship and this ideology because oftentimes research and society only sees WOCWVD as a woman of color or as someone with a disability. It's important to look at both factors because they shape and affect their lives in different ways.

5. *Disability and Overall Health*

When someone thinks of 'disability' something that they also might think of is health. Health is deeply intertwined with sexual health, especially for women. It's important to understand the implications of health and sexuality toward people with disabilities since it's one of the biggest and most important areas of their life. Unfortunately, women with disabilities have had to face a lot of discrimination with their health and sexuality. This has affected them greatly and is important because health and sexuality are very important parts of the existence of someone. Although I'm focusing on the intersection of being a woman of color with a visible disability, it's important to take a look into what has been researched on how society views women with disabilities and their sexuality and their health overall. This is very important to look into because the way science and Public Health informs people about women with visible disabilities, specifically women of color with visible disabilities is not the same as they view white women with visible disabilities or women in general. Studies have shown that there are negative stereotypes of women with disabilities. A study by Shanaaz Majiet looked into this, asking participants of a survey to write down what they thought of when they heard 'disabled women'. "The overwhelming association with disability for women, as these workshop participants' reactions show, is one of passivity, dependency and deprivation. An analysis of the portrayal of disabled women - be it in literature or people's prejudices - often depicts 'the passive', subjugated woman who is submissive and asexual," (Majiet,1996). These negative stereotypes portray women with disabilities as not sexual beings. Sexuality is a really important part of someone's life and to have the assumption put on you that you yourself are inherently non-sexual because of your ability is

detrimental to the mental health and confidence of women with disabilities, (British Medical Journal, 2017). Another struggle women with disabilities have had to go through is the fight for reproductive and sexual rights. There has been a long history in both the United States and the world for the rights for women with disabilities in regards to their reproductive rights. The eugenics movement was a movement that forced sterilization onto women with disabilities. Although we like to think that the eugenics movement was in the past, a study by Julia A. Rivera Drew in 2013 found that “The analysis found that women with multiple disabilities between the ages of 21 and 45 - and especially 21-25-year-olds - face a greater risk of hysterectomy than their same-age peers with no or one disability.” (Drew, 2013). These findings suggest that disability merits attention as a potential risk factor for hysterectomy.

METHODS

For my research project, I will be using a qualitative methodological approach in order to better understand the experiences and struggles that WOCWVD have experienced. As researchers have shown, qualitative approaches are well suited for hearing the voices of participants and letting them speak for themselves, understanding how words and language are used by participants, and for recognizing the importance of knowing the context of the research situation (Murchison, 2010). Given that my research focuses on what it means to be a WOCWVD and understanding the experiences and feelings that WOCWVD have had, it is critical that my research center phenomenology as a methodological strategy (Chilisa and Kawulich, 2012). I plan to use the Interpretivist paradigm which addresses the world as others experience it. (Chilisa & Kalulich, 2012). “The purpose of interpretative research is to understand people’s experiences. The

research takes place in a natural setting where the participants make their living. The purpose of the study expresses the assumptions of the interpretivist researcher in attempting to understand human experiences.” (Chilisa & Kalulich, 2012). This will prove efficient because I am looking into the specific experiences that WOCWVD have had.

A qualitative approach is important for gathering and sharing stories of WOCWVD. We as an academic community, lack narrative voices from WOCWVD, and so the interviews will provide needed insight into their experiences so that both able-bodied and disabled people can relate to each other more constructively. Because of the experiences that WOCWVD have had, it is extremely important to listen to them and create more spaces where they feel safe, represented and cared for.

By conducting this research, I will provide data to the lacking supply of knowledge on the experiences that WOCWVD have had in our communities. By doing so, I will help inform voters and policymakers on how best to create a more accessible society in order to protect and empower WOCWVD, by making their views and experiences be heard.

Phenomenology is the most appropriate approach because it focuses on internal thought processes that need to be drawn out by the researcher. In this case, how we see ourselves in the world and experience disability. It is important that the participants

are reflective of their own experiences. Phenomenology helps us to understand the meaning people attribute to their experiences as WOCWD. (Landridge, 2007).

I anticipate the project will take approximately 9-10 months. I will recruit primarily from Whatcom, Skagit, and Snohomish counties because those are the counties that I am most familiar with. Growing up in North West Washington. In the counties, I want to recruit participants that self identify as WOCWVD. I want to perform at least 50-60 different personal formal interviews, but it will all depend on how many women I can recruit for the study. The formal interview will be scheduled whenever the participants have time.

To recruit participants, I would ask the Disability Access Center (DAC) at all Universities/Colleges and community centers in Whatcom, Skagit, and Snohomish County to place a flyer on their front desk and send an email to all female-identifying students who have services if they would be interested in participating in the research project. From there, I hope to get some contact information on interested students who self-identify as a WOCWVD. After contacting the students and getting their consent, I will have them sign a consent form that clearly explains the purpose of this project.

Research Methods

To carry out my research, I will rely on two methods. First I will conduct formal interviews with WOCWVD that will explore the focus question on *what experiences they have had in North West Washington*. As discussed in the background and literature review section, most studies of disabilities have focused on urban experiences rather

than rural ones. They have also focused less on women of color. My research will redress these oversights by interviewing WOCWD.

As Luna (2016) discusses, interviews capture peoples' experiences by drawing on memories, stories, and histories. As an informed outsider-insider (see positionality statement), I will facilitate these interviews. This way, there will be less "otherness" between me and the participants, making sure that we build trust from the start. Creating open-ended questions will ensure that the participants will have room and space to answer them any way they like and I will gain a better understanding of how they view themselves as a WOCWVD. For example, asking "how do you define "disability" or "disabled," will let them define "disability" and "disabled" themselves and what that means. I will record the formal interviews and have the participants sign an informed consent form (see Appendix).

I will use a funnel method beginning with broader questions and then working towards more narrowly focused responses. I will begin by asking "how do you define "disability" or "disabled?" This question will let them define "disability" and "disabled" while elaborating what that means to them, providing insight into how they view themselves as a WOCWVD. As the process moves, I will ask more narrowly focused questions, such as "What types of obstacles do you confront as you go about your day? (school, home, work)" (See appendix for Interview Guide).

I will first ask the interviewee where they would like the interview to take place and if they have a preference. I will start the interview by explaining the purpose of the interview, the terms of confidentiality, the format of the interview, indicating the approximate time the interview usually takes (~1 hour), allowing the participant to clarify any doubts about the process, then begin asking questions. By getting answers from a formal interview, it will allow me to better understand what WOCWVD have experienced. Formal interviews will help derive the evidence I need because they will give me in-depth information and allow for unexpected but revelatory outcomes.

Furthermore, with my results, I hope to publish an article so that there is recent data that shows the experiences WOCWVD have had in North West Washington. This information will add to the limited research that has been conducted on the specific and unique perspectives of WOCWVD, as further discussed in the literature review section.

The second method that I plan to use is participation observation. Participation observation is where the researcher is immersed in the day-to-day activities of the participant (Murchison, 2010). The objective of this is to record how and what the individuals experience every day. To do this I plan to have each participant pick a few days for them to let me follow them around. It would begin right after they woke up and then hopefully they would go about their day doing their usual routine. I would follow them to wherever they went, work, the gym, school, the grocery store, visiting friends, and anywhere else they went. I would make observations on how accessible places were, how people communicated with them and perceived them, and how they

experienced the world. Because participant observation is an immersion of someone's day, it gives a researcher a better understanding of what is happening in that particular culture, and this case, disabled culture, and to interpret the observations made. With each participant, there will be different observations and thus different interpretations of them. This will give me a strong foundation on the general and specific interactions that women of color with visible disabilities face daily.

To use participant observation, I would need to establish rapport with the participants under the investigation. One way to do this is to first have our interview and then have the participant observation.

ETHICAL CONSIDERATIONS

For this research, I will make it a priority to obtain consent through forms that explain the research and questions. I plan to receive informed consent from all participants by signing a document that confirms their consent to the research. Part of this document will have an option to check a box if the participant wishes to remain confidential or if they do not wish to remain confidential in this study (see Appendix-Consent). It is important to keep the identities of these participants safe and anonymous (if they wish). If a participant requests to remain confidential, they will be given a fake name. Acknowledging the risk and determinants that WOCWVD face in talking about their struggles, I highly recommend confidentiality, but will ultimately let them make their own decisions for the acknowledgment of their work. I will ensure that there will be no harm to the subjects as a result to my study and that any risks of participation will be minimal.

I am also aware of IRB and Human Subjects. Along with knowing about IRB and Human Subject, I have also received training through NIH. The recordings taken from the interviews will be for me and me only. All the questions that I ask in interviews will be carefully constructed to make everyone feel safe and comfortable.

There are a few possible limitations to my study, such as time pressure due to the differing schedules of each participant, and language barriers, due to the possibility of coming from a background that does not use english as a primary language. The time pressure is a limitation that is important to note because it could prohibit me from staying on track of my schedule. I can solve this by making a due date for all interested participants so I can make sure I have enough time for analyzing the data. As for a language barrier, I can get a translater and have them perform the interview instead of me.

SIGNIFICANCE

My proposed research is important because it shines light onto the experiences that WOCWVD have had. It will contribute insider perspective to disability studies by exemplifying the real lived experiences that WOCWVD have faced. My proposed research proposal has specific questions (see Appendix) which ask how they feel, perceive, and view life. These are important questions because they get at a scholarship that has not been focused on. It contributes to disability scholarship by focusing on a specific group of people instead of the disabled community as a whole.

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APPENDIX A:
CONSENT TO PARTICIPATE IN RESEARCH
PROJECT: The Experiences of Women of Color with Visible Disabilities

You are asked to participate in a research study conducted by Lilyanna Sullivan. Your participation in this study is entirely voluntary. Please read the information below and ask questions about anything you do not understand, before deciding whether or not to participate.

PURPOSE OF THE STUDY

The purpose of this project is to help identify the experiences that women of color with visible disabilities have had in Western Washington. I am interested in hearing from these women so that I can help find out how those struggles differ from what white women with visible disabilities have faced so that we can better serve and represent these specific women in our community in Western Washington.

PROCEDURES

If you volunteer to participate in this study, you will be asked to do the following:

1. Participate in a tape-recorded formal interview, anticipated to last one hour long. Following the interview, I will transcribe the recorded conversation and send you a copy.
2. On being sent a copy of the transcribed interview, you are welcome to contact me to make editorial changes or add comments. This interview transcript will be used to identify the experiences that women of color with visible disabilities face in Western Washington. All transcripts and recordings will be destroyed at the end of the project to ensure confidentiality.

POTENTIAL BENEFITS

This study will not bring you specific benefits outside of an opportunity to share your experiences and struggles you've had as a woman of color with a visible disability. Your participation, however, will be of considerable benefit for educational purposes.

POTENTIAL RISKS

This project is not intended to provoke any physical or emotional discomfort. However, you may choose to share sensitive and confidential information during the interview. All efforts will be made to ensure confidentiality.

CONFIDENTIALITY

Any information that is obtained in connection with this study and that can be identified with you will remain confidential and will be disclosed only with your permission or as required by law. Confidentiality will be maintained by using a pseudonym instead of your name when transcribing the interview. Recordings and pseudonym keys will be maintained in a locked box separate from the transcriptions until the project is completed.

PARTICIPATION AND WITHDRAWAL

You can choose whether or not to be in this study. If you volunteer to be in this study, you may withdraw at any time without consequences of any kind or loss of benefits to which you are otherwise entitled. You may also refuse to answer any questions you do not want to answer.

IDENTIFICATION OF INVESTIGATORS

If you have any questions or concerns about this research, please contact:

Lilyanna Sullivan, Undergraduate at Western Washington University, via email
Sullivl4@wwu.edu

RIGHTS OF RESEARCH SUBJECTS

If you have any concerns about your rights in this study, please contact Derek Moscato (moscatd@wwu.edu)

I understand the procedures described above. My questions have been answered to my satisfaction, and I agree to participate in this study. I have been given a copy of this form.

Printed Name of Subject

Signature of Subject

Date

APPENDIX B: Formal Interview Questionnaire

Introductory- I want to get some basic information on the participants to better understand them.

- What is your name?
- What do you like to be called?
- What are your pronouns?
- What race do you identify as?
- How old are you?
- Where did you grow up?
- What was your schooling like?
- Is there any other introductory identifying information you would like to say?

Individual Experience- Each person has had their own lived experiences that are unique to themselves, in this subsection, I want to know about the specific experiences of being a WOCWVD have had.

- Tell me about your typical day as a WOCWVD.
- How do you define “disability” or “disabled”?
- Tell me how you feel about being disabled.
- How would you describe your typical day on a scale of 1 being poor and 10 being great?
- How have you changed since you first saw yourself as a disabled person vs now?
- Can you tell me an example of when you were aware that you had a disability?
 - How did that make you feel?
- Are there moments when you're most aware of your disability?
 - Can you provide an example?
 - How does it make you feel?

Obstacles- There are many obstacles people face throughout the day. Here, I am asking what obstacles these specific WOCWVD face to get a better understanding of their daily life.

- What types of obstacles do you confront as you go about your day? (school, home, work)
- When faced with an obstacle, what goes through your mind?
- Tell me how you feel when faced with an obstacle.
- How do you deal with these obstacles?
- Of all the obstacles you have faced, which has been the most significant?
- Tell me why that obstacle was the most significant.
- Tell me about a time when you had to navigate the dynamics of being w WOCWVD.
 - What would be done to make your life easier?
 - Can you give me an example?

Solutions- This whole research proposal focuses on the experiences that WOCWVD have faced. With that information, what could society do to make things better?

- Tell me what the local government could do to improve the quality of life for individuals with disabilities.
- Tell me what the local government could do to improve the quality of life for women of color.
- How does what the local government is doing now make you feel?
- Tell me what employers could do to improve your work life?
- How does what employers do now make you feel?

Descriptions- Here I want participants to self describe themselves to be able to compare if there is a common description between participants.

- Describe how you feel when you see another person with a disability.
- How do you feel when you see another woman of color.
- What do you feel when you are surrounded by only able-bodied people.
- When you are surrounded by only white people, how does that make you feel?
- How would your peers describe you?
- To what degree of comfortability do you have around your peers?

Finalizing- I want to make sure that I have all the information the participants believe I should have.

- Of all the struggles you have addressed today, what one was the most significant? Why?
- Is there something else that hasn't been addressed during this interview that you would like to share?