**Recommendations - Call to Action**

Participants had many takeaway suggestions that came through in the interviews. The overall message was *Hear Us, See Us and Talk to Us!*

My participants advocate for no labels, but rather to be seen as just human beings. The reluctance to identify as a person with a (dis)Ability may arguably be seen as a missed opportunity to reduce disparities and feel connected to a larger (dis)Ability community. However, from these interviews I have learned that the more we normalize (dis)Ability the less it becomes about disparity and the more it is about (dis)Ability as a strength (Andrews et al., 2022). An example of this would be during my interview with Tabetha, she identified herself as “differently abled”, not a person with (dis)Abilities. It is noteworthy to mention that ‘differently abled’ was not an identity or label for her, but a sense of pride, a way of life and a way of being in the world. This contrasts with euphemisms such as ‘special needs’ it is an alternative way of seeing (dis)Ability that is meant to be less stereotypical.

Ableist beliefs can be rooted in misunderstanding/misleading information that is not based on evidence and is at times blatantly untrue (Omiegbe & Ezehi, 2023). Therefore, whether we are discussing identity preferences or how an individual would like to be seen or treated, society should be open to not adopting any specific ideology when it comes to interacting with any human being, including those with (dis)Abilities (Omiegbe & Ezehi, 2023). Inclusion and acceptance need to start with people in leadership roles whether they have a (dis)Ability or not. When this happens, it may reframe natural assumptions that persons with (dis)Abilities are not change makers and be a reminder that ableism can start and end with you (society).

**Researchers Voice**

I felt privileged to have individuals share their stories with me as I also could relate to what was being shared. I feel that it was very telling that there was not a specific set of recommendations from the participants. (dis)Ability does not have to be complicated and including the (dis)Ability community is a pathway to a more affective dialog. This type of approach to (dis)Ability awareness really empathizes the strengths and expertise of the community. It can also simultaneously create less confusion in universal design concepts and policy making for the full participation of persons with (dis)Abilities. Unfortunately, things that have never been questioned or challenged take time to implement and I heard the frustration in my participants voices regarding this. This frustration was a large motivator for me to do an E-Portfolio thesis as I wanted to display (dis)Ability in practical and tangible ways that I believe cannot be fully explored through written word alone. By using various mediums, I believe that I successfully explored the universal but unique needs of all human beings regarding belonging, acceptance, and the desire to choose.