

Little people: A toolkit

The @Work Toolkit is a collection of additional resources and tips that might be useful when discussing the topic with your team.

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Further Insights

- While many members of the short-statured community don't feel that they have a disability, the Americans with Disabilities Act (ADA) protects the rights of people with dwarfism.
- Dwarfism is not a disease that requires a "cure." Most people with the condition live a long prosperous life.
- Dwarfism is not a reason to assume that someone is incapable. Little People can do just about anything an average-sized person can, just sometimes in a different way.

Source: [Understanding Dwarfism](#)

Did You Know

Language is important: The word "midget" is considered very offensive. Terms such as Little People, people of short stature and people with dwarfism are considered acceptable,

and most people with dwarfism see the word “dwarf” as acceptable. As with all identities, most people would rather be referred to by their name than by a label.

Source: [B Stigma-Free](#)

How to talk about ability

After reading this week’s stories about little people, you’ll have concrete examples of how people with dwarfism fight for inclusion within the workplace and other contexts. As you discuss these stories, consider how categories of “able-bodied” and “disability” get established in the first place. Often these constructions begin in early childhood, perhaps within our schooling or in the family. Can you remember classmates with disabilities? What do you recall about these classmates and their inclusion (or exclusion) in school? What could have been altered in the educational environment to allow for more inclusion?

Honest reflection on early experiences help us to debunk entrenched ideas of ability. Most importantly, these reflections can aid us to critically examine who can and does belong within social and professional environments.