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## Naming and Understanding Invisible Barriers

**Invisible barriers** refer to challenges that disabled individuals face, such as **attitudinal barriers** (e.g., societal stigma, stereotypes) or **systemic barriers** (e.g., lack of accessible buildings, discrimination in workplaces).

- These barriers may not be immediately visible, but they are significant obstacles in people's daily lives. Raising awareness and advocating for inclusivity is crucial.
- **Examples include** things like inaccessible communication systems, assumptions about abilities, or even social exclusion.

**Disability is part of the human experience and what one person finds to be a barrier may not be a barrier to someone else.**

### YETI Insights:

Attitudes shape opportunities. When people underestimate, dismiss, or overlook individuals with disabilities, they create an invisible glass ceiling—limiting potential, access, and success. True inclusion starts with breaking these barriers, not reinforcing them.

Workplace accommodations are essential, not optional. Undermining or belittling someone's need for support creates barriers to inclusion. Asking for accommodations is already complex—no one should feel like a burden for ensuring they can do their best work.

Presumed competence should empower, not pressure. When it goes too far, individuals may feel unable to request necessary accommodations without fear of judgment or ridicule. True inclusion means respecting both abilities and needs.