



**national association
to advance
fat acceptance**

NAAFA Newsletter

October
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NAAFA Introduces Tool Kit for Size Diversity in Higher Education



discrimination and the types of accommodations needed to provide educational equity for Students of Size. She felt it 'absolutely necessary to collaborate with the leading Civil Rights organization for Persons of Size.' NAAFA has tapped into a powerful collaboration in the creation of this tool kit and believe it to be educational, as well as practical, for Higher Education professionals and students alike," stated Darliene Howell, Chair of the Board of NAAFA.

NAAFA is excited and proud to introduce a new resource to fill a void and shift our nation's thinking about the size and accommodation of students, particularly those in higher education. The NAAFA Size Diversity in Higher Education Tool Kit reframes the "war on obesity" to an inclusive focus valuing, embracing and accommodating students of all sizes. Even more importantly, it shows how to design programs and approaches that will improve the total educational experience for all students.

"The concept of the NAAFA Size Diversity in Higher Education Tool Kit was presented to me by Maria Pena, MS, ABD, a contributor and one of the Project Managers for the tool kit. Maria wanted to create a guide for higher education professionals regarding size

Mean Girls

October Video of the Month

In the past, we've shared clips from the television show *What Would You Do?*, which puts people in public situations that generally involve bad behavior.

October is anti-bullying month in the U.S., so we are sharing an episode that involves teen girls bullying their friend in an ice cream shop. It is heartwarming to see the number of people who weren't simply bystanders but spoke up, expressed their opinion, and became up-standers. It's time to End Bullying Now!

<http://youtube.com/watch?v=kG0cZPWzokg>

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This free downloadable resource includes:

- The value of size diversity in the educational environment
- Why advocacy is important
- Stories of weight prejudice and size discrimination from students of size
- Discussion of campus topography
- Seating nightmares inside the classroom and lab
- How to develop curricula to educate about fatness

NAAFA's Size Diversity in Higher Education Toolkit contains references and resources to help educators and students advocate for themselves and others. Enjoy free access to this tool kit on NAAFA's website at http://www.naafaonline.com/dev2/about/Brochures/NAAFA_Size_Diversity_in_Higher_Education_2016.pdf or the book version on ISSUU at: https://issuu.com/naafa/docs/naafa_size_diversity_in_higher_educ

End Bullying Now!



by Peggy Howell

October is National Bullying Prevention Month and is recognized in communities across the United States, with hundreds of schools and organizations signing on as partners. The Clark County Chapter of NAAFA is continuing our efforts to END BULLYING NOW! by participating in Las Vegas' Safe Summer Nights and Back-to-School programs for the third year.

It is a joy to see the faces of the children and parents as we share our message and encourage them to sign pledge cards promising to end bullying in their own lives and the lives of others. They proudly wear the END BULLYING NOW! wristbands we provide them after they've signed the pledge cards and some of them bring their friends to our table to sign the card and join us in putting an end to bullying.

Thus far for the year of 2016, we have enlisted 352 adults and 466 kids to stand with us against bullying. We have two more events on the calendar for this month and hope to move both those numbers well past 500 and 600 signatures.

Bullying is not exclusive to children on a playground. Adults bully adults in places like grocery stores, fitness clubs and debate platforms. As many as half of all workers have witnessed bullying in the workplace, with 35% being victims of bullying. Studies have found incidents of bullying by parents, teachers, siblings and peers both in-person and in the cyber world, with both short-term and long-term consequences. It's time to END BULLYING NOW!

A Letter to the EEOC



The following is a letter sent to the United States Equal Employment Opportunity Commission (EEOC) by the NAAFA Board of Directors on Sept. 22, 2016.

Sir/Madam:

Strategic planning for the period of FY 2017-2020 is no doubt in the development stages for your agency. NAAFA, a civil rights organization dedicated to protecting the rights of people of large body size, is hopeful that the Equal Employment Opportunity

Commission (EEOC) will be taking the lead to increase the focus on size diversity and decrease size discrimination in the workplace.

Upon review of the EEOC's Strategic Plan for FY 2012-2016, we applaud the Commission for their vision of "Justice and Equality in the Workplace". However, there currently is no justice or equality for people of large body size as outlined in NAAFA's fact sheet, Making a Case for Legislation to End Size Discrimination. http://www.naafaonline.com/dev2/about/Brochures/NAAFA_Case_for_Legislation_2016.pdf

A 2015 study, *The affective and interpersonal consequences of obesity*, found:

- Obesity elicits the same affective and behavioral reactions as low competence
- The association between obesity and low competence reflects a bias

"Across five studies, we demonstrate that individuals associate obesity with perceptions of low competence. Perceptions of low competence predict affective (disgust, sympathy) and behavioral (low help, high harm) responses to obesity."

The results of a 2015 poll by Crossland Employment Solicitors revealed prejudice against people based on body size when looking at recruitment attitudes towards obese employees:

- "Obese workers are unable to play a full role in the business"
- "They [obese workers] wouldn't be able to do the job required"
- "They [obese workers] are lazy"

According to employers taking part in the research, almost half (45%) of employers also admitted they were less inclined to recruit at interview stage if the applicant was obese. Almost two-thirds (61%) of employers surveyed were worried about potential costs to the business to accommodate side effects of overweight staff. **A similar number (63%) cited a fear of being taken to court on grounds of discrimination if the disability needs of obese workers are not met.** So, in their minds, what is the answer to those fears? Don't hire fat people!

While recent court decisions have stated that "obesity" in and of itself is not covered as a disability under the Americans with Disabilities Act (ADA), the recruitment attitudes stated in the Crossland Employment Solicitors poll shows that body size **should** be covered as a disability under the ADA as "a person who is perceived by others as having such an impairment." And yet, companies are now looking at employee health data, such as body mass index (BMI) upon which to base important employment decisions rather than looking at the employees' skills and ability to do their jobs, no matter their body size.

Body size discrimination, or sizeism, intersects with Title VII protections as it crosses all lines of biological, social and cultural categories and works to create a system of oppression in society. This perspective is outlined in the 2016 study, *Positioning of Weight Bias: Moving towards Social Justice*:

- Researchers from various countries around the world have observed that the rates of obesity are highest among individuals from non-dominant racial and/or ethnic backgrounds as well as individuals of low socioeconomic status
- Congruent with the lens of intersectionality, the highest rates of obesity occur among the most disadvantaged individuals—those who experience disadvantage in two or more areas of inequity

"Weight discrimination is particularly visible in employment settings and perpetuates social and economic inequalities for employees with obesity. Despite comparable job qualifications and demographics, these employees face unequal opportunities including unfair hiring practices, wrongful termination, lower wages, and biased job performance evaluations."

NAAFA supports the EEOC's vision for justice and equality in the workplace. We appreciate your willingness to listen to the concerns of our organization in the development of future strategies for your agency. We would like to offer our assistance in pursuing our common goals of social justice and equality. Please feel free to contact us at the address and phone number listed below or via email at secretary@naafa.org if you have any questions or if we may be of assistance in some way in the development of said strategic plan.

NAAFA Chronicles #8

NEWS

As part of our monthly NAAFA Chronicles feature, here and on the "Chronicles" tab in the newsletter section of the NAAFA website, enjoy NAAFA's eighth newsletter; the March/April 1972 issue:

http://www.naafoonline.com/newsletterstuff/oldnewsletterstuff/Chronicles/March-April_1972.pdf

It All Boils Down to This



by Cinder Ernst

If you are in a spot where you are hurting and life has gotten hard, you might be overwhelmed thinking about what you have to change. Maybe you wake up tired and don't have the energy to get through the day. Maybe going to the store is a drag because it's hard to walk. Maybe you just don't know what to do.

It's okay. There is one thing that will make the biggest difference. Strength! Getting stronger will help everything. Getting stronger is easy. You can only do it one step at a time. You can only start from where you are. You don't have to hurry or panic about it. You just need your next step. Small, friendly strengthening steps done consistently will start to change everything.

All you need to do is get started and stay the course. Search for me on YouTube to get tons of good small step strengthening exercises. One of the best strength building exercises is a Get Up. It's just getting up and down from your chair. If it's easy for you, do three or five or ten Get Ups each day. Start small and build slowly.

If getting up from a chair is hard, modify by using a higher seat like a counter stool or bar stool. A handicap toilet or chair might work. You can put a dictionary on a chair to make it higher. For Get Ups to work, they have to feel friendly and doable.

If you can't get a Get Up to feel friendly yet, start with Tush Tilts and Heel Taps. Do these exercises for two weeks and see if Get Ups get easier. Let me know.

Tush Tilts: <https://www.youtube.com/watch?v=DDQBv-rYhL8>

Heel Taps: <https://www.youtube.com/watch?v=GluLa22VFoo>

Media and Research Roundup

by Bill and Terri Weitze

June 14, 2016: Researchers find that for older people, being fat has no effect on total life expectancy. Also, fat people have an increased risk of cardiovascular disease, but they tend to live longer with it compared with those of "normal" weight.

<http://www.nature.com/ijournal/v40/n10/full/ijournal201694a.html>

August 23, 2016: Labeling people "overweight" increases body dissatisfaction and internalized weight stigma according to this study of 113 female college students.

<http://ahp.sagepub.com/content/early/2016/08/22/0890117116661982.abstract>

September 2016: Although the FDA has removed some weight loss supplements because of banned ingredients, a recent study shows that many weight loss supplements containing banned ingredients are still on the market.

<http://www.ncbi.nlm.nih.gov/pubmed/27475836>

September 9, 2016: While fat people are at a higher risk for renal cell carcinoma (kidney cancer), researchers find that a high body mass index (BMI) is a factor for improved survival in some patients where the cancer has metastasized.

<http://www.onclive.com/web-exclusives/obesity-paradox-in-rcc-improved-os-for-patients-with-high-bmi>

<http://jco.ascopubs.org/content/early/2016/09/01/JCO.2016.66.7311.abstract>

September 10, 2016: According to a study (not published) presented at the European Society for Paediatric Endocrinology annual meeting in Paris, France, babies born to mothers who have had gastric bypass surgery tend to be small and suffer from nutritional deficiencies.

<http://www.espe2016.org/general-information/scientific-information/press-release-saturday-10-september>

September 12, 2016: Rebecca Scritchfield, RDN talks about the new guidelines by American Academy of Pediatrics for talking to children about health rather than weight in preventing eating disorders.

<https://medium.com/@rebeccascritchfield/why-the-new-rules-for-talking-to-kids-about-weight-is-a-really-big-deal-262519074851>

September 13, 2016: BBC 3 has brought fat shaming to a new low by televising and commenting on the autopsy of a fat woman. Claiming the show is educational, the producers use their platform to pathologize fat.

<https://www.theguardian.com/tv-and-radio/2016/sep/13/obesity-the-post-mortem-so-much-fat-the-cruel-autopsy-of-a-17-stone-woman-bbc>

<http://www.dirgemag.com/cutting-fatphobia-obesity-post-mortem>

September 14, 2016: The US military claims that about 30 percent of recruits are turned away because of obesity, leading to concerns about a lack of qualified personnel. However, it's unclear from the article how the military is assessing the fitness of heavy people.

<http://www.takepart.com/article/2016/09/14/americas-obesity-problem-national-security-issue>

September 15, 2016: A study finds that weight-based stigmatization of middle-school children is a predictor of adolescent emotional problems. The media and research communities are finally starting to realize that fat stigma is a much greater problem than fatness.

<http://www.medpagetoday.com/Pediatrics/Obesity/60238>

<http://www.tandfonline.com/doi/abs/10.1080/15374416.2016.1188703>

September 15, 2016: Fat people face employment discrimination, in the form of unfair hiring and firing practices, lower wages, and denial of promotions not only in the United States, but in Europe as well.

<http://www.bna.com/fat-fiction-obesity-b57982077000>

<http://www.milbank.org/the-milbank-quarterly/current-issue/article/4059/potential-policies-and-laws-to-prohibit-weight-discrimination-public-views-from-4-countries>

September 15, 2016: Cat Paus talks about the second annual Fat Studies Conference in New Zealand, and about what you can do to help ensure the financial success of the Conference.

<https://healthateverysizeblog.org/2016/09/15/the-haes-files-on-having-a-place-for-fat-scholarship>

September 19, 2016: After being fired for making a fat-positive statement that was misinterpreted as being fat-negative, Constance Levitsky became the spokesperson for the Weight of Living campaign, which provides fat Canadians with a place to share their stories.

<http://www.cbc.ca/news/canada/windsor/social-media-obese-canadians-1.3769204>

September 19, 2016: Researchers conclude that for unknown reasons certain people whose bodies store fat more efficiently remain insulin sensitive and do not develop type 2 diabetes.

<http://www.express.co.uk/life-style/health/711945/Overweight-people-hold-key-tackling-diabetes-experts-research>
<http://link.springer.com/article/10.1007/s00125-016-4031-3>

September 20, 2016: A planned lecture at New York University by James Watson, one of the original DNA researchers and no stranger to controversy, has been canceled because of controversial comments, including derogatory statements about fat people.

<http://www.nyunews.com/2016/09/20/dna-discoverers-lecture-cancelled-following-controversial-comments>

September 20, 2016: GNC is in trouble with the State of Oregon for knowingly selling "fat burning" products containing illegal substances DMAA and Oxilofrine, to Oregon consumers, while federal regulators were moving to seize the products. Both substances have dangerous side effects.

<http://www.naturalproductsinsider.com/blogs/insider-law/2016/09/oregon-ag-adds-dmaa-oxilofrine-to-gnc-complaint.aspx>

September 21, 2016: The Jakarta Post discusses the complexities of heart disease and why underweight people's risk of heart disease is elevated, discussing several studies.

<http://www.thejakartapost.com/life/2016/09/21/underweight-people-at-elevated-risk-of-heart-diseases-study.html>

September 21, 2016: Part of this article is about how fatphobia is promoted by the diet culture; but it also discusses why diets are not effective and can be unhealthy.

<http://dailytexanonline.com/2016/09/21/diet-culture-perpetuates-fatphobia>

September 21, 2016: A family of four refused to give up their seats for a pensioner on a famous mountain railway. Fatness is blamed.

<http://www.southwales-eveningpost.co.uk/8203-fat-people-are-causing-problems-for-the-famous-snowdon-mountain-railway/story-29736473-detail/story.html>

September 21, 2016: A study finds that fat children and adolescents do not generally overeat or crave high-calorie food, although some do.

<http://journal.frontiersin.org/article/10.3389/fpsyg.2016.01389/full>

September 24, 2016: DanKii909DoLL talks about why the fat community needs to recognize the problems faced by super-sized fat people and support fat people of all-sizes.

<https://www.youtube.com/watch?v=Gfdj6bDW6KE>

September 25, 2016: Some of the issues and problems fat people face when seeking medical care are discussed, including often receiving poor or no medical care because of weight.

<http://mobile.nytimes.com/2016/09/26/health/obese-patients-health-care.html>

September 25, 2016: Here are some suggestions for fat patients on how to deal with doctors and when it's time to look for another doctor.

<http://mobile.nytimes.com/2016/09/26/health/doctor-advice-for-obese-patients.html>

September 26, 2016: Donald Trump made news with his fat shaming statements like saying the hacker of the DNC e-mails could be "someone sitting on their bed who weighs 400 pounds", as well as referring to a Miss Universe winner as "Miss Piggy and an "eating machine", among others.

<http://www.bustle.com/articles/186221-donald-trumps-fat-shaming-moment-at-the-debate-was-absolutely-vile>

<http://www.theatlantic.com/entertainment/archive/2016/09/donald-trump-alicia-machado-hillary-clinton-presidential-debate-rosie-odonnell-fatness-weight-fat-shaming-amy-farrell/501827>

https://www.washingtonpost.com/opinions/the-reaction-to-trumps-fat-shaming-reinforces-toxic-ideas-about-fatness/2016/09/30/800fba0c-872b-11e6-92c2-14b64f3d453f_story.html

September 30, 2016: Researchers looking at major-injury workers compensation claims in Louisiana find that, while higher BMI was not associated with a delay in returning to work, it may be associated with higher costs. There was no adjustment for other variables such as occupation.

<http://www.insurancejournal.com/news/national/2016/09/30/427876.htm>
http://journals.lww.com/joem/Fulltext/2016/09000/Is_Obesity_Associated_With_Adverse_Workers_.5.aspx

October 1, 2016: Gina Kolata explains how insidious fat shaming to the point where many fat people share the same fat-phobia held by most of society.
<http://mobile.nytimes.com/2016/10/02/sunday-review/the-shame-of-fat-shaming.html>

October 4, 2016: A new study finds that humans with defects in the Melanocortin-4-receptor gene have a preference for high fat foods and a reduced preference for high sucrose foods, confirming previous research on rodents. This small study did not look at this as a cause of fatness, although it is touted in the press as a step in that direction.
<http://www.ibtimes.co.uk/why-some-people-love-fatty-foods-way-more-others-1584774>
<http://www.nature.com/articles/ncomms13055>

October 4, 2016: University of Toronto is moving forward with research on whether changing gut bacteria can affect insulin resistance and calorie absorption in fat patients.
<http://www.vancouversun.com/news/national/scientists+testing+poop+transplants+could+help+obese/12247911/story.html>

October 5, 2016: Finding the best way to identify fat people is a daunting process as explained by Angela Meadows and Sigrun Danielsdottir, reporting on the roundtable discussion that took place at the Third Annual International Weight Stigma Conference.
<http://journal.frontiersin.org/article/10.3389/fpsyg.2016.01527/full>

October 5, 2016: A small study finds that most parents of preschoolers are unaware that preschoolers often have awareness of body image issues. Researchers urge parents to begin promoting and modeling positive body image.
<http://medicalxpress.com/news/2016-10-preschoolers-body-images-but-parents-unaware.html>
<http://www.sciencedirect.com/science/article/pii/S1740144516301310>

October 6, 2016: Canadian politician Jon Gerrard has proposed a bill that would make Manitoba the first province in Canada to forbid discrimination based on physical size and weight.
<http://winnipeg.ctvnews.ca/manitoba-liberal-says-obesity-should-be-protected-under-human-rights-code-1.3105336>

October 13, 2016: Australia's *The New Daily* has issues with fat women getting pregnant, based on studies in *The Lancet*. Looking at the data, one study urges further research and development of interventions, while another looks at the results of UK's UPBEAT intervention, which (a) failed to reduce gestational diabetes and large (for gestational age) babies, and (b) made no difference at all between the test subjects and the control group.
<http://thenewdaily.com.au/life/wellbeing/2016/10/13/obesity-and-pregnancy>
[http://www.thelancet.com/journals/landia/article/PIIS2213-8587\(16\)30107-3/fulltext](http://www.thelancet.com/journals/landia/article/PIIS2213-8587(16)30107-3/fulltext)
[http://www.thelancet.com/journals/landia/article/PIIS2213-8587\(15\)00253-3/fulltext](http://www.thelancet.com/journals/landia/article/PIIS2213-8587(15)00253-3/fulltext)
[http://www.thelancet.com/journals/landia/article/PIIS2213-8587\(15\)00227-2/fulltext](http://www.thelancet.com/journals/landia/article/PIIS2213-8587(15)00227-2/fulltext)

Founded in 1969, NAAFA, the National Association to Advance Fat Acceptance, is a non-profit human rights organization dedicated to improving the quality of life for fat people. NAAFA works to eliminate discrimination based on body size and provide fat people with the tools for self-empowerment through public education, advocacy, and member support.

On the web: <http://www.naafa.org>
 Comments: pr@naafa.org