

EQUITY, ACCESS AND INCLUSION CONFERENCE

Disability and Inclusion: From Awareness to Action

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What is a disability?

- Brainstorm... what do you think?

What is a disability?

- Different models or frameworks on disability include the medical model, social/cultural model and legal model.
 - *In the United States the term disability refers to societal rather than individual functioning, it is defined as an inability to perform or a limitation in the performance of actions, tasks and activities usually expected in specific social roles that are customary for the individual or expected for the person's status or role in a specific sociocultural context and physical environment. This definition is applied to social security, the census and other government sponsored programs and reports.*
 - *Categories of roles included are self care, home management, education, work and leisure.*
- Examples of specific disabilities include: deafness, vision impairment, LD, ADHD, anxiety, physical or mobility impairment

What else is disability...

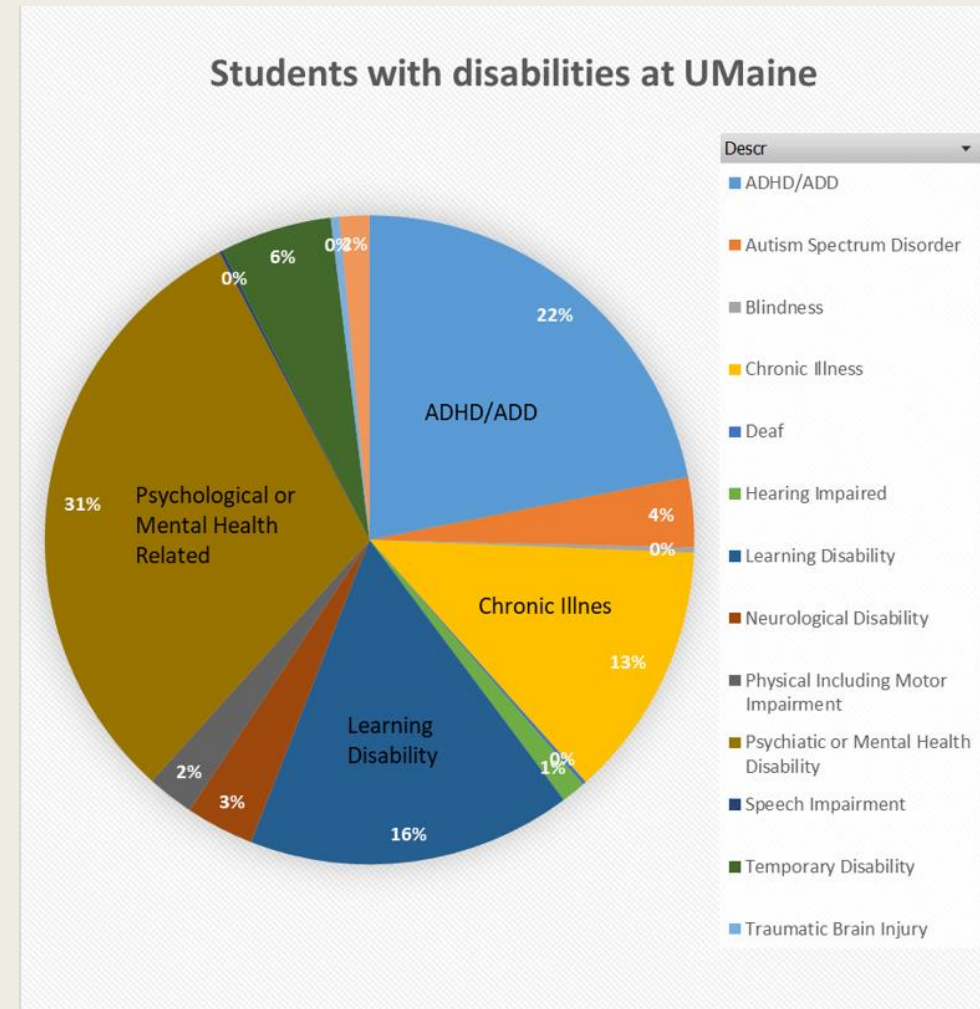
- From a different perspective a disability is a result of a world not designed for everyone. A world in which individuals with needs different from the “norm” must be accommodated so that they can participate equally.
- Example: If all materials were accessible visually impaired individuals would be able to read all printed materials
- Example: If all classes use a multifaceted or universal design approach that allows variation in how students are assessed (tests or papers or presentations or pod casts or videos...), and the time constraints for those assessments were flexible, it might be possible that there were fewer college students with disabilities identified?

What is an accommodation?

- An accommodation is a modification or adjustment to a job, the work environment, or educational setting that gives individuals with disabilities equal access to programs, facilities, education, and employment.
- Accommodations are not special treatment, instead accommodations enable equal access to individuals with disabilities
- Examples in the college setting: extra time on tests, sign language interpreter, ramps into buildings, enlarged print materials, closed captions on videos and notetaking assistance.

UM, Student Accessibility Services

- Student Accessibility Services coordinates or provides accommodations to over 700 students enrolled at UMaine with a documented disability



Simulation

- The practice of using simulations is highly debated in the field of disability services and disability studies.
- We can never truly, step into someone's shoes but this activity is designed to help raise our awareness.
- Select a paper from the basket and follow the directions for the duration of the next activity.

Social Distance Exercise

- Using the form provided rate your comfort on a scale of 1-5 (1 being the least comfortable) for each type of interaction and for each type of disability
- Discussion, in small groups. What thoughts and feelings did you experience while filling out the paper and talking about it?
- Report back to the class

You will be shown a series of pictures, for each image answer the following questions

- Does this person have a disability? Yes No
- What is your first impression about this person?
- What words come to mind as you look at the picture?

A word cloud on a yellow background with a dark blue border. The words are arranged in a circular pattern and include: Able, Lazy, Accept, Unfair, Unable, Reject, Avoid, Possible, Restrict, Ignore, Suffering, Assist, Pity, Disengage, Strength, Winner, Determined, Empower, Impaired, Impossible, Help, Burden, Strong, Capable, Include, Forced, Exclude, Disabled, Crippled, Embrace, Shame, Afraid, Deficit, Confined, Weakness, Talented, Handicapped, Dependence, Pride, and Loser.

















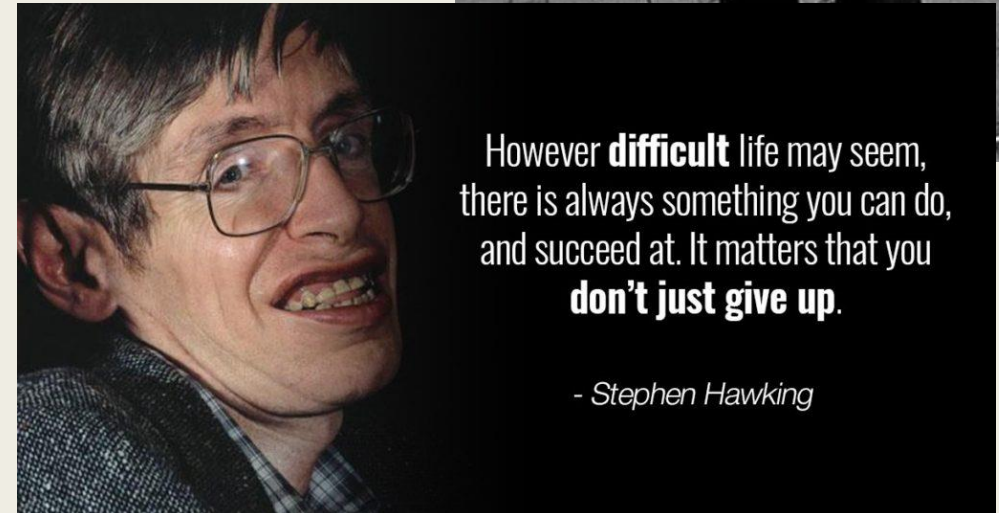
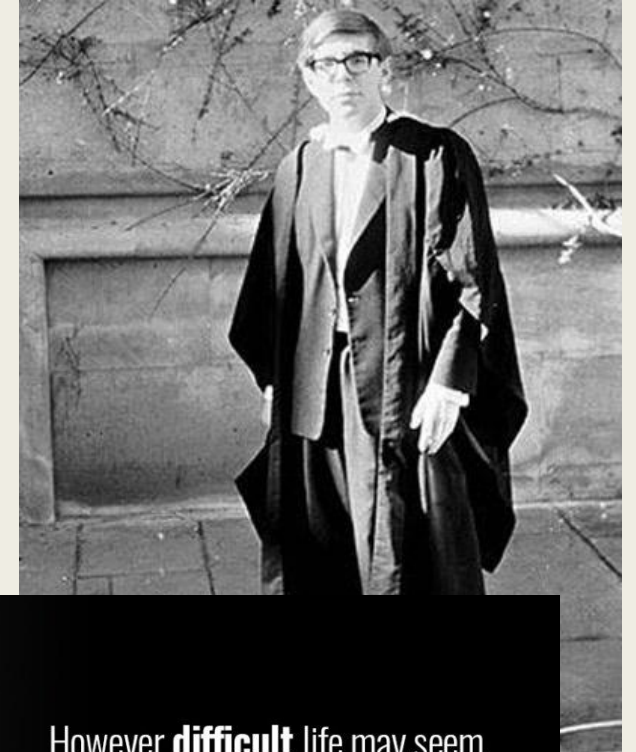


Discuss

- Talk to the people around you about the following prompts:
 - *Which people have a disability?*
 - *How did you feel about having to choose yes or no*
 - *What words did you use to describe the image?*

Dr. Stephen Hawking was the director of the Center for Theoretical Cosmology at the University of Cambridge. He was diagnosed with ALS at age 21.

He was portrayed by Eddie Redmayne in the 2014 Film *The Theory of Everything*





Tom Cruise is an award winning actor who has dyslexia – a type of learning disability.

April Holmes – London Paralympics 2012



Ravi Drugan is an adaptive ski racer

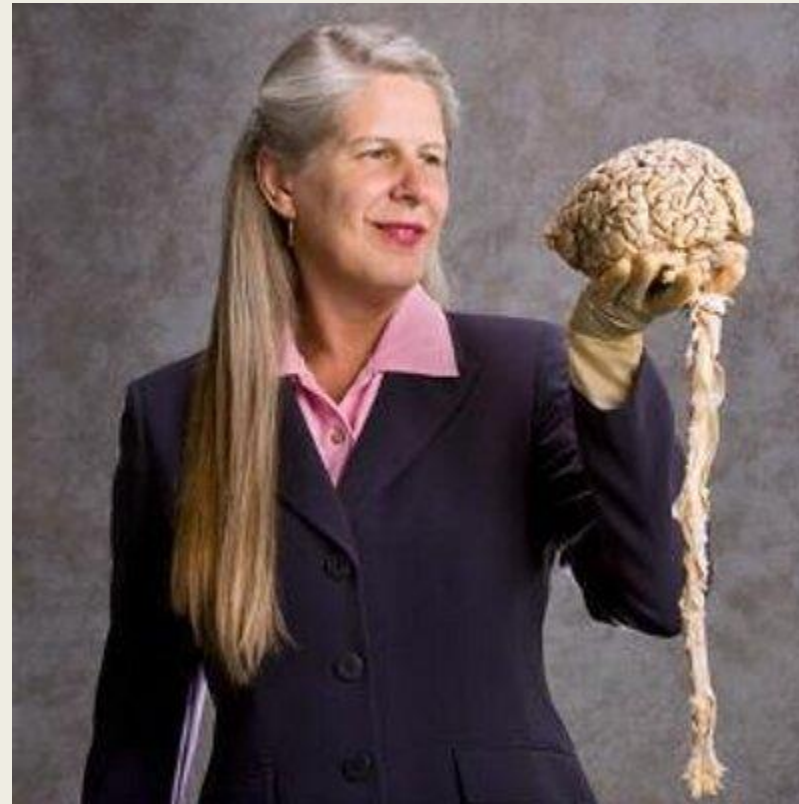


Paralympian Mareike Adermann, whose German team won gold in London in 2012, practices with fellow University of Wisconsin Warhawks



Dr Jill Bolte Taylor is a neuroanatomist who wrote *My Stroke of Insight* after having a hemorrhagic stroke. Her TED TALK is at

www.ted.com/talks/jill_bolte_taylor_s_powerful_stroke_of_insight



Stevie Wonder, born Stevland Judkins

The American singer and songwriter was born blind and has had 28 #1 hit songs and received 15 Grammy awards



Nobel Laureate Dr. John Nash was a mathematician diagnosed with schizophrenia. His story was told in the movie “A Beautiful Mind.”



Jen Campisono is a lawyer and lobbyist (as well as a breast cancer survivor)



Sara Henry is the director of Student Accessibility Services. She was diagnosed with depression after the birth of her second child and continues to be treated for it. She has hemi facial spasms (involuntary muscle spasms), basal membrane dystrophy in her left eye as well as degenerative arthritis in her spine which caused scoliosis.



Reflections

- Words have power. What messages do the words you selected carry?
- Images, words and stereotypes regarding individuals with disabilities that are negative or demeaning are pervasive in our society. So are words that characterize people with disabilities as heroes, pillars of strength, or models of courage. Both set these individuals apart and can exclude them.

Reflections

- So... what is a disability
- Health, illness and disability occur on a spectrum. We all have strengths and challenges. Some people with medical conditions may not consider themselves disabled, even if society perceives them as such
- A different framework for disability is that institutional, educational and societal constraints create situations in which challenges result in an inability to engage in tasks, education, access buildings, communicate or other aspects of daily life the way a neurotypical person would. When an individual is constrained or limited by these barriers the person is considered to have a disability.

Moving from Awareness to Action

- What ideas do you have about how to move from awareness to action?

Moving from Awareness to Action

Personal actions:

- Put the person first and not the disability
- Avoid outdated terms like crippled
- Avoid negatives like victim or suffer. “She suffers from anxiety.”
- Ask before you help
- Be considerate about the amount of extra time it might take for a person with a disability to say or do something
- Respond graciously to requests
- Be patient and listen. Don’t pretend to understand.
- Focus on ability not disability
- Relax and have a sense of humor. We are all humans, the condition is imperfect.

Moving from Awareness to Action

Thinking about your organization:

- Is your department wheelchair accessible
- Are handouts available in large print or on-line in case someone needs a screen reader
- Are instructions available in print and electronically, is the font size large enough
- Are your videos captioned
- Is your website accessible
- Is your staff aware of how to treat individuals with a disability



QUESTIONS, COMMENTS?

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