Disability is Diverse

tell Jane

Who we are

Joshua Karl
(he/him)

Framing today

- Today we may touch on topics that you do or don't have lived experience of or perhaps subjects that you feel strongly about. We are not here to change your views just to give you food for thought.

- You may have a reaction to some of things we talk about because of your own lived experience it is important that we all remain mindful of that within the session

- The purpose of the session is not to debate societal issues rather a focus on the context of the workplace

- We will explore different perspectives which may feel familiar or perhaps it will highlight a blind spot in our own lived experience

- All participants need to be mindful that we are all different and there are things we may say or do without realising which can impact those with different lived experiences to our own

- It is important that we have a safe a respectful environment in this virtual space whereby we listen and learn from each other the environment should be helpful and collaborative.

tell Jane

Agenda

- Introduction to the stats and a quick quiz
- Defining disability
- Visible and invisible nature of disability
- Disability and disclosure
- Awakening our awareness to ableism
- Breakout exercise

Here are the stats

£583

The extra monthly cost
for living with a disability

19%

of working age adults are
disabled

6%

currently hold a
public sector role

((tell
Jane))

The Case for Disability Inclusion in the workplace

- Increased creativity and innovation
- Better problem solving and decision making
- Higher employee engagement
- Better hiring
- Better reputation
- Reduced turnover
- Increased profits

Words that begin with "DIS"

QUIZ

Test your knowledge...

((tell Jane))

Defining disability

"You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities."

- Fluctuating or recurring conditions
- Progressive conditions
- Sensory conditions
- Autoimmune conditions
- Conditions that affect the organs
- Conditions as a result of injury to the body or brain
- Mental health conditions
- Neurodiverse conditions
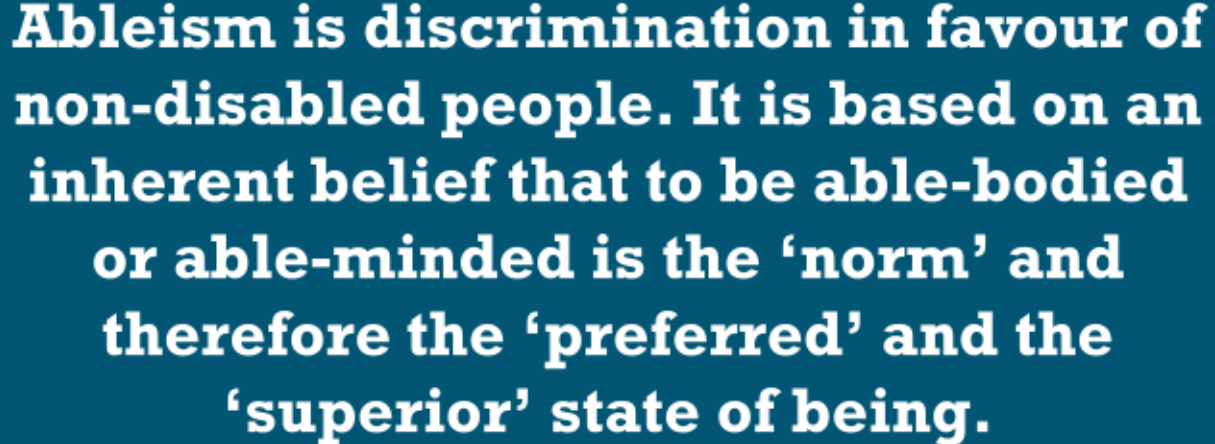
Visible and invisible

The Social Model of Disability

The problem is the disabling world

- Badly designed buildings
- Stairs not ramps / No lifts
- Special schools
- Few sign language interpreters
- Discrimination
- Inaccessible transport / No parking places
- Isolated families
- Poor job prospects

The Social Model of Disability states that the oppression and exclusion people with impairments face is caused by the way society is run and organised.

tell Jane

Ableism is discrimination in favour of non-disabled people. It is based on an inherent belief that to be able-bodied or able-minded is the 'norm' and therefore the 'preferred' and the 'superior' state of being.

Disclosure & hidden disability awareness

Misconceptions

Disabled people are less productive

—

Disabled people take more time off sick

—

Reasonable adjustments are expensive

tell
Jane

Scope Disability Perception Gap report

Ableism in the workplace

- Failure to provide reasonable adjustments
- Failure or refusal to employ disabled people
- Lack of flexibility with remote working
- Overlooking accessibility
- Challenging someone when they disclose
- Asking invasive questions
- Speaking at rather than to
- Assuming what someone can or can't do

((tell Jane))

Microaggressions

But you don't look disabled

—

All you need is a positive attitude

—

I'm so OCD

((tell
Jane))

Blind spots

—

I do not have to worry about making the people around me uncomfortable because of my disability.

—

People don't think I'm lazy or stupid when I need to try something again or ask something to be made easier.

tell Jane

Top Tips

For overcoming barriers to disability disclosure

Ask

Role model

Celebrate

tell Jane

Improving disability inclusion

Breakout rooms

- How can your organisation improve inclusion and accessibility for disabled employees and candidates?

- What are your next steps to being a better ally to the disabled community?

Want to learn more?

@disabled_eliza   @thatsinglemum

@nalebrun   @notyourgrandmasUK

Read
The Incredible Life
Story of Haben Girma

Watch
Netflix show Crip Camp

Watch
Stella Young Ted Talk

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Please contact Jemma McClean on 0203 3056 1404 for info on aftercare support

Key Learnings and Questions

((tell Jane))

Thank you

Joshua Karl

🌐 in

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