



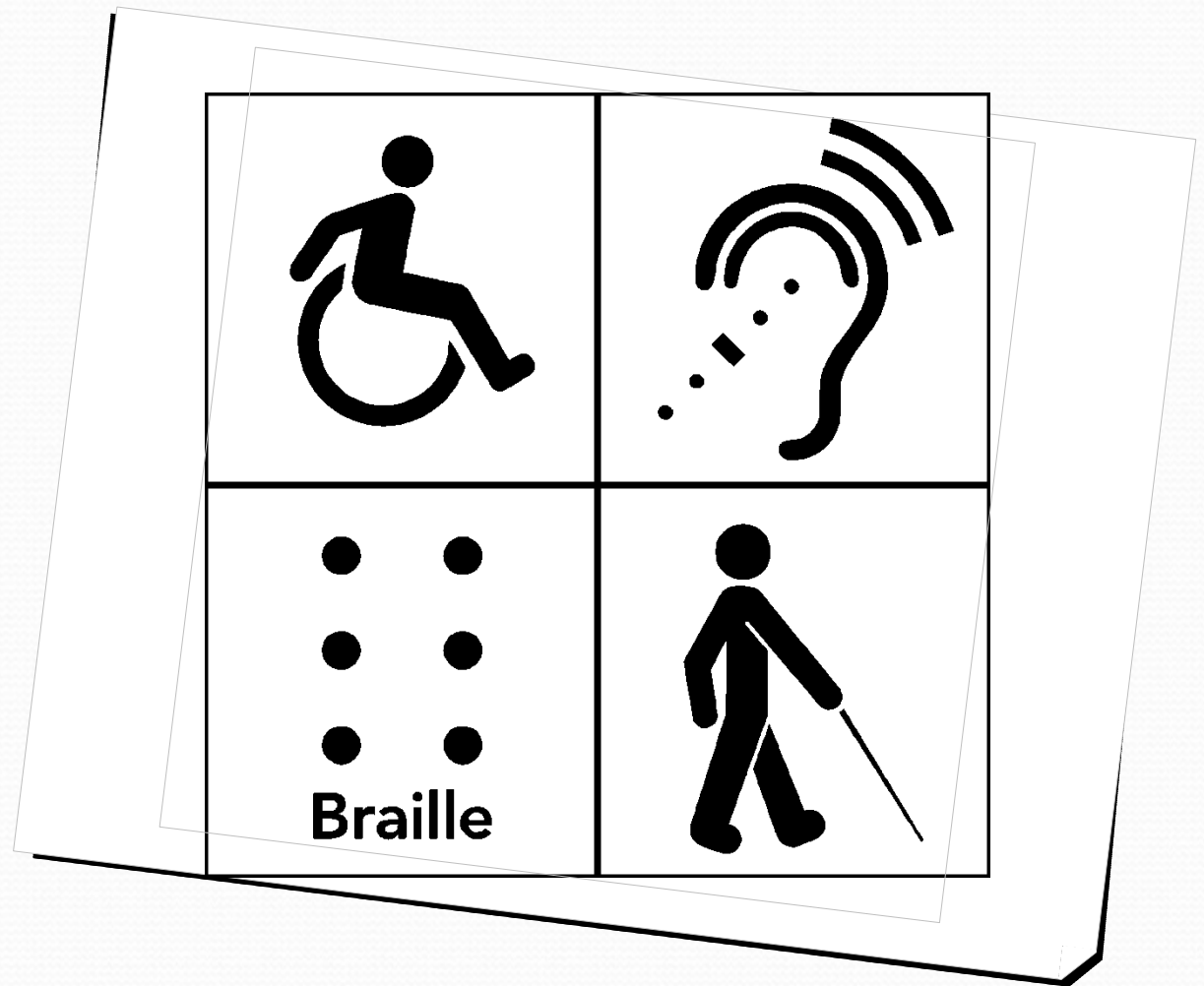
# Part 1: Changing Minds

Exploring our attitudes

## Common disability symbols

What do these symbols signify?

What kind of thoughts do they evoke?





# Case study: Access to College

Michael was involved in a road traffic accident a few years ago and as a result suffered very serious spinal injuries. The medical diagnosis was paraplegia and Michael is now a wheelchair user.

In his Leaving Certificate exam Michael attained sufficient points to pursue an engineering course in his local third level college. After he submitted his enrolment form the college informed Michael that they do not have the facilities to accommodate a wheelchair user and therefore will not be in a position to offer him a place on their course.





# Two perspectives on disability

- A)** Michael is unable to attend college because he is disabled and is confined to a wheelchair.
- B)** As a wheelchair user Michael is disabled by the fact that the college he wishes to attend does not have wheelchair access.



# Definition 1

## Disability:

A substantial restriction in the capacity of the person to carry on a profession, business or occupation in the State or to participate in social or cultural life in the State by reason of an enduring physical, sensory, mental health or intellectual impairment.

The Disability Act (2005)



# Definition 2

## Disability:

The disadvantage or restriction of activity caused by contemporary social and cultural organisations which take little account of people who have impairments, and thus exclude them from mainstream social and cultural activities.

National Disability Authority





# Responding to our unconscious fears

## Negative reactions to encountering disability:

- Avoid contact with people with disability
- Act in a condescending or patronising manner
- Be overly helpful and fussing over
- Acting in nervous manner
- Staring or avoiding eye contact



# Case study: Bus Driver Refuses Entry

On the radio show Liveline, 9th of Aug 2007, a Monaghan man told listeners how a bus driver had refused to allow his brother, who has a developmental disability, to board his bus to take a trip to Belfast. The driver cited security concerns as his reason for refusing access.

The man was acting as his brother's carer on the day and had planned to accompany him on the journey.

The man further related that he had also raised the matter with management in the bus depot but the driver's decision was upheld.





# Case study: Job Interview

Stephen is a young man who has a mental impairment. He was employed in a temporary capacity as an assistant administrator with a large distribution company for nine months. Stephen progressed very well in the role and was highly regarded by work colleagues and management in the department.

The position became permanent and a list of suitable candidates was drawn up for interview as per company procedure. The interview panel comprised three department managers who are not known to any of the candidates.

Because of the nature of his impairment Stephen was not competent in the interview situation and had difficulty understanding and responding effectively to the interviewers' questions.

Because he rated poorly at interview Stephen failed to secure the permanent position and subsequently left the company.



# Image Study: **Disabling Environments**



Image 1



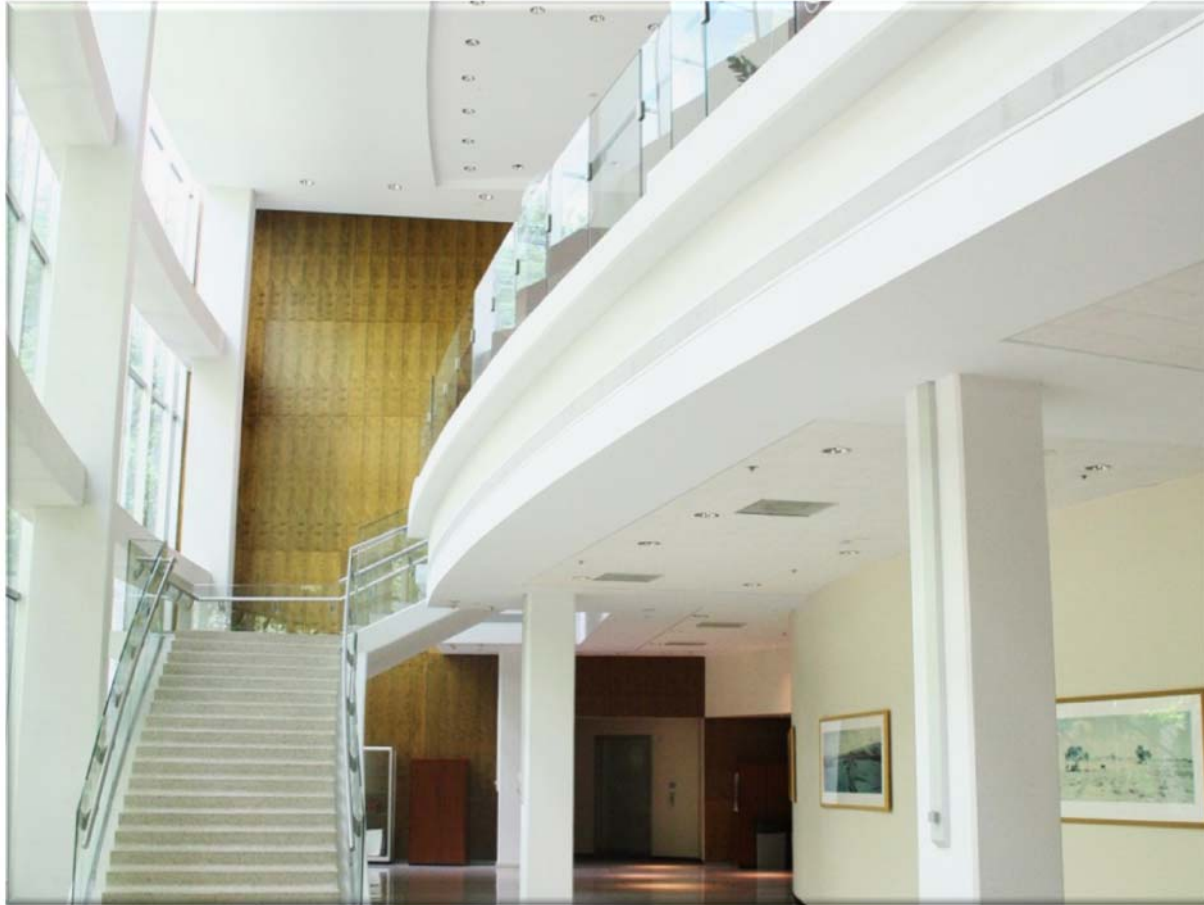


Image 2 [Photo by Sufi Nawaz]



Image 3





Image 4





Image 5





Image 6 [Photo by Paul Szustka]



Image 7





Image 8

be applying  
insurance is selected, 3

III. TERMS OF LOAN	
Term (years)	No. Months
30	360
If your down payment is less section must be ruled to co	
ANT INCOME	



Image 9





Image 10





Image 11



Image 12





Image 13





Image 14 [Photo by Adrian Hancu]

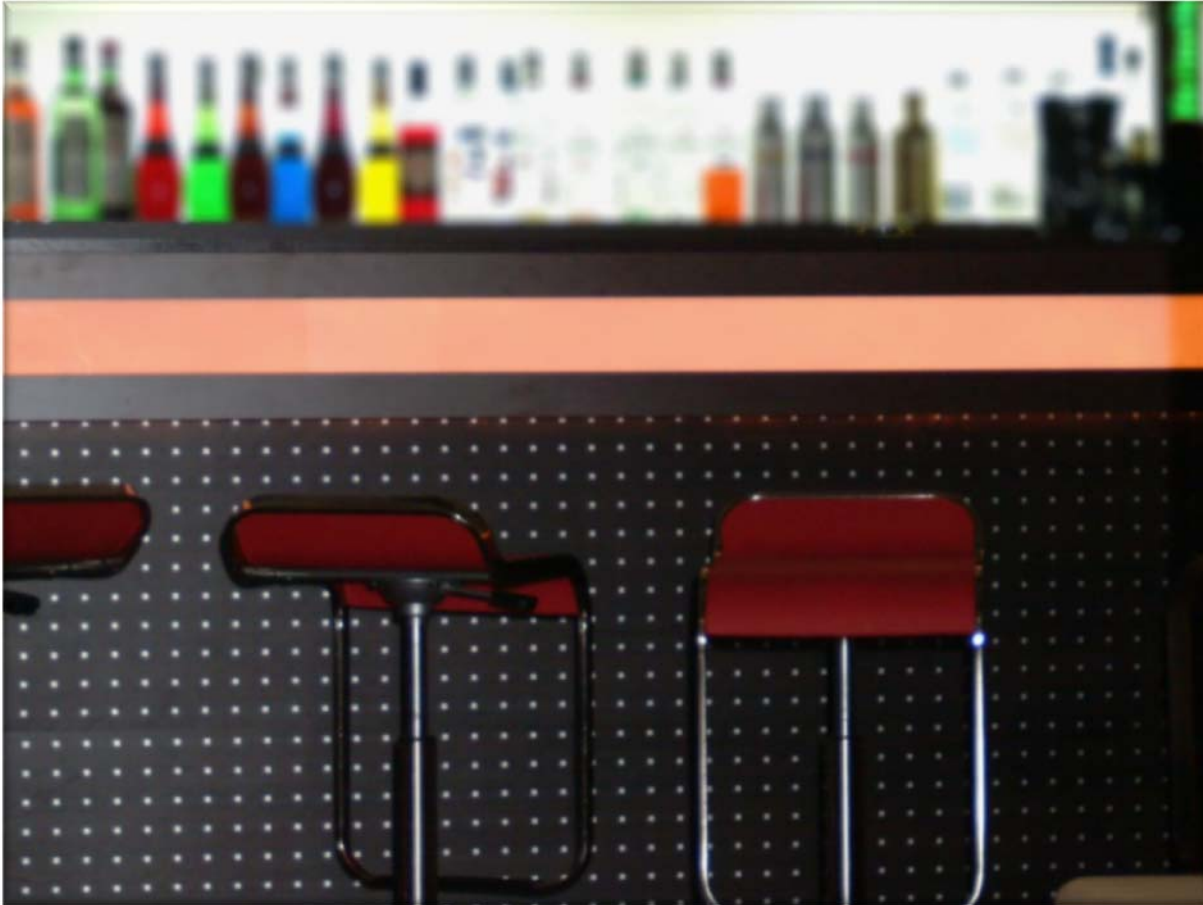


Image 15



Image 16