



Disability Awareness

Quick Reference Card

What is Disability

Disability is a range of physical, mental, or sensory impairments impacting activities like walking, communicating, or learning, varying in visibility, permanence, and severity.

An estimated
1.3 billion people
experience
significant disability.
This represents
16% of the world's
population, or **1 in 6**
of us.



What are the Different Types of Disabilities?

- ☐ Physical Disabilities: Impact mobility or stamina.
- ☐ Sensory Impairments: Affect perception.
- ☐ Mental Health Conditions: Influence mood or behavior.
- ☐ Intellectual Disabilities: Hinder intellectual behavior.
- ☐ Chronic Illnesses: Long-term conditions affecting health.
- ☐ Neurodiversity: Brain differences in learning or attention.

Disability Etiquette Basics

To foster inclusivity, it's crucial to refine our understanding of disability etiquette. Here are key points to know.

1. Respect personal space around mobility aids.
2. Communicate effectively with people of different abilities.
3. Ask before assisting and heed instructions.
4. Use person-first language, avoiding outdated terms.
5. Assume competence, avoiding ability assumptions.
6. Include everyone equally and patiently.
7. Apologize for mistakes and stay positive.



"Disability does not mean inability. It's a different ability that opens new perspectives." - Alex Zanardi

History of Disability Rights

Here is an overview of the evolution of disability advocacy and legislation, highlighting pivotal figures and moments.

Early Views

Initially moral flaws, later medical issues, leading to asylums.

Post-WWII advocacy ignited the 1960s-70s disability rights movement.

Legislation

Key laws include the 1973 Rehabilitation Act and 1990 ADA.

Influences from Judy Heumann, Ed Roberts, and others.

Key Figures

Global Impact

2006 UN Convention, global rights adoption, WHO's social model shift.

Misconception & Myths

- ☐ **Myth:** All disabilities are visible.
- ☒ **Truth:** Many, like mental illnesses, are not.
- ☐ **Myth:** Disabilities limit life.
- ☒ **Truth:** With support, many lead fulfilling lives.
- ☐ **Myth:** All disabled people need help.
- ☒ **Truth:** Many are independent; some need occasional aid.
- ☐ **Myth:** Intellectual disabilities prevent learning.
- ☒ **Truth:** Different methods enable learning.
- ☐ **Myth:** Disabilities hinder work.
- ☒ **Truth:** Many are productive with accommodations.
- ☐ **Myth:** Disabilities are congenital/accidental.
- ☒ **Truth:** Understanding: Also from illness, aging, or environment.

Building Inclusive Environments

Promote Accessibility Essentials

by enabling independent use for diverse abilities including:

- Physical Access: Include ramps, accessible restrooms, and clear signage.
- Digital Access: Use alt-text, captions, keyboard navigation, and multiple document formats.

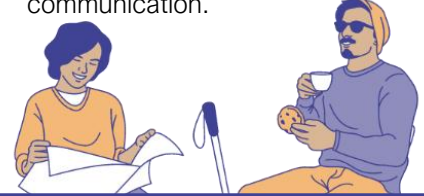


Effective communication includes empathy, directness, and clarity, encompassing:

- Non-Verbal: Gestures, eye contact, space respect.
- Hearing Impairments: Visible lips, quiet, written notes.
- Visual Impairments: Vivid descriptions, guiding, clear presence.
- Speech Impairments: Patient listening, alternative aids.
- Written: Simplicity, accessibility, digital compatibility.

Foster workplace inclusion, ensuring everyone feels valued and integrated into the company's culture, regardless of differences:

- Implement unbiased hiring practices.
- Ensure physical and digital accessibility.
- Promote open and respectful communication.



The Reality of Living with a Disability

Living with a disability involves navigating a variety of challenges including:



Challenges in accessing environments and services.



Limited opportunities and need for workplace adjustments.



Misunderstandings and inclusion issues.



Technology dependence for daily tasks and accessibility.



Resilience against mental health challenges.



Community support of supportive networks.



Celebrating accessibility and policy improvements.

Empathy vs Sympathy

Empathy involves understanding and sharing the feelings of another person.



Sympathy is feeling compassion or sorrow for the hardships that another person encounters.



Supporting Independence

Supporting independence in disability fosters empowerment and self-reliance among individuals with disabilities. This can be achieved by:

- ✓ Encouraging decision-making independence.
- ✓ Guiding individuals in expressing their personal needs and rights.
- ✓ Suggesting resources and tools for easier living.

Navigate Public Spaces

To effectively navigate public spaces, it's important to combine preparation, technological assistance, and clear communication strategies. Key tactics include:

- ✓ Research Destinations: Check destination accessibility
- ✓ Ready for Emergencies: Prepare emergency plans.
- ✓ Use Accessibility Apps: Find accessible routes and facilities.
- ✓ Real-Time GPS: Utilize navigation aids.
- ✓ Use Communication: Clearly state needs.
- ✓ Accessible Transit: Select options; travel off-peak.
- ✓ Crowd Awareness: Maintain alertness; use safety signals.
- ✓ Accessible Amenities: Find suitable seating.
- ✓ ID and Contacts: Carry ID and emergency info.
- ✓ Bright Areas: Stay in lit places at night.

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Bias
Diversity in HR
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Leadership
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Sales



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