

RETHINKING DISABILITY AND WHAT IT MEANS TO BE DISABLED

Dr. Theresa Haskins | Presentation for the USDA TARGET Center



#NDEAM | #RehabAct50
dol.gov/odep

ADVANCING ACCESS & EQUITY

National Disability Employment
Awareness Month

Celebrating 50 years of the Rehabilitation Act of 1973





About the Session

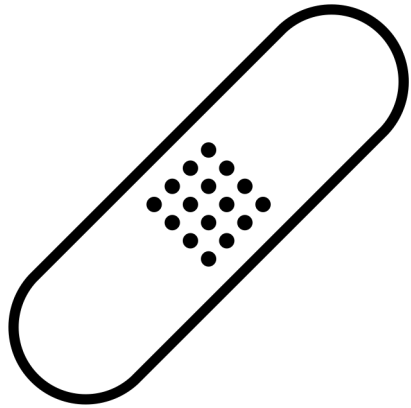
- Explain the social model of disability and the difference between disability and disabled in the workplace
- Identify how workplace structures and culture can be disabling and perpetuate exclusion
- Recognize how equal approaches do not always result in equitable outcomes

1 IN 4 PEOPLE

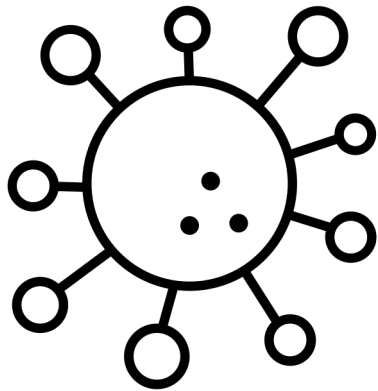


WILL BECOME DISABLED DURING THEIR WORKING CAREER

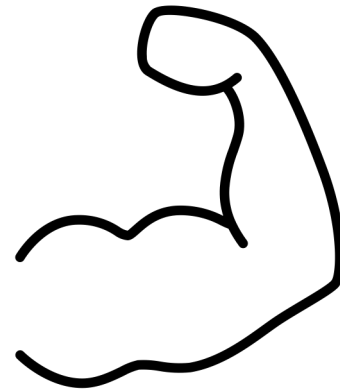
Top Causes of Long-Term Disability



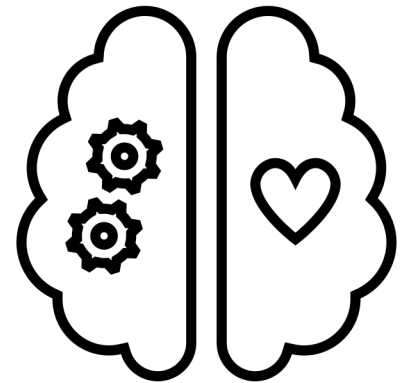
Physical Injury



Cancer



Musculoskeletal
Disorders



Mental Illness

February 2022 to February 2023

National Trends In Disability Employment
Year-to-Year Comparison



Labor Force Participation Rate

People with Disabilities

People without Disabilities

2022

2023



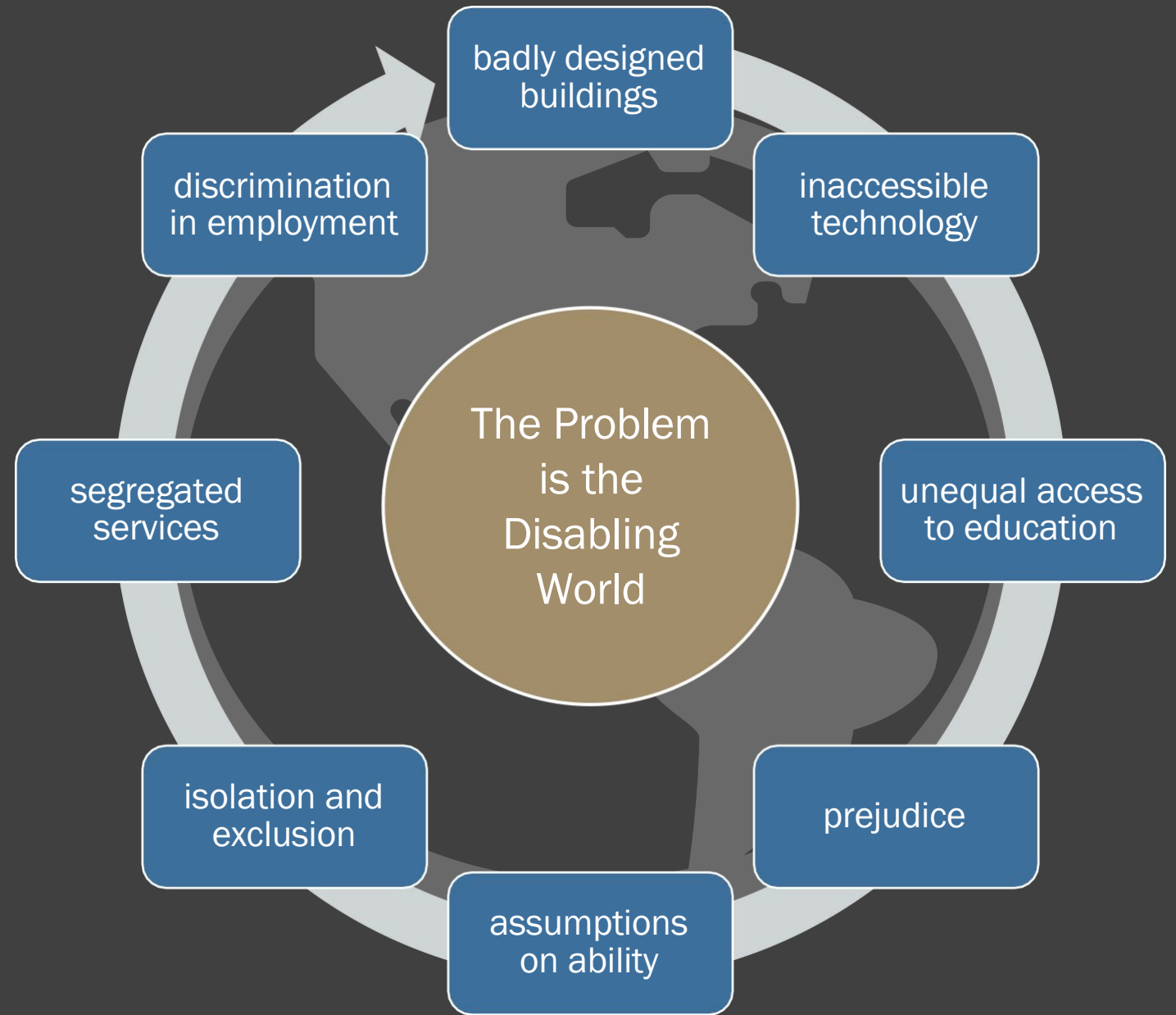
The Medical Model of Disability



THE SOCIAL MODEL OF DISABILITY DEFINED

The loss of opportunities for people with physical, sensory, social, or intellectual impairments to participate in work and ordinary life on an equal level with others due to structural and social barriers.

The Social Model of Disability



Medical Model

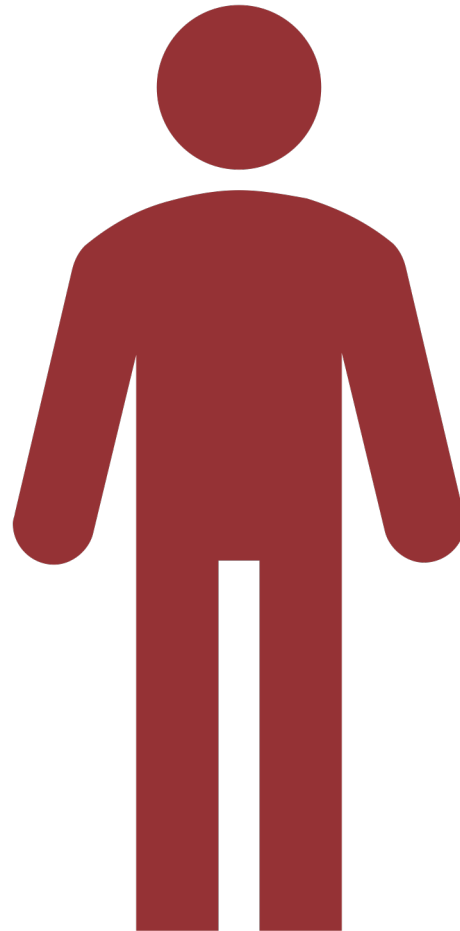
I need to be “fixed” to fit in with society.

Can't join webinars because they are deaf.

Can't complete the form without assistance because they are blind.

Can't attend a meeting because they can't walk up stairs.

Wasn't hired because they took too long and rambled when answering questions.



Social Model

Society needs to change so that I can fit in.

Webinar did not provide closed captions.

The company doesn't provide forms electronically or screen reading technology.

The building doesn't have a lift or ramp.

The employer refused to provide questions and set expectations before the interview.



Disabled by the Situation

Myths that Perpetuate Disability Exclusion

- No one with a disability can do this job.
- My other employees will complain about special treatment.
- I don't want to do or say anything wrong.
- People with disabilities make uncomfortable situations.
- It's just too much trouble.



Attitudinal Barriers

Pity

- People feel sorry for disabled people and are patronizing as a result.

Ignorance

- The person is dismissed as incapable because of his or her disability.

Multi-sensory affect

- People assume that a person's disability affects his or her other senses.

Exception

- People consider a person with a disability living independently to be “special” and noteworthy for obtaining standard achievements.

Attitudinal Barriers *(continued)*

Stereotypes

- People make both positive and negative generalizations about disabilities.

Denial

- People may not believe that hidden disabilities are legitimate and therefore do not require accommodations.

Fear

- People are afraid they will offend disabled employees by doing or saying the wrong thing and, as a result, will avoid the person or exclude them from full participation.

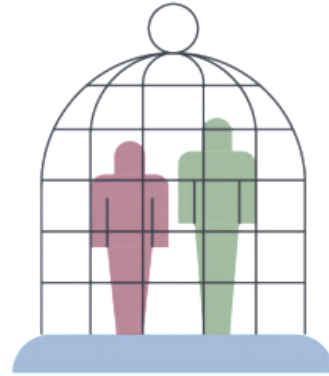
Backlash

- People believe the employee is being given an unfair advantage because of his or her disability.



Direct

Certain employees are targeted by discriminatory comments, policies, or situations at work.



Indirect

All employees at a workplace are treated the same, but that treatment **puts some at a disadvantage**.

Types of Workplace Disability Discrimination



In this first image, it is assumed that everyone benefits from the



Individuals are given different support to make it possible for

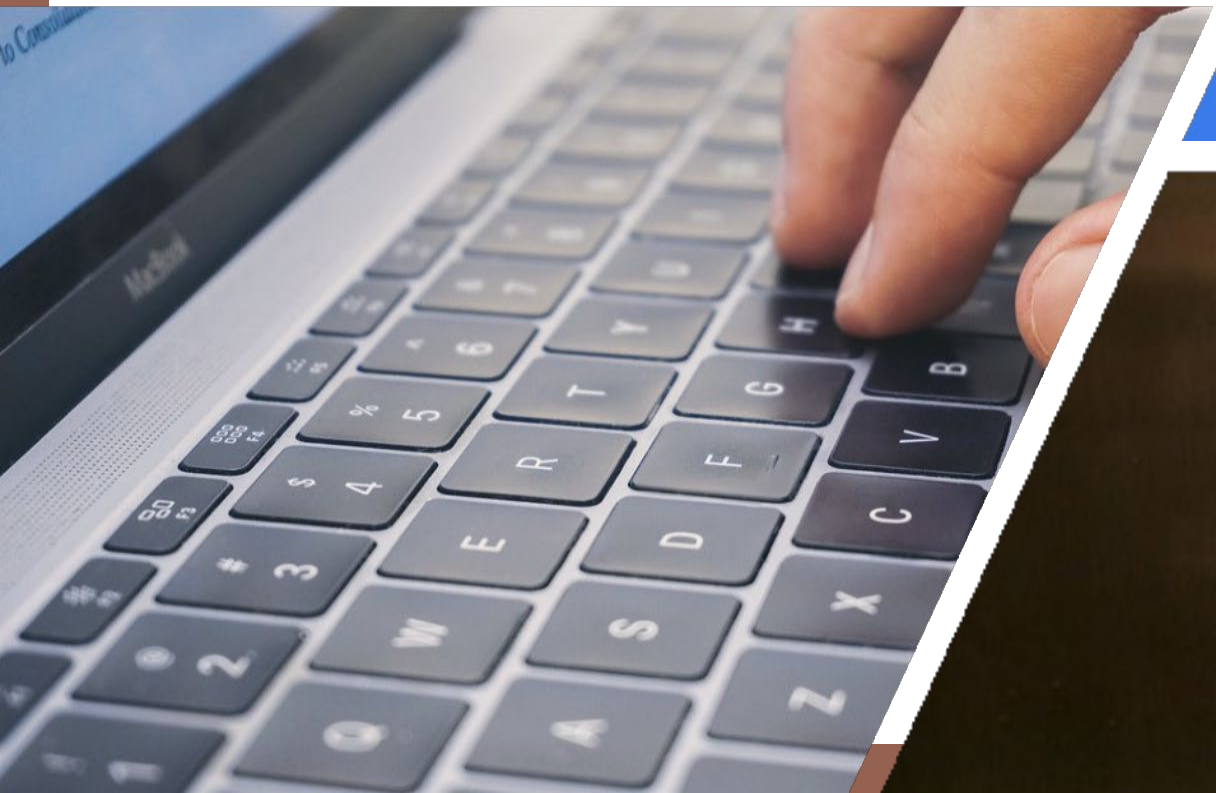
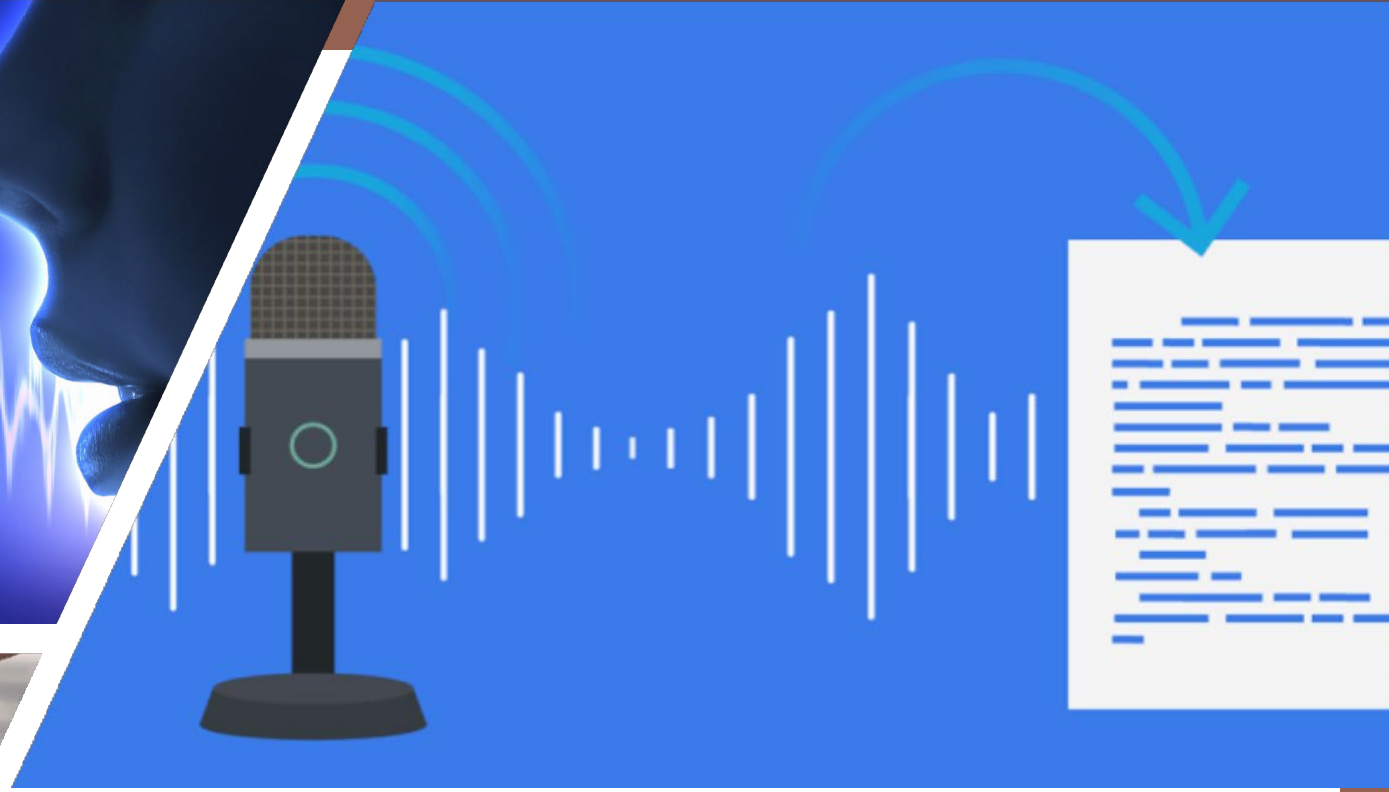


All three can see the view without any support because the cause of



Universal Design

Making the workplace
accessible to
everyone



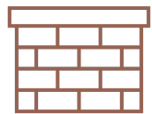
Why Universal Design Works



Equitable



Flexible



Simple &
Intuitive



Perceptible
Information



Tolerance
for Error



Low Physical
Effort



Size & Shape

How you can support others and increase accessibility for all

Open lines of communication and safe places to discuss work and life

Don't make assumptions about abilities

If someone appears to need help, ask before you offer them assistance

Create solutions in partnership with disabled employees

Apply accommodations across teams to create universal accessibility

Help others appreciate differences in communication, learning, and work styles



CONTINUE LEARNING

WITH

Dr. Theresa Haskins

USDA TARGET Center

NDEAM 2023 Upcoming Sessions

See e-mailed schedule for details.

Find resources, podcasts, newsletters and more at

www.theresahaskins.com



Current and Upcoming Meetings

OCTOBER

MONDAY	TUESDAY	WEDNESDAY	THURSDAY
<p>10/2/2023</p> <p>10:00 AM – 11:00 AM USDA TARGET Center Assistive Technology Program Rashida Owens Assistive Technology Program Manager</p> <p>12:00 PM – 1:00 PM USDA TARGET Center Ergonomics Program Stephanie Bradley CEAS, CAE Ergonomics Program Manager</p>	<p>10/3/2023</p> <p>11:00 AM – 12:00 PM Rethinking Disability and What It Means to Be Disabled Dr. Theresa Haskins Haskins Consulting</p> <p>1:00 PM – 2:00 PM (Neuro) Diversity Includes You Dr. Theresa Haskins Haskins Consulting</p>	<p>10/4/2023</p> <p>11:00 AM – 12:00 PM Nurturing Workplace Well-Being and Supporting Mental Health (Part 1 of 2) Dr. Theresa Haskins Haskins Consulting</p> <p>1:00 PM – 2:00 PM PTSD Is More Common Than You Think Alla Weinberg Spoke & Wheel</p>	<p>10/5/2023</p> <p>10:00 AM – 11:00 AM Empowering Lives Through Assistive Technology Solutions Donny Osborn Boundless AT</p> <p>12:00 PM – 1:00 PM Department of Defense Computer/Electronic Accommodations Program (CAP) Erin Sanderson CAP</p>

<p>HOLIDAY</p>	<p>10/10/2023</p> <p>11:00 AM – 12:00 PM Autism Inclusion and the Pathway to Neurodiversity Dr. Theresa Haskins Haskins Consulting</p> <p>1:00 PM – 2:00 PM Lessons from Unpredictable Journeys: Insights from Temporary and Situational Disabilities (Part 1 of 2) Dr. Theresa Haskins Haskins Consulting</p>	<p>10/11/2023</p> <p>11:00 AM – 12:00 PM Creating a Trauma-Informed Workplace Alla Weinberg Spoke & Wheel</p> <p>1:00 PM – 2:00 PM Nurturing Workplace Well-Being and Supporting Mental Health (Part 2 of 2) Dr. Theresa Haskins Haskins Consulting</p>	<p>10/12/2023</p> <p>10:00 AM - 12:00 PM USDA TARGET Center Ergonomics Demonstrations (Virtual/Onsite) Stephanie Bradley CEAS, CAE Ergonomics Program Manager Stephen DiCarlo Humanscale Howard Flowers BodyBilt</p> <p>1:00 PM - 3:00 PM USDA TARGET Center Assistive Technology Demonstrations (Virtual/Onsite) Rashida Owens Assistive Technology Program Manager</p>

Contact Information

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