

# **Disability and Diversity**

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## **Purpose of the Session**

The purpose of this session is to provide a brief historical perspective of disability culture, and to further develop participant understanding of how disability relates to diversity.

## **Session Objective #1:**

**Describe three historical  
models of disability**

## **Session Objective #2:**

**Define impairment, disability  
and ableism.**

### **Session Objective #3:**

**Identify disability stereotypes, prejudice, and institutional discrimination.**

☺ Group Activity ☺

**A disability may impact 10% of a person's life, yet is considered his/her defining characteristic by others.**

### **Did you know...?**

- The 2000 Census identified 49.7 million people with some type of long lasting health condition or disability.
- Currently one in five Americans has some kind of disability.
- One in ten Americans have a severe disability.

## Who is Disabled?

Anyone with a mental or physical impairment which substantially limits one or more major life areas.

## Major Life Areas Include:

- Caring for oneself
- Performing manual tasks
- Walking
- Talking
- Seeing
- Hearing
- Speaking
- Breathing
- Learning
- Working

## Traditional Model:

- Oldest model
- Places blame on the individual for having something wrong with him or her.
- Disability is shameful and something to hide

## Medical Model:

- 18<sup>th</sup> Century shifted to a scientific understanding of the causes of impairments
- Focused on cure and rehabilitation
- The impairment is the problem resulting in implication that the disabled individual is never “okay”

### **Social Model:**

- Looks at the strengths of a person with an impairment
- Identifies the physical and social barriers that obstruct individuals with impairments
- The structures within society are the problem
- Embraces disability as a diversity and civil rights issue

### **Impairment vs. Disability**

**Impairment** is the loss of or limitation of physical, mental or sensory function on a long-term or permanent basis.

### **Disability**

**Disability** is the loss of or limitation of opportunities to take part in community life on an equal level with others.

### **Ableism**

Discrimination of individuals with disabilities

## **Disability Discrimination**

Myth

Disability is something an individual  
“suffers” from.

## **Disability Discrimination**

FACT

Disability is the product of an  
interaction between the person and  
the environment.

### **Challenging Prejudice – Medical Model Thinking**

- Individual is faulty
- Diagnosis
- Labeling
- Impairment becomes focus of attention
- Assessment, monitoring, program of therapy imposed
- Society remains unchanged

### **Challenging Prejudice – Social Model Thinking**

- Individual is valued
- Strengths and needs defined by self and others
- Identify barriers and develop solutions
- Resources are available for ordinary services
- Relationships nurtured
- Diversity welcomed, individual is included
- Society evolves

## **Section 504 of Human Rights Act**

- Passed in 1973
- “No otherwise qualified person with a disability in the United States...shall, solely by reason of...disability, be denied the benefits of, be excluded from participation in, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

## **Americans with Disabilities Act - ADA**

- Passed in 1990
- The ADA is a federal civil rights law
- Comparable to civil rights law passed in the 1960's for other minorities
- Covers employment, state and local government services, public accommodations and telecommunications for the deaf

## **Sec. 504 and ADA are all about ACCESS**

- Both are civil rights statutes
- Both Sec. 504 and ADA focus on assuring equal access to OPPORTUNITY

## **“And You Can Quote Me On That”**

- A film produced by the Dialogues on Diversity project at Univ. of Michigan
- Look and listen for examples of disability stereotypes, prejudice and discrimination

### **Review of Course Learning Objectives:**

- Described three models of disability
  - Traditional Model
  - Medical Model
  - Social Model
- Defined Impairment
- Defined Disability
- Defined Ableism

### **Review of Course Objectives Continued:**

- Identified examples of disability stereotypes
- Identified examples of disability prejudice
- Identified examples of institutional discrimination

**Questions?**