Disability and Inclusion: Making the Invisible Visible

Srilatha Juvva PhD
Professor
School of Social Work
Tata Institute of Social Sciences
Mumbai, India
What do I care about?
Values to embody

- Inclusion
- Dignity
- Equity
- Justice
- Compassion
- Full Potential
What is Disability?

• Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others’ (UNCRPD, 2007).

• In keeping with WHO International Classification of Functioning, Disability and Health, (ICF), with focus on environment and context
International Classification of Functioning, Disability & Health (2001)

Health condition
(disorder or disease)

Body Functions
& Structure

Activity

Participation

Environmental Factors

Personal Factors

Contextual factors

Source: http://www.unescap.org/stat/meet/widd/icfcommon.htm
Disability in India

2.2% of total population with disability (26.8 million) - 15 m men & 11.8 m women (NSSO, 2018)

18.6 million (69%) of people with disabilities live in rural areas; 8.1m in urban areas
Disability in India…contd.

- 55% - 14.6 m literate - men (62%) > women (45%)
- Only 8.5% disabled people acquire a graduate degree
Disability in India…contd.

• 36.3% are employed – 7.1 m men > 2.7m women

• Unemployed persons with disabilities over 10 million by 2022 if appropriate training programs not imparted

• Loss of GDP – 5-7% due to excluding persons with disability
  disabled-population-india-2016-wecapable.pdf

• Cost of disability to rural economy – 5.5% (Erb & Harris-White, 2002)

• 1/4\textsuperscript{th} of annual income spent on accessing services for a family member with disability (Erb & Harris-White, 2002)

• Years lost to Disability per 100 persons - 10.5 (WHO, 2011)
Models of Disability

- Moral/religious
- Medical
- Social
- Charity
- Rights
- Identity
Social model of disability (Yokotani, 2001)
The Social Model

• Disability is not within the individual - result of societal structures & organisation

• Persons with disability can and be supported to make decisions; function independently to accomplish tasks

• Society can change to be more accommodating

Person centred
Prejudice and Discrimination

Prejudice – biases & unfavourable attitudes towards persons with disabilities based on prior assumptions

......leads to

Discrimination - othering a person with disability less favourably
Which model do the following statements reflect?

• My Indian grandmother says that because my mother refused to marry the man she had arranged for, I am born with an impairment

• I use a wheelchair for mobility and you use your legs! We both can function as efficient therapists, what difference does it make to our work?

• The restaurant does not offer a braille menu card and therefore I do not enjoy going there

• I am repeatedly told that I cannot find a job because I have an impairment
Placing one foot in front of the other, I've climbed to higher lengths.
Reaching beyond my own limitations, to show my inner strength.
No obstacle too hard, for this warrior to overcome.
I'm just a man on a mission, to prove my disability hasn't won.

Robert M. Hensel
“The world we have made as a result of the level of thinking we have done thus far creates problems that we cannot solve at the same level at which we have created them... We shall require a substantially new manner of thinking if humankind is to survive.”

Albert Einstein
Story of Radha
Partial ways of Action and Results

- Underlying factors
  - Root Factors
  - Transformational Leadership
    - Systems & Cultural Transformation
      - Technical Interventions
        - Immediate Causes
        - Systems & Cultural Causes
    - Underlying factors
      - Root Factors

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The Conscious *Full* Spectrum Response Model

- **Transformational Leadership**
- **Systems & Cultural Transformation**
- **Technical Interventions**
- **Immediate Causes**
- **Systems & Cultural Causes**
- **Underlying Factors Root Factors**

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Transformational Leadership & Inner capacities

Systems & Cultural Transformation

Technical Solutions

Immediate Causes

Systems & Cultural Causes

Underlying Factors

Counselling
Financial support
Treatment
Education

From shame, stigma & exclusion to inclusion in family & community

From everyday diminishing practices & biases based on gender/caste/class/religion/ability to foster dignity, care & peace at home, school/workplace & society

From services only to also fostering agency dignity & acceptance in families & community

Fairness
Dignity
Compassion
Full potential

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Respond & Realise
Source universal values to shift systems & culture and solve problems for full potential & well-being

We need to do both

Respond to problems
Counselling, education, Finance
Individual/ Collective Distress/Trauma
No Violence against PWD (within family, community & with teachers)

Realise full potential
Resilience, dignity
Patriarchy, Abilism Interrupted
Nurture equity, compassion & peace (using RTL tools)

Dignity Fairness  Compassion, Full Potential

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Realise SDGs

Leaving no one behind

• SDG 3: Health - accessible services
• SDG 4: Education - remove barriers, inclusion
• SDG 5: Gender equality – disability inclusive development
• SDG 8: Inclusive employment
• SDG 10: reduce inequality – social, economic & political inclusion of persons with disabilities
• SDG 11: Safe and resilient cities & settlements – barrier free infrastructure
• SDG 17: Partnerships - include persons with disabilities
For paradigm shifts and creating a new future, we need to engage to accomplish goals in a manner that changes the norms and systems that gave rise to the problems we are trying to solve; this is simultaneously based on our oneness, our humanity, and our universal values.

Monica Sharma
References


Questions for clarity