


**INCLUDED IN
TRAINING AND
WORK**

**LORENTZ CENTRE WORKSHOP 2017
WORKING DOCUMENTS**



**STIGMA, DISCLOSURE
AND REASONABLE
ACCOMODATIONS**



Judith The handicap-woman	Linda Softie-vegan	Hanna Judgemental Christian	Lujan The UWV-woman
Sofie Sunday's Child	Geert Hyperactive	Tsitsi	Karin
Mitzi Overly rigid & chaotic	Elisabeth	Marie	Brenda

Our experiences:

we all give labels and that is - also - a good and meaningful thing

Cfr. Film

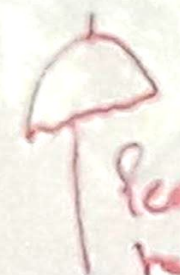
ignored
exclusion / we
bullying / them
self-stigma
discrimination
label
co-workers
manager
supervisor

(perceived, enacted)
definitions

being heard

fairness
trust — knowledge
good support
real stories
reasonable accommodations

Stigma



learned helplessness

QoL

legislation ↓
bottom up ↑

uncomfortable with suffering (own suffering)

importance
reflection
self-esteem

Self-disclosure

~~duplicity~~

we
then
cultural background

(don't) have something

diagnose
what do I need for every one
must of right?
afraid of stereotyping — consequences

Stigma:

Definition

An attribute that is deeply discrediting and that reduces the bearer from a whole and usual person to a tainted, discounted one (Goffman 1963, p. 3).



A group of people points out at one person and excludes the person with this act.

This changes very easily!

Self-disclosure

Definition

A process of communication (red.: between people) by which one person reveals information about himself or herself to another. The information can be descriptive or evaluative, and can include thoughts, feelings, aspirations, goals, failures, successes, fears, and dreams, as well as one's likes, dislikes, and favorites. (Ignatius, E. & Kokkonen, M. (2007)).



Self-disclosure

- has an element of risk
- information shared might affect others perceptions and acceptance of you as a person
- however, the benefits far outweigh the risks



Self-description

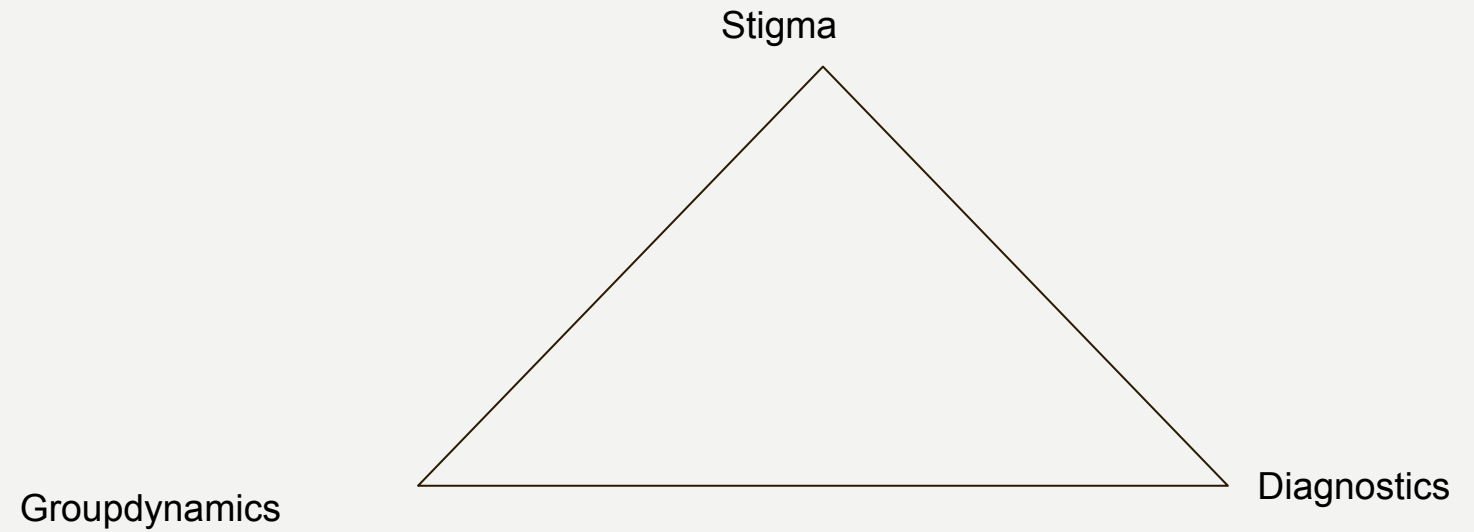
Disclosure of non threatening information
eg. Age, address, place of work

Reasonable accommodations

Definition

Modifications or adjustments to the tasks, environment or to the way things are usually done that enable individuals (with disabilities) to have an equal opportunity to participate. (U.S. Department of Education, 2007). Broad categories of accommodations include changes to ensure equal opportunities.

Triangle



Consequences / facilities

Diagnostic process



IMPACT of STIGMA on INCLUSION

“We must seriously consider the power we exert when we label individuals as disabled.”
(Tonette S. Rocco)

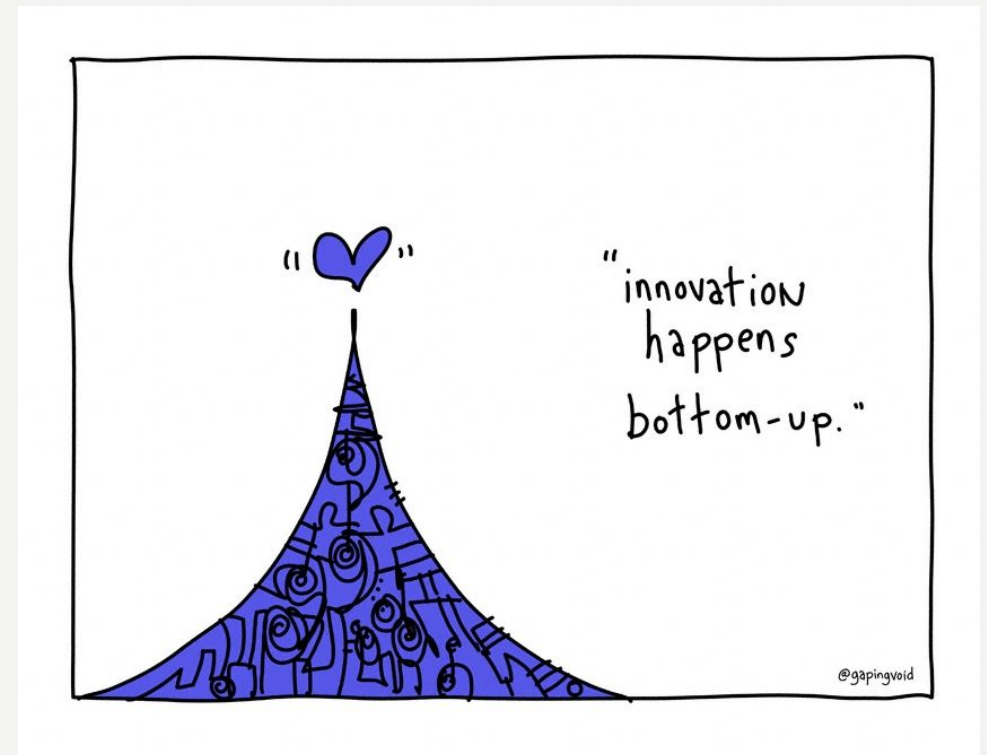
How to fight this?

Legislation and...

Bottom up change !!!

Not only structures, procedures,...

Just being there. Inclusion is always ‘small’.





FACILITATIVE POLICIES AND GOOD PRACTICES

Anti-stigma practices:

Passing laws and legal sanctions

Legislating against discrimination

Persuasion and education

Influencing editors of newspapers, magazines etc. to use non-stigmatising headlines and/or write in a non-stigmatising way (e.g. do not use psycho-killer headlines).

Improve public attitudes and replacing stereotypes:

Anti-stigma campaigns: Samen Sterk Zonder Stigma (NL)

Sayce 2003:

It is helpful to know that disabled people contribute in the mainstream, as well as sometimes having unique experiences that others lack. The combination helps replace the 'negative loading' attached to a label of mental illness (Link & Phelan, 2001) with a neutral one. Replacing negative loading only with positive loading jeopardises credibility. The public realises that living with a psychiatric impairment is not always a positive experience.

(versus)

Active promotion of positive stories

Interactive methods: examples

- “**Inclusion** itself is a powerful way of changing non-disabled people’s beliefs. When non-disabled people get to know disabled people, in a context in which disabled people are at least equal, and where positive messages are generated (for instance, where disabled people are teaching non-disabled people), this does influence belief systems.” (Ralph, 1989; Levey & Howells, 1995).
- **Mensenzoo** is a “zoo of people-types” without prejudices e.g. the gay, the homeless, the addicted, the mental patient, the dumb blond. By engaging into conversation with these different types of people, you can explore if the ideas (prejudices) you have about them are actually right. (o.a. Gedaan door STIP GGz Arnhem/MEE Gelderse Poort) (NL/BE).
- **Games** (Steekje los), Music, Video
- **Participatory Research**: being in control, working together, changing things





vevo

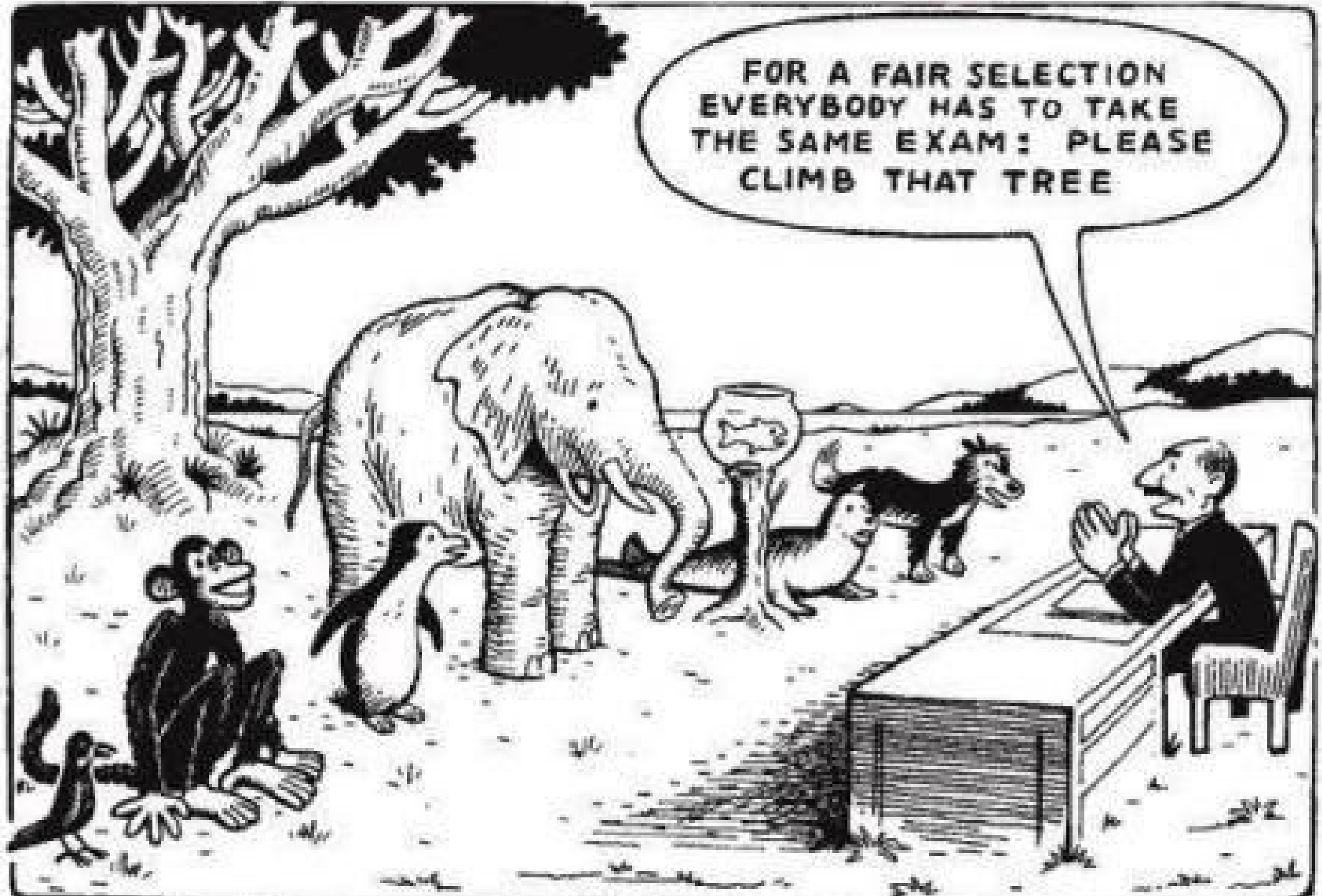
Attitude

Openness - curiosity

Celebrate diversity

We want difference not indifference (verschilligheid)

FOR A FAIR SELECTION
EVERYBODY HAS TO TAKE
THE SAME EXAM: PLEASE
CLIMB THAT TREE



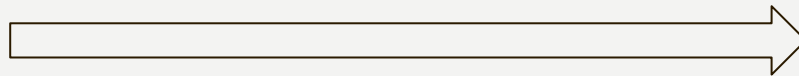
To do:

What would basis-income change to stigma (plea for research)?

Difference with visible and invisible disabilities?

Stigma culture-related?

Toepassing van ableism?



More punishing?: Tickets for companies and non-inclusive practices

Stigma with a reason (instrumental for the stigma-dealer)



NOW WE CAN
ALL CLIMB
THE TREE.

SLANE
CO. INC.

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