INCLUDED IN TRAINING AND WORK
STIGMA, DISCLOSURE AND REASONABLE ACCOMMODATIONS
<table>
<thead>
<tr>
<th>Judith</th>
<th>Linda</th>
<th>Hanna</th>
<th>Lujan</th>
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</thead>
<tbody>
<tr>
<td>The handicap-woman</td>
<td>Softie-vegan</td>
<td>Judgemental Christian</td>
<td>The UWV-woman</td>
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<tr>
<td>Sofie</td>
<td>Geert</td>
<td>Tsitsi</td>
<td>Karin</td>
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<tr>
<td>Sunday's Child</td>
<td>Hyperactive</td>
<td></td>
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<tr>
<td>Mitzi</td>
<td>Elisabeth</td>
<td>Marie</td>
<td>Brenda</td>
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<tr>
<td>Overly rigid &amp; chaotic</td>
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Our experiences:
we all give labels and that is - also - a good and meaningfull thing
Cfr. Film
Fairness, good support, trust — real stories, meta-comm. reasonable accommodations

QOL: legislation ↓
bottom up?

uncomfortable with suffering (own suffering)

Self-disclosure

Self-esteem

Reflection

Empower

Unhappy with own suffering

Stigma

Learned helplessness

Ignorance, exclusion, victimisation, bullying, self-stigma, discrimination

Co-workers, managers, supervision

Dishonesty, lack of support

Cultural background

Diagnose

What do I need — for every one

Most of night?

Afraid of stereotyping

Consequence

Relevant, enacted definitions

Being read
**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 ≠ Self-description

- 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

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
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.
REFERENCES


Hesitating to disclose: Adults students with invisible disabilities and their experiences with understanding and articulating disability In S.J. Levine (Ed), Midwest Research-to-Practice Conference in Adult, Continuing, and Community Education (157-163). East Lansing, MI: Michigan State University


