

Disability Access and Inclusion

Group Reflection Questions

Purpose

The group reflection cards are developed for small businesses. The intent of the cards is for groups to reflect and think about their beliefs and attitudes towards disability and people with disability. Group engagement processes help people share ideas and personal reflections. The questions are designed to encourage conversation among teams and activate people to take responsibility for their part in improving a person with disability's experience.

Answers to the questions posed on the cards are located on the answer sheet and in the content under the Anywhere heading [Disability Access and Inclusion – moving from the medical model to the social model](#).

If needed, a high contrast and black and white version of this document is available.

Instructions for use

These cards are designed to be used by groups and teams during Disability Awareness Training, during team or planning meetings or during other awareness building activities that lend itself to reflection and conversation.

Printing tips

These cards are best printed on A4 portrait on thick or heavyweight paper. For reuse longevity, use self-adhesive laminating sheets on the cards prior to cutting the individual cardstock with sharp scissors or a guillotine.

Specific instructions on how to print double-sided are available on each page.

What skills and experience do you currently have that can help you contribute to improving the experience of a person with a disability?

Potential answers

All of us have value to add to improving the experience of a person with disability.

Think about times where you have advocated for your family and yourself. These same skills and experiences can apply to planning an event or experience for a person with disability.

What are you going to do differently to create a more inclusive environment for people with a disability – at work or in life?

Potential answers

You can make small steps in helping build an inclusive experience:

- Building awareness
- Setting the facts right
- Appropriate and inclusive communication
- Physical environment considerations
- Inclusion in the workplace
- Advocating for people with a disability

What are some of the common challenges people with disability face?

Potential answers

People with disability face a range of challenges. Some common ones include:

- Access to appropriate health care and support
- Discrimination, criticism and ignorance from members of their community
- Social isolation
- Participation in paid work

Share three of your most common assumptions and stereotypes about people with disability.

Has the information you recently gained through Anywhere challenged your views? If so, how?

Potential answers

Stereotypes ignore the differences in people – what makes us individuals.

Being mindful of your stereotypes, assumptions and biases in the way you speak about and engage with people with disability can help foster inclusion.

Instructions to print:

1. Open the PDF document in Adobe Acrobat
2. Go to **Menu > Print** or **Ctrl + P** to open the print dialog
3. Select your printer and whether you want to print in colour or black and white
4. Ensure you are printing the pages with the cards only
5. Click on **Page Setup** and ensure that the **paper size** is set to **A4**
6. Ensure **Page sizing** and handling is set to **Actual size**
7. Select **Print on both sides of paper > Flip on Long Edge**

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