

Disability Access and Inclusion

Individual Reflection Questions – High Contrast

Purpose

The individual reflection cards are developed for small businesses. The intent of the cards is for individuals to reflect and think about their beliefs and attitudes towards disability and people with disability. The questions are designed to be reflective in nature and are structured on individual cards using images, open ended questions and multiple-choice questions.

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](#).

This specific design is created with high contrasting colours for readability and is also available in black and white.

Instructions for use

These cards are designed to be used independently in quiet reflection time during Disability Awareness Training, during team or planning meetings or during other awareness building activities that lend itself to deep thinking and reflection about how commonly held beliefs influence individual thoughts, attitudes and perceptions.

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.

Are the statements below facts or fiction?

- A Over 4.4 million people (or 1 in 6) in Australia have a disability
- B Nearly one-third (32%) of people with disability – about 1.4 million people have severe disability

Fact or Fiction



Has there been a time where you had a preconceived idea about a person with disability?

Start by considering how each person forms their opinions of people.
Reflect on the common factors that have influenced these preconceived ideas (often referred to as bias's) for you.

Reflection



- 1 What do I currently understand about the experience of people with a disability?
- 2 How does the social model of disability compare to the medical model?
- 3 What does this mean for your approach to disability inclusion?

Reflection



Are the statements below facts or fiction?

- A People with disability over the age of 65 are twice as likely to be unemployed
- B There has been an increase in the number of people with disability in employment in the last decade

Fact or Fiction



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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Answers

Are the statements below facts or fiction?

A Fiction – People with disability over the age of 65 are twice as likely to be unemployed

B Fiction – There has been an increase in the number of people with disability in the employment in the last decade

Answers

Are the statements below facts or fiction?

A Social Model

- Modern
- Consequence of societal barriers
- Modifying physical environment and culture of inclusivity

B Medical Model

- Traditional
- Individual problem
- Medical intervention to 'fix'

Answers

Are the statements below facts or fiction?

A Unconscious biases can result in implicit bias leading to prejudice and lack of acceptance.

B Inclusion and equality means people with disability have access to all opportunities in ways that are similar to their non-disabled peers. Promoting inclusivity ensures people are not discriminated against and can participate fully in society.

Answers

Are the statements below facts or fiction?

A Fact – Over 4.4 million people (or 1 in 6) in Australia have a disability

B Fact – Nearly one-third (32%) of people with disability – about 1.4 million people have severe disability