



# DISABILITY EQUALITY TRAINING

The true nature of “disability” is neither mere functional limitations of individuals, nor the difficulty of performance which results directly from such limitations. “Disability” is oppression, discrimination, social exclusion and restriction of participation which is socially constructed and imposed upon people who are regarded as “different”.

This perspective on “disability” is called the Social Model of Disability, and makes the conceptual foundation of Disability Equality Training (DET). DET is a disability education which aims to promote understanding of disability from the Social Model perspective, and facilitate proactive actions to break disabling barriers in our society:

## DISABILITY EQUALITY TRAINING:

- Promotes disability as an equal opportunities issue
- Examines the barriers faced by Persons with Disabilities in society
- Questions stereotypes, myths and misconceptions about disability
- Promotes positive change both in policy and practice



## ANTICIPATED OUTCOMES ARE:

1. An appreciation of different types of disabilities
2. The correct methods of engaging with persons with disabilities, for example: addressing Deaf people directly and not their Sign Language interpreter
3. An awareness of the narrow perceptions in the workplace of the range of capabilities that persons with disabilities possess, for example: relegating Persons with Disabilities to manning telephones in reception
4. Highlighting advantages to the employer of employing persons with disabilities, as persons with disabilities tend to be more committed and loyal to their employer and exhibit proactivity (not to mention the employment equity and BBBEE benefits)
5. Increased disclosure of impairment amongst participants in these sessions feel comfortable to disclose their disability in the workplace
6. Furtherance of your organisation's compliance with the White Paper on the Rights of Persons with Disabilities
7. Furtherance of the United Nation's Sustainability Goals, particularly Goals: 1 (No Poverty), 8 (Good jobs and economic growth), and 10 (Reduce Inequalities)
8. Promotion of the inclusion of disability into corporate policy

## WHO ARE THE PRESENTERS?

The training is conducted by persons with various impairments with workplace and training experience.

The training includes slideshow presentations and practical interactions with participants

## DURATION OF DET TRAINING SESSIONS

Approximately 3 hours per session (negotiable).

## RATES

R750 per person attending a session

This cost per person excludes the following: VAT, Travelling, Accommodation (where applicable), S&T, Sign Language Interpreters (where applicable).

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## REFERENCES

### Strategic Solutions

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