Access:

How far have we come?

How far have we to go?
Models of disability

Medical

The problem is the Disabled person

- Needs help and carers
- Has fits
- Is sick, looking for a cure
- Can't see or hear
- Can't walk
- Confined to a wheelchair
- Is housebound

Social

The problem is the disabling world

- Stairs not ramps, no lifts
- Special schools
- Few sign language interpreters
- Discrimination
- Inaccessible transport, no parking places
- Isolated families
- Poor job prospects
- Badly designed buildings
Idealised system

- Reasonable adjustments built into default teaching
- Staff aware of the model, their own biases, rights of students
- Equal access to reasonable adjustment at all levels

Cultural differences in attitudes to disability

Wider societal attitudes are not neutral – not raised in a vacuum

Belief in “handouts”

Support levels decrease progressing through the system

No incentive or disincentive for abiding

Lack of compensation for time to create accessible content

Requires disability support to know how to accommodate within your field

View of medicine as a cure-all
Some statistics: disabled people in academia

<table>
<thead>
<tr>
<th>UG</th>
<th>PGT</th>
<th>PGR</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>13%</td>
<td>9%</td>
<td>8%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Ableism in Academia (https://www.uclpress.co.uk/products/123203)
Nicole Brown
Some statistics: P+A vs population

<table>
<thead>
<tr>
<th></th>
<th>Non-male</th>
<th>Non-white</th>
<th>Disabled</th>
</tr>
</thead>
<tbody>
<tr>
<td>P+A students</td>
<td>30%</td>
<td>16%</td>
<td>15%</td>
</tr>
<tr>
<td>UK population</td>
<td>51%</td>
<td>14%</td>
<td>18%</td>
</tr>
</tbody>
</table>

More complex:
- Transient: eg some mental health, broken bones pass with time
- Variable: not all constant
- Identity: some mental health/conditions not seen as “disability”
- Collection differences
Disabled identity

Medical (US Department of Labor “Voluntary Self-Identification of Disability Form”)
- Blindness
- Deafness
- Multiple sclerosis (MS)
- Missing limbs or partially missing limbs
- Impairments requiring the use of a wheelchair

Social (Wright State University Office of Disability Services)
- Visual Impairments/Blindness
- Hearing Impairments
- Other Health Impaired
- Other (multiple disability, deaf/blind)
- Physical Disability
Identity of physics

- Brilliance
- Socially awkward
- Apolitical
- Erasure of identities to fit in
- “Doesn’t matter who you are, as long as you can do the work”
- Meritocracy
Brilliance

Gender balance issues

Cognitive issues
- Memory
- Processing

Emphasis of testing on memory and recall
- Devalue hard work

Executive dysfunction

Behavioural differences

Hyperfocus

Special interests

View of physics as inclusive space for neurodivergence

Tokenism
PROTECTED CHARACTERISTICS
Equality Act 2010

- SEXUAL ORIENTATION
- AGE
- DISABILITY
- GENDER RE-ASSIGNMENT
- RELIGION or BELIEF
- RACE
- MARRIAGE or CIVIL PARTNERSHIP
- PREGNANCY and MATERNITY