Elizabeth Wynn

She/her

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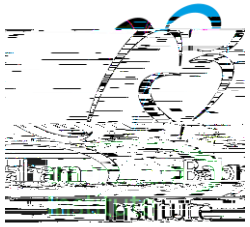
“A physical or mental impairment which has a substantial and long term adverse effect on a person’s ability to carry out normal day-to-day activities.” - Equality Act (2010)

- Invisible or hidden disabilities:
  - Mental: schizophrenia or chronic depression
  - Cognitive: learning disabilities, autism, or dyslexia
  - Physical: sickle cell anaemia, diabetes, cancer, or HIV/AIDS

Ableism: practices and dominant attitudes in society that assume there is an ideal body and mind that is better than all others

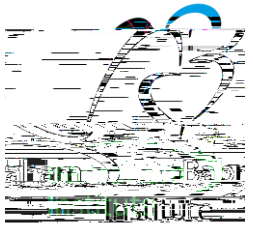


Medical model:

- Disability is caused by the health condition a person has
- The nature of this condition determines what they can and can’t do
- Disability can be fixed or ameliorated with medical treatment

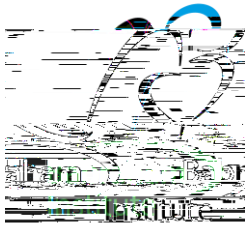
Social model:

- Distinguishes between an impairment and a disability
- Disability is not caused by a medical condition, but the structures and attitudes of society
- Disability can be fixed or ameliorated with changes to society



The impairment is the problem. The person isn't able to walk up the stairs.

The stairs are the problem. Only certain people are able to use them.



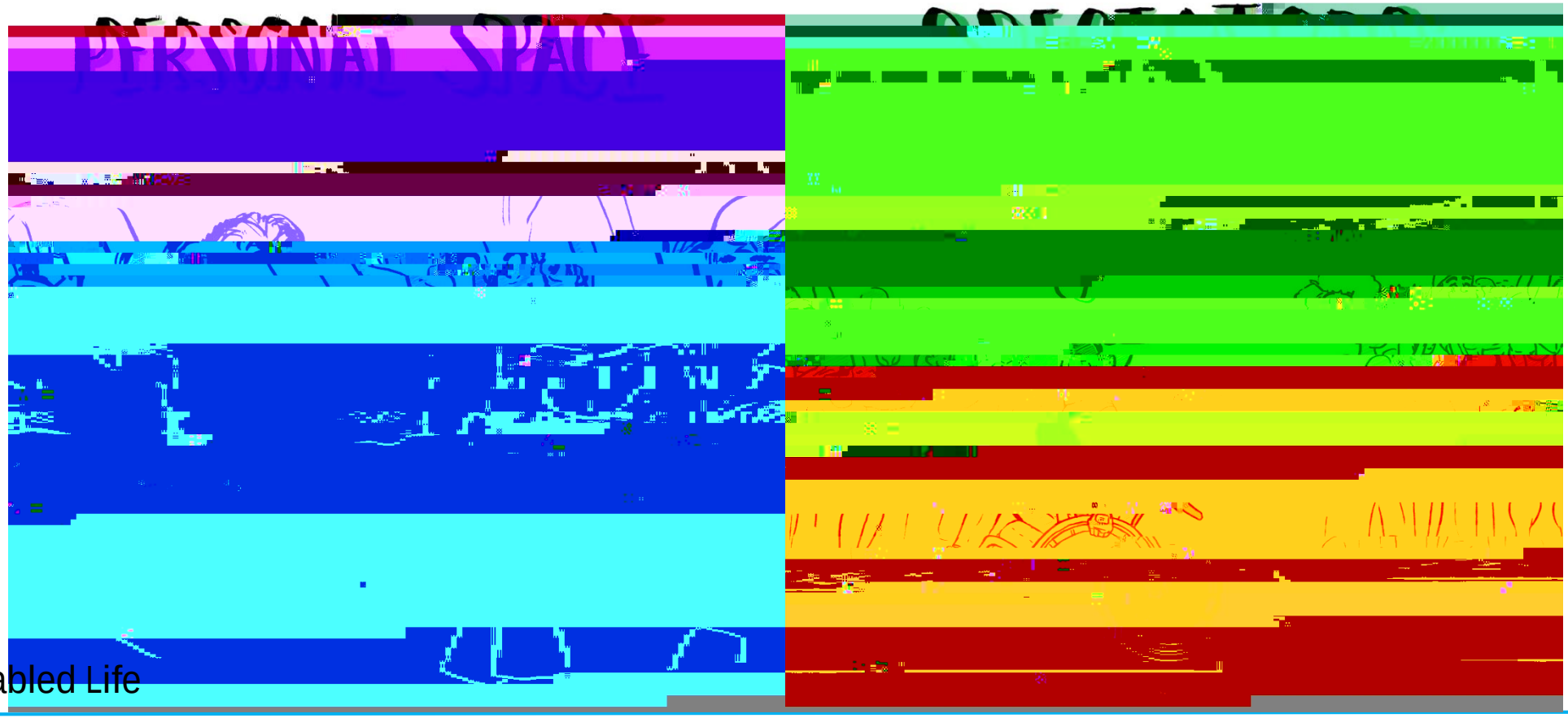
“A physical or mental impairment which has a substantial and long term adverse effect on a person’s ability to carry out normal day-to-day activities.” - Equality Act (2010)

“The loss or limitation of opportunities for people with impairments to take part in society on an equal level with others due to social and environmental barriers.” – Disability Wales

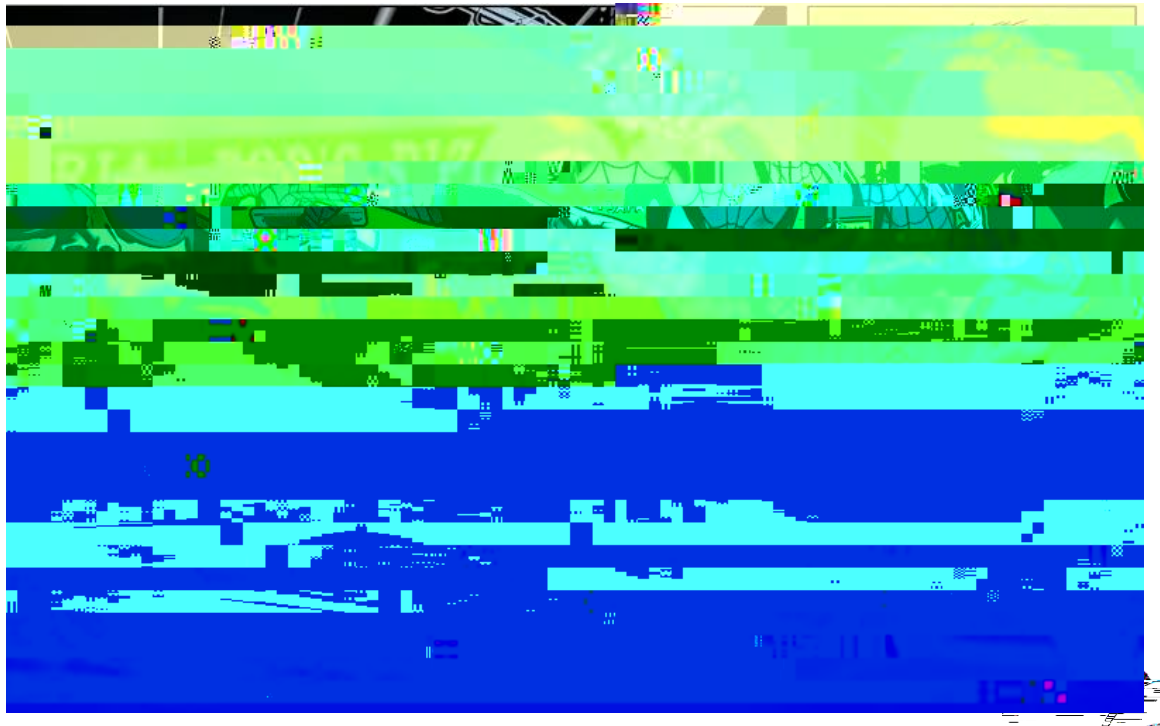
- : no lifts or ramps, no accessible toilets, poor lighting

Disabled Access Denied

- : no lifts or ramps, no accessible toilets, poor lighting
- : stigma, discrimination, perceptions, assumptions



- : no lifts or ramps, no accessible toilets, poor lighting
- : stigma, discrimination, perceptions, assumptions
- : complicated language or jargon, no ‘alt text’ description of images, lack of sign language interpreter



Marvel comics

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  - Learn about accessible design, e.g. font choice, website design, graphic design.
  - Use clear and uncomplicated language.
  - Make sure electronic documents are accessible to people who use screen readers.
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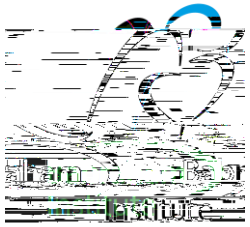
  - Advocate for organisations to consider people with disabilities, e.g. review policies to ensure accessibility.
  - Encourage conferences to have inclusive practices, like captioning on talks and a quiet space.

Any questions?