WEBVTT

Kind: captions

Language: en

00:00:00.480 --> 00:00:06.840

Welcome to our IDEA Social Innovation Lab Webinar

Series. My name is Dan Samosh. I'm with Employment

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Relations Studies at Queens University. I'm part

of the broader IDEA team which is a really big

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team. Uh I'm going to share a little bit about

the webinar process today and then we'll get

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into our webinar with Ingrid Palmer. Um so first

off, captions should be available uh and as well

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we have French interpretation too. Uh so please if

you have any issues with either captions or French

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interpretation, uh let us know through the chat or

through the Q&amp;A function and we'll try to resolve

00:00:36.120 --> 00:00:42.760

those as quickly as possible. Well we will be uh

recording the webinar too, uh so you should have

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access to this later on in the future and slides

should be shared as well. For the webinar itself,

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our structure is to run for about one hour uh

and the first part of the webinar will be a

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presentation from our speaker and then after

that we'll go to a Q&amp;A. So during the Q&amp;A,

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please interact with us through the Q&amp;A

function uh and then I will read out

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the questions to our speaker. We also do have

feedback mechanisms too, we're always looking

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to you know make our webinars more accessible

uh if there's something that we can change,

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so please do let us know. Please send us an email

or otherwise get in touch uh if you've noticed any

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issues or anything like that. But now just turning

to our uh our webinar for today. We have Ingrid

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Palmer with us. I'm really excited about today's

webinar. Uh Ingrid is the Principal Inclusion,

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Diversity, Equity, Accessibility, Leading

to Belonging Advocate at Realize and

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today's presentation is about uncovering

episodic disability with an intersectional

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perspective on accessibility and belonging.

So uh Ingrid I'll turn it to you, thanks.

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Uh thank you so much for that lovely introduction.

It's really my pleasure to be here with you this

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afternoon um and just as a further introduction,

I'll let you know that I use she/her uh pronouns

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and that I am an individual that lives with

sight loss due to retinitis pigmentosa. I've

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been legally blind uh since my late 20s um and so

the love of my work comes up both professionally

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and personally. So really good to be with you

here today, and if we can uh move to the slide:

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Who is Realize? I just want to introduce

you to the organization that I work for.

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So Realize has been around for over 25

years, and Realize is the leading Canadian

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national organization promoting healthy aging,

access to appropriate rehabilitation support,

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and advocating for the full inclusion for people

living with HIV and other episodic disabilities.

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Our organization um develops uh reports, policy

briefs, and papers and committee presentations,

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and our pioneering work in episodic disabilities

actually originated in the disabling effects of

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HIV and its disproportionate impacts on

2SLGBTQIA+ and BIPOC communities living

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in Canada. And so our primary mission is to

improve the health and wellness and well-being

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of people living with episodic disabilities

um across the lifespan and to ensure our full

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integration uh in every aspect um into society.

And so that's a bit of who we are and what we do.

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But, next slide please, what is an episodic

disability? Uh this is a question that a

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lot of people um have for me because it

really is still a relatively new term.

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So um episodic disability is actually um

a term that's found and protected in the

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um Accessible Canada Act of 2019, and yet we

are still um having to do a lot of educating

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around what that is. So the term episodic

uh disability um describes chronic, often

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invisible, unpredictable forms of disability.

And the conventional view and thought around

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disability really has been that it is something

that is persistent and unchanging in its impacts.

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Uh if you're a person who lives in a wheelchair

then your experience is the same every day.

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If you're a person living with visual loss

and your experience is the same every day,

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and this has been the kind of overarching uh

thoughts of many people around uh disability.

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But the truth is that, for many people living with

disabilities, that they live with conditions that

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don't follow a stable pattern. Instead many people

experience periods of good health uh interrupted

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by periods of poor health and also have um

experienced symptoms that worsen over time.

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And so if we move to the next slide, we'll

see here a list of some examples of episodic

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disabilities, and this by no means is a

comprehensive list. It's always being added

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to and, for example the other day, I I added

um sickle cell anemia to this list because I

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hadn't had it on it before and and it was just

another example of an episodic disability. Um

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so this list is always growing and changing, and

people who live with complex, chronic illnesses

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may or may not identify actually with the term

disability and that's despite experiencing ongoing

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life impacts. Uh so regardless of whether somebody

uh refers to themselves as someone that lives with

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a disability or not it's really important that

we understand that their rights for accommodation

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are protected by law. And as you scan this list

you might realize that you likely know someone

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living with one or more um of these disabilities.

Perhaps that person is you yourself. Perhaps that

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person is a coworker, or perhaps that someone

is a person that you care about and care for.

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We can move to the next slide please.

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And in- intersectionality uh acknowled- this

is a term that more and more uh we are becoming

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familiar with. Uh for a while it seemed to be

you know uh one of those terms that people were

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throwing around but still didn't really have

a lot of understanding around it, but I I feel

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like that understanding is is really grown over

the last little while. And so intersectionality

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acknowledges the social factors that contribute to

inequity and it also provides understanding on the

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effects of accumulated trauma from different

areas, and so people um living with episodic

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disabilities, who are also uh intersectional,

really encounter complex um barriers

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to finding work, to keeping work and employment,

and also to um returning to work even after short

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periods of illness or missing work. And so

folks who are racialized, uh women, uh folks

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who identify as trans or non-binary, or other

members of the 2SLGBTQIA community, uh persons

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with uh disabilities who identify with other

religions other than Christian, and a host of

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other intersectional identities are also finding

that they, besides ableism, that they're dealing

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with other forms of discrimination that further

impact how they navigate, not only uh in the

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greater society, but within workplaces as well.

And so it's really important um that we understand

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the need um to see people with disabilities as

whole beings who come with other identities,

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some of which may be additionally stigmatized,

and understand that they are facing um greater

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impacts uh to their ability to navigate um than uh

just the ones that come from uh disability. That

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there are nuances to the disability experience

that are not generally, widely considered or

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understood and and part of today's presentation

is really uh building on awareness of this and

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really helping to change that. Uh because it's

really important to understand um how uh systemic

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barriers affect people with disabilities both

broadly and also by individual intersections.

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And if we move to the next slide, thank you.

IDEA to IDEAL. You know over the past uh many

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years um we've had many different iterations

of uh you know EDI, DEI, uh the most recent has

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been IDEA uh because we really recognized that

accessibility and people with disabilities were

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being uh left out of the Inclusion, Diversity,

Equity movement, and Realize has uh coined

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a a new framework with the addition of that L uh

that stands for Leading to Belonging. And how this

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came about was that through our ongoing research

in our community, we kept hearing time and time

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again uh from our intersectional community

members how, you know, even in the presence

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of um workplaces and other spaces that promoted

Inclusion, Diversity, Equity, Accessibility,

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and Accommodation that folks were still feeling

excluded. That they were still feeling stigmatized

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and left out, and that really brought home the

importance of Belonging and that we really needed

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to have an intentional um focus on bringing that

into our work to ensure um that the end result

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really was that people were feeling connected um

to their places, because we saw that even in the

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presence of IDEA, I D E A um principles and

promotions that people would leave workplaces

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and leave other spaces where they were still not

feeling um included and a part of. Um so the um

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creation of the IDEAL framework um we recognize

as um a real important framework um because that

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lack of Belonging was a very strong um or the

creation of belonging also is a very powerful

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driver um in retention um and how uh people are

experiencing um their workplaces and other spaces

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that they occupy. And so, uh really incorporating

an IDEAL framework onto how uh we do our work

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and how we view how we relate to people uh we

think is the next iteration um in uh DEI work.

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And if we move to the next slide,

the IDEAL Community Consultations.

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So um having this um this information

and having uh created this framework,

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Realize embarked on uh what we called the

IDEAL Community Consultations. And this was

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about um partnering um with organizations

across the country in order to uh build

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the capacity of employers to respond effectively

to the challenges faced by intersectional

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employees living with episodic uh disabilities um

to increase awareness and also even to really uh

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fill in that gap of research led um and created

by community. And so community-based research

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um is a real important uh gap that uh the IDEAL

Community Consultations also uh worked to fill.

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And so um if we move to the next slide, you'll see

here the list of the 12 partner organizations that

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we worked with um in the um the rolling out of

this research project. And so we had partnerships

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with these 12 diverse dis- disability serving

organizations across the country to hold um uh

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community-based uh consultations within their

own communities to really hear directly uh from

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community about what they were experiencing,

and to hear from them what their solutions,

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their proposed solutions would be, for employers

and other organizations to combat these

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detrimental um experiences. And so here you'll see

the list of the 12 port- partner organizations um

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that we worked with uh over that year, and these

organizations um represented uh ethnoracial,

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cross disability, diverse uh faith, and

uh gender identities to really spotlight

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uh some of the um harmful practices

um that community um was experiencing

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and also to receive their proposed solutions to

improving um equity um and to combating ableism

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and um uh the other uh detrimental experiences

that they were um coming across in the workplace.

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And if we move to the next slide I'll

just talk briefly about the methodology.

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The consultations took place from

January 2023 uh to August 2023.

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Each organization submitted their own individual

reports which were then rolled up into uh one

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executive report, and at the end of this

presentation we're going to drop the link. So

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everybody, I really encourage you to um to really

go through the report yourselves um and to see uh

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the really um incredible experiences information

and learning that came out uh from each one.

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And one of the great things that came about from

community, working with community was to see the

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diverse ways, approaches, and supports that were

provided by each organization to their community

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um and really uh represented and modeled much of

the solutions that they then um proposed later on.

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So if we move to the next slide uh we'll

talk about the impacts on employment of um

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episodic disability. And so um, people living

with episodic disabilities really encounter,

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um as I said, complex barriers to finding work,

uh to keeping work, and to coming back to work

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from um even short periods of illness. Um

and so it's it's also uh really impacting

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on the fear of people with disabilities to

even look for work, um really knowing how um

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disability uh is stigmatized uh people spoke

about the visibility of disability being um

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a detraction from being able to obtain work um

because uh disability is so negatively perceived

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and also uh the invisibility of disability

also being um detrimental in the sense of the

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perceptions there are on invisible disabilities

where which most episodic disabilities are,

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and the misunderstanding of the complexities um

that come along with having a disability that

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isn't easily uh perceived by others. Uh fatigue

and brain fog and other um impacts of episodic

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disabilities that that can't be measured uh by

the eye, but that are really um have really real

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impacts on on folks is is part of the challenge

of navigating work with um episodic disability.

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And if we go on to challenges in the work place,

um according to many of uh the submitted reports,

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um we really heard that um a lot of people working

with episodic disabilities felt that they didn't

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have time to even access supports that were

available um just due to the expectations and

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the loads um on their job and even the process

of going through the accommodation process,

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um that forms were just another uh barrier and

the whole um process uh being um a barrier in it

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itself to accessing that. Um feeling about not

having the ability to have accommodations for

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religious time in the workplace was something that

also came up. And also, not being able to um just

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do what you needed to do to look after yourself

in the workplace to mitigate um the effects or

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the impacts of symptoms of episodic disability

uh really was challenging um for folks in the

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workplace. There was also um a lot of reference to

not feeling confident in workplaces to adhere um

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to the laws and not to discriminate uh with

people with disabilities and we heard from

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a lot of participants, um particularly

of course intersectional participants,

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that when they heard or witnessed discrimination

on other factors outside of disability that also

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played into their lack of confidence about coming

forward with their needs. So if they heard racial

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slurs, if they heard um you know Islamophobia or

experienced Islamophobia um in their workplace,

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or um heteronormative um norms or ways of being in

their workplace, that wouldn't lend to confidence

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then about disability being something that

is supported. Um so having uh that social

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stigma around a lot of parts of their identities,

experiencing toxic positivity: "oh you can do it,

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just keep a smile on," um gaslighting,

particularly around invisible disabilities:

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"oh it can't be that bad," and little statements

that people drop inadvertently um really have uh

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um an impact on the experience of employees

with disabilities. When it comes to culture,

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um as I said before how disability is perceived,

how uh performance is perceived and measured,

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and even on relationships. Um the lack of really

um building um really connective relationships in

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the in the workplace. When folks feel like they're

only spoken to in relationship to their job but

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those really significant casual conversations

flow around them and don't include them, they

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don't get the invite to the after work drink or

the weekend barbecue. You know even if they have

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accessibility in their workplace and they work in

a diverse place, if those feelings of exclusion

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along um those lines uh continue um we do hear and

see that people will um leave those workplaces.

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Uh if we go to the slide, the next slide, I have

some some questions here. So this slide asks:

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what do individuals with episodic disabilities

wish that their employers, managers, and HR

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depart- departments um really knew, understood,

and respected? And some of the things we heard

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were about uh folks really understanding that

employees with disabilities want just enough.

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They want just enough um accommodation and support

um to do what they need to do to fulfill the

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requirements of their job. Um they're not looking

to get away with anything, to get out of things,

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and those like stereotypes that come along with

accommodations uh employees with disabilities just

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want it to be understood that they need, they want

what they need to fulfill their jobs and nothing

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more. Uh they want folks to understand that,

because of their disability, that they come with

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really great skills. They come with great time

management skills uh because of the necessity that

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they have to do with managing um their disability.

Um through the experience of disability that also

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brings um really great creativity and and problem

solving skills. Uh people with disabilities

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bring really unique insights into uh promoting

respect, acceptance, and promoting inclusion,

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and so their insights and their knowledge need

to be leveraged when we're thinking about uh

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improving and devising policies and programings

in our workplace. Uh people with disabilities are

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ideal uh to be participating and to be lending uh

their knowledge uh to that end. And so that's just

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a few of the things that people with disability um

wish that employers uh knew and understood better.

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The next question on the next slide um,

is around how can workplaces cultivate

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cultures of inclusion and accessibility

without requesting employees to disclose

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their identities and situations and without

relying on visible indicators of disability?

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This is a a huge one that came across all

12 of the reports time and time again,

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that disclosure um really remains a a really big

um issue among employees with disabilities. And,

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as I said earlier, the process of accessing

accommodations um with a a a lot of times a

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multitude of of really complex forms that need

to be filled out and a lack of adherence to law,

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so uh sometimes folks not really understanding

um what they need to know versus what they don't

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need to know. And so you don't need to have an

individual's particular diagnosis um but you do,

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of course, um need to have a doctor's note um

outlining uh what that person's limitations are

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uh and what their needs are so that you can work

to accommodate. And so we really would like to

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encourage, focus on building relationships and

connections. Focus on on um approaching people

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with curiosity and interest in understanding what

their individual needs are um. And having um focus

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on having ongoing conversations, knowing that

one, two, or three conversations is not going

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to suffice, um but having regular check-ins: "how

are things going," being willing to give something

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a try and adjust as necessary, but that flexible

component really goes a long way um to supporting,

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accommodating people. The other thing that

we can do is to really make sure that we are

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reminding employees, and that's all employees,

on a regular basis about what's available and

00:26:15.680 --> 00:26:23.200

what their rights are and what um programs and

resources are available as a whole. That way,

00:26:23.200 --> 00:26:30.600

we're not waiting for people to come and say, you

know, "I have this" or "I need this," um but that

00:26:30.600 --> 00:26:38.280

everybody is being informed of what is available

to everyone altogether, and that way uh we're not

00:26:38.280 --> 00:26:46.320

waiting for people um to disclose or identify to

know what's available in a workplace. And that

00:26:46.320 --> 00:26:54.520

opens up trust and transparency and really works

to uh fostering um those relationships that I

00:26:54.520 --> 00:27:00.880

spoke about to where employees feel comfortable

like, "I can go and have a talk um with my

00:27:00.880 --> 00:27:08.120

manager, with my supervisor, um because they've

been speaking openly about accommodations and

00:27:08.120 --> 00:27:15.360

about what's available" and that can really work

towards um changing culture and changing the way

00:27:15.360 --> 00:27:23.600

that we interact and relate uh within workplaces.

And so that's a a real easy takeaway, I think,

00:27:23.600 --> 00:27:30.120

that we can start to implement, um because a

lot of times we look on um accommodations as

00:27:30.120 --> 00:27:35.760

being something that's going um to be costly

and cost a lot of money and recognizing that

00:27:35.760 --> 00:27:42.320

the relationship part and the connecting part

doesn't cost anything, and is really incredibly

00:27:42.320 --> 00:27:51.320

um impactful on how um we uh navigate and how

we relate to one another in the workplace.

00:27:51.320 --> 00:28:00.320

And the next slide, when we're talking about how

um employers can really cultivate these spaces

00:28:00.320 --> 00:28:07.000

of uh inclusion, um one of those ways also is

to make sure that everybody all together is

00:28:07.000 --> 00:28:16.280

learning um about one another's experiences.

Um when employees see um their identities and

00:28:16.280 --> 00:28:22.920

their experiences reflected in training within

workplaces, um we hear that they feel valued,

00:28:22.920 --> 00:28:31.360

they feel respected, and it takes that onus off of

those most impacted having to do the educating um

00:28:31.360 --> 00:28:38.160

for everyone in their workplaces. And when they

feel like their organizations are making efforts

00:28:38.160 --> 00:28:45.800

to um ensure that diverse learning and training

is happening for everyone, and that everyone's um

00:28:45.800 --> 00:28:52.640

rights are are being explained together as a whole

and these opportunities to learn and share and

00:28:52.640 --> 00:29:01.320

grow are happening collectively, that works really

well towards changing the culture within places if

00:29:01.320 --> 00:29:08.440

it hasn't been one that is really sensitive to

disability and sensitive to diverse identities,

00:29:08.440 --> 00:29:15.480

and it just really fosters um that ability

for people to understand experiences that may

00:29:15.480 --> 00:29:23.840

be completely different uh from their own,

and um to understand um how they can reach

00:29:23.840 --> 00:29:28.520

out and connect with other people. Because one

of the other things we hear is is some times,

00:29:28.520 --> 00:29:34.880

even if people are not necessarily experiencing

uh overt discrimination in their workplaces like

00:29:34.880 --> 00:29:40.840

microaggressions, um that sometimes when people

don't know how to approach somebody different

00:29:40.840 --> 00:29:48.560

uh they just don't. And when people feel uh

ignored or or isolated um or left on their own,

00:29:48.560 --> 00:29:57.080

um it's a real that's also a real detrimental

um factor to remaining um in a workplace.

00:29:57.080 --> 00:30:04.040

On the next few slides, I I picked out some

quotes from some of the uh reports that have

00:30:04.040 --> 00:30:12.160

just really um struck me and and stayed with me

and and these are just a few. So the first one is:

00:30:12.160 --> 00:30:25.160

"Employers must generate a space where uh their

disabled employees do not hesitate to come forth

00:30:25.160 --> 00:30:37.440

with any concerns and/or needs that must be met."

And that comes from um the needs report and that

00:30:37.440 --> 00:30:44.560

speaks to to what I said about the importance

of fostering that climate and environment. On

00:30:44.560 --> 00:30:52.200

the next slide we have a quote from race and

disability, and this quote says: "The employer

00:30:52.200 --> 00:31:03.560

benefits when I can do my job well. Both my

employer and I are working towards the same

00:31:03.560 --> 00:31:13.200

goal. It's mutually beneficial, they are not doing

me a favor." I love this quote. This is one of my

00:31:13.200 --> 00:31:19.040

favorites. Because accommodation is usually seen

as only benefiting uh the person receiving it,

00:31:19.040 --> 00:31:26.800

and that is absolutely not true. Whenever any

employee with a disability or without one gets

00:31:26.800 --> 00:31:36.280

whatever they need to fulfill the requirements of

their jobs, that is a mutually beneficial thing.

00:31:36.280 --> 00:31:43.000

So, we we need to look at accommodations as a a

good thing for everyone. The next quote on the

00:31:43.000 --> 00:31:52.680

next slide reads: "People don't always understand

that episodic disabilities aren't just about the

00:31:52.680 --> 00:32:04.640

physical symptoms. It's the mental toll too. You

start questioning your own abilities. Can I commit

00:32:04.640 --> 00:32:15.880

to this project? Will I be reliable? It's this

constant uncertainty that's mentally disabling."

00:32:15.880 --> 00:32:22.080

And and this comes from you know experiencing

this stigmatization uh that, you know, becomes

00:32:22.080 --> 00:32:27.840

internalized by people that are constantly

faced um with some type of discrimination

00:32:28.680 --> 00:32:39.480

or lack of value. The next quote reads: "So it's

not necessarily that I am getting uh overt racism

00:32:39.480 --> 00:32:50.680

or ableism; it's just the assumptions that

I don't or I wouldn't be interested. That I,

00:32:50.680 --> 00:33:04.200

I don't have the skills, I wouldn't have the

ability to do certain things that I have to,

00:33:04.200 --> 00:33:11.280

that I have to kind of push back on." So this goes

again with you know not being invited to those,

00:33:11.280 --> 00:33:16.880

you know, social engagements that other employees

are are inviting their other colleagues to and

00:33:16.880 --> 00:33:22.800

and being, you know, perhaps passed over for

promotion or not being given mentorship or

00:33:22.800 --> 00:33:27.760

you know upskilling that other employees are

because assumptions are made on your capacity.

00:33:28.280 --> 00:33:36.880

And um the last quote says that: "Disability

is my power. My disability is letting me know

00:33:36.880 --> 00:33:43.560

that I am not a tool, that I am a

human being, and that, you know,

00:33:43.560 --> 00:33:52.320

the path isn't oh- the pain isn't the issue

anymore, it's how it's perceived by others."

00:33:52.320 --> 00:33:59.680

And that's from ACAS, speaking yet again

to uh stigmatization and misperceptions.

00:33:59.680 --> 00:34:06.280

And if we move on to the next slide, um and

we're looking at IDEAL accommodations um

00:34:06.280 --> 00:34:10.440

in the workplace. Once again when we're

thinking about culture, there must be a

00:34:10.440 --> 00:34:15.520

normalization of need. That that's something

that everybody has, and that's a good thing,

00:34:15.520 --> 00:34:21.200

and that we're having cultures that are

seeking to empower and celebrate employees

00:34:21.200 --> 00:34:27.720

with disabilities. Um representation is

really important, particularly of queer,

00:34:28.320 --> 00:34:35.560

non-binary, and BIPOC people with disabilities

in senior positions. Really, really important to

00:34:35.560 --> 00:34:42.080

have that move. We've done um really good on on

frontline and entry level, but we really need to

00:34:42.080 --> 00:34:50.680

move into um senior level management and have that

representation be fulfilled there. Um once again,

00:34:50.680 --> 00:34:55.720

um being flexible, having flex time.

Uh frequent breaks really speaks to

00:34:55.720 --> 00:35:01.240

conditions like diabetes uh where people need to

manage their food intake and that will help with

00:35:01.240 --> 00:35:07.920

their productivity. Having tech and ergonomic

furniture, uh noise-cancelling headphones,

00:35:07.920 --> 00:35:14.560

and and many other uh you know helpful devices.

And having that prayer space, giving people time

00:35:14.560 --> 00:35:23.360

to connect spiritually within the work um hours

uh are really uh leads to increased productivity.

00:35:23.360 --> 00:35:27.640

And if we move to the next slide, when

we're talking about recommendation

00:35:28.280 --> 00:35:34.120

that came from community out of the reports,

um and these are a few that I picked out,

00:35:34.120 --> 00:35:41.200

we're talking about demonstrated IDEAL leadership.

And this again speaks to uh senior leaders being

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visible uh in your support of marginalized groups

all of the time. We're just coming up to Black

00:35:48.920 --> 00:35:54.520

History Month and it's great that organizations

are going to have uh specific things going on in

00:35:54.520 --> 00:35:59.800

that time to recognize that. We have that at

Pride Month. We have that maybe at National

00:35:59.800 --> 00:36:05.440

Accessibility Week or Day- International Day

of Persons with Disabilities, but guess what?

00:36:05.440 --> 00:36:12.040

Folks also want to feel that all throughout the

year, not only at specific times, so it's really

00:36:12.040 --> 00:36:17.800

important um that effort is made in that way.

Uh when we're looking at revamping policies,

00:36:17.800 --> 00:36:25.600

as I said, got to ensure that those most impacted

are are informing on on what's being developed.

00:36:25.600 --> 00:36:33.320

Um that uh, you know, that all employees um

understand um that they have um the right to be

00:36:33.320 --> 00:36:43.000

supported and that they uh will be supported and

consistently, you know. And having data inform on

00:36:43.000 --> 00:36:47.960

what we're doing. If you're not keeping data,

you have to start. How do you know that what

00:36:47.960 --> 00:36:54.360

you're putting into place is doing uh any good or

is the right thing if we are not keeping track of

00:36:54.360 --> 00:37:03.840

its impact? Really, really important. Um and we

really um need orgs to just continue to work to

00:37:03.840 --> 00:37:12.840

ensure um that that culture is really sensitive

um to the unique needs of diverse uh employees and

00:37:12.840 --> 00:37:18.880

not only some. Flexibility and relationships,

I know I've said that many times already,

00:37:18.880 --> 00:37:27.760

but it cannot be repeated enough. Flexibility

uh and accommodations really important um to how

00:37:27.760 --> 00:37:33.760

uh we support people and recognizing that things

are going to change and and and welcoming that.

00:37:33.760 --> 00:37:41.400

Our relationships, um our commitment to having

conversations, using open-ended questions, uh

00:37:41.400 --> 00:37:51.240

being curious and open and willing um to continue

to learn more, and having uh ongoing training on

00:37:51.240 --> 00:37:57.680

and building on uh what you've trained on before,

uh you know making sure that you're looking all so

00:37:57.680 --> 00:38:05.280

at long-COVID, on sensitivities, and not just the

usual suspects when it comes to to disabilities,

00:38:05.280 --> 00:38:11.240

but to who are you missing? Are you doing sight

loss? Are you doing deaf and hard of hearing? Um

00:38:11.240 --> 00:38:18.480

who maybe have you not focused on? And uh you know

I'm coming down to a close now on the next slide.

00:38:18.480 --> 00:38:23.720

Uh I'm going to just talk a bit about the type of

workshops and courses that we offer at Realize,

00:38:23.720 --> 00:38:31.640

um we make it our business to support employers

uh on their work in IDEAL. Uh we have workshops

00:38:31.640 --> 00:38:37.680

on episodic disabilities in the workplace that

takes a deep dive into the models of disability,

00:38:37.680 --> 00:38:43.320

um really looking at the different ways that

ableism manifests, um looking at the different

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types of accommodations in the workplace. We have

an IDEAL Ready Certification course that is is

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three courses that build on one another, uh plus

with asyn- asynchronous learning and that really

00:38:56.560 --> 00:39:06.040

encourages um workplaces to gather together uh in

cohorts and have really important conversations on

00:39:06.040 --> 00:39:12.400

what's needed uh in your workplace, and at the end

of the certification um it's not the end of the

00:39:12.400 --> 00:39:18.240

work, that we say that explicitly, because this

work never ends. Um but that we've helped support

00:39:18.240 --> 00:39:25.720

you in understanding, how you can continue this

work on your own, and once again I'll say that's

00:39:25.720 --> 00:39:33.080

through relationships, that's through those

conversations. Um and we also are able to um

00:39:33.080 --> 00:39:40.040

really create uh a courses learnings and trainings

that's geared to what specific organizations need,

00:39:40.040 --> 00:39:46.680

so I welcome you uh to reach out to have more

conversation with us around that. I also want

00:39:46.680 --> 00:39:53.480

to let you know that we are gearing up for

our fourth, or is it fifth, annual Episodic

00:39:53.480 --> 00:40:00.920

Disability Summit uh coming up uh this March.

Uh last year we had about 700 plus registrants,

00:40:00.920 --> 00:40:07.600

it grows every year. Uh we have incredible

speakers and presenters um from government uh

00:40:07.600 --> 00:40:15.440

to research to uh those with lived experience. I'm

really giving a critical insight and information

00:40:15.440 --> 00:40:21.760

uh on this topic and the link will be dropped

in the chat and I invite you to register and

00:40:21.760 --> 00:40:27.320

and come on out uh to this really great, it's

two days. Um if you can't attend both days,

00:40:27.960 --> 00:40:33.560

um come on the day that you can. Uh I guarantee

you that you will find information that will be

00:40:33.560 --> 00:40:38.920

useful to you. And to let you know that we also

have an Episodic Disability Forum that meets

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four times a year where we gather together to

discuss what we're grappling with, um what are

00:40:44.640 --> 00:40:50.880

where are we stuck, and to share best practices

of of what, you know, maybe we've done in in our

00:40:50.880 --> 00:40:57.400

places of work and and uh what's going on in other

areas. It's really important, as I said, to keep

00:40:57.400 --> 00:41:04.080

these conversations going. Uh that's how this work

moves forward. And so I want to thank you so much

00:41:04.080 --> 00:41:10.320

for the opportunity to engage and present with

you today, and I've done a lot of speaking and

00:41:10.320 --> 00:41:15.440

now I want to stop a little bit and and hear

from you, hear what your thoughts are, what

00:41:15.440 --> 00:41:24.880

your comments are, and and give you your voice

um some time in this space. Thank you so much.

00:41:24.880 --> 00:41:30.360

Thanks so much. This is a really wonderful

presentation, and especially just I really

00:41:30.360 --> 00:41:35.600

love this like bringing the L into IDEA and

bringing, bringing the Leading to Belongingness,

00:41:35.600 --> 00:41:40.680

reminding us of the purpose of all of this work.

It's really, really beautiful, um and you said so

00:41:40.680 --> 00:41:45.320

many things I could probably ask you questions for

about two hours, but we'll turn to the audience.

00:41:45.320 --> 00:41:50.840

Um for everyone in the audience, to remember,

if you have a question um please use the Q&amp;A

00:41:50.840 --> 00:41:56.760

function and then uh we'll get to your questions.

We already do have some things written in here,

00:41:56.760 --> 00:42:00.720

uh primarily people are saying thank you

Ingrid. Uh really like appreciating what

00:42:00.720 --> 00:42:07.200

you've shared for advice for managers, employers,

HR departments. Uh also the point you made about

00:42:07.200 --> 00:42:15.080

building relationships costing zero dollars is so

important. Uh and uh from from my experience too,

00:42:15.080 --> 00:42:22.040

I remember uh that really stuck with me because

I had an interviewee once, I remember them saying

00:42:22.040 --> 00:42:27.240

uh that they had you know been through many

jobs and the employer that they had stayed with

00:42:27.240 --> 00:42:32.760

for the previous I think it was 15 or 20 years uh

was the one who after they started their job said:

00:42:32.760 --> 00:42:37.600

"What can we do for you? We have this, this

suite of options available but as your manager,

00:42:37.600 --> 00:42:41.200

what can I do for you?" And they said that was

the first manager who ever said that to me,

00:42:41.200 --> 00:42:46.720

and that's the the one that they stayed

with. And as you said doesn't cost, right?

00:42:46.720 --> 00:42:51.800

Absolutely, it doesn't. And and when you

let people know that you are there for them,

00:42:51.800 --> 00:42:57.440

that opens the door to access that, like how often

you know do we hear that? Unfortunately, we don't

00:42:57.440 --> 00:43:01.360

enough and you know you could be told that

there, well there were things available but

00:43:01.360 --> 00:43:05.360

maybe you didn't know or, you know, and if

people aren't talking about it openly then

00:43:05.360 --> 00:43:10.320

it kind of seems like this, you know, maybe

dark little secret or or it gets stigmatized,

00:43:10.320 --> 00:43:15.240

just by silence, just by not talking about

it and then you don't want to go there. Um

00:43:15.240 --> 00:43:20.640

so you know those these little things

that we do and say can make an a a huge

00:43:20.640 --> 00:43:26.840

difference. Um and that you know example

that you shared really highlights that.

00:43:26.840 --> 00:43:39.680

Thank you. Okay, so we have a question here that

I'll turn to. Oh, one second. Um the question is:

00:43:39.680 --> 00:43:43.000

As someone who has an episodic

disability what are ways I can

00:43:43.000 --> 00:43:48.760

communicate to my work uh that when I

call in sick it's not because I'm lazy?

00:43:48.760 --> 00:43:50.240

It's not because... ?

00:43:50.240 --> 00:43:54.200

Uh because they are lazy.

00:43:54.200 --> 00:44:02.480

I... you know, uh uh we hear about this a

lot in our work and and I think um, you know,

00:44:02.480 --> 00:44:09.400

a part of that is that it, that the onus is on

the workplace and and not on you. Um you know

00:44:09.400 --> 00:44:14.080

one thing I I can suggest as well is that a lot

of times when when workplaces like um have their

00:44:14.080 --> 00:44:20.440

surveys or or ask for the the type of training

that employees uh want to see in their workplaces,

00:44:20.440 --> 00:44:24.920

um make sure that you're you're you're you're

putting that or putting that forward that,

00:44:24.920 --> 00:44:30.720

you know, um we need training around um

understanding episodic disability. Uh we

00:44:30.720 --> 00:44:38.400

need training on understanding how to um meet

our employees with empathy and sensitivity and

00:44:38.400 --> 00:44:45.800

understanding. Um and and, you know, call for

that meeting to have um that discussion if you

00:44:45.800 --> 00:44:52.480

um feel that that you are not receiving the

type of reception or accommodation um that

00:44:52.480 --> 00:45:00.680

you absolutely are entitled to. Um I would

encourage you to um have that conversation,

00:45:00.680 --> 00:45:06.480

um to um start that process. You know that

doesn't necessarily guarantee that things

00:45:06.480 --> 00:45:13.040

will change that way, but I think getting, I mean

right away, but I think getting that conversation

00:45:13.040 --> 00:45:22.680

started um and escalating um is things that we

have to do uh more and more. Um we we have to um

00:45:22.680 --> 00:45:31.520

normalize um advocating for and accessing um our

rights. Our rights are there they are entrenched,

00:45:31.520 --> 00:45:39.480

and I feel like the more of us um that really

start um speaking out and and claiming um what

00:45:39.480 --> 00:45:46.360

is ours by right. We are rights holders. Um we are

not asking for things that we're not entitled to,

00:45:46.360 --> 00:45:51.440

um and it is it's it's time that I I think

that um that we make that clear and that

00:45:51.440 --> 00:45:57.040

we also seek support when we need it from

organizations that offer that that type of

00:45:57.040 --> 00:46:05.680

support um because it it's a scary thing. And

and we have, um you know, at Realize we have a a

00:46:05.680 --> 00:46:15.880

disclosure um uh kit that really like helps folks

um kind of determine like the the culture in their

00:46:15.880 --> 00:46:21.240

workplace and that can kind of help you to decide

whether this is something that you can can go on

00:46:21.240 --> 00:46:29.560

alone or or whether sometimes we need to um seek

support in doing what we need to do for ourselves.

00:46:29.560 --> 00:46:33.960

That's a great answer, and and I know I've talked

to so many people who appreciate just not being

00:46:33.960 --> 00:46:38.000

alone in those moments and processes. So

to know that Realize has those resources

00:46:38.000 --> 00:46:43.400

available I think is really important, thank

you. Um the next question is a bigger one,

00:46:43.400 --> 00:46:48.200

so I have a feeling some people in our

audience should absolutely come to the events

00:46:48.200 --> 00:46:52.720

and activities that you mentioned with Realize

because there's a lot more to learn there. But

00:46:52.720 --> 00:46:58.240

you mentioned that you know episodic disability

is enshrined in the Accessible Canada Act,

00:46:58.240 --> 00:47:06.600

in the ACA. Uh do you have advice for people at

the policy level, uh and you know in government,

00:47:06.600 --> 00:47:11.720

uh based on the findings that you shared

um you know that you might have for them?

00:47:11.720 --> 00:47:16.520

Yeah that's really hard that people with

disabilities feel like they have to be fighting

00:47:16.520 --> 00:47:21.160

for rights that we already have. We don't, what

we need to be fighting for is implementation.

00:47:21.160 --> 00:47:27.000

That making a law and passing a law isn't enough.

You need to back it. You need to give it teeth. Um

00:47:27.000 --> 00:47:34.360

um you need to, you know, um you know, protect us

and protect our rights. Um and that having words

00:47:34.360 --> 00:47:39.160

on paper are are great and it's a start, it's

it's not enough. And we see that that we really

00:47:39.160 --> 00:47:47.360

need uh government to be backing policies um that

they enact and and upholding um rights holders,

00:47:47.360 --> 00:47:53.600

uh which we are. I also want our community

uh to be speaking about ourselves as that.

00:47:53.600 --> 00:47:59.880

We are rights holders. We are not asking

for things that um we don't deserve. We're

00:47:59.880 --> 00:48:05.280

not asking for handouts. We are asking

for our rights that we are entitled to,

00:48:05.280 --> 00:48:12.480

and I think the more that we refer to ourselves

that way, the more we speak up um, you know,

00:48:12.480 --> 00:48:19.480

um with authority and and and speak out and and

work in solidarity together, um the more that we

00:48:19.480 --> 00:48:26.800

will um you know be able to really push the needle

on this. I know that it's not a a new battle,

00:48:26.800 --> 00:48:32.280

we've been fighting a long time for this, um

but we need to continue. Uh the time to stop

00:48:32.280 --> 00:48:38.200

absolutely is not now. Uh the time to um to

gather together, to make our voices heard,

00:48:38.200 --> 00:48:45.960

to be speaking out um in our workplaces, in our

recreation spaces, in any space that we occupy

00:48:45.960 --> 00:48:51.560

where we feel that um, you know, our rights are

being infringed upon. That we need to not take it

00:48:51.560 --> 00:48:59.760

in silence. Um that we need to report, and that

we need to speak out and demand uh what is ours.

00:48:59.760 --> 00:49:07.120

Thank you, and so our next question uh reads:

as a parent with a high school student with a

00:49:07.120 --> 00:49:12.040

disability who is also really smart, I recently

had the experience of having the school try to

00:49:12.040 --> 00:49:17.840

scale back his accommodations because he was

performing so well in class. I've been thinking

00:49:17.840 --> 00:49:23.600

about how that would translate into the workplace

because he also recently lost a job where uh he

00:49:23.600 --> 00:49:29.720

did not disclose disability. Uh normally his

performance uh is fantastic, but sometimes uh

00:49:29.720 --> 00:49:36.040

there can be issues around reading long emails

or processing instructions uh uh due to kind

00:49:36.040 --> 00:49:41.920

neurodivergence and and difference there. Uh do

you have suggestions for that kind of experience,

00:49:41.920 --> 00:49:47.800

and when is there push back on accommodations

because performance is actually strong?

00:49:47.800 --> 00:49:54.120

There- I think that we experienced that a lot, and

that comes down to that stigmatization and that

00:49:54.120 --> 00:50:01.120

those misperceptions um around disability and and

what it looks like. People have their ideals of

00:50:01.120 --> 00:50:06.560

what you should and should not be able to do given

a particular disability, and we need to continue

00:50:06.560 --> 00:50:12.480

to push back against that. Um doing well doesn't

mean that you don't need the accommodation. Does

00:50:12.480 --> 00:50:18.040

that not speak to the accommodation working

and doing what it should uh be doing? And then,

00:50:18.040 --> 00:50:23.880

you know, I completely understand um your child

not disclosing in one sense because we are facing

00:50:23.880 --> 00:50:30.760

such a backlash and and neurodiversity um is still

a- an area where people really don't understand

00:50:30.760 --> 00:50:35.880

and don't understand that it's a spectrum and

people having expectations of how, you know,

00:50:35.880 --> 00:50:40.280

certain conditions should manifest um, you

know, if you have it and what you should be

00:50:40.280 --> 00:50:46.240

able to do and should not. Um but I really, as

I said again, um really think that the more of

00:50:46.240 --> 00:50:57.080

us who continue um to to to speak out, um to push

back again, and to be um willing if we are able,

00:50:57.080 --> 00:51:07.520

either on our own or or with support, um to

be able to um... I I feel like we we have we

00:51:07.520 --> 00:51:12.800

we need to work hard at getting workplaces to get

better at being accommodating, because as I said

00:51:12.800 --> 00:51:20.360

like um you shouldn't have to uh disclose um to

get what you need. So we really need to push for

00:51:20.360 --> 00:51:26.720

that change for workplaces to change. They're

still trying to fit people into the status quo

00:51:26.720 --> 00:51:35.080

instead of changing that status quo and changing

their modus operandi to meet diverse needs. Uh to

00:51:35.080 --> 00:51:42.400

where people feel comfortable um if they want to

disclose or, you know, when actually they're doing

00:51:42.400 --> 00:51:48.200

it well you don't need to because they have such

a plethora of support available that everybody

00:51:48.200 --> 00:51:54.840

is able to handpick like what they need. So we

need to change the cultures um in our spaces,

00:51:54.840 --> 00:52:04.400

in our schools, in our workplaces, in our society

in general um to do that. Um but I always um

00:52:04.400 --> 00:52:14.360

encourage accessing um resources and agencies that

we have um available to us um to help us navigate,

00:52:14.360 --> 00:52:20.880

because it's not easy to navigate on our own

and everybody is individual and and and want

00:52:20.880 --> 00:52:28.320

to um go about things in the way that's best for

them um and and should be able to do that, and I

00:52:28.320 --> 00:52:36.040

think that we should access um those organizations

that support that so that we can do that and not

00:52:36.040 --> 00:52:43.480

um you know be trying to change ourselves to fit

into it. So um if your child uh does want to um

00:52:43.480 --> 00:52:50.080

disclose they should, if they don't then they they

shouldn't have to either, but either way I would

00:52:50.080 --> 00:52:58.200

always um access um organizations and resources

and supports that can help you um to navigate and

00:52:58.200 --> 00:53:02.920

to do things in the way that's most comfortable

uh for yourselves. And we know that the education

00:53:02.920 --> 00:53:10.960

system um is problematic. Um they are they are

working to make changes, but we know that um with

00:53:10.960 --> 00:53:16.520

you know a lot of things that the implementation

is not consistent. Sorry my desk is moving up and

00:53:16.520 --> 00:53:21.400

down if you might notice that, I'm trying to

get it to stop doing that. But um yeah I'm not

00:53:21.400 --> 00:53:26.880

sure if I I answered your question well, I hope

I did, but please feel free to to reach out to me

00:53:26.880 --> 00:53:33.400

um as well and attend our summit. We have such

great information on a variety of of topics,

00:53:33.400 --> 00:53:39.240

so I would encourage you to to come

out if you can. It's online actually.

00:53:39.240 --> 00:53:44.520

Yeah, it's really helpful and and it

really resonates with me how important,

00:53:44.520 --> 00:53:50.640

and we see it in so much work in this space,

how the power dynamic of disclosure plays out

00:53:50.640 --> 00:53:55.440

and expectations on either students

or employees. But really we need to

00:53:55.440 --> 00:53:59.080

have employers being being educated

and understand their role. So...

00:53:59.080 --> 00:54:06.320

That's it exactly. The onus is always

like um put on the person who is impacted,

00:54:06.320 --> 00:54:12.600

and we really need to uh work uh together to

collectively to change that dynamic and put

00:54:12.600 --> 00:54:19.120

the onus back where it should. It's not easy.

I am not going to um pretend that that that

00:54:19.120 --> 00:54:26.560

is. Um but I think the the more that we um

continue to push back and speak back on that

00:54:26.560 --> 00:54:31.680

uh we'll be able to move the

dial on how that that folds out.

00:54:31.680 --> 00:54:41.520

Thank you. Uh so our next question uh is: do you

have any ideas about how we can frame things like

00:54:41.520 --> 00:54:48.720

COVID and other viral safety kind of situations as

accessibility in the workplace. And so for this,

00:54:48.720 --> 00:54:52.880

you know, I'm imagining someone who

might be a immunocompromised uh and

00:54:52.880 --> 00:54:56.320

their experience and trying to make sure

that their workplace is accessible to them.

00:54:59.400 --> 00:55:03.720

Yeah. I'm not completely sure what the

question is. It's how to frame that you,

00:55:03.720 --> 00:55:06.280

you have- sorry could you read the question again?

00:55:06.280 --> 00:55:11.000

Yeah of course. It's how we can

frame things like viral safety,

00:55:11.000 --> 00:55:21.080

whether that be for COVID or other viruses, how

we can frame them as an accessibility issue.

00:55:21.080 --> 00:55:29.440

Well, I yeah I definitely see that as an

accessibility issue, um and I I guess I'm

00:55:29.440 --> 00:55:40.600

hearing that that's not being accepted perhaps

in the workplace. Um and I don't know exactly

00:55:40.600 --> 00:55:46.440

what to say on on how to frame that because

I feel like just saying that as it is, is,

00:55:46.440 --> 00:55:52.680

should be sufficient and I know that it it's

it's not, and so that speaks to again um the

00:55:52.680 --> 00:55:59.640

further training and education that is needed in

workplace on a variety of different topics, and

00:55:59.640 --> 00:56:05.360

and that's one that workplaces should be looking

at. Like um when we're doing accommodations,

00:56:05.360 --> 00:56:11.280

um a lot of times in general, but there's

such nuanced experiences, and this is where

00:56:11.280 --> 00:56:17.880

the ongoing training and the ability for people

to see their experiences reflected in training

00:56:17.880 --> 00:56:30.040

um really like goes a lot and speaks a lot to

that. I am not sure in terms of um, whether um,

00:56:30.040 --> 00:56:35.960

yeah I don't know exactly, and and I'm sorry

but that's honest truth. I don't know exactly

00:56:35.960 --> 00:56:41.720

how to answer that question and my thoughts are

maybe around if you have a good relationship with

00:56:41.720 --> 00:56:49.840

your doctor, that a a doctor might be able

to help with that. Um but I'm I'm not sure.

00:56:49.840 --> 00:56:52.440

Yeah no it's a question that I

think maybe with more information,

00:56:52.440 --> 00:56:56.440

so the question asker if you ever want to send

either an email to myself or Ingrid we can maybe

00:56:56.440 --> 00:57:02.280

follow up and get more information and explore

that. Um the, we have about three minutes left,

00:57:02.280 --> 00:57:08.160

so we'll go with one more question that's

okay. Um you mentioned the importance of

00:57:08.160 --> 00:57:12.960

keeping track of information, of data. That if

organizations don't know what's going on within

00:57:12.960 --> 00:57:18.000

their organization they can't make change or they

can't understand what's actually happening uh in

00:57:18.000 --> 00:57:23.400

this space. Do you do you have an example of

like an organization that's doing that well,

00:57:23.400 --> 00:57:26.160

uh or is this something that we're

kind of trying to still build towards?

00:57:28.560 --> 00:57:35.680

Um, I can't say exactly. Um I I think that there

are a lot of organizations... We don't have a

00:57:35.680 --> 00:57:42.320

lot of data on uh people with disabilities. We

we really don't. We don't have enough. It's a,

00:57:42.320 --> 00:57:51.040

there's a real gap there um and particularly

um I think from from community-based research,

00:57:51.040 --> 00:57:58.680

um because the research that has been done, um

you know, hasn't been done well, uh because they

00:57:58.680 --> 00:58:05.200

don't take into consideration um a lot of factors

that are are really uh important to us and that's

00:58:05.200 --> 00:58:11.960

why um it's really important that we increase

the research that's being led by community,

00:58:11.960 --> 00:58:19.760

um about community. Um and so, um there are

a lot of organizations who are starting to do

00:58:19.760 --> 00:58:30.040

that. Um it's not like huge I I think in scope,

but we're working to um improve that. Um but I I

00:58:30.040 --> 00:58:35.720

can't say that there is like one specific um

person who's leading. I think that that our

00:58:35.720 --> 00:58:42.080

organization is doing a good job in in collecting

data and research in the areas that we work in:

00:58:42.080 --> 00:58:49.240

HIV and and episodic disabilities. Um and I

imagine that many disability serving organizations

00:58:49.240 --> 00:58:55.000

um across the country, and particularly I guess I

can speak to the ones um that we've worked with,

00:58:55.000 --> 00:59:00.440

uh in their own area are also conducting research,

whether it's on uh women with disabilities or

00:59:00.440 --> 00:59:08.200

disabilities in the 2SLGBTQIA+ communities, um but

all those researchers are are need more funding

00:59:08.200 --> 00:59:15.160

and need to be expanded and need, we need the

ability to go uh more in depth. Um so the more

00:59:15.160 --> 00:59:22.920

that we can advocate for the support, I think of

community-based research, um uh will go a long way

00:59:22.920 --> 00:59:30.760

um, I hope, in in realizing uh funding to do that

work and to close those gaps and to gather um that

00:59:30.760 --> 00:59:38.480

data and that information. But I think overall,

um it's, there's not enough out there yeah.

00:59:38.480 --> 00:59:44.960

Yeah, there's a very very big need it seems. Um

I want to make sure we'll close up in a moment,

00:59:44.960 --> 00:59:48.960

but are there any last points or

or just thoughts you want to share?

00:59:48.960 --> 00:59:49.960

Myself?

00:59:49.960 --> 00:59:51.320

Yes.

00:59:51.320 --> 00:59:59.160

Uh I think the importance of um uh us as

a community, continuing to to learn about

00:59:59.160 --> 01:00:04.520

each other. Like sometimes I say like everybody

understands their their own pain. So you know if

01:00:04.520 --> 01:00:07.880

you're living with intellectual disability

you understand what that's like. If you're

01:00:07.880 --> 01:00:13.280

living with um, you know, like myself living

with with blindness or partial sightedness,

01:00:13.280 --> 01:00:18.320

I understand that a lot. We need to, even within

our community, understand and learn more about

01:00:18.320 --> 01:00:25.560

each other and each other's experiences so that

we can advocate, um you know, for each other um

01:00:25.560 --> 01:00:32.080

as well. So I think that us continuing to gather,

to convene, to learn as a group about one another,

01:00:32.080 --> 01:00:36.880

to probe these questions that we don't always have

answers for, but we need to keep asking them. We

01:00:36.880 --> 01:00:42.760

need to keep bringing them up. We need to keep

grappling with them, um you know individually and

01:00:42.760 --> 01:00:47.720

together as a community. And so that's something

that I I really want to encourage is is having

01:00:47.720 --> 01:00:53.760

these platforms and these opportunities to come

together and see where the gaps still remain,

01:00:53.760 --> 01:00:59.880

see the progress that we're making, um you know,

continue to learn and share with one another,

01:00:59.880 --> 01:01:06.560

um and and continue to move in solidarity as

much as we can. I think that's really important.

01:01:06.560 --> 01:01:09.760

Thank you. Yeah and it it resonates that

the questions, you know, that we yeah we

01:01:09.760 --> 01:01:13.920

don't have answers to are, they're probably in

many cases the most important ones to explore.

01:01:13.920 --> 01:01:14.760

Of course.

01:01:14.760 --> 01:01:20.800

So yeah, much appreciated. It was a really lovely

webinar. Uh thank you so much for joining us. Uh

01:01:20.800 --> 01:01:26.040

I want to mention to the audience, our webinars

are monthly. Uh so please join us in February

01:01:26.040 --> 01:01:32.200

as well for our next one. This was the inaugural

2025 webinar. If you have any questions,

01:01:32.200 --> 01:01:39.360

please send us an email it's info@vraie-idea.ca.

You can also find information on us online. Uh

01:01:39.360 --> 01:01:43.960

we'll also in our newsletter be sharing about

the next webinars, and please also check out the

01:01:43.960 --> 01:01:48.920

resources and the events that Ingrid mentioned.

I'm personally quite excited about them,

01:01:48.920 --> 01:01:53.320

and also just thank you to our team involved

in creating this webinar making it happen:

01:01:53.320 --> 01:01:58.360

uh Eakam Grewal, Therese Salenieks, Sabrina

Chaudhry, Rebecca Gewurtz, Emile Tompa,

01:01:58.360 --> 01:02:02.880

our French language interpreter, and our

captioners as well. Uh we're very grateful

01:02:02.880 --> 01:02:07.040

for all of your work and contributions, and

so yeah thank you everyone for joining us on

01:02:07.040 --> 01:02:10.680

this Friday afternoon, and I hope

you have a nice weekend. Bye bye.

01:02:10.680 --> 01:02:11.640

Thanks everyone.