Accessibility Blueprint
Session 1: What is Disability?

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What is Disability?

Disability is a physical or mental condition that substantially limits one or more major life activities.

Source: https://www.ada.gov
The Americans with Disabilities Act

- The ADA bans discrimination and guarantees that people with disabilities have the same opportunities as everyone else to participate in the mainstream life.

- **Title II** bans discrimination based on disability by government at all levels.

- **Title III** bans discrimination based on disability by private enterprise in places of public accommodation.

- The ADA is changing history everyday.
Types of Disabilities

- **Visible Disability:** mobility wheelchair and mobility aid users, service dogs and white cane users, users of assistive hearing devices

- **Invisible Disability:** autism and neuroatypical, mental illness, addiction, HIV, learning disabilities such as adhd and dyslexia, lupus

- **Episodic & Chronic Disability:** epilepsy, diabetes, vertigo, chronic pain and fatigue, Long Covid-19

- **Temporary Disability:** injury, acute illness
Models of Disability

- **Medical Model:** Disabilities are treated as sicknesses that need to be cured and cared for through medical intervention.

- **Charity Model:** People with disabilities are viewed as objects of pity, requiring charitable resources for support.

- **Religious/ Moral/ Cultural Model:** Disability is a punishment from God or reflects inferior moral qualities.

- **Social Justice Model:** Disability inequity stems from environmental and attitudinal barriers rather than from the disability itself which is a natural part of human diversity.
The Contagion Response

- Fear of catching disability: polio; MMR; Covid-19
- Relief/gratitude
- Survivor’s guilt
- Acceptance or aversion
Society & Disability

- Ignorance
- Underestimated/Devalued
- Fear
- Stigma
- Inaccessible Information
- Inaccessible Transport
- Inaccessible Facilities
- Lack of Education
- Lack of Employment
- Inflexible Employment
- Sheltered Workshop
- Segregated Service
- Institutionalized
- Overprotected/Hidden in Home
- Lack of Social Networks
Disability is especially common in older adults, women and marginalized communities.

- 2 in 5 adults age 65 years and older have a disability
- 1 in 4 women have a disability
Thank you!

We like questions, ask away.

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