

Disability Inclusive Science Careers

Disability Equality at Work

EIS

Training led by

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Presentation

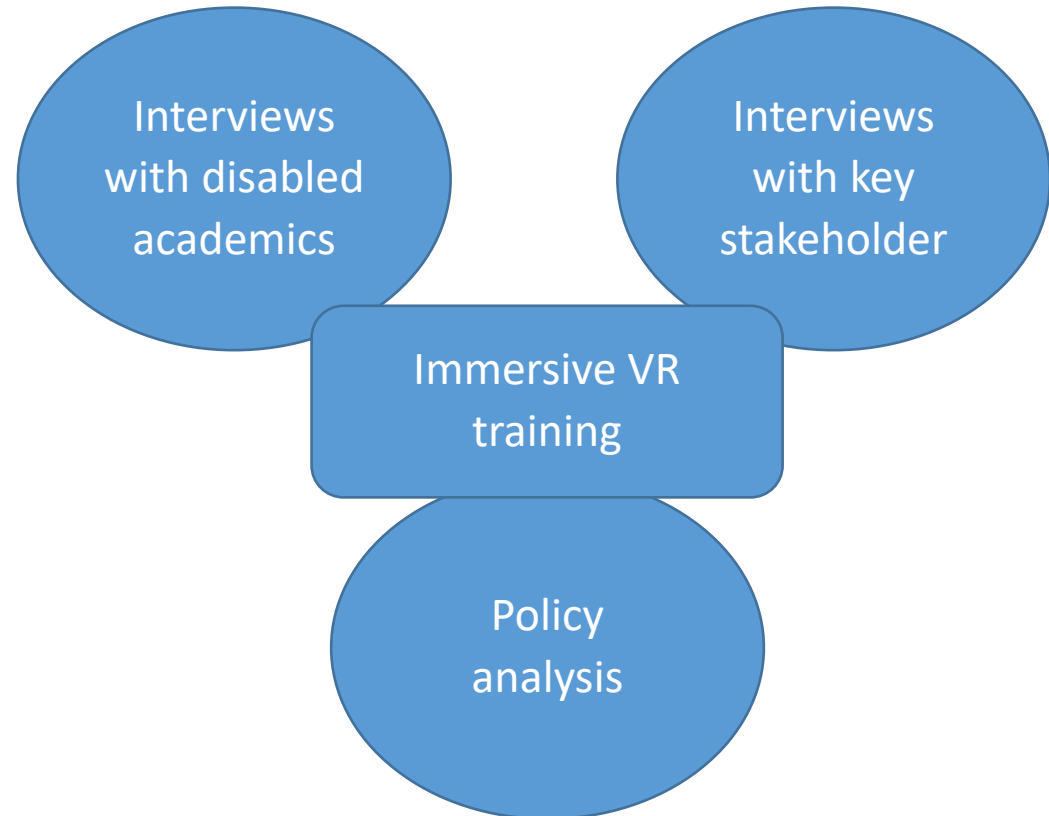
- Social model of disability
- Disability Inclusive Science Careers – method and findings
- What next?



The Social Model of Disability states that the oppression and exclusion people with impairments face is caused by the way society is run and organised.

Disability Inclusive Science Careers (DISC)

- 3 year project – funded by EPSRC. Partners – UoE, NADSN, UCU Scotland
- Participatory action research – led by disabled scientists
- Immersive virtual reality training for research leaders in universities, charities, govt and companies



Experiences of disability at work: what does the research tell us?

- Under-employment
- Discrimination
- Progression and pay gaps
- Marginalisation
- Difficult commutes
- Disclosure to students
- Inaccessible teaching spaces (toilets)

Reproductive health

*Stigma – odour and blood,
access to toilets, fatigue*

Scenario 1

Mary is an early career scientist who 3 years of visits with her GP, was diagnosed with a form of multiple sclerosis.

Although Mary is glad to have a diagnosis and treatment, she tells you that she has started to experience anxiety, particularly in relation to travelling to work. Mary tells you that travelling during peak times, for example, rush hours makes her symptoms much worse and significantly exacerbates her anxiety.

Mary shares that her anxiety started in 2018 when her symptoms began. Mary tells you that this applies to using public transport as she needs to get two buses to work, which often get stuck in bad traffic and are late, so she misses her connections. To manage this anxiety Mary started driving to work but found that sitting in her car in heavy traffic only worsened her anxiety and can also be problematic when she experiences a relapse of neurological symptoms such as tingling in her hands.

When Mary gets to work her accessible parking space is often occupied by an able-bodied colleague's car. Mary is considering leaving HE to work in the private sector where can work flexibly and travel at different times.

What next

- Neurodiversity in the sciences
- Hidden impairments in chemical sciences
- Leaky bodies at work
 - Menstruation, menopause, continence issues

Thank you