

LET'S BE DISABILITY INCLUSIVE!



WAIHANGA ARA RAU
Construction and
Infrastructure
Workforce Development Council

Understanding Disability

The term *disability* refers to people living with long-term physical, mental, intellectual or sensory impairments, such as hearing loss, chronic health conditions and neurodivergence. Anyone can become disabled at any time.

Myth busting

Myth: Disabled people don't want to or can't study or work.

Reality: 1 in 4 people are disabled, and most can and want to study and work, but face barriers and discrimination when applying and completing training and jobs.

Myth: You can always tell if someone is disabled.

Reality: Many impairments are invisible, and lots of people don't share because of judgement and stigma.

Myth: Employing disabled workers is time consuming and expensive.

Reality: Only 10% of disabled workers reported that they had modifications or specialist equipment in their workplace.

Myth: Disabled employees are a greater health and safety risk.

Reality: Most disabled people are very aware of health and safety risks, which can help reduce risks for everyone.

How we should view Disability

Instead of perceiving disability as a problem, the social model of disability looks at disability as a social creation, arising from a failure by society to consider and respond to variations. By removing barriers in spaces, programmes, and mindsets, society enables disabled people to lead full and meaningful lives. Instead of seeking to fix or change an individual, the social model asserts that it is our collective responsibility to collapse the disabling barriers present in society.



Watch this fun and
informative video to better
understand disability and
how we should view it



Learn more about disabled
peoples' experiences in the
trades

Let's Level Up



Use this toolkit for
recruitment and
retention of disabled
people



Share success stories of
disabled people working in
your industry
Building Abilities



Complete the short
online training
Disability Confidence
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