GEM TURNER

Supporting and Communicating with Disabled People

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An intro…

Local blogger with a rare condition

Worked in education and equality before consulting

Passionate about honest conversations around diversity

Everyday Barriers and Attitudes…

- Medical model vs Social Model

- Inspiration and Superhuman

- Equality vs Equity

My experience of health and social care…

- I was a regular at A&E
- I was awkwardly shy from having lots of "fuss"
- I slowly learned to feel empowered to speak up for myself
- I started to employ PAs from age 18

Supporting and communicating with disabled people…

- Communicate with them *first* not who they're with - unless you are asked

- Treat them like the age they are

- Personal space is important

- Language matters

Simple useful language...

Words to use...

Disabled
Impairment
- Visual
- Physical
- Hearing (or D/deaf)
- Speech

Learning disability
Dwarf/Little Person
Blind
Guide dog owner
Wheelchair user

Words to avoid...

Has problems or issues
Special
Handicapped
Wheelchair bound
M*dget
Differently abled
Suffers with
Crippled by
Dumb

Questions? Here are my FAQs…

- When should you offer to help a disabled person?

- Should I kneel down to wheelchair users?

  - When is it appropriate to ask about someone's disability?

    - Language matters