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CONSCIOUS
AGEING
HEKATE FOUNDATION



Identity, equity,
inclusion

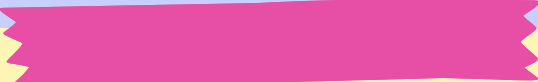
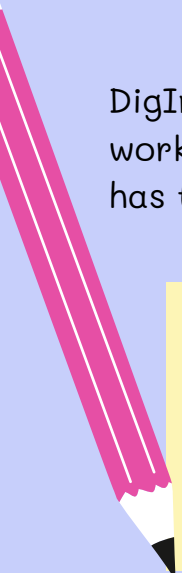


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Why has this course been created?

DigInclude is a joint project of **SignCoders** and the **Hekate Ageing Conscious Foundation**. We work together to develop digital skills in communities of disadvantaged people. The project has the following objectives:



Building Hungarian and Dutch communities, long-term community learning and progressive online community spaces in the context of adult education.



Training young people with disabilities and disadvantages in digital skills, digital literacy and digital well-being, and supporting their successful employment in the digital world.

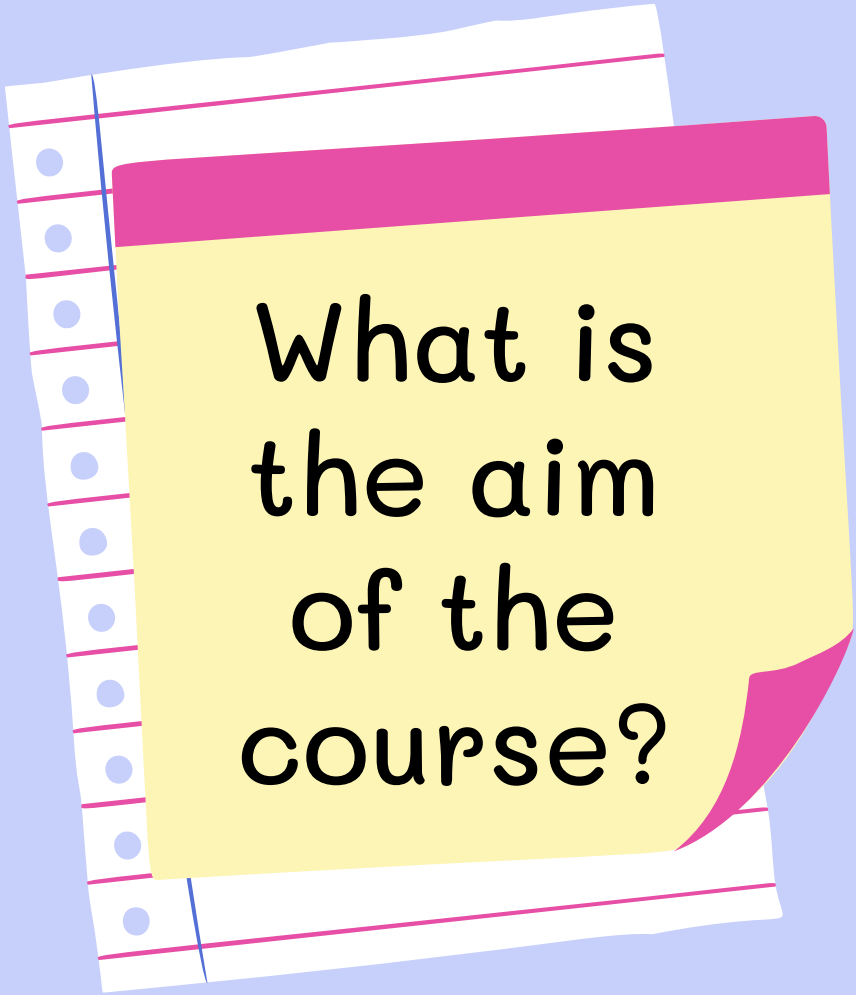
The project is funded by the **European Union**.

The authors

The course material was developed within the **DigInclude** project by **SignCoders** project, in collaboration with deaf and hearing colleagues.



Co-funded by
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What is
the aim
of the
course?

- Raising awareness of the situation of young people with disabilities, strengthening their self-esteem and identity.
- Inclusion, equal opportunities and digital inclusion.

How to learn with the curriculum?

Set specific goals for learning!

It helps if you use learning techniques such as:

1. prepare summaries,
2. formulate questions about the course material,
3. read the material aloud,
4. it is useful to discuss the information with friends, especially the practical exercises.

Contact the author of the course material or experts with questions. Questions and feedback will help you gain a deeper understanding and supplement your knowledge.

Repeat regularly the information and include short breaks while you are learning.

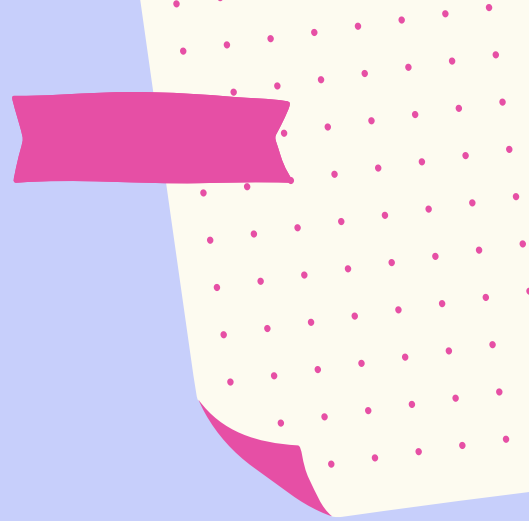
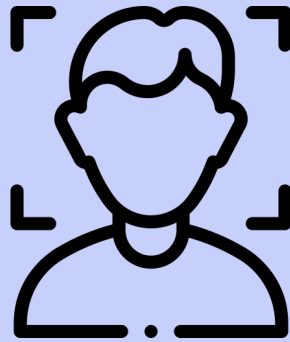
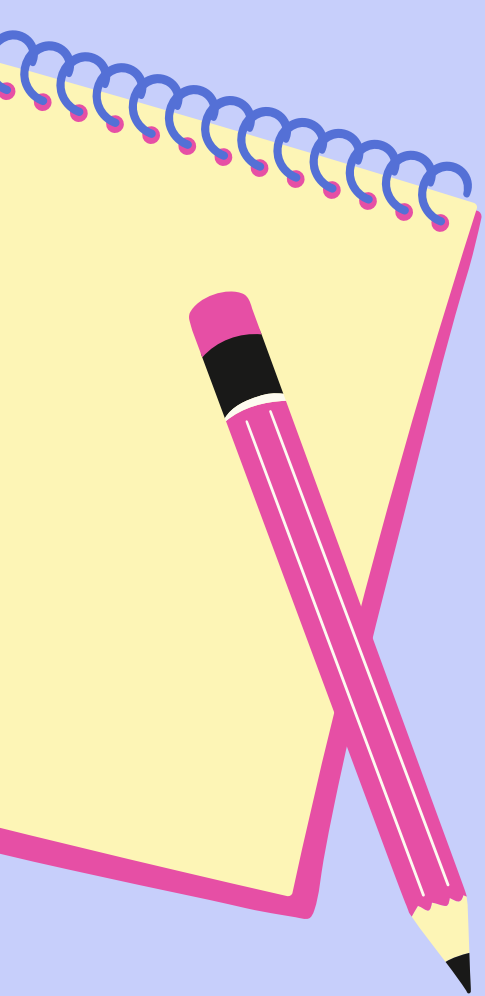


Are you ready?

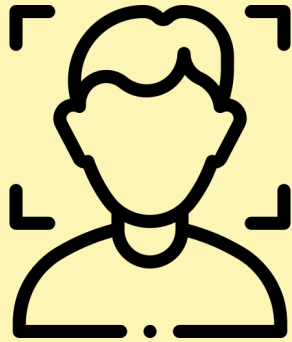


Let's get started, join us!

Understanding our identities



The word **identity** means a sense of identity, self-identity. The characteristics, feelings or beliefs that distinguish people from others.



„Knowing
yourself is the
beginning of
all wisdom.“⁹⁹

Aristotle



In this exercise, you can discover the characteristics that build your identity. You can see that your identity is fluid and yet central.

You can do the exercise alone, but it has a big effect in a group, so do it with friends or in a group if you can.

1. Find 10 characteristics that identify you. Write them down one by one on a flashcard.

The characteristics can be, for example:

An example: mother, young,
shop assistant, determined, etc.

- role in life,
- age,
- gender
- race/ethnicity,
- religion,
- education,
- marital status, family size,
- health status
- occupation, job,
- personality trait, etc.

Interesting fact

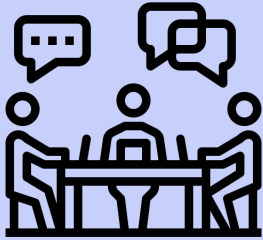


With a group/friends:
discuss who chose which features and why. Note how everyone wrote a variety of different characteristics about themselves. **Is there a chance that someone would write the same 10 characteristics as you?**

Notice if you have the same characteristics on your cards!

2.

Tear up a characteristic with which you can no longer identify yourself. Think about why you chose it!



In a group/friends: discuss with each other why you chose this feature. It might cause someone emotional pain, so be especially attentive to each other.

3.

Then think about which of these features is most important to you. Tear up the other pieces of paper.

This one remaining characteristic is the most important one that really defines you, your identity. Why did you choose this one?

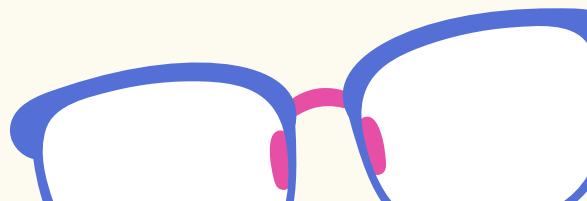

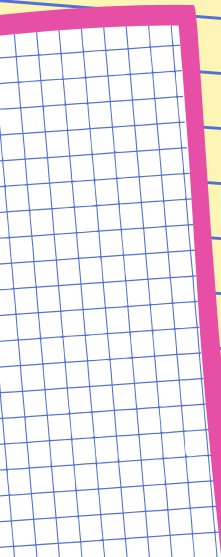
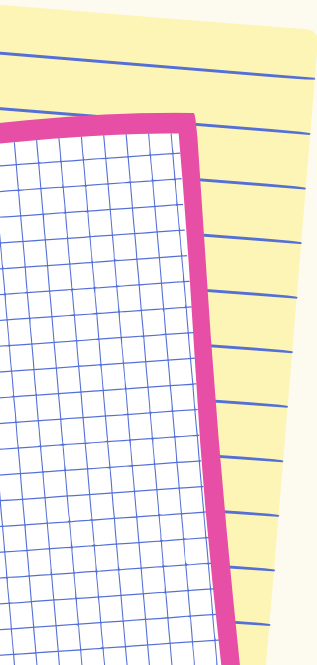

In groups/friends: discuss with each other why each person chose the one characteristic. Is it a demographic or value-based characteristic?

Interesting fact



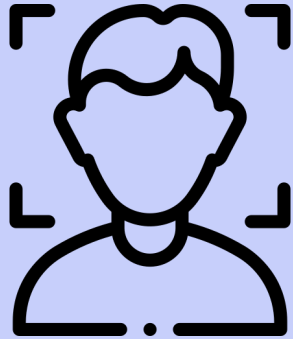
Experience shows **that people from minority groups often choose demographic characteristics.**

For those who feel they belong to a minority group, this typically determines their daily lives.



It is important to understand who we are, what defines us (values, qualities, beliefs). This helps us understand how and why we are different from other people. It also helps us understand how we are not different from each other, that is the most important thing.

Our identity is therefore complex and multifaceted. Many different factors play a role in who we are, for example:



Skin colour

Ethnicity

Gender

Age

Socio-economic class

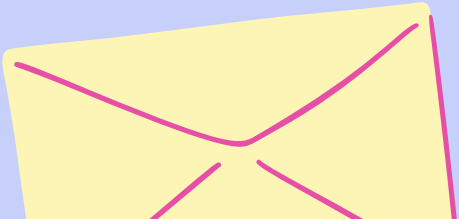
**Abilities, disabilities,
neurodiversity**

Educational attainment

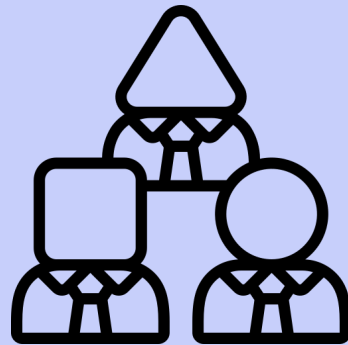
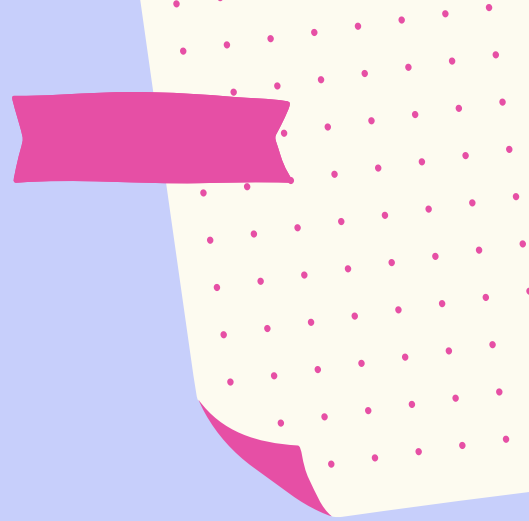
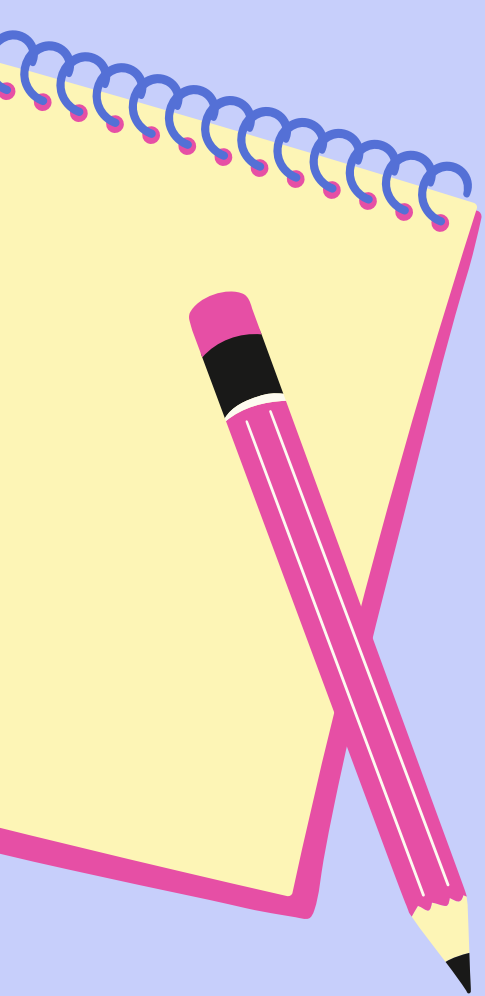
Religion

Nationality

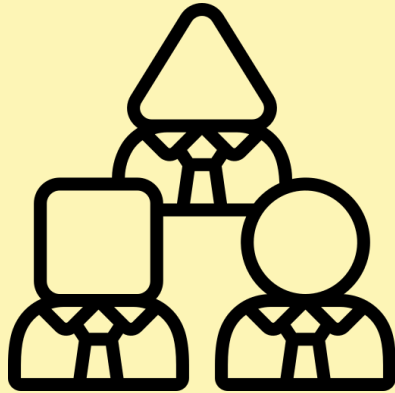
Political beliefs



Social diversity



Social diversity is not just about people being different. It is more important that these differences are accepted and respected.



„For society to flourish, it is necessary for different colours, shapes and sounds to live together in harmony.“

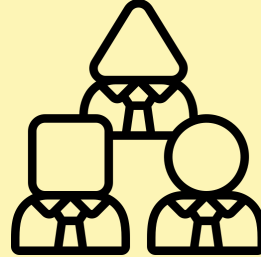


Social diversity:

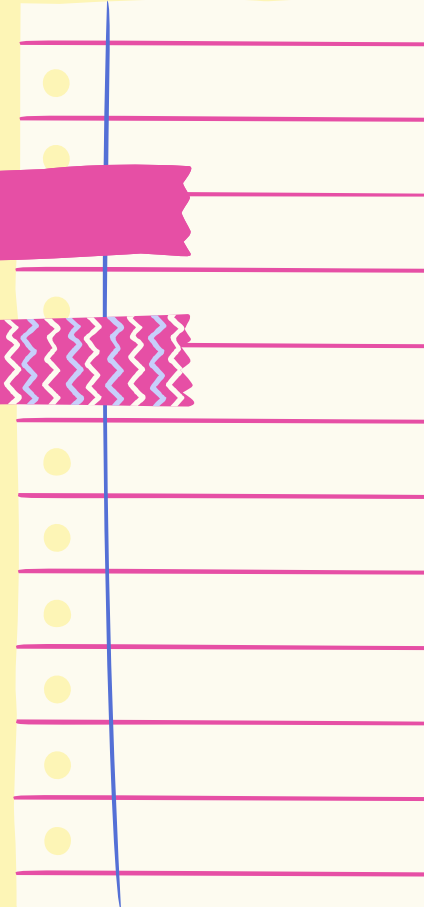
enriching
society

offers opportunities
for mutual learning
and development

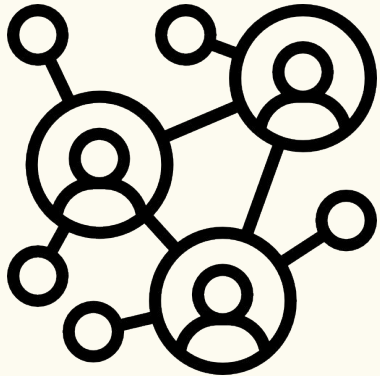
promote justice and
equal opportunities



Social diversity thus contributes
to a more inclusive and tolerant society.



Social Diversity

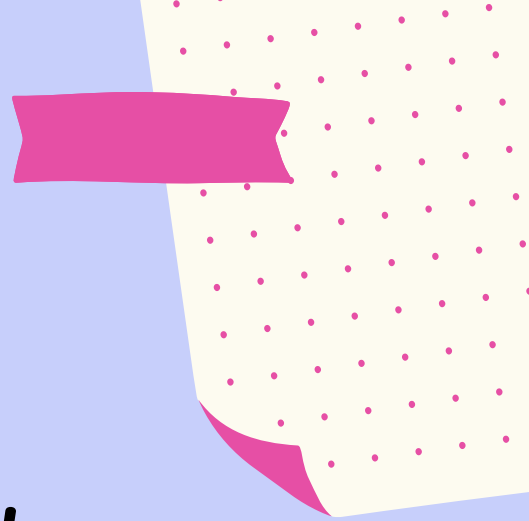


Reflection



- Do you experience the society and the community you live in as diverse?
- What are your personal experiences on this topic?

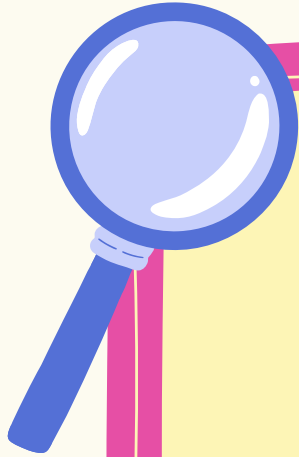
Disability
and social
discrimination
based on disability
(ableism)



“I am not disabled,
society
makes me one.”

Dr. Tapolczai Gergely
Deaf Member of Hungarian
Parliament

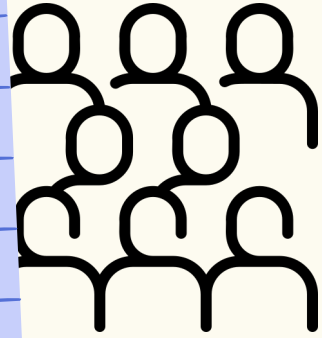
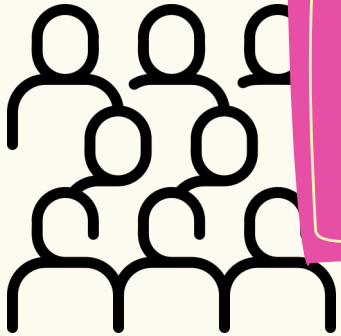




The World Health Organization
estimates that more than

1 000 000 000

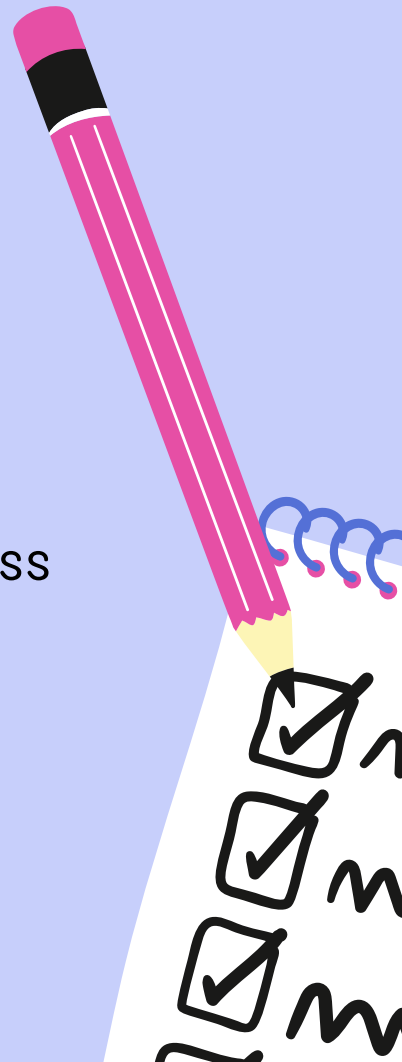
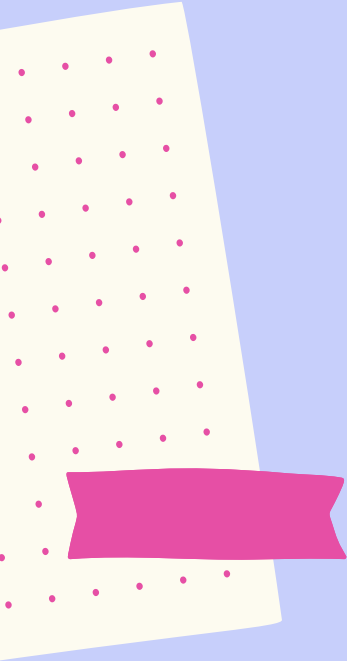
people have some
kind of disability.





Unlike other minorities, however, **this group is "open": anyone of us can be included** at any time due to accident, illness or even ageing.

Consequently, disability is an inherent part of being human.

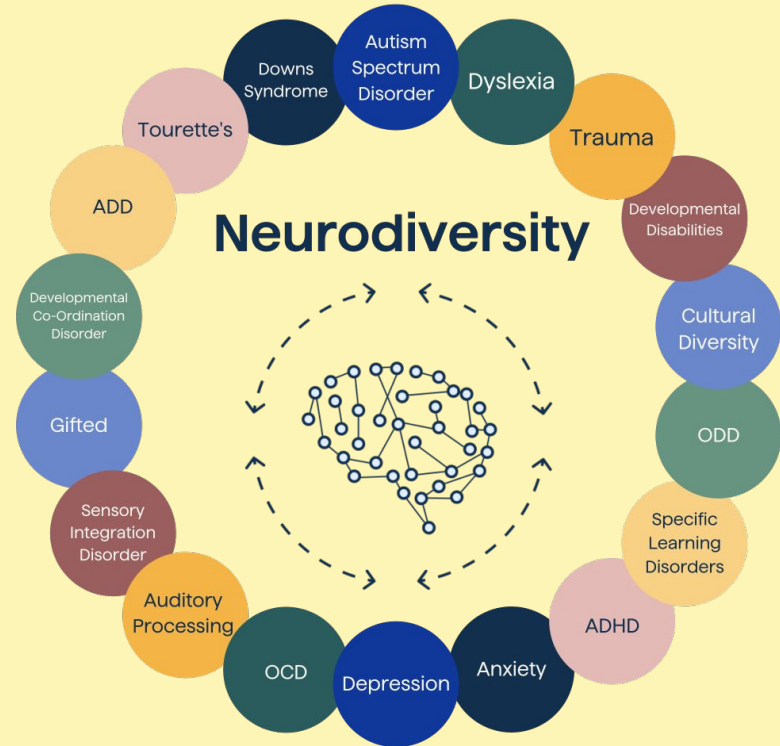


Neurodiversity

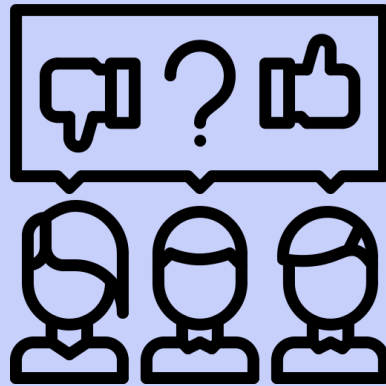
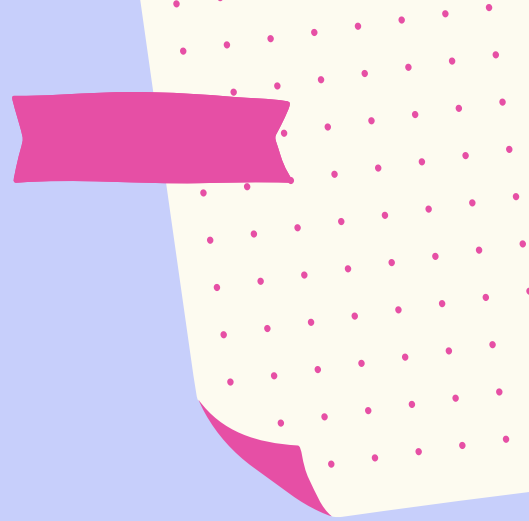
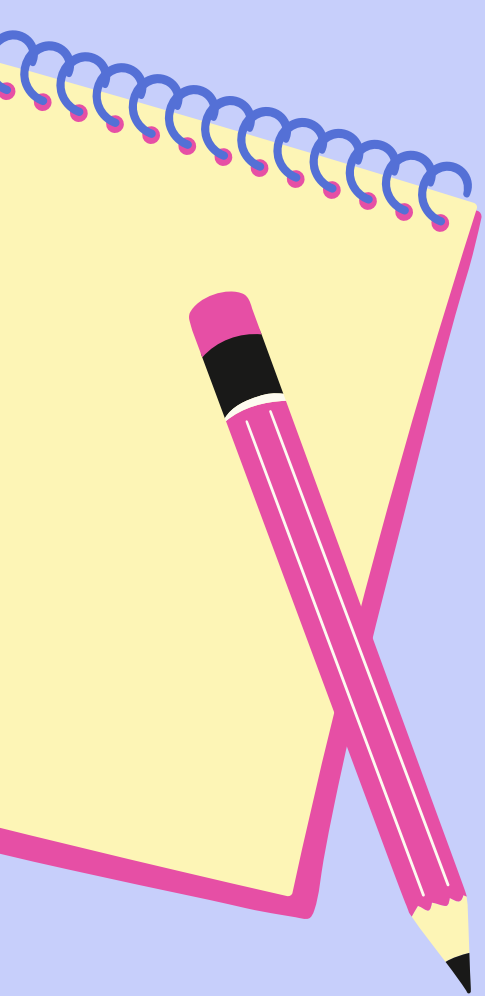
The word "neurodiversity" from the Greek "neuro" (nerve) and the Latin word "diversity" (variety) were coined in the 1990s.

In short, it means that the human nervous system is diverse, so people perceive and relate to the world around them in different ways. There is no right or wrong among them, each mode of perception is a natural variation of human brain function.

Source of illustration: [What is Neurodiversity?](#)

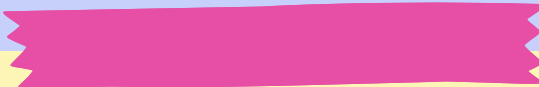



Perception of disability



The perception of disability depends on the social and cultural context, and different cultures and communities have different approaches to this issue.

Generally speaking:



Norms and acceptance: social norms and acceptance also determine how they are perceived disability. In some cultures disability is more accepted, while in others it is considered taboo or a source of shame.



Environment and opportunities:

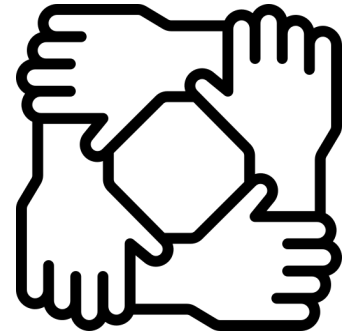
The perception of disability is often linked to the opportunities available to people with disabilities in a given society. The infrastructure and support that society provides has a major influence on the quality of life and acceptance of people with disabilities.

Initiatives that focus on inclusion and equality can help to ensure that difference is not a barrier to social participation and acceptance.

"The human rights approach to disability aims to empower people with disabilities and to ensure their active participation in political, economic, social and cultural life in a way that **respects and accepts their diversity.**"

The UN High Commissioner
for Human Rights

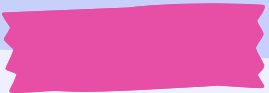
Disability from a human rights perspective




Discrimination

People with disabilities enjoy exactly the same human rights as everyone else, yet they experience **direct and indirect discrimination and exclusion** in almost every area of life.


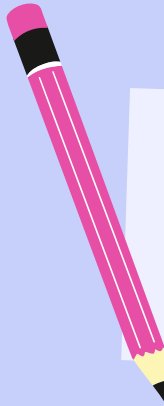
The reasons for this are:



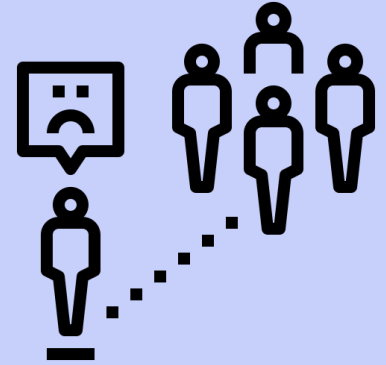
social prejudices



Own damage to their health

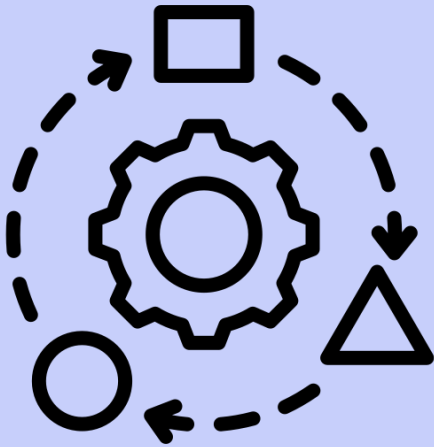


structural problems of society



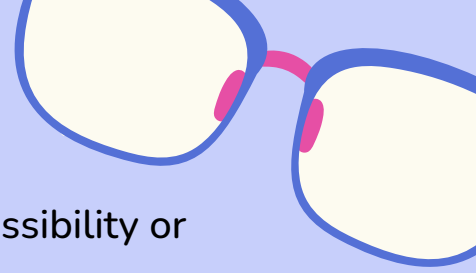
To ensure that people with disabilities have equal opportunities to participate often requires **a special effort on the part of society**, that is what we call **reasonable accommodation** to the needs of people with disabilities.

Principle of reasonable accommodation



Reasonable adaptation can take many forms and **usually involves customising the environment or services** in order to persons with disabilities have **equal access and opportunities.**

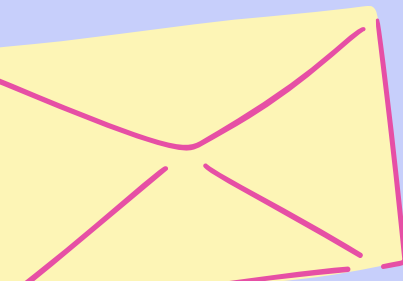
These adaptations can be for example:



1. Modifying the physical environment: For example, providing accessibility or ergonomic equipment in the workplace or in educational institutions.

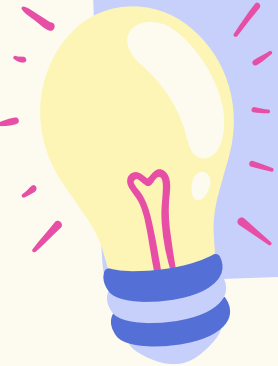
2. Communication assistance: Audio books, sign language or other aids to communication.

3. Flexible working hours or working schedule: Allowing flexible working hours, breaks or other working conditions that can help people with disabilities to work effectively.



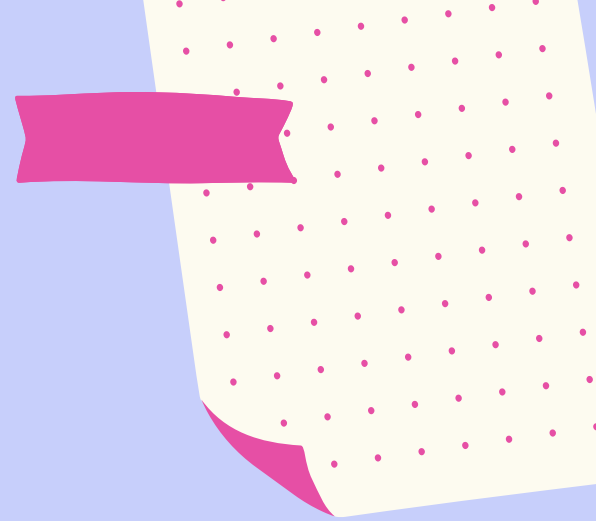
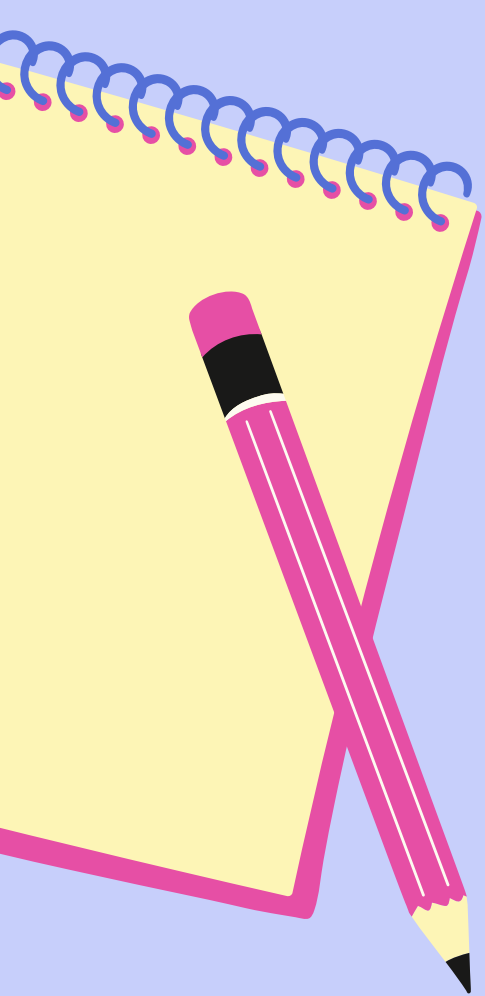
The aim of reasonable accommodation is to enable people with disabilities to participate fully in society and not to feel disadvantaged because of their abilities or disabilities.

Reflection



- How do you experience your own life situation in society?
- What do you experience in your own life in relation to the perception of people with disabilities?
- Is the society in which you live considered developed from the perspective of people with disabilities?

Inclusion

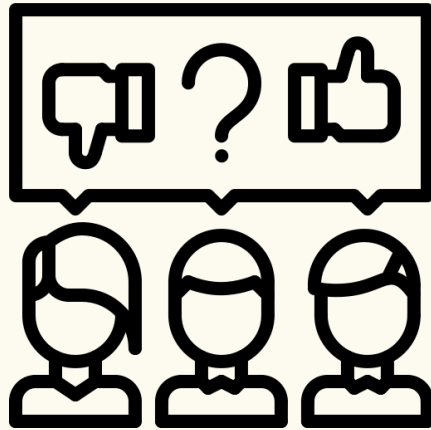
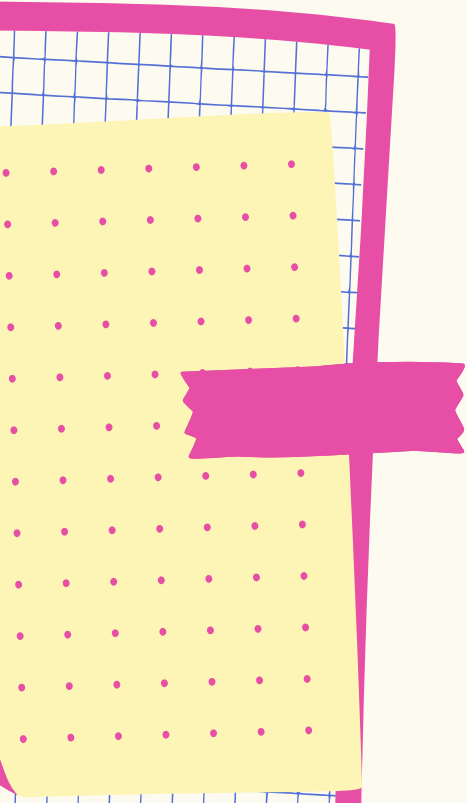


Principle of inclusion

Inclusion is a principle and practice based on the equality and acceptance of **people, regardless of their differences or disadvantages**. Inclusion aims to express and achieve that every person has the right to participate in society, communities and activities without being disadvantaged through discrimination or exclusion in any way.



Disability inclusion



Ensuring equal opportunities

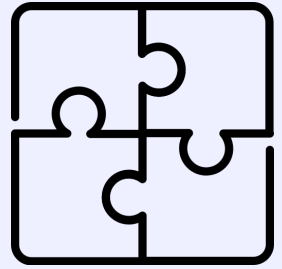
Eliminate exclusion

Taking account of individual needs

Building a culture of acceptance and respect

Enriching social diversity

Benefits of workplace inclusion





1.

Diversity: Different perspectives and experiences bring a richer context.



2.

Creativity: Different perspectives can bring new ideas.

3.

Power: Work better and be more productive.

4.

Workplace culture: An accepting and supportive atmosphere.

5.

Commitment: Higher employee engagement and loyalty.

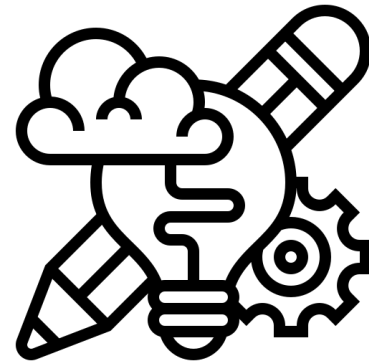
6.

Social responsibility:
Positive reputation and social recognition.

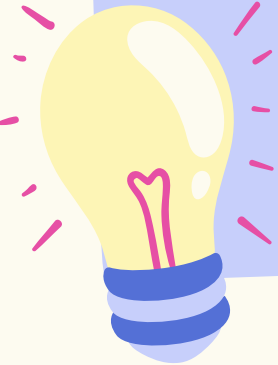
Technical solutions:

- reserved parking space
- stair lift, handrail, wheelchair ramps
- appropriate furniture, e.g. adjustable tables, ergonomic chairs
- screen magnifier, screen reader
- Braille terminals

If you are an employer, what can you do?

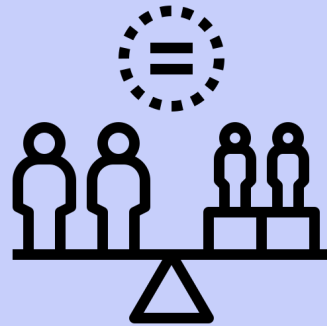
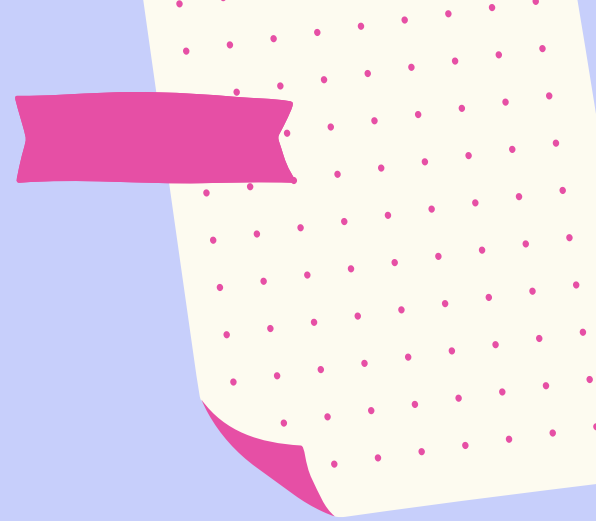
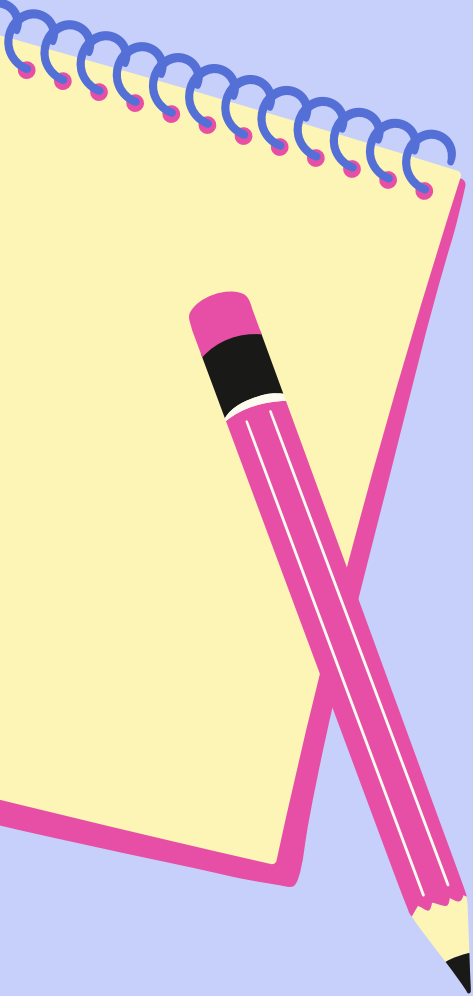


Reflection



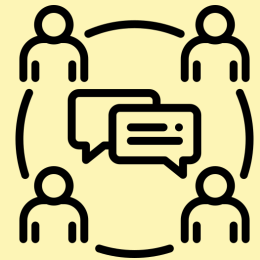
- How do you feel about the inclusiveness of the community where you live and work?
- What are your experiences?
- What is something you would change because it would give you comfort, but your colleagues might not think of?

Equality vs Equity



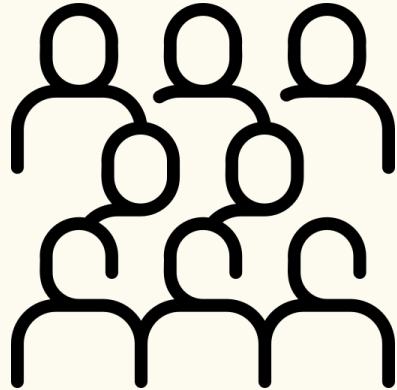
Take a look at the picture!

Think about or talk to your friends about the similarities and differences between the two pictures. Why is this picture a perfect illustration of the two principles?

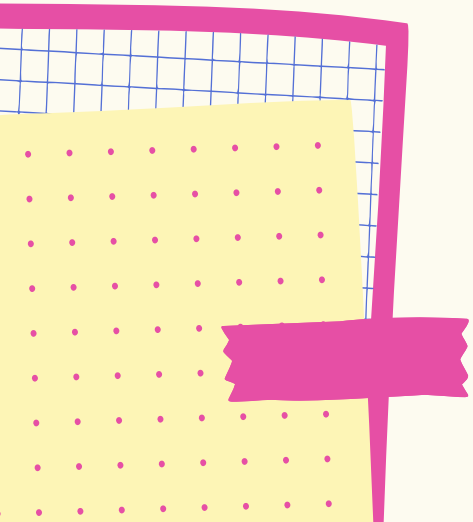


Although often confused, equality and equity are completely different concepts. However, both are necessary to build a truly fair society.

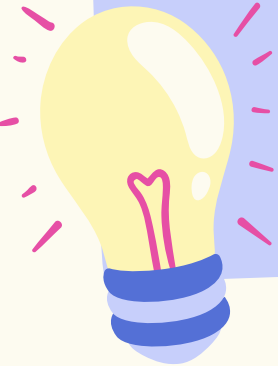
Equality means everyone is treated the exact same way, regardless of need or individual differences.



Equity, on the other hand, means that everyone gets, what they need to thrive.

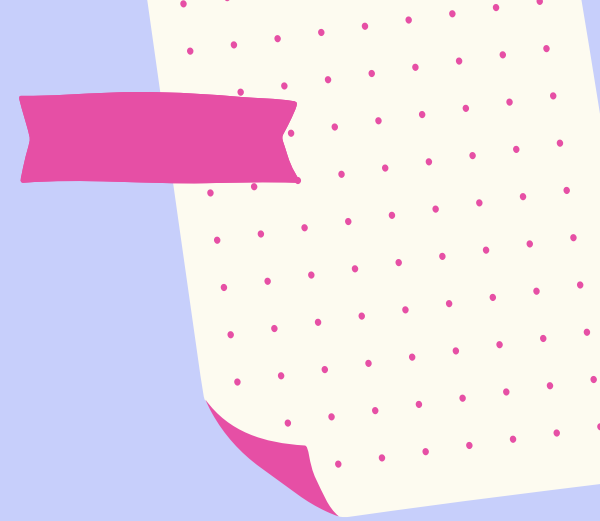
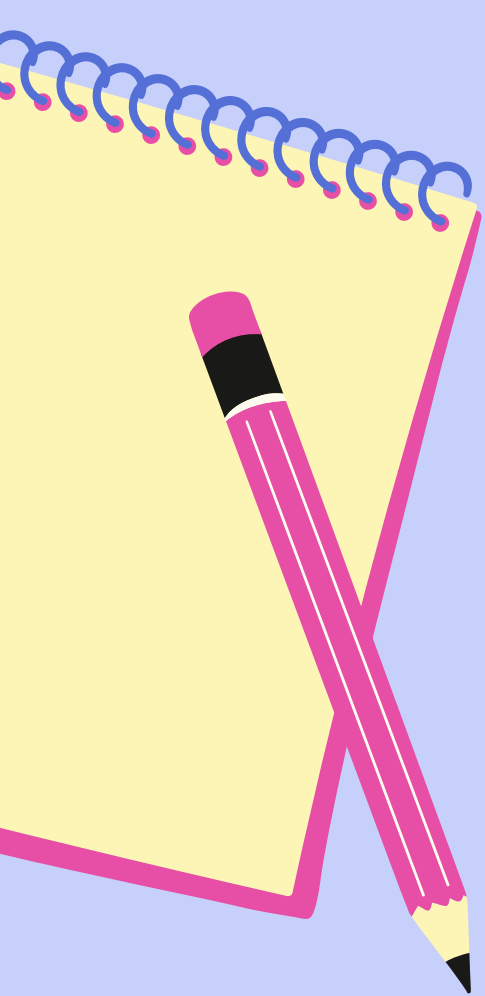


Reflection



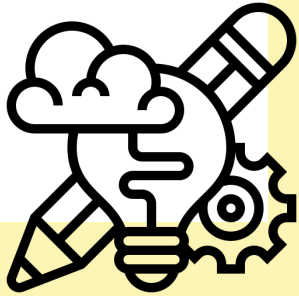
- Why is the difference between equality and equity important?
- What real-life examples have you come across where you have experienced equality and equity?

Social innovation



Social innovation
is a process of generating

NEW IDEAS

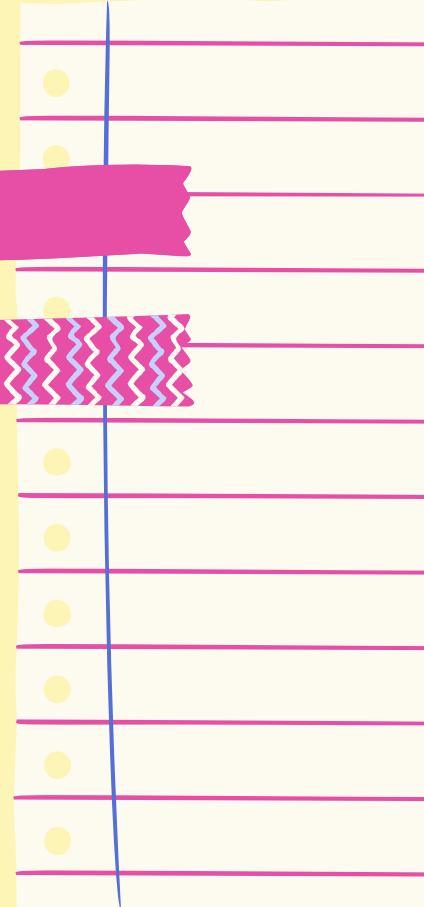


and

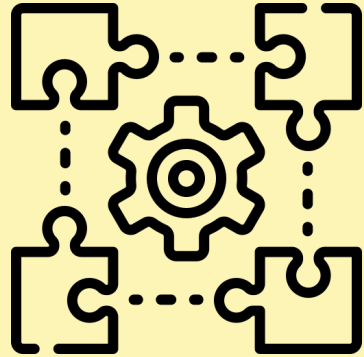
SOLUTIONS



to address social problems.

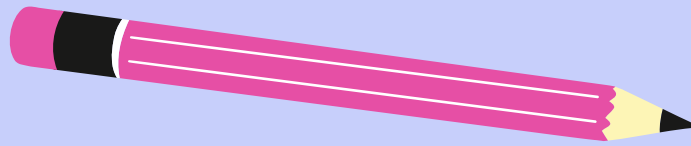


SignCoders is a social enterprise that employs people with hearing impairments in the IT sector contributing to inclusion and providing equal opportunities.



Social enterprises are organisations that are devoted to make a positive difference through a combination of business model and social benefit.





Inclusion means equal access, acceptance and equal opportunities for all people, regardless of their abilities or disadvantages. Social innovation and social entrepreneurship contribute to making inclusion not just an ideal but a reality, and thus a more liveable and a more inclusive and fairer society.

