

2.2 Understanding Disability



Disability is the fastest growing minority group on the planet, and statistics currently tell us that one in five Canadians identifies as having some type of disability. It's important to note that any of us can join this group at any time due to physical injury or mental illness.

Disability results from the barriers that hinder a person's full participation on an equal basis with others. When proper **accommodations** are utilized, the impact of disability is mitigated. There are several categories of disability including cognitive/learning, mental health, medical, sensory (hearing or vision impairment) and physical/mobility issues. Some types of disability can be seen – and other types are invisible.

Examples of Disabilities

- Brain injury
- Spinal cord injury
- Autism spectrum disorder
- Learning disability
- Memory disorder
- Dyslexia
- Attention deficit hyperactivity disorder (ADHD)
- Down's syndrome
- Phobia
- Schizophrenia
- Depression
- Obsessive compulsive disorder (OCD)
- Speech impairment
- Hearing impairment

- Deafness
- Vision impairment
- Blindness
- Arthritis
- Chronic pain
- Fibromyalgia
- Mobility issue
- Agility issue

Our Understanding of Disability is Evolving

Disability used to be understood within the medical model, where a disability was only defined by a health diagnosis.

Today, we know that disability is understood through a combination of the severity of a health diagnosis, in addition to an individual's ability to interact within society.

Disabilities can be:

- Mild
- Moderate
- Severe

Onset:

- Confirmation of a disability diagnosis
- Birth
- Childhood
- Adolescence
- Adult Life
- Old Age

Source:

¹Convention on the Rights of Persons with Disabilities an Optional Protocol 2006 United Nations

Disclaimer:

Hire for Talent has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.