

I&D
INCLUSIVE
ENVIRONMENT -
INCLUSIVE
PROJECT TEAM

Latvian Umbrella Body for Disability
organisation SUSTENTO
Chairwomen of the Board
Gunta Anča

2023/28/09



QUESTIONS

- Have you considered diversity in your project team?
- Have there been individuals with disabilities involved in your team?



STATISTICS

The data from the Ombudsman's Office:

- 21% of the working population in Latvia have personally encountered discriminatory attitudes in the workplace, in the last 3 years,
- 31% have heard about it within their circle of acquaintances.
- 44% of respondents report that potential employers have asked them questions about their age,
- 33% has been questioned about their family status,
- 17% have been asked about their health status.



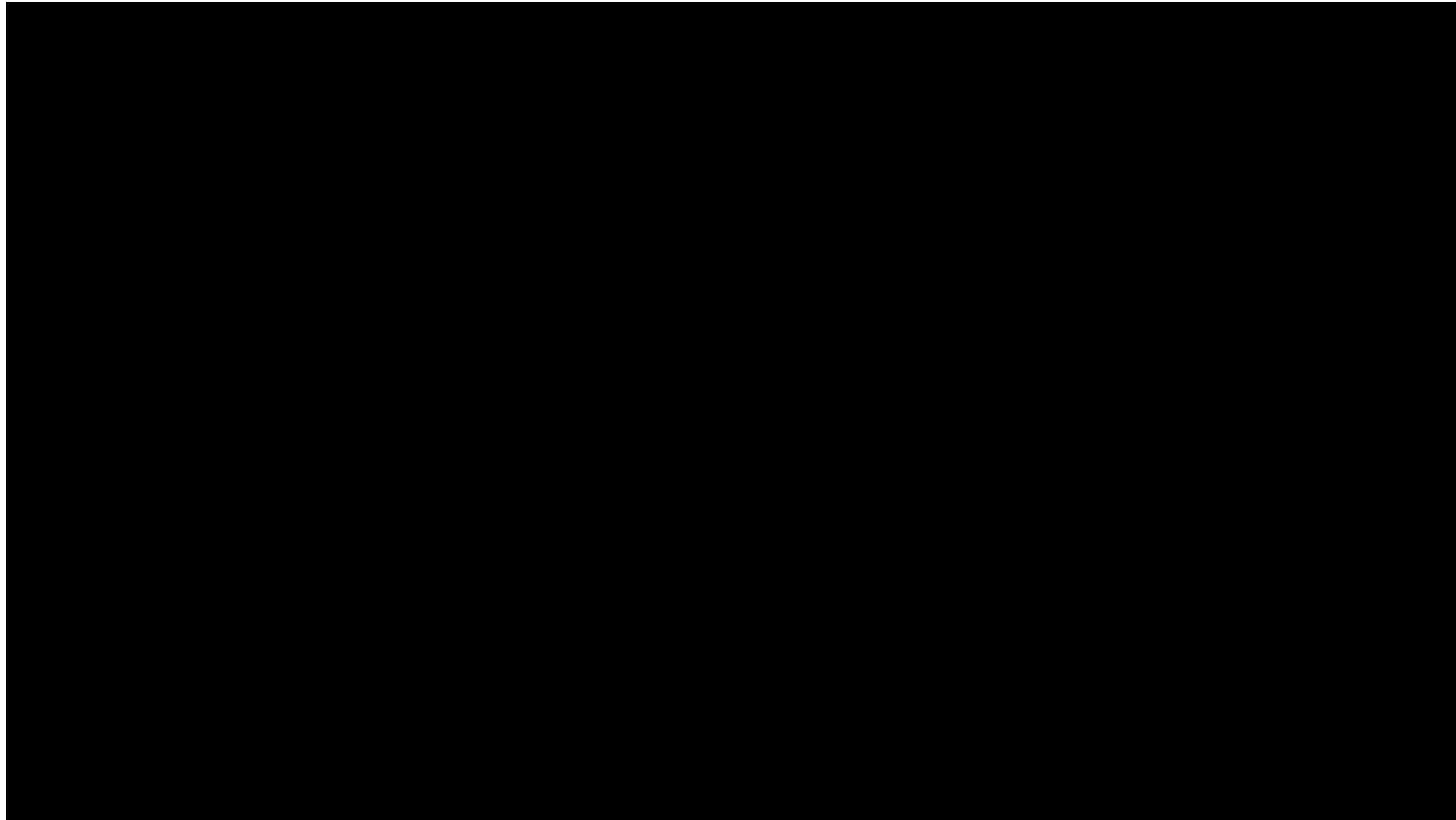
STATISTICS

An employer loses 68% of potential employees with disabilities due to non-inclusive job interviews.

Kessler Foundation National
Employment and Disability Survey USA



ATTITUDE



STEREOTYPES

A stereotype is a widely held, simplified, and essentialist belief about a specific group.

- Stereotypes are deeply embedded within social institutions and wider culture. They are often evident even during the early stages of childhood, influencing and shaping how people interact with each other.



PITY

People feel sorry for people with disabilities, which often leads to patronizing attitudes. Generally, individuals with disabilities don't want pity or charity; they simply seek equal opportunities to earn their own way and live independently.



THE SPREAD EFFECT

People often assume that an individual's disability has a negative impact on other senses, abilities, or personality traits, or that the person as a whole is impaired



HERO WORSHIP

People often regard individuals with disabilities who live independently or pursue a profession as brave or 'special' for overcoming their disability. However, most people with disabilities do not seek accolades for performing day-to-day tasks.



FEAR

Many people are afraid that they might "do or say the wrong thing" around someone with a disability. As a result, they often avoid interacting with individuals with disabilities in order to sidestep their own discomfort.



REMEMBER

1

Tolerance does not promote the creation of an inclusive environment - a person should not simply be "tolerated."

2

Stepping into someone else's "shoes" is not possible.

3

Personal experience helps to understand diversity through one-on-one contact with individuals with disabilities.

4

See the person, not their disabilities.

EQUALITY


Each group has its own talents, as well as its own problems, and by acknowledging both these strengths and weaknesses, we validate the identity of each group and we recognize its existence and its importance to the society.




THANK YOU!

Latvijas Cilvēku ar īpašām vajadzībām
sadarbības organizācija SUSTENTO

www.sustento.lv

 Elizabetes iela 57-15, Rīga, LV 1050

 67590437; ©MC SUSTENTO

 sustento@sustento.lv