

Rethinking disability

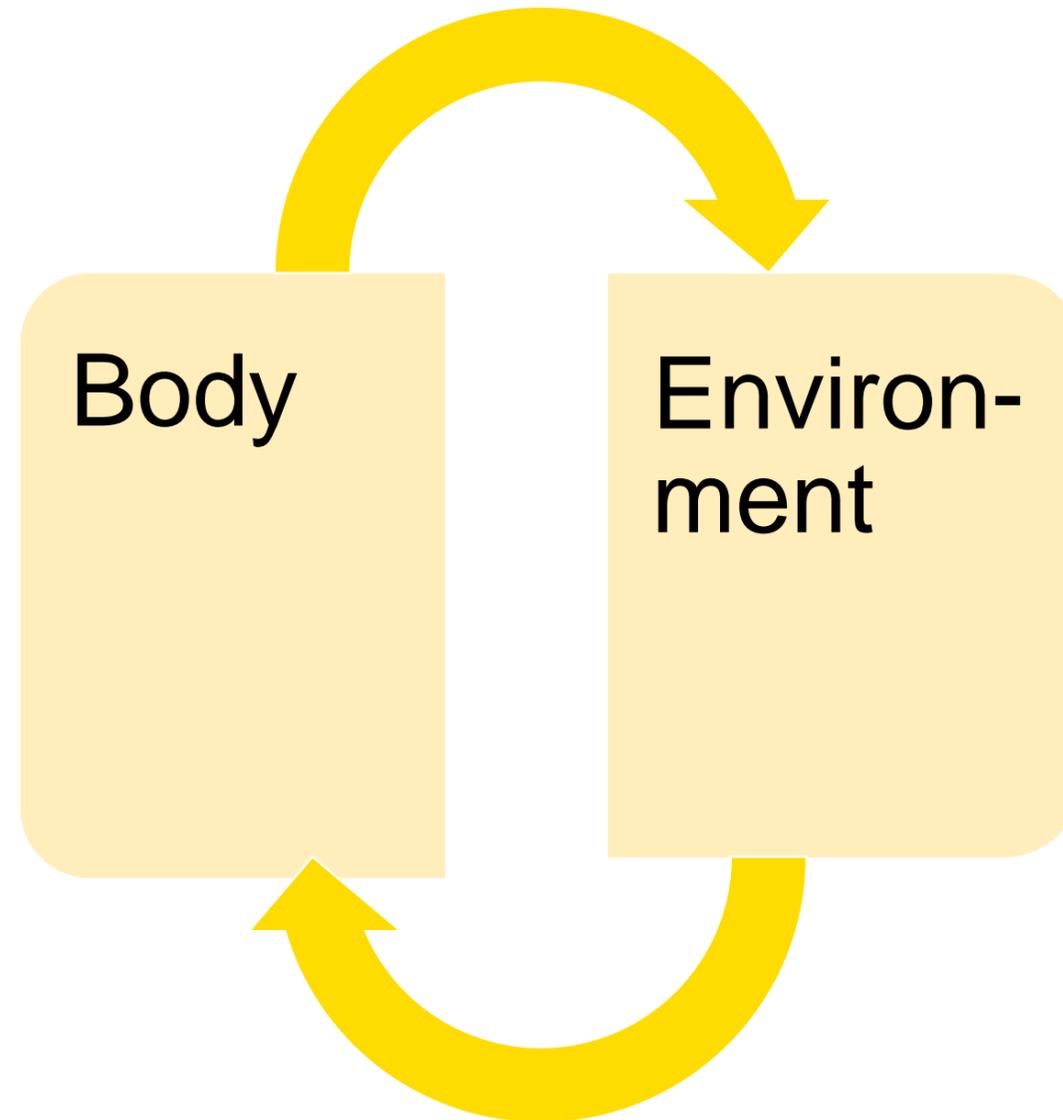
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Outline

- What disability to rethink?
- A framework derived from theorizing (re)habilitation
- Exploring re-thinking of disability
 - Concepts applied
 - The case of work life participation
 - Ultrabilitation
- Summing up

What disability to rethink?

- Disability as a two-dimensional phenomenon



A framework derived from theorizing

Strategy	Model	Practice	Vision
<i>Therapy</i>	Medical	Interprofessional	Collaborative practice
<i>Adapting the environment</i>	Social	Inclusive	Universal design
<i>Supporting difference</i>	Affirmative	Accomodative	Ultrabilitation



Key concepts in re-thinking disability

- Impairment effects
- Affirmation
- The normate
- Ableism

Thomas, C. 2012. "Theorising Disability and Chronic Illness: Where Next for Perspectives in Medical Sociology?" *Social Theory & Health* 10 (3): 209–228

Cameron, C. (2014) Developing an affirmative model of disability and impairment, in J.Swain, S.French, C.Barnes and S.Thomas (eds), *Disabling Barriers – Enabling Environments*, 3rd edn. London: Sage, pp. 24–30

Thomson, Rosemarie Garland (1997). *Extraordinary Bodies: Figuring Physical Disability in American Culture and Literature*. New York: Columbia University Press

Campbell, F. (2009). *Contours of ableism: The production of disability and abledness*. London: Palgrave MacMillan UK

The case of work life participation

- ADHD as a force of nature
- Aspergers enjoy repetitive work
 - Unskilled (cleaning)
 - Skilled (IT)
- Blind health professionals are better abled to help clients maintain dignity and privacy
- Services for disabled people *by* disabled people
- Disabled employees are more loyal than abled bodied employees

Disability tend to be perceived as incompatible with ordinary employment

Maravelias, C. (2020). Governing impaired jobseekers in neoliberal societies: From sheltered employment to individual placement. *Organization*, DOI: 1350508420970476.

Lundberg, C.S., Solvang, P.K. (2021). Reframing disability in the labour market. Narratives of value as told by employers. *Submitted and in revision*

Ultrabilitation

- Recovery is overstated
- Human flourishing as goal
- Therapy could be provided in less normalizing and more person-centered ways
- Referred cases
 - Sign language communication
 - Prosthetics in sports
 - Neurodiversity – Asperger's chic in Silicon Valley



Sum up

- Disability is a complex interaction between the body and society, between the medical and social
- The goal of rehabilitation can be understood as enhancing engagement in living

