

CONFERENCE CONTENT

WEDNESDAY, DECEMBER 1

NOTES FROM THE WORKSHOP SESSIONS



A D E C A D E O F D E M O C R A C Y
Achievements, Practices, Challenges & Partnership

SESSION 1: 08H00 – 09H45

Access to Government Information

Facilitator: Leslie Swartz, HSRC

Panellists:

Mymoena Ismail, City of Cape Town
Katherine de Tolly, Cape Gateway web portal
Fiona Farquharson, Jobworx

1. All information should be free (including this conference since it is Government-initiated)
 2. Where information comes at a price, there should be bursaries available
 3. Various sources of research and information are working in a disconnected way – there needs to be much more improvement in information sharing
 4. Bring back the Federal Council on Disability, to expand on the work that the Network, for example, is doing in the Western Cape
 5. Make use of existing structures – don't spend energy on creating new ones. The existing ones have gaps that can be identified, and then eliminated
 6. Research emphases must be identified and then applied to policy-making
-

Sport, Recreation, Arts and Culture

Facilitator: Marinda Calitz

Panellists:

Arthur Cowley, Disability Sport South Africa
Sandra Eastwood, Special Needs Museum Consultant
Ben Johnson, Georgia State University Biomechanics and Ergonomics Laboratory
Rod Solomons, Department of Cultural Affairs and Sport, Provincial Government of the Western Cape

1. Need to increase visibility and progressiveness
2. Increase the awareness
3. Don't fight about leadership issues – 2 different bodies can function under 1 umbrella
4. Access to information about Disabled Sport
5. Selection to the Paralympics dependent on involvement and achievement at initial level – therefore funding-dependent
6. Funding is a big issue (Paralympics funding is mostly from corporates and not government)
7. What type of awareness programmes are available?
8. Problem at grassroots level – poor capacity and how to get started. Not enough opportunities for startup – challenge lies here
9. Inclusion needs
10. Access to coaching
11. Access to facilities
12. Access to development
13. Need to be included in able-bodied events/ budgets / facilities/ etc

Arts inclusiveness required for:

- Self expression
- Creativity
- Personal Growth

Examples – Remix Theatre/ Frank Joubert Art School/ Cape Town Festival for Children (abled and disabled)

Accessibility – to facilities, stages, transport, coaching

Protective Workshops as Economic Entities

Facilitator: Lisa Venter

Panellists:

Gordon Robie, Training Workshops Unlimited

Christy Lynch, KARE, Ireland

Manthipi Molamu, National Department of Social Development

1. A collaborated, integrated, multi-dimensional approach needs to be taken
 2. Rural areas need to be drawn in to all initiatives
 3. Protected workshops vs supported employment – need to address how the two ideas can work together
 4. Need to start at school level
 5. Funding – need to address inherent dangers here (avoid supporting only one initiative)
 6. One size does not fit all – need to look at a series of interventions
 7. Need to turn the models on their head – start with placement and then do training
-

Legislation Awareness – Unpacking Disability Legislation

Facilitator: Maryam Wannenburg

Panellists:

Shakila Maharaj, Disability Consultant

Stacey Leslie, Progression

Susan Stelzner, Sonnenberg Hoffman Galombik

1. All government departments need to build “Reasonable Accommodation Needs” into their budgets
 2. Planning for budgets must be in consultation with people with disabilities
 3. There is a need to create an overall accessibility strategy plan and a skills development plan annually, linking Employment Equity; the budget; and the future needs of people with disabilities to a disability statutory body
 4. When recruiting people with disabilities, it is important to provide awareness training to employers so that discrimination is eradicated. If people with disabilities find themselves on the receiving end of discrimination they should protest – there is a need for lobbying and test cases
 5. Accessibility Plan should also include Occupational Safety Act. Emergency evacuation plans from buildings need to be included and/or implemented so as to address the needs of people with disabilities
 6. Legislation tools are in place. Implementation and monitoring are the problems
-

Inclusive Education

Facilitator: Douglas Chitepo

Panellists:

Sigamoney Naicker, National Department of Education

Caroline Taylor, Inclusive Education Western Cape

Ann Morton, Pineland North Primary School

Michael Watermeyer, Disability Unit, UCT

Vanessa dos Santos, Down Syndrome South Africa

1. Teacher Training

Teachers cannot know it all but can learn to take a pragmatic approach – learn by doing but accept that specialists are required for sensory disabilities – SUPPORT & RESOURCES MUST BE AVAILABLE

2. White Paper 6

In terms of policy South Africa has to test but implementation will take 20 years as there needs to be a whole system change – lack of resources and skills for implementation

3. Rural Areas

Special needs that must be addressed

4. Attitudes

Attitudes of the parents, staff, persons with disabilities, special schools, tertiary, educational institutions: all need a lot of work, as do professional bodies that exclude disabled persons through strict criteria

5. Incentive

Incentives for those who are being innovative (schools and tertiary institutions) should be used as an interim measure while the White Paper is being implemented. Inclusion costs money – those who are pioneering this should be rewarded financially even if this is only a temporary measure.

Disability is not an exact science!!

CONFERENCE CONTENT

WEDNESDAY, DECEMBER 1

NOTES FROM THE WORKSHOP SESSIONS**SESSION 2: 10H15 – 12H00****HIV/AIDS and Disability****Facilitator:** Marinda Calitz**Panellists:**

Steve Andrews, Council for Health Services Accreditation

Nombeko Mpongo, City of Cape Town

Margie Schneider, HSRC

Herman van der Watt, City of Cape Town

1. Disability Grants:
 - Discrepancies in grant criteria among provinces
 - need disability grant strategy for allocation as well as staggered withdrawal as person is reintegrated to work or temporarily improved
 - long waiting periods
2. Need debate on maximum correction regarding chronic illnesses, including disability
3. Rural Areas – access to information, illiteracy impact. Consider the impact of rape in rural areas. Need sign language training.
4. SA sign language – word issue “Positive” = good behaviour. Need terms Positive/ Negative to be addressed in adult training.
5. Need for research identified – no valid stats in SA regarding HIV/AIDS and disability. Little data available, but funding could be sourced. Need to research the risk of abuse and HIV/AIDS and cultural beliefs
6. Disability and HIV/AIDS need to be mainstream not stigmatised – Integrated Budgets for Disability, HIV/AIDS and EAPs, etc.
7. Disclosure and confidentiality – how far the patient is willing to go. Also including selective disclosure and shared disclosure.

Public Awareness and Accessibility Guidelines**Facilitator:** Leslie Swartz**Panellists:**

Guy Davies, Disability Solutions

Joan Seirlis, Consulting Architect

Code of Conduct:

1. Rules are mandatory, notes are not
2. Architects are a means toward access and the profession does want to contribute to quality of life and sustainability
3. Barrier-free environment is included as a note
4. Responsibility to inform clients of all aspects of the work that they want done regarding access
5. Equipment needs to be universally designed so that there is no need to cater for people with special needs. Get rid of barriers.
6. Why do we need to design special facilities, to universal principles?

Access is Access, no matter where you are. The goal should be for universal access and remove separate sections. Good accessibility benefits all. Need to change mind sets around public areas and let them benefit everyone.

Ask for professional advice when looking at access. Get it right first time!!

Steps to take with an Accessibility consultant:

1. Walk and talk – point out the problem
2. And highlight different areas and identify the problems with them
3. Consultation – make recommendations and refer to expert
4. Quantity survey – to make changes
5. Retain consultant as advisor to monitor the builder

What about resources?

1. Does not always have to cost
2. When money is tight, planning must be careful – prioritise

There are good guidelines in South Africa. They must be enforced and people who don't comply must be taken to task. Need to become more militant about lobbying for universal access. Need to become more active, give constructive criticism and get our view point heard. Universal access is the only way to gain access to all parts of life. Often government does not do proper consultation with experts and wastes money. Government is often guilty of ignoring its own guidelines.

We are a diverse society with different cultures and environments. We can't use a standard urban framework for rural areas. We need to explore beyond urban areas and develop strategies that do not isolate people in the rural areas.

No access at tourist venues? You must raise your concern with people on site and point out the problem with the building. Often it is ignorance within the public and the onus is on us to make a noise and educate people.

Government shows short-term commitment to these issues. New buildings must be designed to fit the users. Look at non-mechanical solutions to access as a priority.

Higher Education institutions are not training architecture students around issues of universal design. Seen as a fringe topic and only now is senior staff slowly coming around to the idea.

Maybe need to bring about legal challenges to force government to address these issues. The laws must be tested and we need to keep pushing it.

People and organisations can work with the media to raise awareness: television, print and radio.

Training and Capacity Building

Facilitator: Douglas Chitepo

Panellists:

Rustim Ariefdien, Altitude Workforce Solutions

Beatrice Koopman, Business for Good

Nathan Burrell, Minority E-Commerce Association (MECA), USA

Learnerships

Criteria for admission need to be more flexible – many learnerships do not lead to employment and this can be devastating.

Recruitment/Job Placement Agencies

Responsible for the majority of entry-level placements, agencies need to be worked with so that disabled can be developed to this level like other staff members (job creation can be useful here).

Partnerships

Partnerships between Business, NGOs and Government – don't rely solely on Government to move things forward. Collaborate for political clout.

SETAs

Many have not yet addressed Disability yet.

Positive Approach

Approach must be positive – market the abilities not disabilities!!

Business

Businesses are looking for persons with disabilities to employ – but they need middle and senior management – work is needed to persuade employees of this.

National Disability Legislation – A Proposal

Facilitator: Maryam Wannenburg

Panellists:

Anita Vosloo, Department of the Premier

Vincent Gore, Member of Parliament

Lewis Nzimande, Member of Parliament

Jerome Bickenbach, Queen's University, Canada

1. Need for unity and focus in Disability Sector
2. Need for research – a body of knowledge to influence the legislative process
3. Need for education and sharing legislation with consumers
4. Need to test legislation
5. Important for OSDP to provide workshops
6. All monitoring mechanisms need to be collated
7. People with disabilities need to be included on the CCMA as advisors (conflict issues resolved by people with disabilities themselves)
8. There should be incentives to employers for employing people with disabilities
9. Eliminate the definition of disability – we are looking for integration

Practical Lessons and Success Stories

Facilitator: Lisa Venter

Panellists:

Peter Muller, Amasondo Esibindi

Christy Lynch, KARE, Ireland

Portia Loyilane, Disabled People South Africa

Zelda Coetzee, Lentegour Hospital

1. An integrated approach to Learnerships is needed
2. There is a need to include all people, to ensure that there is benefit for all, and to economically empower
3. Funding is always an issue
4. Supported employment needs to be investigated
5. There needs to be accountability for all persons involved
6. There is a need for a uniform voice

CONFERENCE CONTENT

WEDNESDAY, DECEMBER 1

NOTES FROM THE WORKSHOP SESSIONS**SESSION 3: 13H45 – 15H30****Independent Living****Facilitator:** Lisa Venter**Panellists:**

Zelda Coetzee, Lentegeur Hospital

Johann Pfuhl, Quadriplegic Association of South Africa

Charles Jordan, Western Cape Department of Housing

1. Huge need for information on how to access information on subsidies
2. Comparison and bench-marking against model in Ireland
3. Intellectual disability not considered a disability a disability in terms of housing subsidy allocations
4. Need to build on models such as the QASA model (Johann Pfuhl presentation)
5. Need a clear definition for disability
6. Social issues need to be addressed in conjunction with the social development department

Business Case for Disability**Facilitator:** Marinda Calitz**Panellists:**

Jeremy Opperman, Disability Solutions

Nathan Burrell, Minority E-Commerce Association (MECA), USA

1. Change required in the Corporate and Social arenas
 - Shift from BEE to DEE (both)
 - Executive involvement
 - Consumer rights and market share
 - Consider long-term savings after the initial layout
 - i. Employment
 - ii. Empowerment
 - iii. Fewer grants
2. Change in focus of entrepreneurship required
 - Away from mostly unemployed, informal
 - Develop market strategies
 - Business Case (Corporates to assist/support)
3. Multinational trade opportunities: should include preferential percentage of profits going to people with disabilities in SA
4. Rural Communities, access to information, transport, etc
 - How does business give opportunities to grow
 - Use existing systems in communities (eg, churches, libraries)
 - People with disabilities to start with self-development
5. Information Access
 - How do we access Government funding?
 - How do we inform Corporates of our needs?

Access to the Law

Facilitator: Maryam Wannenburg

Panellists:

Jerome Bickenbach, Queen's University, Canada

Henry Shields, Personal Injury Consultant

Sarah Christie, UCT Institute of Development and Labour Law

1. Regarding the previously disadvantaged communities: there is a lack of information being disseminated. People are still unaware of their rights. Documents need to use simple language and be short.
 2. Workers with disabilities needing RA support can get sidelined when presenting a case at the CCMA regarding a problem of impairment. RA falls under the Employment Equity Act and the CCMA does not allow access to advocacy groups to support people with disabilities in their cases.
 3. Sign language needs to be promoted. The Justice Department and the CCMA Deaf Interpreters are not on same level as other language interpreters – budget needs to be addressed. The Freecall HIV/AIDS line is great but doesn't accommodate the deaf.
 4. There is a need to elevate more champions with charisma and drive that will provide inspiration to people with disabilities.
 5. Create Awards of Recognition so as to promote and publicise disability.
-

CONFERENCE CONTENT

WEDNESDAY, DECEMBER 1

NOTES FROM THE WORKSHOP SESSIONS**SESSION 4: 16H00 – 17H30****Health Care****Chairperson:** Leslie Swartz**Panellists:**

Elizabeth Pegram, Western Cape Department of Health
 Richard Burzelman, Western Cape Department of Health
 Patricia de Villiers, Western Cape Department of Health

1. All people with disabilities have the same rights to access to services, whether they need sexual/reproductive health services or sign language interpretation services.
2. Health promotion and prevention are important in health care services. Accidents as a case of disability are preventable events.
3. Community-based approach is the way forward to creating safe and healthy environments.
 - a. advocacy for people with disability
 - b. access to health care
4. People must be active and proactive in demanding services.
5. Recognition that progress has been made since Access 2002 and that partnerships can and do make a huge difference!

Access to Public Transport**Facilitator:** Marinda Calitz**Panellists:**

Wanda le Roux, Western Cape Department of Transport and Public Works
 Dominique Souchon, OSDP
 Vuyisile Mdoda, Golden Arrow Bus Service
 Jim Stanbury, Arcus Gibb

(Session mostly followed advocacy principles with free flow inputs)

1. Consider long-term money sense in placing alternatives that would allow full access to all people (including people with disabilities) eg, rolling stock level with platform will save time for all to access
2. Consultation strategies take place during initial pre-launch stages, yet during budget phase, no input/consultation takes place (often disability access is cut due to budget constraints)
3. Direct request to National Minister of Transport: Provinces and Local Government must have more direct input as full partners – regarding budget aspects as well as full project processes
4. Disability action groups/stakeholders must advocate and claim the space that is a human right. Alternatively take issues to the Human Rights Commission indicating that the percentage allocation from the budget for disability access has not been met
5. Information must be placed in the Public Domain early in the process and with full transparency

6. We are saturated with plans/designs/strategies/pilot projects, etc, that are re-invented and repeated; often the costing exercise is done too late in the process. NEED ACTION/ACCESS NOW
 7. Need a National Strategy to prevent disability access being the aspect that is invariably CUT at the end of the process
-

Equity Initiatives

Facilitator: Lisa Venter

Panellists:

Karen Smit, Karen Smit Consulting

Stacey Leslie, Progression

Meko Magida, Magida Human Capital Corporation

Christy Lynch, KARE, Ireland

Nathan Burrell, Minority E-Commerce Association (MECA), USA

1. Need to be careful how EE and BEE are marketed
 2. Success stories need to be used for marketing
 3. Disability needs to be brought to the top of the list
 4. Use Trade Unions and employers to market to organisations
 5. Need a uniform face for disability
 6. One issue needs to be addressed at a time
 7. Not a Government issue, but rather a social issue.
-