

CAIP Innovative Attitude Change Project Proposal - Advancing Access and Inclusion

Project Title: SCI Encounters: How Would You React?
Submitted by: SCI Manitoba
Sector Targeted for Attitude Change: <input checked="" type="checkbox"/> Employers, <input checked="" type="checkbox"/> Youth (preschool – Grade 12), <input type="checkbox"/> Community (geographic community or community of interest)
Specific Audience To Be Reached: Employers and High Schools who have people who sustain spinal cord injuries returning to these environments post spinal injury.
Specific Attitude To Be Established: To increase understanding and sensitivity about spinal cord injury, by reducing fear, myths and wonder about the realities of living with a spinal cord injury or other disabling conditions. These factors create barriers for return to employment, return to the student body and inclusion in a more welcoming community. The training focuses on attitudes and human factors, while addressing concerns including legal requirements, duty to accommodate and the incorporation of appropriate language.
Geographic Reach: Within the city of Winnipeg and specific locations when members are returning to their home communities.
Project Description Summary: Delivering high impact training sessions, changing the perception of disability, ultimately the attitudes and inclusiveness of the community. The project would have a repertoire of 8 interactive and fun modules that facilitate group exercises, These activities would be individualized to meet the needs of the specific targeted group.
Module 1: Tuning In Discussion of past experiences with people with disabilities. Highlights the importance of inclusion.
Module 2: Choosing a Disability Focuses on the emotional reactions to specific disabilities.
Module 3: Profiling Reveals the impact of stereotypes on hiring and inclusion.
Module 4: Reasonable Accommodation Evidences what is expected in terms of the Access Manitoba Act and Employment Equity?
Module 5: Fact or Fiction Completion of a questionnaire to explore the accuracy of the participant's current information regarding disability.
Module 6: Calendar Game Explores how companies can redesign jobs or job carve within existing internal protocols to ensure return to work opportunities for injured workers.



Canadian Access and Inclusion Project

Projet canadien sur l'accès et l'inclusion

Module 7: Encounter

A panel discussion with people who are living with a spinal cord injury.

Module 8: Ask It Basket

This module can be combined with module 7 and the panel members can respond to audience questions.

Project Outcomes: Heightened awareness and attitude change to enhance more inclusive work and school environments.

Increased employment opportunities and return to school for education completion in supportive environments.

Project Lead and Partners:

Darlene Cooper, members of the SCI membership in Manitoba and targeted employers. Potential partners include but are not limited to; Manitoba Employment Equity Practitioners Group, Disabilities Issues Office, and the Chamber of Commerce.