

2244 Tackling invisible disabilities

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Union notes:

1. That being disabled is a defined characteristic.
2. Around 10% of UEA's population is classed as disabled, however only 532 students have self-defined on the SU website.
3. While there generally is an issue around self-definition this would mean only ¼ of those who are eligible have registered.
4. This issue has been ongoing. In 2016 Union Council passed motion 1858 'We are not unicorns' which advocated to campaign to raise awareness of invisible disabilities
 - a. Most of this motion has never been actioned, apart from a brief campaign in Disability History Month 2017/18, which only happened as the students with disabilities officer organised and ran it.
5. Students with disabilities are increasingly affected by increased cuts to DSA and the university's non-action.
6. Multiple motions this year have been brought to council around the university's inaccessibility.
7. As a Union we have previously convinced the university to take action through taking actions ourselves, through campaigns such as Never Ok.
8. Almost all of this work has been previously left to the part time Students with Disabilities Officer.

Union Believes:

1. That as a union we should do everything in our power to make sure every disability is acknowledged and taken into account.
2. One of the largest factors in the isolation of disabled students is ableist language.
3. Another is people's insecurities when around students with disabilities.
4. This campaign is too large for a part time officer to run, especially one with a disability.

Union Resolves:

1. That all society, club and student leader training should include an aspect of ableist language and disability confidence.
2. That all risk assessment for events should include some kind of accessibility checklist of things to consider, for each type of event.
3. That we should include disability confidence training in the training all student facing staff, both career and students, receive when they take up employment with us.
4. That all permanent bar staff should receive mental health first aid training, with the possible expansion to team leaders and student managers.

5. That the union invest in signage that indicates not every disability is visible, such as toilet signs.
6. To mandate the Student Officer Committee to make the not every disability is visible campaign all year round, with proper support, such as the Never OK campaign.
7. To mandate the Welfare Community and Diversity Officer, along with the Activities and Opportunities Officer to coordinate better support and awareness for Umbrella.
8. To mandate the incoming student officer committee for 2018/19, to ensure they carry out the resolves of motion 1858, and to have this affirmed to all new full-time officers when they take office, specifically the Welfare, Community and Diversity Officer.