

EMPOWERING THROUGH ACCESS: ENSURING INCLUSIVE ENVIRONMENTS FOR ALL



"The world worries about disability more than disabled people do"
 - Warwick Davi -

The above lines from Warwick Davi narrates the real picture of a Differently abled person. Differently Abled Persons worry about the denial of freedom to move around. It is very hard to find support to move around the city in a local transit, or do personal things alone. In this discussion, we address the fundamental issue of the accessibility challenges faced by differently-abled individuals globally.

Many of us may take the act of moving around in the physical world for granted. Many times a day, we cross, go around, or pass through barriers like curbs, thresholds, stairs, sidewalk gratings, obstructions, and small spaces. Signs, traffic lights, loudspeaker announcements, and other sources that guide us or provide us with vital information may go unnoticed by us.

But for those of us who struggle with physical limitations, a curb or a flight of stairs can be formidable obstacles. Even those with perfect hearing often find it difficult to understand the announcements made over the airport loudspeakers; others who are deaf or hard of hearing may not hear them at all. No matter how strategically placed

or how much information they include, signs are useless for someone who is not able to hear.

Disabled only becomes incapacitating when it keeps an individual from accomplishing their goals or necessities. If a lawyer has access to the courtroom, the law library, and any other locations, resources, or tools she needs to do her duties effectively, she can be just as productive in a wheelchair as she can be without one. If a person with hearing impairment can converse with clients and helpers, they can work as a master carpenter or as the head of a chemistry lab. Even with mental illness, one can be an exceptionally talented scholar or theorist. Some have referred to Nobel Prize winner John Nash, the subject of the film "A Beautiful Mind," as the most significant mathematician of all time.

Approximately 18% of the population experiences some form of disability. This percentage increases to 72% among individuals aged 80 and older, while it decreases to 11% for children between the ages of 6 to 14. Around 4% of the population aged 6 and above requires significant assistance with one or more activities of daily living.

WHY ENSURE ACCESS FOR PEOPLE WITH DISABILITIES?

It is the law. Fifty-five countries

have either passed specific laws concerning the rights of people with disabilities, or have enshrined those rights in their constitutions.

It's a matter of fairness and respect. People with disabilities have the same rights as others, including the right to fully participate in community life.

Failing to ensure accessibility wastes talent and energy. Many people with disabilities are competent at important jobs and may do remarkable work. Denying people access to employment, education, or services is not only unfair but it also wastes human resources and makes society poorer.

It makes good business and economic sense. For commercial operations of any kind, accessibility means that people with disabilities can become customers, increasing sales volume and profits. Furthermore, if a firm is a good place for customers with disabilities to do business, their reputation will be affected positively.

Many people with disabilities already have a difficult life. It's a simple human decency not to make people's lives any harder; as a civilized society it's our duty to help those in need.

People with disabilities add

diversity to the community, and that diversity enriches the community. If they can integrate into the community, they will have the opportunity to make more friends and more people will have the opportunity to know them.

Accessibility Challenges

As the 20th century came to an end, there was a growing understanding and attention given to the needs and rights of individuals with disabilities. The Americans with Disabilities Act, passed by the US Congress in 1990, recognized and formalized these needs and rights into a set of guidelines for people with disabilities to have access to opportunities such as employment, services, education, and entertainment, as well as physical areas such as buildings and public spaces. The United Nations Standard Rules on Equalization of Opportunity for Persons with Disabilities were the U.N.'s response in 1993. As of this writing, more than 50 nations have amended or revised their constitutions to include provisions addressing the rights of people with disabilities. More lately, in 2008,

Disability advocates and individuals with disabilities themselves must continue to strive for a future in which everyone's needs are recognized and satisfied until individuals with disabilities are barely identifiable as having disabilities due to their universal physical, social, and political access. Even if that is accomplished, work will still need to be done to maintain those conditions and make sure that the world doesn't revert to the past, when people in wheelchairs couldn't access certain locations, people with hearing or vision impairments couldn't receive certain messages, and businesses, employers, and service providers excluded people who weren't exactly like the majority.

Conclusion At least a ramp for all

Access for people with disabilities improves access for everyone. Making public spaces and facilities physically accessible for people with disabilities also makes them more accessible for people who may not have disabilities, including families with baby strollers, skateboarders, and bicycle riders. Making ramps a built-in feature of the environment benefits everyone.

CULTURE OF SAFETY

“Culture Is Shared Beliefs, Behaviors & Characteristics”



“Safety culture is the collection of the beliefs, perceptions and values

that employees share in relation to risks within an organization, such as a workplace or community”. Improving the culture of safety within health care is an essential component of preventing or reducing errors and improving overall health care quality. Studies have documented considerable variation in perceptions of safety culture across organizations and job classifications.

Safety culture has been defined and can be measured, and poor perceived safety culture has been linked to increased error rates. However, achieving sustained improvements in safety culture can be difficult. Specific measures, such as teamwork training, executive walk rounds, and establishing unit-based safety teams, have been associated with improvements in safety culture measurements and have been linked to lower error rate. Safety culture is fundamentally a local problem, in that wide variations in the perception of safety culture can exist within a single organization. The perception of safety culture

might be high in one unit within a hospital and low in another unit, or high among management and low among frontline workers.

How to build a safety culture in the organization?

- **Induction of all Employee:** All employees are provided with an induction program so as to familiarize the organizational policies and adhere strictly with them for a sound functioning.

- **Ongoing Training:** All employees are provided with an ongoing program within the department so as to brush-up with the exciting departmental policies and updates to adhere strictly with them and skill development of the employee.

- **Continuous Awareness:** All employees are provided with an ongoing program within the organization so as to brush-up with the exciting policies and updates to act accordingly, to adhere with them and skill development of the employee.

- **Safety Infrastructure Availability:** by providing the basic safety measures and safety gears according to the nature of work for the employee.

- **Lead by Example:** Brain storm the event, educate/ train or point out the correction by quoting examples for better involvement of employee to easily get related to an incident so as to reduce the repetition and risk of incidence.

- **Blame free Reporting culture:** “Err is human”. Never blame the employee/ department for occurrence of any event occurred unintentionally but encourage to report the unintentional event. Identify the actual reason (root cause analysis), take corrective action and preventive action and share the report among the stakeholders with masking the details of people/ department involved.

How to Measure and Achieve a Culture of Safety?

Safety culture is generally measured by surveys of providers at all levels. Available validated surveys include AHRQ’s Surveys on Patient Safety Culture™ (SOPS®) and the Safety Attitudes Questionnaire. These surveys ask providers to rate the safety culture in their unit and in the organization as a whole, specifically with regard to the key features.

“Systems awareness and systems design are important for health professionals, but they are not enough. They are enabling mechanisms only. It is the ethical dimensions of individuals that are essential to a system’s success. Ultimately, the secret of quality is LOVE. You have to love your patient, you have to love your profession, you have to love your God. If you have love, you can then work backward to monitor and improve the system.”

- Avedis Donabedian -



Total No. of Patients : 159
Total amount spent : 14,24,955

CARDIOLOGY	14
CRITICAL CARE MEDICINE	4
GASTRO SURGERY	9
GASTROENTEROLOGY	4
GENERAL MEDICINE	25
GENERAL SURGERY	15
NEONATOLOGY	15
NEPHROLOGY	28
NEUROLOGY	6
OBSTETRICS AND GYNECOLOGY	3
ORTHOPEDICS	10
PEDIATRIC SURGERY	1
PLASTIC SURGERY	1
PULMONOLOGY	3
SPINAL SURGERY	2
UROLOGY	10
VASCULAR AND ENDOVASCULAR SURGERY	3
VASCULAR AND INTERVENTIONAL RADIOLOGY	2
NEURO SURGERY	4

DID YOU KNOW?

Over 1 billion people globally experience disability (1 in 7 people).

- 70 mil people need wheelchair only 5-15% have access to one.

- 12 million people with disabilities report difficulties using public transport.

- 75 mil people need a wheelchair: only 5-15 % have access to one

- Some persons with disabilities die up to 20 years earlier than those without disabilities

- According to UNICEF, 30 per cent of street youths have some kind of disability.

- Mortality for children with disabilities may be as high as 80 per cent in countries where under-five mortality as a whole has decreased below 20 per cent, says the United Kingdom's Department for International Development, adding that in some cases it seems as if children are being "weeded out".

EDUCATION



- The global literacy rate for adults with disabilities is as low as 3 per cent,

and 1 per cent for women with disabilities, according to a 1998 UNDP study.

- Ninety per cent of children with disabilities in developing countries do not attend school, says UNESCO.

EMPLOYMENT



- An estimated 386 million of the world's working-age people have some kind of disability, says the International Labour Organization (ILO). Unemployment among the persons with disabilities is as high as 80 per cent in some countries. Often employers assume that persons with disabilities are unable to work. (ILO)

- Even though persons with disabilities constitute a significant 5 to 6 per cent of India's population, their employment needs remain unmet, says a study by India's National Centre for Promotion of Employment for Disabled People, in spite of the "People with Disabilities" Act, which reserves for them 3 per cent of government jobs. Of the some 70 million persons with disabilities in India, only about 100,000 have succeeded in obtaining employment in industry. (NCPED)

- A 2004 United States survey found that only 35 per cent of working-age

persons with disabilities are in fact working, compared to 78 per cent of those without disabilities. Two-thirds of the unemployed respondents with disabilities said they would like to work but could not find jobs. (International Disability Rights Monitor, 2004)

- A 2003 study by Rutgers University found that people with physical and mental disabilities continue to be vastly underrepresented in the U.S. workplace. One-third of the employers surveyed said that persons with disabilities cannot effectively perform the required job tasks. The second most common reason given for not hiring persons with disabilities was the fear of costly special facilities. (Dixon, Kruse, Van Horn, 2003)

- The Job Accommodation Network (JAN) of the U.S. Department of Labor's Office of Disability Employment states that the employers in the 2010 study reported that a high percentage (56%) of accommodations cost absolutely nothing to make, while the rest typically cost only \$600. (JAN)

- Companies report that employees with disabilities have better retention rates, reducing the high cost of turnover, says a 2002 U.S. study. Other American surveys reveal that after one year of employment, the retention rate of persons with disabilities is 85 per cent. (Unger, 2002)

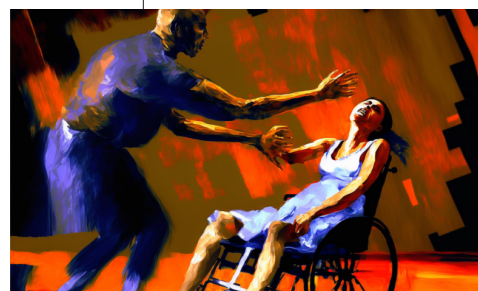
- Thousands of persons with dis-

abilities have been successful as small business owners, according to the U.S. Department of Labor. The 1990 national census revealed that persons with disabilities have a higher rate of self-employment and small business experience (12.2 per cent) than persons without disabilities (7.8 per cent). (U.S. Census of Population and Housing, 1990)

VIOLENCE

- For every child killed in warfare, three are injured and acquire a permanent form of disability. (Disabled World)

- In some countries, up to a quarter



of disabilities result from injuries and violence, says WHO. (WHO)

- Persons with disabilities are more likely to be victims of violence or rape, according to a 2004 British study, and less likely to obtain police intervention, legal protection or preventive care. (Dodd, Tricia, et al., 2004)

- Research indicates that violence against children with disabilities occurs at annual rates at least 1.7 times greater than for their peers without disabilities. (Global Campaign for Education, 2011)