Flip the Script

ACCESSIBLE WORKPLACES ≠ RAMPS

ACCESSIBLE WORKPLACES ≠ COMPLIANCE

DISABILITY-LED TRANSFORMATION OF WORK

Myth of the ‘Ideal Worker’

ALWAYS AVAILABLE

ALWAYS PRODUCTIVE

NEVER VULNERABLE

REALITY: THAT WORKER DOES NOT EXIST

From Medical to Social Model

MEDICAL MODEL: **FIX THE PERSON.**

SOCIAL MODEL: **FIX THE SYSTEM.**

DISABILITY = BARRIERS, NOT BODIES.

Universal Design = Disability Gain

DESIGN FOR THE MARGINS → WORKS FOR EVERYONE.

INCLUSION DRIVES INNOVATION.

India’s ‘Broken Chain’

ACCESSIBLE OFFICE.

INACCESSIBLE COMMUTE.

INCLUSION MUST BE END-TO-END.

Digital & Communication Access

ACCESS ISN'T JUST PHYSICAL.

CAPTIONS.
SCREEN-READER COMPATIBILITY.
PLAIN LANGUAGE.
MULTI-MODAL COMMUNICATION.

CLARITY BENEFITS ALL.

RPWD Act, 2016

RIGHTS EXIST.

IMPLEMENTATION VARIES.

INCLUSION ≠ QUOTA.
INCLUSION = CAREER PATHWAYS.

Gender × Disability

EXCLUSION IS LAYERED.

GENDER.
CLASS.
RURAL–URBAN DIVIDE.

WHOSE DISABILITIES ARE VISIBLE?

Productivity & ‘Crip Time’

SPEED ≠ VALUE.
HOURS ≠ IMPACT.

REST. CARE. FLEXIBILITY.
HUMAN RHYTHMS MATTER.

Your Ethical Responsibility

**IF IT WORKS FOR THOSE WITH HIGH SUPPORT NEEDS,
IT WORKS FOR EVERYONE.**

STOP ASKING:
“HOW DO WE FIT DISABLED PEOPLE IN?”

START ASKING:
“HOW DOES DISABILITY RESHAPE WORK?”