Diversity Exercise

Discussion Question 1

Sometimes when it comes to people with disabilities, we often do not know how to approach a situation, so we try to ignore it as though the situation doesn't exist. Sometimes we overhear someone say something that is offensive about a person with a disability.

Example: You are at work at someone imitates one of your riders with epilepsy, shaking his body, sticking out his tongue to one side, slurring his speech and walking awkwardly.

- What do you do?
- Is it possible to turn uncomfortable or offensive situations into a positive learning opportunity? If so, how?
- Think of an example of how as an employer, you could turn a negative situation into a positive outcome.

Discussion Question 2

If occasionally, others find some common words or expressions you use offensive or hurtful, but you know that you do not mean them that way and you think they are harmless, would you continue to use them?

Example: You are with a group of people and are talking about a person you all know with mental illness (who is not present at the time) as a "mental case" and describe the person as "psycho". One of the people in the group calls you out and says that you should not use those terms.

- Under what circumstances would you continue to use the terms?
- What would get you to change your mind and stop?
- If you were not the one using the words, but it was one of your best friends, and you thought it was inappropriate, would you say anything?
- If it were one of your staff and you were at work and overheard it, but it was not directed at any of your other staff members or passengers, would you say anything? If yes, what would you say? If no, why not?

Discussion Question 3

- What are some common stereotypes about people with disabilities in the workforce?
- What are some common fears employers have about hiring people with disabilities?
- Have you ever had someone with a physical disability at your place of work?
- Have you ever had someone with a cognitive disability at your place of work?
- What issues arose as a result of a person with a disability working for your organization?
- Has your agency ever actively recruited people with disabilities for your work team? If so, how did you go about doing that?

Discussion Question 4

- Do you think we should treat people differently based on their age, be it "old" or "young?"
- In what ways should both age groups be treated the same?
- In what ways should older people be treated differently than young people?
- At what age should you not be working full time anymore? What should dictate this decision?
  Give examples to support all of your answers.