



University of
Sheffield

iHuman



Wellcome Anti-Ableist Research Culture launch event



**A write-up from both our in-person and offline
launch events.**

They took place on the 3rd and 5th of December as Part
of Disability History Month.

<https://www.sheffield.ac.uk/ihuman/waarc>



On the **3rd and 5th of December** **Sheffield University** held an event about making university a better place for disabled **researchers**. **Researchers** find out and write about new things.

This event was called the "**Wellcome Anti-Ableist Research Culture**" Launch Event.

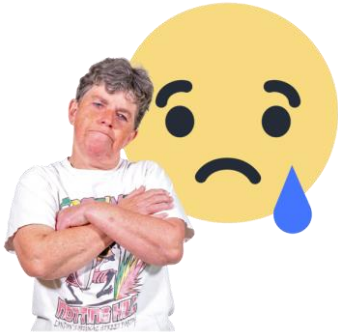


We heard people from the university **talk about** the project. There were also many different groups, services, and people from our community who **got involved** in the day's activity.

This leaflet is in **Easy Read**. Easy Read is a way to explain things in a plain and accessible way.



What is 'Wellcome Anti-Ableist Research Culture'



Like all disabled people, disabled researchers face **ableism**. **Ableism** happens when a disabled person is treated **unfairly** compared to someone without a disability.



The **Wellcome Trust** have given us money for the project. They think it is important for us to look at how to make the experience of disabled **researchers** better.



Anti-Ableism is working towards things being equal and without discrimination. Wherever they are, disabled people want to work in a team where their differences are valued. **This includes when working at university.**



To work as a better university, the project team have worked with **Disabled People's Organisations**. They want to make sure **ableism is challenged** and better ways of working are found.

What is 'Wellcome Anti-Ableist Research Culture'



The project team want to **learn** about how the University of Sheffield works now and how it can be better. Learning a lot about this topic is called doing **research**.

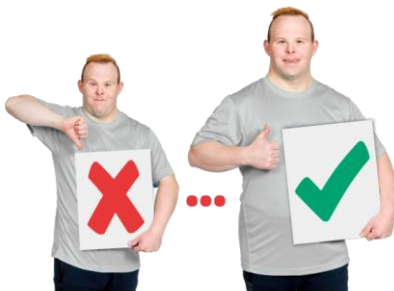


The aim of the project is to change the **culture** of the university. This means changing the way the university works so that disabled researchers feel **supported and valued**.



The project team will:

- Find new, **better** ways to **hire and support** disabled researchers
- **Improve work conditions** for disabled researchers.



What is 'Wellcome Anti-Ableist Research Culture'

The project team will also:



- Create and share **guidelines** on how to make university events and research **open to everyone**. **Guidelines** are rules for organisations to follow.



- Give money to projects that make university a **better place** to be a disabled researcher.



This part of the leaflet has summarised the meaning of the "**Wellcome Anti-Ableism Research Culture**" title from the launch event. It has also looked at what the project team **will do** after the launch event.



A special thanks must go to **Vicky and Phonix from Speakup Self Advocacy Service** for their presentation around accessible language on the day of the launch event.

On the day... everybody met...
Midgitte Bardot, Tito Bone and
Romeo De La Cruz
(Left to Right)



AKA 'Unsightly Drag and Friends'
from:

quiplash
queer crip access arts

Lights, Camera, Action...

Singing, Lipsync and Dance Acts



Performances all about...

Queer and Trans Experiences

LGBTQIA Joy



Performances all about...

Disability Pride

Challenging Ableism



Other Pictures from the Day



Photos from presentations, talks and audience participation.

Reflection questions

People were asked about their experiences of **accessibility** as a disabled person. This means they talked about how to make events **open to everybody**.

What is one thing that makes you feel included?



When people follow support plans properly.

More accessible Information!



Being able to ask questions.

Not always being told nothing can be done to help me because there is not enough money. Finding creative ways to help.

Having things at events that I like to do. The art supplies at this event helped me to listen.

Reflection Questions

People were asked about their experiences of **accessibility** as a disabled person. This means they talked about how to make events **open to everybody**.

What kind of support do you need to include anti-ableism in your work culture?

We need time for training and learning from other disabled people peer-to-peer



Access should be given more importance for funding. Services and universities need to help people take part to make change happen.



Staff need to be paid for their time when planning the best ways to meet access needs.



Reflection Questions

People were asked about their experiences of **accessibility** as a disabled person. This means they talked about how to make events **open to everybody**.

If you could dream up one thing the University of Sheffield could do to be more inclusive of disabled staff, what would it be?



Coproduce each big event with different access needs in mind.



Make and support peer networks e.g., a neurodiverse staff network.



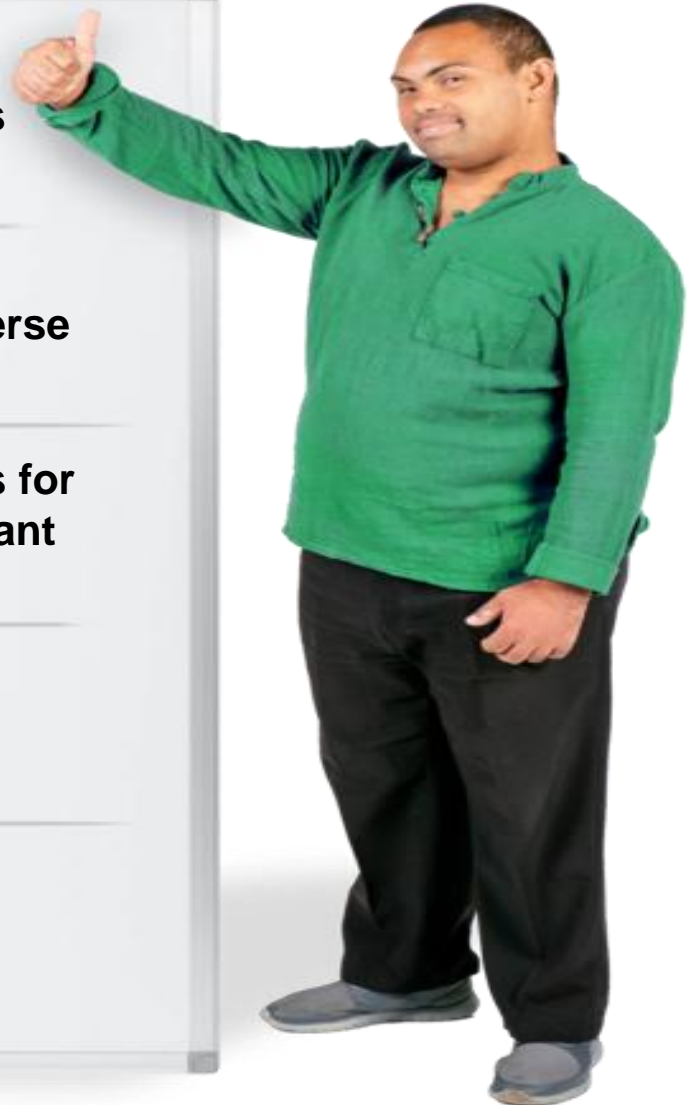
Keep note of access needs for regular staff who do not want to repeat themselves.



Do not be scared to fail in access work. You will learn as you go.



Understand that care needs are important!



'Why shouldn't a disabled person work from bed or somewhere comfy? If they're getting the work done- then why do they 'have' to work in different ways?'

Questions for the panel



The panel of disabled researchers and activists were asked about their experiences of **accessibility** as disabled people. Here are some of their answers:



Why is disability access important to you?



Disabled people need support to do things **how is best for them**. People need to understand this applies to everything!



Making events open to everybody means **doing things differently**.



Why isn't disability access **important** to the people running things? It should be. We need to ask that question more!

Questions for the panel



How does disability access affect your work?



If there is no accessibility, **I can't work.** Or I go to work and risk making myself more unwell.



People need to **keep safe when they work.** Sometimes this means not going to work at all.



Things take longer to get done as disabled people. **Extra time** needs to be put in our day for things like moving around.

Questions for the panel



Is there something from people in the disabled community that you want more people to know?



Don't think I can't do anything! I wish people would give me chances to **show what I can do!**



Not getting everything you want done should not be seen **as bad all the time.**



I want people to know that **doing things wrong** is okay.

Questions for the panel



What questions do you have for each other and the audience?



Who decides if a **disabled person has been treated unfairly?** It should also be disabled people in that conversation



How do we make sure people who couldn't make an event like these **get their voices heard?**



Who should we let fight **unfair** and **ableist** behaviour? Me? You? Someone else?

Online workshop questions



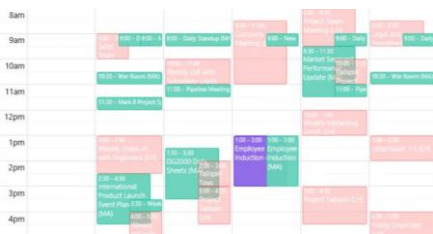
Similar to the panel in person, there was a workshop held online. People online were asked about their experiences of **accessibility** as a disabled person. This means they talked about how to make events **open to everybody**.



What are the necessary access needs for you?



There needs to be **enough space for me** and my mobility aids in the event room.



When I am working, I need to have **gaps** between my meetings!



I need **time and space to relax** as part of my day.

Online workshop questions



What access requirements are you always providing every time you organise a meeting or event?



We create **accessible** information!



We must make sure event spaces are **suitable** for people attending.



We work with people over a **long period of time** to understand their access needs.

Online workshop questions



What are the things that you want to explore and learn about and try around accessibility?



I want to explore how to have **difficult conversations about access** that lead to better understanding.



I want to learn what to do when people cross my **boundaries**.



People **new** to access and **experts** should all learn different ways to **make spaces accessible**.



I want to learn what to do when my access needs **clash** with someone else.

Online workshop questions



What is something that you know needs to be addressed but that you do not have the capacity to address right now?



I do not know how to **balance** my own access needs as a disabled staff member with the **access needs** of disabled event attendees.



To create meaningful and accessible events we need more **money**. People need to help us pay for people's time.



Creating accessible events takes **extra time**. We need more time for **planning**.

Contact information



Thank you to everyone who came to our launch events!

We hope you had a good time and enjoyed learning about this project.



For more information about the Wellcome Anti-Ableist Research Cultures Project:

email:
waarc@sheffield.ac.uk



<https://www.sheffield.ac.uk/ihuman/waarc>