

Organizational learning by holding a conference on accessibility



FH Burgenland

UNIVERSITY OF APPLIED SCIENCES

BRINGT BESONDERES ZUSAMMEN

Department of Social Work

Mag.(FH) Sabrina Luimpöck, BA

Research Assistant,

Judith Mantl

Office Employee

"an initiative of the Essl Foundation, focuses on the rights of persons with disabilities globally. It provides a platform where the most innovative and effective solutions to problems that persons with disabilities face, are shared. Its sole objective is to assist in creating a world without barriers."

Each year: focus on 1 theme of the UN Convention

2015: **independent living and political participation**

9 regional conferences in Austria

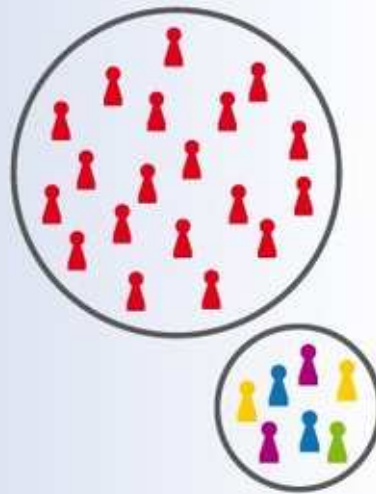
29.4.2015: **Conference at the University of Applied Sciences
Burgenland/ Department for Social Work**

Definition of „Inclusion“

EXKLUSION



SEPARATION



INTEGRATION



INKLUSION



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Challenges

- **Burgenland:** few organizations for the target group, poor infrastructure, few innovative projects

Solution:

- **opening up the topic:** persons with psychiatric diseases face almost the same challenges

invisible barriers of the building were made visible

- no wheelchair accessibility:
- main entrance
- Mensa
- lecture hall
- no tactile paving

A modern building ... with barriers



Learning from others: Zero Conference in Linz



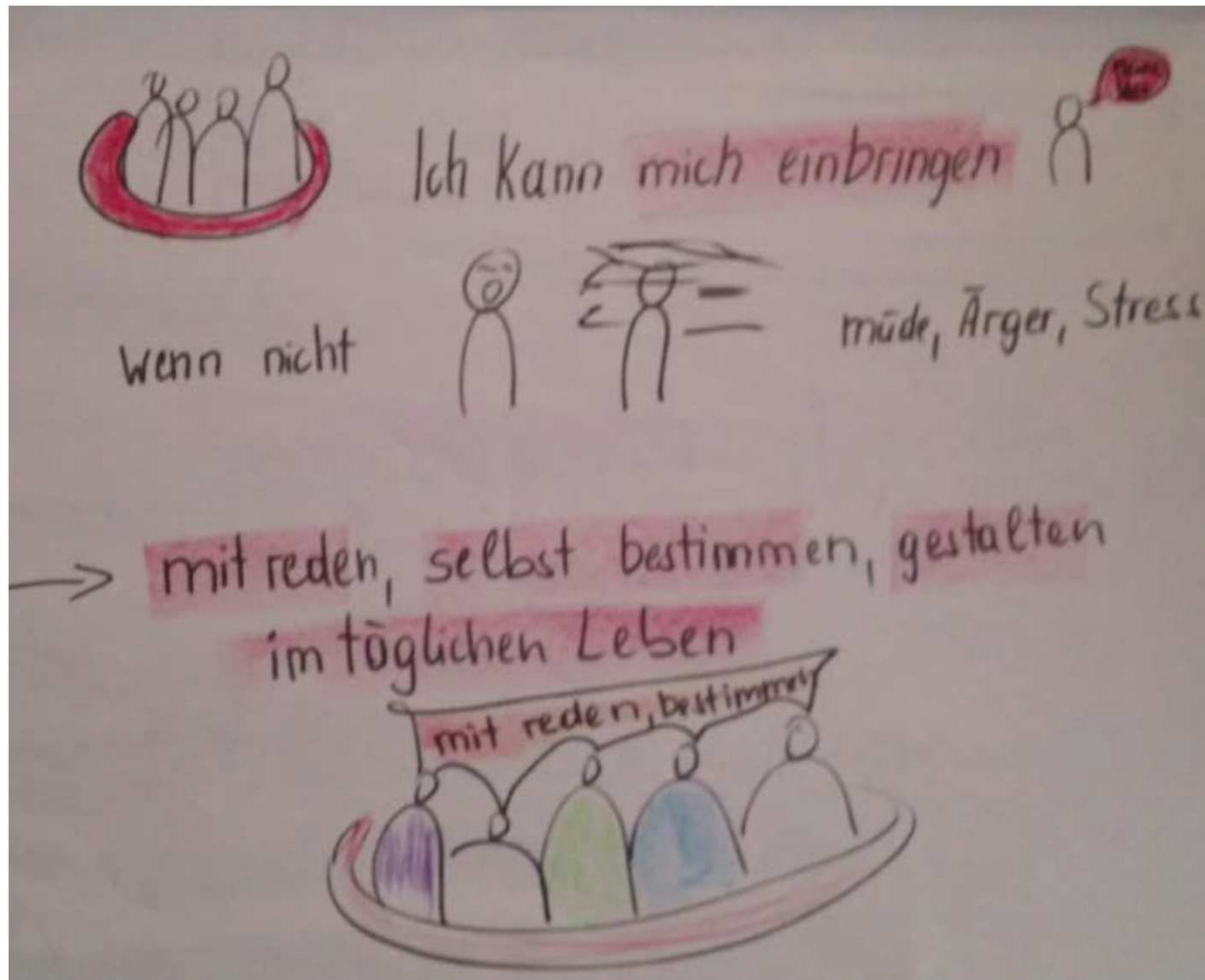
What has our team learned?



Organizational Learning Process of the Department

- „conference“: designations as barriers
- persons with cognitive challenges (SelbstvertreterInnen) as speakers
- persons with cognitive challenges as an audience: moderation, conservative presentation techniques
- **preparation:** workshops on easy language/ moderation
- contact persons with disabilities
- summaries in easy language in advance

Preparation: moderation in easy language



Presentation of the project *Fundament Wohnen*



representative and social
worker hold the presentation
together

Learning as a profession

▪ **Social Work – a learning profession:**

paternalism

holding unproblematic clients in care

tendency for over-protection

taboos:

labour market: employment rights, conflicts with colleagues

living: conflicts with neighbours, trial and error

no risk – no independency

**also criticism: Project „Personal Ombudsman“
from Sweden**

Sustainability

- **sensibilisation** of the university staff
- sensibilisation of the students
- constructional improvements
- **Handbook:** how to organize a conference without barriers
- keep in touch with Zero Project Austria
- information on new innovative projects worldwide
- **Nominations for the Zero Project Conference 2016**
- input for courses

**Thank you for
your kind
attention!**