**Workshop W2C**

Reimagining academia – Disability Inclusive Science Careers

**Workshop**

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Under the Equality Act 2010, disabled and LGBTI staff are entitled to specific rights in the workplace.  However, the definition of disability used is a medical one and not empowering to disabled people; employers infrequently situate disability as a social process, and do not reflect on how policies that are supposed to make universities more inclusive can be disabling themselves. Similarly, despite the Equality Act, some LGBTQI staff still feel unable to disclose their identity/sexuality.

This interactive workshop will draw on qualitative interview data collected from university staff involved in supporting disabled academics (line managers, human resources staff and trade union reps…etc) and disabled academics themselves, alongside survey data collected from academics regarding gynaecological health issues. Data highlights how workplace disability is socially and relationally constructed between individuals, and by university procedures and structures.

Vignettes will be used to stimulate discussion regarding the commonalities and contrasts in participants’ experiences, which we will extend to explore the intersections of oppression for disabled staff and their implications for LGBTI staff. Attendees will reflect on how university executives can conceptualise disability to better respond to these intersections. We will go on to use vignettes to reimagine staff experiences in the context of immediate alterations, medium-term policy change, trade union interaction and long-term sector-wide culture shifts to conceptualise an inclusive and accessible HE sector. Lastly, we will challenge antiquated views in academia relating to the value of disabled and LGBTI staff by exploring the value they add.