



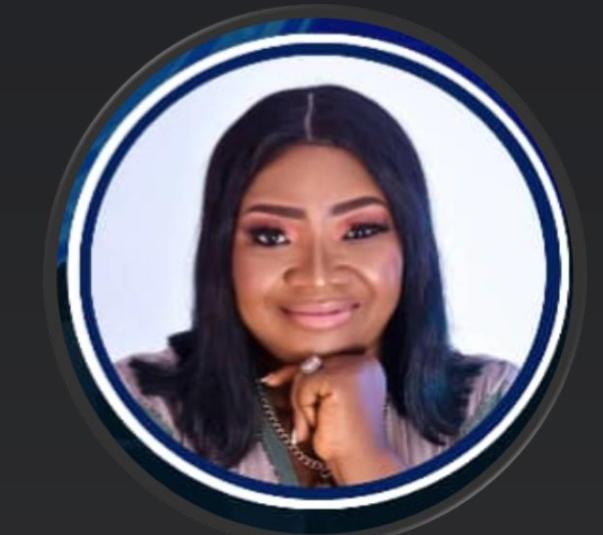
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PROGRAM SPEAKERS



PRINCESS NKOYO
HOST



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ATIM TOLBERT



UCHE NWACHUKWU

END
PRESENTATION

. BEYOND STIGMA: CULTIVATING POSITIVE PERCEPTIONS OF DISABILITY IN NIGERIAN SOCIETY.

****Introduction****

- Overview of the training program
- Importance of changing perceptions of disability in Nigerian society

. **UNDERSTANDING DISABILITY**

- Definition of disability- The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) was adopted in 2006 and entered into force in 2008. The convention aims to promote, protect, and ensure the full and equal enjoyment of all human rights and fundamental freedoms by persons with disabilities.

The UNCRPD does not provide a specific definition of disability. Instead, it adopts a social model of disability that emphasizes the role of society in creating barriers that prevent the full participation and inclusion of persons with disabilities.

According to the UNCRPD, disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others. The convention recognizes the importance of removing these barriers to ensure the rights and dignity of persons with disabilities are respected and upheld.

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In Nigeria, the National Policy on Disability defines disability as "a substantial functional limitation of daily living activities caused by physical, mental, or sensory impairment and environmental barriers resulting in a person with disabilities not being able to participate effectively in society on an equal basis with others."

This definition is in line with the social model of disability, emphasizing the interaction between the individual's impairment and the barriers present in the environment that prevent full participation in society. Nigeria has taken steps to promote the rights and inclusion of persons with disabilities, including the adoption of the Discrimination against Persons with Disabilities (Prohibition) Act in 2018, which aims to protect the rights of persons with disabilities and eliminate discrimination against them.

- TYPES OF DISABILITIES- THE FIVE MOST COMMON TYPES OF DISABILITIES IN NIGERIA
are, in descending order, visual impairment, hearing impairment, physical impairment, intellectual impairment, and communication impairment.

- COMMON MISCONCEPTIONS ABOUT DISABILITIES-

1. Disability is a result of punishment for past wrongdoings: Some people believe that disability is a punishment for past wrongdoings or sins. This misconception can lead to stigma and discrimination against persons with disabilities.

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2. Persons with disabilities are not capable of contributing to society: There is a misconception that persons with disabilities are not capable of being productive members of society or contributing to the workforce. This belief can limit opportunities for persons with disabilities to fully participate in society.

3. Disability is always visible: Another common misconception is that disabilities are always visible. In reality, many disabilities are invisible, such as chronic pain, mental health conditions, or cognitive impairments.

4. Persons with disabilities are always dependent: There is a misconception that persons with disabilities are always dependent on others for care and support. In reality, many persons with disabilities are independent and capable of making their own decisions.

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) aims to address these misconceptions and promote the rights and inclusion of persons with disabilities. The convention recognizes that persons with disabilities have the same human rights as everyone else and should be able to participate fully in society without discrimination. It calls for the elimination of barriers that prevent persons with disabilities from enjoying their rights and emphasizes the importance of promoting awareness and understanding of disability rights and issues.

- Reference: United Nations. (2006). Convention on the Rights of Persons with Disabilities.

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3. **STIGMA AND ITS IMPACT**

- **Definition of stigma-** Link and Phelan (2001) describe stigma as involving the co-occurrence of components of labelling, stereotyping, cognitive separation into “us” and “them” groups, status loss, social rejection, and discrimination, in the context of power differentials that allow one group to successfully devalue another.
- **How stigma affects individuals with disabilities-** The experience of stigma, and the resulting feelings of worthlessness and lack of wellbeing, also increase people with disabilities vulnerability to psychological and physical abuse, including neglect, domestic and sexual abuse, and exploitation. Erving Goffman described stigma as a phenomenon whereby an individual with an attribute which is deeply discredited by their society is rejected as a result of the attribute.
- **Impact of stigma on society as a whole-** Examples of Stigma Signs of stigma may be obvious, or they may be so subtle that they go unnoticed. For example, a stigma can be presented as a joke that not everyone recognizes as a negative view. Even when stigmas go unnoticed, the effects can be damaging.

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EXAMPLES OF STIGMA INCLUDE:

Using slang or labels to exclude people or groups of people

Assuming that someone with a mental illness is dangerous

Believing that people with physical health conditions are unable to contribute to society

Jokes about a physical or mental health condition or race, ethnicity, religion, etc.

Halloween costumes that portray people or groups of people in a negative way

Assumptions made about a person's intelligence or behaviour based on a physical or mental health condition or race, ethnicity, religion, etc.

People of certain groups repeatedly being shown in the media in a negative way

Different treatment that is either isolating or harmful because of a mental, physical, or social feature of a person or group of people

Laws or institutional regulations that isolate or negatively impact certain groups of people

What Causes Stigma?

A few different theories try to explain why some people stigmatize others. These include:

Labelling: Labelling a person as "good" or "bad" is a natural way to avoid the effort involved in trying to understand someone else's challenges or experiences.

Social identity: People base their identities on the specific groups they belong to, and therefore perceive members of other groups less favourably. Stigmatizing members of other

groups can be a way to justify privilege, exploit others for personal gain, or boost a person's perceived importance.

Terror management: People are naturally fearful of developing a mental illness or disability. If the stigmatized person can be blamed for their own condition, it may ease fears that the condition could happen to anyone.

Types of Stigma

There are three primary types of stigma. They were first described in 1963 by sociologist Erving Goffman, though Goffman's types were slightly different than those identified today.⁴

The three types of stigma include mental illness stigma, physical deformation stigma, and race, ethnicity, religion, ideology, etc., stigma.⁵ Within these categories, there are additional types of stigmas.

You may have also heard the expression "stigma in health," which can relate to physical health, mental health, or both. It occurs when someone with a physical or mental health concern is viewed negatively because of that health challenge.

Mental Health Stigma

Mental health stigma is a negative attitude or idea about a mental health feature of a person or group of people. It relates to social disapproval of the person or group based on the mental health feature.

The negative beliefs can come from a variety of sources, including the person with that mental health feature. For example, stigmas are often associated with mental illnesses such as depression. This stigma may prevent people with depression from pursuing educational and career goals due to a belief of being less capable than people without depression.⁶

TYPES OF MENTAL HEALTH STIGMA INCLUDE:

Social stigma or public stigma: When society or the general public share negative thoughts or beliefs about a person or group of people with a mental health condition

Structural stigma or institutional stigma: Systemic stigma of mental illness at a higher level of government or organization that impacts policies or decision-making

Self-perceived stigma or self-stigma: When a person with a mental health condition has negative thoughts or beliefs about themselves based on that mental illness

Health practitioner stigma: When the care of a person is negatively impacted by stereotypes, thoughts, or associations of the provider about mental illness

Associative stigma or courtesy stigma: A stigma that impacts people connected with someone with a mental health condition, such as friends or family members

Stigma Associated With Physical Deformation

Physical deformation stigma is a negative attitude or idea about a feature of a person or group of people related to a physical difference or disability. It relates to social disapproval of the person or group based on the physical feature or condition. This can lead to serious negative effects.

Like mental health stigma, there are different types of physical deformation stigma. Examples of this type of stigma include negative associations with deafness and blindness, or stigma associated with certain health conditions like HIV or sexually transmitted infections (STIs).⁴

Stigma Associated With Race, Ethnicity, Religion, Ideology, etc.

Stigma associated with race, ethnicity, religion, ideology, etc., is a negative attitude or idea about one of these, or similar, features of a person or group of people. It relates to social disapproval of the person or group based on the feature or features.

Like mental health stigma, there are different types of race, ethnicity, religion, ideology, etc., stigma. This type of stigma can impact generations and has influenced laws and politics throughout history.

For example, the United States continued to enforce "separate but equal" laws for decades after the abolition of slavery, and in the 1980s, laws criminalizing sexual activity between same-sex couples were upheld as constitutional by the Supreme Court.⁷

STUDY: PEOPLE WHO FACE DISCRIMINATION HAVE A HIGHER RISK OF ANXIETY

Effects of Stigma

Social stigma, or public stigma, occurs when society or the general public shares negative thoughts or beliefs about a person or group of people. For example, a mental health social stigma may be an association between mental illness and danger or a belief that people with mental illness lose control and hurt others. People who are experiencing stigma and discrimination as a result of stigma can be harmed in multiple ways, both psychologically and in their daily lives.

For example, someone who has been stigmatized may:

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Experience feelings of distress and loss of hope Develop a low sense of self-esteem Experience a worsening of psychiatric symptoms

Stop treatment or decide not to seek treatment They may also experience difficulties in their work or personal life, such as:

Trouble maintaining social relationships Difficulty maintaining employment or problems at work Social isolation, exclusion from social activities Discrimination when seeking housing or employment Bullying and harassment Health insurance that isn't adequate to treat the condition

Social stigma can also have larger problems that go beyond impacts on the individual. For example, people who have been stigmatized may become homeless or develop substance use disorders. Some may become victims of violent crime.

STIGMA CAN CREATE A STEREOTYPE

This type of stigma and the negative effects can harm the people with the condition, people close to them such as friends, family, caregivers, community members, and people who share attributes with them but do not have the condition.¹¹ It is often seen in the form of stereotypes and discrimination of those with the condition and others.

For example, in addition to someone with depression being discriminated against, someone who is going through a hard time and is sad, but does not have depression, may also be discriminated against. Despite the challenges, there are ways to cope with stigmas.



PREVENTING STIGMA

There are some steps you can take to support people who are experiencing stigma, to avoid stigmatizing others, and/or to avoid spreading stigmatizing ideas:

Notice signs of social withdrawal and reach out to family, friends, and health professionals.

Talk openly about the facts and realities of mental illness.

Understand that mental health conditions are illnesses like physical health conditions.

Be careful with word choices to remain sensitive to others.

Bring awareness to language and actions that represent stigmas so they can be changed.

Educate others to help destigmatize mental illness.

Choose to believe and show others that stigmas are not accurate.

- Reference: Link, B. G., & Phelan, J. C. (2001). Conceptualizing stigma.



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4. **THE NIGERIAN CONTEXT**

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- Cultural beliefs and attitudes towards disability in Nigeria-

In Nigeria, like in many other societies, cultural beliefs and attitudes towards disability can vary significantly. Some common cultural beliefs and attitudes towards disability in Nigeria include:

- 1. **STIGMA AND DISCRIMINATION**:** People with disabilities in Nigeria often face stigma and discrimination due to traditional beliefs that disabilities are caused by curses, evil spirits, or wrongdoing by the individual or their family. This can lead to social exclusion and limited opportunities for people with disabilities.
- 2. **DEPENDENCY**:** There is a common perception in some Nigerian communities that people with disabilities are unable to contribute meaningfully to society and are solely dependent on others for support. This can impact their self-esteem and limit their opportunities for education and employment.
- 3. **TRADITIONAL HEALING PRACTICES**:** Some communities in Nigeria may rely on traditional healing practices to address disabilities, which can sometimes be harmful or ineffective. This can prevent individuals with disabilities from accessing appropriate medical care and support.
- 4. **LIMITED ACCESSIBILITY**:** Infrastructure in Nigeria, including buildings, transportation, and public spaces, is often not designed to be accessible to people with disabilities. This lack of accessibility can further marginalize individuals with disabilities and limit their participation in society.
- 5. **CHANGING ATTITUDES**:** There are efforts in Nigeria to promote inclusion and support for people with disabilities. Organizations, government agencies, and advocates work to challenge negative stereotypes, promote awareness, and advocate for the rights of people with disabilities.

It is essential to recognize that attitudes and perceptions towards disability are complex and can vary across different regions, communities, and individuals in Nigeria. Efforts to promote inclusion, accessibility, and support for people with disabilities are crucial in creating a more equitable and inclusive society.

In Nigeria, attitudes and beliefs towards disability are influenced by a complex interplay of cultural, social, and economic factors. These perceptions can vary widely across different



ethnic groups and regions within the country. The Federal Ministry of Women Affairs and Social Development in Nigeria strives to address issues of gender, children, and social development, including the rights and welfare of persons with disabilities. While I cannot provide specific documents or updates from 2020 without direct access to real-time data or documents released after my last update in September 2021, I can offer a general overview of cultural beliefs and attitudes towards disability in Nigeria based on historical and sociocultural contexts.

TRADITIONAL BELIEFS AND ATTITUDES

Traditionally, some Nigerian societies may view disabilities through a spiritual or religious lens, attributing them to supernatural causes, curses, or as a consequence of parental misdeeds. Such beliefs can lead to stigma, discrimination, and social exclusion for individuals with disabilities and their families.

MODERN PERSPECTIVES AND CHANGES

There has been a gradual shift towards more inclusive and understanding views of disability, influenced by education, advocacy, and international human rights perspectives. This includes recognizing the rights of persons with disabilities to education, employment, and participation in social life.

GOVERNMENT AND POLICY RESPONSE

The Nigerian government has taken steps to improve the welfare and rights of persons with disabilities, notably with the passage of the Discrimination Against Persons with Disabilities (Prohibition) Act in 2018. This law prohibits discrimination on the basis of disability and mandates public buildings, facilities, and companies to be accessible to persons with disabilities within a stipulated period.

The Federal Ministry of Women Affairs and Social Development plays a crucial role in promoting gender equality and the empowerment of women and vulnerable groups, including persons with disabilities. The Ministry is expected to advocate for policies and programs that support the inclusion and welfare of persons with disabilities, though the effectiveness and implementation of such initiatives can vary.

CULTURAL SHIFTS AND CONTINUED CHALLENGES

Despite legal and policy advancements, many persons with disabilities in Nigeria continue to face significant challenges, including limited access to education, healthcare, employment, and social services. Cultural attitudes and stigma can still pose barriers to full inclusion and participation in society.

Efforts by non-governmental organizations (NGOs), disability rights advocates, and international agencies are crucial in raising awareness, promoting inclusion, and challenging deep-seated cultural attitudes and practices that marginalize persons with disabilities.

It's important to note that culture is dynamic, and attitudes towards disability can change over time. Continuous advocacy, education, and policy implementation are key to fostering a more inclusive society for persons with disabilities in Nigeria.

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- Legal framework and policies related to disability rights in Nigeria- Nigeria has made some advancements in the legal frameworks and policies related to disability rights, although there were still ongoing challenges in terms of implementation and enforcement. The most significant legal framework is the Discrimination Against Persons with Disabilities (Prohibition) Act, which was signed into law in January 2019.

DISCRIMINATION AGAINST PERSONS WITH DISABILITIES (PROHIBITION) ACT, 2019

This Act is a landmark legal document in Nigeria aimed at eliminating discrimination on the basis of disability and ensuring that persons with disabilities have equal rights and access to opportunities as other citizens. Key provisions include:

- ****PROHIBITION OF DISCRIMINATION:**** The Act prohibits discrimination on the basis of disability and imposes fines and prison sentences on individuals or organizations that contravene this provision.
- ****ACCESSIBILITY:**** It mandates public buildings, structures, and automobiles to be accessible and usable for persons with disabilities. This includes adjustments to roads, sidewalks, and other infrastructure to accommodate the needs of persons with disabilities.
- ****RIGHT TO EDUCATION AND HEALTH:**** The Act ensures that persons with disabilities have the right to receive education and health services without discrimination.
 - ****EMPLOYMENT:**** It mandates that a minimum of 5% of employment opportunities be reserved for persons with disabilities.
- ****ESTABLISHMENT OF THE NATIONAL COMMISSION FOR PERSONS WITH DISABILITIES:**** The Act provides for the establishment of a commission responsible for ensuring that persons with disabilities have access to housing, education, and healthcare. The commission is also tasked with implementing the provisions of the Act.

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OTHER RELEVANT POLICIES AND LAWS

Aside from the Discrimination Against Persons with Disabilities (Prohibition) Act, Nigeria has other laws and policies that touch on the rights and welfare of persons with disabilities, including:

- ****The Nigerian National Policy on Special Needs Education:**** Aims to integrate children with special needs into the educational system.
- ****The National Health Policy:**** Seeks to provide a framework for healthcare services that are accessible to all Nigerians, including those with disabilities.
- ****Ratification of the UN Convention on the Rights of Persons with Disabilities (CRPD):**** Nigeria ratified the CRPD in 2007, committing to protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

IMPLEMENTATION AND ENFORCEMENT CHALLENGES

Despite these legal frameworks and policies, implementation and enforcement remain significant challenges. There are reports of ongoing discrimination, lack of accessibility, and insufficient funding and resources dedicated to programs for persons with disabilities. The effectiveness of the Discrimination Against Persons with Disabilities (Prohibition) Act and other related policies largely depends on the political will, funding, and concerted efforts of all stakeholders, including government agencies, civil society organizations, and the private sector.

For the most current information on the legal frameworks and policies related to disability rights in Nigeria, consulting recent sources or legal databases is recommended, as laws and policies can evolve. - Reference: Federal Ministry of Women Affairs and Social Development. (2020). National Policy on Disability.

5. **Challenges Faced by Individuals with Disabilities- the Disability Rights Advocacy Centre (DRAC) and other organizations have been actively involved in advocating for the rights and well-being of persons with disabilities in Nigeria. People with disabilities in Nigeria face a multitude of challenges, many of which stem from societal attitudes, structural inequalities, and lack of effective implementation of laws designed to protect their rights. Some of the key challenges highlighted by DRAC and similar organizations up to 2018 and beyond include:

1. SOCIAL STIGMA AND DISCRIMINATION

People with disabilities in Nigeria often face social stigma and discrimination. Societal attitudes can lead to exclusion from social activities, education, and employment opportunities. This discrimination can manifest in various forms, from overt exclusion to subtle biases, impacting the mental and emotional well-being of individuals with disabilities.

2. LACK OF ACCESSIBILITY

Accessibility remains a significant challenge in Nigeria. Public buildings, transportation, and infrastructure often do not accommodate the needs of people with disabilities, making mobility and access to services difficult. This lack of accessibility extends to information and communication technologies, which are increasingly important in today's world.

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3. LIMITED EDUCATIONAL OPPORTUNITIES

Despite laws and policies aimed at promoting inclusive education, children with disabilities in Nigeria often encounter barriers to accessing quality education. These barriers can include a lack of accessible school facilities, inadequate training for teachers on inclusive education practices, and prevailing stigmas that discourage families from enrolling their children with disabilities in school.

4. EMPLOYMENT DISCRIMINATION

Persons with disabilities face significant challenges in securing employment. Discriminatory hiring practices, coupled with a lack of accessible workplaces, contribute to higher

unemployment rates among people with disabilities. This exclusion from the workforce perpetuates economic dependence and poverty.

5. INADEQUATE HEALTHCARE

Access to healthcare is another area where people with disabilities encounter significant barriers. These include physical inaccessibility of healthcare facilities, lack of specialized care, and healthcare professionals' insufficient training on the needs of persons with disabilities.

Additionally, poverty can exacerbate these challenges, making healthcare services unaffordable for many.

6. INEFFECTIVE POLICY IMPLEMENTATION

While the Discrimination Against Persons with Disabilities (Prohibition) Act, 2019, marked a significant legislative step forward, the implementation of this and other policies remains a challenge. Limited awareness of the laws, insufficient funding, and lack of political will can hinder the effective enforcement of disability rights legislation.

7. GENDER-BASED CHALLENGES

Women and girls with disabilities face compounded challenges due to their gender and disability status. They are at a higher risk of abuse, violence, and discrimination and often have less access to education, healthcare, and employment opportunities compared to their male counterparts and women without disabilities.

Organizations like the Disability Rights Advocacy Centre (DRAC) work tirelessly to address these challenges through advocacy, awareness campaigns, and support programs. However, overcoming these obstacles requires concerted efforts from the government, civil society, the private sector, and communities to ensure that people with disabilities in Nigeria can live dignified lives and fully participate in society.

- Reference: Disability Rights Advocacy Centre. (2018). Report on Living with Disability in Nigeria.

6. **STRATEGIES FOR CULTIVATING POSITIVE PERCEPTIONS-

1. **STIGMA AND DISCRIMINATION**: People with disabilities in Nigeria often face stigma and discrimination in various aspects of their lives, including education, employment, and social interactions. Negative attitudes and misconceptions about disabilities can limit opportunities for people with disabilities to fully participate in society.

2. **LACK OF ACCESSIBILITY**: Physical infrastructure and public spaces in Nigeria are often not designed with the needs of people with disabilities in mind. This lack of accessibility can make it difficult for people with disabilities to move around independently, access public services, or participate in activities.

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3. **LIMITED EDUCATIONAL OPPORTUNITIES:** Children with disabilities in Nigeria may face barriers to accessing quality education. There is a lack of inclusive educational facilities and trained teachers to support students with disabilities, which can result in exclusion from the education system.

4. **UNEMPLOYMENT AND UNDEREMPLOYMENT:** People with disabilities in Nigeria often struggle to find employment due to discrimination, lack of accessibility in the workplace, and limited opportunities for skill development and training tailored to their needs. This can lead to economic insecurity and dependence on others for support.

5. **HEALTHCARE CHALLENGES:** Access to quality healthcare services for people with disabilities in Nigeria can be limited. There may be a lack of specialized healthcare facilities, trained healthcare providers, and affordable assistive devices and therapies for people with disabilities.

6. **LEGAL AND POLICY GAPS:** While Nigeria has laws and policies that protect the rights of people with disabilities, enforcement and implementation can be weak. There may be gaps in accessibility standards, social protection programs, and employment opportunities for people with disabilities.

7. **POVERTY AND MARGINALIZATION:** People with disabilities in Nigeria are more likely to experience poverty and marginalization compared to the general population. Limited access to education, healthcare, employment, and social services can exacerbate their vulnerability and exclusion from society.

It's important to note that efforts have been made by the government, civil society organizations, and advocacy groups to address these challenges and promote the rights and inclusion of people with disabilities in Nigeria. However, more work is needed to create a more inclusive and accessible society for all individuals.

- Reference: International Labour Organization. (2019). Disability in the Workplace: Company Practices.

7. **BEST PRACTICES AND CASE STUDIES**

- Highlight successful initiatives in Nigeria that have promoted positive perceptions of disability- Nigeria, like many countries around the world, has been working towards promoting a more positive perception of disability and ensuring the inclusion and rights of persons with disabilities (PWDs). While challenges remain, there have been several successful initiatives and policies aimed at changing perceptions and improving the lives of PWDs. Here are some best practices and case studies highlighting these efforts:

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1. THE DISCRIMINATION AGAINST PERSONS WITH DISABILITIES (PROHIBITION) ACT, 2018

One of the most significant steps towards promoting a positive perception of disability in Nigeria was the passage of the Discrimination Against Persons with Disabilities (Prohibition) Act in 2018. This law prohibits discrimination on the basis of disability and imposes sanctions, including fines and imprisonment, for those who contravene it. It also mandates public buildings, structures, and vehicles to be accessible to PWDs and stipulates the establishment of the National Commission for Persons with Disabilities, aimed at ensuring their education, healthcare, and rights.

2. PROJECT ENABLE AFRICA

Project Enable Africa is a noteworthy initiative focused on promoting the rights, empowerment, and inclusion of PWDs in Nigeria. It has been successful in creating awareness and fostering a positive perception through advocacy, capacity building, and the use of technology. One of its significant achievements is the establishment of the Disability Inclusion Hub, a co-working and innovation space designed to be fully accessible for PWDs, providing them with resources and opportunities to participate in entrepreneurial and employment activities.

3. INCLUSIVE EDUCATION PROGRAMS

Several NGOs and government initiatives have focused on promoting inclusive education as a key to changing perceptions about disability from an early age. Programs that integrate children with disabilities into mainstream schools, provide teacher training on inclusive education practices, and modify curriculums to be accessible for all students have shown promising results in fostering a culture of inclusion and mutual respect among children.

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4. MEDIA AND AWARENESS CAMPAIGNS

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Media campaigns play a crucial role in shaping public perceptions. Initiatives that showcase the abilities and achievements of persons with disabilities in mainstream media, social media platforms, and public events help in challenging stereotypes and highlighting the contributions of PWDs to society. Campaigns like the "Wearable" campaign by the Albino Foundation in Nigeria have been instrumental in increasing visibility and positive perceptions of persons with albinism, for instance.

5. SPORTS AND PARALYMPIC SUCCESS

Nigeria's success in Paralympic sports has also contributed significantly to changing perceptions about disability in the country. The achievements of Nigerian athletes in international competitions have not only brought national pride but have also served as a powerful tool for advocacy and awareness, demonstrating the potential and capabilities of persons with disabilities.

CHALLENGES AND FUTURE DIRECTIONS

Despite these successes, challenges remain, including the full implementation of the Discrimination Against Persons with Disabilities (Prohibition) Act, improving accessibility in public infrastructures, and ensuring inclusive education and employment opportunities for all PWDs. Continuous advocacy, policy development, and community engagement are essential for building on these successes and promoting a more inclusive society.

These initiatives and case studies demonstrate that with targeted efforts, it is possible to change perceptions and improve the lives of persons with disabilities in Nigeria. The key is sustained commitment from all sectors of society, including government, NGOs, the private sector, and the general public.

- Case studies of individuals with disabilities who have made significant contributions to society- Nigeria has several inspiring individuals with disabilities who have made significant contributions to society across various fields. Their achievements not only underscore the potential within every person, regardless of physical or mental challenges but also help in changing societal perceptions about disabilities. Here are a few notable examples:

1. COBHAMS ASUQUO

Cobhams Asuquo is a visually impaired Nigerian musician, producer, and songwriter who has gained international recognition for his work. Despite losing his sight as a child, Asuquo's passion for music led him to become one of Nigeria's most celebrated musicians. He has produced songs for top artists and has been involved in various projects aimed at promoting social causes. Asuquo is a vocal advocate for the rights and inclusion of persons with disabilities in Nigeria and globally, using his platform to inspire and make a difference.

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2. GRACE JERRY

Grace Jerry is a disability rights advocate and musician who became paraplegic following a spinal cord injury. As the executive director of Inclusive Friends Association and a former Miss Wheelchair Nigeria, Jerry has been at the forefront of advocating for the rights of people with disabilities in Nigeria. Her work focuses on promoting inclusive elections and ensuring that people with disabilities are fully included in the political process. Jerry's advocacy has contributed to significant progress in accessibility and rights for people with disabilities in Nigeria.

3. ADEKUNLE ADESOJI

Adekunle Adesoji is a Paralympic powerlifter who has represented Nigeria in multiple international competitions, including the Paralympic Games. Adesoji has won several medals for Nigeria, showcasing the capabilities and resilience of people with disabilities. His success in sports has not only brought him personal acclaim but has also served as a source of inspiration for many young Nigerians with disabilities, highlighting the importance of accessibility and inclusion in sports.

4. CHIDINMA EMODI CHUKWUEMeka

Chidinma Emodi Chukwuemeka is an entrepreneur with a disability who co-founded The Footwear Academy, a company that trains individuals, including those with disabilities, in shoemaking and entrepreneurship. Through her work, Chukwuemeka has empowered many individuals with disabilities by providing them with skills and opportunities for economic independence. Her efforts have been recognized both nationally and internationally, showcasing how individuals with disabilities can contribute significantly to economic development and societal progress.

5. ANDERSON OBIAGWU

Anderson Obiagwu is the founder of the Big Church Haven Foundation, an organization focused on providing support and advocacy for people with disabilities in Nigeria. Obiagwu, who uses a wheelchair, has been instrumental in organizing disability rights campaigns, accessible voting initiatives, and various programs aimed at improving the lives of people with disabilities in Nigeria. His work emphasizes the importance of social inclusion and equal opportunities for all citizens.

These individuals exemplify how people with disabilities can and do make substantial contributions to society. Their stories challenge stereotypes and highlight the need for

continued efforts to ensure accessibility, inclusion, and equal rights for all persons with disabilities in Nigeria and around the world.

- Reference: The Albino Foundation. (2020). Case Studies on Promoting Inclusion- The Albino Foundation in Nigeria plays a pivotal role in advocating for the rights, inclusion, and welfare of persons with albinism. The foundation's work is crucial in a country where individuals with albinism often face social stigma, discrimination, and health challenges, particularly skin and vision issues, due to the lack of melanin. Here, we'll highlight some initiatives and individuals associated with The Albino Foundation that have made significant strides in promoting inclusion and changing perceptions about albinism in Nigeria.

JAKE EPELLE

A key figure in the advocacy for persons with albinism in Nigeria is Jake Epelle, the founder and President of The Albino Foundation. Diagnosed with albinism himself, Epelle has been a driving force in raising awareness about the condition and advocating for the rights and inclusion of people with albinism in Nigeria and beyond. Under his leadership, The Albino Foundation has launched several initiatives aimed at improving the quality of life for people with albinism, including health programs focused on skin cancer prevention and vision care, as well as educational and economic empowerment programs.

KEY INITIATIVES BY THE ALBINO FOUNDATION

1. ****AWARENESS AND SENSITIZATION CAMPAIGNS:**** The foundation conducts awareness campaigns to educate the public about albinism, dispel myths and misconceptions, and promote a more inclusive society. These campaigns are crucial in changing perceptions and reducing stigma and discrimination against persons with albinism.
2. ****HEALTHCARE INITIATIVES:**** Recognizing the unique health challenges faced by persons with albinism, The Albino Foundation has implemented programs to provide access to dermatological care, sunscreen, and vision aids. These healthcare initiatives are vital for preventing skin cancer and improving the quality of life for individuals with albinism.
3. ****EDUCATIONAL SUPPORT:**** The foundation offers scholarships and educational support to students with albinism, addressing one of the major barriers to inclusion and empowerment. By supporting education, The Albino Foundation helps individuals with albinism to achieve their potential and contribute meaningfully to society.
4. ****ADVOCACY FOR POLICY CHANGE:**** The Albino Foundation has been instrumental in advocating for policy changes to protect the rights of persons with albinism. Their efforts contributed to the inclusion of provisions for persons with disabilities, including those with albinism, in the Discrimination Against Persons with Disabilities (Prohibition) Act, 2018.
5. ****ECONOMIC EMPOWERMENT:**** Understanding that economic empowerment is key to inclusion, the foundation has initiated programs aimed at providing vocational training and employment opportunities for persons with albinism. These programs help individuals become economically independent and reduce poverty within the albinism community.

IMPACT

The work of Jake Epelle and The Albino Foundation has had a profound impact on the lives of many individuals with albinism in Nigeria. By advocating for their rights, providing essential services, and promoting inclusion, the foundation has not only improved the lives of persons with albinism but has also contributed to a shift in societal attitudes towards a more accepting and inclusive community.

Their efforts demonstrate the power of advocacy and targeted initiatives in promoting inclusion and ensuring that individuals with disabilities are given the opportunity to thrive and contribute to society. The Albino Foundation's work continues to serve as a model for other organizations and countries seeking to address the challenges faced by persons with albinism and other disabilities.

8. **TRAINING ACTIVITIES**

- Role-playing scenarios to address stigma- Role-playing scenarios can be an effective tool in education and training sessions to address disability stigmas. They help participants understand the perspectives of persons with disabilities (PWDs) and encourage empathy, respect, and inclusion. Here are several role-playing scenarios designed to challenge and change perceptions about disabilities:

Scenario 1: Workplace Inclusion

****OBJECTIVE:**** To understand the importance of creating an inclusive workplace and addressing unconscious biases.

****ROLES:****

- Employee with a disability
 - HR manager
 - Coworkers (2 or more)

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****Situation:**** An employee with a disability is joining a team. The team has never worked with a person with a disability. The HR manager holds a meeting with the team to discuss the new addition and address any concerns or misconceptions.

****DISCUSSION POINTS:****

- How to communicate effectively and respectfully with the new team member.
- Modifications and accommodations that might be needed.
- Addressing any unconscious biases the team may have.

SCENARIO 2: PUBLIC TRANSPORT ACCESSIBILITY

****OBJECTIVE:**** To highlight challenges faced by PWDs in accessing public transportation and promote empathy.

****ROLES:****

- Person in a wheelchair
- Bus driver
- Fellow passengers (2 or more)

****SITUATION:**** A person in a wheelchair is trying to board a bus, but the bus lacks proper accessibility features. The bus driver and passengers react in various ways

****DISCUSSION POINTS:****

- The importance of accessible public transport facilities.
- How fellow passengers and the bus driver can assist.
- The feelings of frustration and exclusion experienced by the person in a wheelchair.

Scenario 3: Education and Inclusion

****OBJECTIVE:**** To emphasize the need for inclusive education and understand the barriers faced by students with disabilities.

****ROLES:****

- Student with a disability
- Teacher
- Classmates (2 or more)

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****SITUATION:**** A student with a disability is having difficulty participating in a group activity due to a lack of accommodations. The teacher and classmates are unsure how to help.

****DISCUSSION POINTS:****

- Identifying and implementing necessary accommodations.
- Encouraging inclusive group dynamics.
- Understanding the student's perspective and fostering empathy among classmates.

SCENARIO 4: SOCIAL MISCONCEPTIONS

****Objective:**** To confront and dispel common social misconceptions about disabilities.

****ROLES:****

- Person with an invisible disability (e.g., autism, chronic illness)
- Friend or family member
- Stranger (e.g., person in a social setting or public place)

****SITUATION:**** The person with an invisible disability faces scepticism or misunderstanding from a stranger, while a friend or family member tries to mediate and educate.

****DISCUSSION POINTS:****

- The challenges of living with an invisible disability.
- The impact of dismissive or sceptical attitudes on the person's well-being.
- Strategies for educating others and advocating for oneself.

SCENARIO 5: ACCESS TO SERVICES

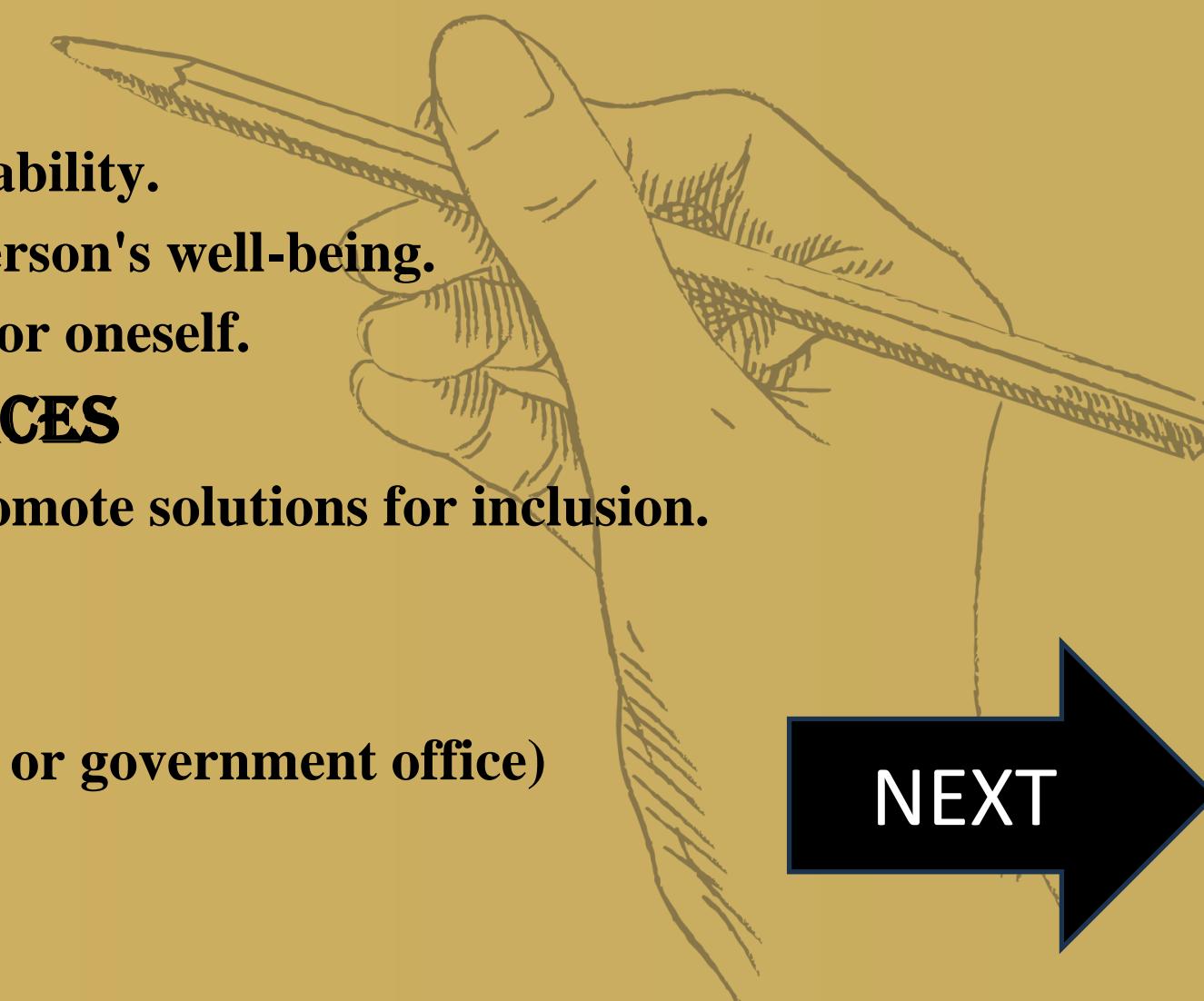
****Objective:**** To understand barriers to accessing services and promote solutions for inclusion.

****ROLES:****

- Person with a visual impairment
- Customer service representative (e.g., in a bank, restaurant, or government office)
- Manager of the facility

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****SITUATION:**** The person with a visual impairment is struggling to access services due to inadequate accommodations. The customer service representative and manager seek solutions.

****DISCUSSION POINTS:****

- The need for accessible information and physical environments.
 - The role of staff in facilitating access to services.
- Long-term changes that can make the facility more inclusive- Implementing inclusive practices in Nigeria, a country with a rich tapestry of ethnicities, religions, and cultures, involves promoting understanding, tolerance, and respect among its diverse population. The goal is to ensure equitable opportunities for all, regardless of one's background or identity. Here are some ideas for fostering inclusivity in Nigerian society:

1. **EDUCATIONAL REFORM:**

- Integrate inclusive education in the curriculum, teaching about different cultures, religions, and languages within Nigeria.
- Promote the teaching of Nigerian languages across ethnic lines to foster cultural appreciation and understanding.
- Implement policies that ensure equitable access to education for all children, including those with disabilities.

2. **MEDIA REPRESENTATION:**

- Encourage media outlets to represent the diversity of Nigerian society in their programming, including different ethnic groups, religions, and people with disabilities.
- Develop campaigns that promote messages of unity, tolerance, and acceptance across all platforms.

3. **ECONOMIC INCLUSION:**

- Implement policies that promote equal economic opportunities for all, regardless of ethnicity, religion, gender, or disability.
- Support and fund entrepreneurship programs for underrepresented and marginalized groups.
- Encourage inclusive hiring practices among businesses and organizations.

4. **HEALTHCARE ACCESSIBILITY:**

- Ensure that healthcare services are accessible and equitable for all Nigerians, including marginalized communities and those living in remote areas.
- Promote awareness and understanding of specific health issues that affect certain communities to ensure they receive appropriate care.

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5. **LEGAL AND POLICY FRAMEWORK:**

- Strengthen and enforce laws that protect against discrimination in all forms.
- Create and implement policies that promote inclusivity and penalize exclusionary practices in both public and private sectors.
 - Establish a national body dedicated to monitoring and promoting inclusivity in Nigeria.

6. **COMMUNITY ENGAGEMENT AND DIALOGUE:**

- Organize intercultural and interfaith dialogues and workshops at the community level to foster understanding and peace.
- Empower local communities to lead their inclusivity initiatives, ensuring that efforts are grassroots and tailored to local needs.

7. **INCLUSIVE INFRASTRUCTURE:**

- Develop infrastructure, such as public buildings, transportation, and digital platforms, that is accessible to everyone, including those with disabilities.
 - Implement urban planning strategies that take into account the needs of all community members.

8. **YOUTH AND WOMEN EMPOWERMENT:**

- Implement programs that specifically aim to empower women and youth, giving them the tools to participate fully in society.
 - Encourage the involvement of women and youth in leadership roles within their communities and at the national level.

9. **SPORTS AND CULTURAL INITIATIVES:**

- Promote sports and cultural programs that bring together individuals from different backgrounds to foster a sense of unity and teamwork.
 - Support traditional and contemporary cultural expressions from all communities as a means of celebrating Nigeria's diversity.

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10. **TECHNOLOGY AND INNOVATION FOR INCLUSION:**

- Leverage technology to create platforms for education, healthcare, and economic opportunities that are accessible to all, including remote or marginalized populations.
- Encourage innovation that addresses specific challenges faced by underrepresented groups in Nigerian society.

Implementing these inclusive practices requires a collaborative effort from the government, civil society, private sector, and international partners. It also demands a commitment to continuous dialogue, reflection, and adaptation to ensure that inclusivity remains a core principle of Nigerian society.

- Group discussions on challenging stereotypes- Certainly! Below is a detailed example of a group discussion designed to challenge stereotypes about disability. This scenario focuses on breaking down common misconceptions and promoting a more inclusive understanding of people with disabilities.

GROUP DISCUSSION TOPIC: "CHALLENGING STEREOTYPES ABOUT DISABILITY IN THE WORKPLACE"

OBJECTIVE:

To explore and challenge stereotypes and misconceptions about the capabilities and contributions of individuals with disabilities in the workplace. The goal is to foster a more inclusive and supportive work environment that values diversity.

PRE-SESSION PREPARATION:

Participants are asked to read a short article or watch a video that highlights the achievements of individuals with disabilities in various professional fields. This material serves as a starting point for discussion.

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INTRODUCTION (10 MINUTES):

The facilitator begins the session with a brief introduction that sets the tone for a respectful and open-minded discussion. The facilitator explains the importance of understanding and challenging stereotypes for creating an inclusive workplace.

ICEBREAKER ACTIVITY (10 MINUTES):

Participants are divided into small groups and asked to list common stereotypes they have heard about people with disabilities in the workplace. Each group shares their list with the larger group, and the facilitator notes these stereotypes on a whiteboard or flipchart for everyone to see.

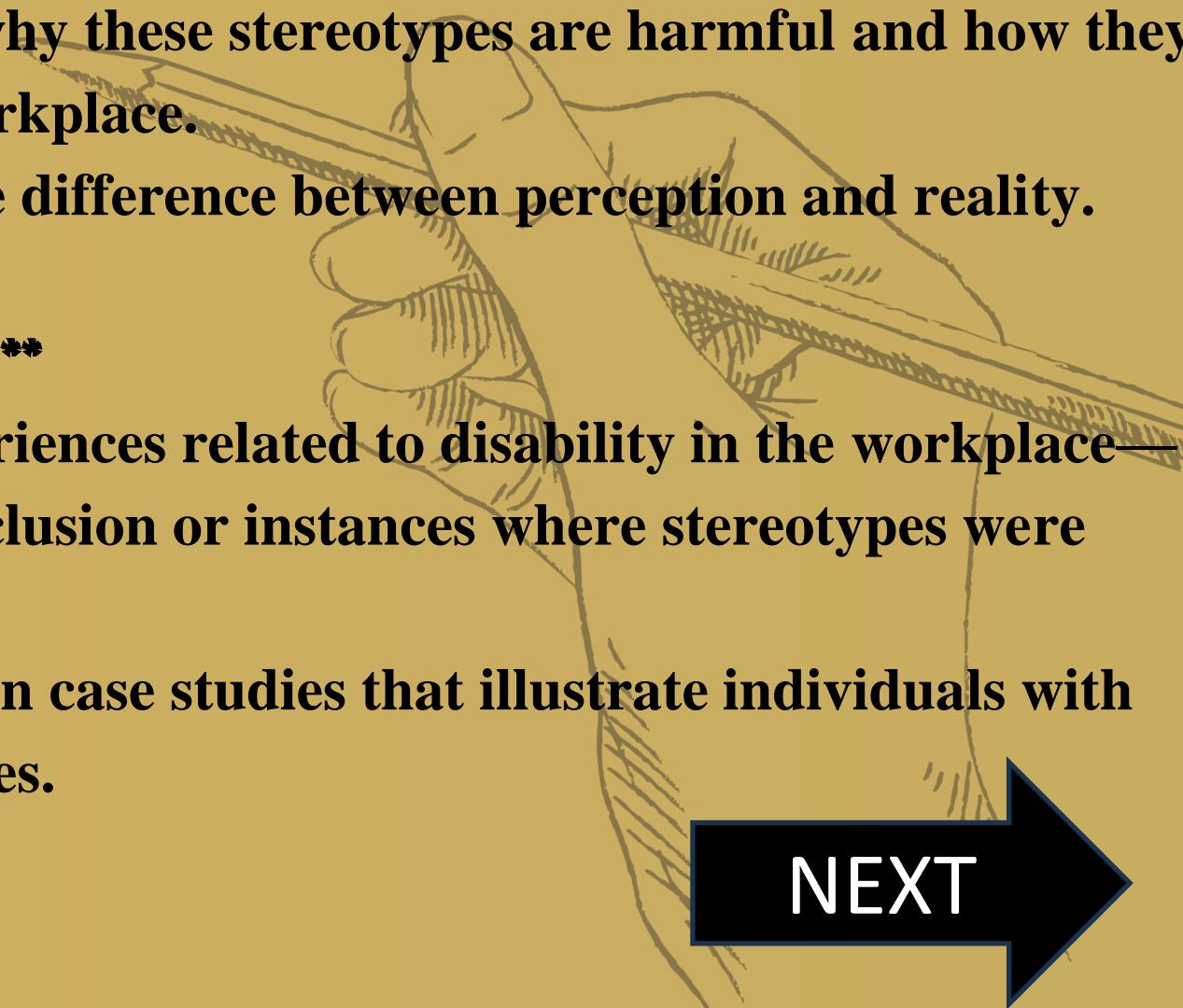
MAIN DISCUSSION (30 MINUTES):

1. **BREAKING DOWN STEREOTYPES:**

- The facilitator selects a few stereotypes from the list and asks participants to discuss why these stereotypes are harmful and how they might affect individuals with disabilities in the workplace.
- Participants are encouraged to think about the origins of these stereotypes and the difference between perception and reality.

2. **PERSONAL STORIES AND EXAMPLES:**

- If any participants are comfortable, they are invited to share personal stories or experiences related to disability in the workplace—either their own or someone they know. This could include positive experiences of inclusion or instances where stereotypes were successfully challenged.
- The facilitator can also share examples from the pre-session material or other known case studies that illustrate individuals with disabilities excelling in their professional roles.



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3. **STRATEGIES FOR INCLUSION:**

- The group discusses practical strategies that can be implemented in the workplace to support the inclusion of individuals with disabilities. This might include accommodations, flexible work arrangements, sensitivity training, and creating channels for open communication.
- The discussion also covers the role of leadership and coworkers in fostering an inclusive culture and how to address stereotypes or biases when they arise.

ACTION PLAN (20 MINUTES):

Participants work in their small groups to develop an action plan for their workplace that addresses one or more of the stereotypes discussed. They consider steps that can be taken to challenge these stereotypes and promote inclusion. Each group presents their action plan to the larger group.

REFLECTION AND CLOSING (10 MINUTES):

The facilitator leads a reflection session where participants share what they learned from the discussion and how they plan to apply this knowledge in their workplace. The session ends with a reminder that challenging stereotypes and promoting inclusion is an ongoing process that requires commitment and active participation from everyone.

FOLLOW-UP:

Participants are provided with additional resources on disability inclusion in the workplace and encouraged to continue educating themselves and others. The facilitator may also schedule a follow-up session to discuss progress and address any challenges that have arisen.

By engaging in this structured discussion, participants have the opportunity to confront and rethink stereotypes about disability, fostering a more inclusive and understanding workplace environment.

- Brainstorming sessions on implementing inclusive practices

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9. **RESOURCES AND TOOLS**

- List of organizations working on disability rights in Nigeria:

As of my last update in September 2021, here are some organizations in Nigeria that work on disability rights, focusing on advocacy, empowerment, and service provision for people with disabilities. Please note that contact details such as addresses, phone numbers, and websites can change, so it's a good idea to verify these details through a quick online search for the most current information.

1. **Joint National Association of Persons with Disabilities (JONAPWD)**

- **DESCRIPTION:** JONAPWD is the umbrella body of all organizations of/for persons with disabilities in Nigeria. It advocates for the rights, inclusion, and well-being of people with disabilities.

- **CONTACT INFORMATION:**

- Website: You might need to search for their current official website or contact them through social media platforms for the most accurate and recent contact details.

2. **CENTRE FOR CITIZENS WITH DISABILITIES (CCD)**

- **DESCRIPTION:** CCD works to ensure the protection of the rights and dignity of people with disabilities through advocacy, education, and support.

- **CONTACT INFORMATION:**

- Address: You'll need to look up their current address in Lagos, Nigeria. **- Phone:** A search online would provide their latest contact number.

- Website: <http://ccdnigeria.org/> **- Email:** info@ccdnigeria.org

3. **DISABILITY RIGHTS ADVOCACY CENTRE (DRAC)**

- **DESCRIPTION:** DRAC focuses on reducing the discrimination, stigma, and abuse faced by people with disabilities, particularly women and girls in Nigeria. **- **Contact Information**:** **- Address:** Again, it's best to search online for their most recent address.

- Phone: An up-to-date phone number should be available on their website or social media platforms.

- Website: <http://drac-ng.org/> **- Email:** info@drac-ng.org

4. **THE ALBINO FOUNDATION**

- **DESCRIPTION:** This organization focuses on advocacy and support for persons with albinism, working towards their social and economic inclusion.

- **CONTACT INFORMATION:** **- Address:** Look up their current address in Abuja, Nigeria. **- Phone:** A quick search will provide their latest contact number.

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- Website: <https://www.albinofoundation.org/>
- Email: info@albinofoundation.org

5. **THE INCLUSIVE FRIENDS ASSOCIATION (IFA)**

- **Description**: IFA focuses on promoting the inclusion and participation of persons with disabilities in democracy and governance in Nigeria.

- **CONTACT INFORMATION**:

- Website: For the most accurate and up-to-date contact details, please search for their official website.
- Email: You can find a contact email on their website or through their social media platforms.

6. **PROJECT ENABLE AFRICA**

- **Description**: This initiative focuses on promoting the rights and empowerment of people with disabilities through technology and inclusive digital training programs.

- **CONTACT INFORMATION**:

- Website: <http://projectenableafrica.org/>

- Contact information, including email and phone numbers, can be found on their website or through a quick online search.

When contacting these organizations, it's important to note that details may have changed. Always verify the current contact information through a reliable online search or by reaching out via social media platforms, which are often updated with the latest contact and program information.

- Recommended reading materials and documentaries:

Focusing specifically on Nigeria, there might be fewer resources directly linked to disability rights and inclusion available internationally in terms of books and documentaries compared to global or Western contexts. However, there are still some valuable materials that provide insight into the challenges and triumphs of people with disabilities in Nigeria, as well as broader societal issues. Here are some recommendations:

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RECOMMENDED READING (NIGERIA-FOCUSED)

1. **"WE ARE ALL EQUAL: DISABILITY AND SOCIETY IN NIGERIA" BY EBENSO BASSEY**

- This book explores disability within the Nigerian context, examining societal attitudes, and the impact of cultural beliefs on the inclusion of people with disabilities.

2. **"DISABILITY RIGHTS IN NIGERIA: LAW, POLICY, AND PRACTICE" BY ADEBAYO ADEBUKOLA AKINLOLU**

- A comprehensive analysis of the legal framework concerning disability rights in Nigeria, offering insights into the challenges faced in implementing policies that protect these rights.

3. **ONLINE REPORTS AND ARTICLES:**

- Various NGOs, as well as international organizations operating in Nigeria, regularly publish reports and articles on the state of disability rights in the country. Organizations such as the Centre for Citizens with Disabilities (CCD), Disability Rights Advocacy Center (DRAC), and the Joint National Association of Persons with Disabilities (JONAPWD) may have publications available.

RECOMMENDED DOCUMENTARIES AND MEDIA (NIGERIA-FOCUSED)

While there may not be a vast selection of documentaries specifically focusing on disability rights in Nigeria, several works highlight the broader issues of social inclusion, human rights, and the challenges faced by marginalized communities in Nigeria.

1. **"BARIGA SUGAR" (2017)**

- Although not a documentary, this Nigerian short film touches on themes of social exclusion and the realities of life for people living in marginalized communities. While the main narrative does not focus solely on disability, the film provides a backdrop of the broader societal context.

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2. **"UNREPORTED WORLD: NIGERIA'S DISABLED STREET-BEGGARS" (AVAILABLE ON YOUTUBE)**

- This short documentary segment by Channel 4's "Unreported World" series sheds light on the lives of disabled street beggars in Kano, Nigeria, offering a glimpse into the challenges they face and the societal attitudes towards disability.

3. **"YELLOW FEVER" (2012)**

- Directed by Nigerian filmmaker Ng'endo Mukii, this short film/documentary explores themes of identity and body image, touching on societal perceptions that affect women and girls, which can be tangentially related to discussions on societal norms and disability.

ENGAGING WITH LOCAL NGOS AND ADVOCACY GROUPS

Engaging directly with local NGOs and advocacy groups working on disability rights in Nigeria can also provide valuable insights and resources. These organizations often produce reports, conduct workshops, and may even have recommendations for further reading or viewing materials that are more directly focused on the Nigerian context.

Given the evolving nature of media and publications, it's also worth conducting periodic searches for new books, articles, documentaries, and films that address these important topics within Nigeria.

For a comprehensive understanding of disability rights, inclusion, and the broader societal implications, a combination of academic texts, non-fiction narratives, documentaries, and policy documents can offer valuable insights. Below is a curated list of recommended reading materials and documentaries that span various aspects of disability studies, advocacy, and personal experiences.

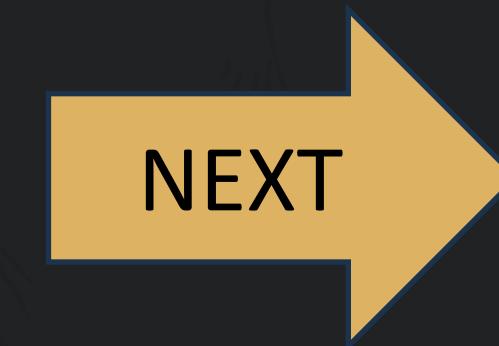
RECOMMENDED READING MATERIALS

1. **"DISABILITY VISIBILITY: FIRST-PERSON STORIES FROM THE TWENTY-FIRST CENTURY" EDITED BY ALICE WONG**

- A collection of contemporary essays by disabled people that covers a broad spectrum of experiences and is crucial for understanding the diversity within the disability community.



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2. *"NO PITY: PEOPLE WITH DISABILITIES FORGING A NEW CIVIL RIGHTS MOVEMENT" BY JOSEPH P. SHAPIRO****

- Offers an insightful look into the disability rights movement in the United States, showcasing how people with disabilities have fought for their rights and changed public perception.

3. *"THE BODY KEEPS THE SCORE: BRAIN, MIND, AND BODY IN THE HEALING OF TRAUMA" BY BESSIE VAN DER KOLK****

- While not exclusively about disability, this book provides profound insights into how trauma affects the body and mind, which can be relevant for understanding certain aspects of disability and mental health.

4. *"FAR FROM THE TREE: PARENTS, CHILDREN, AND THE SEARCH FOR IDENTITY" BY ANDREW SOLOMON****

- This book explores the lives of families that accommodate children with physical, mental, and social disabilities and differences, providing deep reflections on the concepts of identity and acceptance.

5. *"CRIP THEORY: CULTURAL SIGNS OF QUEERNESS AND DISABILITY" BY ROBERT MCRUER****

- An academic text that explores the intersections of queer and disability studies, emphasizing how societal norms shape perceptions of body and identity.

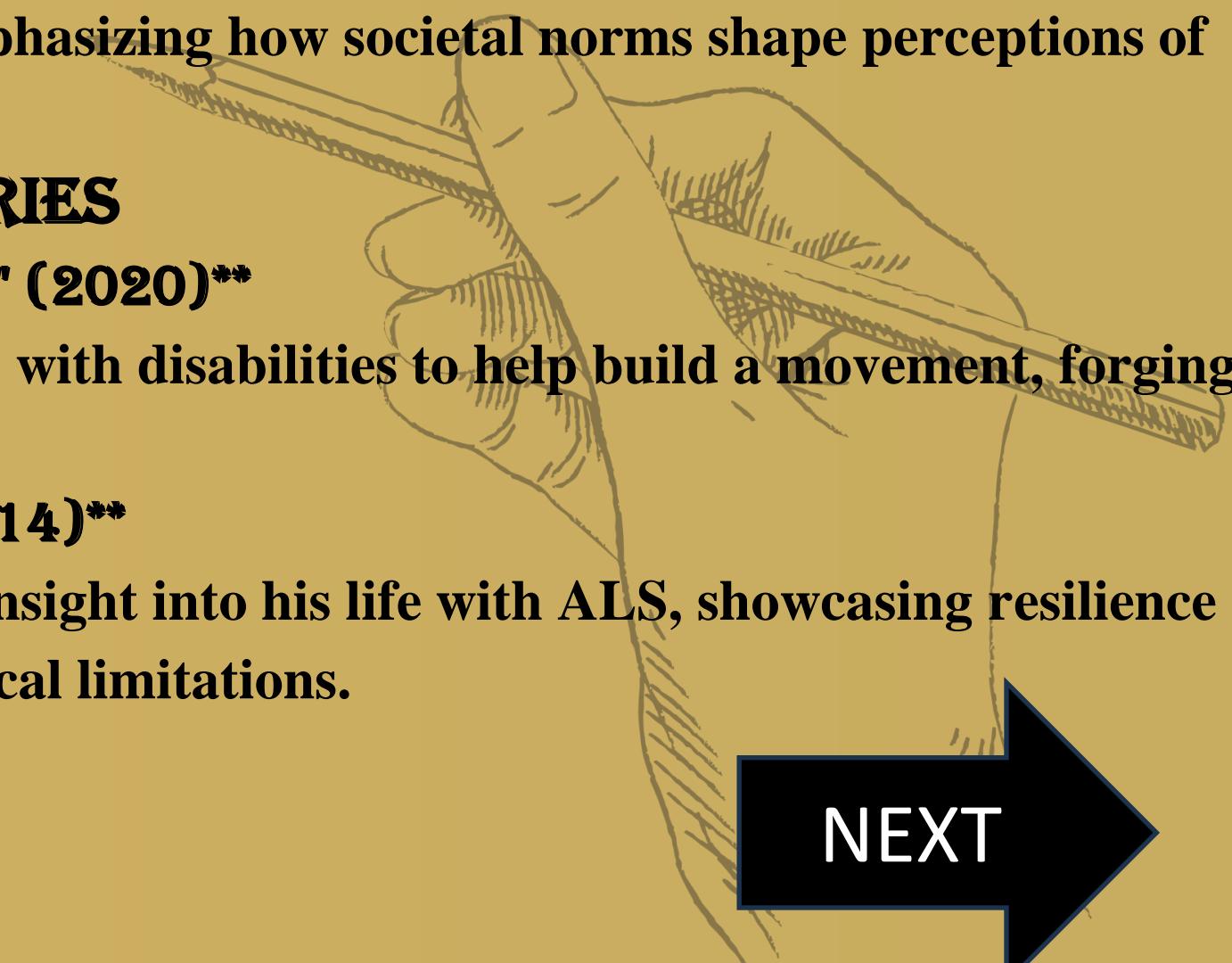
RECOMMENDED DOCUMENTARIES

1. *"CRIP CAMP: A DISABILITY REVOLUTION" (2020)****

- A documentary on a groundbreaking summer camp that galvanized a group of teens with disabilities to help build a movement, forging a new path toward greater equality.

2. *"THE THEORY OF EVERYTHING" (2014)****

- While not a documentary, this biographical film about Stephen Hawking provides insight into his life with ALS, showcasing resilience and the pursuit of scientific discovery despite physical limitations.



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3. **"MURDERBALL" (2005)**

- This documentary follows the U.S. Paralympic Wheelchair Rugby team, offering a raw and energizing look at the lives of quadriplegic athletes who compete at the highest levels.

4. **"FIXED: THE SCIENCE/FICTION OF HUMAN ENHANCEMENT" (2013)**

- Explores the implications of human body enhancement and the debates surrounding what it means to be "disabled" versus "enhanced."

5. **"BEST AND MOST BEAUTIFUL THINGS" (2016)**

- Chronicles the story of a young woman who is legally blind and on the autism spectrum as she navigates her way through adulthood and explores unconventional interests.

POLICY DOCUMENTS AND REPORTS

- **"WORLD REPORT ON DISABILITY" BY THE WORLD HEALTH ORGANIZATION (WHO) AND THE WORLD BANK**

- Provides comprehensive global data on disability and recommendations for action at national and international levels to improve the lives of disabled people.

- **"CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES (CRPD)" BY THE UNITED NATIONS**

- An international human rights treaty intended to protect the rights and dignity of persons with disabilities. Parties to the convention are required to promote, protect,

- Online resources for further learning

10. **EVALUATION AND FEEDBACK**

- Pre-training assessment to gauge participants' understanding:

Creating a pre-training assessment is a crucial step in understanding participants' baseline knowledge and attitudes towards cultivating a positive perception of disability in Nigerian society. This assessment can help tailor the training content to meet the specific needs of the participants. Below is a sample pre-training assessment that could be used for this purpose.

PRE-TRAINING ASSESSMENT: CULTIVATING POSITIVE PERCEPTION OF DISABILITY IN NIGERIAN SOCIETY

INSTRUCTIONS:

Please answer the following questions to the best of your ability. There are no right or wrong answers. This assessment is designed to gauge your current understanding and attitudes towards disability in Nigerian society. Your responses will help us customize the training to better suit the needs of all participants.

PART 1: MULTIPLE CHOICE QUESTIONS

Select the best answer for each question.

1. WHICH OF THE FOLLOWING BEST DESCRIBES THE TERM "DISABILITY"?

- A. A physical or mental condition that limits a person's movements, senses, or activities.
- B. The result of interactions between individuals with a health condition and their environment.
- C. An individual's inability to perform tasks in the same way as most others.
- D. All of the above.

2. WHICH NIGERIAN LAW IS PRIMARILY FOCUSED ON THE RIGHTS AND WELFARE OF PERSONS WITH DISABILITIES?

- A. The Nigerian Disability Act
- B. The Discrimination against Persons with Disabilities (Prohibition) Act
- C. The Persons with Disabilities Act of Nigeria
- D. The Disability Welfare Law

3. WHAT IS THE MAIN CHALLENGE FACED BY PEOPLE WITH DISABILITIES IN NIGERIA?

- A. Lack of accessible public infrastructure
- B. Discrimination and social stigma
- C. Limited access to education and employment opportunities
- D. All of the above



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PART 2: TRUE OR FALSE

Indicate whether each statement is True or False

1. DISABILITY IS ALWAYS VISIBLE, AND YOU CAN TELL IF SOMEONE HAS A DISABILITY JUST BY LOOKING AT THEM.

- True
- False

2. CULTIVATING A POSITIVE PERCEPTION OF DISABILITY IN SOCIETY CAN LEAD TO INCREASED OPPORTUNITIES FOR PERSONS WITH DISABILITIES.

- True
- False

3. TRADITIONAL BELIEFS AND CULTURAL PRACTICES IN NIGERIA GENERALLY PROMOTE THE INCLUSION OF PERSONS WITH DISABILITIES.

- True
- False

PART 3: SHORT ANSWER QUESTIONS

Please provide brief responses to the following questions

- 1. In your own words, describe why it is important to cultivate a positive perception of disability in Nigerian society.**
- 2. Identify one common misconception about disability in Nigeria and suggest a way to address it.**
- 3. How can the media play a role in changing perceptions of disability in Nigeria?**

PART 4: SELF-REFLECTION

Please reflect on your own attitudes and beliefs.

1. Have you ever witnessed or experienced discrimination against persons with disabilities in your community? If comfortable, please share a brief summary of the situation.

2. What steps do you think individuals can take to promote a more inclusive environment for persons with disabilities in Nigeria?

Thank you for completing this pre-training assessment. Your responses will greatly assist in making the upcoming training session as relevant and impactful as possible.

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- Post-training evaluation to measure the impact of the training:

POST-TRAINING EVALUATION: CULTIVATING POSITIVE PERCEPTION OF DISABILITY IN NIGERIAN SOCIETY

INSTRUCTIONS:

Thank you for participating in our training session. Please take a moment to complete this post-training evaluation. Your feedback is invaluable in assessing the impact of the training and will help us improve future sessions. There are no right or wrong answers. We are interested in your honest opinions and reflections.

PART 1: MULTIPLE CHOICE QUESTIONS

For each question, select the option that best represents your opinion.

1. How would you rate the overall effectiveness of the training in enhancing your understanding of disability in Nigerian society?

- A. Very effective
- B. Somewhat effective
- C. Neutral
- D. Somewhat ineffective
- E. Very ineffective

2. To what extent do you feel more prepared to engage in activities that promote a positive perception of disability?

- A. Much more prepared
- B. Somewhat more prepared
- C. No change
- D. Somewhat less prepared
- E. Much less prepared

3. How relevant was the content of the training to your personal or professional interests?

- A. Highly relevant
- B. Somewhat relevant
- C. Neutral
- D. Somewhat irrelevant
- E. Highly irrelevant



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PART 2: TRUE OR FALSE

Indicate whether you agree or disagree with each statement.

1. The training provided practical tools and strategies for promoting disability inclusion.

- True
- False

2. The training effectively addressed cultural and societal factors that influence the perception of disability in Nigeria.

- True
- False

3. I feel more confident in my ability to challenge misconceptions and stereotypes about disability.

- True
- False

PART 3: SHORT ANSWER QUESTIONS

Please provide brief responses to the following questions.

1. What was the most valuable thing you learned during the training?
2. Were there any topics you feel needed more coverage or were not addressed? Please specify.
3. How do you plan to apply what you have learned in your personal or professional life?

PART 4: SELF-REFLECTION

Reflect on your attitudes and beliefs.

1. Has your perception of disability in Nigerian society changed as a result of this training? If yes, how?
2. Can you identify any personal biases or misconceptions about disability that you were unaware of before the training?

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PART 5: FEEDBACK ON TRAINING DELIVERY

1. How would you rate the trainers' effectiveness in delivering the content?

- Excellent
- Good
- Fair
- Poor

2. Were the training materials (e.g., handouts, slides, videos) helpful in understanding the topics covered?

- Very helpful
- Somewhat helpful
- Not helpful

3. What improvements would you suggest for future training sessions?

THANK YOU FOR COMPLETING THIS POST-TRAINING EVALUATION. YOUR FEEDBACK IS CRUCIAL FOR US TO CONTINUE IMPROVING OUR TRAINING PROGRAMS AND MAKING A LASTING IMPACT ON CULTIVATING POSITIVE PERCEPTIONS OF DISABILITY IN NIGERIAN SOCIETY....

This evaluation form is designed to measure the impact of the training, assess participants' learning, and gather feedback for future improvements. It balances quantitative and qualitative feedback, encouraging participants to reflect on their learning and its application. This assessment is designed to be both informative and reflective, encouraging participants to think critically about their own perceptions and the societal context of disability in Nigeria.

- Feedback session to gather suggestions for improvement

11. **CONCLUSION**

- Recap of key learnings

- Call to action for participants to advocate for positive perceptions of disability in Nigerian society

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12. **APPENDIX**

- Additional resources
- Glossary of key terms

REFERENCES:

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By incorporating these references and developing

PREV

**BACK TO
MENU**

FITNESS

WHAT IS FITNESS?

THE STATE OF BEING PHYSICALLY HEALTHY AND STRONG

COMPONENTS OF FITNESS

- CARDIOVASCULAR ENDURANCE
- MUSCULAR ENDURANCE
- MUSCULAR STRENGTH
- FLEXIBILITY
- BODY COMPOSITION

INCORPORATE THE VARIOUS COMPONENTS FOR OVERALL PHYSICAL HEALTH AND PERFORMANCE AND WELL-BEING.

INCORPORATE A COMBINATION OF AEROBIC EXERCISE, STRENGTH TRAINING AND FLEXIBILITY EXERCISES INTO YOUR TRAINING ROUTINE TO IMPROVE OVER ALL FITNESS AND WELL-BEING

NEXT



FITNESS

INCORPORATE THE VARIOUS COMPONENTS FOR OVERALL PHYSICAL HEALTH AND PERFORMANCE AND WELL-BEING.

INCORPORATE A COMBINATION OF AEROBIC EXERCISE, STRENGTH TRAINING AND FLEXIBILITY EXERCISES INTO YOUR TRAINING ROUTINE TO IMPROVE OVER ALL FITNESS AND WELL-BEING

BENEFITS OF FITNESS

- IMPROVED CARDIOVASCULAR HEALTH
- IMPROVED MOOD AND MENTAL HEALTH
- INCREASED MUSCLE STRENGTH
- INCREASED MUSCLE ENDURANCE
- ENHANCED FLEXIBILITY AND MOBILITY
- WEIGHT MANAGEMENT
- STRESS REDUCTION
- BETTER SLEEP QUALITY

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FITNESS

CARDIOVASCULAR/AEROBICS

CARDIOVASCULAR

JUMPING JACKS

JOGGING

BURPEES

MOUNTAIN CLIMBERS

AEROBICS

HIGH KNEE

HIGH KNEE

RUNNING

TREADMILL

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FITNESS

WEIGHT TRAINING/STRENGTH

SQUAT

BENCH – PRESS

BENT – OVER FOW

SHOULDER PRESS

BICEP CURLS

NURTRITION

NURTRITION PLAYS AN IMPORTANT ROLE
IN SUPPORTING OVERAL HEALTH AND WELLNESS.

PRACTICE HEALTHY EATING HABITS BY EATING A
BALANCED DIET RICH IN LEAN PROTAIN,
WHOLE GRAINS, HEALTHY FATS, VEGETABLES
AND FRUITS TO PROVIDE ESSENTIAL
NUTRIENTS FOR OPTIMAL HEALTH.

LET US EMBARK ON THIS JOURNEY TO WELLNESS TOGETHER.

TRICEPS PUSH-DOWN

DEAD – LIFTS



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BACK TO
MENU

TITLE: CORRELATION BETWEEN DOMESTIC VIOLENCE AND CHILD ABUSE IN NIGERIA

KEY POINTS



1. **Introduction**

- Definition of domestic violence and child abuse
- - Overview of the prevalence of domestic violence and child abuse in Nigeria

2. **Domestic Violence: **

3. **Child Abuse: **

4. **Regional Variations: **

5. **Importance of understanding the correlation between Domestic Violence and Child Abuse:**

Interconnectedness:

Impact on Children:

Long-term Consequences:

Intergenerational Transmission:

Risk Assessment and Safety Planning:

Legal and Policy Implications:

6. **Domestic Violence in Nigeria**

- Forms of domestic violence (physical, sexual, emotional)
- Impact on victims and families

NEXT

KEY POINTS



7. **Child Abuse in Nigeria**

- Effects on children's physical, emotional, and psychological well-being

8. **Correlation between Domestic Violence and Child Abuse**

- Overview of the interconnection between domestic violence and child abuse

9. **Factors contributing to the correlation**

****Witnessing violence**:**

****Modeling behavior**:**

****Cycle of abuse**:**

****Stress and coping mechanisms**:**

****Power dynamics**:**

****Normalization of violence**:**

****Trauma and emotional harm**:**

- Case studies or examples illustrating the correlation

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KEY POINTS



10. **Consequences of the Correlation**

Short-Term Impacts:

1. **Physical Injuries**
2. **Emotional Trauma**
3. **Behavioral Problems**
4. **Academic Difficulties**
5. **Social Isolation**

Long-Term Impacts:

1. **Physical Health Consequences
2. **Mental Health Disorders**:
3. **Interpersonal Relationship Difficulties**:
4. **Cycle of Violence**:
5. **Socioeconomic Challenges**:

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KEY POINTS



11. **Societal implications and costs of domestic violence and child abuse**

1. **Healthcare Costs**
2. **Lost Productivity**
3. **Legal and Judicial Costs**
4. **Social Services and Support Programs**
5. **Impact on Children**
6. **Economic Empowerment**
7. **Community Well-being**
8. **Human Rights Violations**

12. **Challenges in addressing both issues simultaneously**

1. **Cultural and Societal Norms**
2. **Lack of Awareness and Education**
3. **Stigma and Shame**
4. **Limited Resources**
5. **Weak Legal and Justice Systems**
6. **Fragmentation of Services**
7. **Data Collection and Monitoring**
8. **Conflict and Instability**

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****Prevention and Intervention Strategies****

- Preventing and addressing domestic violence and child abuse require multi-sectoral approaches that involve government agencies, civil society organizations, communities, and individuals.
- Strategies include raising awareness, promoting gender equality, strengthening legal protections, providing support services for victims and survivors, and addressing underlying factors such as poverty and social norms that condone violence.
- Interventions should focus on early identification, intervention, and support for victims, as well as holding perpetrators accountable for their actions

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****Conclusion****



- The correlation between domestic violence and child abuse underscores the need for comprehensive strategies to address both forms of violence in Nigeria.
- By working together to raise awareness, promote prevention, and provide support services, we can create safer, healthier environments for individuals and families to thrive.
- Thank you for your attention. Let's continue to collaborate in the fight against domestic violence and child abuse in Nigeria.

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****Questions and Discussion****

- Open the floor for questions, comments, and discussion.
- Encourage participants to share their insights, experiences, and ideas for addressing domestic violence and child abuse in Nigeria.
- Provide resources and additional support for those interested in learning more about the topic.