

ASA PAPER EXAMPLE
Disability as an Inequality

Surname 1

Disability as an Inequality

Student's Name

Institution Affiliation

Word Count (2092)

¹ Authors Address



ASA PAPER EXAMPLE

Disability as an Inequality

Disability as an Inequality

DISABILITY

Disability refers to a situation whereby one has got a mental or physical impairment. In the case, of impairment, the person is usually disadvantaged, and the ability to carry out the day-to-day activities is hindered. Hence, often they are in continuous exclusion from education whether the formal and informal.

People with a disability also do face a lot of injustices and sorts of discrimination in almost any area in the world. They face these problems in spite of sharing the national wealth, national boundaries and the federal poverty. (Baldrige and Richard 2015).

There are usually many types of disabilities, but for this paper, we will major ourselves more on the physical and mental disabilities.

The effects of Inequality

There are also many types of disparities the first example of bias is known as

- **Ableism**; the ableism is a sort of discrimination and exclusion of a group of persons who have a disability.



ASA PAPER EXAMPLE
Disability as an Inequality

- **Stigma:** this is also another form of inequality, in this case, scenario there is a particular type of persons in the society who are handled and treated differently than some people.

A lot is going on in the USA especially in matters about people with disabilities. For example, since the establishment of The Americans with the Disabilities Act of 1990 (ADA) people with disabilities have been protected by the law and the constitutions especially when in education, employment or research centers. There has been an advancement in most firms when human resource managers employ people with disabilities; this is a significant recognition by the U.S. Department of labor.

The recruitment has been driven by the continuous growth of the U.S. economy, especially in many sectors. These jobs given to people with disabilities have been organized by the U.S. state agencies with the spotlight to ensure that these group of persons live independently.

There has also been significant advancement by the Americans department of labor commonly known as ODEP as it has sought to increase work opportunities for people with disabilities. This branch of labor office of the disability employment policy (ODEP) continues to do this by ensuring there are sufficient training programs put in place. Moreover, they also



ASA PAPER EXAMPLE

Disability as an Inequality

provide education, technology, entrepreneurial development and organizing hub of small-scale business for people with disabilities.

Trends in Employment and Health

According to the census data released in 1990, it shows that approximately 50.2% of the disabled persons were employed. In today's contemporary world the number has reduced significantly to roughly 41%. (Thomson 2017). The cause of reduction has been attributed to the population that is aging. Those that are aging sometimes become too weak and old and are unable to do their jobs as previously as they did before since sometimes they lose their sight hence unable to work night shifts.

Although some work has been seen in the health sector especially for persons with disabilities. I tend to concur that much still can be done. For instance, disabled persons are the majority people in the demographic data that require a lot of health care and health programs. If we look back to as far as the year 2006, we find that disabled people health care cost was estimated to account for 26.7% of healthcare disbursement. This is equaling to approximately \$397.8 billion. This year the expenditure cost is expected to continue to rise thus explains why the U.S. government is firing all the cylinders to ensure that these groups of people feel that they are not left behind by the healthy persons.



ASA PAPER EXAMPLE

Disability as an Inequality

There are a lot of potential ways to address the disability problems that seems to be so entrenched in our culture the first is setting up of federal agencies such as supplemental security incomes (SSI) and the Social Security Disability Insurance (SSDI). These federal agencies can provide financial cover to people with extreme disabilities hence making them able to survive independently without giving burden to the working population that is usually involved in the payment of hefty tax. Moreover, when this is done thee instances of discrimination especially in the workplace would be significantly reduced.

The social drift hypothesis is also another way which can be used to solve problems facing persons with disabilities. In simple terms, its definition entails that the existence of poverty in the society is as a result of the widespread mental illness. This statement seems to be true because when one is impaired mentally, the learning and cognitive functions are usually compromised. However, this outlaid thesis seemingly has got resistance ideas in the name of the social causation theory.

This model argues that one's existence in a particular social class is attributed to the possibility of that specific person having a mental disorder. From research studies, we see that unemployed persons usually have increased amount of stress. The distress then leads to increased physical problems. When one is in physical issues the ability to work well curtails leading to decreased income levels.



ASA PAPER EXAMPLE

Disability as an Inequality

6

In summary, about the social drift hypothesis is that we should ensure we are stress-free as we carry out our day-to-day business activities so that the number of disabled persons through distress is cut down. Moreover, if this is undone the social workers would have to intervene for people with disabilities since they are unable to manage themselves.

Throughout the human history, we have found out that disabled persons are treated distinctly from persons that are usually fitting to the social norms and code of conduct. For example, in 1907, disability persons were involuntarily sterilized so that they could not pass the bad genes to the future generation. This sort of behavior is biased and a disgrace to the society in general. So, regarding the historical dimensions of the people with disabilities, we can say that their path has not been smooth as they have often been neglected by healthy persons.

The neglection by the healthy people has gone for too long. For example, in, countries like Greece disabled people were killed in the forest and left abandoned there. In England during the early 15th century their Queen at that time decides to divide the poor into three groups, this is a sort of discrimination that it happens in today's the contemporary world then respect for all able-bodied men and women would be lost.

There have been a lot of social, economic and demographic factors that have helped in reshaping the problem with disability that continue to exist in the society today. This is through the building of the societal models to ensure that there is a proper physical environment for the



ASA PAPER EXAMPLE

Disability as an Inequality

7

disabled person to showcase their knowledge and skills that would enable them to realize their goals in the society. For political as a factor it focuses on the rights of these individuals. For example, politics ensure that disabled people right to employment is respected and upheld by the rule of law at all times. These rights would then allow them to be engaged in all the public domains of social life. When such things are followed to the latter then problems when they sometimes faced back such as mass killings and abandonment decreases. This, therefore, has reshaped our perspective on how we view these group of persons. More people can now look them in the mirror and say that disabled people are just like them and that their rights should be respected. The economic factor also argues that the handicapped people should be allowed to work in the society as they can contribute to the national per capita income just like the enabled bodied person. This contribution to the per capita income is a unifying factor thus shaping our level of focus on how we should treat people with disability.

When we come to the disability world, then there is a lot of relations between sociological dimensions and disability. For example, often we see disability as a social oppression just like ageism, homophobia, and racism. This is different to a perspective of viewing it as an individual problem that could have been perhaps caused a little physical impairment. Hence, we just see it as a form of social oppression that undercuts both personal and public domains. In this article, we are going to focus on the psycho-emotional dimensions.



ASA PAPER EXAMPLE

Disability as an Inequality

The psycho-emotion dimension has been known to cause a lot of jitters to the disabled persons as most of the time they feel worthless and ashamed. Whenever they are in this situation the other group of persons who are perceived to be normal are also affected. For example, they feel that they are somehow facing a structural barrier. These sort of problem therefore perfectly explains why disability is spotlighted as a social problem rather than an individual problem. The reason being is that psycο-emotion dimension is brought about by cultural representations and how we interact with other people.

Those who live with disability have found out that living with it is not an easy task. Moreover, the needs of such individuals also tend to fluctuate in their life leading to social, emotional and financial constraints (Haagsma et al. 2016). Having a disability also might lead you to feel very depressed hence feeling the wrath of the social isolation. Impairment also points to lack of dependence. Disabled people, most of the time would want to be cared and looked upon by their immediate relatives, however, when they are neglected they tend to experience mental burn out and depression.

There are a lot of non- profit organizations in the U.S who put the welfare of people with disabilities at the forefront. For example, American association with people with disabilities (AAPD) is one of the most prominent cross-disability nonprofit organization whose work is to ensure that the disabled persons are financial self-sufficiency. Moreover, they also deal with the



ASA PAPER EXAMPLE

Disability as an Inequality

political empowerment for these types of people to ensure there are non-discrimination laws put in place to help these individuals.

There is also another organization known as the American Disabled for Attendant programs today (ADAPT) whose work is to ensure people with disability are in Nursing homes and are well taken care of. The American Foundation of the blind is also another organization whose sole purpose is to advocate for the rights of individuals who have a visual impairment. In summary, there are a lot of agencies in the USA that advocate for the rights of these individuals.

Many policies have been proposed since the 1900s to address disability as inequality. An example is seen in the establishment of the Affordable Care Act (ACA) which works hand in hand with other health insurance covers such as Medicaid to solve the problems facing disabled persons. The 44th president of the United States Barrack Obama offered specific, concise and clear policy proposals that ensured disabled people have an expanded social safety and that their civil rights are respected.

In 1981 the Ronald Reagan administration came with policies to address the disability as an inequality by proposing the elimination of the pesky federal regulations. The first strategy implemented was access to public schools by the disabled persons. This was a good move to ensure the number of discriminated persons were significantly reduced. The policies have not yet



ASA PAPER EXAMPLE

Disability as an Inequality

10

been successful since there is still a lot of fighting going on about the civil rights of the disabled people.

The disability is a legal term under the ADA (Americans with Disabilities Act) this is because disability has got a legal definition enshrined in the laws. According to ADA definition of disabled persons, they are being referred to as people who have a mental or physical impairment that to some extent limits one's primary life activity. (Young 2015) Therefore the ADA makes it extremely unlawful to discriminate people who have a physical or mental disability. The discriminations should not be in workplaces, public accommodations, commercial facilities, transportation sector and telecommunication areas.



ASA PAPER EXAMPLE

Disability as an Inequality

REFERENCES

- Baldrige, Morgan D. C. & Richard C. Dirmyer. 2015. "Disability and Salary Equality: The Influence of Education, Gender and Race." *Academy of Management Proceedings* (Vol. 2015, No. 1, p. 13717). Academy of Management.
- Haagsma, Juanita A, Nicholas Graetz., Ian Bolliger, Mohsen Naghavi, Hideki Higashi, Erin C. Mullany, ... & Emmanuel A. Ameh .2016. "The Global Burden of Injury: Incidence, Mortality, Disability-adjusted Life Years and Time Trends from the Global Burden of Disease study 2013." *Injury Prevention*, 22(1):3-18.
- Thomson, Reginald G.2017. *Extraordinary Bodies: Figuring Physical Disability in American Culture and Literature*. Columbia University Press.
- Young, Gerald .2015. "Causality in Criminal Forensic and in Civil Disability Cases: Legal and Psychological Comparison." *International Journal of Law and Psychiatry*, 42:114-120.