

**Disability:  
THE NEW EXPERIENCE**

Diversityworks™ [www.diversityworks.co.nz](http://www.diversityworks.co.nz)

NASCA Conference  
1 DECEMBER 2008, CHRISTCHURCH NZ

**PHILIP PATSTON**  
Gay, Disabled, Vegetarian, Kiwi, Comedian.  
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**For whom is NASC most important?**

A: Disabled people & whanau

B: Service providers

C: Government

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**From that... to this**






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## From that... to this

- Disability
- Needs assessment
- Services



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## Who am I?

- Gay
- Disabled
- White
- Man



- Vegetarian
- Vitiligo
- Valium
- Vino

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## Who am I?

- Son
- Brother
- Uncle
- Friend
- Boss
- Lover
- ~~Mentor~~
- Role model
- bad influence
- Zen buddhist - kind of

- Recovering social worker
- Counsellor
- Human rights campaigner
- Entertainer
- Consultant
- Business owner
- Columnist
- Actor
- Leader
- Amateur designer
- Entrepreneur - social/creative
- Queer of the Year 1999
- Billy T James Comedy Award recipient

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## Creative philanthropist

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- **NZ Social Entrepreneur Fellow**
  - Justice reform
  - Eco-housing
  - Affordable housing
  - Adaptable housing
  - Wet housing
  - Problem gambling
  - Youth work
  - Disability and diversity
  - Rural youth
  - Indigenous/Maori & Pacific
  - Domestic violence
  - Parenting
- **ArtVenture Creative Entrepreneur**
  - Dance
  - Sculpture
  - Architecture
  - Urban design
  - Film/multimedia
  - Music
  - Literary
  - Comedy/performance
  - Thought leadership
  - Design

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## Diversityworks™

- **Diversity**
  - Dichotomy of similarity and difference; unity and separation
  - Variety in people, perspectives, skills, beliefs, ways of thinking
- **Synergy**
  - Two or more things, people, or organisations working together
  - Result is greater than the sum of their individual effects or capabilities

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## Diversityworks Group and Trust


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graph TD
    A[Philip Patston and associates] --> B[ongoing contracts  
one-off workshops, speaking, gigs, etc  
projects]
    A --> C[Govt & philanthropic funding]
    B --> D[Diversity NZ Ltd t/a Diversityworks Group (services)]
    C --> E[Diversityworks Charitable Trust (projects)]
    D --> E
  
```

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## Rethinking ideas



Dr Edward de Bono

We think to...

- deepen and shift perception
- design, innovate and inspire
- creatively evolve

“ Any idea that does not raise a howl of protest is probably not a good idea... ”

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## Beyond disability and marginalisation

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## With which do you agree most?

1. Marginalisation is negative.
2. Marginalisation limits experience.
3. Marginalisation is a perception.
4. Marginalisation creates purpose.

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## You have woken up tomorrow and...

- You have different coloured hair
- You are rich and famous
- You are the opposite gender
- You have the opposite sexual preference
- You are another race
- You have 50% of your physical, intellectual or emotional capacity

- Choose one:
  - I'd **Hate** it to happen
  - I'd **Fear** the unknown
  - I'm **Not** sure
  - I'd be at **Peace** with the world
  - I'd **Love** it to happen

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Hate ← Fear ← Neutral → Peace → Love

DENIAL <==> ACCEPTANCE  
of our ability to change/adapt

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## Phobias?

- **DYSFUNCTIONPHOBIA**  
– Fear (or hatred) of losing function
- **TRANSMOGRIPHOBIA**  
– Fear (or hatred) of change/transformation (esp. in a surprising or magical manner)

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<b>DISABLED</b> ±20% of people		<b>NON-DISABLED</b> ±80% of people	
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**Dysfunctionphobia**

## Functional diversity

5	4	3	2	1	2	3	4	5
Unique Function		Common Function			Unique Function			

**FUNCTIONALLY DIVERSE**  
100% of people

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<b>MARGINALISED</b> ±40% of people		<b>NON-MARGINALISED</b> ±60% of people	
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**Transmogriphobia**

## Experiential diversity

5	4	3	2	1	2	3	4	5
Unique Experience		Common Experience			Unique Experience			

**EXPERIENTIALLY DIVERSE**  
100% of people

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## “Unique” experience

- Experience that is “different in a way worthy of note”

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## Constructive Experiential Diversity

- Accepting our natural variance
  - Modes – how we experience
  - Outcomes – why we experience
  - Value (or desired state) – the level of importance placed on experience
  - Capacity (or actual state) – the level of ability to experience

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## Language of CED

- Unique experience
- Origin of unique experience
- Experiential bias
- People with unique experience
- People with common experience
- To exhibit experiential bias
- The impact of experiential bias
- Experiential enhancement (system or device)
- Experiential synergy
- Experiential realignment
- Experiential reconfiguration
- **Experiential reconciliation**
- Internal experiential opportunity/gap
- External experiential opportunity/gap
- Experiential challenge (obstacle)
- Experiential dissonance

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## SUMMARY

- MEDICAL/THERAPEUTIC MODEL
  - How do we change people?
- SOCIAL MODEL
  - How do we change society?
- EXPERIENTIAL DIVERSITY
  - How do we change our thinking about people and society?

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**WISE SPECIES™**

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EXPERIENTIAL DIVERSITY IN ACTION

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### WISE SPECIES™

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## WISDOM

## IDENTITY

## SYNERGY

Negativity > Positivity > Constructivity

## EXPRESSION

- manifestation of wisdom, identity and synergy
- $S \times P \times E \times C \times I \times E \times S$

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## Wisdom

Negativity > Positivity > Constructivity

- Resources
- Experience
- Attributes
- Learning

- **GAPS?**
- **OPPORTUNITIES?**

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## Identity

Negativity > Positivity > Constructivity

- How I recognise myself
- How the world recognises me

- **GAPS?**
- **OPPORTUNITIES?**

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## Synergy

Negativity > Positivity > Constructivity

- Roles
- Responsibilities
- Relationships
- **GAPS?**
- **OPPORTUNITIES?**

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## Expression

- **SOcially** | communication, relationships
- **PHYSically** | behaviour, body language
- **EMOTIONally** | feelings, emotions
- **CULTURally** | traditions, rituals, arts
- **INTELLECTUally** | thoughts, ideas, meaning
- **ECONOMICally** | wealth, spending
- **SPIRITUally** | belief, purpose

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## From that... to this

- Disability
- Needs assessment
- Services



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## From that... to this

- Disability
- Needs assessment
- Services
- **Experiential diversity?**
- **Experiential reconciliation?**
- **Resources to enable expression?**

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## Priorities

- Customer service
- Flexibility
- Creativity
- Constructive intention

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## Contact

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**KIA ORA**

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## Constructive Experiential Diversity

A. How **important** is this experience for you?

1. Not at all
2. Slightly
3. Moderately
4. Very
5. Extremely

B. How do you rate your **capability** in this experience **now**?

1. Very low
2. Low
3. Average
4. High
5. Very high

C. Calculate your experiential satisfaction (or synergy)

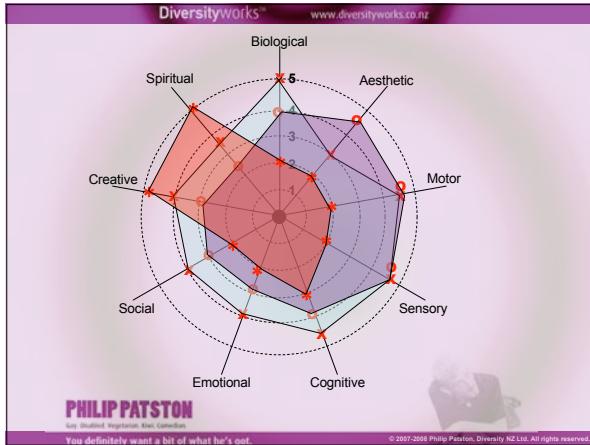
CURRENT STATE  
 LESS DESIRED STATE

**C = B - A**

**Total C  
 = Average satisfaction**

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## More on CFD...

- [www.functionaldiversity.co.nz](http://www.functionaldiversity.co.nz)

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## some of my wisdom

- Realisation based on Experience, Attributes, Learning
  - nothing is wrong
  - everything is perfect
  - diversity is natural
  - we create our reality
  - change is constant
  - we choose it all

**BELIEVING THIS IS MORE USEFUL THAN RESISTING IT, EVEN IF IT IS A LOAD OF NEW AGE CRAP**

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## Momentum'09

- International Disability Arts Symposium

[www.momentum09.com](http://www.momentum09.com)

4-7 March 2009 in Auckland, NZ

**Vision**  
 The vibrancy, creativity and innovation of disabled, Deaf and survivor artists and performers add value, excellence and diversity to art and culture worldwide.

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## Momentum'09

- The Symposium will:
  - bring pace, perspective and prominence to disability arts and provide the next step towards a viable and global understanding of and respect for disability arts and culture.
  - be a melting pot of innovation, inspiration, aspiration and the very best in performance and visual arts by disabled artists and performers from around the world.

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## The Diversity Challenge

- [www.diversitychallenge.school.nz](http://www.diversitychallenge.school.nz)
- competitive and collaborative opportunity for schools
- aims to promote awareness of diversity (including but not limited to functional diversity/disability)
- involves a wide diversity of students in designing and creatively expressing a future where inclusion and acceptance of diversity are the norm.

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## disability.net.nz

- Knowledge, community and connections to improve the effectiveness of disability support in NZ

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**What I've been thinking...**

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