

Dilemma:

“The accessible toilet is popular”

Each group has a host.

This dilemma card is for the host and contains:

- A host guide
- A dilemma
- Fact boxes
- A question guide for dialogue one and dialogue two

Host guide As a host, your role is to facilitate a good, constructive dialogue where everyone gets to speak. Your role is not to participate by sharing your own perspective, but you are welcome to put your perspective into play by phrasing it as a question (“What if they ...?”).

Try to be curious (“Why do you think that?”) and investigative (“What if they react differently than you assume?”).

Aim to make it safe for participants to say or share something vulnerable by making it clear that different perspectives are welcome and that everyone should be respectful.

The dialogue is divided into two parts.

The first part is about giving advice to the person who posed the dilemma, and the second part is about the theme of the dilemma from the perspective of the panellists and their experiences at DTU.

On pages 3 and 4, you will find questions and data, which you can use to qualify the dialogue.

After reading this guide and skimming the question guide, please read out the dilemma to the panel. Give them a moment to reflect on the dilemma. Then initiate dialogue one.

Dilemma:

Thomas works at DTU and is a wheelchair user. Overall, he thinks that DTU offers good conditions for wheelchair users compared to other workplaces. However, there is a 'but'. Because how good the conditions are depends on where on campus you are, and the uncertainty is a heavy mental load.

Thomas' biggest challenge each day is getting to the toilet at the department where he works. It takes a little detective work to find toilets where there is room for a wheelchair to get through, and some doors can make the trip difficult. He is grateful for the doors that open automatically, which are available in some areas, although it would be better if there were signs indicating which of the doors opens automatically and which way it opens.

Thomas has located one toilet with sufficient space. However, this toilet seems to be very popular. It is often occupied when he needs to use it—but not by other wheelchair users. People seem to prefer the accessible toilet even though the other toilets are unoccupied, so Thomas' guess is that it is because it is larger than the others and has a sink and a mirror (which by the way is placed too high up on the wall for a wheelchair user).

As he can't use the other toilets, he always waits outside until the other person is done. Thomas feels that this situation is very awkward. And even though nothing is said out loud, he feels that the other person gets a bit embarrassed when they come out and see that there is someone in a wheelchair waiting. There is also another challenge for Thomas: he, like many other wheelchair users, also has a bladder impairment, which means that he can't wait too long.

In defence of the other people using the toilet, there is actually no sign on the door indicating that it is an accessible toilet, so they may not even think about it.

Thomas doesn't know whether he should do anything about it, and if yes, then what? He already feels lucky to have been employed. Although he knows that he should not feel that he has any less right to work than people who are not in a wheelchair, he doesn't want to be a bother, which is why it would be difficult for him to speak up about his special needs. Thomas would like the panel to discuss his options.

Dialogue one:

1
What advice does the panel give?

- [Start by hearing each panellist's thoughts on the dilemma so everyone gets the chance to speak from the start]
- "What could the underlying cause(s) for the dilemma be?"
- "What do you think of the options stated by the person who posed the dilemma?"
- "Is there a way for Thomas to start a change without being at the centre of it?"
- [Feel free to use the data from the boxes to boost the discussion]
- [Other investigative questions]
- "We have to come up with an answer, but you don't all have to agree. What does each of you think the person who posed the dilemma should do?"

Wheelchair users are eliminated in the recruitment process (7.7 per cent of applicants who mention their disability are invited in for an interview against 17 per cent who do not).

("Unequal? A Field Experiment of Recruitment Practises Towards Wheelchair Users in Denmark", Aalborg University, 2022)

Nearly one in four respondents with major physical disabilities (22 per cent) had been fired in the past 4 years in 2020. This only happens to around one in ten (11 per cent) people who do not have a disability. (People with disabilities, 2021, VIVE)

2 Dialogue two:

What do you do, and what could you do?

This part of the dialogue focuses on the panellists' own experiences at DTU.

Start dialogue two by telling the panel that the focal point is still the theme of the dilemma, but now they should look at the conditions in their own unit as well as considering other solutions.

Please note that dialogue two may be a bit more sensitive. Aim to create a safe and respectful space for everyone. The goal is still not to agree on everything, but to learn more about each other's perspectives.

- "Do you recognize the dilemma or parts of it, either on a personal level or through observation?"
- "What is the status of accessibility and conditions for wheelchair users in your unit?"
- "To the best of your knowledge, has there ever been employees who were wheelchair users in your unit?"
- "What would make you hesitate to hire a wheelchair user?"
- "Is there a part of the advice you gave that you practise in your unit? If yes, what? If no, would that be possible?"
- "What else could you do? At individual, group, and organizational level?"
- [Other investigative questions]
- "What will each of you take with you to your unit, either as a point of attention or as possible solutions related to the theme of the dilemma?"