



Australian Government

Department of Education, Employment
and Workplace Relations



CDS

Centre for
Disability
Studies

Where all we want is; start small **BUT DREAM BIG**



Disability Employment News

For previous issues goto:

<http://bit.ly/NDCODisnews>



HAPPY HOLIDAY SEASON EVERYONE

My special message to you press here

**Click
Here**



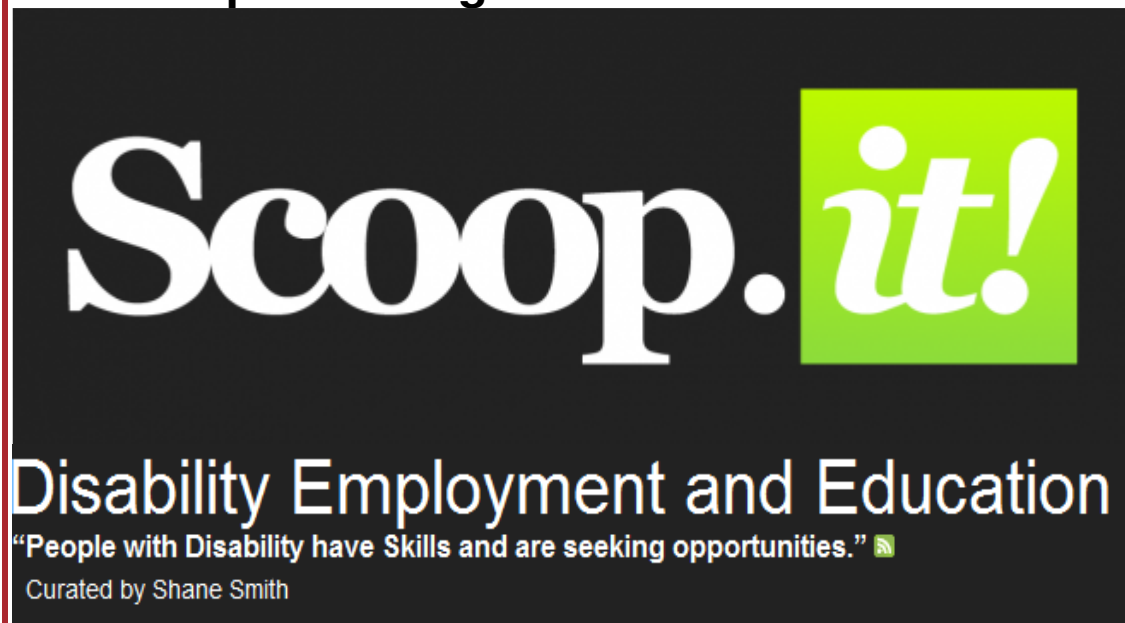
Hello and welcome new and old recipients of this newsletter alike. Please be advised that not all of the information in this newsletter will be important to you but feel free to email shanesmith@med.usyd.edu.au if you wish some particular information related to employment, disability, support strategies, business specific information or something specific to be added.

Please distribute the Newsletter to those that you think would be interested in it.

For information on subscribing/ unsubscribing, please go to the end of the newsletter.

NEW ITEM:

ITEMS FROM THE INTERNET:
Click the picture to go to the site!



CHANGE THIS: Free Ebook

Free Ebook from <http://changethis.com/>

- [Quoting directly from the site Change this there mission is:](#)

Our mission: to support and spread great ideas.

Great ideas = Passion. Conviction. Knowledge. Education. Thought. Persuasion.
Freedom. Appeal. Change. Point-of-View. Self-Betterment. Inspiration.



Social media has started a revolution in how people connect, learn and communicate, and its effects cannot be undone.

Most notably, social media is helping to facilitate real world revolutions by bringing together passionate people around social platforms to organize efforts and achieve desired outcomes. And through each, the world learns the importance of Facebook, Twitter, YouTube and other emerging networks in our society. As the old saying goes, "we ain't seen nothing yet."

Change

is in the air and the ties that bind are formed through the relationships between people who share online connections, experiences, and real world aspirations.

What you're about to read is a manifesto for change, to bring about evolution or revolution for what it is you believe in, for what it is you wish to change in your world. This was written to spark your rallying cry. My intention was to help you unlock what it is you already possess, a vision to see things differently, the way they should be, and heart to inspire those around you to bring your vision to life. With the power of social media at your fingertips, you can organize and lead transformation far more efficiently than ever before. But to embrace this opportunity, we must realize your role and the place and capabilities of social media in your quest.

To download the book please goto: <http://bit.ly/Changethisarticles>

And press on the title to download

SOMETHING FROM POSITIVE PSYCHOLOGY RESOURCES

- [A WORD FROM DR HAPPY](#)
- [A WORD FROM KEN WARREN](#)
- [POSITIVE PSYCHOLOGY NEWS DAILY](#)

Are Market Behaviors Moral?

Written By:

Kathryn Britton, MAPP '06, ACC, former software engineer, is a coach working with professionals to increase well-being, energy, and meaning ([Theano Coaching LLC](#)). She teaches positive workplace concepts at the University of Maryland. She recently published a book, [Smarts and Stamina](#), on using positive psychology principles to build strong health habits.

Blog. [Full bio](#). Kathryn's articles are [here](#).

Are Market Behaviors Moral?

Do you think of marketplace behavior as neutral, negative, or moral? [Paul Zak](#) and other researchers argue that market behavior on the whole is moral behavior that both benefits from

and contributes to social connectedness. In fact, Zak argues that Confucius, Aristotle, and others are wrong to look down their noses at trade. Surprised? Read on.

Social Exchanges

I recently heard a lecture by [David Halpern](#), policy advisor to 10 Downing Street and author of *The Hidden Wealth of Nations*. What caught my imagination was Halpern's description of economies of regard, informal care-based exchanges based on reciprocity rather than altruism. He illustrated the idea with care-based exchanges in Japan, where people can earn care credits that they can only spend to acquire similar levels of care for their loved ones. For example, assume you are living in Tokyo and your mother is living three hours away, even by a fast train. She has a fall and temporarily needs care that you would really like to be able to give her. But unfortunately you cannot take time off from work to travel to her small town.

A Cared-For Mother

So you volunteer to help out someone else's mother who lives close to your home in Tokyo. You go to the grocery store for her, take her to the doctor, and install hand rails to prevent future falls. You help her with her physical therapy, and you drop by several times a week to see what she needs. It takes time, but it doesn't require long hours of travel. You send the care credits to your mother, who uses them for the care she needs, which she gets from someone who, like you, is earning care credits for a beloved family member.

You could just hire a home-care nurse to take care of your mother, paying for the service with money. But somehow, your mother feels differently that you earn her care with your time. When the care-taker arrives, it reminds her that you do know how to care for people, that she did teach you that people are important. She understands that the travel distance makes it hard for you to be with her, but you aren't ignoring your responsibility.

My godmother lived 15 miles away from my home, while my mother lives nearly 3000 miles away. Several times over the last few years, I moved in with my godmother to care for her after an injury. It only occurred to me when I listened to David Halpern that my experience caring for my godmother made it possible for me to call on friends in my mother's town when she needed help. It made me aware that friends may actually welcome the opportunity to help my mother and find it rewarding. Without that experience, I'd be embarrassed to ask because I'd feel that I was imposing on them. So giving thus makes it easier to receive.

Trust and Economic Performance

Citing research by Beugelsdijk and colleagues on the impact of social trust on economic performance, David Halpern made the statement that social capital and trust have a greater impact on economic growth than human capital and education. Halpern described policies in different parts of the world that appear to lead to greater social connections, including Patient Hotels in place of hospitals in Sweden and the [Yellow Ribbon program in Singapore](#) for welcoming people back into the community after prison, which has greatly reduced recidivism. From what I can see, there is considerable debate about the robustness of the relationship between trust and economic growth. What's interesting are major economic implications, such as the statement made by Paul Zak and Stephen Knack, "If less than 30% of people in a country think their compatriots are trustworthy, investment will be so low that

positive income growth will not occur.”

Moral Markets?

Thinking both about the reciprocity represented by care credits in Japan and the connection between trust and economic growth, I went searching for relevant research. I was happy to find work by [Paul Zak](#), professor of Neuroeconomics, Economics, and Neurology at Claremont Graduate University. Here are just a few of the points I’ve picked up from his papers and online videos.

Market Exchange

- People are social creatures exquisitely prepared for exchange. In particular, an uncoerced market exchange requires gains for both parties. That stopped me for a moment, but it makes sense. When I do my grocery shopping, I “win” food for my table, which I need more than the money I give up. The grocery store “wins” revenue and profit which it needs more than food that will otherwise spoil on the shelf. If I don’t feel I am winning enough for my money, I can shop at a different store.

To read the full article goto: <http://bit.ly/aremarketsmoral>

INTERESTED IN GIVING SOMEBODY A FAIR GO?

- [Would you be interested in having a NDCO come out to your workplace to test the workability of your workplace for people from a broad range of backgrounds.](#)

As the NDCO for the Inner Sydney Eastern Suburbs St George Sutherland area I would be able to attend your workplace and cast a fresh set of eyes over your workplace to see if there are potential opportunities for your business to expand and diversify its workforce.

I have Bachelor Degree in Education, approx 20 years experience within the Disability and Greater Human Services Industry. I have worked particularly within the area of Employment and recruitment of people with a disability for the last 8 years where I have been able to assist many businesses to successfully implement a strategy of working with a person who has a disability.

I may be able to assist in some of the following:

- the benefits of building a diverse workforce
- living and working with disability
- emerging technology
- disclosure of disability in the workplace
- implementing reasonable adjustments
- information accessibility..... and more!

As well as I have a great range of contacts that could assist you in the event that I would be unable. Including an Organisation called Australian Network on Disability (AND)

<http://www.and.org.au/>

NOT because it is charitable but because it is simply good business.

If interested contact:

Shane Smith
88780511
0438368724
shane.smith@sydney.edu.au

BUSINESS NEWS

An Excerpt from the

THE SAVAGE TRUTH

About The Savage Truth

Written by Greg Savage, The Savage Truth is a resource of insights and ideas for anyone interested in recruitment and staffing. Though his views are often controversial and contrarian, Greg Savage is a sought-after speaker and presenter and is regularly asked to comment on the industry, its challenges and its future. To contact Greg please email:

gsavage@firebrandtalent.com

FUN and MONEY- Two reasons to come to work.

There are only two reasons to come to work.

Fun and money.

And you have to have *both*. One of them will not be enough. Not if you want to love what you do, that is. Having a job where you get just one or the other, often seduces you into thinking you have found your dream job. But in most cases that dream fades like mirage as you realise a key ingredient of 'job love' is missing.

And for recruiters, where our job is so hard, and the disappointments so many, you simply *have* to have them both for it all to be worth it.

Fun and money.

But let's dig into what I mean by 'fun' and 'money'.

At work, 'fun' is much more than just having a giggle. Fun means working in a business where you believe in the vision and the ethos. That's where 'fun' begins. To do a challenging job well, every day, you have to be doing something that has meaning to you. Fun on the job means working with people you like and respect. Fun at work includes collaboration, mutual support and a strong bond of shared goals. Fun means winning more than losing, continuous learning, constantly growing as a business person, and doing something you know impacts

people in a positive way. That's fun. And it includes traditional fun too. A workplace where we can have a laugh, where we can socialise easily, enjoy each other's company and celebrate group and individual success. A job that enhances your self esteem and sense of worth. That is fun.

Is that how it is for you where you work?

To read the full article goto: <http://bit.ly/tworeasonstocometowork>

FAMOUS PEOPLE who have/ had a disability



Richard Pryor - Richard Franklin Lennox Thomas Pryor III (December 1, 1940 - December 10, 2005) was an American comedian, actor, and writer. He is also regarded as the most important stand up comedian of his time. Pryor grew up in his grandmother's brothel, where his mother, Gertrude L. Thomas, practiced prostitution. His father, LeRoy "Buck" Pryor (a.k.a. Buck Carter) was a former bartender, boxer, and World War II veteran who worked as his wife's pimp. In 1991, Pryor announced that he had been suffering from multiple sclerosis since 1986. In response to giving up drugs after being diagnosed with multiple sclerosis, he said: "God gave me this M.S. sh*t to save my life".

Disabled World - Disability News for all the Family: <http://www.disabled-world.com/artman/publish/ms-famous.shtml#ixzz1gewe1mu8>

Multiple sclerosis (MS) formerly known as disseminated sclerosis or encephalomyelitis disseminata), is a chronic, potentially debilitating disease that affects your brain and spinal cord (central nervous system).

There is as yet no cure for MS. Many patients do well with no therapy at all, especially since many medications have serious side effects and some carry significant risks. However, three forms of beta interferon (Avonex, Betaseron, and Rebif) have now been approved by the Food and Drug Administration for treatment of relapsing-remitting MS.

A physician may diagnose MS in some patients soon after the onset of the illness. In others, however, doctors may not be able to readily identify the cause of the symptoms, leading to years of uncertainty and multiple diagnoses.

Multiple sclerosis affects an estimated 300,000 people in the United States and probably more than 1 million people around the world. MS affects twice as many females as males.

Disabled World - Disability News for all the Family: <http://www.disabled-world.com/artman/publish/ms-famous.shtml#ixzz1gewmAfP5>

FEATURED BUSINESS/es OF THE MONTH!!!!!!



COLOUR BLIND AWARENESS & SUPPORT GROUP AUSTRALIA

EVEN A PRESIDENT AND A PRINCE CANNOT SEE WHAT YOU SEE!

In the November issue we looked at some famous people that had some type of disability. Well, what do the following people have in common:-

Peter Cundall, Taj Burrow, Jack Nicklaus, Sir Sebastian Coe, Paul Newman, Bing Crosby, Keanu Reeves, Graham Kennedy, Paul Cézanne, Bill Clinton and Prince William?

Hereditary **Colour Defective Vision** or "Colour Blindness" to those in the community that think we perceive no colour or in black and white; AND how many of those FAMOUS PEOPLE put their hand up to say "I am Colour Blind".... very few!

The condition is hidden because most males think somehow it is a sign of weakness or ashamed and go to great lengths to hide their condition or muddle through saying "I am not good with colours." Thirty years ago you could have got away with that statement but today imagine as a child not being able to read off a coloured activity screen or Green board or out of a coloured book or not be able to pick up a coloured pencil and colour the little frog red; or unable to distinguish ripe or unripe fruit or follow colour coded instructions on a computer or web page. Today, in education, at work and even leisure, with desk top publishers, computers, maps, information, coding, timetables, advertisement and games, colour is more prevalent than it was years ago. As a matter of fact, you might say, we suffer from colour overload. In Australia 1:10 males and 1:200 females have hereditary CDV and that equates to 1 million Australians including 167,000 school children. (At least one in every class)The above figure excludes CDV that can be caused by other conditions, such as some types of dyslexia, illness such as diabetes and M.S, some medications, cancer drugs, some chemicals, injuries and old age.

Why do we use colour we use colour? We use colour to draw attention to and/or to increase motivation for the reader and to gather more information. Now what is the use of the information if we cannot perceive or read that colour? Do not get me wrong you can still use colour but use the right colours and or give secondary clues. We do see colour but not the colours others may perceive and it does affect learning, education and employment.

The Colour Blind Awareness & Support Group Australia comprises of CDV volunteer teachers and parents trying to raise awareness about the condition and have been working with some education and business organisations to improve learning and employment.

If you would like to know more about the condition, e-pamphlets, information, teacher and parent strategy sheets for all levels of education including career counselling,

Contact Dennis Overton at:-

The Colour Blind Awareness and Support Group
Web Site: www.members.optusnet.com.au/~doverton
Contact: colourblind@optusnet.com.au

What we the colour blind do and how we overcome our colour difficulties is pretty

well up to us, but with informed understanding, the non colour blind of this world could make life and opportunities equal for everybody. Dennis Overton

Calls for Expressions of Interest and Input

If there is anything that you would particularly like to see in the Newsletter please feel free to contact Shane Smith at Shane.smith@sydney.edu.au

To Subscribe:

We hope that this edition of Disability Education and Employment News has been of interest.

If you wish to have the Disability Employment News e-mail to you send an e-mail to shanesmith@med.usyd.edu.au with "Subscribe Disability Education and Employment News" in the subject line.

If you wish to unsubscribe send an e-mail to shanesmith@med.usyd.edu.au with "Unsubscribe Disability Employment News" in the subject line.

To read the Disability Employment News [Disclaimer click here](#).

To Contribute:

If you have any comments, suggestions or articles, resources, scholarships, workshops, conferences, Events or any other information that is Disability Education, Training or Employment related and you wish to promote it send an e-mail to shanesmith@med.usyd.edu.au

The Disability News Archive can be found at:

<http://ndco.cds.org.au/index.php/disability-employment-news-region-1>

Funded by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR) under the National Disability Coordination Officer Programme.

The NDCOs for Region 1 and 3 are Hosted at [the Centre for Disability Studies](#)

[About NDCO](#)

[Contact us](#)