

# APPREHENDED DISCRIMINATION: A PATHWAY FROM FEAR OF DISCRIMINATION TO AVOIDANCE

Phase 1 ▶▶▶



Phase 2 ▶▶▶



Phase 3 ▶▶▶



## FEAR OF DISCRIMINATION

- Understanding of discrimination is intuitive. Cognition of discrimination is influenced by:
- personal values and morals
  - Media and discourses on discrimination in society (eg. its prevalence and how it is seen to be resolved)

## APPREHENSION OF DISCRIMINATION

Their intuitive fears are realised, with increased personal exposure to discrimination, which reinforces their intuitive understanding and adds weight to their rational judgment.

May still be participating in social functioning, but becoming anxious about the outcome.

## AVOIDANCE OF DISCRIMINATION

The accumulated personal exposure to discrimination has reached a point where they have formed fear and expectation of discrimination which is rationally formed.

Their rational response is to avoid situations where they may be exposed to discrimination, effectively self-excluding from social participation.

### EXAMPLES FROM THE TESTIMONY:

#### 1. Disability access

"Most of the [meeting] organisers of organisations don't have a disability, ...so they make the bookings on their own ability."

"When I get to the meeting, it's not accessible or the lifts are out."

"So, that's why I don't bother to go to a lot of meetings."

#### 2. Personal safety

Police are seen to have a reputation for violence against Aboriginal people in town. "[My son] has a disability and I'm scared for my son."

Police are contacted to help resolve allegations of her son being "interfered with" whilst at school, without resolution

The son is withdrawn from school, and is not presently receiving an education.

#### 3. Employment

People with disability have low visibility in employment

People with disability are told that they "don't fit the brand" when they are overlooked for jobs.

People stop applying for jobs where they expect they will be discriminated against by potential employers.





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The ever-present threat of child removal provides a nexus between the intergenerational traumas of the past and the traumatic events of the present.



# 60<sup>000</sup>

There are 60,000 Aboriginal and Torres Strait Islander people living with severe and profound disability.

## 2x

The prevalence of disability amongst Aboriginal and Torres Strait Islander people is twice the rate experienced by other Australians and is more complex.



Aboriginal and Torres Strait Islander people with disability experience acute social, wellbeing and health inequalities compared to other Australians, with one exception.

## 5x

Aboriginal and Torres Strait Islander people with disability experience mental health concerns at 5 times the rate of other Aboriginal and Torres Strait Islander people.