

Leading Change in Sustainability & Disability Inclusion: Unpacking Active Citizenship through Research & Practice

CAPT Research Forum

Date & Time: Saturday, 17 September 2022, 9 am – 2 pm

Venue: Auditorium 3, College of Alice & Peter Tan (CAPT), National University of Singapore (NUS)

Overview

In celebrating 10 years of CAPT's legacy as an institution that promotes community engagement and active citizenship, the third iteration of this research forum aims to celebrate our rich history of engaging with various communities and embracing diverse ways of actively leading change in our own unique ways. In particular, the forum seeks to foreground and engage with the idea of "Active Citizenship" through two panel themes wherein research, practice and advocacy are drawn upon to advance discussions about social change:

- (I) **Sustainability:** The first panel will be centred on sustainability across economic, social, and environmental disciplines. Given the importance of sustainability in today's climate, this panel aims to reimagine what desirable ecosystems for both human (i.e., economic and social) and non-human (i.e., environment) factors entail, as well as the myriad ways in which these can coexist and be further improved.
- (II) **Disability Inclusion:** The second panel will be centred on disability inclusion and range from topics on accessibility and technology-for-good, disability-centric arts, and disability & sexuality. The aim of this panel is to raise awareness of and subsequently synthesize different perspectives on disability stemming from academics, practitioners, artists, and students. This will pave the way for conceptualizing positive change in the context of disability inclusion.

Programme

9:00 – 9:30: REGISTRATION (CAPT LEVEL B1)

09:30 – 09:35 WELCOME ADDRESS

A/P Gary Tan, Master, CAPT

09:35 – 09:45 OPENING REMARKS

Dr Kankana Mukhopadhyay, CAPT

09:45 PANEL 1: SUSTAINABILITY

Moderator: Mr Rajiv Khandelwal, CAPT Academic Visitor, Aajeevika Bureau (India)

09:45 – 10:00 MOVING TO THE *PING* OF THE APP: EXPERIENCES OF GIG WORKERS IN SINGAPORE

Speakers: Dr Mathew Mathews & Mr Shamil Zainuddin, Institute of Policy Studies (IPS), NUS

Is this job sustainable? Is it safe? What about future prospects? Questions many private hire drivers and delivery drivers are often asked. Using primarily ethnographic data generated from spending an extended period in the field riding *in situ* and interviewing especially young delivery riders and drivers, we intend to present in thick description the lived experiences of our participants as they journey our streets to get you and/or your food from point A to Point B. It is an ongoing study which started in 2019 and with the bulk of the data generated during the Covid-19 period i.e., between 2020 and 2021. The study is aided by a Social Science Research Council Thematic Grant. Our presentation will highlight some of the motivations behind becoming a “partner” with platform providers and highlight key pain points and precarity involved in the everyday partner experience.

10:00 – 10:15 TAK TAKUT KIDS CLUB: CONNECTING SELVES, CONNECTING COMMUNITIES

Speaker: Ms Lin Shiyun, 3Pumpkins Limited

In 2019, socially-engaged arts organisation 3Pumpkins started a children community space, Tak Takut Kids Club (TTKC) in Boon Lay Drive, home to 500 families with children living in rental flats. Informed by a 3-year process where children were engaged weekly at the public playground, the curiosity was to find out if a relational space for children - embedded in the rental flat estate and helmed by fun-loving and caring adults - would bring any positive change to the young residents. While families in rental flats are commonly associated with poverty, the disconnect they face is often much more complex. From relationships, language, values, cognitive thinking, social-emotional regulation, mental and physical health, safety, education to technology, children from unstable households are at the high risk of self and social disconnect. Even as families gain financial independence to

move into a purchase flat, the many broken links continue to impact their perspectives, decision-making skills, and quality of life. “Tak Takut” means not afraid. The core relational work of TTKC is to address the fundamental gap that children face in this community: a fear of connecting with themselves and with others. The centre employs strategies in placemaking and participatory art to engage the community and collaborates deeply with stakeholders to strengthen social support for individuals at risk. TTKC is a strategic partner of Ministry of Social & Family Development (MSF), ComLink (Jurong West) to develop an integrated culture of care for the community.

10:15 – 10:30 RESTORING OPTIMISM IN ENVIRONMENTAL SUSTAINABILITY

Speaker: Mr Lim Cheng Puay, Singapore University of Social Sciences (SUSS)

Singapore, as a small island state, has seen over 95% loss of its natural habitats with an equivalent extinction rate observed in many terrestrial and freshwater taxa (Brook et al 2003). The majority of the remaining forest are secondary re-growth. Singapore’s rapid development to a first world city also mean a high footprint – Singapore was ranked 27th out of 142 countries in terms of emissions (IEA 2018). Despite our small population, we create a huge impact. A survey of 10,000 children and young people (aged 16-25 years) in ten countries by Hickman *et al* (2021) showed that 59% of the respondents were “very worried” to “extremely worried” about climate change. In the light of our highly urban environment and our small size, many of us will wonder, are there still ‘real’ forests/ ecosystems worth preserving? Do all these efforts really make a difference? This presentation will attempt to highlight Singapore’s natural history and invite discussion on how we might restore optimism in environmental sustainability.

10:30 – 11:00 Discussion/Q&A

11:00 – 11:30: TEA BREAK & POSTER PRESENTATIONS (DINING HALL, CAPT LEVEL 1)

11:30 PANEL 2: DISABILITY INCLUSION

Moderator: Dr Misty So-Sum Wai-Cook

11:30 – 11:45 RESPONDING TO DISABILITY TRENDS AND ISSUES IN SINGAPORE: ADVANCING INCLUSION THROUGH ACTIVE CITIZENSHIP

Speaker: Dr Wong Meng Ee, National Institute of Education (NIE)

The concept of inclusion is generally understood around the world as part of a human rights agenda that demands access to, and equity in society and education. However, evidence indicates that inclusion is not satisfactorily implemented in many countries. Some examples such as lack of support services, availability of

accessible materials, inadequate personnel training programmes, lack of funding structure and the absence of enabling legislation are familiar problems of effective implementation of inclusion. This brief presentation will draw from a 2021 published book “Special Needs in Singapore: Trends and Issues” co-edited by Wong M. E. and Lim, L. Trending issues in the landscape and implications for active citizenship will be considered.

11:45 – 12:00 THE IMPLICATIONS OF ABLEISM AND CRIP THEORIES IN A DISABILITY-INCLUSIVE SINGAPORE

Speaker: Mr Shalom Lim, Independent Disability Advocate

Ableism is a term coined by disabled and queer American feminist activists in the 1980s in an academic journal, *Off Our Backs*, to describe the social barriers, discrimination, and prejudice that existed in radical feminism, denying their access and rights to advocacy (Campbell, 2009). Likewise, the disability justice movement in Singapore has been largely dominated by the non-disabled, including prominent caregivers without disabilities and able-bodied religious elites. Ironically, the first-person voices of disabled people have been marginalised and sidelined by mainstream disability activists. This is unlike what is seen in other kinds of minority justice contexts, where those with lived experiences themselves are empowered and enabled with the resources to advocate for inclusion and socio-political reform. Drawing upon the pioneering work of local disability studies scholars, I call for the acceptance and incorporation of ableism and Crip theories in the applications of minority activism in Singapore. Crip Theory is a broad umbrella term for ideological concepts and frameworks that seek to narrow the false binaries between queer theory and critical disability studies (McRuer, 2006). It explores the intersectionality of social norms and pressures surrounding ability, gender, and sexuality and the overlaps in the experience, identity, and lives of nonconforming persons (McRuer, 2006). In Singapore, I hope this will contribute to the adoption and normalisation of the disability experience as a universally recognised minority status and advocate for the equal access and participation of disabled people in minority rights activism.

12:00 – 12:15 UNDERSTANDING NEIGHBOURHOOD ACCESSIBILITY THROUGH THE LIVED EXPERIENCES OF PERSONS WITH VISUAL IMPAIRMENT IN SINGAPORE

Speakers: Ms Grace Cheong, Ms Kirti Joy Menon

Our research study focused on understanding neighbourhood accessibility through the lived experiences of persons with visual impairment (VIs) in Boon Lay. It was conducted in collaboration with Boon Lay Citizen’s Consultative Committee, a grassroots organisation which serves as a bridge between the people and the government. We conducted an ethnographic study comprising participant observations and interviews. This allowed us to understand the strategies that were employed by VIs to navigate their neighbourhood. Our study found that VIs negotiate accessibility in their neighbourhood spaces by devising viable coping

strategies (e.g., familiarity, activating social networks, reliance on public awareness & assistance) and using resources at their disposal. However, there are limitations to these strategies, and our study proposes that stakeholders like grassroots organisations, disability organisations and members of the public partner with VIs to address the remaining challenges they face and the limitations of the strategies they currently employ.

12:15 – 12:45 Discussion/Q&A

12:45 – 13:00 CLOSING REMARKS

Dr Lavanya Balachandran, CAPT

13:00 – 14:00: LUNCH & POSTER PRESENTATIONS (DINING HALL, CAPT LEVEL 1)

- END OF CAPT RESEARCH FORUM 2022 -

MODERATORS & SPEAKERS



Mr RAJIV KHANDELWAL is the co-founder and Executive Director of Aajeevika Bureau, a specialized public service initiative based in the states of Rajasthan, Gujarat and Maharashtra in India. Aajeevika Bureau provides services and solutions to millions of impoverished migrant workers from rural areas, who enter urban labour markets for seasonal employment. Under his leadership, Aajeevika Bureau has earned national recognition for its contribution to the domain of informal work and labour migration. Focusing on sustainability issues, its innovations include identity solution, skills, legal aid, financial services and health care for migrant workers both in their rural source as well as in their urban destinations. Rajiv writes and speaks on issues of sustainability in informal labour, inclusive urbanization, and citizenship.



Dr MATHEW MATHEWS is Principal Research Fellow and the Head of Social Lab at the Institute of Policy Studies. He has been involved in over 50 research projects examining social policy issues ranging from social cohesion, family, and low-income matters. He has published in academic and media outlets and teaches courses on social policy. Dr Mathew is on the boards of OnePeople.sg and the National Volunteer and Philanthropy Centre in Singapore. He is Research Advisor to the Ministry of Social and Family Development, and on the Families for Life Council.



Mr SHAMIL ZAINUDDIN is Research Associate in the Society and Culture Department at the Institute of Policy Studies (IPS). He specialises in applied ethnography and holds qualifications in Sociology which he has taught as a Teaching Assistant while completing his Masters in the National University of Singapore. Prior to joining IPS in 2018, he was a Senior Design Ethnographer at NCR Corporation, a global enterprise technology company. There, he spent five years using qualitative methods researching human experiences to inform R&D, innovation, and marketing.



Ms LIN SHIYUN is the founder and executive director of 3Pumpkins, a socially-engaged arts organisation. Since 2016, she has conducted extensive practice research to discover the lived realities of children from less privileged backgrounds and has developed a comprehensive community development programme that combines the strengths of ethnography, the arts (giant puppet performance *The Rubbish Prince*), collaborative play (*Let's Go Play Outside!*), place-making (*Seeing the Obvious*), and community space (*Tak Takut Kids Club*) to rebuild an imaginative and caring culture for children and youth to grow up in. She is part of Singapore International Foundation Art for Good Fellowship and was awarded a research grant by National Arts Council (Singapore) in 2019 to discover the methodologies and impact of arts engagement in the neighbourhood. She is also a mother of a 9-year-old child.



Mr LIM CHENG PUAY is a biologist and an educator. He is currently the Head of Global Readiness in the Centre for Experiential Learning in the Singapore University of Social Sciences. Cheng Puay is highly passionate in experiential and outdoor learning; he is happiest when he is out trekking in the forest or kayaking in the sea. A volunteer with the NUS Toddycats for over 20 years, he regularly engages the public as a nature guide, and helps coordinate coastal clean-ups with International Coastal Clean-up Singapore (ICCS).



Dr MISTY SO-SUM WAI-COOK is Deputy Director at the Centre for English Language Communication, Associate Director of Student Life at the College of Alice & Peter Tan (CAPT), and Fellow at the National University of Singapore Teaching Academy. Misty's teaching and research interests include the acquisition of academic literacy skills in language education; the adoption of effective language and communication strategies to engage and promote inclusiveness with various communities in Singapore; the demonstration of empathy and compassion by understanding the language, social and psychological needs of others; and the use of pedagogical approaches to connect theory to practice to promote experiential learning. Beyond the formal curriculum, Misty is also committed to supporting students in the living aspect of the living and learning in residential life, particularly in guiding student leaders and mentors in building an inclusiveness culture in CAPT.



Dr WONG MENG EE is presently tenured associate professor at the Psychology and Child & Human Development Academic Group at the National Institute of Education, Nanyang Technological University. He teaches special education in the Master of Education, Advanced Diploma in Special Education, and the Diploma in Special Education programmes. His research interests include special and inclusive education, disability studies, assistive technology, support for students with visual impairments and teacher education. He sits on the Board of Directors of SG Enable and chairs iC2PrepHouse. He was appointed in 2019 chairman of the Goh Chok Tong Enable Awards Evaluation Panel. Outside his academic and voluntary work, Prof Wong has previously represented Singapore in swimming, competing at numerous regional and international meets. He was a double bronze medalist at the 2015 ASEAN Para Games in 50m and 100m freestyle S12 category. To date, he has completed 5 full marathons, 2 biathlons and 2 10km open water swims.



Mr SHALOM LIM ERN RONG is a 26-year-old award-winning child artist, disability justice advocate, and critical criminology graduate with Duchenne muscular dystrophy, a fatal neurological disorder, on a mission to empower the acceptance and inclusion of mental health conditions and rare neuromuscular diseases in the mainstream disability community in Singapore.



Ms GRACE CHEONG and Ms KIRTI JOY MENON are year 4 undergraduates studying Sociology and English Literature, respectively. Their two team members, Jing Hng and Bernessa, are in year 3, studying economics and psychology, respectively. Jing Hng and Bernessa are currently abroad on exchange. The team came together as part of the Capstone experience module, which provides students with a research opportunity conducted in partnership with community stakeholders. For several months, the team designated Sunday nights to be Capstone nights and spent every meeting holed up in the CAPT Level 15 Lounge, writing their report and eating delicious snacks. The team is extremely grateful for this experience, and we would like to thank our research supervisors Dr Lavanya and Ms Angie for their support throughout the study!

- END OF SPEAKERS' DETAILS -

POSTER PRESENTATIONS

SUSTAINABILITY

LEWIN LOW



Lewin is a project consultant with Solve N+1, a community-based management consultancy. He leads social design projects for vulnerable groups including people with disabilities and consults for the social impact sector. Lewin is the project lead and editor of Beneath the Rug.

Beneath the Rug

Beneath the Rug is a collection of 30 stories from 30 individuals in the social impact sector, that reveals the complexities of social issues that are commonly "swept under the rug" in Singapore. The stories aim to spark conversations, build understanding, & deepen empathy, allowing all of us to engage our community more meaningfully & serve them more effectively. This project engaged with various stakeholders including MSF, MOE, social workers, and social impact practitioners.

Impact of the book:

1. The book has reached the hands of more than 1,800 people. It can be found in both public libraries and school (secondary and JC) libraries.
2. The book has been featured on various podcast such as *socialservice.sg* and *socialworkmadeaccessible*, and was mentioned in an opinion piece by Ms Chia Yong Yong in The Straits Times.
3. The book has been used by schools and IHLs as part of a training resource for teachers and students, equipping them with knowledge as they work on community impact projects.

DANIEL CHEW EN KAI



Daniel Chew is currently a Year 2 undergraduate pursuing a Bachelor of Honours Degree in the College of Humanities and Social Sciences. He is majoring in Psychology with a possible double major in Social Work. He is interested in being a medical social worker who specialises in counselling, especially in the area of palliative care. Some of his hobbies include cooking and football. He picked this community internship in CAPT because it is crucial for aspiring social workers to be exposed to engaging with a variety of people.

Bringing back identities of migrant workers

It is a common phenomenon for migrant workers to lose sight of their identity as an individual. They often adopt the role of the sole breadwinner of the family and forgo their identity back in their home country, the identity that encompasses their strengths and hobbies as an individual. Our internship during the holidays with HealthServe allowed us to interact with the migrant workers and remind them of their individuality. We planned an event consisting of sports and art to engage the migrant workers. Through this event, migrant workers were reconnected to their identity as unique individuals with strengths and talents.

CHUA ZI YI



Chua Zi Yi is a Year 2 undergraduate majoring in Sociology and minoring in Communications and New Media. She loves learning about the world and she would love to use the media as a great medium to shine light on different social issues in society.

CHEOW SUE-JANE

Sustainable fashion and community development



Sue-Jane is the founder of tryftshop: a social enterprise that rehomes clothes from recycling plants, and that works with hidden communities in Singapore. Her hope is to be able to run her enterprise sustainability while still making an impact on the lives of people she works with. She truly believes that what we wear impacts the way we feel and she would love if the individuals she works with feel good in their skin and clothes.

Sue-Jane is the founder of tryftshop: a social enterprise that rehomes clothes from recycling plants, and that works with hidden communities in

We partner with communities that could benefit from a wardrobe refresh/ clothing necessities. Tryftshop is a social enterprise that promotes sustainable fashion by rehoming clothes from recycling plants. Beyond running a thrift shop, we also work with various communities in Singapore that are in-need of clothes. Till date, we have rehomed about 3 tons of clothes and worked with beneficiaries like T-Project, TWC2, Homelessheartssg and Fei Yue.

GERMAINE THONG

Sustainable Future Food Production in Singapore



Ms Germaine Thong is a farm account manager and deeply involved in the planning and development of Singapore's "30 by 30" goal at the Singapore Food Agency. She is passionate about food for the future and multi-disciplinary learning, with a heart for sustainable circular economy food & agritech.

I hope to share my experiences and lessons learnt from working in the Singapore Food Agency (SFA) and inspire the CAPT community to think about sustainable future food production in Singapore. Food is essential for survival and it is critical for Singapore, with limited land and resources, to grow more with less. This is aptly captured in SFA's "30 by 30" goal to build the agri-food industry's capability and capacity to produce 30% of our nutritional needs locally and sustainably by 2030. "30 by 30" also features in the Singapore Green Plan 2030 that the Government launched in February 2021 and is one of the concrete steps to enhance Singapore's resilience against climate change. As a farm account manager in SFA, I wish to share various examples of progressive farms working towards the "30 by 30" goal and their practices to improve circularity, optimize resource efficiency and eventually achieve net zero carbon

emissions. Through my sharing, I hope to inspire CAPTains that it takes a collective effort to build a sustainable Singapore.

ESTELLE HO JIA HUI



Estelle is a final-year Real Estate undergraduate from the NUS Business School and is also, a CAPTain. Beyond school, Estelle holds key leadership positions in the grassroots and is currently the Vice-Chairman of Paya Lebar Youth Network at People's Association Youth Movement. She has been active in grassroots since 2017.

KOH KAI HONG



Kai Hong is a final-year Real Estate undergraduate from NUS Business School. He completed his Diploma studies on Accountancy in Singapore Polytechnic in 2017. He is passionate about Real Estate and everything number-related and aspires to create a positive impact in the Real Estate industry.

TEE XIAO WEI



Xiao Wei is a final-year Real Estate undergraduate from the NUS Business School. She is also a cohort representative under the department of Real Estate. Prior to university, she was from Ngee Ann Polytechnic, studying Real Estate as well.

TEO JIA RONG



Jia Rong is a final-year Real Estate undergraduate from the NUS Business School. Besides school, Jia Rong is an active volunteer with NPO Selfless Connect where he organises engagement activities and voluntary services for beneficiaries and volunteers. An avid photographer, he does content creation and conducts training sessions as well.

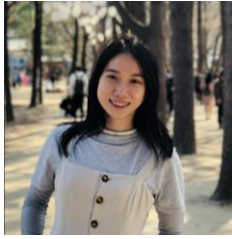
TONG PEI JIE KELLY

The "URL" To Sustainability

This project was a case competition submission for Huttons Innovation Challenge 2022 and my team clinched the championship for this case. Problem statement: "How will Sustainability influence the design of future residential developments?". It is a proposed implementation of a sustainability framework checklist: Utility, Reliability and Liveability. These proposed ideas are set to benefit the future of residential development in a sustainable manner. Some of the proposed ideas consist of the Biophilic Developments that are set to improve air quality, mitigating urban heat island effect and reducing noise. Next, transparent solar panels that can filter UV and infrared sunlight, cutting down on the energy needed to cool interior spaces while generating electricity at the same time. Plus, these will not affect the development's architecture and aesthetic. Lastly, Open Floor Plans to give homeowners flexibility in interior design so as to optimise material usage, reduce waste, and improve renovation efficiencies.

Find out more:

<https://innovation.huttonsgroup.com/>



Kelly is a final-year Real Estate undergraduate from NUS Business School. Before university, she graduated from Singapore Polytechnic with a diploma in Business Administration. While Kelly enjoys reading about current affairs on sustainability and

breakthrough technology, she aspires to pursue a career in urban planning.

DISABILITY INCLUSION

LIM JUN TING LIONEL



As a second-year undergraduate student majoring in business administration, Lionel currently serves as the President for NUS Enablers, a student led CCA that aims to advocate for inclusivity and reduce social stigma against students with

special needs on campus. Lionel was also previously the Project Director for CAPT's Community Engagement Day (CE Day) 2022, a role that afforded him the opportunity to work with multiple stakeholders to drive programmes and create a meaningful CE experience for freshmen.

Let's CARE!

CARE is an acronym coined by the Public Transport Council which stands for Caring Commuters Assist Readily with Empathy. Collaborating with NUS Student Accessibility Unit (NUS SAU), Public Transport Council (PTC), SG Enable and Tower Transit Singapore, we co-created a ground-up initiative and a workshop that introduced participants to persons with special needs (in NUS, and beyond). The project featured a sharing by NUS SAU and SG Enable on the community and the relevance of disability support offices (for example, how persons with visual impairment would use different assistive devices in school), as well as a hands-on experience on simulating mobility difficulties on a public bus service with Tower Transit Singapore. Participants learnt the importance of inclusivity (in a social-school setting, as well as in a practical sense in public transport) and how they can be equipped with both the necessary soft and hard skills to foster a strong and inclusive society. The workshop was run on two different occasions, by working with NUS Enablers to pilot the programme in May 2022, and another instance as a trail during Community Engagement Day 2022 in July.

JOSIAH JOHN HOO



Josiah is currently pursuing an undergraduate degree in Psychology. Having been a part of CAPT's flagship community engagement programmes as the EXCO (AY21/22) and Project Director (AY22/23) for ACE Migrants, Josiah hopes to enable CAPTains to develop

greater empathy, awareness, and initiative in engaging and befriending our migrant brothers.

PANG JEE WEE KAREN



Karen is an ex-CAPTain who graduated from NUS in 2022. This study was completed as her honours thesis, in fulfilment for her social work degree. She currently works in a hospital as a medical social worker.

Navigating University Differently Abled: An Exploratory Study on the Perspectives of Undergraduates with Physical Disabilities on Academic Experiences and Future Aspirations

This exploratory research study aims to gain insight into the lives of undergraduates with physical disabilities. The study examined three aspects – academic support, academic barriers, and future aspirations. Firstly, it investigated the physical, social, and emotional support that were crucial in the

academic journey of respondents. Secondly, it explored the predominant barriers in affecting respondents' academic experiences. Finally, as respondents transition into working life post-graduation, topics such as their perception towards anticipated opportunities and challenges in workplaces were discussed. Three groups of participants were engaged. Six undergraduates with physical disabilities were engaged through individual interviews, while two staff from Student Accessibility Unit (SAU), and four student volunteers from National University of Singapore (NUS) Enablers were engaged through respective focus group discussions.

KWA JUN QI



Jun Qi has always believed how seeking discomfort can bring out people's potential. He enjoys talking to people to hear about their experiences.

AroundSG2021

In the spirit of stepping out of our comfort zones and promoting social inclusion for the differently-abled, Dean and I attempted a 3D2N continuous 150km hike around Singapore. We partnered with SUNDAC to fundraise for them at the same time during the height of the pandemic. While our beneficiary is SUNDAC, we believed that the community that we engaged with was really the Singaporean public from all walks of lives in our 150km hike as we would meet many people that would be intrigued and come up to us to share with us their personal stories. We would share with them about SUNDAC's cause and strangers could follow our journey on our Instagram page (@aroundsg2021). We raised a total of \$1,633 out of our initial target of \$1,000 and had the opportunity to engage with the community at SUNDAC at a visit.

DEAN LOK



Dean is an avid fan of Notion, Coffee, Photography. He is a strong believer of personal growth through stepping out of his comfort zone, which led

him and Jun Qi to start the aroundsg2021 initiative for SUNDAC.

GILLIAN YEONG



Gillian is a proud CAPT alumni in her final semester studying Linguistics and Sociology. During her internship last summer, she had the privilege to gain exposure to the local disability

scene through Inclus, a social enterprise that trains and places people with disabilities into gainful employment.

Disability Employment

The company in which I interned, Inclus, trains and places people with disabilities into jobs. Seeing how work grants human dignity and life meaning, Inclus works to empower people with disabilities to gainful employment and independent living. The rate of unemployment among people with disabilities (PWDs) remains quite high in Singapore, and quite a number who get placed into jobs are unable to retain their employment status for long. This is resultant of a confluence of reasons. The lack of awareness of disabilities leads to unjust disqualifications of PWDs

from employment. Employers also tend to associate inclusive employment with increased costs and lowered productivity. The lack of awareness and lack of incentive makes it unsurprising that companies lack the know-how and investment into the systemic integration of PWDs into their workplace. Conversely, repeated unjustified rejections from job applications also lead to PWDs becoming demoralised, excluding themselves from work. And the vicious cycle repeats. Inclus seeks to rewrite the narrative by creating a holistic system for inclusive employment that simultaneously grants PWDs a gainful employment and gives employers a competitive edge.

CHONG JIAXIN JOEY



Joey is a CAPT Alumni, currently working as a Research Assistant in the Office of Chief Psychologist in the Ministry of Family and Social Development (MSF).

Understanding Persons with Disabilities (PWDs): Moving Towards a More Inclusive Singapore

We sought to understand public awareness of PWDs' everyday experiences and effective communication strategies the public can undertake with PWDs, since there is a lack of knowledge and empathy around these areas. We conducted semi-structured interviews with 3 training officers and 1 management staff at SUN-DAC to glean their experiences and expertise regarding the issue. Our interviewees pointed out some of the public's positive and negative perceptions towards PWDs, and emphasized the importance of social inclusion that serves as a proxy for the public's current level of social awareness. They also highlighted key facts about PWDs since understanding them better would aid in communication, as well as some strategies on the attitudes and actions the public should adopt when interacting with PWDs. From our findings, we hope SUN-DAC can provide additional support to PWDs' caregivers and in turn, remove the stigma they have internalised. We also recommend directing the public's attention to available info about PWDs such as short video courses, toolkits, and disseminating the info to people who may not have sufficient time to understand PWDs.

RACHEL LYNN THAM KAITING



Rachel is a CAPT Alumni in her third year of pursuing a Psychology major and an English Literature minor in NUS.

CHONG JIAXIN JOEY

I "Hear" You!: A Learning Toolkit for Educators in Enhancing the Educational Experience of Hearing-Impaired Students in University

Creating an inclusive society for individuals with disabilities has been, and still is, an important goal for



Joey is a CAPT Alumni, currently working as a part-time Research Assistant in the Office of Chief Psychologist in the Ministry of Family and Social Development (MSF).

MUHAMMAD SYAFIQ BIN MOHAMED SAHROM



Syafiq is a 4th-year CAPTain, Firebird and historian-to-be. His research interests include Southeast Asian history and religious history. He spends his leisure time bouldering or sleeping.

Singapore, with social inclusion policy initiatives and developments in education being pushed forward year after year. At present, there is a lack of academic work that outlines the current predicament of the landscape of inclusive education for students with disabilities in their pursuit of tertiary education – in particular, d/Deaf/hard-of-hearing (DH) students – and a lack of understanding by the educators of DH students. This paper acts as a bridge to address these gaps. Baseline data on local DH students and educators in a tertiary institute – the National University of Singapore (NUS) – were obtained via surveys, focus group discussions, and interviews. From the data gathered, the paper sheds light on three key gaps that were identified – (1) educators lack awareness of the needs of DH students, (2) educators lack knowledge on available resources for DH students, and (3) educators lack understanding for DH students. These findings are buttressed by findings of further research which revealed that DH students do not feel adequately supported in their education. Literature too highlights that educators are insufficiently informed and trained in this area, or that the resources available are inaccessible. After intensive research and collaboration with the Disability Support Office (DSO), our team has developed I “Hear” You, a learning toolkit for educators in enhancing the academic experience for DH students in NUS. Ultimately, this toolkit is a step towards inclusive education in NUS.

MUN QIN JIE IAN



Ian Mun is currently an architectural educator at the National University of Singapore. Concurrently, he is also a budding visual artist whose current practice includes photography, the moving image and research. His recent works explore the spatial poetics between narratives, multiple cultures, climate and the natural environment. His

ROLLJIAK – Encouraging Independent Mobility in Singapore Hawker Centers

RollJiak targets the study of spatial design facilitating the efficient use of motorised mobility aids within Hawker Centres. Such a study was conceived with the objective of deriving a set of spatial parameters to optimise motorised mobility usage in Hawker Centres in mind. Here, a design for optimised usage will be depicted by the speculative projection of a utopian Hawker Centre. This entails the design of rest spaces, congregation areas, seating areas and circulation paths that allow for smooth passage of a person on a motorised mobility aid. An application of the set of optimised parameters manifests in adaptation and adjustment via personal discretions of potential

fascination straddles between the liminal boundary of the fantastical and the real where he explores the ways imagined and lived narratives shape the way we perceive our land. Ian holds a Masters in Architecture (M.Arch) at the National University of Singapore, where he graduated in 2020, with the Pioneer Architects (Lim Chong Keat) Prize for the best final year design thesis displaying a strong and discernible “pioneering” spirit that is environmentally, economically and socially sustainable. During his years in education, Ian has worked on projects in Singapore as well as with overseas partners from Cambodia, Vietnam, Myanmar and Botswana. His works were presented locally at the National University of Singapore and at overseas institutions such as the University of Mandalay, Myanmar, and the Sultan Qaboos University, Oman. A wanderlust at heart, he draws inspiration from his travels, art, and films. In his past time, he enjoys dreaming up possible adventures to venture to - from the corners of the globe to the perimeters of the little island in which he resides.

designers for practical constraints such as scarcity of space. The project RollJiak was conceived in the interest of encouraging independent mobility and healthy living within spaces of food consumption in Singapore. ‘Roll’ or the notion of rolling speaks at large about the issue of mobility in urban spaces. ‘Jiak’ in local dialect, which means “to eat”, situates the project’s issue in neighbourhood eating centers which serve as preferred gathering spaces for senior citizens. The marriage of both gives rise to the research premise that is to facilitate the mobility of senior citizens on wheelchairs, especially modern day motorized wheelchairs within Singapore’s hawker centers.

ONG ZAI SHENG BRYAN

STEPHANIE PECK



CAPT in the Dark is a committee of CAPTains who strive to raise awareness for the visually impaired (VI) community. Part of Active Community Engagement Wing, we trained fellow CAPTains, stepped into the shoes of VI students in Ahmad Ibrahim Secondary School, and most importantly, endeavoured to see with the heart.

“We were first, a community amongst ourselves”.

CAPT in the Dark (CITD), Community Development of Visually Impaired Students

Our team engaged with Ahmad Ibrahim Secondary School (AISS), planning 4 events for fellow CAPTains and AISS students to interact and commune. The impact on students was positive because they did activities with one another and with captains alike. We thought it was a good experience for them to occupy a shared social setting with us. For CAPTains, the project built their understanding of the Visually inspired community and furthered their experience of disability models. To quote one member “I have firsthand experience on the actual limit of the VI community, rather than their perceived disability in my eyes”.

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