ERASMUS +
BEST PRACTICE GUIDE

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CLAP HANDS
ACCESS TO PROFESSION FOR PERSONS WITH HANDICAP

DISABILITY IN ART AND CULTURE
ACCESS TO PROFESSION FOR PERSONS WITH HANDICAP
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INTRODUCTION

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80M citizens in the European Union have some kind of disability. That is 1 out of every 6 persons according to the EUROSTAT barometer. With a 50% unemployment this community has a 70% poverty level above the population in general. There is an evident fracture in the way this reality is being managed.

On the other hand 37% of the 508M population of the European Union, is directly involved in one way or another in the care and support of the community with disabilities. A social and economic situation that becomes very dramatic. When 17% of the population is disabled, creating therefore a very challenging situation that impacts directly 54% of the total European citizenship. To address social and economic sustainability, becomes mandatory and urgent.

There are key areas of policies and activities that must be dealt with in order to achieve total inclusion of this collectivity in the mainstream of European Union citizenship.

The assumption is that disabilities do not disable persons completely. In the arts for example, artists with disabilities, generally have an extraordinary talent to communication feeling which give their work- whether in scenic or graphic expressions- exceptional value. The history of art proves that the most highly valued paintings today have been created by disabled artists; Van Gogh, Munch, Leonardo da Vinci, Goya. In music Beethoven and Mozart. In dance, Alicia Alonso. In literature, Cervantes and Helen Keller.

The belief that persons with disabilities cannot perform professionally with efficiency and excellence, is a historical burden to social and professional inclusion. For example, information technology experts with some kind of physical disability are generally more efficient in their work than the rest of their peers in a company they work. They waist less time, develop a high sense of belonging to the organization, have a lower degree of absenteeism and low rotation. And which is more, generally set the level of performance for the rest of the group.

Aware that this is the right moment and a turning point for an inclusive population, the European Union objective of HORIZON 2020 aims at achieving a 75% employment rate for persons with disabilities in the age bracket between 20 and 64 years old. Therefore tearing down barriers to employment. And increasing accessibility to different ways of working, is an absolute priority of the European Union towards a more sustainable and inclusive society.

In the health care area, the support in therapeutic and ergo-therapy are essential to improve the quality of life and accessibility of this community to professional
opportunities. Incentivize creativity is essential for personal and professional
development. Therefore life long learning and focused education to foment expertise
in different tasks and professions is elemental when aiming to increase employability.
And therefore economic autonomy

Since 2003 a European Union directive set accessibility as a main factor to guarantee
the integration of persons with disabilities in the arts as a profession. In culture,
communications and media. These sectors open great working opportunities not only
for the artists but also for professionals with disabilities that can be active in support
areas to art; such as; electricians and carpenters for setting up scenarios for theaters;
or suppliers of materials for graphic arts; or hardware and software professional for
information technology workers.

There is a deficit of educators and mediators at local levels to promote professions
concerning the social workers related to art or the artists interested in social work.
This support must be given at local levels, by organizations that group persons with
specific disabilities, who know what type of activities they can develop towards a
professional life

The specific objectives of the project:

✓ Improve the quality of health care and sanitary services to the population with
disabilities at local as well as at European Union level

✓ Guarantee basic education to members of this community

✓ Facilitate art training and special education for disabled persons with artistic talents to
facilitate their developing their competence as a profession

✓ Identify working skills needed to open working opportunities in support jobs and tasks
in the art and culture field for persons with disability to be training in these
professions

✓ Create a map for the development and inclusion of persons with mental and physical
disabilities into social and professional lives through the arts.

✓ Educate and train these persons in creative practices that improve their possibilities to
finding a job or setting up their own professional activity.

✓ Enforce and value good practices related in how to develop professionally in order to
access existing jobs

✓ Advance in new ways of working and of setting up independently in the labor market

✓ Profit of networking, sharing experiences and capitalize on the acquired expertise and
talent in order to overcome obstacles in their way to professionalization

✓ Create awareness in the cultural world, as well as in the administrations regarding the
professional capacity of the members of this collectivity to bring down the level of
unemployment in each members state and in the European Union in general
Professionalize to achieve Objective

Creative thinking is a strategy that should be in constant creation. Both in the field of health and sanitary practices of professionals in the field; as well as promoting art as a profession in persons with disability who have artistic talent.

If art has been a constant therapy and health care activity; this capability should be developed into a profession in one way or another. Whether directly in artistic expression (painting, photography, theater, dancing, music...) or is support / supply systems (electrician, carpenter, commercialization of painting materials, communications ...) CLAP HANDS focuses on the professionalization of health and social trainers to improve the quality of learning and professional development of this artistic community.

Therefore an important objectives of the CLAP HAND project is to sponsor the exchange at European level of these organizations in order to project best practices that can be implemented in other countries which are giving good results. The tool for this information exchange is the Best Practice Guide. Mapping social and professional development for persons with disabilities, particularly in the field of the arts and culture. The methodology for the research to collect the scenario information is structured as a panel research that brings together organizations that give support to all type of persons with disabilities. Public and private organizations that give support in health, education and training in artistic expressions as well is accessory profusions to the arts.

Panel Research

48 international panelists were invited to participate in the project. 23 have collaborated in sharing their experience to identify best practices and case stories that can contribute to the project objectives and dissemination

The research is designed in 2 waves and the panelists can answer the questionnaires on-line on the project platform

The focus of each of the 2 waves is the following:

Public and Private support to persons with disability
- Best Practice in private sector 17
- Case stories in private sector 12
- Best Practice in public sector 3
- Case stories in public sector 13
Education and training for professionals in the sanitary and health sectors; as well as for persons with disabilities to develop professionally;

Best Practice in Health and sanitary professional sector 30
Case stories of professional artists 53
Case stories of professional in health and sanitary sector 27

In the name of the project partnership we appreciate the valuable collaboration of all panelist organizations that have participated in a very generous way with the development of this Best Practice Guide for social and professional inclusion of persons with disabilities through the arts and culture in the European Union
BEST PRACTICE GUIDE
FIRST WAVE REPORT

Public Sector support to achieve project objectives

CLAP HANDS ERASMUS+ project launched a first wave of questionnaires to a sample of organizations in Europe to collect experts’ opinions regarding the support that public and private institutions give to these two collectivities: health and sanitary professionals, and persons with disability to develop artistic talent and/or develop working carriers and professional workers in centers related with art.

We are now reporting on the response we have received from the panelists. We hope the information can be of service to the professionals and organizations that participate in the project.

PUBLIC SECTOR SUPPORT TO DISABILITY IN THE ARTS AND CULTURE

Awareness – Cultural diversities are a main cause of discrimination and inclusion of less favored populations; therefore of disabled community. The general perception is that the public administrations should exercise a high degree of awareness on the fact that persons with disability are not disabled for all types of activities and tasks. On the contrary, disabled artists, for example have given an outstanding example of talent throughout history. The most highly valued paintings today have been created by disabled artists; Van Gogh, Munch, Leonardo da Vinci, Goya. In music Beethoven and Mozart. In dance, Alicia Alonso. In literature, Cervantes and Helen Keller.

When evaluating the support given by public administrations to the disabled community there are areas which the public administration is carrying out a fair policy.

Accessibility is increasingly improving to allow mobility of this community establishing legislation that regulars all fields or architecture and transport. As far as day care centers the support from the administrations is more limited on the whole, which leaves an open space which private organizations must fill. Homes and residence services are generally restricted and difficult to have access to which is a problem that worries about parents of disabled sons and daughters when they pass away.

When addressing financial services, pensions plans and other financial support systems are considered good or fair by all panelists particularly in Spain, although it is not a general practice throughout the European Union and has to be analyzed by country.
On the other hand regarding universal access to health and sanitary services on the part of disabled persons, the panelists feel that the administrations are carrying out a good polity which helps the majority of the disabled community. As well as life long training to update the competences and skills of professional workers in the sanitary and health sector, the experts give a good and fair rating.

**On the other hand** when addressing accurately the major challenge that represent making education accessible early in the life of disabled children the grading is very low, except for northern Europe where panelists give a good grade. The complexity of the many different types of disabilities which condition de learning capacity of one side, as well as the integration of disabled children in ordinary schools make education a constant and pending subject the public administrations has to face and resolve. Only therapeutic training received a better rating. Art is a mandatory type of activity that is introduced in all rehabilitation programs for disabled persons, when they are born disabled or acquired as a consequence of illness or accident, There art is an that all children or adults with disabilities, practice. The issue is whether a mechanism can be set to detect when a child or adult has artistic talent, in order to advance into an more specializes level of training and education. Which then open the next challenge. That is facilitating these children and adults to existing high art education existing centers; or if discriminated foster the creation of high art education centers for children and persons with disability to develop personally and professionally.

**Best practices of the public sector**

On the other hand the fact that the European Union co-finances specific projects such as CLAP HANDS to help the inclusion of disabled persons and promote their education and professional lives is highly valued.

The panelists have contributed to the research with examples of policies in favor of the disabled community:

- There has been great advances in creating social inclusion, mainly because the 80M persons with disability exist and are present in société and impact a large proportion of the population. It is an evidence that cannot be any longer disregarded. And as they are part of society they should enjoy the same rights and the rest of the population. And this has to be a commitment and function of the administration in all countries.

- Make theater more accessible for artists with disabilities to be able to proof their talent

- Early diagnostic of disability is not always done early after birth. This causes a waist of precious time to start rehabilitating programs to treat the disability of the baby. There
is no information and training support established for parents when the disabled baby is born to guide them in how to help their newborn to develop. Or in how to accept the situation in order to into learn how to manage this new order in their lives as well as in the rest of the family. Inform about the differente institutions of the administration that can give them the health, financial and legal support to help the development of their newborn.

Examples of Case stories of the public sector

- “Handi-Art” is a Festival sponsored by the City Council of Naestved in Denmark every year. For a week the Festival invites artists from other countries to share with local artists with disabilities a great event. Workshops on different painting techniques and style, exchange of experiences among the artists, on the spot painting, exhibitions visited by the residents of the city, contests select the best paintings of the Festival each year. A major contribution to create visibility for the talent of artists with disabilities at international level. Event organized by Hernan Gonzalez
- The Pascal Festival - is organized annually in Norway under the direction of Pascal
- Norway. International festival. This is in collaboration with Gjøvik Art- and Culture School.
- "Ski for all" - a festival day focusing on winter activities for all, including open concert scene
- This is in collaboration with Gjøvik Art- and Culture School and Pascal Norway.
- Arte+ is our cooperation partner whose headquarters are in Colombia.
- On the other hand the administration give a fair support to the disabled persons in enforcing structural accessibility of public and private buildings. As well as of public transport services. Legislation is quite strict in this area. Companies are forced to make their offices accessible. As well as any type of buildings; movies, museums, stadiums, stores, etc.
- Our close cooperation with Spanish Paco Valls Garcia is amazing. He works with theater and movement as well as music and art for the disabled people. His flagship is Faula Theater
- Paco has close cooperation with Norway, and the opposite. Paco Valls Garcia has won many awards in Spain and outside Spain.
- The Paralympics Games are a major inclusive project that all countries aim to participate. This event takes persons with disability with sports skills to the summit of global competition. Their health fitness and expert training are key to compete is this world-wide event.
The administration in Spain subsidizes public but also private organizations that group persons generally with specific kinds of disabilities. The conditions for this subsidies are that the organization is a non-for-profit organization and that presents a effective project to care and promote persons with disability towards a better quality of life. One of these organizations is the “Fundacion Catalana para la Paralisis Cerebral” with carries out a fantastic job in the training of disabled persons in the arts. Today many of these artists compete and win awards in competitions called by different foundations and institutions. This activities not only benefit the artists but helps create a new mindset towards persons with disabilities. Create awareness which is basic to achieve inclusion and the right to access to the work market. To be views as persons capable of performing a task with excellence inspire of the difficulties she/or he may have for other things.

In December 13\textsuperscript{th}, 1938 the administration authorized a private organization of the time that gave integral care for the visual impeded population to be funded a National Lottery. ONCE was born. The Organizacion Nacional de Ciegos de España (National Organization of Blind persons of Spain) is a private organization that finances itself through a National Lottery. The income of the daily lottery is divided in three. Part goes to the State, another goes to the winners of that day lottery and the third part goes to finance all the activities of ONCE. It is the blind persons who sell the lottery tickets, thus creating an important work for a considerable number of disabled persons all over Spain.

Suggestions from panelists of activities the public sector should promote for the benefit of the disabled community are:

- Access to inclusive education established as mandatory in all education centers
- Access to employment based on equal conditions without discriminating disabled workers or opening further the wave gap
- Eliminate segregation in health centers so that all beneficiaries regardless their condition can be take care of
- Access to justice to guarantee their rights as individuals as well as workers and professionals
- Be take into account by public decision makers in order to focus on their limitations and create an inclusive environment for their talent and abilities
- Further research and understanding of the real needs of disabled persons and their families in order to establish legislation, financial support and polities that focus on the issues that can help develop quality life for all.
- Organize more art workshops for disabled artistes. In all disciplines: scenic as well as graphic and virtual arts.
✓ The difficulties may emerge when creating centers for determined specific disabled types of problems, or for specific artistic expressions. This reality requires development of concrete methodologies. The public sector could create a secretarial to design artistic training at national level that can service reasonably the needs of this numerous community which is highly talented in arts.

✓ All municipalities must hire skilled people working with art and culture for the disabled and disabled people. This is the responsibility of the public in Norway. All municipalities do not have such a large offer as Gjøvik municipality has.

✓ Increase inspection to companies to guarantee that they meet their legal commitment of having the number of employees with disabilities stabled by law in the country. Or carry out the inspection to see whether the companies is contracting workers with disabilities in order to call their attention to the ethic need of not discriminating this community of persons

✓ Assign budgets for health, education and social services whenever there is a crisis because the institutions that give this service are the first to lose funding support. The social commitment of all governments should be to think and act in a transversal and sustainable way in order to constantly race the life quality of the population. “Mending strategies” do not solve long term problems. Government must govern for all the population all the time. It is not right to leave cut findings to less favored population when they most need it, in times of crisis.

✓ Create laws which are of more clear and transparent implementation, because often the very officials of he administration do not know how to interpret the norms

✓ Improve the information and communications in Reading skills and pictograms in cultural spaces

✓ Penalizing companies and organizations for not meeting the 2% quota, companies should be rewarded for including professionals with disabilities in their workforce. Lowering their tax level could be an easy way of compensating the companies commitment and social responsibility. Giving visibility to companies that are excellent in the inclusion of disabled employees through a ranking award system and public event of recognition could also the effective to advance towards true inclusion.
FIRST WAVE REPORT
PRIVATE SECTOR SUPPORT TO DISABILITY IN THE ARTS AND CULTURE

Institutions of the private sector are viewed as being the main architects of the present development in the education, training and health care of professionals of the community of persons with disabilities. As well as the main promoters of opportunities for this community to advance in their professional life as artistes or as workers in the artistic sector.

The panelists in the first wave have made interesting contributions regarding this vision of the actions and responsibilities private institutions are assuming in mapping the road to develop professionally for persons with limitations whether physical or mental who puts them at a disadvantage in present socio-economic scenario.

Panelists give a high mark to the private institutions and society in the degree of awareness that is being created towards the members of this community. Never before society has been aware of the weight of this 80M persons that make up the population of the European Union. the activities and the call to address this reality that affects 1 out of every 6 persons in Europe, plus their environment (37% of the population) is of critical importance in an area of the world with a negative demography growth and because these persons have the right to equal opportunities and treatment as special human beings that they are.

They also give the private sector- foundations, associations, private companies, and society in general – recognition for the outstanding job which is being done in most countries in favor of improving the quality of care, educations and training, and the promotion towards a professional life for persons with disabilities. A care which naturally is atomized given the need to give personalized care to the different types of disabilities, as well as the nearness required to give any type of health and education support to persons with disabilities.

The availability of health and sanitary services is given an fair and good evaluation by the expert panel. Considering the need to give the specializes attention medical care required by every type of disability. And the updated quality of care from professionals in this field that health and rehabilitation programs require to guarantee the safe development of persons who have different disability profiles.

As far as basic education is concerned the panelists express that the private schools have a fair and good degree of inclusion as therefore give broader possibilities for children with certain disabilities to share education with the rest of children their age. as well as conducting centers
The same applies for training and life long learning. More training opportunities are created as a support to the aim of updating further the health and sanitary professionals in new methodologies and tools as they emerge; of developing new competences and skills to deal with special persons and limitations. As well as addressed to persons with disabilities, particularly artists and professional workers whose job are in the art and culture fields.

The family attitude towards children with disabilities is recognized to be of high importance. Care and education for them being essential. What they need is to map the process that facilitates the promotion to quality of life and car, as well as professional development for their children. The weight of Associations of Parents is contributing to this support which has a direct impact on the health and sanitary quality care as well as social and professional inclusion of persons with disabilities. Particularly in the case of art for the cultural weight this sector has to develop professionally.

Public financial support to private sector organizations is no enough for the number of existing organizations, which make it vital to access to private donor. Individuals and institutions who are generally closely related to persons with disabilities. Awareness of the need of legal support is increasing to act against discriminatory practices which damage the positive evolution of the members of this community. The need to establish diversity policies and mechanisms to guarantee antidiscrimination and inclusion for persons with disabilities when joining the professional and labor market is seeing as important and highly important by the experts in the research.

Health and sanitary services as well as support in developing a professional carrier are valued highly offered by the private institutions, over those offered by the public sector. The process to improving quality of life and developing professionally is attributed mainly to the multiple activities of organizations of the private sector.

The participants in this research identify the activities carried out by the families, by the health and sanitary professional and by private organizations as very important for the development of the disabled community.

Best practices of the private sector:

- Heath care by professionals of the sanitary system become an essential factor for the personal and professional development of persons with disabilities, as the aims they can achieve depend greatly of the improvement of their health.
- Rehabilitation serviced through the different phases of life become vital.
- Training and updating competences and skills to develop professionally.
- Claim legal rights as individuals and as workers.
✓ Increase awareness and visibility activities for the effective integration of the disabled populations into the social and economic scenario in all countries

✓ Companies should be rewarded for including employees with disability in their ordinary diverse workforce.

✓ Companies should be open to contract professionals with all types of disabilities as long as this difficulty does not affect their job.

✓ Primarily the employee should be selected on the basis of his/her professional competence, regardless the disability.

✓ Contract a disabled employee and worker on the basis of his/her efficiency in performing the job.

✓ Carry out research to detect the causes of gaps existing in organizations regarding discrimination

✓ Activities that organizations should promote for disabled artists to enter the professional and labor market:
  - Music: creating groups and bands to act in event and theaters
  - Singing: as individual singer or in chorus
  - Dancing: as individual dancer of in groups to act in events and theater
  - Art: as a professional artist or as employee in companies in artistic tasks

✓ Foment dynamic networking between institutions and the families of disabled persons to focus on common challenges

✓ Establish center and adequate resources to cover the needs of the disabled population, particularly when the family cannot cover the costs.

✓ Dissemination and awareness created by European co-funded projects

✓ Organize more sports and art events

✓ In Spain 14% of the population has some type of disability; 4.8M persons. And 37% of the population care for this community. 20% of homes have a family member with disability. The evidence is that 51% of the population is affected in one way or another by disability. The private disability care system is quite active in giving support to families and beneficiaries of the disabled community. Private associations, foundations, institutions care for specific types of persons with disabilities. These organizations are atomized of over the geography as personal care and attention is essential to be effective; therefore nearness to the affected persons is vital. The result is a considerable network of small care and support centers to respond to the needs of the disabled population. There is a Confederation (CERMI) that brings all these organizations together and which acts as mediator with the public Administration to introduce as much help, legislation and financial support as
possible. These organizations are generally self financed by sponsors and by families. They have access of public subversions in specific cases. Generally these organizations are quite advances in new methodologies to care and develop persons with disabilities. Carrying out a job that the public administration does not cover.

Cases stories of the private sector:

Best practices in companies are not measured in the same way that traditional workers are, given the stereotype and prejudice of most companies when contracting a disabled employee. Plus the frequent need to compensate a limitations problem

Danone, s.a. in Spain, employed a very competent quality control manager for that department and function, who was deaf. Training had to be given to the workers of the department to be sure to look at her when talking. The efficient inclusive programs are those addressed to the team in which the employee with disability is incorporate.

FCPC- again is an example of how to care for children with disabilities so that they can attend ordinary schools. The foundation has material resource and professional who accompany the children with disabilities so that they can study in ordinary school. Contributing with technology, material and special cares. As far as health is concerned the Foundation has developed and initiative with public and private hospitals to give percolated attention to disabled children during their stay in the hospital. Attention is also given when having dates with the sanitary professionals for which function the Foundation has the AA sanitary card which give them priority when giving this service and attention.

Recuperate the legal benefit that companies had from the administration for the number of hours the disabled employment work up to 40 hours a week.

Although accepting students of minorities including disabled children is enforced by law in Spain, public schools particularly in small cities and towns are doing a great job in inclusion. Aware of the fact that education and awareness start at school level

An excellent example for disabled population support is ONCE. Organización Nacional de Ciegos de España( National Organization of Blind persons of Spain) was founded December 13, 1938. It was created to care for all the needs of blind persons. Health, personal development and help in achieving mobility, as well as access to labor market. It was, and still is funded by the national lottery which started in Spain in the XX century to assist the population of indigenous persons. ONCE took over the function of selling the lottery cupons every day, by blind persons. This created hundreds of jobs all over Spain for persons with visual problems. ONCE developed heath care units for persons with visual problems, as well as trained dogs to
held the blind in their mobility. ONCE has a very important unit dedicated to the education and training of members of this collectivity into different professions. The work that ONCE carries out is so efficient that 6 years ago the administration extended the area of care of the organization to all groups of disabled persons. Culture and art is a very important sector of activity. ONCE is presently one of the largest holdings of companies in Spain, all creates to give employment to disabled persons (network of restaurants, laundries, gardening services, components manufacturing for the automotive industry, information technology companies, etc).

Two financial institutions, Caja Madrid and La Caixa of Barcelona, have excellent projects to give support to the disabled population. Employment search units and funding projects of non-for-profit organizations addressed to promote persons with disabilities in social and professional inclusion, are two main branches of the range of support they give. The corporate world is becoming more and more conscious of the need to integrate the disabled populations given the dimension it has in its employee as well as clients populations.

RMW, a transport company has the policy of recruiting the candidate with disability for a job opening, given of course, equal professional competences for the job. A company very aware of the efficiency of employees with disabilities. Time saving, increase in performance, reduction of absenteeism and turnover, loyalty to the company; are among the measurable indicators that make a disabled employee a favorable choice when recruiting new employees.

DisJob is a private company that runs a virtual platform to promote labor insertions of persons with disabilities into the work place.

Pascal Norge created an organization in Norway to train disables artists in music, dance, theater education and graphic artists talent develop

The Norwegian Association for the Disabled organizes artistic events and festivals to increase the visibility of the artistic ability of artists with disabilities

Mental Health Norway is an organizations that focuses in the artistic development of persons with mental problems.
Suggestions from panelists of activities the private sector should promote for the benefit of the disabled community are:

 ✓ Create special placement services to achieve the inclusion of persons with disabilities in companies. In the development of professional carriers and individuals. And programs to include members of this community in society

 ✓ Create social value. Generate strategies to change the present rigid structures of the corporate world. It is difficult change their behavior of exclusion. The structure must be change to advance in this inclusive process and integrate professionals with disabilities recognizing the efficiency in their performance

 ✓ Establish financial mechanisms to promote accessibility and participation of artists with disabilities in the culture and artistic world both in graphic as well as in scenic arts.

 ✓ Increase early diagnosis in private institutions that care for disabled persons in order to contribute to a better quality of life of the children born with disabilities in the future.

 ✓ The most important gap lies in the lack of funding in general for private non-for-profit institutions, in spite of the fact that they generally give a very efficient service to this community inspire for the lack of financial resources. Non-for-profit organization active in the care and promotion of the disabled community should be consulted by the government when setting new legal and service conditions when taking care of the population with disability

 ✓ Some service companies employ disabled workers to take advantage of fiscal benefits for companies in Spain with over 50 workers in the payroll. But then the company expects high performance which generally creates stress both for the disabled workers as for the rest of the group and managers.

 ✓ Given the excellent job that private organizations achieve is the care, education, training and promotion of persons with disabilities and their families, the public administration should be more active in funding the work they do.
Wave 2

III- Quality service of health and sanitary professional in the way to care for persons with disabilities.

For any human being, health is the one critical factor is achieving a high quality of life. Without good health, any person has great difficulties in developing social and professional activities that may allow enjoy life and interpersonal relations. If this is basic for all the population, it becomes critical when referring to persons with mental or physical incapacities. Then the barriers to achieve a positive quality of life become a real challenge.

Society cannot afford having a 14% of its population under performing due to disabilities that check their comfort and development. Particularly when there are treatments and sanitary care that can improve considerably their health. Information becomes vital when addressing health care for disabled persons. Parents should receive early health care information in order to start rehabilitations programs and treatment as soon as possible. Early diagnosis is essential. Because early treatment adequate to the disability of the persons involved can change completely their living standards.

Helping and caring for persons with disability requires a set of competences and skills added to the ordinary ones any medical treatment, education systems and social workers generally give. This relation demands a very sincere commitment on the part of the professionals and educators, so that their relation with the disabled person can be an added value in the rehabilitation process. In the life long process of carrying for persons with the different types of disabilities.

Public and private organizations must develop very special mechanism, full of human values besides scientific knowledge, in order to give members of this community optimal care. Their personal and professional development towards the future depends of the quality of medical and professional care they receive.

Art therapy is a protocol treatment for all persons, of any age and type of disability. Particularly when the disabled patient shows special talent for art, the educators, trainers and professional must be alert to open the way for further artistic practices and education opportunities.

A positive attitude on the part of the family and of the professionals that give support of disabled persons is key to their personal and life development. And if with special care these persons can be fit to develop a professional life, then even more critical becomes the responsibility of the professionals and institutions they depend for their personal growth. Particularly when the possibility of developing in art as a profession becomes way of life of the patient.
CLAP HANDS has launched a questionnaire to a selected panel. The objective has been to collect experiences and best practices of education and health care for the disabled community that can contribute to improving the way in which the disabled persons in Europe can receive the quality of health care they need to improve their possibilities of leading a full social and professional life.

1. Education systems

As far as education systems is concerned, panelists have given interesting information on best practices of organizations that are active in the promotions of artists with disabilities.

Sweden

In Sweden there are many schools and courses for persons with disabilities, and the main issue has been that persons with disabilities are not easily integrated in regular art schools in the country. Culture having a high degree of relevance the all levels of education. Disabled persons attending school and art associations receive the same level of care and learning opportunities as the rest of the pupils attending.

Foro Tecnico de Formacion. Spain

Training Foro in Spain has organized in 2017: 272 courses for 4281 workers from companies in the social and sanitary sector specially dedicated to disabled people care. For this reason Training Foro’s work focuses on the technical design of those specialties where you can really add value to the training of professionals why we collaborate with various entities in the sector that allow us to provide specialized and quality service in this area as FUNDACION ADSIS, PLENA INCLUSION (Spanish Confederation of organizations for people with mental disabilities), AUTISM SPAIN. FTF is partner of the SCP entity (Professional Qualification Services) created with the objective of develop a professionally accredited training program for disabled workers of special employment centers, through collaboration agreements and public tender form, we also certify and insert after this disabled people unemployed. SCP develop the training plan for CONACEE- (NATIONAL CONFEDERATION OF SPECIAL EMPLOYMENT CENTRES), which principal aim is to promote social integration and labor inclusion of People with Disabilities doing productive work, participating in regular market operations.

France

From France a panelist highlighted that the European Union is very active in the funding of initiatives in the area of disability. This proves the critical importance that this issue has for the welfare of the entire social structure of Europe. Reports published of the different projects is a very rich source of information.
2. Training methodology

Training methodologies are key for life long learning. Basic for updating knowledge and skills for professionals in education and sanitary sector. The quality of care and support to the community of persons with disabilities relies on the constant updating of skills and competences of these professionals. Here are some best practices sent by panelists to illustrate training methodologies that can be applied by other organizations in this process of quality development.

Fundació Friends – Spain
Guia’m (“Guide me”) is growing!! As you know it is a project of the Friends Foundation that offers jobs to people with Asperger's syndrome as guides of cultural entities. Our goal is to normalize their social and working situation through the transforming potential of culture. We love the project, it is working very well, and we are very excited to inform you of the news. Guia’m has been selected as an example of "good practice" in the Diversity and Accessibility Days 2018, organized by the Apropa Cultura. Carla Bonet, from the Friends Foundation, and Helena Minuesa, from the Sant Cugat Monastery, participated by presenting the project on February 19th with a very good reception from the public and professionals. Currently, and two years ago, Carla offers guided tours in the Cloister of the Monastery of Sant Cugat, and with the support of the museum team is training Pedro, a teenager that we hope will soon be able explain all the secrets of the cloister.

Artistas Diversos - Spain
Artistas Diversos from Spain explains the best practices promoted by APALCE, the Parents Association for Cerebral Paralysis patients. The Patterning methodology developed by Profs. Doman & DeLacato from Philadelphia. A rehabilitation metrology designed for children born with cerebral palsy. In Spain there is an association APALCE of parents of cerebral palsy children, which has promoted the development of doctors and professionals in the field of care for this type of disability.

Gjøvik kunst- og kulturskole
For Gjøvik kunst- og kulturskole, establishing methodologies to improve quality health care by professionals, as well as education systems. The organization develops cultural specific personalized systems and training.to offer to professional individually as well as in groups. The strategy gives very good results.

EUROPASS – France
EUROPASS from France makes an open invitation to organization to present project to European Union funds. This is magnificent opportunity for associations and institution to
develop methodologies adapted to the need of their specific disability profile pupils. Methodologies to develop quality care by professional social workers and physicians, as well as quality standard learning process for disabled artists. These methodologies can then be shared with other organizations in the country or at international level. Sharing through networks is a very efficient way of acquiring new skills and competences. The fact that new methodologies come from other countries and cultures make the methodologies developed far more efficient, dynamic and in constant adaptation.

Fundación Psico Ballet Maite León
The Fundación Psico Ballet Maite León is a private non-for-profit organization registered in 1986 directed by Gabriela Martin Leon. It has 3 dance groups and a scenic art school exclusively for persons with diverse disabilities.

Fritsche Company – of performing professionals in contemporary dance for adult artists - shows like “Mesa para Tr3s” and “Obsolescencia Programada”

Compañía Psico Ballet – has a very familiar repertoire to involve young artists with disabilities with shows such as “Un mar de sueños” and “Jet Lag”.

The FPML company - focusses in contemporary dancing for disabled artists over 60 years old with shows like “Bajo la Alfombra” to promote an active senior life. This program has been invited to act in the United States and Canada and has had over 1M expectations.

The base of the project is a art school centered on scenic artistic training for artists with physical and psychological sensorial methodologies that use a methodology registered by the organization called “Metodo Psico Ballet Maite Leon” To keep the methodology active the organization uses constantly new teaching strategies to build the capacity of the pupils to become creative, self-motivating, innovative, responsible and with working autonomy when working in teams with artists of diverse profiles. FPBML has trained and worked with 2.000 professionals in the area of education and scenic arts. The basic course lasts for a year, and the life long learning is constant to achieve excellence to obtain the degree of Master in Scenic Arts for Disabled persons.

The Foundation is member of FEAPS (Confederation of Spanish Organization in favor of Disabled Intellectual Persons), the Spanish Association of Foundation, The International Council of Dance (CID) the National Federation of Art and Disability, Emprendo Danza and the FECED - the State Federation of Companies of Dance.

Foro Tecnico de Formacion – Spain
Training Foro is present in Europe since 2003 in Europe as a partner in European projects ERASMUS + (formerly LEONARDO DA VINCI) directly related to the development of training programs and methodological tools themselves especially in the field of social services and social and health issues. In 2003 and worked at the European level quality standards in Scality-LEAQUAL project. FR / 03 / C / F / RF-91101, aimed at developing LEAQUAL: European
Qualification for quality processes in the field of services for the elderly. Sharing our experience in assessing skills in 2011 in the project ECETIS 2011-1-FR1-LEO05-24457 to develop a European standard training plan adapted to any situation assessment skills and learning to use an innovative method analysis of decision-making to maintain the link between families and children in shelters in Europe in the LINKS project CHILDHOOD - 2011-1-FR1-LEO05-24432.

Related to ASD people HIPE4ASD 2012-1-FR1-LEO05-34952. for developing a course for intervention with autistic people. An innovative approach that integrates the family dimension and the relationship with other professionals and CAPWIN 2013-1-FR1-LEO005-48264 which aims to help people in situations of school leavers to remain in or return to education itinerary. Last year we started 1 KA2: PAGES:PATHWAYS FOR GUIDING EMPLOYMENT SKILLS FOR ASD 2017/1/ES01/KA204/038393 as promoter. The project focuses on people with ASD and is articulated around 3 axes: intervention, education and inclusion in the labor market.

Our teachers received, through ERASMUS+ motilities, 3 courses in the Swedish model of CULTURAL PEGAGOGICAL THEATER an interactive theatre methodology to apply in the professional training mentoring programs.

About ICT, we enlarge, update and make more an more interactive, because our customers needs and preferences changes, our offer in e-learning courses through our on-line platform, of course in agreement with standards of accessibility.

Disability Arts Online – U.K.
Disability Arts Online – Sharing Disability Arts & Culture with the World are small but committed disability-led organisation set up to advance disability arts through the pages of our journal. Our raison d’être is to support disabled artists, as much as anything by getting the word out about the fantastic art being produced by artists within the sector.

They give disabled artists a platform to blog and share thoughts and images describing artistic practice, projects and just the daily stuff of finding inspiration to be creative.

Disability Arts Online offers a means for the wider arts sector to engage with disabled artists by sharing professional opportunities on our listings pages, reading about their work on blogs and editorial and in some cases, with partnerships facilitated by our consultancy services.

Disability Arts Online’s listings cover disability arts and culture related events as well as accessible performances of mainstream work. The listings also has a section for arts jobs and career development opportunities, artistic commissions, residencies and competitions.
3. Mentoring programs

Mentoring programs are very efficient to improve the quality of education and health care of professional that give support to persons with disabilities. There is another very interesting contribution from Spain

**Foro Técnico de Formacion**

Currently our efforts is very focused on the certification of professionals, in 2018 ends the deadline set by the DEPENDENCE CARE NATIONAL SYSTEM for companies to have their workers specially certified as caregivers, last year we had 923 VET students, why FTF is Accredited by the Public State Employment Service for the following certificates of professionalism

Center: No. census: 26829 SSSC0208 Social healthcare for dependent people Care at institution. No. census: 27565 SSSC0108:

Social healthcare for dependent people care at home.

Virtual Classroom accredited by the Public State Employment Service for the following professional certificates: SSSC0208

Social healthcare for dependent people care at institution. No. 80/00000026. Centre authorized by the Ministry of Social Affairs of the Community of Madrid for the certification course for Social Services Managers, recognized as a university expert by Colegio Universitario Cardenal Cisneros (Univ. Complutense). Skills development.

4. Competence improvement

The improvement of competence requires high expertise. Persons of different cultures have different levels of leaning capacities to address improving the competences acquired in early learning. Panelists have shared their best practices in these fields.

**Danskompaniet Spinn – Sweden**

Danskompaniet Spinn from Sweden states and advises that education and training is improved and leveraged through cultural exchanges. Networking with other organizations in Sweden as
well as at international level is the most efficient way of developing competences in the areas of heather care and education addressed to the disabled community. Applying the experiences from other cultures is a very efficient way of improving competences.

Down Madrid – Spain
An excellent example of good practices is Down Madrid. Down Madrid is a non for profit organization that operates in Madrid, Spain. Its objective is to give support to persons with the Down syndrome to achieve social inclusion through the practice of sports.

A very visible activity is the organization of the Duatlon Cross Solidarity in the Sport Military Center of the Dehesa del Principe once a year. A race open to all publics which gets together over 500 participants.

For over 28 years Down Madrid has given support to 1,500 persons with the Down Syndrome and the organization has 2,800 points where it gives services to users and their families.

**Host Service.** Social work of Down Madrid coaches, councils and orient persons with Down syndrome and their families:

- General information regarding the support facilitated by Down Madrid
- Identification and valorization of the needs of each person and their family
- Give orientation regarding internal and external resources available from other institutions
- Counseling in the areas of education, psychology, sanitary, legal and subventions available.

**SERVICES of DOWN MADRID**

**Intermediation service** - Down Madrid gives a broad range of services to Down persons and their families with the objective of facilitating their therapeutically needs which are key to achieving quality of life.

**Integral training** – is a core service Down Madrid give the Dwon community in all phases of their lives. To this end the organization gives different training courses.

**The Down Madrid School for the Family** – orients, trains and gives support to the family of Down persons in order to foster their welfare and quality of life. The methodology is through conferences, workshops, monographic sessions, family session, meetings with the families and support groups of parents and grandparents. Subjects are selected by the families.

**Information and orientation** – of Down patients and their families. Information regarding issues that may decide their personal growth and professional possibilities

- Hosting services
• Inform about resources available to Down patients
• Value, orient and support decision making of the family and the Down person

Central Occupational Centre 3 Olivos in oriented to give working possibilities to those persons with intellectual disability and Down syndrome over 18 years old who cannot apply to an ordinary job in the work market. The Centre trains the “workers” in specific skills; Administrative digital work; Manipulation and artisan production; Gardening: Restoration and Printing. The Center gives these services to companies and institutions that pay for these services and makes possible this alternative way of working

Nationalmuseum
Nationalmuseum reports that the museum carries out a constant policy to include mentally disabled persons in the different events and activities of the museum, It organized MOMA meetings with visitors of the museum and include disabled persons to participate actively in these events.

5. Skills improvement

According to one of the panelists, the key of art performed by disabled artists is working through culture. Its differences and similarities. For years we have further developed our productions which transmitted cultural massagers. For the artist to express and the audience to feel and share.

Händelseriket in Stockholm
Råd & Stöd is part of Leanlink, which is a management in Linköping municipality, and is commissioned by the Board of Care and the Board of Elderly. Råd & Stöd offers people with disabilities support in different ways, such as daily activities, experiencing the senses at Händelseriket and receiving support in everyday life if you have a visual or hearing impairment. Relatives can also get support. Händelseriket is for people with disabilities who want to experience a different environment with their senses. At Händelseriket you have the opportunity to participate in something special in your everyday life. You can experience different rooms with your hearing, vision, feeling, smell, joints and muscular senses. There are five rooms to discover on the Händelseriket.

SINNESRIKET
Här på sinnesriket går människor som har olika former av funktionsnedsättningar och även personer utan egentlig funktionsnedsättning. Sinnesriket is visited by people with various types of disabilities, and people without actual disability. E.g. schools, preschools, care administrations, working staff etc. Some of the purposes to visit Sinnesriket is to Reduce stress, Relaxation, Feeling harmony, Joy, Communication and interaction, Increase their social ability, Promote and keep curiosity etc. Apart from the WC
and waiting room, there are six rooms to visit: Bubble bath-room where you can relax in the bubble bath and play games; IKT-room (IT, Communications and Techniques) where you can draw, build and create; the dark room where you can relax and rest, the nature room where you can dream yourself into the nature world; the experience room where you can control the color changes in the ball bath, bubble tube or light board by pushing the connectors or sounding in the microphone, or you can relax; and lastly the white room, where you can rest and listen to music and communicate.

**Sinnesriket in Sandviken**
Welcome to Sinnesriket! Children and adults are invited to stretch, feel well and enjoy our senses. When the time comes the Särskolan show begins...To get used to the senses, you need to come here for an introduction. Introduction means learning how this art expression works in the practice. It is important to think, work and enjoy through your senses in the different rooms.

Sinnesriket "evaluates" the visits by talking about how many times they have visited each of the 5 rooms and enjoyed its senses. It also evaluates whether the visitor continue in the same room or switch to another to feel through other senses.

- Snoezelen makes possible new sensations.
- Promote communication and participation
- Increase concentration
- Create feelings of "eigenvalue"
- Increase their social ability
- Increase attention
- Build relationships
- Reduce stress

6. Other

Other organizations that give excellent examples of best practices in this field are

Foro Tecnico de Formación
“ArtTherapy” stated its process in 1995. The core objective was to develop artistic skills and
knowledge in persons with disabilities. To improve their social inclusion, for them to acquire self-reliance, to turn art into a profession. The project is inspired by the fact that its founder is dyslexic and he wanted to develop methodologies to help children as well as grown ups over the disability and become abled persons in the arts. So the organization focused in dyslexia and the training and teaching of art to this collectivity which now has 150 students, plus the seminars, workshops and events the organizations sets up for other institutions on request. It became evident that the first step was to give health care to the persons attending the organization. Because only when the person is suited health wise, can she/he develop skills and competences. In our case that objective is to develop artistic skills and competences. Which helps the persons gain in self reliance and progress as an individual. There is a direct relation between the creative capacity and acquiring self reliance and communications. The ArtTherapy process Improves quality of life. So the better the health, the better the artistic expression the better the quality of life. That is, we give a lot of attention to health care because it is elemental for the person to develop in the arts, which is what improves his/her quality of life. Until now the art has enormous expansion through Artherapy. Particularly from outsiders. As art develops the training becomes personalized to the level of capabilities of the disabled artists.

Artistas Diversos
From our Artistas Diversos organization we foster artists to participate in all exposition, contests and events we organize or we are invites to participate, giving these artists visibility in the platform and through social networks

Kulturverket, Uppsala Kommun
Kulturveket is an Artistic leaders in daily activities, according to the Act on Support and Services, LSS §10.

Kulturverket
It is an art and cultural center, specially oriented to give support and art professional development to artists with disabilities.

Kulturverket consists of seven workplaces with creative focus in daily activities according to LSS. The entire organization works with creation in different forms and the public can see their art and artisan production.

The resulting products are sold at Butik & Galleri Konstform, located at Kungsängsgatan 29 in Uppsala. The shop is open Monday to Friday at 12.00-15.00!

The different areas of work and projects are: labels Atelje Artistic , Free form , KAP design , Ceramics , Creator Workshop , Studio 34 , Blog Archive 2016 , August , The Creator's Christmas Pigs , Culture Night at Gallery Artempel, Theater Blanca at the library

Umeå university
Umeå university (Lennart Sauer)- The objective of the university researcher is to research
people with intellectual disabilities and their art and culture creation. Study and analyse their source of creativity. And teach art. Also teach social work as a subject in order to be able to give higher quality support to persons with disabilities. Particularly to those with artistic talent. The university has no insight into how the healthcare professional's education is developed.

Kultur och Kvalitet
The overall opinion is that it is a shortage in the education system and not integrated into regular education. Often, it is your own education or niche, that is, it is special education that you are studying in pedagogy, or justified care and care education. I have encountered, for example, music teachers who do not feel prepared to receive people with functional variants because they do not have any special education. It becomes an obstacle when the perception is that special education or the like is required, especially if it is a special block that you are studying and not a natural part of a basic education.

Argadini Association -
The Argadini Association works with a methodology based in a creative process. Emotional and knowledge process. “Emotional education through creativity” From the Association Argadini we have been able to prove how, working with this methodology has and impacts directly in the personal development as well and emotional welfare. As well as acquiring higher level of abilities in the development of daily life, social inclusion and the promotion of working possibilities.

ESFERA Federation – Spain
The ESFERA Federación was created early in 2008, and constituted by associations and organizations of women in Social Economy at territorial level and acting at national level

The aims of the Federation are to promote equal opportunities between women and men; promote the participation and presence of women in the political sector; in the economy, social and cultural arena. It fosters the entrepreneurial spirit, economic and social development. As well as management of projects focused to de growth of women in general, the promotion of equal opportunities, work/family policies and the cooperate world and fostering Social Economy in general. A key policy of the ESFERA Federation is to promote women and men with disabilities in all the projects and activities the Federation launches.

Plena Inclusion – Spain
Plena Inclusion is an organization that represents in Spain persons with intellectual and development disabilities Since the 50s the organization contributes to the full inclusion of these persons and their families in society

We defend the rights and fundaments of full inclusion of the members of this community and their families

We fight for solidarity and fairness in society
Plena Inclusion is constructed by 17 autonomic federations and 900 associations in Spain which care and support persons with intellectual disabilities and their families

Activities

**Support to persons** – Plena Inclusion works on a person to person basis with intellectually disabled persons during the different phases of their lives

**Support for their families** because they are the fundament that sustains persons with disabilities and they also have needs to cover.

**Support to the organizations** that are integrated in Plena Inclusion in order to improve their management, advance in quality and transformation of their services.

Influence in society which is fundamental for our work to influence the political arena on one hand, and create awareness in society on the other.

Publish the Annual Report to disseminate the work and needs of the disabled community and the associations that give them support

**International activities**

Agreement with the Mexican CONFE in order to collaborate in the learning and knowledge process

Participation in the World Congress “Learn, Inspire, Lead” organized by Inclusion International

Participate in the III International Congress of Family and Disability”

Participate in the European Project “We are in this together “

Sponsors of the organization are institutions of the government sector, the social sector and corporate community such as; Ministry of Social Affairs and Equality, Ministry of Education, Ministry of Interior, IMSERSO, Real Patronato para la Discapacidad, ONCE, ALTAVOZ, CONVERSIÓN, ENCUESTACION

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**IV - Professional Artists**

**Success stories of disabled artists who have developed a professional life in culture and art fields**

The aim of this part of the research is to collect case stories of artists with disabilities that are exemplary. Real life stories that inspire other persons with disability to realize the great talent that persons like them have, and the way in which they have developed a life purpose and a professional career. The issue is not necessarily being the best in the world. The issue is to
dedicate life to that you enjoy doing without any restrains regarding any disability profile the person may have. Art is a particularly a personal life commitment. There is no barrier to artistic talent to grow socially and professionally without limits.

Case stories of artists with disabilities that have been successful in developing their artistic talent as a profession is the best most inspiring example for other artists to follow and respect. Their success depends of the passion of the artist to dedicate their life to expressing their talent. But its is also conditions to several and deciding factors of their environment. To the attitude of their parents and close environment to believe in them and contribute in a very positive way to mapping the way to career development. To the attitude of social agents of the environment to the level of recognition to admit that artists will disabilities can and do express their art with excellence. To the culture and art community to include them as equals and give them the possibility to express their talent without barriers. To the country and local administrations in the support it can give members of this community to have full mobility and labor accessibility.

Panelists in this research have contributed to identify artists that have been able to develop a career as artists and the way in which they have succeeded achieving their goals.

1. Artists who have developed their artistic career as autonomous artists

Kelly Arrontes

Kelly started painting as a life mission, after she had a very serious accident which ruined her sight of one eye and left her with 93% loss of visibility in the other eye. She had always adored art. She painted since she was a child. But at that moment she decided to dedicate her life to her passion, even if she is practically blind. She studied in the School of art of the Sant Jordi University of Barcelona. Has received countless awards. Has been invited to exhibit in Salamanca, Valladolid, Madrid and Barcelona. Internationally she has exhibited in London, New York and Denmark where she won the award of the HANDI-ART Festival. Kelly has been asked to paint the Royal Family and the paintings have been exhibited at the ONCE Foundation for a month. The Center for Research and Innovation in Barcelona and Madrid have asked her to paint the murals of their spaces. Kelly js interviews often by the written press as well as on radio and television. She is an inspiration for other artists with disabilities to follow.

Aleix Urbano

Aleix Urbano Hernandez has a 53% intellectual degree of disability. Since a young boy he studied art at the Escuela de Bellas Artes Edrea in Rubi. Two years letter he had a Spsis Meningocococa which has empied his capacity to learn. He now is epileptic. And in painting he found a world of color that allows him to see and transmute this emotions beyond any type of frontiers. He fights and works very hard to fulfill his dream of performing in the arts, and that this artistic expression is recognized. Aleix is a great surrealist artist. But he also is a magnificent portrait painter.
Didac

Didac was born in Barcelona in 1965, where he still lives and works. Follows art studies and the Sabadell School of Art, at the Eina Scholl of art in Barcelona and at the Kunst Akademy of art in Düsseldorf. Has participated in all of Artistas Diversos exhibits and project as well as in the LMahtta Galery at the Edward Said Cener, Birzeit in Palestine. He has made a very important decision. To no longer be related as a disabled artists and this is becoming a barrier to his artistic development instead of an added value.

Natan

Natan was born with “retinosis pigmentaria”, a disability that damages seriously his visual capacity. For Natan, art is the global concept that involves all that affect the human being, emotions, perceptions, sensibility as well as the world around. Therefore any thing that damages sight affects also the vision and interpretation of the rest of the world. Each work he starts is a challenge. Starting from the idea, the process because what really matters is the result. The creative output ad Francis Bacon said “the misty is not in the painting, but in the way the artist has created the painting” Natan’s style of painting is multidisciplinary. It is the spur of each moment. His aim is that the public shares with him the thoughts, the reasoning that inspires the painting... what it tells the viewer and what the viewer perceives.

Ana Guerrero

Ana Guerrero was born in Barcelona 36 years ago, has a 67& hearing deficiency from birth. “I have a passion for painting and art every since I was a child. Later graduated from the school of Adversiting design. Pictorial technique and Painting technique. Also followed the art career at the Escuela de Artes Aplicadas y Oficios Artísticos "La Llotja" as well as other disciplines such as Adelina Gaeta center of Sant Jordi and the Cercle Artístic of Sant Lluc. Ana’s style is cubist although she also paints landscapes and is always very much inspired by north African social expressions and culture which she transmit with great strength. She has exhibited her is in all the events that Artistas Diversos has organized: Fair of Art and Disability, Foundation Sabadell 1864, Décor- Arte, as well as in Burgo de Osma (Soria), Barcelona, Hospitalet de llobregat, Sitges, Lerida.......

Other artists with very special case stories have been singled out by the different panelists:

Sarah Gordy
Sarah Gordy (born c.1978) is a British actress who has Down syndrome. She is best known for her portrayal of Lady Pamela Holland in the 2010 BBC TV series of Upstairs Downstairs. She has also acted in episodes of Call the Midwife, Holby City and Doctors. As well as these BBC shows, she has acted in short films, radio dramas, commercials and many theatre productions.

Dancers in Spinn.
Danskompaniet Spinn is a professional dance company based in Gothenburg, Sweden. We are passionate about the art of dance and about challenging stereotypes about what dance is and can be. It is about different bodies with different functions and new ways of creating and presenting dance art. In our world, everybody is welcome. It is not about the number of pirouettes you can do, but what you want to express with the pirouette you do. Spinn was founded in 2010 by Artistic Director Veera Suvalo Grimberg. We are an international company working with Swedish and international choreographers and composers. We work with people who are interested in an artistic dialogue, and who wants to explore and develop both their own as well as our artistic expression.
Over the last years we have created both bigger and smaller productions, in Sweden and internationally. Spinn also gives workshops and lectures where we meet other dance artists, children in kindergarten, museum curators, personal assistants, politicians, students, dance teachers and many more. In 2014 we launched our educational project SpinnVäxa/SpinnUnga in collaboration with Studieförbundet Bilda and funded by Allmänna Arvsfonden. SpinnVäxa are our dance classes and we currently have six age-divided dance groups for ages 4-19 years old, as well as a group for adults. SpinnUnga is our company for people who are still young in their dance, but who are ready for further challenges and development. Our aim is that dance educations and dance as an art form should be available and open to anyone, regardless of disabilities. Spinn’s administration, communication and tour coordination is handled by Producentbyrån.

Alexei Svetlov
Alexei Svetlov, born in St. Petersburg, started his art education already as a 5-year old, when he started to attend a renowned art school ‘The Children Art Studio’ under the patronage of Hermitage Museum. Later he studied at the Russian art academy ‘Imperial Academy of Art’, also in St. Petersburg. Nowadays, the artist resides in Stockholm.
Alexei Svetlov is deaf, but this has not been a handicap for his art. On the contrary, his art has developed in quaint directions, which makes the experience of his works quite unique. Through his works Alexei Svetlov invites viewers into a surreal, futuristic and imaginary world, where huge apartment buildings, trams, and railways are with ease suspended on thin wires.
is a strange world; a world where irrational situations play out in places that allow for a certain
degree of familiarity, but also in places where this familiarity is challenged with humor.

The colors he uses are at the same time both sharp and mild, defined and faded. In general,
Alexei Svetlov’s wonderful imaginative works present a play on contrasts and perspectives, all
while showcasing his vivid sense for detail.

Sindri Runudde

Sindri Runudde, dancer from Stockholm, very singular for her nude choreography and dancing shows

Johan Seige,

Johan’s Siege is a visually impeded writer, lecturer on treatment issues which are highly appreciated; musician and comedian. Above all he is a comedian who swings between seriousness and laughter, giving you insights into how we really deal with each other. 20 years as blind gives some material, both in the lectures but also in his stand-up. The lecture series calls him "You do not make it bad!" Johan’s stand up comedy gets some to breathe before they realize that despite his little raw presentation, everything builds on love with the goal, understanding and acceptance of differently. His Little Sock new band has the taste of blues, Americana, singer-songwriter, in Swedish. Of course, only original music.

Jesper Odelberg,

Jesper Odelberg grew up in Ljungskile where he performed his first artistic show in October 1992 and started working professionally as a comedian in 1995. He worked at Backa Theater in Gothenburg 1994-1998 as a production assistant. Odelberg has been running all over Sweden and Norway since 1995 as stand-up comedian and since 1998 as a whistler together with pianist Thomas Darelid. In 1998 Odelberg made 70 performances of "The evil, the good and the ugly" together with Thomas Oredsson, Jan Bylund and Håkan Jäder in the Riksteatern’s direction. In 1999 Odelberg recorded the album Jesper Odelberg, where he interprets Swedish visor. The same year he went on a tour with the "Stå-op-toget" together with Martin Ljung, Adde Malmberg, Jan Bylund, Lasse Lindroth (Ali Hussein), Johan Glans, David Batra, Ann Westin and Mia Cuts. In 1999-2000 Odelberg was back at Backa Theater with his own performance "Are you CP or?". During the early 2000s he performed in several television shows and galore, including "Triple & Touch in the Garden and the World Children." Later Odelberg was in the stereo show "Stereo" together with Triple & Touch. In 2003, he played Baltzar von Platen in the play John Eriksson on Forsvik’s use under the direction of Lars Mullback. In 2006-2007 Jesper Odelberg participated in three seasons in the Norwegian television program Kingdom Voice. Here he made sense of humor as investigative reporter who has become widely spread across the world via Youtube. In the fall of 2006, Odelberg, as a
singer, was backed by the big band Bohuslän Big Band and pianist Thomas Dareid. In 2008, Odelberg played in the Radio Theater’s set of Woyzeck directed by Mellika Melani. In 2012 Odelberg started a collaboration with the stand-up Anna Siekas and in September 2012, their Sweden tour began: “Odelberg & Siekas comes out. The performance is directed by Kajsa Hedström. In February 2013 he formed Jesper Odelberg Band together with Gunnar Frick, Michael Krönlein, Göran Berg and Henrik Cederblom. In November 2013 he played "Baron Tusenbach" in Asking for three sisters under the direction of Mellika Melouani Melani at Göteborg City Theater.

**Artistas Diversos**
In the [www.artistasdiversos.org](http://www.artistasdiversos.org) platform, visitors can vision 518 paintings, sculptures and photographs of 129 artists with their biographies and case studies. 19 groups of theatre, dance, music, with the case stories of the groups as well as of the approximately 475 scenic artists. 21 writes presenting one of their publications. As well as 12 other organizations that promote artists of different types of disabilities with which the organizations has alliances to jointly promote their personal and professional development. Many artists present in the Artistas Diversos platform have improved considerable lately thanks to their incorporation to the digital world, social networks and internet. The virtual world opens for them a spectrum of opportunities and contacts which real life has historically presented barriers to their diversities. Technologies advance and gives them access to the buyers of art. They start overcoming different barriers depending on their type and level of disability. But above all they become more self reliant.

**National Association of Independent Disabled Professionals**
The National Association of Independent Disabled Professionals is an excellent source for inspiring case stories of artists with disability. Registered Charity Number: 1121706 Company Number: 6390586

For many years, society did not recognize the abilities of disabled people. Although some work had been carried out to support disabled people to gain skilled, semi-skilled and clerical work, very little support was given to disabled people who wanted to enter or remain working in the professions or who considered work in management. The ADP was formed in 1971 to remedy this situation and to provide a forum for disabled people to share both their problems and their experiences of successful personal development and valued work, as well as to help create conditions for other disabled people to realize their full potential.

Our membership proves that disabled people can and do succeed in almost every profession. Today we number amongst our members, disabled people who are working, or who have worked, as professionals or at managerial level, in medicine, engineering, the law, the church, the Civil Service, politics, commerce, education, the sciences and the arts and health and social services - to name but a few. Drawing on the expertise of disabled professionals to improve the educational and employment opportunities of disabled people is the philosophy of the organization.
AIMS

- To improve the education, training, rehabilitation, and employment opportunities available to all disabled people.
- To help disabled people by encouragement and example to develop their physical and mental capacities fully;
- To help disabled people to find and retain employment commensurate with their abilities and qualifications and to participate fully in the everyday life of society;
- To improve public knowledge and acceptance of the capabilities, needs and problems of disabled people, particularly in relation to education and employment.

ACTIVITIES

The ADP provides a pioneering service that is marked by its common sense approach. Our members consist mainly of disabled people living in the UK (and all of our Executive Committee are disabled), but we also have several members who work in the field of supporting disabled people into employment and a number of international members.

Our services include the provision of employment advice, information and/or peer support for the very many disabled people who contact our helpline and their advisors or friends. We have a 24-hour answerphone service where disabled people can seek advice and support from another disabled person. We feel this is very important as we have learnt that disabled people have a particular, specific, and real need to receive information from other disabled people about issues relating to education, employment and training.

Furthermore, there are often barriers to the information that is provided, in that it is, more often than not, in a format that the individual disabled person would find inaccessible. The ADP is able to provide information in the majority of formats requested and will endeavour to provide all information in a particular format at an individual's request. Thus, not only does the ADP support groups of disabled people within particular employment or educational settings, but we are also able to provide support on an individual basis in order to achieve the most effective outcome for the individual.

Generally, in terms of contact with disabled people, the ADP is asked to provide moral and personal support; guidance on effective job hunting; advice on barriers or difficulties encountered whilst at work or in education; advice on benefit related issues; networking opportunities; and information about approaching statutory bodies (e.g. Access to Work), educational establishments and employers when difficulties arise. And, if we don't know the answer, we will try to point you in the direction of someone who will!

However, in addition to the queries from individual disabled people and our members, the ADP has received enquiries or requests for information in relation to education, employment or training issues, as well as requests to complete surveys and provide written information with regard to a variety of disability related issues. We have established contacts with organizations of disabled people; organizations for disabled people; other voluntary sector organizations; local authorities; universities, students and lecturers; central government
departments, including the Department of Trade and Industry, the Department of Health, the Department of Work and Pensions, the Office of the Deputy Prime Minister and the Office of Fair Trading; local and regional Business Links and small business services; the media; consultants appointed by Government; and commercial organizations. If you would like to know more about our work, you can download our Annual Report here. If you have difficulty in accessing the information, the Annual Report is also available in a number of other formats upon request to info@adp.org.uk

2- Develop artistic groups or centers refers essentially to the create of scenic arts. Case stories

Danza Down

Elias Lafuente is the creator and manager of DANZA DOWN. A dance group of artists with disabilities that is achieving a very high level of professional success both in Spain and abroad. The quality of performance of the dance group is excellent. Elias makes the training go beyond their art skills. The Group is a family of persons that share their passion for the art and dedicate themselves to improving their performance constantly.

Our students are part of Gjøvik Art and Culture School. Our culture school is for everyone. We have no limits..

Theater Blanca

Theater Blanca is a theater ensemble in Uppsala that enriched the city's cultural life since 1999. We focus on setting up classic plays in shortened versions. Here we also add a lot of music. We make serious sets - with serious humor and deep seriousness - which attracts all kinds of audiences, both habits and unusual theater visitors.

We have about one premiere a year, followed by about 50 performances in both evening and daytime.

Our activities are sorted under Care and Education in Uppsala Municipality. The daily business focus is an agreement between unit manager, staff and actors. Since its inception, the decision on theater has been substantiated by the fact that an artistic director is employed at the theater.

Theater Blanca consists of a fifth actor, a sound technician, an artistic director and three work tutors, one of whom is responsible for music and one for costume. Prior to each production, artistic staff are included for, for example, technology, scenography, choreography, etc.
Inuti in Stockholm

Inuti is run by the Inuti Foundation since 1996. The activities have been developed from a nationwide exhibition project, via EU-funded "Mål 3 projekt", from 2000, as a daily activity with purely artistic focus. At Inuti, about 50 people work with support for LSS. They are tutored by staff with artistic and / or educational, psychological education. The work is divided into three separate studios. Inuti Lilla Essingen, Inuti Kungsholmen and Inuti Västerbroplan. Gallery Inuti is located at Västerbroplan as well as the collection of art, Inuti Collection.

Moomsteatern Malmö

The Moomsteatern Foundation is a foundation designed to promote professional performing arts and events in equal opportunities between actors with and without disabilities. The goal is to lead the artistic development of the performing arts in their own niche at an international level, with Sweden as the primary arena.

The theater was founded in 1987 on the initiative of Kjell Stjernholm, who has been his artistic director and director until 2012. In 1998 he received the Thali Prize of the Evening Post for his and the theater's work. Since spring 2012, Per Törnqvist, the artistic director and director of the theater and Suzanne Hellberg, is the director of the theater.

Moomsteatern became 2007 members of Swedish Performing Arts. All actors with developmental disabilities are members of the Theater Association and are trained by the Theater Academy in Malmö. The permanent actors are now (2012) Gunilla Eriksson, Niclas Lendemar, Pierre Björkman and Ronnie Larsson. In addition, actress practitioners Dennis Nilsson, Therese Kvist and Frida Andersson are included in the ensemble

Bajo el Sobrero

Bajo el Sombrero is an organization sponsored by Casaencendida, Repsol Foundation, Intermedia, Matadero de Madrid and the Complutense University of Madrid. It develops multiple Projects, all focused to promote artists with disability and their recognitions as such. The invitation proposed by Cai was based on sharing a creative research project based on the human body, its movements and expressions. Working together during one week per month in Naves Matadero, the group started a fascinating and rich journey that highlights the relation between time, honesty and hope. This journey which has been documented through videos, photographs, audios, objects and written articles has inspired a book

List of projects
SOME THINGS FROM SOMEWHERE Cai + Debajo del Sombrero

Naves Matadero – Centro Internacional de Artes Vivas 2017

“EXPANDING REALITIES” ERASMUS STRATEGIC PARTNERSHIP

European Project on creative education - September 2014 - March 2017

TALLER DE DIBUJO CON JAIME VALLAURE


COUNT ME IN

European Project of transfer and innovation - October 1st, 2012 to September 30th 2014.

MÚSICA PARA CAMALEONES  Catalogue – The Black Album of Sustainable Culture


INTERCAMBIO CON DINAMARCA Y FINLANDIA- Public Presentation 15 December 2011 - 29 April 2012. At Matadero Madrid.

FORO 2X2 - 6 - 9 October 2011. In Munster, Germany


¿QUÉ TIENES DEBAJO DEL SOMBRERO? Y //AL MATADERO SIN MIEDO//


Glada Hudik Theater

Glada Hudik Theatre is a municipal activity in accordance with the LSS (The Swedish Act Concerning Support and Service for Persons with Certain Functional disabilities) a group consisting of both intellectually disabled and normally disabled actors. The Glada Hudik Theatre is the Sweden’s greatest diversity initiative. The mission is to offer everyone the opportunity to do what they are good at, to encourage development and create meaningful activities for people with intellectual disabilities. We require and provide the opportunity for
success. A theatre where people who would not normally meet can get together and help to convert fear and prejudice into understanding and friendship. The theatre has had great success with the show Elvis, the feature film "The Importance of Tying Your Own Shoes", advertising profile “ICA-Jerry” and now with the modern interpretation of the Wizard of Oz.

The work around the theatre has also resulted in several documentaries that aired on prime time on Swedish television and the actors in the ensemble has become beloved idols.

Danskompaniet Spinn/Producentbyrå

Danskompaniet Spinn is a professional Dance company based in Gothenburg. We are passionate about the art of dance and to challenge stereotypes about what dance is and can be. It is about different bodies and function variations and new ways to create and present the art of dance. In our world, everyone is welcome. It’s not about how many pirouettes you can do, but what you want to say with the pirouette you do.

Spinn was formed in 2010 by artistic leader Veera Suvalo Grimberg. We are an international Dance company working with Swedish and international choreographers and composers. We work with people who are interested in artistic dialogue and who want to explore and develop both their own and our artistic expressions. Over the years, we have created both larger and smaller stage productions, in Sweden and internationally. Spinn also provides workshops and lectures where we meet other dance artists, preschool children, museums, personal assistants, politicians, students, dance teachers and many more.

2014 the foundation for our education project SpinnVäxa / SpinnUnga was laid, which is run together with the Bilda Study Association and with funds from the General Heritage Fund. SpinnVäxa is our dance school and we currently have six age-old dance groups from 4-19 years, as well as an adult group. SpinnUnga is our company for people who are young in their dance, but ready for more challenge and development. Our goal is that dance education and dance as art form should be accessible and open to all regardless of function variation.

Other career development examples open the mindset of both; the artists in the way to orient their performance, and of the business world in including disabled talent in their organizations.

Foro Técnico de Formación

In the last 7 years the training process in arts is 60% of the training content which only y 40% is dedicated to health issues to address their disability problems The market is very competitive. It is only now that the work is being recognized and that there are artists with the capability to
offer their art to the public. None of the artists in my organization have the high degree of visibility to be full professional in the arts. But the process is now very advanced in order to be able to position themselves in the market. They are in the process of becoming successfully recognized and can turn art into a profession.

Daily activities according to LSS with a focus on art, music, dance and theater.

My knowledge is probably limited in this and in combination with that the success stories need to be more as they are far too few today.

Argadini

In Argadini we have promoted writers with intellectual disabilities who have autisms. Presently we have an author who sells his books in the Book Fair. Our artists participate in literary events and festivals. Our artists are museum guides. Presently we have 4 disabled writers who are acting as guides in Museums in Madrid. We also promote plastic art artists as well as scenic artists in theaters.

Marion Coutarel

The first associate artist of La Bulle Bleue and Auriane Vivien, actress with the Bulle Bleue participated in an international theatrical meeting in Madrid (3 weeks in May / June). This is a European project with actors with disabilities from different countries, for the creation of a show presented in Madrid on 9 June. The event is a very interesting experience and well related to the CLAP project. Among the participants there are artists from. There are Spanish (Seville, Madrid) and Portugal.

V- Artists can develop their talent by developing professionally in the culture and art fields – Case Stories

1. As autonomous workers giving service to art and entertainment centers.

Sweden

We can say that all our students at out university, develop art as a career, whether they have any type of disability or not. They achieve different levels of success in the performance of their art. But they succeed in making art their profession. Although even if some need to have a regular job in order to cover their living expenses, they consider themselves artists on the whole.
HÄNDELSERIKET
Råd & Stöd is part of Leanlink, which is a management in Linköping municipality, and is commissioned by the Board of Care and the Board of Elderly. Råd & Stöd offers people with disabilities support in different ways, such as daily activities, experiencing the senses at Händelseriket and receiving support in everyday life if you have a visual or hearing impairment. Relatives can also get support. Händelseriket is for people with disabilities who want to experience a different environment with their senses. At Händelseriket you have the opportunity to participate in something special in your everyday life. You can experience different rooms with your hearing, vision, feeling, smell, joints and muscular senses. There are five rooms to discover on the Händelseriket.

Sinnesriket
Sinnesriket is visited by people with various types of disabilities, and people without actual disability. E.g. schools, preschools, care administrations, working staff etc. Some of the purposes to visit Sinnesriket is to Reduce stress, Relaxation, Feeling harmony, Joy, Communication and interaction, Increase their social ability, Promote and keep curiosity etc. Apart from the WC and waiting room, there are six rooms to visit: Bubble bath-room where you can relax in the bubble bath and play games; IKT-room (IT, Communications and Techniques) where you can draw, build and create; the dark room where you can relax and rest, the nature room where you can dream yourself into the nature world; the experience room where you can control the color changes in the ball bath, bubble tube or light board by pushing the connectors or sounding in the microphone, or you can relax; and lastly the white room, where you can rest and listen to music and communicate.

UK
It is very important look at the UK when addressing the issue of art and disability. Maybe it is the country more advanced in promoting art to this community of persons. There are numerous organizations committed to this objective and may success stories.

Disability & Art .
UK Theatre Beard is favoring in a historical movement in 2017 the in inclusion of Disability & Art. According to Deborah Williams, a prominent Board member explain how UK Theatre is promoting disabled artists in scenic art.
“Graeae had only just become an RFO - and were the only disability arts organization in that group. There was no internet. No Instagram, Facebook or Twitter and most of all there was no interest from 'mainstream' everything that is now taken for granted and as read did not exist.

Back then the act of putting a pen to paper as a disabled person was a political one, was something that was likely to get you banished. Seen as just an ungrateful noise maker. We were not seen as talented or able to do anything.

I had done three years on freelance contracts with Graeae getting to open the new accessible Lillian Baylis theatre with Soft Vengeance. Used the forum theatre techniques across schools in the UK supporting disabled children and their peers create accessible accepting worlds that they could all live in together. Ending with Sympathy for the Devil; the last piece created with a predominantly black cast and creative team.

That’s when I felt confident enough to apply for a small grant from Jacksons Lane to participate in their new disability arts festival. I got it. Once it was all over I had identified a few gaps in my skill base so went on fast track run by the ITC and was placed with shared experience. To be the best you go to the best, Rachel, Nancy, Polly and Jane are to blame for the beast that came out of that process. Capable, confident and career minded.

With support from Diorama Arts Centre and a technical theatre skills exchange for use of the old theatre space during evenings and weekends, I devised/wrote directed my first solo show. That was in the winter of 2000. It went on to play in New York - off Broadway. At the same time I started performing with a company in New York/Maine developing the first musical theatre disability ensemble and was approached by an old college friend to help her get a show on in London. That’s how Reality Productions was born.

I built it on my credit cards! Pulling in favors and working as a consultant, you see by that time wider industry had cottoned on to the fact that disability arts was here and not going away. So they started to very slowly and tentatively let in some artists. The jury is still out as to whose terms it was on.

Eventually Arts Council England opened up its arms and said ‘come on in.’ So I did. I applied for, and got an international R&D package that help me build my reputation in the states, across Europe and into Australia. I surveyed the land and came back with an idea. There were no black disabled people on my travels. People would talk, but there was no action, no one out there doing it, creating work, leading the agenda, driving the diversity within diversity. In fact, aside from Ray Harrison Graham and Maria Oshodi in the UK impairment focussed quality work, but not for me, for me, there was nothing. I created three shows over four years all interconnected and exploring life and experiences of black disabled women in the world. Perspectives played at Degenerate the disability festival within the fringe at Edinburgh over 6 years, they were a calling card for me as a writer and producer, they were unique - at least that is what I have been told. They were my foundation to the policy work I am doing now, the inclusion of disability within the mainstream and everything else that has come with it.”
Art-in-Office

The “Art in Office” organization promotes art of disabled painters to companies to decorate their offices. This mechanism is very successful. It created visibility of the talent of these artists in the business community. It creates social awareness as the organization disseminates the news about corporate commitment to art and disability. And it is a wealth of professional opportunities for a considerable number of artists who can make art their profession.

Folkuniversitet

My view is that there are many cultural workers who make a living, more or less, who are fundamentally in the autism spectrum, but are not diagnosed or similar. For some people, this can be a part of the great driving force in their cultural creation (and even a "self-medication"), or an asset that drives their creation.

Jesper Odelberg

Jesper Odelberg (born 23 July 1970) is a Swedish sit-down comedian with cerebral palsy. His appearance on Norwegian television in 2006 with his band, Boys on Wheels, brought him wider fame, when it appeared on various Internet video sharing sites. His big breakthrough was 1997 in the TV show “Släng dig i brunnen”. He is known for being very self exposing and often jokes about Cerebral Palsy, CP, since he suffers from it himself. He is brother to the songwriter and artist Joakim Odelberg and he has a sister named Pia Emanuelsson. Jespers first stand-up performance was in Ljungskile October 1992 and started working professionally as a comedian 1995. He worked at Backa Teeter in Gothenburg during 1994-1998 as a production assistant. Jesper was touring since 1995 throughout Sweden, Norway and Finland as a stand-up comedian and since 1998 as a folk singer together with the pianist Thomas Darelid. In1998 Jesper did 70 shows performing the “Den onde, den gode och den fule” with Thomas Oredsson, Jan Bylund and Håkan Jäder under the direction of the Swedish National Theater

Hiring maintenance professional with disability by entertainment companies is not a frequent policy. On one side there are few regular channels for these professionals to offer their service. So it is a very good opportunity to open that employment possibility for professionals
with disabilities. The entertainment companies such as theatres, cinemas, museums, cultural event sites, auction houses, exhibit fairs maybe do not a established policy to hire professionals with disability. More visibility is required of the existence of the service offer. Which should start in the training schools where these skills and competences are touch, and which generally prepare the workers of this sector to advance in their professional life.

Universities and other associations participating in the research project have shared their experiences in the professional development for disabled maintenance experts to work in culture and art companies, institutions and events.

Danskompaniel Spinn, expresses that there are light technology disabled professionals working is theaters according to LSS.

Several of the actors in the Moomsteater have mentioned that they are also professionals in the payroll

3- Other professional expertise that artists can develop can be illustrated by the following case stories.

**Doming Pinson**

Domingo Pinson is an excellent presenter and animator of events. He is hired by companies and organizations to animate social and professional events. Domingo is the preferred presenter of events organized for artists with with disability such as festivals and concerts.

**Ricardo Rocio Blanco**

The process of art development by our pupils is far more efficient. Particularly as the work in groups, more than on individual basis. A well known artist in Jaen (our city) is Ricardo Rocio Blanco A highly recognized artist in his multiple disciplines as painting, sculpture, photography, scenic arts, movies... He is a very good example for the artists that are now starting and has open the way to the awareness that a disabled artists can produce high quality work. In Jaen we have a great lack of cultural history. The city of Jaen has no museum or art gallery with is a great barrier. Juan Ramon Fernandez has been art director of 2 fair of contemporary arte in Jaen, and has always introduced artists with disabilities in the fairs. Normalization is to share the art platform on equal basis. Is to educate population to enjoy other art codes.

**Public Hertge Fund Kultureverkey**

Is a project financed with funds from the Public Heritage Fund.
VI- Suggestions to broaden the work and professional possibilities for disabled persons in the culture and art sector

1. New competences and skills in the sanitary and health sector in their care for persons with disabilities

To develop professionally it is vital for professionals with disabilities in the sanitary and health sector to develop new competences and skills that will improve the care and support they give to persons of the disabled community. Very interesting best practices and case stories have been shared during the project process.

**Gjivuj Jybst og kulturskole jivuj**

Jybst og kulturskole is an organization which is always working on the development of skills and competences as key area of education. And teach pupils to map they way to promote the talent as they approach their professional life after they finish their tuition.

**Fundacion Dalma,**

Fundacion Dalma communicates that the organization focus training in professions as part of their their artistic expression. Training and guidance is also given to develop a quality strategies in the way they offer their work to companies. Knowledge regarding the legal obligations of persons with incapacities who want to enter the labor market is also a very important part of the education and training of persons of this community as well as their family circle.

**FUB Uppsala**

FUB Uppsala, also include educations and trainings in profesiional skills to disabled pupils, It is carried out in close collaboration with the associations of which the disabled persons are members. A policy is to promote that groups of these maintenance professional group in order to offer their multi-skills services to companies and develop an autonomous work

**Jovik kunst og kulturskolor**

Training for existing staff (in daily activities according to LSS) in the field of creation and culture is a constant education and training given to students in this field of professionalization at Jovik kunst og kulturskolor
Umea university (Lennaart Sauer)

The care perspective is not always dominant. An understanding of the individuals and how their creative abilities can develop is fundamental to care and give support to the members of this community. A more flexible mind is needed. Sometimes the staff on the premises or the persons that surround the individuals may represent a real barrier to their development. As the says goes; "it's not possible, on Thursdays we always bowl and so it is". A contribution from Umea university (Lennaart Sauer)

Kultur och Kvalitet

New competences and skills for professionals in the sanitary and health sector in their care for persons with disabilities. The commitment and task that has undertaken for years

Asociacion Esfera

The development of social skills to solve administrative barriers of the administration process of pensions in Spain, in relation with the professionals of health and social workers. The support of the own families is fundamental. As well as the commitment of the disabled persons, to become self sufficient in life. Important to acquire marketing skills to promote access to the regular labor market is a strategy proposed by Asociacion Esfera

Pedagogical competence Folkunivertet in Upssola

The organization asks whether there will be more research and exchange as this one of the CALP HANDS Best Practice Guide

2. New sectors where artists with disability can develop artistic and professional carriers

Suggestions from panelists open a very ample range of opportunities for artists with disabilities to work professionally in related fields of activities.

- Persons with disabilities with artistic talent can develop professionally in companies that need employees with artistic talent such as; advertising and communication agencies, textile design, packaging manufacturers decoration companies, photography studios, virtual content developments. Most companies need at some point employees with artistic talent for their brand management, communication and visibility programs.
At FUB Uppsala we work to develop our culture as a way of offering a highly diverse artistic expression that singles the professional performance.

Plastic and scenic arts are basic in FORO Ticino de Formacion training programs.

The future is in internet, that has a critical need for high quality content. Artistas Diversos believe that special activities are lacking. Activities addressed to artists with disabilities so that they lose their fear of social networks and virtual world and start using all its potential.

The professional development of disabled artists in other areas of activity depends on the availability of life long education and training in order to have updated knowledge and skills to advance into new emerging areas and working opportunities.

And we also believe in redesigning the system so that people with disabilities can try new areas of activity and expressions without losing rights / pension / provision / grants and support.

Post-secondary art education for persons with intellectual disabilities is mandatory, explains Argadini Association. It is mandatory to influence and change structures in the present social policy and labor market policy.

In the experience of Kultur och Kyalitel the sectors are well identified. Are those in which we can already find persons with neurologic syndrome. The issue is to access to these sectors with the persons we train and give support in our organization.

Dansko, aniset Spinn centres in education in performing arts.

Asociacion Esfera centers its professional training in the Graphic and scenic arts.

While Plena Inclusion cover all types of art expression in the production area.

3. New skills persons with disabilities should acquire

Developing new skills is a dominant opinion of panelists in this research project. A summary of the contributions illustrates the importance that this expert group gives to the constant development of new skills in order to open ways of professional insertion.

Improve communication skills to better interact with potential clients or employees when is search of working possibilities.

Keep in mind that we work to help everyone - disabled people and abled persons.

Skills which are appropriate to their artistic type of express must be identifies and leveraged. As well as skills in how to present their work. Knowledge of the legal
restrictions related to their work. Knowledge about the working and training opportunities available.

✓ The skills necessary to use internet both to present their work as well as to disseminate their art.

✓ Empowerment is a key skill to develop. It is the system that creates barriers.

✓ Self Marketing. Artists must learn how to sell themselves and what they want to transmit with their art

✓ Every person must have the right to access to faster-school education. There are options for education for those who want to go further. Through the previous inheritance fund "SV Kulturcollege", the Swedish Association for Adult Education (Örebro) has worked with an educational model as a bridge in the gap school for children with special needs and what happens then, when the artistic talent is evident. A model that helps individuals to orient themselves towards their future positioning

✓ Have access to disciplines that are related to the specific arts.

✓ Tailored to those which are adequate to the type of disability of the artist.

✓ Clarity in how one reflects and evaluates progress shows the way to sustainable development.

✓ Create better bridges for persons who are able to hear and learn sign language.

✓ New skills persons with disabilities should acquire

✓ Social skills and problem solving skills give a very positive professional dimension

✓ A sense of coherence, to be able to complete tasks and to be able to use their knowledge

4. New types of support they could look for in their professionalization process

Much of the success in achieving a professional life in the culture and art sector depends on the quality of support persons with disability need, whether they are artists, or professionals that offer maintenance services in artistic centres. The aim of this report is to identify new sources of support and counseling in order to guarantee a faster career development. Some of the ideas proposed by the panelists are listed below.
Persons with disability in general and particularly artists need the support of mentors. Persons that believe in them and that can guide them in the way to develop professionally.

Organizations that care and educate artists with disability as well as professional state that they always access to traditionsl funds and legacies, but at the same time are always vigilant of new ways of offering cultural projects.

Training in legal issues related to their profession must the constantly update.

Have information about new types of work and training opportunities specific to their artistic area that emerge. Good sources are social networks, Centers of Investigation and Innovation. Placement agencies is search of talent with new competences in demand from the business world.

Mentors. Whether they are professional artists. Or voluntaries who are experts in the art and culture sector.

Acquire the capacity to be able to take the entire work process from creation to customer. Creating good connections with the art buyers or art scenic centers

Supervisors and coaches, technical support for persons with intellectual disabilities.

Support functions may vary greatly, it may be support for everyday life so that it has a direct impact in what the artist does. Or support for executing services and assignments.

Taking in to account how to handle Swedish or specific country bureaucracy when regarding the type of working status the artist has.

Dance assistant, a person who is not a personal assistant but a person with a dance interest who can provide support when needed in connection with rehearsals / lessons so that the pedagogue / choreographer can concentrate on the task of leading the entire group. Otherwise, there is a risk that the one who needs support take a lot of time and focus, it will be better for everyone. A Dance assistant should be paid.

Create a network of deaf museumteachers who may be a resource for museums.-

Create a labor inclusion agency as part of disabled people services companies or as a unit of official employment agency.

Mentoring by pedagogues, to be encouraged and pushed forwards.
5- How to find new mentors and sponsors to progress professionally

Advices in how to find new mentors and sponsors to progress professionally are very useful

✔ Most will need a person of the family, friend or member of the association they be involved in to help them find the correct mentors.

✔ Persons who have success in their carrier and that have empathy towards persons with disabilities and are willing to guide these artists in their way to develop their talent in a very highly competitive labor market.

✔ Some associations are working on getting new contacts through our cultural exchanges.

✔ It is imperative to go to the open market and search for professionals who are willing to get involved in the projet of promoting artists with disabilities.

✔ To work according to the apprenticeship.

✔ It is about finding individuals who are committed to the individual and are good at the area in which the individual is expected to develop within. Should an individual develop in art, the company must have persons / supervisors who work artificially, not caregivers.

✔ This would be a good strategy. The issue is to find mentors who believe in the cultural and artistic ability of persons with disabilities.

✔ Find professionally active in the same industry and form a contract, a mentor should be paid. Create mentoring program.

✔ For example, at the museums City Science in Paris, where deaf guides arrange courses for persons who are able to hear and it works very well. And also they have employed vision impaired persons who do exhibitions.

✔ The fulfillment of the CSR obligations make the companies socially responsible through the social integration and the defense of Human Rights in its business and operations strategy that involves the contracting of staff with some disability. More and more companies understand that CSR brings benefits and they begin to implement this strategy and our project can certainly be an aid to it. In developing this policy the corporate community become a source of business for artists and for professionals in services to the artistic sector.

✔ Housing staff, communities can become buyers and promoter of artistic works and well as of disabled professionals of maintenance services.
6. How to avoid existing barriers to professional development

To promote persons with disabilities in the art as well as in professional maintenance services, avoiding barriers in the core to achieve a successful process. The project shares the suggestions sent by panelists.

- Primarily clearly identify the barrier. Then share this information with mentors of parents that care for their development in order to establish a way to establish a program to overcome that barrier. If it is an education or training issue, to address the correct training center. If the barrier is the result of his/her health, to look for the correct sanitary help. If the barrier is legal, access to law advice. In other words advance in the correct direction to solve the existing barrier.

- We never think anything is impossible, we think everything is possible.

- Give visibility to success case stories, carry out awareness campaigns and give value to this type of art. Search for support form cultural institutions and legal consultants to solve these problems particularly those related with the pensions system.

- Raise the awareness of the public about the skills of individuals with disability hold.

- Reform the compensation scheme of the Social Insurance Fund. Today, it is a lock-up that does not allow individuals to take short assignments with the opportunity to pay, because then they risk their activity compensation and it is difficult to get back. The result will be a lock-in.

- Barriers can be avoided being realistic. Adapting the year labor abilities and training of persons with disabilities so that they can really find an inclusive position in society.

- Social and professional awareness to foster inclusion

- Openness to accept diversities

- Work to eliminate prejudice towards diverse profiles

- Social Networks can a good tool to disseminate good practices and promote giving visibility of own persons in the media.
7. Other

In Spain the great barrier to the development of professional carrier is the pension persons with disability assign according to the degree of disability. The problem is that the disabled person cannot have extra incomes from their artistic work freely. If they work, they cannot exceed the 11,000€ including their pension income a year. In which case, they risk losing their pension. Something that the family and they are not willing to give up.

**DISABILITY CHAIR AT THE UNIVERSITY OBERTA DE CATALUNYA**

is an outstanding project which will contribute in a very significan way to increase the awareness of the need to promote the inclusion of persons with disabilities in the social and professional environment. The Chair is structure to research all aspects of care, education, training and professional promotion of persons with desabilities. The Chair will also develop project to act directly in improving the quality care and inclusion of this community if Catalunya

**The UOC** - Universitat Oberta de Catalunya – (The Distance Learning University of Catalunya) is setting up a Chair for Disability which objective is to promote the training, research and promotion of transversal activities and social action to favor the equal opportunities of persons with disabilities.

The idea of disability has formed part of the history of humanity, even through the ways of naming and treating these differences has not always been correct. Presently it is the way in which different the theme is treated, among others, the framework of human right as well as different disciplines involved in the biomedical field and social sciences. The university Chair of disability and from an interdisciplinary perspective, will sustain the activities of the academic project.

Since its foundation in 1994, the UOC, has always played a key role in four areas:

1- Development the training of professionals linked to these health areas (psychologists, social and sanitary worked, social trainers, psychologists, professors of basic and superior level studies, etc)

2- Through the education of students with some type of disability through a virtual campus (presently the second most important virtual University in Spain) favoring and promoting accessibility for the disabled community

3- Through the Social Corporate Responsibility and hiring disabled workers
4- Developing and promoting different research projects on the subject of disability

For this reason the UOC Disability Chair has as objective the education, research and knowledge transfer linked to the fields of disabilities. This should contribute to improve the quality of life and living conditions of persons with disabilities in a more fair world with more opportunities for all persons with disabilities in order to enjoy their citizenship.

ACTIVITIES

I- Promotion of research linked to themes related with the sector of incapacity
II- Awards
III- Seminars and events
IV- Coordination with Latin-American University networks
V- Creation of an Observatory of Disability and the labor world
VI- Creation of an publications “Studies of Disabilities”
VII- Training. Upper level studies of Disability

ACADEMIC FIELDS

Creation of education levels:

Grade level in Psychology, Social Education and Speech Therapy

Master level in Learning difficulties; Work intermediation and coaching; Psychotherapy; Social and Sanitary Work; Neuropsychology

Post-Grade diplomas: Mental Health; Neuropsychology of neurodegenerative sickness ; Neurosycologia of acquired lesions; Difficulties and Treatment of learning problems

Disorder of Growth; Disorder of language.

SPECIALTIES

Citizenship and Participation in Mental Health; Movement disorders; Distance assistance; Dementias and other neurodegenerative affections; Reading difficulty therapy; Affections affecting the Development; Speech difficulties

RESEARCH

JUNTS- Overcoming barriers
The Collaborative Management of Medicine
The Impact of collective collaborative action
Study of the movement for collaborative housing
Procedures to Teach children to overcome language disorders
Project related with the environment and sustainability
LABORATORIES

CarNet- understanding of the impact and use of information technology to help disabled community
Social Studies – New ways of inclusion of diverse persons in public, social, political activism, learning structure and a new type of link and social transit.
Research linked to groups of other universities

PROJECTS OF TRANSFERENCE AND SOCIAL ACTION

Accessibility program – advance the political and social commitment to create an environment free of barriers
RwcerTEL- Address social disorders related to the difficulties with languages
DarWeb- On-Line support for parents to solve children sickness

Constant action to disseminate and promote the results of all the research and programs launched by the Disability Chair of the UOC

- Positive discrimination. Work Spaces of free to facilitate plastic creation. Spaces of exhibit to make visible art of artists with disability. This needs a lot of pedagogical education of the public. To admit this reality. For example: when a work is shown and the artists is not identified with the piece of art, the audience give recognition to the work and its quality. But not when the artists is visible with the art expression. There is a huge job that has to be done with the clients; that is with the society in general to teach them to appreciate culture and art in its own value regardless who the author is.

- Not laying the starting point of the disability but on the artistic process and the result.

- Access to European initiatives in order to forter transversal implementation of the work carried out by the DISABILITY CHAIR

CONTRIBUTIONS FROM OTHER ORGANISATIONS:

- New technologies are a good opportunities for jobs (for example community managers) and for independent work. The paradox is that ICT could be a barrier for disabled people and on the other hand they can bring solutions for distance working and teleworking.
To identify and break barriers, more interaction is needed between the “ordinary” enterprises and VET stakeholders. I am now working on a project linked to co-working spaces bringing together enterprises, disable people, employment services, training organizations and public bodies. His project is not directly focused on Art and Culture but overcoming perceptions and representations is one of the solution.

Recognition of competencies is the entrance for the work in the “ordinary” field.

ECVET is a major step in the access of disabled people to recognition but before this, VET actors should include the adaptation of profiles and jobs for disability (where, to which extent, under which conditions...) directly in the official frames in terms of competencies first and in terms of accessibility/ergonomics/adaptation.

As a result of Leonardo Transfer of innovation, one enterprise of protected labor in the North of France (ESAT EPSOMS Amiens) develops first a project on recognition for disabled persons (not only art and culture but general competences-based approach). They have now built a network of such enterprises to develop this approach.

Any kind of project taking this competences-based approach can help as then we can work with transfer process to the specific sector of Art and Culture.

Contacts I have to bring in the project in complement of other French ones to look for good practices in Art and Culture (maybe we can enlarge contacts to other national organizations to help us and disseminate the project):

* HANDECO : national organization working as a bridge between companies (including the major national enterprises in France) and protected labor (2400 enterprises) * FIRAH : International Foundation of Applied Disability Research (located in Paris)
* APF France Handicap (22 000 members)
* Federation APAH (600 organizations in France) – Accompaniment of young and adults people with handicap
* Pole Emploi (national direction in Paris) – French Public Employment Service* ADECCO – temporary work – direct contact with the manager of inclusion in Paris

Additional contacts:

- One County Council of Ireland which has a specific focus in professional inclusion of disabled persons in art and culture.

- 1% of all those seeking art schools is accepted to the schools. At that time, they often have three years of preparatory art schools before. Of these, approximately 1% can make a living of the art once they graduate, with about 600,000 SEK in study loans. There are no shortcuts to professional art; the important thing is to broaden the interest in participation, down the ages and across the boundaries of functional variations, etc.