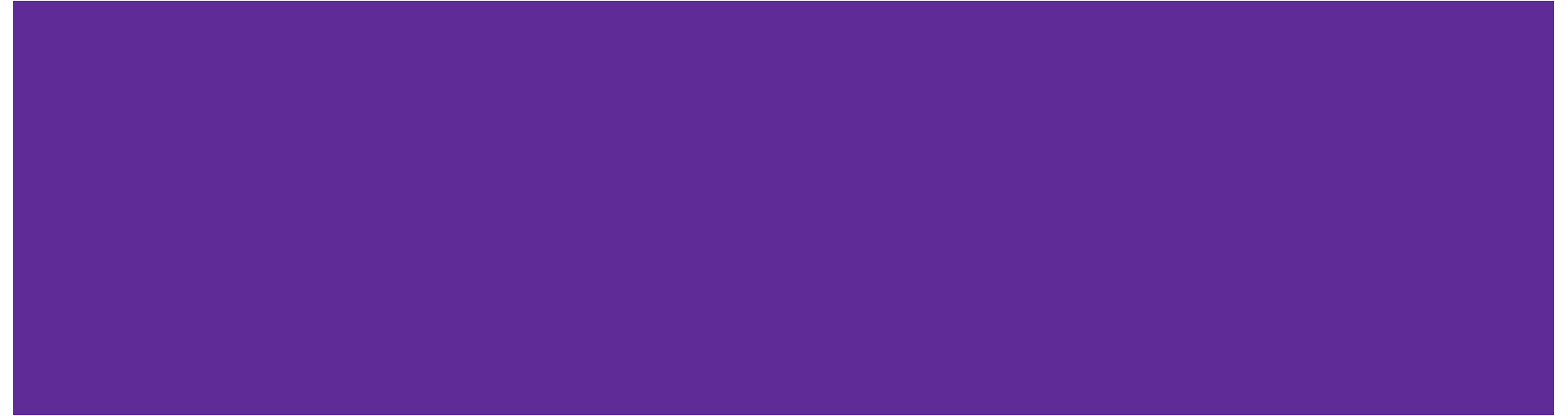


Group F3.2: Prototype 1

By: Leah Webber, Jasen Lee, and Aura Yan



Prototype 1: A short story (based on the true story of Dayniah Manderson) [1]

The morning of my job interview brought excitement and anxiety. I had applied to a teaching position at a new school and I have been looking forward to this all week. From what I gathered over the phone and email conversations, my potential employers seemed thrilled to meet me, expressing their interest in my skill sets from my current job and the many years of experience. There could have been hundreds, maybe even thousands of applicants for this position, yet I made it to the first round of face to face interviews after passing through three rounds of phone interviews. It almost seemed too easy. This job would fit me so well given my expertise, all I had to do was go in there and convince them what I already believed, that I'm the best candidate they're going to get.

I met my interviewer for the first time at a coffee shop. Soon after I came in, I saw the smile leave her eyes. I noticed the fidgeting, a symptom of her discomfort. Instead of asking about my expertise and leadership style, she asked me how capable my physicality was, and how I'm able to get the students to listen to me. Something had changed. It all came clearly to me. She kept glancing below my torso every so often, and eyed towards the two wheels on either side of me. I've been using a wheelchair to get around for so long now. I can use gripper aids to reach high shelves, and I've gotten very good at maneuvering it around. I've done this kind of work before, why question my ability now? Wheelchairs have never been a major issue for me, until this interview. It never occurred to me that using one would do this, that the organization was putting all of my chances of getting this job in the hands of someone who decides whether I'm respectable enough in my current state.



Photo taken from [2]

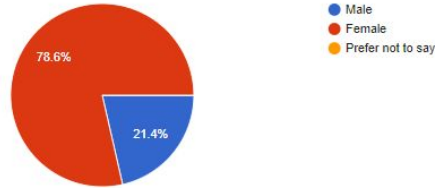
Prototype 1 Summary [1]

- An individual is applying to a teaching position at a new school
- They excelled through 3 rounds of phone interviews and had many years of experience
- The interviewer was excited to meet them and invited them for a face-to-face interview
- When they meet in person, the interviewer's attitude had changed as they noticed that the interviewee was using a wheelchair
- The employer started asking questions related to their physical capabilities rather than their past experiences
- The individual in the wheelchair was later informed that they did not receive the position

Survey responses

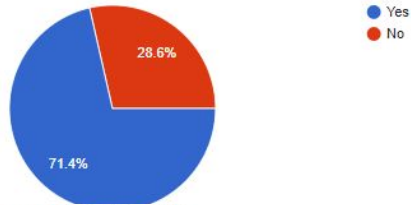
Gender:

14 responses



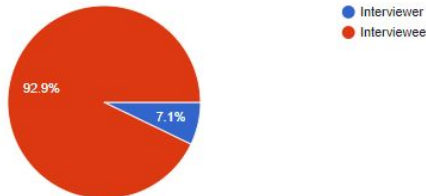
Are you a current student at the University of Ottawa?

14 responses



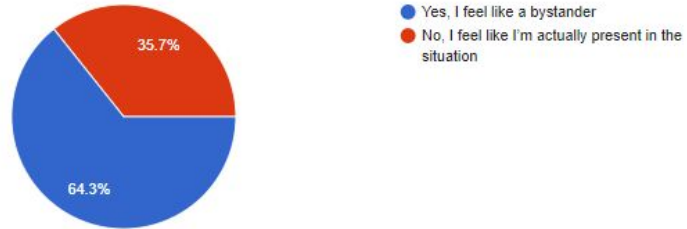
Which character do you most identify with?

14 responses



Do you feel like a bystander to this situation?

14 responses



Other survey questions:

- Why do you feel or do not feel like a bystander?
- How did you feel reading this story?
- Do you think this happens often nowadays?
- Were you aware these situations are still happening around you?
- Do you think you could have done something differently in this situation?
- How would watching this scenario in a movie change your feeling of the situation?

Analysis of the Test Results

- Emotions and feelings were strong towards main character
- Many were already aware that this discrimination exists and is still being practiced
- Others were not as aware and our story helped educate/remind them
- Most believe that the situation could only improve by the interviewer changing their attitude
- Immersivity could be better, responses imply that visual aide (like VR) would help

Thank you
Questions?

Reference

[1] D. Manderson, “Does my wheelchair make you uncomfortable? How my disability may have cost me a job.” USA Today, October 8, 2018. [Online], Available:

<https://www.usatoday.com/story/opinion/voices/2018/10/08/disability-access-job-interview-teacher-discrimination-ada-ableism-accommodation-column/1501095002/>, [Accessed: Mar 2, 2022].

[2] R. Sequeria, “Bronx middle school teacher wins suit against DOE for ADA accommodations.” Bronx Times, December 15, 2021. [Online], Available:

<https://www.bxtimes.com/bronx-middle-school-teacher-wins-suit-against-doe-for-ada-accommodations/>, [Accessed: Mar 6, 2022].

Did we show all the aspects that you wanted for the simulation's story, or are there ones that we're missing?