‘Changing Faces is about enabling everyone to face disfigurement with confidence whether or not they have a disfiguring condition’

James Partridge OBE Founder and Chief Executive

Changing Faces, Registered Charity 1011222, www.changingfaces.org.uk
Fair for All
De Montfort University
11 September 2008

Appearance Matters
Face Equality

Jane Frances

Changing Faces, Registered Charity 1011222, www.changingfaces.org.uk
1. Stats, facts etc

2. Four common myths about disfigurement

3. Supporting an individual student

4. Promoting inclusive mindset in the learning community
Disfigurement is…

… any potentially noticeable difference in appearance which is not culturally sanctioned

3 broad causes:
- Traumatic event
- Congenital malformation
- Disease/disease-related treatment

(Harris 1997)
At least 400,000 people in the UK have disfigurements to their face, hands or body

Statistics from OPCS (1988)

Approx. 10% of the total population has some visible difference that affects their lives. More if functional differences are included (e.g. stroke, Parkinson’s)

Rumsey (1998)

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Language – vocabulary

disfigurement – facial difference – unusual looking
– variation – noticeable – visible difference ...

much research uses the terms -
‘attractive’ … ‘disfigured’

scar – mark – shape – texture – size – colour...

a disfigurement – a disfigured appearance
(never a disfigured person)

Someone may have a condition, injury or illness
that affects the way they look...

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Responses to disfigurement

‘Even though others may not consciously intend to treat a person differently or less favourably when they are facially disfigured, almost all people do, especially upon first meeting them’

Kleck and Strenta (1980)

‘Stickiness’ in interactions

9 out of 10 people cannot link positive words and phrases to images of people with disfigurement

COG Survey, 2008

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Responses to disfigurement

**DISLIKE**

Most... ...least likeable:
- non-disabled person
- person with crutch/brace
- person in wheelchair
- person with hand missing
- person with facial disfigurement
- person with obesity.

Very stable across several studies...
Some contextual, class and cultural differences...

*Changing Faces, Registered Charity 1011222, www.changingfaces.org.uk*
Responses to disfigurement greatly affected by social skills
(Bull & Rumsey, 1988)

<table>
<thead>
<tr>
<th>Social Skills</th>
<th>Unusual Appearance</th>
<th>Ordinary Appearance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good</td>
<td>Very Favourably</td>
<td>Fairly Favourably</td>
</tr>
<tr>
<td>Poor</td>
<td>Very Unfavourably</td>
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</tr>
</tbody>
</table>

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Equalities legislation...

Duties…
1. Stats, facts etc

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Prevailing myths…

“Scary”

“Modern medicine, especially surgery, can fix it”

“He’s so brave”

“She’s never going to have a good life.”

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Stereotypes

Across cultures and throughout history villains have been associated with disfigurements.

This has led to the assumption that a person with a facial difference will be frightening or sinister.

How do we challenge the prejudice underpinning our expectation that heroes and heroines must be conventionally good looking?

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People with disfigurements ‘are subjected to visual and verbal assaults and a level of familiarity from strangers not otherwise dared: naked stares, startled reactions, ‘double takes’, whispering, remarks, furtive looks, curiosity, personal questions, advice, manifestations of pity or aversion, laughter, ridicule and outright avoidance.’ (Macgregor, 1990)
Living with Disfigurement…

People with disfigurements …

…are disadvantaged by society rather than by their ‘disability’.
Psychological Profile of People with Disfigurement

Affected individuals report frequent experiences of discrimination.

As a group, show higher levels of anxiety, depression and social difficulties and lower self-esteem.

Double suicide rate in Danish adults with clefts

Considerable variation in psychological adjustment.

Psychological profile is not commensurate with severity, visibility or gender (e.g., Thompson & Kent, 2001; Herskind et al., 1993)
Shame is an affective-defensive response to the threat of, or actual experience of, social rejection or devaluation (loss of status) because one is (or has become) unattractive as a social agent.

Chronic exposure to threat (perceived or enacted) “trains” neuronal pathways which increases the likelihood that they will be stimulated again.

Physiological shaping over time, based on long term stress effects of being shamed and rejected result in amplified dispositions to be sensitive and responsive to potential shame.

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Importance of group behaviour

Anyone who is vulnerable to being seen as ‘different’ may be vulnerable to feeling unacceptable to the group.

Belonging can feel (almost unconsciously) competitive.

People’s responses to perceived difference are partly shaped by their own unconscious/automatic sense of belonging or lack of belonging to the group.

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Self-esteem…

…correlates with…

Looks?
Brains?
Friends?
Motor ability?
Existential?
Action

Actively promote sense of belonging and self-esteem

Observe social skills. Concerns? Discuss with student - be ready to talk about other people’s reactions to visible difference.
[Refer to student support AND Changing Faces]

Monitor attendance and work output carefully. Concerns? Discuss with student - be ready to talk about hopes and expectations.
Be clear about your expectations of your students.
[Refer to student support AND Changing Faces]

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Appearance concerns affect all of us...in different ways

- 94% appearance concerns
- 51% fear appearance related teasing or bullying

Lovegrove (2002)
Avoid negative interventions...

Giving a talk about difference ahead of integration...

...substantially reduced the number of social initiations recorded.

Vandell and George (1981)
A more inclusive learning community…

People’s responses to perceived difference are partly shaped by their unconscious/automatic sense of belonging or lack of belonging to the group.

Gilbert (2002)

Increase everyone’s self-confidence and self-esteem

Lovegrove (2002)

Factors for successful acceptance of minority group members …
- Equal status within the situation
- Common goals
- Interdependent situations
- Authority support

(Ruffina David, The University of Melbourne, current research)

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Thank you