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Let's Chat!


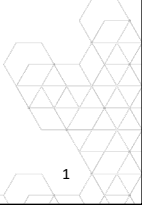
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Tech Support

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Intentional Inclusion for People with Disabilities – A New Year's Resolution



Upcoming Event

Going Beyond the Checklist in Emergency Preparedness – Taking Action
February 17, 2021

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Intentional Inclusion for People with Disabilities – A New Year’s Resolution



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Continuing Education
This webinar has been approved to offer continuing education credit. Please stay tuned for more information!



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Connecting military family service providers and Cooperative Extension professionals to research and to each other through engaging online learning opportunities

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Today's Presenter



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Intentional Inclusion for People with Disabilities – A New Year’s Resolution

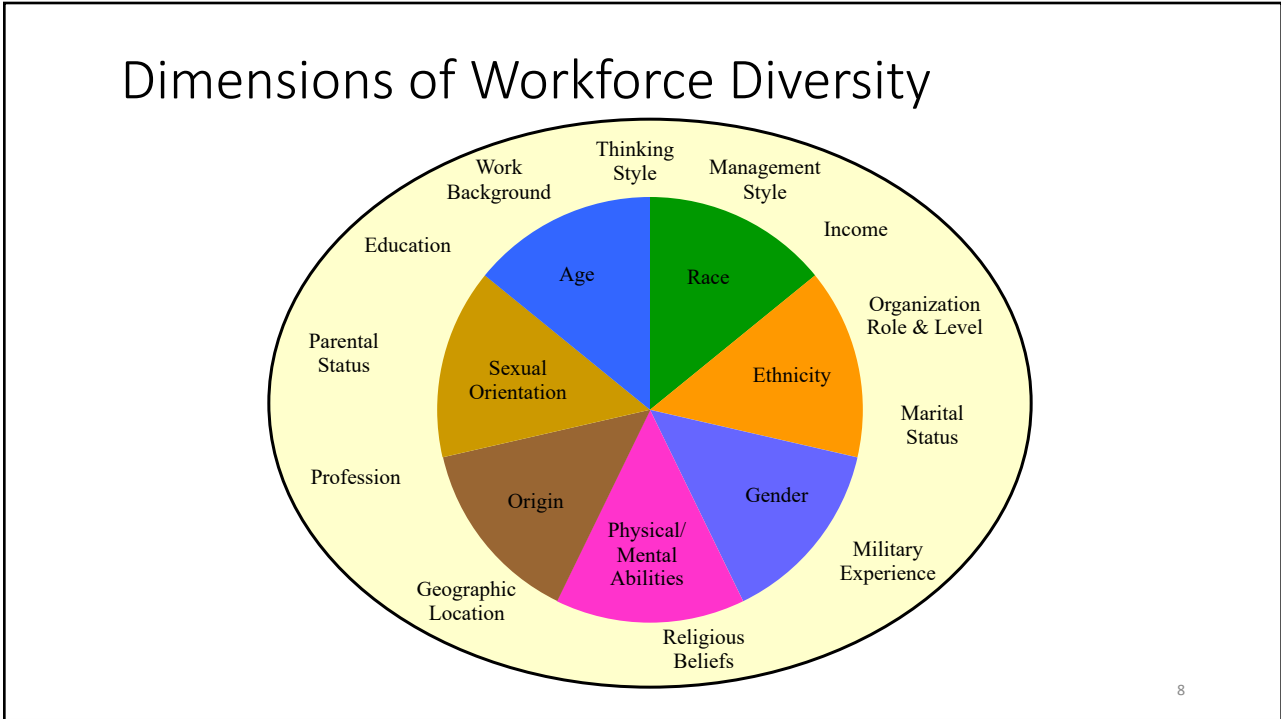
Presented by: Deb Dagit

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Definitions

Diversity	Inclusion	Diversity Management
The vast blend of organizational and human characteristics, experiences, needs and traditions.	Providing a sense of belonging to all members of the organization so that they feel welcomed, respected and valued, and can contribute at the highest level of their individual and/or team capabilities.	A leader driven strategy and effort to get the best from the diverse mix of people important to the success of the organization.

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Americans with Disabilities

There are an estimated 56.7 million Americans with a disability, 19% of the population or 1 in 5 Americans, representing the 3rd largest market segment. One out of 3 American families has at least one member with a disability. With their families and friends, individuals with disabilities represent a \$1 trillion market segment (U.S. Census).



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Global Citizens with Disabilities

- Globally, there are 1 billion individuals with disabilities, representing 15% of the world's population (UN Enable). With their families and friends, individuals with disabilities represent over \$8 trillion in annual disposable income (Fifth Quadrant Analytics).



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Which of these Individuals has a Disability?



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Do these People have Disabilities? If so, What is the Disability?

					
<u> </u> Yes <u> </u> <u> </u> No Steve Jobs	<u> </u> Yes <u> </u> <u> </u> No Pres. Abraham Lincoln	<u> </u> Yes <u> </u> <u> </u> No Temple Grandin, Ph.D.	<u> </u> Yes <u> </u> <u> </u> No Max Domi	<u> </u> Yes <u> </u> <u> </u> No Jane Pauley	<u> </u> Yes <u> </u> <u> </u> No Pres. Franklin Roosevelt
					
<u> </u> Yes <u> </u> <u> </u> No Brett Michael	<u> </u> Yes <u> </u> <u> </u> No Walter Payton	<u> </u> Yes <u> </u> <u> </u> No Catherine Zeta-Jones	<u> </u> Yes <u> </u> <u> </u> No Stephen Hawking, Ph.D.	<u> </u> Yes <u> </u> <u> </u> No Ashley Judd	<u> </u> Yes <u> </u> <u> </u> No James Earl Jones
					
<u> </u> Yes <u> </u> <u> </u> No Tom Cruise	<u> </u> Yes <u> </u> <u> </u> No Mike Wallace	<u> </u> Yes <u> </u> <u> </u> No Bruce Springsteen	<u> </u> Yes <u> </u> <u> </u> No Dan Aykroyd	<u> </u> Yes <u> </u> <u> </u> No Buzz Aldrin	<u> </u> Yes <u> </u> <u> </u> No Janet Jackson

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Disability Defined

- In the U.S. the definition is a physical or mental impairment that substantially limits one or more major life activities.
- 75% of disabilities are non-apparent (*Source: U.S. Census*)

Examples of Disabilities

- | | |
|---|---|
| <ul style="list-style-type: none"> • Physical/Mobility • Blind/Low Vision/Deaf/Hearing Loss • Intellectual/Developmental • Speech Difficulties • Psychiatric/Mental Illness • Learning and Attention Issues | <ul style="list-style-type: none"> • Epilepsy • Cancer/Diabetes • Post Traumatic Stress (PTS) • HIV/AIDS • Chronic Migraines |
|---|---|



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Language

• People First Language

- Put the person first: “person with a disability,” rather than “disabled person.”
- Avoid outdated terms like “retarded” or “handicapped.”
- Avoid “confinement” or “confined to...” Say “person who uses a wheelchair.” The wheelchair is what enables the person to get around; it is liberating, not confining.



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Common Courtesies



- When setting up an interview or planning an event, be sure to ask if participants need accommodations.
 - Example: We are committed to creating a welcoming and accessible environment: If you need a disability accommodation, please let us know how we can assist you.
- Check the physical location to ensure it is accessible.

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Common Courtesies



- Avoid attaching labels to people with or without disabilities.
- The word “normal” has no real meaning if we are all different.
- Treat adults in a manner befitting adults.
- Call a person by their first name only when extending that familiarity to all others.

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Common Courtesies

- Speak directly to the person with the disability, not to their sign language interpreter or companion.
- Relax and make eye contact.
- Do not be embarrassed about using common expressions such as: “See you later” or “I’ll be running along now.”



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Common Courtesies



- Ask Before You Help. Just because someone has a disability, don’t assume they need help. If they need assistance, ask how you can help before you act.
- People with disabilities are the best judge of what they can or cannot do. Don’t make decisions for them about their participation.
- A request for an accommodation is not a complaint or favor. Ask the person what they need.

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People with Developmental Disabilities

- Developmental disabilities is an umbrella term that includes disabilities that are apparent during childhood. The term encompasses a wide range of individuals with an even wider range of abilities.
- For those with intellectual disabilities, break each job into its basic components. Since it may be difficult for someone who has an intellectual disability to learn quickly or to simultaneously master multiple tasks, provide an opportunity to grasp each individual step before presenting the overall picture.



Examples of Developmental Disabilities:

- Autism
- Intellectual Disability
- Cerebral Palsy
- Spina Bifida
- Brain Injury

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People with Mobility Issues

- When talking to someone using a wheelchair, try to put yourself at their eye level, e.g., sit in a chair rather than remaining standing.
- Do not grab the back of someone's wheelchair to push them along, unless the individual asks for assistance.
- Leaning on a person's wheelchair is similar to leaning on a person and is considered annoying. The chair is part of a person's personal body space.
- Do not touch or remove a person's mobility aid, e.g., a walker or crutches, without the person's consent.
- If a person with a mobility difficulty is attending a meeting or interview, check the following: Are there suitable parking arrangements? Can the individual open the front door? Is there a ramped or step-free entrance? Are there suitable toilet facilities? Is reception alerted to provide assistance, only if needed?



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People Who are Blind or Have Low Vision

- When meeting with a person who is blind, identify yourself, e.g., “Hi John, it’s Ann Jones. We met last week. How are you?” And be sure to introduce others.
- When offering assistance to a person who is blind, ask if you may be of assistance. If they request your help, ask them how? Guide rather than propel and give clear instructions, e.g., “This is a step up or step down” - not merely a step.
- When offering a seat, place the person’s hand on the back or arm of the chair.
- During a group conversation, refer to the people you are talking to by their names.
- Leave doors either fully open or closed.
- Do not leave someone talking to an empty space. When you wish to end a conversation or move away, say something like, “I am going to get some food. May I bring you something?”
- In welcoming a person who is blind to a room where they have not been before: Give a brief synopsis of the “geography” (front of the room, where the food is located) and comments (furniture and people) of the room. Ask them where they would like to sit and assist them in locating a seat.

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People Who are Deaf or Hard of Hearing

- If you are with a person who is deaf and the telephone rings or someone knocks on the door, excuse yourself and tell the person that you are answering the phone/door.
- In group conversation, let the person who is deaf know what the topic is so he/she can participate.
- Use technology like texting, email & captioning.
- Hearing aids amplify all sound so keep excess noise to a minimum.
- Speak directly to the person who has a sign language interpreter.
- **When meeting a person who can lip read:**
 - Look directly at the person and speak slowly and clearly.
 - Do not shout or exaggerate lip movements as this will distort understanding.
 - Speak with facial expression, gestures and body movements which emphasize the words you use (only 3 out of 10 words are visible on the lips).



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People with Mental Illness

- One in four Americans has a mental illness; treatment for the most common conditions is effective 80% of the time yet only 33% of the people who need help will get it due to societal stigma & the fear of repercussions at work. *"The best way to stop the stigma surrounding mental illness? Learning and sharing the facts."*
- Every person is unique and what they need may vary.
- Set clear job and performance expectations.



Treat each person as an individual. In a crisis, stay calm and be supportive. Ask how you can help.

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What to Say



You don't seem like yourself. Do you want to talk about it?	Are you comfortable talking about this? If not, is there someone else you can talk to?
It seems like you're going through a tough time. How can I help?	How can I/we support you?
I'm worried about you. Can we talk about what's going on?	Do you know where you can go for help?
Are you thinking about harming yourself? Do you have a plan to harm yourself? <i>(Yes, it's OK to ask. You won't put the idea in someone's head and asking is actually the first step to prevention.)</i>	

Source: [Guidance Resources: National Alliance on Mental Illness \(NAMI\)](#)

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What *NOT* to Say




You just need to cheer up/change your attitude.	Stop being so negative; just start living.
Everyone feels that way sometimes.	Shake it off.
Just pray about it. <i>(While prayer can be an important source of strength and comfort, it's not a replacement for treatment.)</i>	You have the same illness as [fill in the blank].
You should just [fill in the blank].	Why are you acting so weird?
Yeah, we all feel a little crazy now and then.	Nothing <i>(Yes, it may feel awkward to start the conversation, but it can make a difference.)</i>

Source: [Guidance Resources: National Alliance on Mental Illness \(NAMI\)](#)

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Ableism



- The practices and dominant attitudes in society that devalue and limit the potential of persons with disabilities.
- A set of practices and beliefs that assign inferior value (worth) to people who have developmental, emotional, physical or psychiatric disabilities.
- Discrimination in favor of able-bodied people; the belief that people with disabilities "need to be fixed or cannot function as full members of society" and having a disability is "a defect rather than a dimension of difference."

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Disability & Intersections Background



- Women are most often the primary caregiver for family members with a disability.
- Women of color are more likely to be responsible for caring for a broader extended family including grandchildren, nieces, nephews, and in-laws.
- Communities of color have higher incidence of disability due to exposure to hazardous conditions and health care disparities.
- Veterans have a different definition of disability as defined by the VA when they are discharged, and cultural reluctance to identify.
- Homosexuality was defined as a mental health disability until 1973, so some people who are LGBTQ have concerns about identifying as living with a disability. LGBTQ community members are more likely to care for family members and/or adopt children with disabilities.
- ADA (born after 1990) generation views disability as part of human condition as experienced greater integration and accommodations.

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Ally/Caregiver Advocacy

- Advocacy as allies for/with people with all types of disabilities is important and may sometimes come across as aggressive or over the top, both in education and health care settings.
- Remember that this person and/or family may have encountered many obstacles including being put off or ignored and is prepared to make the most of every minute to make sure they are heard and get their needs met.
- Avoid legalistic and medical jargon and acronyms when explaining services and support that offered.
- Do not be surprised if there are tears or anger that may be both caused by pent up frustration and/or stress managing their disabilities.
- Become informed and do your best to regularly utilize disability etiquette and respectful language choices.
- A bad experience can feel overwhelming and feel like a major setback.

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Resources

- Disability:IN Website: www.Disability:IN.org
- Department of Labor, Office of Disability Employment Policy: <https://www.dol.gov/odep/>
- Job Accommodation Network: <http://askjan.org/topics/disetiq.htm>
- The Employer Assistance and Resource Network on Disability Inclusion (EARN): <http://askearn.org/>
- United Spinal Association Free Publications: <https://www.unitedspinal.org/disability-publications-resources/disability-publications/>

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Questions



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Evaluation & Continuing Education



This webinar has been approved for the following continuing education (CE) credits:

- **Social Work, LPC, LMFT:** 1.0 CE from the University of Texas at Austin, Steve Hicks School of Social Work for social workers, LPCs, and LMFTs.
- **Commission for Case Managers:** 1.0 CE for Case Managers from the Commission for Case Manager Certification (CCMC).
- **Board Certified Patient Advocates:** 1.0 CE from the Patient Advocate Certification Board to Board Certified Patient Advocates (BCPA).
- **Certified Family Life Educators (CFLE):** This program has been approved by the National Council on Family Relations (NCFR) for 1.0 CE credit for CFLE.
- **A certificate of completion**

Evaluation Link

Go to the event page for evaluation and post-test link.

[Continuing Education](#)

Questions?

Email Rachel Brauner:
rbrauner@ag.tamu.edu



<https://militaryfamilieslearningnetwork.org/event/92173/>

Upcoming Event

Going Beyond the Checklist in Emergency Preparedness – Taking Action



February 17, 2021

11:00 a.m. – 12:00 p.m. ET

Event Page: <https://militaryfamilieslearningnetwork.org/event/85661/>

Participants will gain the knowledge and understanding, especially regarding disability, needed to encourage families to take action now, before disaster strikes. Through an interactive session, military service providers, Extension educators, and caregivers will learn essential steps to help build family resilience.

Continuing education credit will be available for this webinar!



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