

# Conversations that Matter

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Presentation to: AIRS

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Georgia Department of Human Services

# Vision, Mission and Core Values

## *Vision*

**Stronger Families for a Stronger Georgia.**

## *Mission*

**Strengthen Georgia by providing Individuals and Families access to services that promote self-sufficiency, independence, and protect Georgia's vulnerable children and adults.**

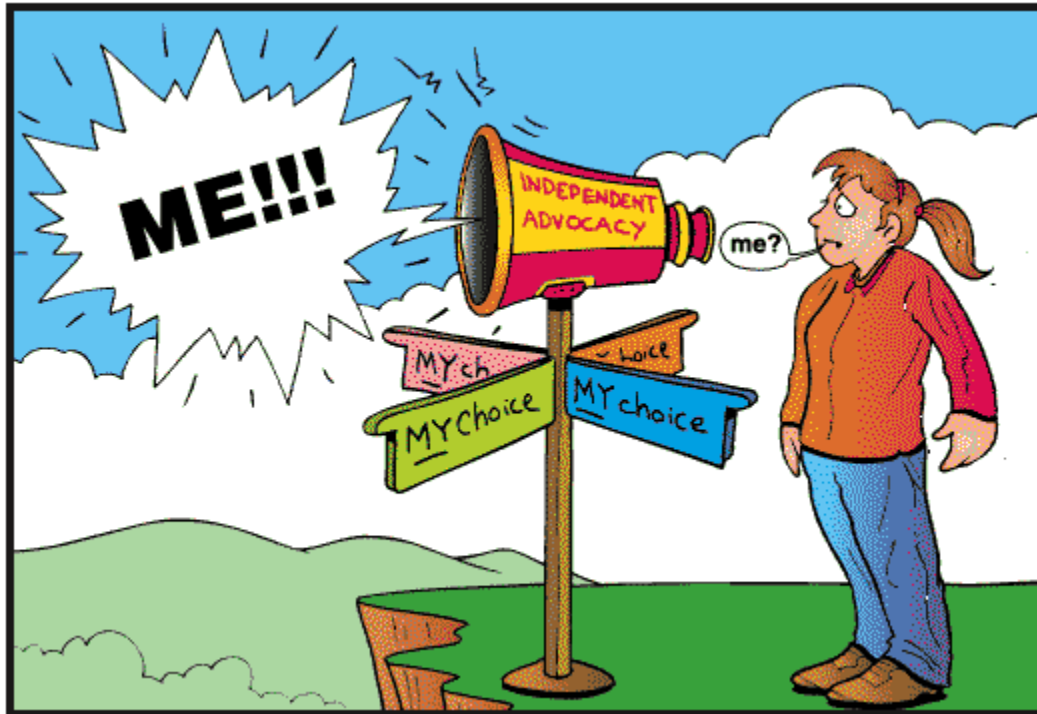
## *Core Values*

- **Provide access to resources that offer support and empower Georgians and their families.**
- **Deliver services professionally and treat all clients with dignity and respect. Manage business operations effectively and efficiently by aligning resources across the agency.**
- **Promote accountability, transparency and quality in all services we deliver and programs we administer.**
- **Develop our employees at all levels of the agency.**

# INTRODUCTION



# ME: Person-Centered



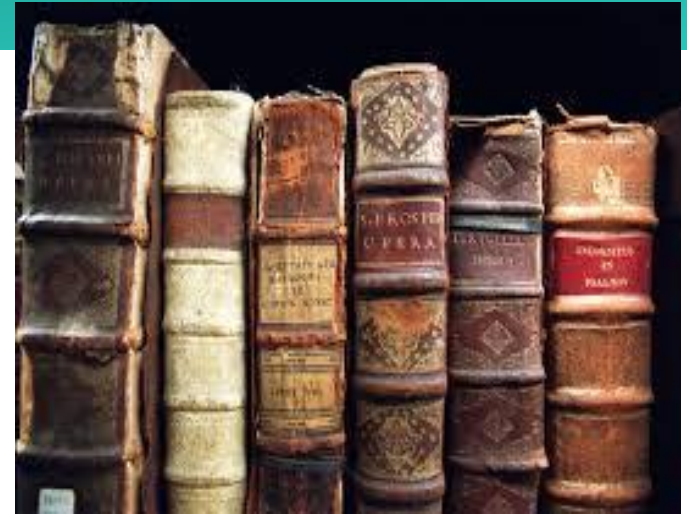














# To Ponder: Which Amy would you rather spend time with?

- We don't introduce ourselves by our diagnoses or behaviors

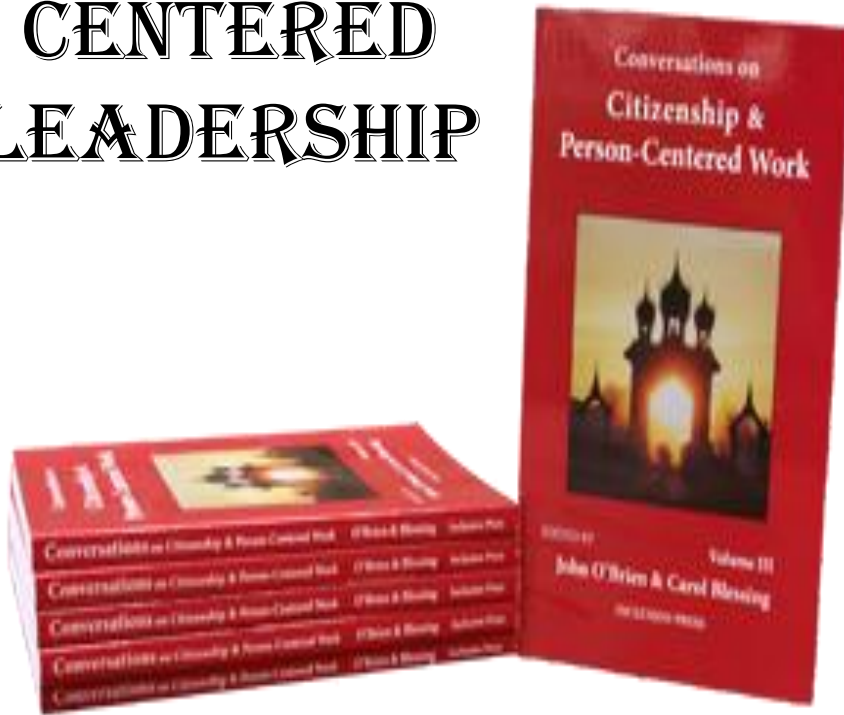


# Objectives

1. Discussion on citizenship & aging in place across the lifespan
2. Explore the community-building imperative as it relates to true citizenship and society for all.
3. How you can get involved.



## CITIZEN CENTERED LEADERSHIP



- Directs state, national and international initiatives dedicated to the full community inclusion of people with disabilities

# Getting Past 'Disability'

- Disability labels create a negative meaning and the fear of “other” or difference
  - *DIS*- a serious put-down *ABILITY*- able to do something, talents, gifts, aptitudes, but when combined, indicates what is missing or deficit in a person
  - So much is lost when a person is defined by their disability
    - options
    - opportunities
    - inclusion as a full citizen
    - expectations
    - contribution



# Timeline

Religious  
Model pre-  
19<sup>th</sup> century



WWI  
Rehabilitation  
Model



1973 Section 504  
of Rehabilitation  
Act

1900s  
Rise of  
Medical  
Model



1920-1960s  
Institution  
Focus

1990  
ADA  
Passed



Photo: Lois Curtis, surviving plaintiff in the Olmstead Decision

2001 New  
Freedom  
Initiative



1999  
Olmstead  
Decision



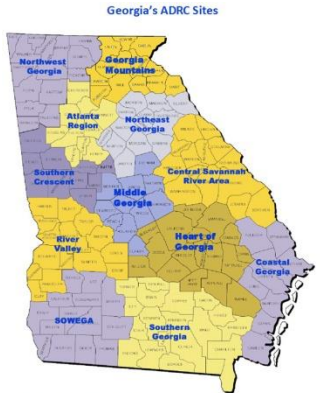
2004  
ADRC  
comes  
to GA



2010 Statewide  
ADRCs



2008 MFP  
comes to  
GA



Today

Atlanta - Atlanta Regional Council on Aging  
Augusta - Central Savannah River Area  
Athens - Northeast Georgia Area  
Bremen - Greater Georgia Area  
Franklin - Southern Crescent Area  
Jones - Northwest Georgia Area  
Columbus - River Valley Area  
Milledgeville - Southern Georgia Area  
Waynesville - Southern Georgia Area  
Waynesville - Legacy Link Area  
Waynesville - Heart of Georgia Area  
Waynesville - Middle Georgia Area








# Paradigm Shift: The Time has Come



“How do we invite another’s higher purpose to show up and find expression?” –John O’Brien



# Human Nature

- To be 'fixers'
- We miss so much when we are busy fixing & not taking time to listen with our   and  .
- Ask yourself, does the person want to be fixed?

# Dignity of Valued Roles

“I never thought this work was about disability.  
Everyone is born in.” –Jack Pearpoint





# Inclusion versus Exclusion

## INCLUSION

- The sharing of gifts and capacities from everyone is necessary & expected
- A general sense of “we”
- Community welcomes the contribution of all of its members

## EXCLUSION

- Not accepted, denied, cast out, on the fringes
- Fear of “them”; not one of us
- Segregation & institutionalization is where “they” belong

# Beth Mount- [www.bethmount.org](http://www.bethmount.org)

<http://youtu.be/y77y7XW8GtE>





# What is Citizenship?

- A way to belong to one another and **ALL** that entails
- Where we live and work
- A set of relationships where we make a difference and show up in valued ways
- Network of relationships where we are engaged with one another in meaningful ways.





**Who are citizens?**



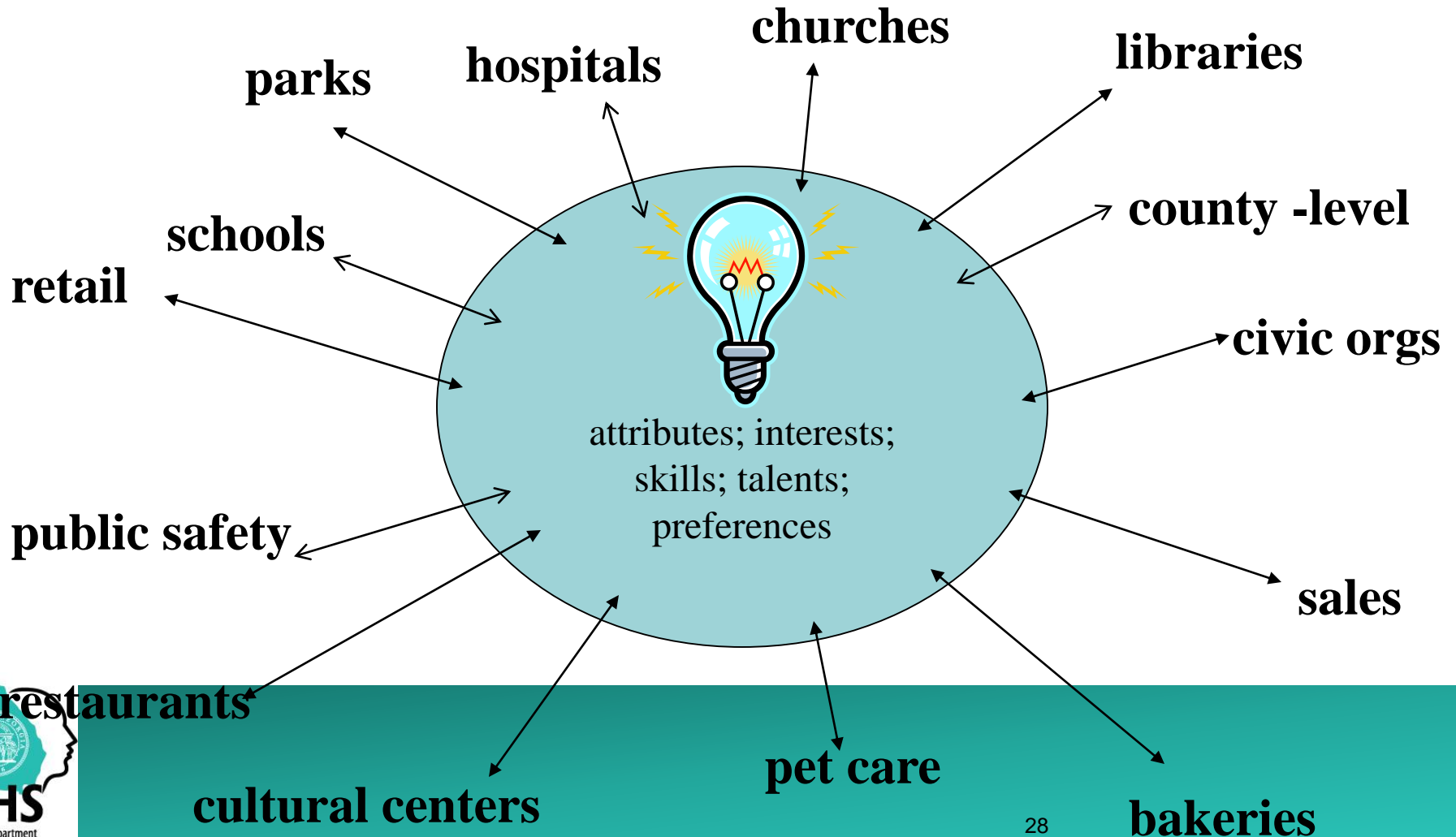
**You are a *citizen* where you  
are defined by what you  
*contribute*, not by what you consume.  
–Mike Green**

# Amiee Mullins- “I am not disabled.”

- <http://youtu.be/JQ0iMulicgq>



# USING GIFTS TO BUILD COMMUNITY



# Person-Centered Work

# Community-Centered Work

- Supports discovery and identification of gifts
- Assists people with disabilities make connections with non-disabled people and associations
- Provides personal assistance that is required in order for people with disabilities to participate and contribute

- Acts on the conviction that “there is no one we do not need” in every community development activity
- Purposely builds networks of connections that bring together people with disabilities with non-disabled people in the community
- Organizes specifically around increasing the participation of those who have generally been excluded



**Living a life with  
"Purpose" regardless  
of "age" or ability**

**Accessible  
Environments**

**Neighborhood  
Connections**

**Getting Around**

Aging in Place

- **Asset-Based Community Development (ABCD)**

[www.abcdinstitute.org](http://www.abcdinstitute.org)



- **Individual Assets**

skills; knowledge; talents & gifts; experience; networks

- **Assets in Association**

Community centers; groups of all kinds; volunteer

- **Institutional Assets**

Schools; hospitals; libraries; museums; prisons; community organizations; media; public safety

- **Assets of Economic Exchange**

For profit businesses; merchants; banks; chamber of commerce; business associations ie. Stock market

- **Physical and Land Assets**

Parks; gardens; playgrounds; vacant land; buildings; landmarks; streets; housing

- **Cultural Assets**

History; ethnic/racial diversity; heritage; sources of pride; crafts; cultural traditions; vision of the future

All of this is great, but what can we do?

# Language Matters

- Out-dated
  - Disabled
  - **Handicap\*\***
  - Wheelchair bound
  - Confined to...
  - Crazy/Mentally Ill
  - Non-verbal
  - High/low functioning
  - Birth defect
  - Crippled
  - Retarded
  - Brain damaged
  - Vegetable
  - Others??
- Person-first
  - Person with a disability
  - Accessible
  - She uses a wheelchair
  - He has a mental health condition/diagnosis
  - She communicates with her eyes/devices, etc.
  - Congenital disability
  - He has a cognitive disability/diagnosis
  - She has a brain injury
  - Birth/given name

# What is the Collateral Damage of Our Good Intentions?



**GOOD INTENTIONS**  
But We Really Do *Mean* Well!





Don't put the same soup in a different cup.—offering the same menu of items in a new way does not change outcomes.

Same old services offered under a new name?

New programs delivering the same outcomes?



Other ideas for consideration around this concept?

# How might we be standing on what we are trying to lift? Jack O'Brien



Do any of our programs reflect this quote? Are we standing on others?

# 5 Valued Outcomes –John O'Brien

## 1. Growing in relationships

- a) How can we foster this to help people to age in place?  
What are we doing now? Is it working?

## 2. Making Choices

- a) Information to make knowing choices about an individuals' lives. Are we supporting that now?

## 3. Dignity of Valued Roles/Experiencing respect

- a) Respect and dignity are basic human needs– we all have problems and shortcomings, but they shouldn't define us

## 4.) Making Contributions

- a) What if you were seen only as a taker—a user of services? Seen as someone to help and/or pity.

## 5.) Community presence/sharing ordinary places

- a) Where we meet our friends and future partners

- b) **‘third places’** 1=home, 2=work

- I. Or, are there only ‘special places’—schools, nursing homes, special work environments, special outings.



Our power comes from intentional decisions about our own attitudes and behaviors. Where have we become complacent in our expectations about people with disabilities and citizenship?

-Connie Ferrell



- All 5 values have to ‘interplay’ to create a meaningful life
  - You can’t make good choices without a lot of **trust** and **relationships**
  - You cannot be respected, unless you **make contributions others see valuable**
  - You cannot build real relationships without **meeting new people in new places and be respected by them**



**You are a *citizen* where you  
are defined by what you  
*contribute*, not by what  
you consume?**

**Mike Green**

- Look at people through the lens of potential and possibility



*“Everyone has something to offer and we can’t do without anyone.”*

–John O’Brien

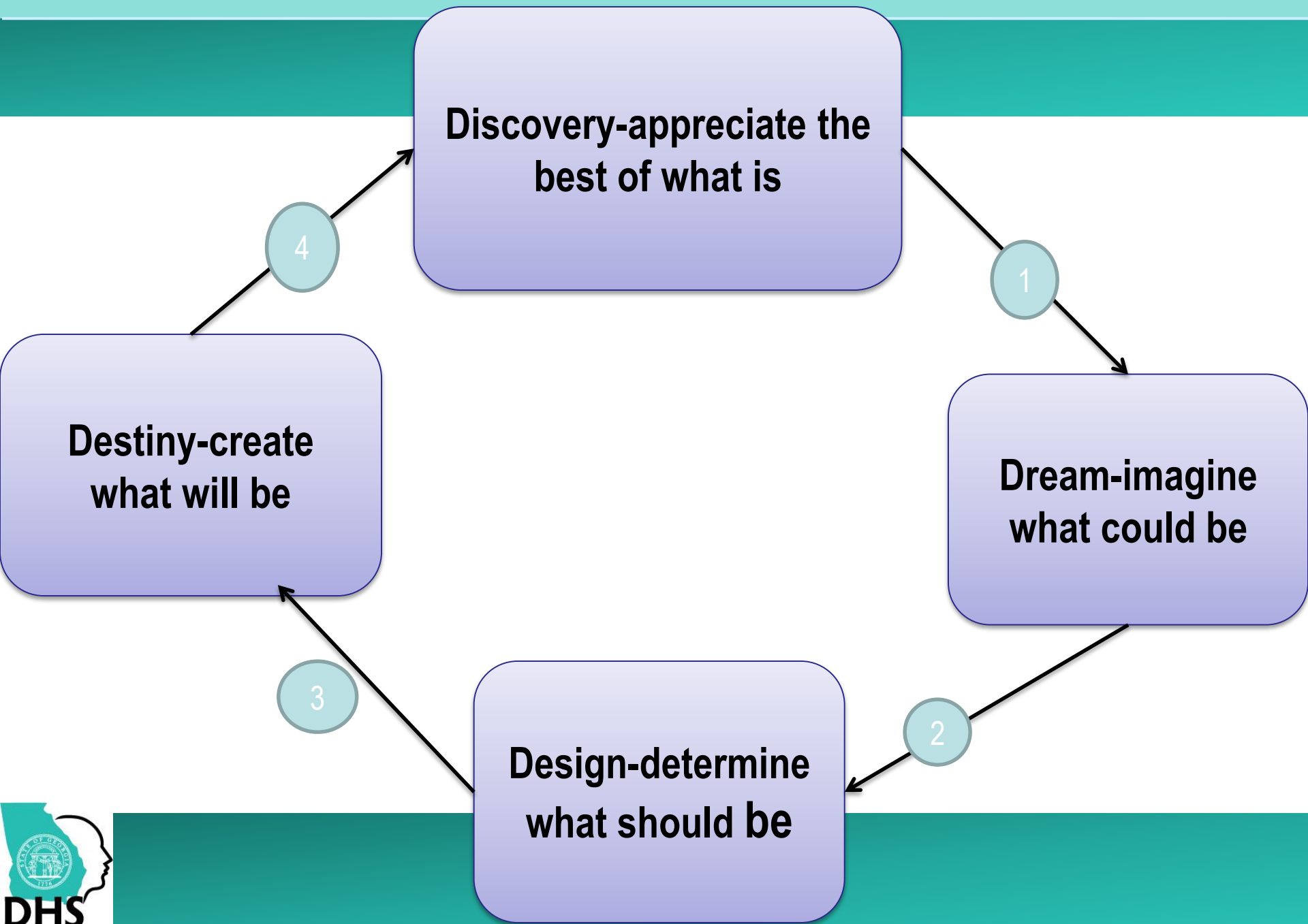
# Tool to use



# Map of Positive Change

- 4D Process
  - Discovery—what are strengths, who are we at our best
  - Dream—dream after discovery b/c it created richer dreams
  - Design- engage in relationship making
  - Destiny- teams to move into action toward accomplishing dreams





**“The point is not to rescue, the point is to meet.”** -Mandell Schram





Imagine.....a world that works for everyone.

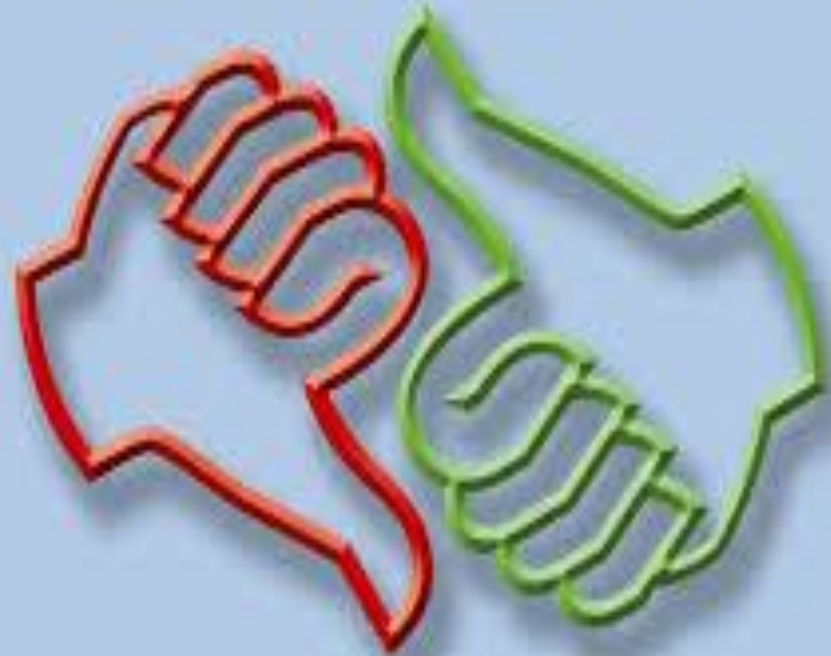






**Got a question?**

COMPLAINTS  
COMMENTS  
COMPLIMENTS



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# Thank you

