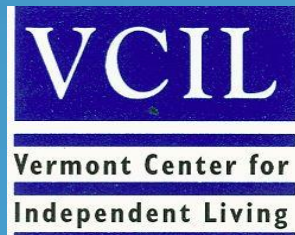


Mission Accessible



Mary Margaret Moore
Ericka Reil, CIRIS

ILCNCSA:
Services and
Advocacy
for an
Independent
Life



Agenda

- Goals
- the Independent Living Movement
- Disability facts
- History & legal overview
- Assumptions/Language/Suggestions

Goals of today's training:

- Introduce disability culture and assumptions about people with disabilities.
- Learn about facts related to disability and disability related language.
- Learn general considerations for interacting with people with disabilities.

Ground Rules:

- Ask questions, be open, be honest 😊

Centers for Independent Living

- Cross-disability rights organizations
- Peer-to-Peer model:
- Mission:
- Programs & Services
 - Information & Referral
 - Systems Advocacy
 - Community Access
 - Peer Advocacy



Independent Living Movement

- "Independent Living is a philosophy and a movement of people with disabilities who work for self-determination, equal opportunities and self-respect." – Prof. Adolf Ratzka
- People with disabilities are the best experts on their needs.
- Advocating for equal rights and access for people with all disabilities – full community integration.

Independent Living Movement

The biggest barrier to people with disabilities is attitudes

“It is not our disability that is the problem,
but rather it is the way our disabilities are
viewed by others.” - Drexel Deal

(President of the Persons with Disabilities Organization
2009-2011)

- Commercial:

<https://www.youtube.com/watch?v=wzRQOfVvVh4>

What is a DISABILITY?

A **Disability** is a condition caused by an accident, trauma, genetics or disease which may limit a person's mobility, hearing, vision, speech or mental function.

Federal Definition:

- Physical or mental impairment that substantially limits 1 or more major life activities

Major Life Activities

- Caring for oneself
- Performing manual tasks
- Seeing
- Hearing
- Eating
- Sleeping
- Walking
- Standing
- Lifting
- Bending
- Speaking
- Breathing
- Learning
- Reading
- Concentrating
- Thinking
- Communicating
- Working
- Functions of the immune system
- Normal cell growth
- Digestive
- Bowel
- Bladder
- Neurological
- Brain
- Respiratory
- Circulatory
- Endocrine
- Reproductive function

What percent of people in the US have a disability?

A) 5%

B) 36%

C) 19%

D) 10%

What percent of people in the US have a disability?

A) 5%

B) 36%

C) 19% = 1 in 5 people

D) 10%

(Source: 2010 US Census)

Facts & Statistics

- Disability does not care about your religion, sexual orientation, race, creed, gender, where you were born, money that you have or don't have, age..... It is an equal opportunity condition.
- People with disabilities are the largest minority in the U.S.
- Expected to double in the next 20 years as the baby boomer population ages.
- People with disabilities face many social and economic barriers.

History

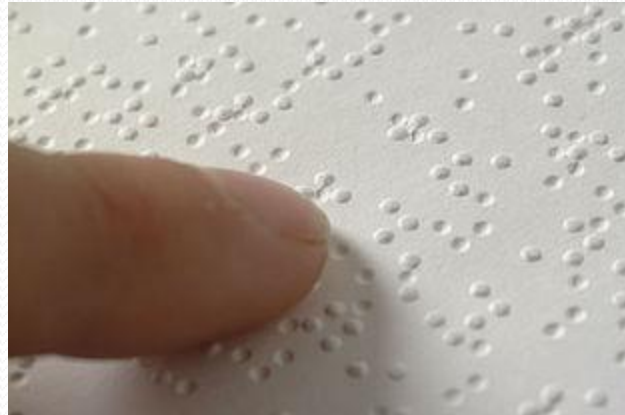
BC

- 3500-1000 BC – Queen Vishpala lost her leg in battle, was fit with a prosthesis and returned to fight.
- This story comes from an ancient Indian poem called the Rig Veda.
- It is thought to be the first written record of prosthesis.



1829

- Louis Braille invents the raised point alphabet that has come to be known as Braille.



1861

The American Civil War (1861 - 1865)- 30,000 amputations in the Union Army alone.

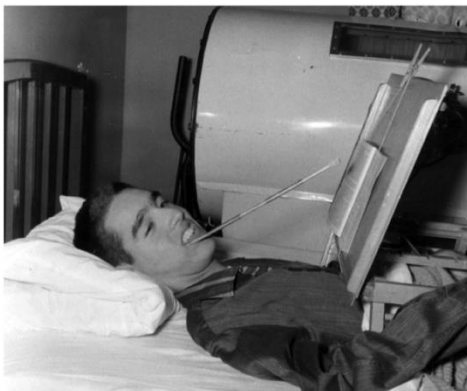


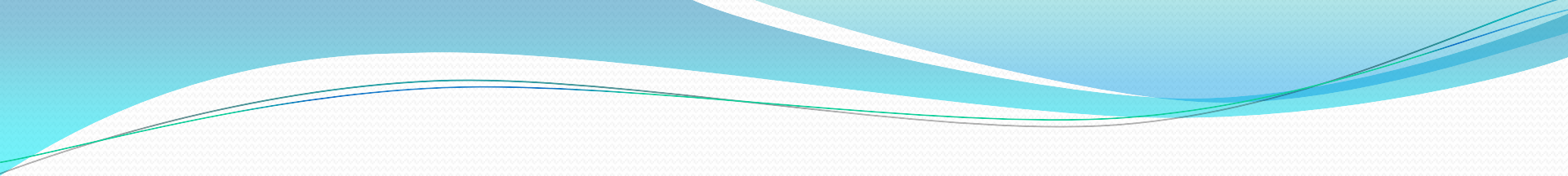
1939

- Amid the outbreak of World War II, the Nazi's order widespread mercy killing of the sick and disabled.

1971

- Ed Roberts and his associates establish the Center for Independent Living (CIL) in Berkeley, CA for the community at large.
- Peer-to-peer outreach and advocacy center where people with disabilities could go to get resources to in order to live in their communities and access services from home.
- Started with a \$50,000 grant from the Rehabilitation Administration





“Being disabled should not mean being disqualified from having access to every aspect of life.” - Emma Thompson
(British Actress 1959 to present)

LAWS



Rehabilitation ACT 1973

- The first “rights” legislation to prohibit discrimination on the basis of disability.
- Only applied to programs conducted by Federal agencies, in programs receiving Federal financial assistance, in Federal employment, and in the employment practices of Federal contractors

The Americans With Disabilities Act (ADA)



- Enacted by Congress and signed into law on July 26, 1990 by President George W. Bush.
- Prohibits discrimination based on disability. A civil rights protection like that provided to individuals on the basis of race, sex, national origin and religion.
- Guarantees equal opportunity for individuals with disabilities.

Olmstead Decision, 1999

- Supreme Court Decision that upheld the ADA Integration Mandate.
- Requires states to eliminate unnecessary segregation of persons with disabilities and to ensure that persons with disabilities receive services in the most integrated setting appropriate to their needs.
- Integral in getting people out of Mental Health Institutions, Nursing Homes.
- Promotes community-based services and affordable, accessible housing.

Laws

- 1968 – Architectural Barriers Act 1968
- 1973 – Rehab. Act
- 1975 – Individuals With Disabilities Education Act (IDEA)
- 1984 – Voter Accessibility for the Elderly and Handicapped
- 1986 – Air Carrier Access Act
- 1988 – Telecommunication Act
- 1989 – Fair Housing Act as amended
- 1990 – ADA
- 1993 – National Voter Registration Act
- 1997 – Civil Rights of Institutional Individuals Act
- 1999 – Olmstead Decision

Awareness and Language

Video:

<http://www.youtube.com/watch?v=qBjbBzBjvCw&list=UUSUdRxhdOVi2g32QuDMivcg>

Common Assumptions

- Every disability is the same
- A disability affects everyone in the same way
- You can always see the disability
- Physical disability equals Cognitive disability
- People who have a disability are on public assistance
- Accessible equals Expensive
- Service Dogs always wear a vest and are registered

A Few Do's

- **Do** ask if a person needs assistance
- **Do** speak directly to the person with the disability not to the interpreter or people they are with
- **Do** understand that access includes not only wheelchair access, but also making forms accessible to people with visual or cognitive disabilities, and making alarms and signals accessible to people with hearing disabilities

A Few Don'ts

- **Don't** touch the wheelchair
- **Don't** yell or speak loudly unless asked
- **Don't** grab the arm of a person who has a visual disability
- **Don't** pat the service animal

Person First Language

ALWAYS REMEMBER PUT THE

PERSON

First

NOT THE DISABILTY

Language

Disrespectful

Handicapped

Slow, dumb, retarded

Psycho, crazy

Wheelchair bound

blind

Hearing impaired

Respectful

Person with a disability

Person with an intellectual disability

Person with a mental health diagnosis

Person who uses a wheelchair

Person who has a visual disability

Person who is hard of hearing or Deaf
Late Deafened

When Talking to Someone with a Disability

- Use common sense, treat them like you'd treat anyone else.
- Use active listening skills
- Ask a person to repeat if you don't understand what s/he is saying
- Paraphrase so that you fully understand what the person is saying

Documents

Make sure that all...

- Forms
- Applications
- Signs
- Important notices
- Practice polices

...Are in Alternative Formats

Best Practice Formats

- Use simple clear language
- Keep sentences short
- Use Verdana or another Sans-Serif font
- Use pastel colored paper
- AVOID Bright and Dark Colors
- Use 14 point or larger font

“The civil rights movement didn't begin in Montgomery and it didn't end in the 1960s. It continues on to this very minute.” - Julian Bond, American Civil Rights Leader



Q & A

Resources

VCIL

Main Office: 11 East State St. Montpelier VT, 05601

Phone: 802-229-0501

- VCIL's Website: www.vcil.org
- VCIL's Facebook Page: <https://www.facebook.com/VTCIL>

Independent Living Center of the North Shore & Cape Ann, Inc. (ILCNCSA)
27 Congress St, #107, Salem, MA 01970

Phone: 9787410077 v/tty or toll free 8887510077

www.ilcnscsca.org <https://www.facebook.com/ILCNCSA?v=wall>

Other Resources

- <http://askjan.org/>
- <http://www.ilru.org/html/publications/directory/index.html>
- <http://newenglandada.org/>
- www.ada.gov

Read or Watch More on Disability

Books:

- No Pity : People with Disabilities Forging a New Civil Rights Movement; Joseph P. Shapiro
- The Week the World Heard Gallaudet; Jack R. Gannon
- Emergence: Labeled autistic; Temple Grandin
- Moving violations: War zones, wheelchairs, and declarations of independence; John Hockenberry

Movies:

- Radio
- The Waterdance
- The Other Sister
- Murderball
- Benny and Joone
- When Billy Broke His Head... And Other Tales of Wonder