THE SELF-ADVOCACY ASSOCIATION OF NYS PRESENTS:

“Exploring Cultural Competency When Working with People with Developmental and Other Disabilities”

Developed in conjunction with SANYS Leaders, Staff and Long Island Advisor Marisol Getchius

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THE SELF-ADVOCACY ASSOCIATION OF NYS

SANYS

•SANYS started in 1986 with the help of Bernard Carabello and others.

•**Our Goal:** help people with developmental disabilities learn to speak up for themselves and others.

•We are a non-profit organization, run by a Board of Directors who are people with developmental disabilities.

people with DEVELOPMENTAL DISABILITIES SPEAKING UP for ourselves & others

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SANYS STATEWIDE BOARD

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PURPOSE

"EXPLORING CULTURAL COMPETENCY WHEN WORKING WITH PEOPLE WITH DEVELOPMENTAL AND OTHER DISABILITIES"

Training Description:

This training will answer the broad question what is cultural competency while exploring Laws, Person First vs. Identity First Language, Marginalizing and Stereotyping as well as incorporating Effective Communication, and Inclusive Leadership into everyday practice.

*****The objective of this training is to develop an understanding of cultural competence and diversity, while fostering deeper, richer, RESPECTFUL relationships with those around you*****

Cultural Competence Outline

- What is Diversity, Culture & Cultural Competency?
- Breaking Barriers Through Understanding
- Person First Vs. Identity First Language
- Bringing Examples to Life

  OMRDD-OPWDD & Deaf Culture
- Marginalization and Stereotyping
- Laws and Regulation
- Effective Communication and Inclusive Leadership
- Everyday Practice Equals Best Practice

EXAMPLES OF DIVERSITY

Examples of Diversity include: Ethnicity, Gender, Race, Religion Disability, and even Thinking Style..

- **We need to mentor and support emerging leaders**
- **We need to promote a culture throughout our system that supports and embraces DIVERSITY.**

DIVERSITY=DIFFERENT

Are you seeing diversity as a strength or a weakness?

CULTURE INFLUENCES BELIEFS:

- What is helpful?
- Who is helpful?
- Where do people go for help?
- What is the pathway to independence and self-sufficiency?

To understand what cultural competence is.

To understand why cultural competence is important.

What do we have to do to become more culturally competent?

How do we put cultural competence into practice?

Be Aware, Open, and Respectful

WHAT IS CULTURAL COMPETENCY??

Acknowledging, and respecting the culture, thoughts, ideas and beliefs of others.

Having the ability to work with diverse groups or organizations even when your thoughts and opinions differ.

Be Aware, Open, and Respectful

Competency

The ability to work effectively across cultures in a way that acknowledges and respects the culture of the person or organization being served.

PERSON FIRST VS. IDENTITY FIRST LANGUAGE

Q: What is the difference between the two? Why the difference? Why does this matter?

A: "Positively Conscious"(PC) - "Choice"- "Self-Identifying"

LETS EXPLORE TOGETHER

LANGUAGE IS POWER

- ***Language is power*. Words have the power to inspire, motivate, and uplift people.**
- **Words can also hurt, and isolate people or entire segments of society**
- **It is necessary to change our language and the way in which we refer to individuals and groups to avoid negatively impacting those members of society.**
- ***The time has come to reshape our language so that we may refer to people with disabilities and others in a respectful and inclusive manner.***

PERSON FIRST LANGUAGE

Putting the person before the disability, Person with a disability or person we support or person that uses a wheelchair. This is the standard set in federal documentation because of advocacy by people with disabilities. Is there another school of thought?

When Choosing Person First Language consider these examples:

- "handicapped" or "disabled" should be replaced with "people with disabilities"
- "he/she is confined to a wheelchair" should be "he/she uses a wheelchair"
- "he/she is retarded or MR" should be replaced w/ "he/she has a cognitive disability"
  Avoid using: disabled, autistic, the retarded. Terms should be used as adjectives not nouns.

- Don't use "normal" or" able-bodied" to describe people without disabilities. Better to simply say people without disabilities if necessary.

THE NAME CHANGE: OMRDD TO OPWDD

In 2010 former OMRDD Commissioner Diana Jones Ritter had stated: "The time has finally come for New York to join the 48 other states that have dropped the 'R' word.

Governor David A. Paterson signed a bill into law a which changed the name of the New York State Office of Mental Retardation and Developmental Disabilities (OMRDD) to the New York State Office For People With Developmental Disabilities (OPWDD). The historic legislation removed the words "Mental Retardation" from the name of the State agency and from State statute and regulations, it was effect immediately.

That SANYS was the catalyst for the change and worked for over 4 years advocating for the change for a person first title for DDRO's across the state.
SANYS Leaders and Staff from The Self Advocacy Association of NYS was on the committee that brainstormed and voted on the new name of OPWDD !

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I am not “MR”

I am not “DD”

I am not “ED”

I AM ME!

people with DEVELOPMENTAL DISABILITIES SPEAKING UP for ourselves & others

IDENTITY FIRST LANGUAGE

How does one want to be defined? The acknowledgment and respect of how one chooses to identify themselves or a group of people.

Examples: Disabled Vs. Differently abled

A person with Autism Vs. The Autistic

Which is correct?? BOTH

Respecting ones culture is about Respecting ones right to choose.

Lets have a conversation! Nothing About Us Without Us!
(Ask me questions, don't make assumptions!)

How can I explain that? Don't correct others and make it about you. Competence comes from respecting their choice not enforcing yours.

How Are You Describing Others?

DEAF CULTURE-EXAMPLE OF IDENTITY FIRST

Culture Vs. Mainstream. Deciding for yourself.
Human is human, the intention is what counts.

More examples:

The Self-Advocacy Group for the DEAF wants to be called DEAF or HARD OF HEARING. Not hearing impaired or disabled?

People are not broken or unplugged! Lamps are!!

Agree or Disagree-It's about teaching supporting and believing in Respect for All!!

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- **I am not a CLIENT**
- **I am not a RESIDENT**
- **I am not a PATIENT**
- **I AM A PERSON!**
- **I AM A CITIZEN!**
- **I HAVE VALUE AND WORTH!**

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TALKING ABOUT CAPABILITIES

~~HIGH-FUNCTIONING / LOW-FUNCTIONING~~

Many people with developmental disabilities are frustrated by being placed along a spectrum, or dismissed into categories. Why not talk about people's specific capabilities and support needs instead?

- "X is good at understanding speech, but sometimes needs support communicating to others"

- "X may not show interest in making decisions every time, but they still like being given the opportunity"

- "X sometimes needs support with their behavior around others, but is important to them to work towards independence in this area"

DO'S WHEN COMMUNICATING WITH PEOPLE WITH DISABILITIES

*Offer to shake hands when introduced: People with limited hand use can usually shake hands. Shaking hands with the left hand is an acceptable greeting.

*Treat adults as adult: Never patronize those with disabilities by patting them on the head or shoulder.

*Be aware of your language: Respect that people with disabilities aren't always defined by their disability

* Look at & speak directly to the person with a disability: Rather than through their companion, interpreter, or personal care attendant.

* Offer assistance with sensitivity and respect: If the offer is accepted, listen to, or ask for instructions.

* Provide information in alternate means: Offer visual, spoken, and written instructions/materials.

*Listen attentively when talking with a person with a speech impairment: Keep your manner encouraging rather than correcting. Ask short questions that require short answers. If you have difficulty following, repeat what you understand.

* Sit down when talking to a person in a wheelchair for more than a few minutes to place yourself at eye level.

BREAKING BARRIERS THROUGH UNDERSTANDING

What are the barriers? In order to break them we must understand them.

According to the National Council on Disability:

Perceptions

Health Related Education

Heath Related Issues-insurance –healthcare-lack of care coordination

Experience stereotypes from healthcare providers about disabilities

Exclusion from health-related research

Racial and ethnic disparities

Limited access to health information

These are only related to Health Care.. Are there more?

Transportation, Ability, Education, Stereotyping, and Marginalization

TITLE VI OF THE CIVIL RIGHTS ACT OF 1964

Prohibits recipients of federal funding from discriminating on the basis of race, color, national origin, gender, age, sexual orientation and disability.

IT’S THE LAW

14 NYCRR SECTION 633.1 AND 633.4

All persons shall be given the respect and dignity that is extended to others regardless of race; religion; national origin; creed; age; gender; sexual orientation; developmental disability; or health condition.

An individual/family member cannot be discriminated based on their ability to speak English and this includes individuals who may be deaf and/or hard-of-hearing.

Services provided need to be timely and equal to those provided to English speaking individuals.

Protections

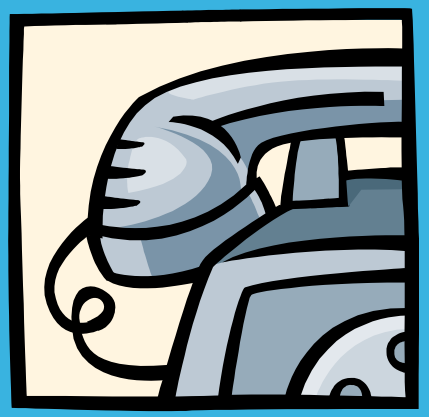
The ADA calls for **nondiscrimination against Americans with disabilities** in five areas:

- Title I – Employment
- Title II – Public Services
- Title III – Public Accommodations
- Title IV – Telecommunications
- Title V – Miscellaneous Provisions

Use Accommodations to Create Equity
Example: Telephone Relay

Speech/Hearing Impaired Person

TTY
Video Phone
Computer



Relay Service

Dial 7-1-1
VRS 866-327-8877

Non-Disabled Person

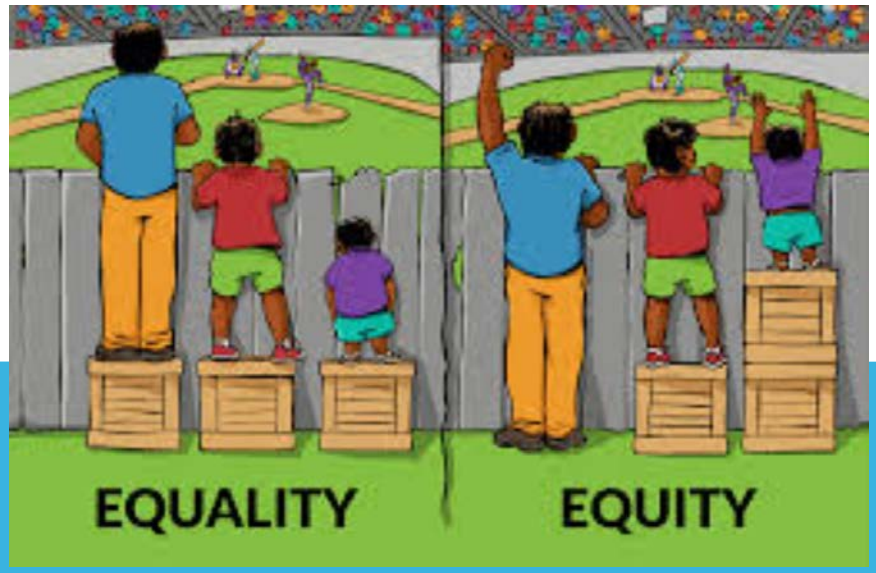
Voice Telephone

TIPS FOR SUPPORTING DIVERSITY OF SKILL SET

Are you providing appropriate accommodations to get the best out of your team?

There are many strategies one can use in supporting positive inclusive leading in everyday groups and situations.

Pictures
Easy Read
Written
Peer support
Technology (Dynavox, I pad, IPhone, etc.)
Formats (Braille, language)
Interpreter (ASL, Language)



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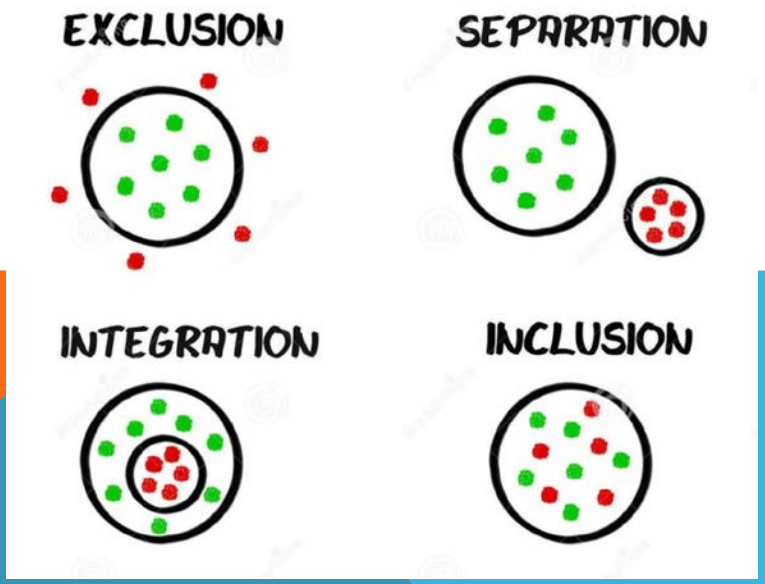
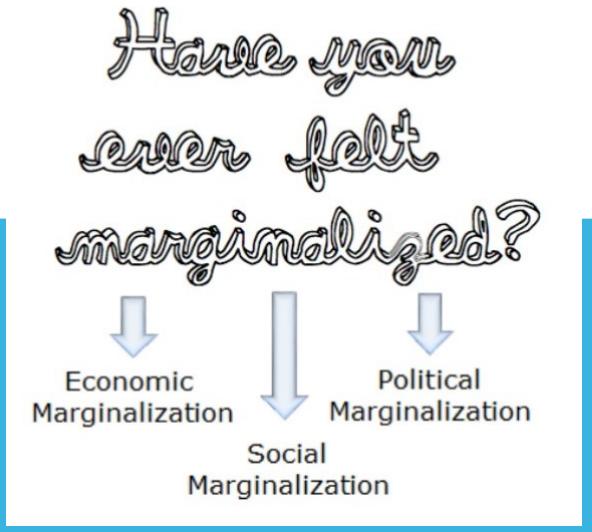
Make sure everyone knows what is being talked about.

- ***Remind***
- ***Restate***
- ***Repeat***

WHAT IS MARGINALIZATION

As defined by the Merriam Webster Dictionary, ***Marginalization*** is….
To put or keep someone or something moved away from the inner workings of the group. A social phenomenon of excluding minority or subgroups.





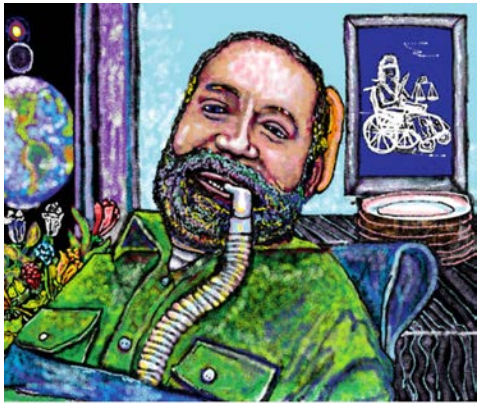
CAUSES OF MARGINALIZATION

Some Causes of Marginalization are:

Poverty/ Money
Literacy/ Language & Education
Discrimination
Displacement
Lack of Accessibility

Perceptions of capacity based on stereotypes, or public views rather than based or skills, talents or abilities.

CULTURAL CHANGE COMES FROM WITHIN



And we're going to develop leadership, that has a fundamental difference.

That is, it's inclusive .

It believes in people, and in our strengths together.

And we are going to change our society.

Ed Roberts

WHY STEREOTYPING IS HARMFUL-COMMON MYTHS

People with disabilities don't work, do they?

People with disabilities are helpless, aren't they?

Should people with disabilities be feared?

People with disabilities don't have sex, do they?

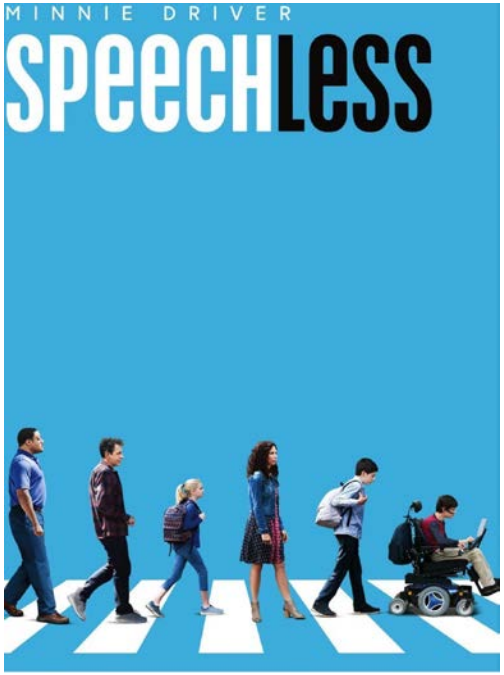
What are some of the common myths?
Why are they harmful? How is this playing out in people's lives?

INSPIRATION PORN

"***Inspiration porn"*** is a term used to describe a common tendency in which able-bodied people condescend to those with disabilities by suggesting they are brave or special just for living.

Ray DiMeo, a character in "Speechless" who is the younger brother of a teen with cerebral palsy, explained it perfectly on a recent episode:

"It's a portrayal of people with disabilities as one-dimensional saints who only exist to warm the hearts and open the minds of able-bodied people," he said.



Excerpt from article written by Elise Wanshel

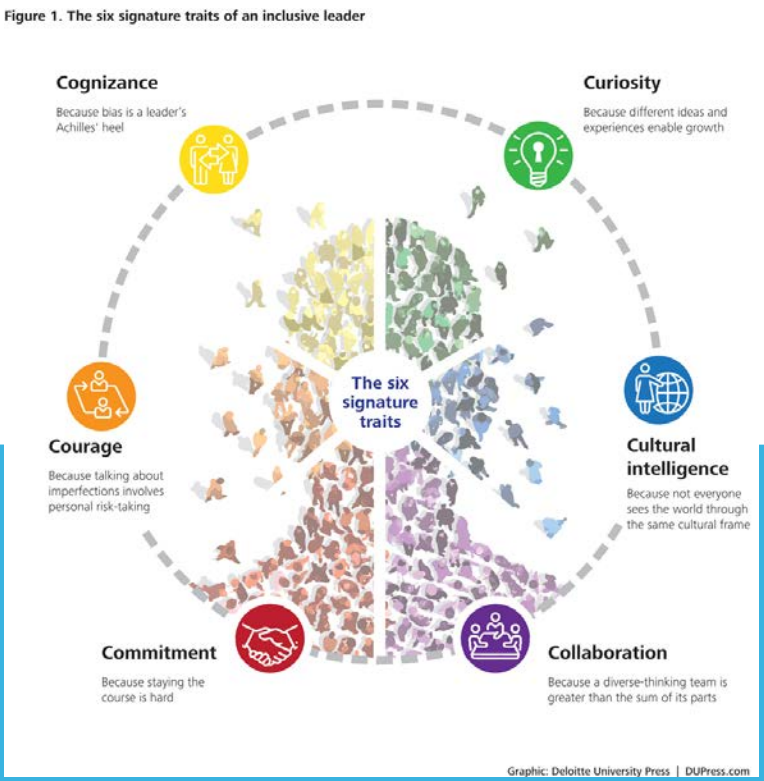
Does the actor playing the main character actually have a disability?

INCLUSIVE LEADERSHIP STYLE

Highly inclusive leaders take their time to support diversity and inclusion. This takes time and energy.

The six traits of inclusive leadership are:

- Cognizance
- Curiosity
- Courage
- Collaboration
- Cultural Intelligence
- Commitment

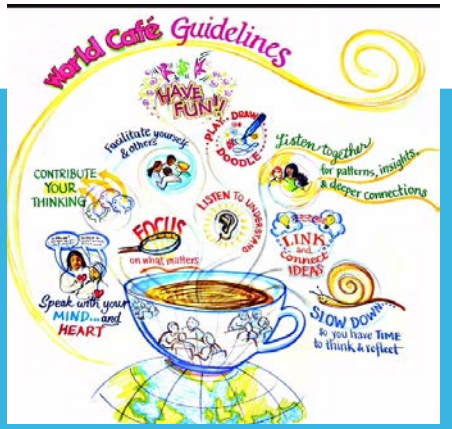


INCLUSIVE LEADERSHIP IS A CHOICE

- Leadership-Foster leadership in all ways in all people.
- Integrity-Doing the right thing, seeing value in others for their gifts.
- Respect-Treat people how you want to be treated.
- Innovation-Supporting diversity, seeing it as a strength.
- Self-Reflection-Evaluate your motives and support you bring to the team, group or society.

EVERYDAY PRACTICE = BEST PRACTICE

- ***Aware***
- ***Open***
- ***Respectful***



VALUING DIVERSITY RESPECT FOR ALL

Valuing diversity means that differences between people and groups of people, including cultural background, where people live, disability, sexuality, religious beliefs and age, are respected, valued and incorporated into service provision.

Services, while being accessible to everyone, should also be provided in a way that is appropriate to the target group and is respectful of these differences.

*State of New South Wales, Department of Education and Training, 2009

FACEBOOK US AT ..

The Self-Advocacy Association of NYS-SANYS Statewide Page

THE SELF-ADVOCACY ASSOCIATION OF NYS

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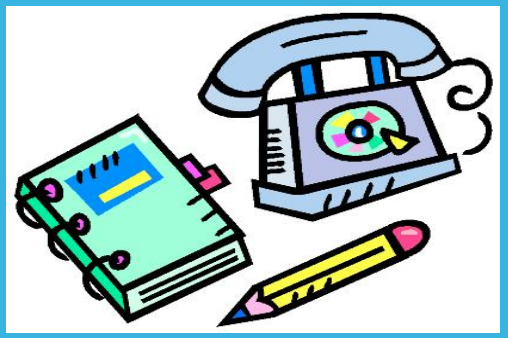
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