

Breaking Barriers & Building Bridges

A Starting Point Program on Disability Education, Effective Communication, and Cultivating a Flourishing Organizational Ecosystem for Youth with Disabilities



Module Outline

Section 1: Disability Education

- ▶ What is a Disability?
- ▶ Different Types of Disability
- ▶ Disability Related Statistics and Facts

Section 2: Disability Awareness

- ▶ What to Do When You Don't Know What to Say
- ▶ Reciprocal Empathy

Section 3: Disability C.A.R.E.S.

- ▶ Disability C.A.R.E.S.
- ▶ Culture Analysis



The background features several overlapping geometric shapes: a large light blue circle in the top left, a green triangle in the top right, a purple triangle in the top right, a red triangle in the middle left, a yellow triangle in the bottom left, and a purple triangle in the bottom right. There are also two circular patterns of small dots, one in the bottom right and one in the middle right, and a teal arc in the bottom right.

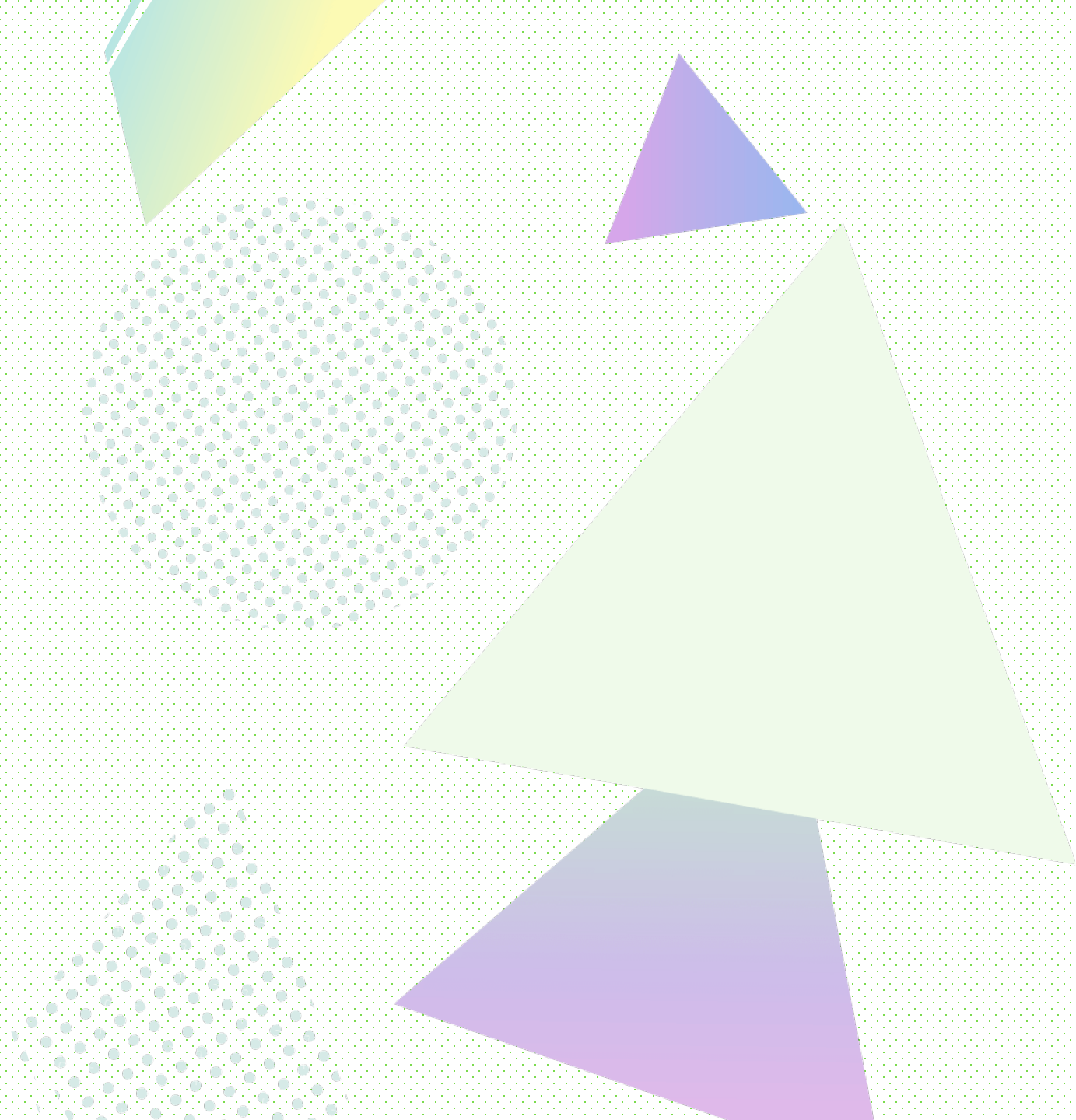
Section 1

Disability Education:

Understanding Disability and the diversity within
the Disability community

Section 1: Overview

- ▶ What is a Disability?
- ▶ Different Types of Disability
- ▶ Disability Related Statistics and Facts



What is a disability?

A disability is any condition of the body or mind impairment that makes it more difficult for the person with the condition to do certain activities and interact with the world around them participation restrictions.



Different Types of Disability

There are many different types of disabilities: learning disabilities, autism, vision impairments, communication disorders and hearing impairments are just a few.

- ▶ There two main categories of disability visible and invisible disabilities

Although people with disabilities can sometimes refers to a single population. This is actually a diverse a group of people with a wide range of needs. Two people with the same type of disability can be affected in very different ways. Some disabilities may be hidden or not easy to see.

Statistics on the Prevalence of Disability (National and International)

There is about 1.3 billion people experience differences disability. This represents 16% of the world's population, or 1 in 6 of us.

- ▶ What percentage of people have autism, hearing impairments etc
- ▶ Around 1% of the world's population has autism spectrum disorder. One in eight people in the United States (13 percent, or 30 million aged)





Disability Facts

Adults with ADHD can qualify for disability benefits but only in cases where they can prove that their ADHD prevents them from performing substantial gainful work activity.



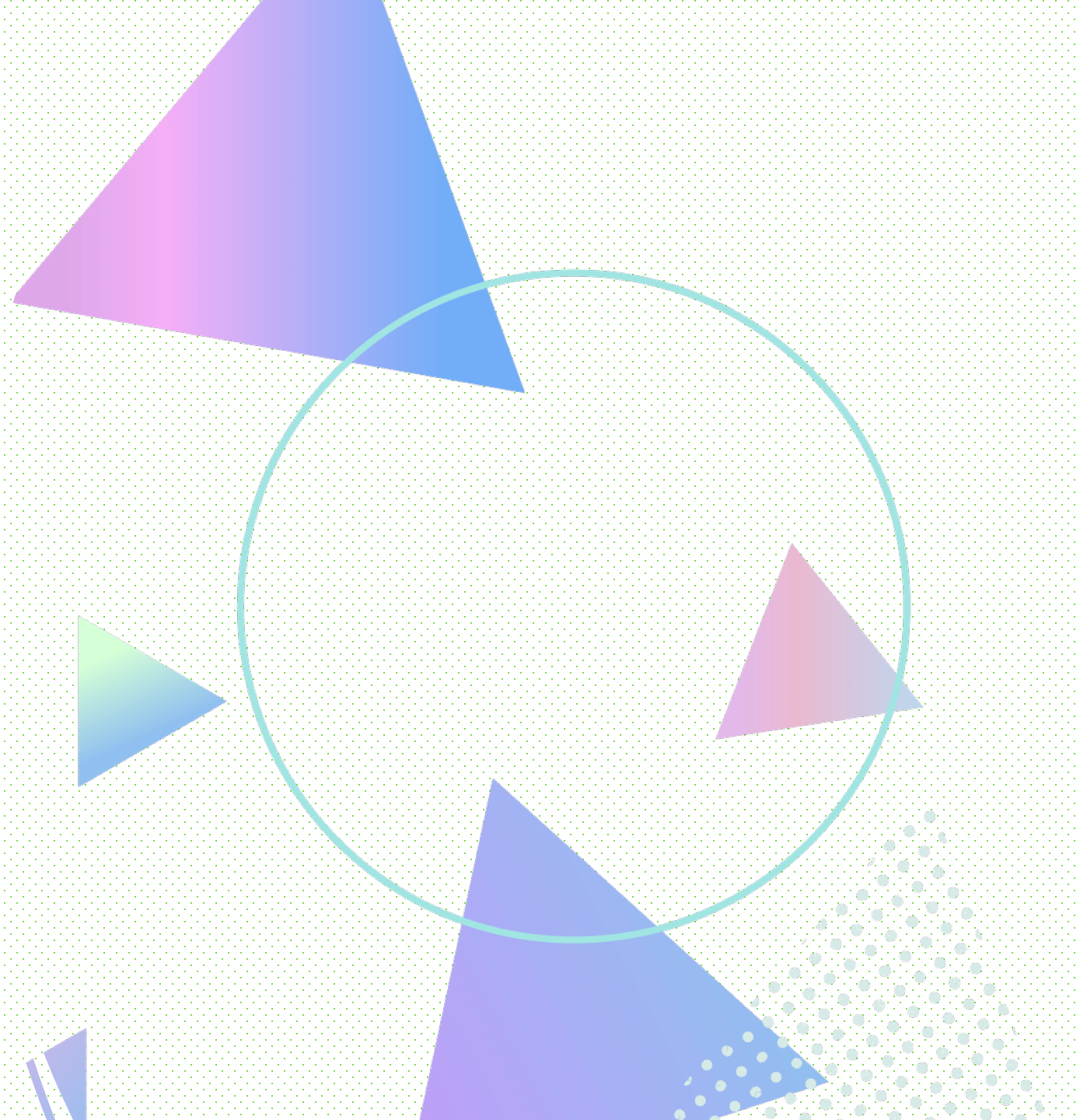
Section 2

Disability Awareness:

Engaging with Persons with Disabilities

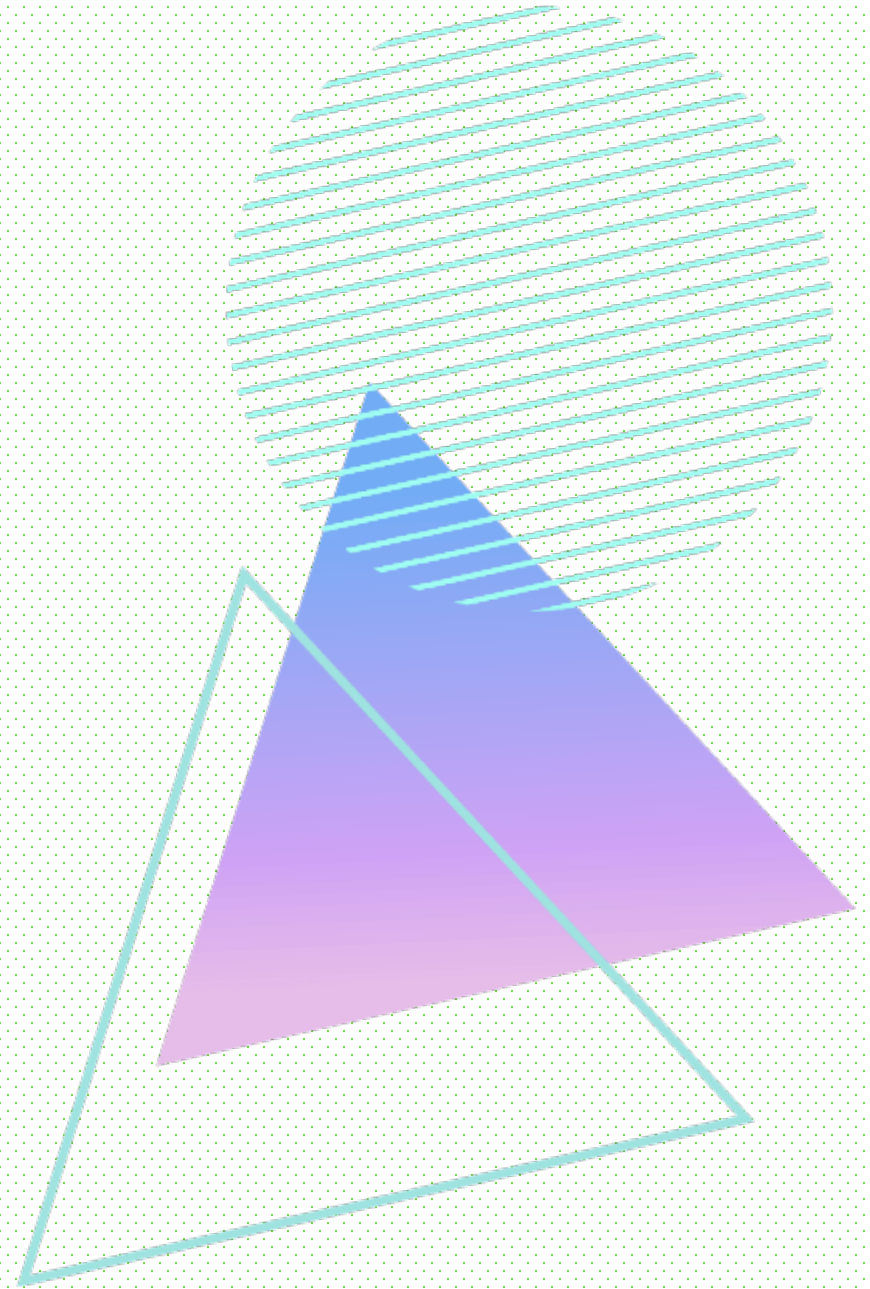
Section 2: Overview

- ▶ What to Do When You Don't Know What to Say
- ▶ Reciprocal Empathy



Disability Awareness

- ▶ Building on the education knowledge base
- ▶ Will mostly be a workshop
- ▶ Disability History
- ▶ Celebration and Appreciation
- ▶ Reciprocal Empathy (when people get it wrong)



Reciprocal Empathy

When we think empathy in the context of the workplace, very rarely do we consider that there is a degree of grace that needs to be applied in both directions.

- ▶ Leadership to employees
- ▶ Employees to Leadership
- ▶ More experiences to newly hires
- ▶ Newly hired to more experienced
- ▶ Younger to older
- ▶ Older to younger

At some point we are all going to make mistakes in the process of learning and building together.

Reciprocal Empathy con.

In the case of youth/young adult engagement we have to take into account several factors:

- ▶ Experience (How can we help younger advocates gain more experience?)
- ▶ Knowledge base (What do they come to the table with?)
- ▶ Training (What do they lack and how can we help them develop their weaknesses?)
- ▶ Mentorship or Matriculation (Who can come alongside the individual, offer support, training and resources?)

Reciprocal Empathy con. 1

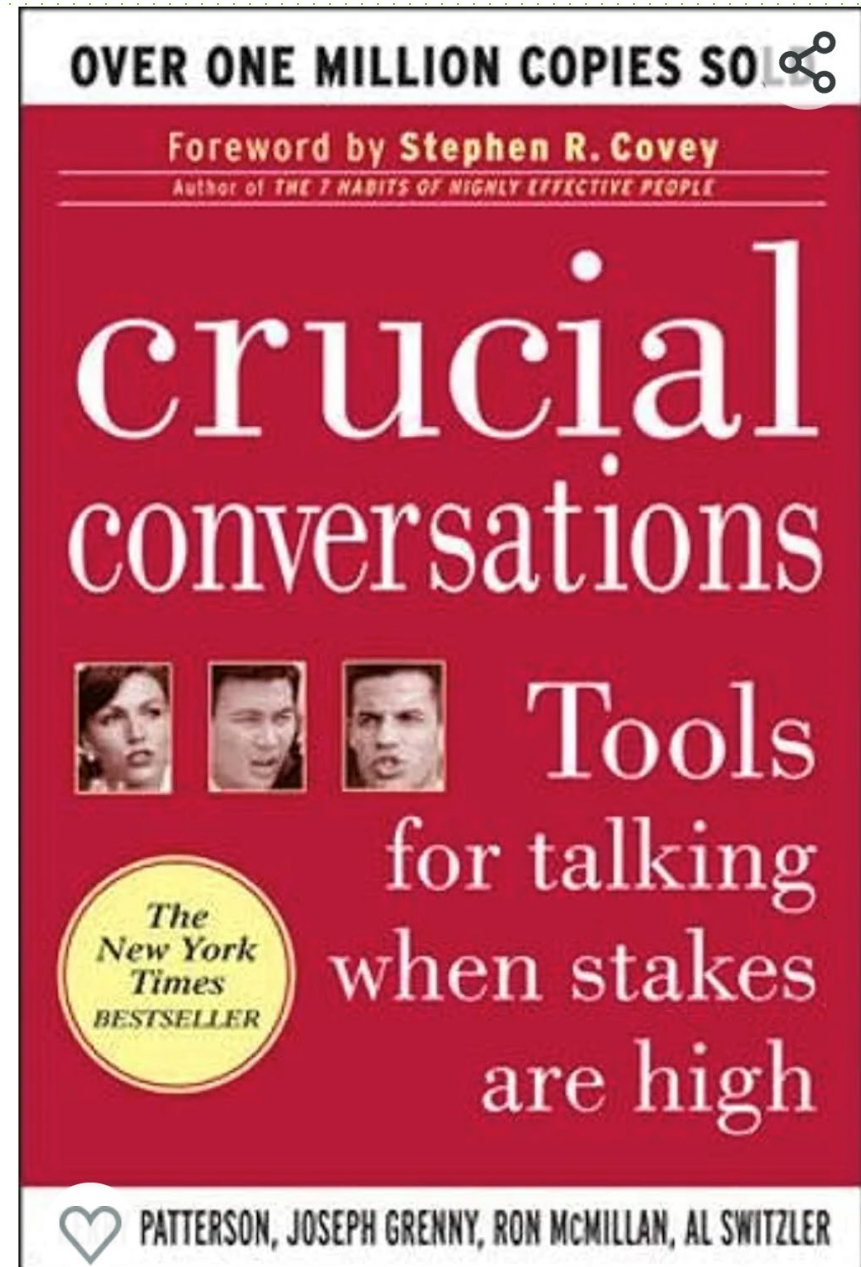
This takes a collective effort that stems from a community based organizational approach which requires the ability to extend grace within the scope of one's job description.

When collaboration occurs, you will run into bumps in the road either via miscommunication, difference of opinion, personal experience, professional experiences and even trauma.

Growth happens in relationship when we face these contingencies head on.

Reciprocal Empathy con. 2

Resources for effective
communication:



The background features a white base with several overlapping geometric shapes. On the left, a large light blue circle is partially visible. Scattered around it are various triangles in shades of blue, purple, pink, green, and yellow. A large, semi-transparent dotted pattern in light blue and grey is positioned behind the main text.

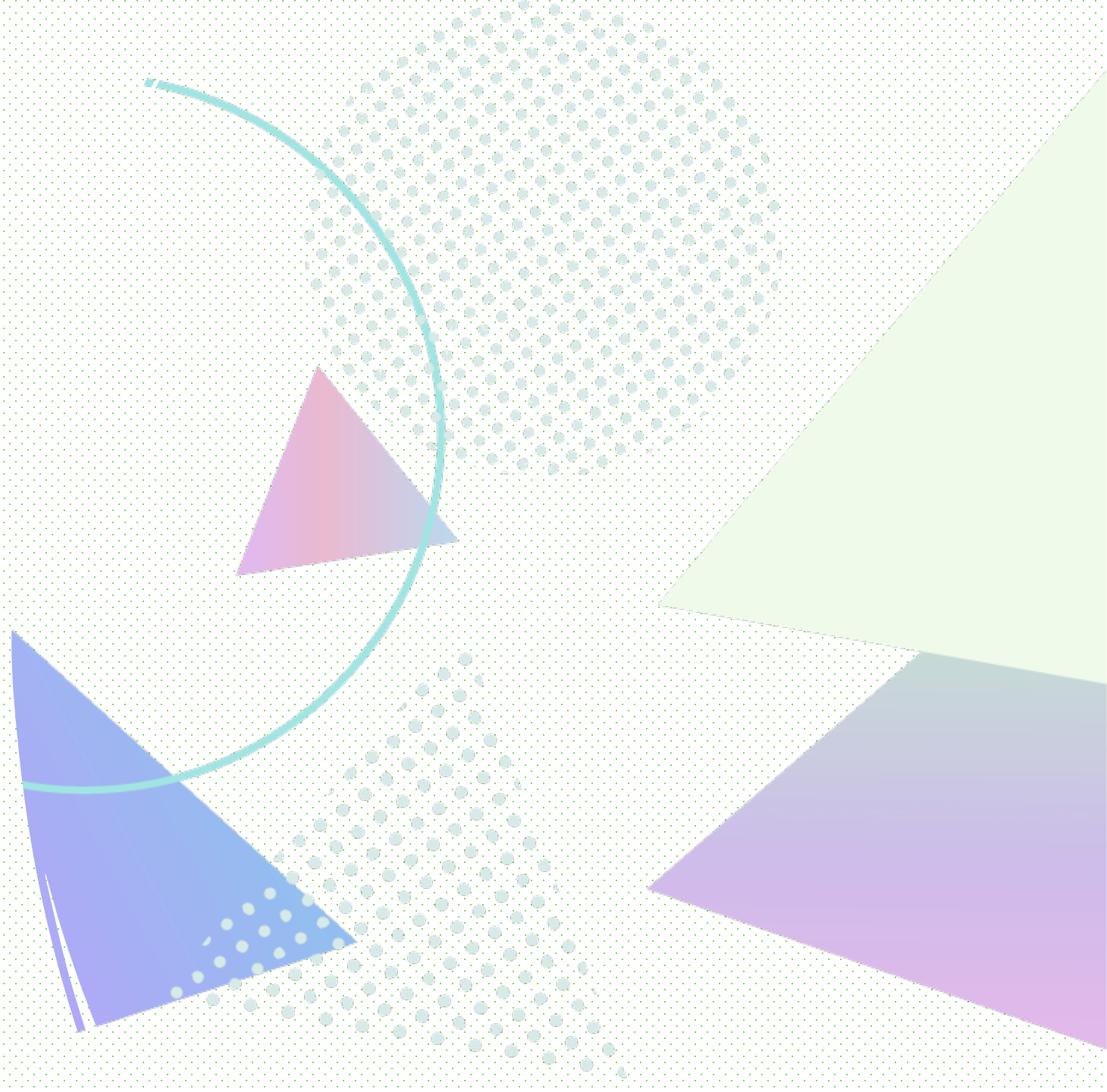
Section 3

Disability C.A.R.E.S.

Building a Healthy Culture Where Youth/Young Adults
with Disabilities Can Also Thrive

Section 3: Overview

- ▶ Disability C.A.R.E.S.
- ▶ Culture Analysis



Disability C.A.R.E.S.

This is less about do's and don'ts and more about providing insight that will influence how leaders think. Best practices.

- ▶ What does the organizational team already do?
- ▶ What do they need assistance with?
- ▶ What are the pain points within the organization vs the pain points of leadership with regard to disability?

The Basis for Disability C.A.R.E.S.

“C.A.R.E.S.” is a holistic inspired approach to the development of an impactful and caring organizational culture that welcomes people of all abilities, cultures, ethnicities, economic circumstances, and experience levels within the organization. The acronym C.A.R.E.S. stands for “Compassion,” “Accountability,” “Responsiveness,” “Edification,” and “Service.”

The background features several overlapping triangles in shades of green, purple, blue, and yellow. There are also circular patterns: one with a light blue dot grid and another with light blue diagonal lines. The text is centered in a bold, dark purple font.

Introduction to Disability C.A.R.E.S.

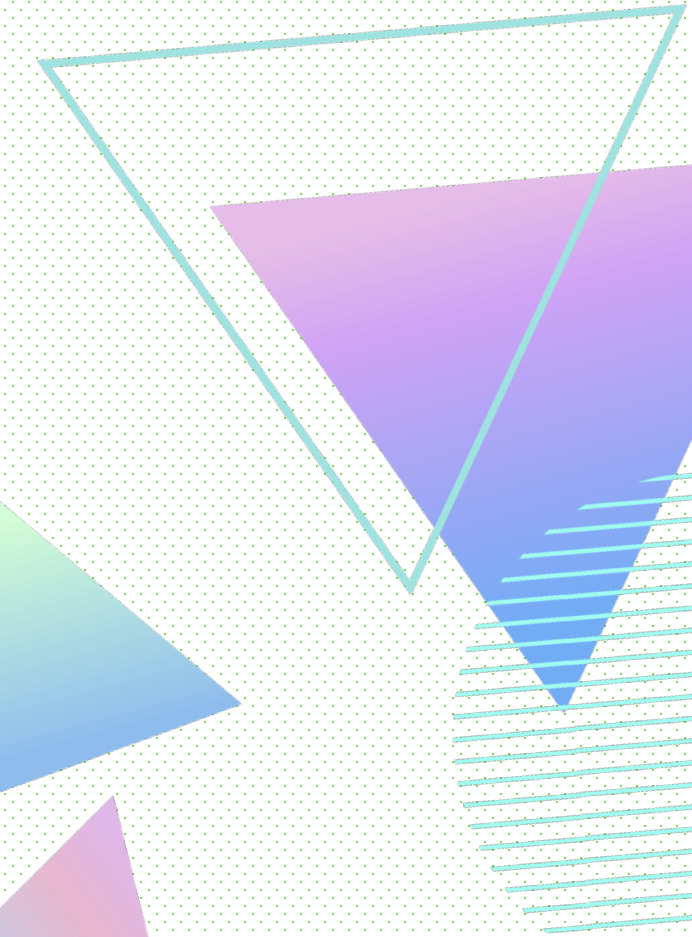
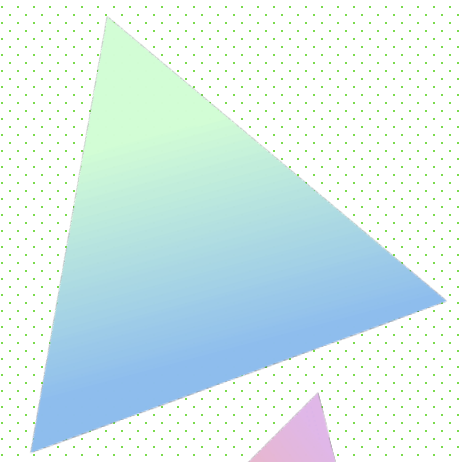
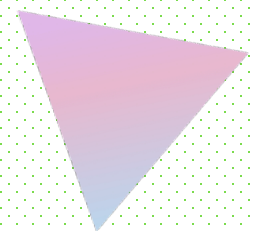


The “C”: in Disability C.A.R.E.S.

Compassion

The “A”: in Disability C.A.R.E.S.

Accountability



The background features several overlapping geometric shapes. On the left, there are several triangles in shades of blue and purple. A light blue circle is positioned on the left side, overlapping some of the triangles. In the bottom right corner, there is a triangular area filled with a pattern of small, light blue dots.

The “R”: in Disability C.A.R.E.S.

Responsiveness

The background features several overlapping triangles in shades of purple, green, and blue. There are also two circular halftone patterns, one at the top and one in the middle, composed of small dots.

The "E": in Disability C.A.R.E.S.

Edification

The "S": in Disability C.A.R.E.S.

Service

The background features several overlapping geometric shapes and patterns. A large light blue circle is centered behind the word 'Service'. To its right is a large light green triangle. Below the circle are two smaller triangles: a purple one pointing right and a blue one pointing left. There are also two circular areas filled with a light blue dot pattern, one above and one below the central circle.

The background features several abstract geometric shapes. In the top left, there is a large triangle with a purple-to-blue gradient. To its right is a circular shape filled with light blue vertical lines. In the top right, a triangle with a green-to-yellow gradient is visible. Below the vertical lines, a circle with a light blue dot pattern is present. In the bottom left, a triangle with a green-to-blue gradient is shown. In the bottom center, a smaller triangle with a purple-to-blue gradient is positioned. To its right, another circle with a light blue dot pattern is visible. In the bottom right, a large triangle with a light green-to-yellow gradient is shown, with a smaller purple-to-blue gradient triangle partially overlapping it.

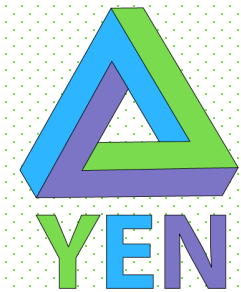
Conclusion

Culture Analysis

Much of the anxiety and frustration that wells up in the hearts and minds of leaders in disability related agencies comes from the very real burdens the organization is carrying already. The thought of adding one more program can seem daunting when your resources are already stretched thin beyond the integrity of your mission statement. Or maybe the foundation the organization was built on was more attuned to a previous era of functioning and now that model is no longer efficient with the demands of today. Both plights are understandable. The underlying issue becomes how do we move forward with the incorporation of something as necessary and uncharted as youth engagement?

Questions for Consideration

- ▶ Look at your why?
- ▶ Look at what your goal is?
- ▶ What programs exist that could be eliminated to create space?
- ▶ Who do you have?
- ▶ What don't you know?
- ▶ Who is already undertaking what you desire to accomplish?



yen.transitionta.org