

Contents

Introduction ♦ Definition of Terms ♦ Person-First Language ♦ Being Inclusive of All in Our TimeBanks

DISABILITY ACCESS- IS MORE THAN JUST GETTING IN THE DOOR

Hilary Hoban, Kathleen Samways, and Lorrie Hurkes

Introduction

Our three presenters brought much experience and expertise to the table. Participants of this workshop were committed to disability access in diverse ways. The group included voices from parents of children with disabilities, adults with disabilities, workers in the fields of mental health, developmental disabilities, supports services, education, and advocacy. The conversation was rich and passionate, covering topics such as defining legal terms of disability, person-first language, and how to make TimeBanks inclusive and welcoming for everyone. This workshop took the TimeBank philosophy that we all have a place and we all have something to contribute to the practical levels of what it means to have a place for everyone. The following are important notes that came from the discussion:

Participants

Bonnie Taylor
Barbara McCrae
Krysta Gougler
Patricia T. Hoban
Sara Forster



Definition of Terms		
Term	Our thoughts	Official definition
Disability ** In the big picture, the labels don't matter. We need to take a functional approach; we find the obstacle and we find the solution. **	Areas that need to be developed: “special needs” Learning, behavioral, intellectual, etc.	A physical or mental impairment that substantially limits one of more major life activities; a record of such an impairment; or being regarded as having such an impairment (ADA 1990)
Developmental Disability	3 or more life skills affected	
Reasonable Accommodation	something to make an area accessible to people with disabilities that is achievable for the organization required for <i>any</i> organization that receives federal funds These laws are mainly focused on the right to be employed.	Any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions... also includes adjustment to assure that a qualified individual with a disability has rights and privileges in employment

		equal to those of employees without disabilities (US Department of Justice)
Americans with Disabilities Act	ADA Someone taking care of someone with a disability is also covered under the ADA. (i.e. IEP meetings, doctor appointments, etc.)	Legislation in 1990 making it illegal to discriminate in employment against a qualified individual with a disability. Also outlaws discrimination against individuals with disabilities in transportation and telecommunications. (hudsonmilestones.org/glossary.htm)
Section 504 of the Rehabilitation Act of 1973		“No otherwise qualified disabled individual in the United States... shall, solely by reason of his or her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. (Rehabilitation Act 1973)
Assistive Technology	A “putt-putt,” for example	Any item, piece of equipment, or product system, whether obtained commercially off the shelf, modified, or customized, that is use to increase, maintain, or improve functional capabilities of individuals with disabilities

Person-First Language	
Don't Use	Instead Use
When you “disable” something, it no longer works at all. A diversity of ability does not mean you cannot contribute to our world. And you are not defined by your “disability.”	We are all people first and foremost, and should be addressed as such: <ul style="list-style-type: none"> Person who is blind Person with a learning disability Person in a wheelchair

<p>Blind guy Wheelchair kid The “r” word Handicapped: This term came from the end of WW2 when soldiers returned and we didn't have medical technology or supports to get them back into the workforce, so they would stand on the street and people would put money in their cap. Let's get rid of it!</p>	<p>Or, better yet, use someone’s name if you know it.</p>
<p>** There are some groups who don't prefer person first because of their cultural connection to their differing abilities. (i.e. deaf, autistic, etc.) But, if you are not sure, your safest approach is to use person-first language.</p>	

Being Inclusive of All in Our TimeBanks		
What do you feel when you belong?	What do you feel when you do not belong?	How do we make people feel like they belong?
<p>Valued, heard, accepted, useful, respected, contributing, relied on, responsible, needed, comfortable, confident, competent, complimented, safe, trusted, appreciated :)</p>	<p>Defensive, anxious, annoyed, not wanted, alone, disconnected, nervous, unfairness, outside the clique, hurt, frustration, anger, confused, put down, overwhelmed, :(</p>	<p>Person first language, patience, adaptable, consideration, awareness, support, respect, open dialogue, introduction, make a space, make eye contact, avoid inside jokes, Ask before you help or touch someone, invite someone in! Prepare ahead of time... *</p>
<p>* We can invite people in that can help members later. You want to be able to say, “Oh, Jane from XYZ organization can do that,” rather than, “We need this, who can we ask?” Be proactive.</p>		