

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the left and right sides of the frame, creating a modern, dynamic feel. The central area is a clean, white space where the text is placed.

Disability Awareness Training

Introduction

This training will provide community members knowledge about:

- ▶ The Americans with Disabilities Act (ADA)
- ▶ How to safely and comfortably interact with people with disabilities
- ▶ Provide an overall training on disability awareness and diversifying a board

What is the Americans with Disabilities (ADA)?

- The ADA is a civil rights law that *prohibits* discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public.
- It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications

Signed into law by President George H.W. Bush on July 26, 1990

“Together, we must remove the physical barriers we have created and the social barriers that we have accepted. For ours will never be a truly prosperous nation until all within it prosper.”





PWDs should have equal access to employment and accessible transportation.



PWDs should have access to public accommodations.



PWDs should have access to buildings and facilities without physical barriers.



PWDs should have access to proper telecommunication services.

How does the ADA address barriers for PWDs?



What is “disability”?

▶ Disability is a general term that is used for a permanent or long-term condition that interferes with a person’s ability to do something independently.

▶ For example, it may interfere with:

1. Walking
2. Talking
3. Seeing
4. Hearing
5. Taking care of oneself
6. Learning, etc.



Disability: Acceptable Terms

Disability may refer to different conditions, such as:

▶ Physical conditions

Paraplegia



▶ Mental health conditions

Depression



Disability: Acceptable Terms (cont'd)

- ▶ Cognitive/intellectual conditions
developmental disability



- ▶ sensory conditions
Blindness or Deafness



Disability: Unacceptable Terms

Handicapped

- ▶ Often used unacceptably as a synonym for disability-except when citing laws or regulations (such as parking signs), it should not be used to describe a disability
- ▶ Do not use “handicap” as an adjective to describe a person (e.g. do not say, “the handicapped child”)



Person First Language

- ▶ People First Language- puts the person before the disability, and describes what a person has, not who a person is. Using a diagnosis as a defining characteristic reflects prejudice, and also robs the person of the opportunity to define him/herself.
- ▶ Example of *not* using person first language:
 - ▶ “The wheelchair bound man...”
- ▶ Example of using person first language
 - ▶ “The man who uses a wheelchair...”

Diversifying your Board

Why include people with disabilities?

- ▶ Did you know? Nearly **20%** of the U.S. population identifies as having a disability
- ▶ BUT only a small percent serve on nonprofit boards
- ▶ Many boards and planning bodies attempt to diversify their boards based on race, gender, sexual orientation, etc, but disability is often overlooked
- ▶ They do not understand the value of accessibility, which is important for a very large segment of the population

What are the benefits of including people with disabilities?

- ▶ There are MANY benefits to including people with disabilities on boards or planning bodies. They are key stakeholders, constituents, and community members with a diverse range of talents and insights.



Including people with disabilities can be greatly beneficial:

- Can understand universal design and universal communication access awareness perspectives
- Can devise creative ways to remove barriers for people with disabilities
- Can strengthen an organization's ability to be inclusive of people with disabilities
- Increase funding opportunities: funders tend to reward organizations that commit to diversity and inclusion
- Can help an organization increase credibility with the disability community
- Can help to diversify board and broaden talent
- Can help boards to understand the issues facing people with disabilities
- Can enhance the board's skillset by providing insight on strategies, practices, and policies to strengthen programs
- Make practices, policies and programs more accessible and inclusive
- Can help the board to respond to the needs of diverse communities

Recruiting people with disabilities

- ▶ Avoid randomly recruiting people (neighbors, friends, etc)
- ▶ Look for individuals have disability and disability advocacy experience
- ▶ Look for individuals with cross-disability experience, not just one disability type
- ▶ It is best to recruit those who are actively involved with the disability community and can speak to issues or programs

Where to start recruiting?

- Local Centers for Independent Living (here is a list: http://www.txsilc.org/page_CILs.html)

- Texas State Independent Living Council



- Texas Council for Developmental Disabilities (TCDD)



- The ARC of Texas



- ADAPT of Texas



- Governor's Committee on People with Disabilities (GCPD)



- Rehabilitation Council of Texas (RCT)



SOURCES:

- ▶ <https://nonprofitquarterly.org/2017/02/28/ask-first-including-disability-diversity-conversation/>
- ▶ <https://www.thirdsector.co.uk/all-boards-include-people-disabilities/local-action/article/1427132>
- ▶ <http://www.jik.com/Effectively-Including-People.pdf>
- ▶ <https://www.chicagobusiness.com/article/20170227/NEWS07/170229905/people-with-disabilities-the-new-diversity-frontier>

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Questions?