

# Disability Inclusion







- Greenleaf JTS Community Donor & Engagement
   Specialist
- Former Greenleaf Job Coach
- Former Greenleaf Participant
- Self-Advocate



# **About Greenleaf Job Training Services**



We offer personalized support to match individuals facing disability and other obstacles, to meaningful employment so that everyone feels truly seen for who they are and who they capable of becoming.

We believe everyone has value in the workplace, no matter where they've been, where they want to go, or what challenges they face.





## Why Disability Inclusion?



- People with disabilities are a huge untapped labor pool.
- People with disabilities are loyal and stay at their jobs at a higher rate than their non-disabled peers.
- People love to support companies and organizations that are socially responsible and making a difference in our community.
- People with disabilities in the US have nearly \$500 billion in disposable income.



- Introduction to disability
- Terminology
- Person first vs identity first
- In-Person Interactions
- Accommodations
- Community Resources











### **Intro to Disability**



- Not a bad word
- Same diagnosis =/= same person
- Symptoms are a spectrum



#### Categories include:

- Developmental, including Autism
- Learning
- Intellectual
- Mental/Emotional
- Visual
- Hearing
- Speech/Language
- Physical



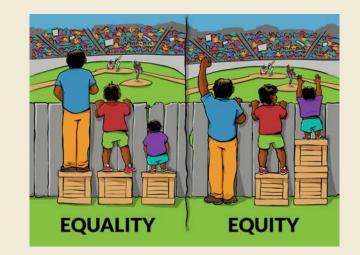


- <u>Diagnosis</u>-the identification of the nature of an illness or other problem by examination of the symptoms.
- <u>Disability</u>- a physical or mental condition that limits a person's movements, senses, or activities.
- <u>Accommodation</u>- a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process.
- <u>Accessibility</u>- when the needs of people with disabilities are specifically considered, and products, services, and facilities are built or modified so that they can be used by people of all abilities.

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- SA3
- **Equity** recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.
- <u>Equality</u>- the state of being equal, especially in status, rights, and opportunities.
- <u>Inclusion</u>- the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.





# Person First Language vs. Identity First Language



- Person First
  - Focuses on the fact that a person is a person just like everyone else whether they have a disability or not
  - Lets people identify with the fact that they are not just their disability, but a whole person
  - "Sarah is a friend with autism."

- Identity First
  - Focuses on the fact that a disability is a large part of a person's identity even if it is not their whole identity
  - Lets people take back ownership over their identity since it isn't a bad thing to have a disability
  - "Sarah is my autistic friend."





# Person First Language vs. Identity First Language

- Both languages identify someone's disability in the terms they are comfortable with
- Both languages don't make the disability a bad thing
- Similar to pronouns
  - ASK THE PERSON IF UNSURE









## In-Person Interactions







Communication that is made to ensure as many people as possible can read, understand, and process the information given.





- Normal pace (not fast) and clear diction
- Meet the person where they are
- Simple, but not diminutive
- Consider yes/no questions or a list of options to choose from when appropriate
- Check in for understanding
  - Does that make sense?
  - Should I repeat that?
  - Do you have any questions?





- Check with the person first- what are they comfortable with?
   What's best for them?
- Never assume ability level
  - Respect autonomy



- Blind =/= Complete Vison Loss
- Service dogs and/or canes not required
- Offering help
  - Ask them how to guide if you're unsure
  - Using the "clock method" is typical.









- Don't talk slower/louder
  - Many people who are deaf/hearing impaired have no other disability and should not be talked down to
- Keep a normal pace, face them, make lips easily visible, make eye contact
- Written communication when easier/appropriate
  - Type in phone
  - Hand write notes



### **Deaf/Hearing Impaired**



Communication Cards



understand what you want.



OTHER

SPEED LIMIT











**BROKEN** 





I AM DEAF.

I AM HARD OF HEARING.

This card is for law enforcement officers.

This card will help you communicate with me. THE BEST WAY(S) TO COMMUNICATE WITH ME

Use the QR code to search for an interpreter by Ohio county

#### COMMUNICATION TIPS

- · Get my attention first.
- . Move to a well-lit area, when possible,
- · Make eye contact when you speak. Repeat, rephrase, or write your request down if necessary

- . Shining a flashlight in my face will make it difficult for me to understand you.
- . I may need to communicate through a qualified sign language interpreter.
- . I may need to connect an assistive device to my hearing aid or cochlear implant to hear better.
- · A hearing aid or cochlear implant does NOT allow me to understand everything you say.

#### If I am going to be arrested or be asked to come in for questioning. I may need:

- A qualified sign language interpreter for both spoken and written communication.
- A communication access real-time translation (CART) for captioning conversations.
- · For a phone call video phone, internet service, computer, captioned telephone, or cell phone for texting.

Disclaimer: This visor card does not waive the the Americans with Disabilities Act (ADA).











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- Do not touch or move
- Talk to the person directly
- Ask for guidance on what can help





## Accommodations







### It depends...

- Accommodations are determined through the interactive process between the employee making the request and the employer
- They are required under the Americans with Disabilities
   Act
- Most accommodations cost less than \$500.





- Speech recognition software for dictating test
- Text to speech to convert written to spoken language
- Adaptive keyboards and mouse devices
- Remote sign language interpretation
- Smart glasses and hearing aids
- Accessible software and applications
- Cloud-based collaboration tools with accessibility features (i.e. meeting transcription in Teams and Zoom)
- Customizable workstation set-ups including adjustable desks and ergonomic chairs













#### **Contact Information:**

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# Thank You