

IR BREAKOUT SESSION

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INTRODUCTIONS

- Name
- Access Needs
- Information
- We will be offering some information, asking questions, and developing solutions together because everyone is an expert.

DISCUSSION QUESTIONS

- What comes to your mind when you serve people with disabilities?
- What are some challenges or barriers that you face when serving children and youth with disabilities in your communities?

3 TIPS FOR WORKING WITH PEOPLE WITH DISABILITIES

- Language (Person-first versus Identity-first)
- Meeting people where they are at
- Treat a mobility device like a body part
- Don't pet service dogs or move a blind person's hands without permission
- Be patient, things will likely take longer

WHAT IS ACCESSIBILITY

- Physical access to spaces, websites, materials, etc.
- Attitude of inclusivity
- Thinking ahead when possible (have a plan to serve all, budget for needed resources, and send agendas/documents ahead of time)
- Flexibility--meeting people where they are at

WHAT ARE REASONABLE ACCOMMODATIONS?

- A **reasonable accommodation** is assistance or changes to a position or workplace that will enable an employee to do his or her job despite having a disability. Under the **Americans with Disabilities Act**, employers are required to provide **reasonable accommodations** to qualified employees with disabilities, unless doing so would pose an undue hardship.

COMMUNICATION

- One thing that helps when working with people with disabilities is to first change the communication and the environment. You need to be welcoming for individuals with disabilities.
- It's Ok to make mistakes. That's how you learn.

- How do we talk about disability in immigrant and refugee communities? How do we talk to parents from their cultural communities, both parents of children with disabilities and parents of those without?

OFFERING HELP

- Ask the individual what works for them?
- Parents don't know where to get resources, and how to connect with different organizations.
- Help them meet other people who have similar challenges. Sometimes the disabled child wants to do something, but the parents are scared because they don't understand the system.
- Sometimes assessments are not culturally appropriate.

HOW DO YOU TALK ABOUT MENTAL HEALTH?

- Use cultural resources when you can, don't avoid them, and partner with them.
- Consider how to communicate with them culturally about mental health and sensitive topics. Just really think about the person.
- Question: What does mental health mean in your community?

WHAT CAN YOU DO TO BETTER SERVE OR SUPPORT PEOPLE WITH DISABILITIES?

- Each of you can make a choice to make a difference.
- A lot of small things make a difference.
- Treat people the way you want to be treated.
- Respect.
- When you have a program think about how you can make it accessible and inclusive before you create the program or event.
- Put the budget in, that way you don't have to go back and add things in.