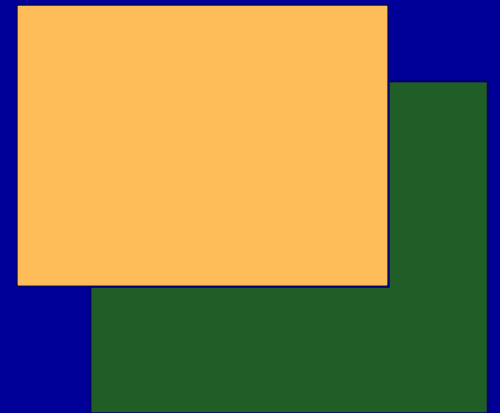


5-Part Workshop Series

# Disability 101

July 8, 2020



# Welcome

- ASL Interpreters
- Language Interpreters



MARB LANGUAGE SERVICES  
because "bigote" and "bigot" don't mean the same thing

# Quick Tips on How to Ensure Effective & Inclusive Communication

- Verify that your microphone is muted when others are speaking during the meeting.
- Speak slowly and clearly at all times
- Always take turns when speaking
- Utilize the 'Raise Hand' or chat room feature for all of your questions and comments.

# Schedule

June 24, 2020

✓ How to Produce Accessible Materials

July 8, 2020

➤ Disability 101

July 29, 2020

The Intersection of Disability & Civic Engagement

August 12, 2020

The Intersection of Disability & Abuse

August 26, 2020

How to Host an Accessible Event

# The Enable Project



This training is brought to you by the Enable Project, a coalition that brings together non-profit and social justice organizations and their staff to create channels for integration of people with disabilities within their organizations and movements. This training is designed to guide organizations on how to integrate and include people with disabilities in ongoing civic engagement. Doing so can empower people with disabilities to take advantage of their rights and participate in social justice and political movements. As a society, we all benefit when everyone is able to participate and contribute.



# Video



(<https://youtu.be/Gv1aDEFIXq8>)

# Speakers:



Did You  
Know?





# Equality vs. Equity

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

# Disability Statistics (US Census)

• United States	19.3%
• State of Florida	22.2%
• Miami-Dade County	25.7%
• City of Miami*	29.4%

\*In cities with over 100,000 people, Miami has the second highest percentage of individuals with disabilities in the nation

# Disability

The Americans with Disabilities Act of 1990 defines disability as any physical or mental impairment that substantially limits one or more major life activities. An impairment is considered a disability if its duration is longer than 6 months.



# Examples of major life activities

(including but not limited to)

<b>Caring for oneself</b>	<b>Sleeping</b>	<b>Breathing</b>	<b>Communicating</b>	<b>Eating</b>
<b>Performing manual tasks</b>	<b>Walking</b>	<b>Learning</b>	<b>Speaking</b>	<b>Bending</b>
<b>Seeing</b>	<b>Standing</b>	<b>Reading</b>	<b>Working</b>	<b>Talking</b>
<b>Hearing</b>	<b>Lifting</b>	<b>Concentrating</b>	<b>Thinking</b>	<b>Major Bodily Functions</b>

# Types of Disabilities

1. Physical – Restricts motion or agility
2. Developmental – Limitations in cognitive and/or intellectual capacity
3. Psychiatric – Conditions to produce emotional, behavioral, or mental health issues .
4. Sensory – Limitations in sight, hearing, and other senses.



# What is discrimination?

- All persons are entitled to the full and equal enjoyment of programs and services available to the public.
- When a person is denied, treated differently, or segregated because of their disability → discrimination.



Did You  
Know?



# Disability Etiquette

- Recognize individuality
- Ask before you help
- Person first language → use the person first
- Talk directly to the person with a disability
- Do NOT speak to the person with a person with a disability





# Do Say, Don't Say

Do Say	Don't Say
Disability	Differently abled, challenged
Guests with disabilities	The disabled, handicapped
Uses a wheelchair	Confined to a wheelchair, wheelchair bound
Intellectual disability	Retarded, mental retardation
Service animal or dog	Seeing eye dog
Psychiatric disability, mental illness	Crazy, psycho, schizo
Accessible parking or restroom, family restroom	Handicapped parking or disabled restroom

# Video



([https://youtu.be/hVFjS\\_BdZil](https://youtu.be/hVFjS_BdZil))

# Invisible vs. Visible Disability

Visible Disabilities are disabilities that can be seen.

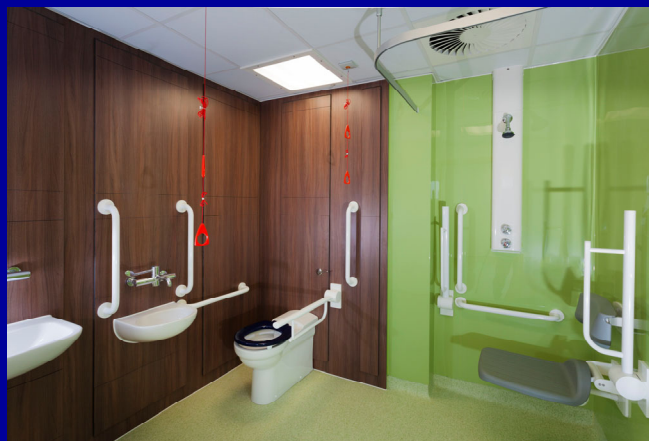
Invisible disabilities are disabilities that cannot be seen.



Did You  
Know?



# Create an Accessible Environment



# Video



(<https://youtu.be/LhpUJRGrZgc>)

# Reasonable Accommodations

What **Changes** in Policies and Procedures can encourage inclusion?



Add accommodation language to materials:

“If you have a disability and may require an accommodation to fully participate in this activity, please call (staff name) to request an accommodation at (phone #) or at (email address).”

# Common Accommodations

- Collaboration is KEY when deciding what accommodation(s) to provide an individual.





# Common Accommodations - Physical

- Accessible parking spaces with a clear path of travel into the facility.
- Easy access into a facility and doors that can be easily opened.
- Doorways that are at least 36" wide, so they can be entered using a wheelchair.
- Pathways in a facility at least 36" wide and free from obstacles such as tables.
- Accessible bathrooms that have grab bars and adequate turning room.



# Common Accommodations - Visual

- Audiotaped, Braille, or electronically formatted materials and written information.
- Accessible websites.
- Verbal descriptions of visual aids.
- Braille signs and auditory warning signals in office.
- Computer with optical character reader, voice output, Braille screen display, and printer output.
- Service dog policies.



# Common Accommodations - Deaf

- Access to certified ASL interpreters.
- Televisions equipped with decoding capability to display closed captions on the screen.
- Policies that allow trained hearing dogs into your facility.
- A video entry system to permit Deaf people to enter secured building entrances.



# Common Accommodations - Developmental

- Materials that use pictures, symbols, or diagrams instead of words.
- Have all information available in written format and also by audio.
- Have a line guide available to identify or highlight one line of text at a time.
- Allow verbal responses instead of written responses.



# Effective Communication

- Providing effective communication means that there **MUST** be two-way communication.
- The person with the disability must be able to both receive communication **AND** give communication back.
- Effective communication also goes hand-in-hand with accommodations: the accommodation provided must provide effective communication to the person with the disability.



# Service Animals

What is a Service Animal under the ADA?

A Service Animal is permitted in all public accommodations and state and local governmental facilities.



# Service Animals

Only two (2) questions can be asked:



1. Is the dog a service animal required because of a disability? and
2. What work or task has the dog been trained to perform?

**Staff are not allowed to request any documentation for the dog, require that the dog demonstrate its task, or inquire about the nature of the person's disability.**

# Service Animals – What else to know



No “official licenses” or registrations

No surcharges but you can charge for actual damages

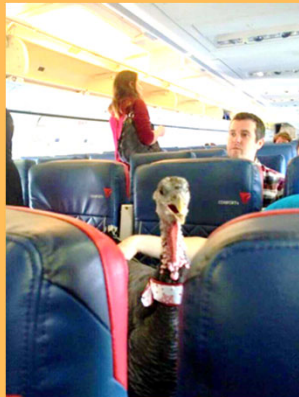
A service animal must be under the control of its user at all times

A service animal can only be barred from a facility where it may be a direct threat to others, or a fundamental alteration to the facility.



# Emotional Support Animals

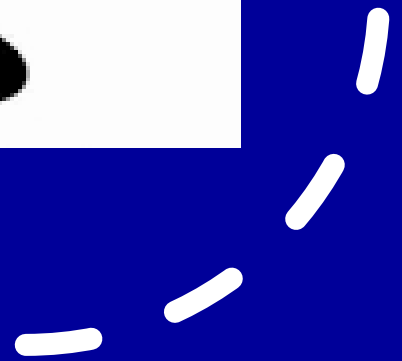
The Fair Housing Act permits any and all types of animals (subject to the animal being a direct threat to the health or safety of others or unreasonable) to be an “emotional support animal” that provides emotional support, well-being, comfort, or companionship for a person with mental illness or psychiatric disability.



Did You  
Know?



Questions



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# The Advocacy Network on Disabilities (AND)



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# Disability Independence Group (DIG)



Next  
Workshop

# The Intersection of Disability & Civic Engagement

July 29, 2020







Thank You