

Expanding Access and Inclusion for Youth with Disabilities

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Presentation Outline

- Introductions
- Disability Statistics
- Introduction to Inclusion
- Basic Components of Inclusive Programming
- Inclusive Communication
- Questions and Evaluation



Disability Statistics Globally

1. 1 in 7 (1 billion) individuals globally experiences a disability. Rate is increased among those living in extreme poverty (World Health Organization)
2. Persons with disabilities more likely to be victims of abuse (United Nations Enable)
3. Global literacy rate for people with disabilities is 3% (United Nations Enable)
4. Unemployment rate for people with disabilities higher than peers without disabilities. In US, the unemployment rate for people with disabilities is 65% compared to 5% of people without disabilities (U.S. Department of Labor, Office on Disability Employment Policy)

Digging Deeper Activity

- Why do you think such disparities exist?
- Why are these statistics important?



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What is Inclusion?



A proactive approach and belief that every person, regardless of ability or background, can meaningfully participate in all aspects of life.

Sustainability

- Quality and outcomes
- Customer satisfaction
- Market share
- Community and political support
- Productivity
- Satisfy accreditation standards
- Grants/Funding
- Good public relations

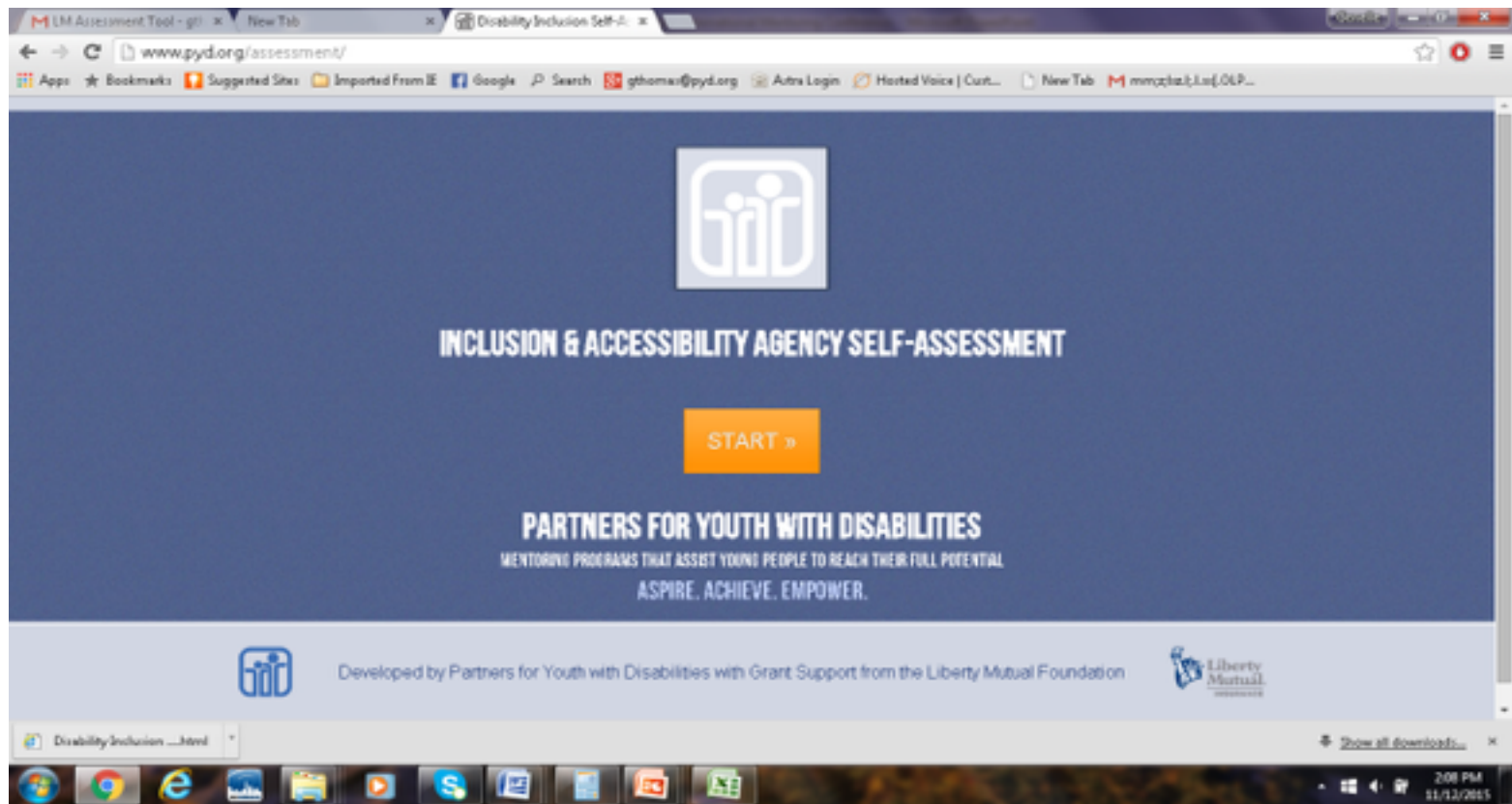


Advocacy Driving Goals Beyond Compliance



- Adaptive Sports and Recreation
- Assistive Technology
- Vocational Rehabilitation
 - YEP
 - Mentorship
 - Job Transition
- Psychology/Mental Health
- Inclusive Design
- Therapy/Wellness
- Advocacy/Empowerment/Accessibility

PYD's Inclusion Self Assessment



<http://www.pyd.org/assessment/>

What is Inclusive Communication?

Inclusive communication is understanding different aspects of communication and when to use certain strategies in order to foster an inclusive communication environment for all.



What Are the Key Elements of Communication?

- Words
- Tone
- Body language



Inclusive Language

- Person first language
- Avoid labels
- Avoid words that imply pity
- Zero tolerance for epithets
- Okay to use common expressions: “See you later.”
- Ask if help is needed (don’t assume it is)
- Use a strengths-based approach
- Ask for clarification when you don’t understand
- Do not “over praise” for completing everyday activities; avoid words that imply people with disabilities are heroic
- Ask questions, ex: “How best can I assist?”
- Ask about reasonable accommodations upon intake for longer term programs

Inclusive Tone

- Maintain normal volume
- Use same formality with all present
- No need to overemphasize words
- Maintain same speech speed
- Maintain normal pitch
- Use a friendly tone of voice
- Sarcasm can be misinterpreted

Inclusive Body Language

- Be sensitive about physical contact
- Speak directly to the person
- When talking with someone who has difficulty speaking, concentrate on what the individual is saying
- Make eye contact; being eye level can feel more comfortable
- Respect space and assistive devices



Youth Transition

- Partners for Youth with Disabilities provides mentors for youth ranging from ages 6-24, including online professional mentoring.
- Project SEARCH provides real-life work experience to help youth with significant disabilities make successful transitions from school to adult life
- Partnerships with Mass Commission for the Blind, Perkins School for the Blind and Community Work Services



Check List



- In what areas is your program inclusive?
- What stood out or surprised you?



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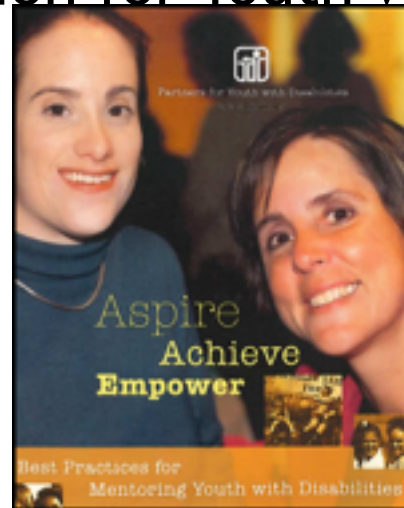


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Resources

“Best Practices Guide for Mentoring Youth with Disabilities”
and
“Expanding Access and Inclusion for Youth with Disabilities”



Available for free download at <http://www.pyd.org/organizations-and-nonprofits.php>

Questions & Evaluation