Addressing Disability and Increasing Access

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November 17, 2022

Agenda

Small Group Discussion: Experiences with Disability

Framing the Discussion:
  Definition (ADA; ADAAA)
  Models of Disability
  Ableism & Stigma around Mental Illness
  Microaggressions & Implicit Bias
  Disability Justice

Videos: "The Real Story" & "5 Phrases Disabled People are Tired Of"

Meaningful Access Environments, with Small Group Discussion

Small Group Discussion: Next Steps

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Small Group Discussion: Experiences with Disability

- When you hear the word "disability," what comes to mind?

- What is your experience interacting with people with disabilities?

- What kinds of barriers do individuals with disabilities face?

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Definition of Disability

A physical or mental impairment that substantially limits one or more major life activities (including, but not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, working, and operation of a major bodily function).

Americans with Disabilities Act (ADA) 1990
Americans With Disabilities Amendments Act (ADAAA) 2008

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Medical Model

Social Model

Medical Model	Social Model
Disability is a deficiency or abnormality.	Disability is a difference.
Being disabled is negative.	Being disabled, in itself, is neutral.
Disability resides in the individual.	Disability derives from the interaction between the individual and society.
The remedy is cure or normalization of the individual.	The remedy is a change in the interaction between the individual and society.
The agent of remedy is the professional.	The agent of remedy can be the individual, an advocate, or anyone who creates change.

From Carol Gill, Director. Chicago Institute of Disability Research.

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Ableism – 3 Constructs

Societal practices and dominant attitudes that devalue and limit the potential of persons with disabilities.

A set of practices and beliefs that assign inferior value (worth) to people who have developmental, emotional, physical or psychiatric disabilities.

A set of assumptions (conscious or unconscious) and practices that promote differential or unequal treatment of people because of actual or presumed disabilities.

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Stigma and Mental Illness   (cont.)

According to the National Alliance on Mental Illness (NAMI):

• 1 in 5 U.S. adults experience mental illness each year

• 1 in 25 U.S. adults experience serious mental illness each year

• 1 in 6 U.S. youth aged 6-17 experience a mental health disorder each year

• 50% of all lifetime mental illness begins by age 14 & 75% by age 24

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Stigma and Mental Illness   (cont.)

- Suicide is the 2nd leading cause of death among people aged 10-34

According to the National Institute of Mental Health (NIMH), research shows that only half of those with mental illness receive care each year.

These numbers are BEFORE the pandemic.

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Stigma and Mental Illness (cont.)

- Due to the Coronavirus pandemic, anxiety and depression are rising. There are many concerns being raised about what is being called the "shadow pandemic," a mental health crisis caused from the Coronavirus pandemic.

- According to the Centers for Disease Control (CDC), during June 2020 amidst COVID-19, 40% of U.S. adults reported struggling with mental health or substance use.

From Georgia Hope Blog, "Mental Health During the Coronavirus Pandemic: The 'Shadow Pandemic' and Why Mental Health Matters More Than Ever Right Now"

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Stigma and Mental Illness   (cont.)

- A new CDC report finds that children's visits to emergency departments for mental health concerns have been higher than usual this year, possibly due to the Covid-19 pandemic. The proportion of such visits was up 24% among those ages 5-11 and 31% among adolescents aged 12-17, compared to the same period last year.

From Georgia Hope Blog, "Mental Health During the Coronavirus Pandemic: The 'Shadow Pandemic' and Why Mental Health Matters More Than Ever Right Now"

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Examples of Microaggressions

- "I don't even think of you as disabled"

- "You need to be a DHS employee first and a person with a disability second"

- "How can you be going for your Master's in psychology when you have a mental health condition yourself?"

- "I'd rather be dead than be blind"

- "You seem so normal"

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Implicit/Unconscious/Unexamined Bias

"Unexamined bias is a form of stereotyping that is often **unintentional, automatic, and outside of our awareness.** Often contradicting to our conscious beliefs. Also called subtle or implicit bias. Framing it specifically as "unexamined" puts onus for change on the person who harbors or acts on bias, holding them accountable."

Center for Institutional Change, University of Washington

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"The Real Story:
Media Coverage of
Disability Issues in Minnesota"

(Jerry Smith, Director, 2013)

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"5 Phrases Disabled People are Tired Of"

(Decoded, Franchesca Ramsey, 2018)

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Meaningful Access Environments

Physical

Information

Program/
Policy

Attitudinal

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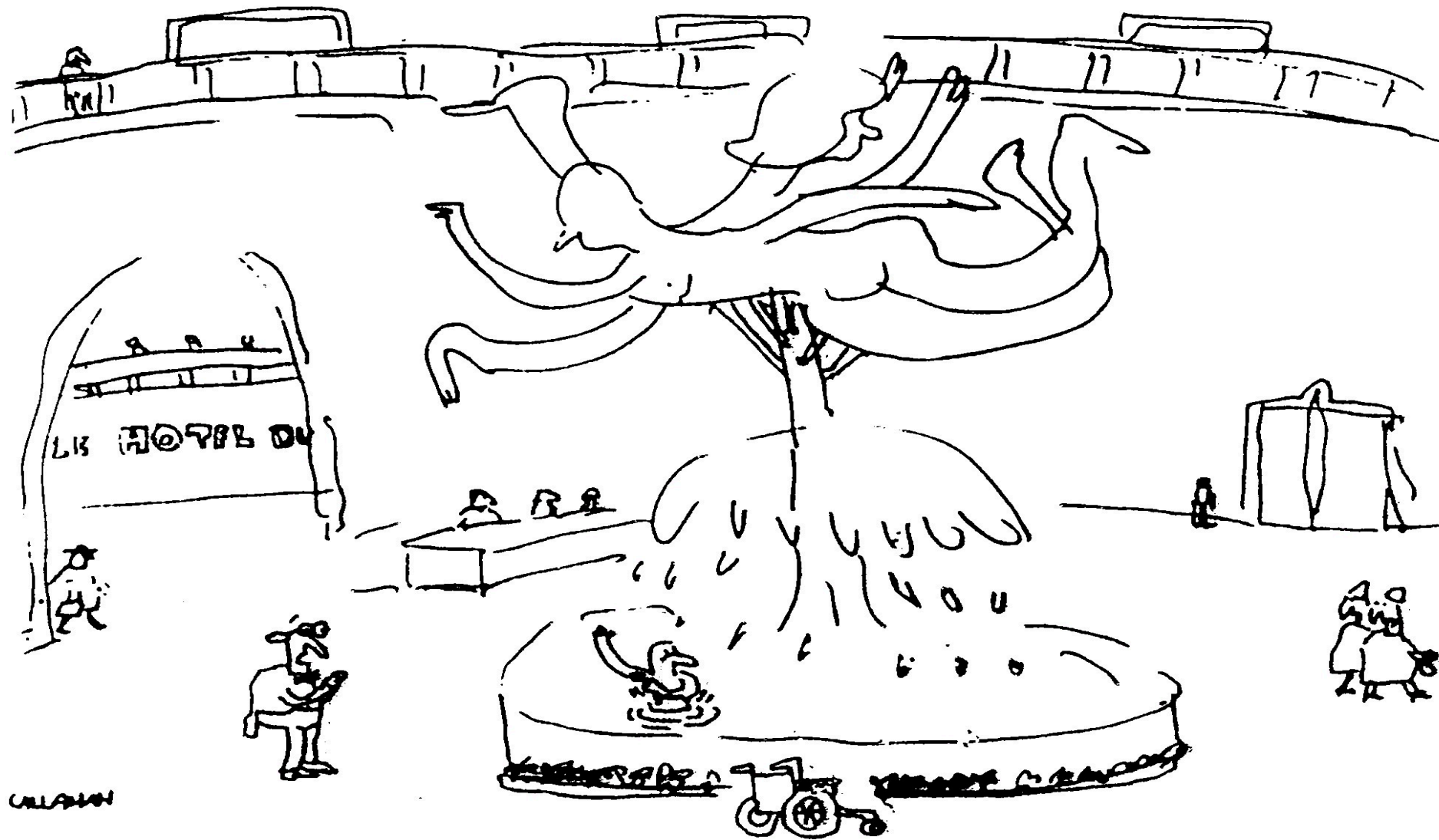
"As manager of the hotel I promise I will personally find you a room with an accessible bathroom!!!"

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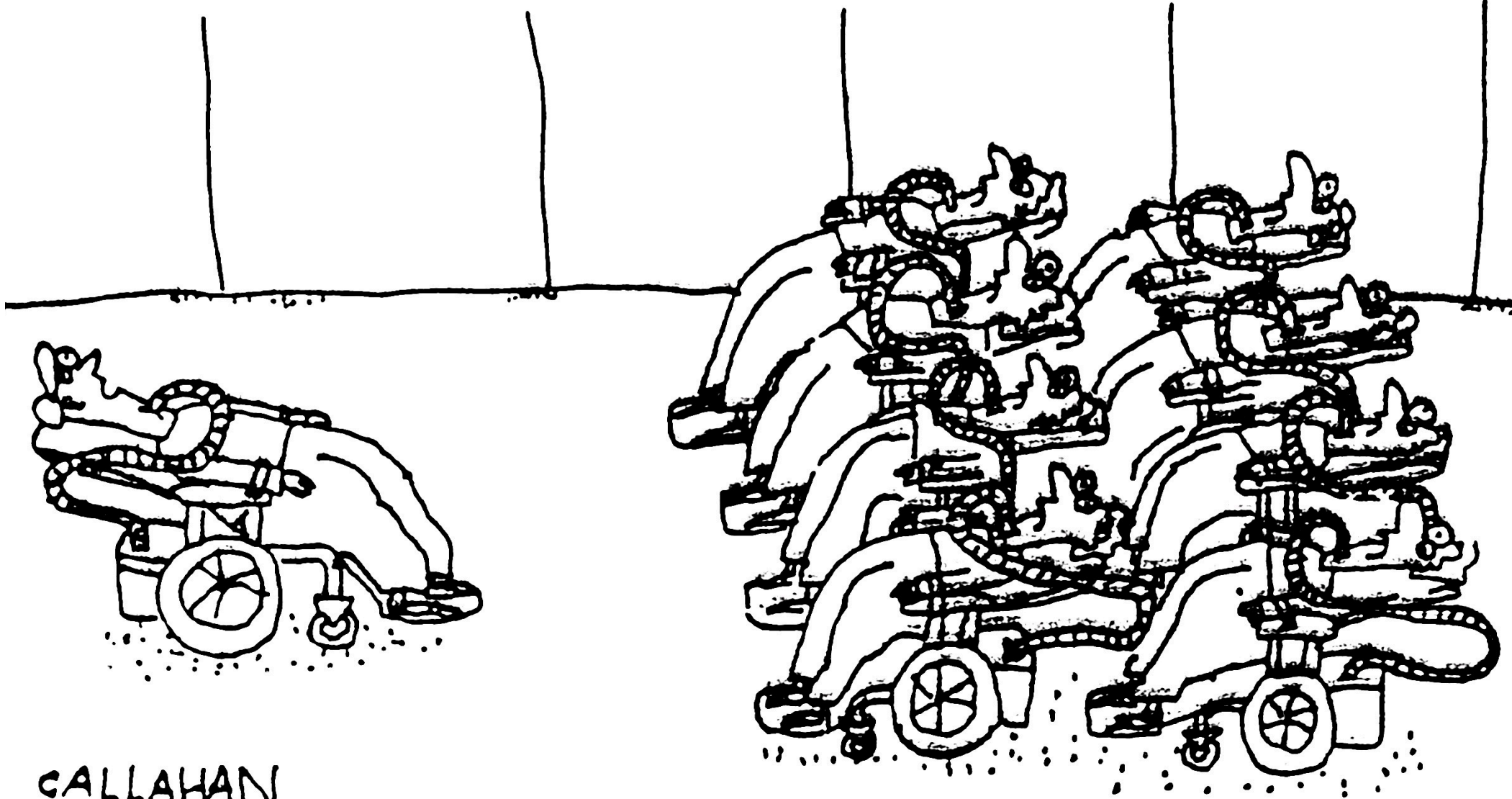
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"OKAY, LET'S GET THOSE EYEBALLS MOVING!!"

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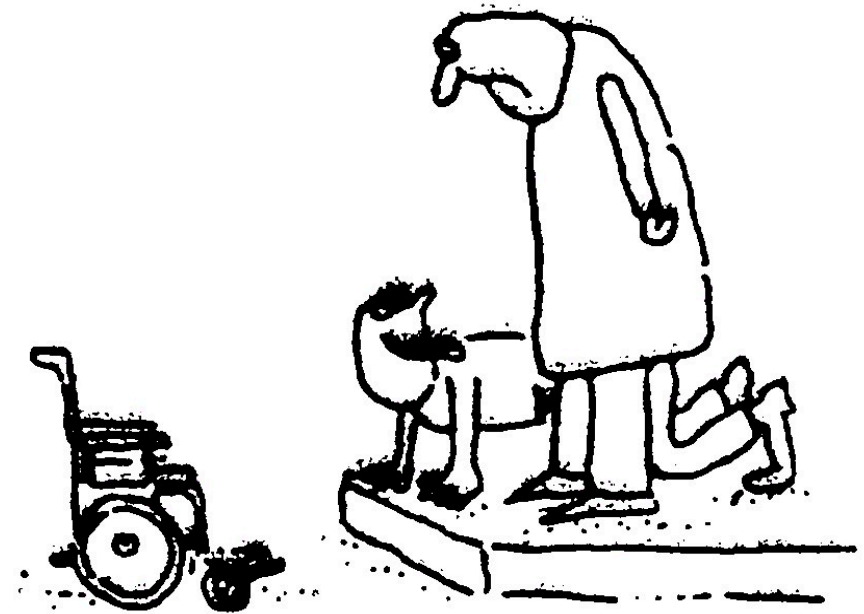
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Consider the Four Meaningful Access Environments:

Physical

Information

Program/Policy

Attitudinal

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Small Group Discussion: Meaningful Access

Think about UCare - and any other spaces that are important to you.

• What barriers may exist for people with disabilities?

• How can UCare eliminate these barriers? How can you show up as an ally for people with disabilities? Be specific.

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What can you do to be an ally?

Consider accessibility for each person, not "most people"

Be an ally

Transfer of power: Power with instead of power over

Call out microaggressions or inaccessibility when it occurs even if it doesn't affect you

Consider and acknowledge non-disabled privilege

Embedding accessibility

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Next Steps: Challenging Ableism

• What can you do, personally, to challenge ableism in the places and spaces you inhabit? Be specific. Consider what you can do to challenge ableism within UCare.

• What can UCare do to challenge ableism and support its staff and community members who live with a disability? Be specific.

• What barriers or challenges might get in the way of this work? How can you overcome these barriers and challenges?

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Disability Justice

"All bodies are unique and essential. All bodies are whole. All bodies have strengths and needs that must be met. We are powerful not despite the complexities of our bodies, but because of them. We move together, with no body left behind. This is disability justice."

Patty Berne, *Sins Invalid*

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A message from UCare

Our Special Needs team is ready to help

- Our licensed UCare agents can answer questions you may have about Special Needs Plans and how we can help you serve our members.

  – Call us 8 a.m.-5 p.m. Monday-Friday

  612-676-3554 or **1-800-707-1711**

What's next?

- A follow up email with:
    - A link to your CEU certificate
    - The presentation

Thank you for attending!

Thank you!

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