



Georgia's Assistive
Technology Act Program

Exploring Disability Awareness: Building Bridges for an Inclusive Workplace

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Tools for Life at Georgia Tech

www.gatfl.gatech.edu

Agenda



- 10:00 AM Welcome and Introductions
- 10:15 AM Exploring Tools for Life | AMAC Accessibility Solutions
- 10:30 AM Considering Assistive Technology
- 11:00 AM Defining Disability Culture: People First
- 12:00 PM Break for Lunch
- 1:30 PM Making the Connection: Etiquette and Communication
- 2:30 PM Exploring AT Solutions and Trends in the Workplace
- 3:15 PM Q&A
- 3:30 PM Adjourn

Ask It Basket!



What are your questions?
Here is your opportunity!

Tools for Life



We're here to help Georgians with disabilities gain access to and acquisition of assistive technology devices and assistive technology services so they can live, learn, work, and play independently in the communities of their choice.



AMAC Accessibility



AMAC creates practical solutions that work, with a focus on utility, ease of use, and high quality.

- **Accessibility Consulting** focuses on organizational accessibility needs with evaluation, technical assistance, customer support, and website accessibility solutions.
- **Braille Services** produces customized projects from both print materials and electronic text including partial books and chapters or graphics only using cutting-edge technology.
- **Captioning Services** makes classrooms, meetings, labs and other audio environments fully accessible for deaf or hard-of-hearing.
- **Professional E-Text Producers** provide high-quality e-text in many formats such as PDF, DOC, DAISY, and HTML.
- **Certified Assistive Technology team** provides on-site and remote assessments, demonstrations, training and technical assistance for education, work, and daily living environments.

For more information, please visit our website at www.amacusg.org

Tools for Life

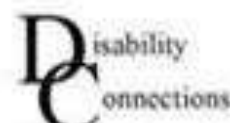
Georgia's Federal AT Act Program



- Tools for Life is a program of AMAC Accessibility Services, Georgia Tech
- We serve individuals of all ages & disabilities in Georgia
- TFL Network
 - Assistive Technology Resource Centers/Outreach Sites
 - Lending Libraries
 - Training and Demonstrations
 - AT Reuse
 - AT Funding Education/Assistance and Resources
- Online Resources
 - www.gatfl.org



Georgia's Assistive Technology Act Program

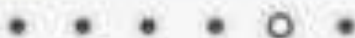


The Middle Georgia Center for Independent Living, Inc.



[TRAINING](#)[FUNDING](#)[PUBLICATIONS](#)[TFL WIKI](#)[MEET THE TFL TEAM](#)[MEET THE
ADVISORY COUNCIL](#)[DIRECTIONS/MAP](#)[JOIN OUR
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Find or Donate Your Gently Used AT & DME



Welcome to Tools for Life

Tools for Life, Georgia's Assistive Technology Act Program, is dedicated to increasing access to and acquisition of assistive technology (AT) devices and services for Georgians of all ages and disabilities so they can live, learn, work and play independently and with greater freedom in communities of their choice.

2015 IDEAS CONFERENCE

JUN
1

Epworth by the Sea, St. Simons Island

2015 GATE SEMINAR

DEC
4

Georgia Tech Student Center

WEBINARS

MAY
7

Exploring College and Career
Readiness through Assistive
Technology

- Current Webinar Schedule
- Webinar Archives

TOOLS FOR LIFE APPFINDER



...for Living, Learning, Working, and Playing.

AT ONLINE EXCHANGE



Considering Assistive Technology: What Works for the Individual

Defining Assistive Technology



- Assistive technology – “Any item, piece of equipment, product system, whether acquired commercially, modified, or customized, that is used to increase, maintain, or improve functional capabilities of individuals with disabilities.”
- Assistive technology service – “Any service that directly assists an individual with a disability in the selection, acquisition, or use of an assistive technology device.”

Examples of Assistive Technology



- Vehicles and Vehicle Modifications
 - Digi-Drive
 - Hand Controls
- Home Modification
 - Ramps, Roll-in showers
 - Environmental Controls
- Computers and Adaptive Software
- Communication
- Learning / Cognitive – Smartphones
- Mobility Aids
 - Wheelchairs
 - Walkers
 - Crutches
- Hearing Aids
 - FM Systems
- Vision Equipment
 - Video Magnifiers
 - Screen Magnification

TFL AppFinder

- App Name
- Categories
 - Book
 - Education
 - Environmental Adaptations
 - Hearing
 - Cognition, Learning, Developmental
 - Navigation
 - Personal Care and Safety
 - Productivity
 - Communication
 - Therapeutic Aids
 - Vision



Team Approach



1. The Person with the disAbility

- ✓ Circle of Support – Family of Choice
- ✓ Case Managers
- ✓ Technologist
- ✓ Occupational Therapist
- ✓ Speech & Language Pathologist
- ✓ Physical Therapist
- ✓ Engineer

Staying off the “FAST” Track



- ✓ Frustration
- ✓ Anxiety
- ✓ Stress
- ✓ Tension

AT Acquisition!



- Tools for Life endeavors to break down the barriers which prevent individuals with disabilities, their families, and service providers from acquiring and effectively using Assistive Technologies to gain greater independence.
- To insure that AT products are available to Georgians with disabilities
- Eliminate Funding Barriers

Friends of Disabled Adults and Children - FODAC



- With a strong network of volunteers and partners, FODAC provides refurbished equipment and services improve their overall quality of life.
- Refurbished items can be cost effective
- FODAC is a partnering agency and have programs for:
 - Durable Medical Equipment
 - Home Mods
 - ReMount
 - Disposable Medical Equipment
- www.fodac.org



Dollars and Sense



- **Your online funding guide**
- **Create and add resources**
- **Local, statewide and national**
- **<http://gatfl.gatech.edu/ds>**

What is Credit-Able?



- **Alternative Financing Program for Georgia**
- **Low interest, small loans**
 - **\$250-\$5,000**
 - **Interest rate of 5-9%**
- **Used for:**
 - **Equipment**
 - **Software**
 - **Home mods**
 - **Vehicle mods**



Why Credit-Able?



- Flexibility
- Personal
- More accessible
- Build/re-build credit
- You save money



Eligibility Criteria



Be a resident of Georgia

AND

**A person
with a
disability**

or

**A family
member/guardian
of a person with a
disability**

or

**An employer of
a person with a
disability**

AND

**Be able to pay
back the loan**

&

**Using the loan
for AT**

Why Assistive Technology?



For a person without a disability, technology makes life easier.

For a person with a disability, technology makes life possible.



Who are We Serving



- Over 54,000,000 individuals in the United States have disabilities that affect their ability to:
 - see
 - hear
 - communicate
 - reason
 - walk
 - perform other basic life functions

Statistics to Think About



October 2016 Disability Employment Statistics

- **Labor Force Participation**
 - People with disabilities: 20.0%
 - People without disabilities: 68.6%
- **Unemployment Rate**
 - People with disabilities: 9.9%
 - People without disabilities: 4.5%

Office of Disability Employment Policy (ODEP)

Disability is Natural



- Disability is a natural part of the human experience and in no way diminishes the right of individuals to:
 - (A) live independently;
 - (B) enjoy self-determination and make choices;
 - (C) benefit from an education;
 - (D) pursue meaningful careers; and
 - (E) enjoy full inclusion and integration in the economic, political, social, cultural, and educational mainstream of society in the United States.

Public Law 108-364

More Facts to Think About



- People with disabilities are the largest minority group in America.
- This group cuts across racial, ethnic, religious, gender and age boundaries.
- Anyone can become a member of this minority group at any time.



More Guiding Principles



- Just by working here people see you as a leader.
- The work you do is transformational.
- Our success is interconnected.
- Success breeds success.
- You have the power to make the difference.

New on ADA.gov

SANPRM Comment Period Extended

Closes October 7, 2016

Beyond the Cases: 26 Years of the ADA | PDF

The Lives, Faces, and Stories Behind the ADA (posted 7/28/16)

YMCA of the Triangle

Settlement Agreement (posted 7/28/16)

Twenty Six Years of the Americans with Disabilities Act: The Lives, Faces and Stories Behind the ADA

Justice Blog Post (posted 7/26/16)

Byesville, Ohio

Settlement Agreement (posted 7/18/16)

Omaha Performing Arts Society

Settlement Agreement (posted 7/14/16)

The Natural Epicurean Academy of Culinary Arts

Settlement Agreement (posted 7/5/16)

ADA Checklist for Polling Places | PDF

Updated Technical Assistance Publication (posted 6/30/16)

Ruffing Montessori School

U.S. Motion to Intervene (posted 6/28/16)

Robinson v. Farley | PDF

Statement of Interest (posted 6/27/16)

Nevada Department of Corrections



U.S. v. Greyhound Lines, Inc.
Settlement Agreement

**Claims Process
Available Here**

INTRODUCTION TO THE ADA

Publications and videos that answer these questions and more: What is the ADA? Who is a person with a disability? Who must comply with the ADA? Where can you call to ask questions about the ADA?

Featured Topics



ADA.gov/AIDS



1 2 3 4 5 6 7 8 9 10

File a Complaint

Instructions for filing a complaint with the Department of Justice and for requesting accommodations for the filing process

Americans with Disabilities Act (ADA)



Public Law 101-336 [42 USC 12101]

- The ADA prohibits discrimination on the basis of disability in employment, state and local government, public accommodations, commercial facilities, transportation, and telecommunications.
 - Title I addresses employment, saying that any employer who has 15 or more employees must offer “equal opportunity” to employment-related activities.
 - Title II applies to state and local governments, and insists that people with disabilities be given equal access to public education, employment, transportation, recreation, health care, and other areas under their control.
 - Title III addresses public accommodations that may be provided by private companies, including private schools, restaurants, stores, hotels, doctors’ offices, etc.
 - Title IV addresses assistive technology specifically, as it requires that telephone companies provide the necessary services to allow people who are deaf or hearing impaired to use telecommunications devices.

Disability is often a
consequence of the environment

So, Change the Environment to be
Inclusive & Accessible!

What is disability Culture?



- Disability culture embodies a broad definition.
- The words, "disability," and "culture" are each value-laden, and have different connotations.
- We all identify with more than one culture.

One Definition



What is Disability Culture?

- **“People with disabilities have forged a group identity. We share a common history of oppression and a common bond of resilience. We generate art, music, literature, and other expressions of our lives and our culture, infused from our experience of disability. Most importantly, we are proud of ourselves as people with disabilities. We claim our disabilities with pride as part of our identity. We are who we are: we are people with disabilities.”**

Steven E. Brown, Ph.D., Co-Founder, Institute on disability Culture, Published in a 1996 issue of MAINSTREAM Magazine

Defining Medical Model



- Under the medical model, impairments or differences should be 'fixed' or changed by medical and other treatments, even when the impairment or difference does not cause pain or illness.
- People with disabilities are to be adapted to fit into the world as it is.

Medical Model: Barriers



- Environmental and design barriers make it difficult to have a successful future whether it is in work, school, leisure and entertainment facilities, transport, training, higher education, housing or in personal, family and social life.
- Practices and attitudes are seen as "disabling".

Medical Model of Disability



- The emphasis is on dependence.
- Focus is on the impairment, rather than the needs of the person.
- Often, institution is the norm where basic needs can be met.

Defining Social Model



- Disability is caused by the way society is organized, rather than by a person's impairment or difference.
- Views that the position of disabled people and the discrimination against us are socially created and has little to do with our impairments.
- Restructuring society

Social Model of Disability



- Explores ways of removing barriers that restrict life choices for disabled people.
- When barriers are removed, disabled people can be independent and equal in society, with choice and control over their own lives.

Social Model: Solutions



- Traditional medical model did not explain their personal experience of disability or help to develop more inclusive ways of living.
- Encourages people with disabilities to redefine what "disability" means to them.
- Perpetuates confidence and self-esteem.



Partner with us to reach over 220 countries and territories.



Lupus and Diet: From Wheelchair-Bound to Mrs. New York USA

One woman shares her story during Lupus Awareness Month.



One woman's journey to leaving her wheelchair behind.

Common Misconceptions



- Unfortunately, and inaccurately, people with disabilities are often viewed as:
 - victims, or objects of pity
 - horrible or grotesque
 - burdens, either on society or on their families and carers
 - evil, or some threat to the comfort and safety of others
 - unable, or assumed to be unable, to do things
 - having multiple disabilities (such as assuming that a person who uses a wheelchair also has an intellectual disability)
 - childlike
 - "special"
- Such misconceptions are based on insufficient or inaccurate information about people with disabilities and can perpetuate inappropriate interactions.

Understanding Attitudinal Barriers



- People with disabilities face many barriers every day—from physical obstacles in buildings to systemic barriers in employment and civic programs.
- Often, the most difficult barriers to overcome are attitudes other people carry regarding people with disabilities.
- Whether born from ignorance, fear, misunderstanding or hate, these attitudes keep people from appreciating—and experiencing—the full potential a person with a disability can achieve.

Types of Attitudinal Barriers



- **Inferiority** - Because a person may be impaired in one of life's major functions, some people believe that individual is a "second-class citizen." However, most people with disabilities have skills that make the impairment moot in the workplace.
- **Pity** - People feel sorry for the person with a disability, which tends to lead to patronizing attitudes. People with disabilities generally don't want pity and charity, just equal opportunity to earn their own way and live independently.
- **Hero worship** - People consider someone with a disability who lives independently or pursues a profession to be brave or "special" for overcoming a disability. But most people with disabilities do not want accolades for performing day-to-day tasks. The disability is there; the individual has simply learned to adapt by using his or her skills and knowledge, just as everybody adapts to being tall, short, strong, fast, easy-going, bald, blonde, etc.

Types of Attitudinal Barriers (even more)



- **Denial** - Many disabilities are "hidden," such as learning disabilities, psychiatric disabilities, epilepsy, cancer, arthritis and heart conditions. People tend to believe these are not bona fide disabilities needing accommodation. The ADA defines "disability" as an impairment that "substantially limits one or more of the major life activities." Accommodating "hidden" disabilities which meet the above definition can keep valued employees on the job and open doors for new employees.
- **Fear** - Many people are afraid that they will "do or say the wrong thing" around someone with a disability. They therefore avert their own discomfort by avoiding the individual with a disability. As with meeting a person from a different culture, frequent encounters can raise the comfort level.

Types of Attitudinal Barriers (cont'd)



- **Ignorance** - People with disabilities are often dismissed as incapable of accomplishing a task without the opportunity to display their skills. In fact, people with quadriplegia can drive cars and have children. People who are blind can tell time on a watch and visit museums. People who are deaf can play baseball and enjoy music. People with developmental disabilities can be creative and maintain strong work ethics.
- **The Spread Effect** - People assume that an individual's disability negatively affects other senses, abilities or personality traits, or that the total person is impaired. For example, many people shout at people who are blind or don't expect people using wheelchairs to have the intelligence to speak for themselves. Focusing on the person's abilities rather than his or her disability counters this type of prejudice.

Types of Attitudinal Barriers (more)



- **Stereotypes** - The other side of the spread effect is the positive and negative generalizations people form about disabilities. For example, many believe that all people who are blind are great musicians or have a keener sense of smell and hearing, that all people who use wheelchairs are docile or compete in paralympics, that all people with developmental disabilities are innocent and sweet-natured, that all people with disabilities are sad and bitter. Aside from diminishing the individual and his or her abilities, such prejudice can set too high or too low a standard for individuals who are merely human.
- **Backlash** - Many people believe individuals with disabilities are given unfair advantages, such as easier work requirements. Employers need to hold people with disabilities to the same job standards as co-workers, though the means of accomplishing the tasks may differ from person to person. The Americans with Disabilities Act (ADA) does not require special privileges for people with disabilities, just equal opportunities.

Consider Stereotypes



- smart
- sloppy
- serious
- hardworking
- sad
- strong
- slow
- ill
- likes sports
- cries
- lazy
- brave
- noisy
- serious
- quiet
- likes people
- polite
- afraid
- neat
- friendly
- good in school
- alone
- complains
- different



Tips for Breaking Down Barriers



- ✓ Power of Language
- ✓ Value Laden Language
- ✓ Disability negative vs Disability neutral Language
- ✓ Tips for Interacting with People with Disabilities
- ✓ Understanding and Using Assistive Technology

The Power of Language



- **Language is continually evolving**, and that includes language related to people with disabilities.
- Staying current is important, not to show that you are "politically correct" but to communicate effectively and with respect.

Value Laden Words



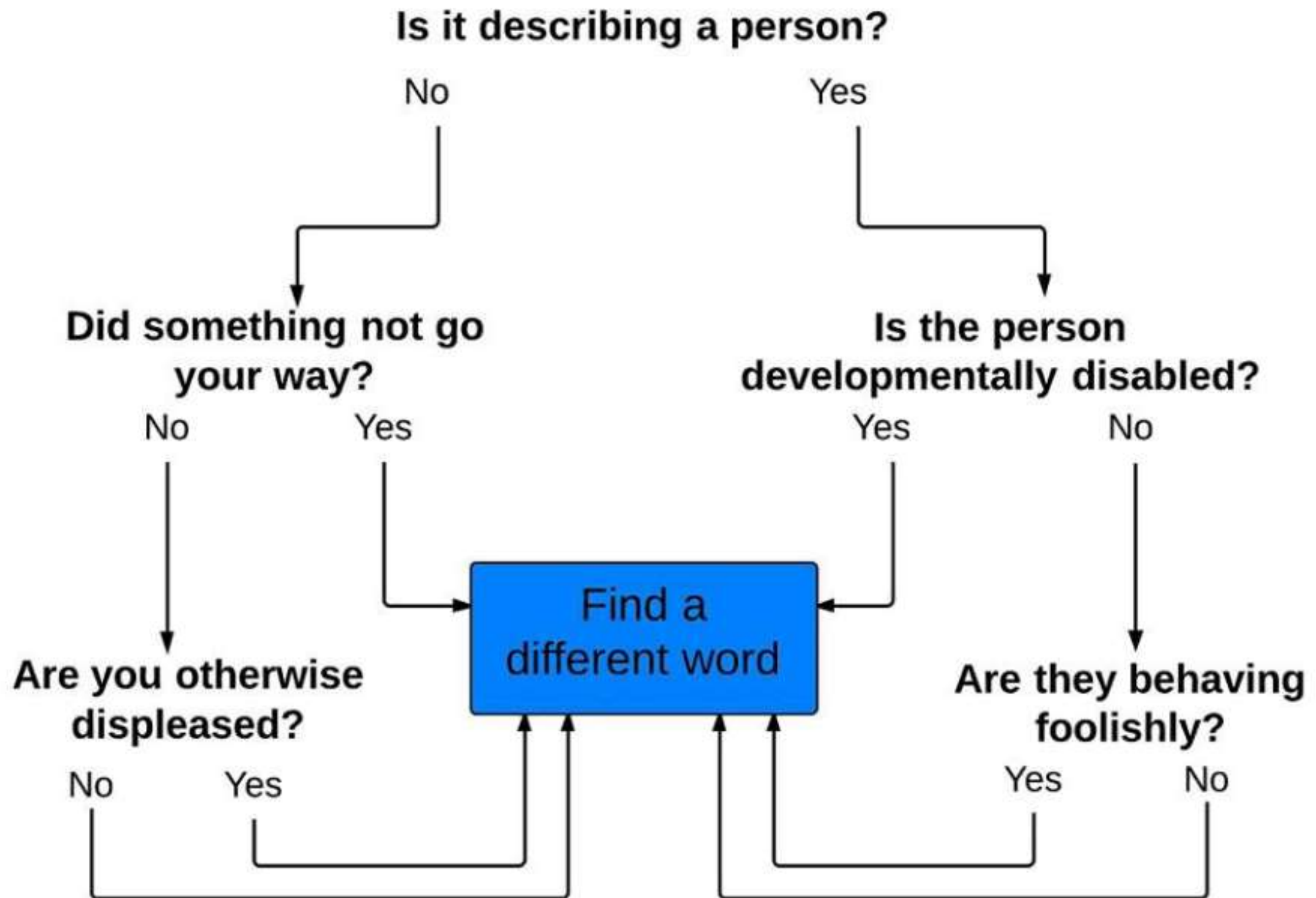
- **Value-Laden Words.**
- An author will frequently use emotional **language** that is **value**-laden to sway our opinions.
- These **words** reflect the bias of the author and can express positive or negative opinions or biases toward the subject.

Value-Laden Language



- What you say and write may enhance the dignity of people with disabilities or inadvertently reflect stereotypes and negative attitudes.
- Some words and phrases don't recognize the broad range of capabilities of people with disabilities.
- People with disabilities don't need or want to be pitied, nor should they be deemed "courageous" or "special" as they accomplish daily activities or work.

When is it okay to use the word retarded?



Language that Creates Distance



Promotes:

Distance
Stereotypes
Pigeon-holes

Reduces sense of:

Self-worth
Power
Self-direction

Value-Laden Language: Creates Categories



- We vs. They
- Good vs. Bad
- Strong vs. Weak
- High vs. Low (expectation)
- Sick vs. Well
- Superior vs. Inferior

Value-Laden Terminology



Abnormal
Afflicted
Burdened
Defect
Deformity
Mute (Deaf and Mute)
Palsied
Spastic
Stricken with
Sufferer
Victim
Invalid

Myth #1



What does the word
"handicapped" mean?

Fact #1



- "Handicapped" is an archaic term (it's no longer used in any federal legislation) that evokes negative images of pity, fear, and more.
- A legendary origin of the "H-word" refers to a person with a disAbility begging with his "cap in his hand."

Value-Laden Language: Example #1



- **disability-Negative**

- the disabled, the blind, the deaf
- crippled, suffers from, afflicted with, stricken with, victim of, invalid
- impaired, impairment
- normal person, healthy, whole, wheelchair bound

- **disability-Neutral**

- people with disabilities, the disability community ("disabled" is an adjective, so must be accompanied by a noun.), the blind community, the Deaf community
- has a disability, is a person with a disability, happens to be physically disabled, walks with a cane, uses leg braces
- has a disability
- non-disabled, person without disabilities, uses a wheelchair

Value-Laden Language : Example #2



- **disability-Negative**

- The disabled
- The handicapped
- Disabled parking
- Handicapped entrance
- Confined to a wheelchair
- Wheelchair bound

- **disability-Neutral**

- People with disAbilities
- Accessible parking
- Accessible entrance
- Person who uses a wheelchair
- Wheelchair user

Value-Laden Language : Example #3



- **disability-Negative**

- hearing impaired, hearing impairment
- visually impaired, visual impairment
- dumb, mute
- stutterer, tongue-tied
- CP victim, spastic
- epileptic
- fit, attack

- **disability-Neutral**

- deaf, hard of hearing, deaf-blind
- low vision, blind
- person who has a speech or communication disability
- person with cerebral palsy
- person with epilepsy, person with seizure disorder
- seizure, epileptic episode

Value-Laden Language : Example #4



- **disability-Negative**

- crazy, lunatic, insane, nuts, deranged, psycho
- retard, mentally defective, moron, idiot, imbecile, Down's person, mongoloid
- slow learner, retarded
- dwarf, midget

- **disability-Neutral**

- people with mental health issues, mental illness, mental disability, psychiatric disability
- Has a developmental disability, person with Down syndrome
- has a learning disability, person with specific learning disability
- person of small stature, short stature; little person

Value-Laden Language : Example #5



- **disability-Negative**

- paraplegic, quadriplegic
- birth defect
- post-polio, suffered from polio
- homebound

- **disability-Neutral**

- man with paraplegia, woman who is paralyzed, person with spinal cord injury
- congenital disability, person with a disability from birth
- person who had polio
- stay-at-home, hard for the person to get out

Person First Language



- Designed to stress personhood
- “person with _____” or “person who _____”
- More common approach, frequently preferred by most schools, parents, and relatively neutral organizations and groups



Identity First Language



- Disability is part of a person's identity
- Modeled after how we talk about other traits of people
- Frequently preferred by people actively involved in disability culture, pride and advocacy.

“The difference between the right word and the almost right word is the difference between lightning and the lightning bug.”

Mark Twain

Language Do's



- If a person says they prefer a certain type of language, use that when talking to or about them, regardless of your own preference
- Speak directly to the person to whom you are referring, never their parent, friend, caretaker, interpreter or other person they are with



Language Don'ts



- Using derogatory slurs and terms, even as a “joke”
- Using language which is negative or stresses pity or tragedy
- Using language which is patronizing or condescending



That's so...

absurd
childish
uncool
pointless
irrational
careless
irresponsible
senseless
unnecessary
trivial
illogical
fruitless
ill-considered
dull

...and
you choose

retarded?

Buy a dictionary.

Individual Pledge



I pledge to respect all people.

I will do this by using respectful language and refrain from disrespectful, mean, discriminatory, or unjust language or actions.

I will try to form meaningful, respectful relationships with people who are different from me.

I will make an effort to speak out against language, actions, and situations that I see which may discriminate against or unjustly exclude certain people.

I will do my best to be a force for positive change, respect, and inclusion in my community.



“The greatest discovery of my generation is that human beings can alter their lives by altering their attitudes of mind.”

William James

Making the Connection



A change in Language and Attitude can change everything!



Let's Talk!



- What was your first experience with people with disabilities?

What is “Learned Helplessness”?



- **“Learned helplessness”** is a psychological condition in which a person has learned to believe that she/he is helpless in a particular situation. He/she has come to believe that they have no control over their situation and that whatever they do is futile.
- As a result, the person will stay passive in the face of an unpleasant, harmful or damaging situation, even when they do actually have the power to change their circumstances.
- Wikipedia

Moving Beyond Tolerance to the Appreciation of Differences

Moving Beyond Tolerance



- Tolerance of differences is an important first step but we need to go beyond it to a stage where differences are appreciated and valued.

Intolerance



- **Intolerance** - organizations comply, at best, with legal requirements.
- Diversity may be addressed at a surface level, but the organization is not committed to the idea that diversity has advantages.
- The organization's routines and practices continue much as they always have.

Tolerance



- Tolerance stage - diverse members of the organization are actively sought and included in the daily practices and routines of the organization, but the skills and talents of these members may not be fully utilized.
- Typically, in a tolerant organization, leadership may embark on diversity initiatives for at least two reasons. First, the leadership may believe that a diverse workforce positively affects the bottom line; or second that potential negative social or moral ramifications exist to justify a diversity initiative.

Appreciation



- **Appreciation stage** - organizations surpass acceptance and actively embrace-diversity.
- Organizations are fully committed and are reflexive in the inclusion of diverse members in routines, practices, utilization, and participation levels.
- This results from a true valuing of diversity among members rather than real or perceived regulatory pressures.

Making the Connection: Be Contagious



- If employers believed adults with disabilities have (or could learn) valuable job skills, we wouldn't have an estimated 70 percent unemployment rate of people with disAbilities.
- If merchants saw people with disAbilities as customers with money to spend, we wouldn't have so many inaccessible stores, theaters, restrooms, and more.
- If the service system identified people with disAbilities as "customers," instead of "clients/consumers/recipients," perhaps it would begin to meet a person's real needs (like inclusion, friendships, etc.) instead of trying to remediate "problems."



Communication Tips



- Don't be afraid to make a mistake.
- Always BE RESPECTFUL.
- Don't make assumptions about what a person can or cannot do. Ask before giving assistance. If you offer help and the person says "no," don't insist. If the answer is "yes," ask how you can best help, and follow directions.
- If someone with a disability is accompanied by another individual, address the person with a disability directly rather than speaking through the other person.
- Treat adults as adults.
- Expect diversity of preferences and opinions.

Communication Tips: Physical Disabilities



- Do not make assumptions about what a person can and cannot do.
- Respect the individual's personal space: personal space includes a person's wheelchair, crutches, or other mobility aid. Never move someone's crutches, walker, cane, or other mobility aid without permission
- Do not push a person's wheelchair or grab the arm of someone walking with difficulty without first asking if you can help.
- When speaking for more than a few minutes to a person using a wheelchair, try to find a seat for yourself so that the two of you are at eye level.

Communication Tips: Deaf/Hard of Hearing



- Ask the person how he or she prefers to communicate.
- Before you start to speak, make sure you have the person's attention. A wave, a light touch on the shoulder, or other visual or tactile signals are appropriate ways to get their attention.
- Speak in a clear, expressive manner. Do not over enunciate or exaggerate words.
- Unless asked, do not raise your voice. Speak in a normal tone.
- Talk directly to the person who is Deaf or hard of hearing, not to the interpreter.
- If you are speaking through an interpreter, remember that the interpreter may lag a few words behind. Pause occasionally.

Communication Tips: Cognitive Disabilities



- Treat adults with cognitive disabilities as adults.
- When speaking to someone who has a cognitive disability, try to be alert to his or her responses so that you can adjust your method of communication if necessary.
- For example, some people may benefit from simple, direct sentences or from supplementary visual forms of communication, such gestures, diagrams, or demonstrations.
- Use language that is concrete rather than abstract.
- People with brain injuries may have short-term memory deficits and may repeat themselves or require information to be repeated.

Tips: Cognitive Disabilities



- People with auditory perceptual problems may need to have direction repeated and may take notes to help them remember direction or the sequence of tasks. They may benefit from watching a task demonstrated.
- People with perceptual or “sensory overload” problems may become disoriented or confused if there is too much to absorb at once. Provide information gradually and clearly. Reduce background noise if possible.
- Don’t pretend to understand if you do not. Ask the person to repeat what was said.
- In conversation, people with cognitive disabilities may respond slowly, so give them time.

Myth or Fact



- It's inappropriate to touch a person's arm lightly to let them know you're speaking to them.

Communication Tips: Blind, Low Vision



- **It is appropriate to touch the person's arm lightly when you speak so that he or she knows you are speaking to him or her.**
- Speak directly to the person with the visual disability, not through a companion or third party. Visually impaired people can hear and respond for themselves.
- Identify yourself when you approach a person who is blind. If a new person approaches, introduce him or her. Not everyone recognizes voices or remembers them.
- Don't shout. Most people who happen to be blind have normal hearing. Speak clearly and strongly if you know that an older blind person also has a hearing problem.
- Identify yourself when entering a room and let the blind person know when you are leaving. Don't leave a blind person talking to an empty room, or standing alone in empty space.

Tips: Visual Disabilities



- Don't assume that help is needed. Always ask before providing assistance.
- Never push, pull, or grab a blind person. This can be frightening and it's often embarrassing
- If you are offering direction, be as specific as possible, and point out obstacles in the path of travel.
- Alert people to posted information.
- Never pet, talk to or otherwise distract a service dog unless the owner has given you permission.

Communication Tips: Communication Disabilities



- If you are having trouble understanding what is being said, **ask the person to repeat** rather than pretend you understand. The former is respectful and leads to accurate communication; the latter is belittling and leads to embarrassment.
- In conversation, people may respond slowly, so give them time.
- Don't try to finish sentences or guess what the person is saying.

What do you Think?



- It's best not to shake or grasp someone's hand.

More Communication Tips



- Shake hands or hand over business cards. If the person cannot shake your hand or grasp your card, they will tell you.
- Do not be ashamed of your attempt, however.

Tips for Interacting



- It is okay to feel nervous or uncomfortable around people with disabilities, and it's okay to admit that. It is human to feel that way at first.
- When you encounter these situations, **think "person" first instead of disability; you will eventually relax.**

Myth #2



- Employees with disabilities always need help. Taking the time to assist them in getting acclimated to their work environment will hinder your other employees, grinding productivity to a halt.

Fact #2



- Many people with disabilities are independent and capable of giving help as well as receiving it.
- AT Helps!

AT Helps!



- Assistive Technology strategies and solutions can help support individuals with a variety of disabilities in the workplace. AT helps to bridge the gap and provide solutions to problems with:
 - speaking
 - hearing
 - seeing
 - moving around
 - getting places
 - memory
 - cognition (thought processes and understanding)
 - daily living activities, such as dressing and preparing meals
 - socializing



Ergonomics

- Inhibits blood flow
- Creates muscle shortening
- Stresses back muscles and compresses spine
- Can inhibit learning
- Compresses diaphragm
 - Affects breathing
 - Voice quality



Mealtime Partner Feeder



- Variety of mounts
- Battery operated
- Control amount of food
- Control pause time between spoonful
- Adjustability of the spoon



Amazon Echo

amazon echo

Always ready, connected, and fast. Just ask.



- Speech-controlled speaker system
- Voice recognition - further distances
- All functions are server side
- Compatible with many EC Brands
- \$179.99

Philips Hue Light Bulbs

- Wifi Connected
- Dimmable
- Displays Over 16 Million Colors
- Compatible with Amazon Echo
- Color Starter Kit
\$174.99



Device Automation



- Device automation is a type of application that allows you to really unleash your mobile device's capabilities.
- In a nutshell, an automation app is a program that tells your device "When this happens, do this!"
- "When something is plugged into the headphone jack, open my music app"
- "When I open the navigation app, turn GPS on"
- "When my phone is connected to this cell tower, turn on wifi and connect to my home wifi"

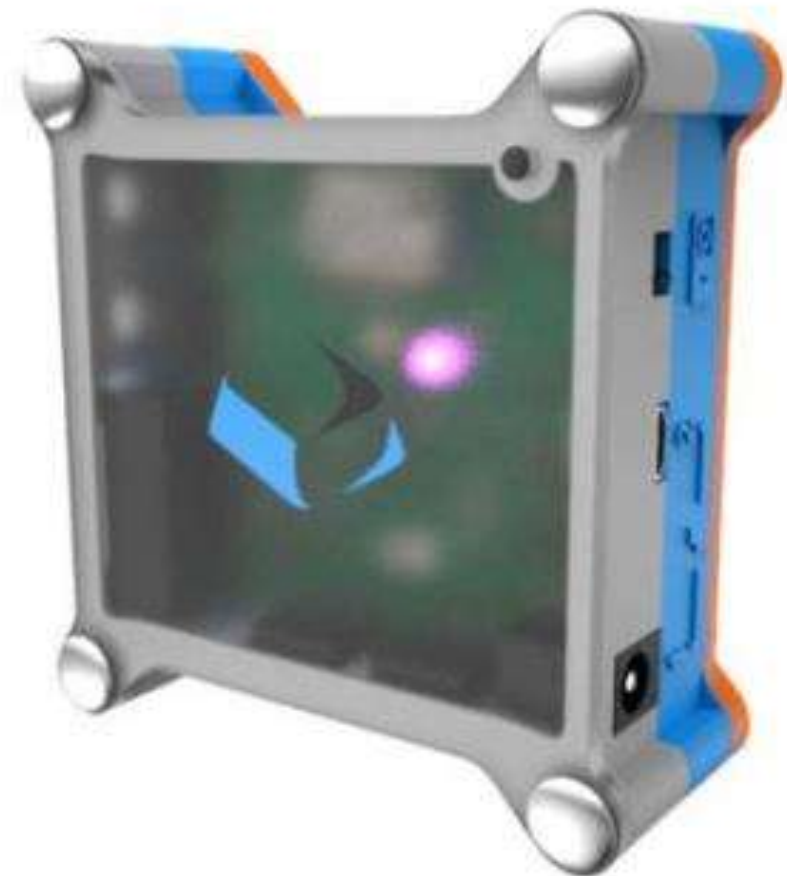
Fact!



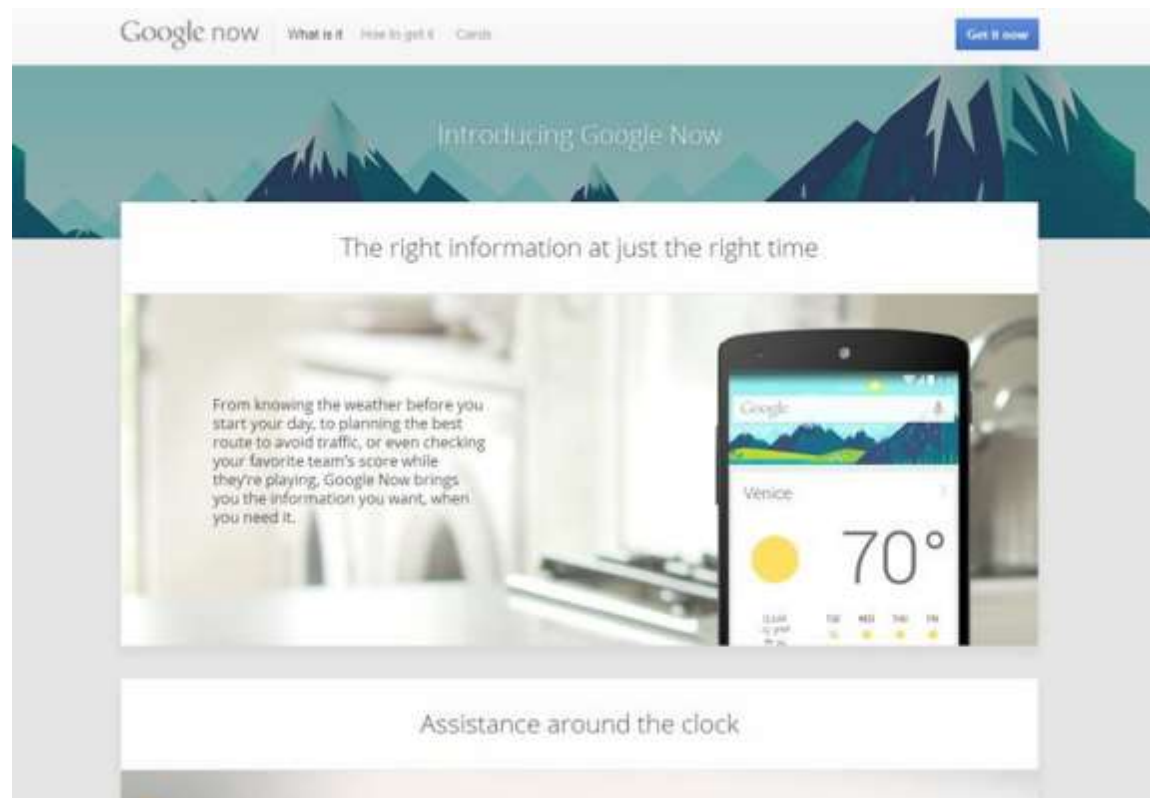
If you can control your computer, you
can control your environment!

Tecla Shield

- Wireless device that controls smartphones and tablets using your external switches or the driver controls of your power wheelchair
- The only switch interface that works with both iOS® and Android mobile devices.



Google Now & Google Home



VGo Telepresence Robot



- Enables a person to replicate themselves in a distant location and have the freedom to move around as if they were physically there
- Reduces travel costs
- School
- Hospital
- Work from home



Kubi



- Dock your tablet for remote pan and tilt controls
See and interact with people during a conference call
Use any Video Client: Skype, FaceTime, Google Hangout, etc.
- Cloud Control

Communication



Live Scribe Pen



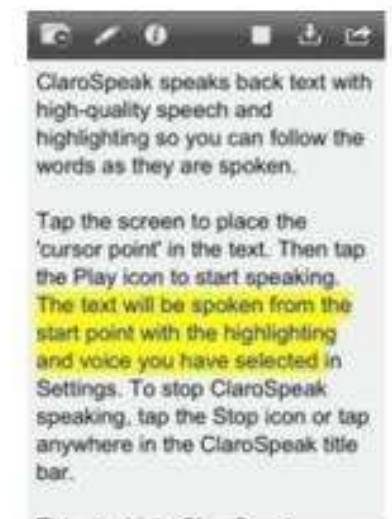
- Records what it hears and what you write
- Uses specific paper for playback
- Connects to computer by USB for saving
- Tap on note and playback from there
- Jump forward and back in notes
- Dictionary
- Translation Apps
- Purchase Apps online



Claro Software



- ClaroRead - customizable toolbar, reads what is highlighted, change speed and tone, built in writing solutions
- ClaroView - customizable colors, acts as an overlay on PC screen, makes browsing and reading much easier
- ClaroSpeak - text to speech, important documents, customize font and color, visual tracking, save text as audio file
- ClaroPDF - PDF reader/viewer with text-to-speech, 40 different voices with human quality, adjust background color



TextHelp



- Text-to- Speech software
- Helps improves reading skills
- Built in text and picture dictionaries
- Study skills highlighter

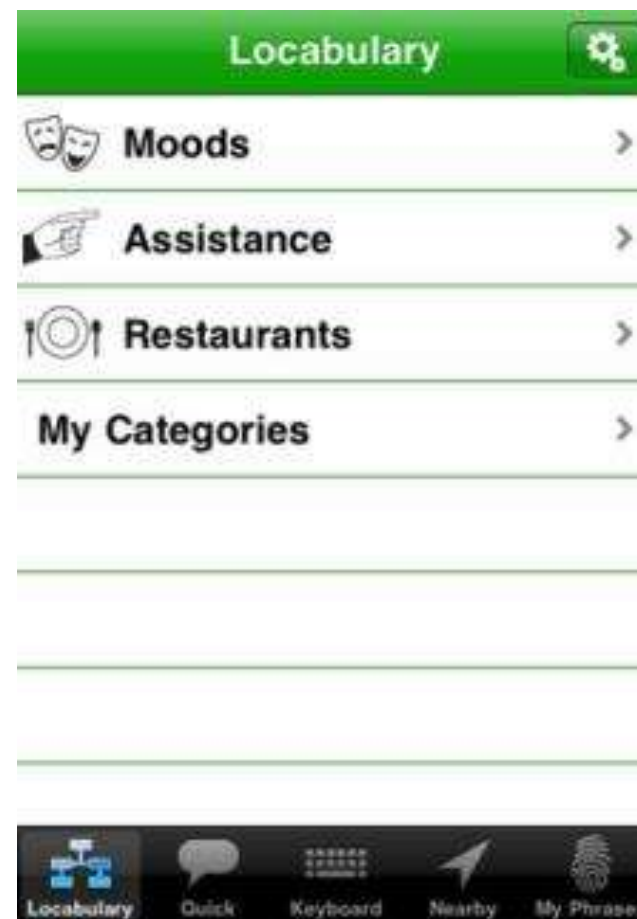


Ginger



- Online grammar and spell checker
- Can see corrections as you type or use Ginger Proofreader to scan the entire document for mistakes
- Will read corrections out loud
- Has an mobile Android app
- Works inside Word and emails
- Text to Speech
 - Read emails and docs
 - Can choose voice and accent
- [Ginger Demo](#)

Locabulary

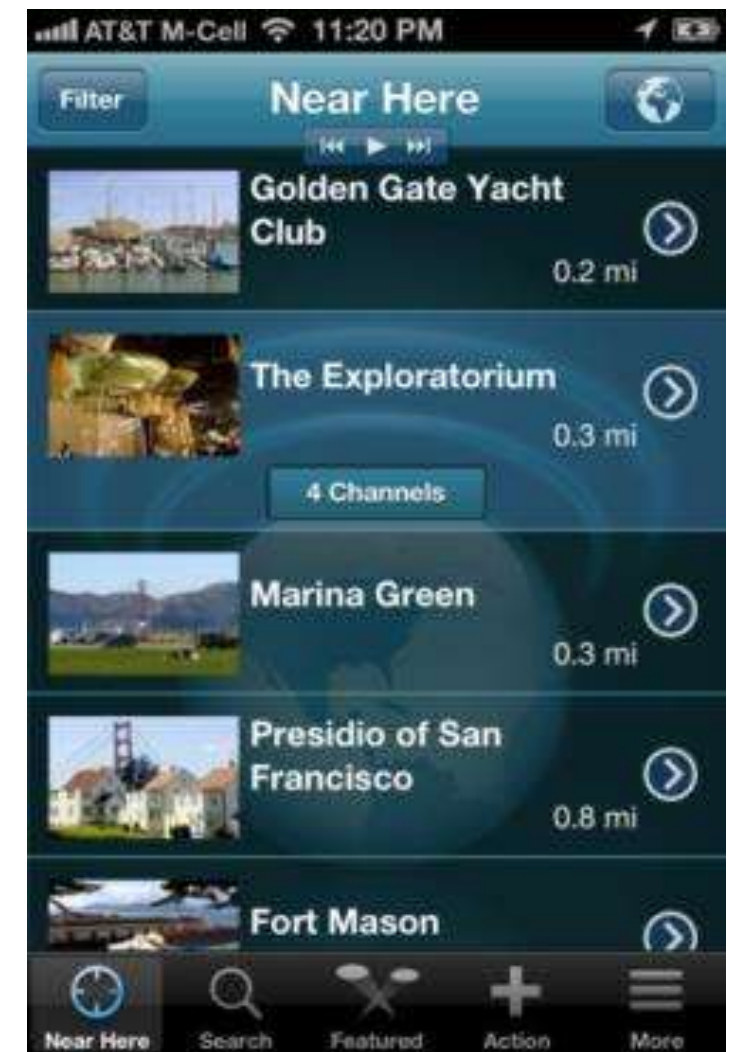


- Uses GPS to track user location and suggests appropriate vocabulary based on location
 - ie: McDonald's, Starbucks
- A keyboard to type for text-to-speech
- User can tag their own locations and create vocabulary for each location
- Lite version Free; Pro version \$130

HearPlanet (Lite): Audio Guide to the World



- Speaks what is around you
- Learn about monuments. Historic sites, etc.
- Free; Upgrade to a paid version



Wunderlist



- List management
- Create recurring to-dos
- Create subtasks
- Set due dates
- Reminders
- Notifications
- Cloud sync
- Email directly
- Collaborate with anyone
- Access on all devices including web
- Free
- <https://www.wunderlist.com/en/>



Perfect OCR



- Uses the built in camera to scan documents
- Edit, copy, store, email documents
- Upload to online storage
- Does take practice for picture

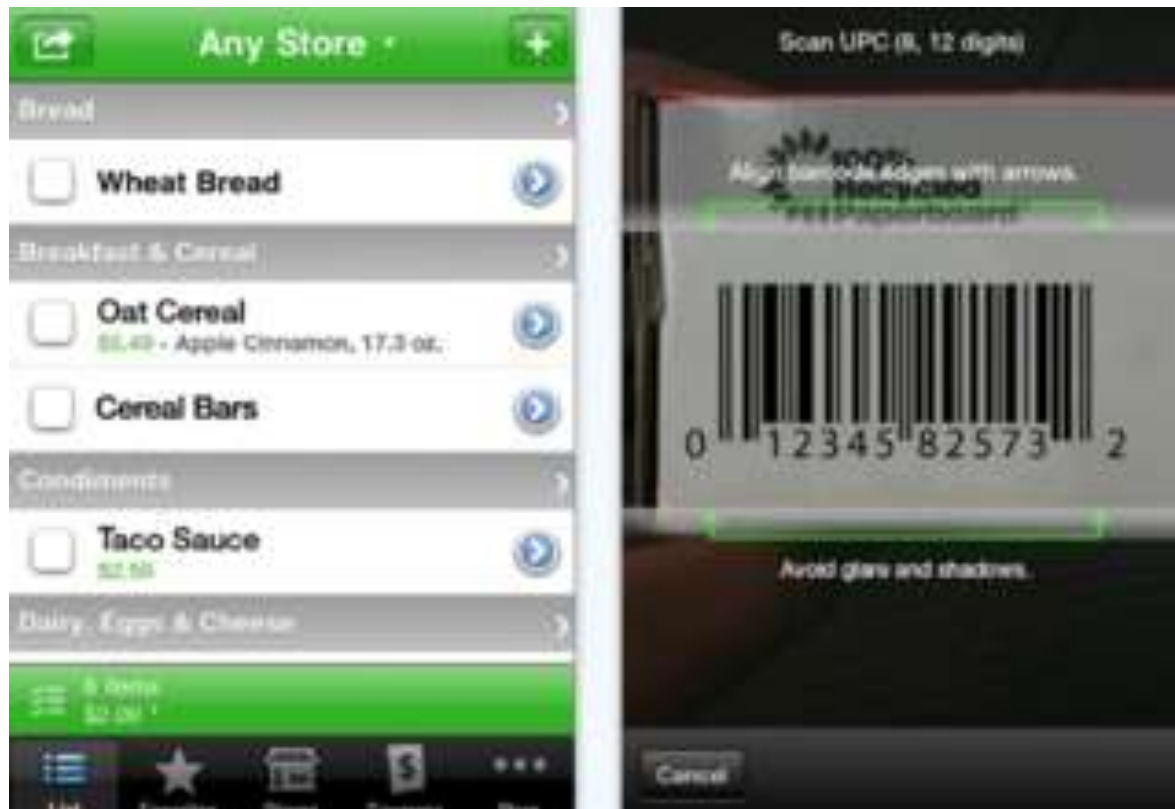
MyMedSchedule



- Keep track of medication
- Reminders
- Refill Reminders
- Healthcare Provider Profiles
- Insurance Information
- Allergies
- Works across Platforms
- Free
- www.mymedschedule.com



Grocery IQ

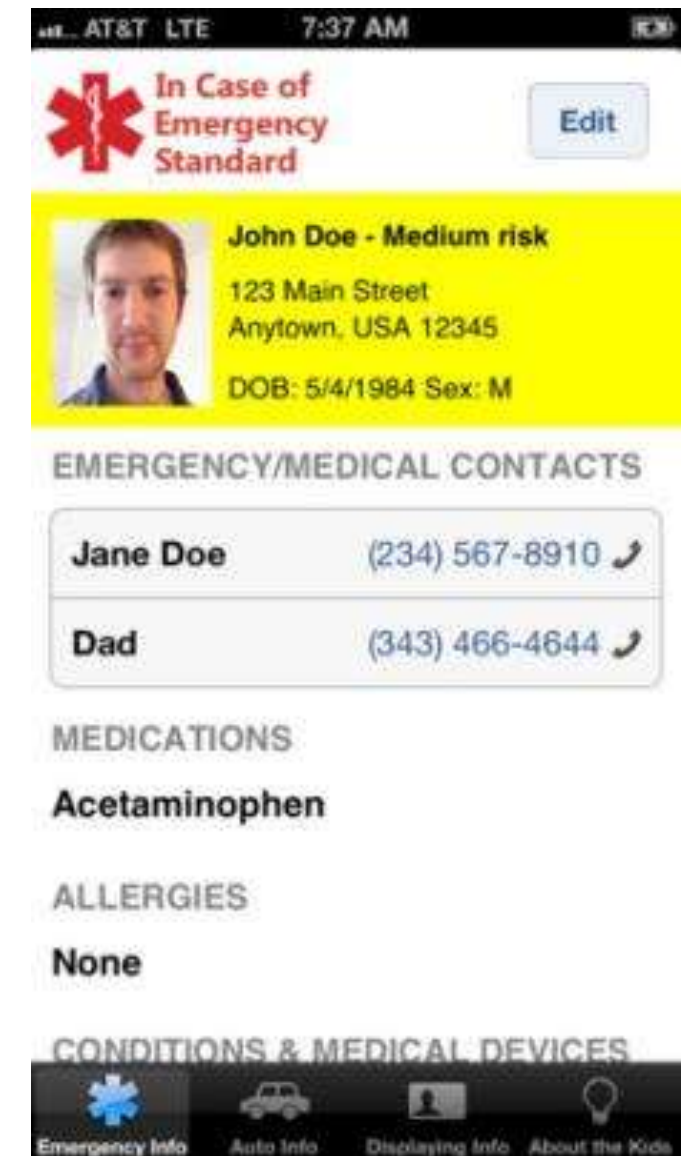


- Pictorial shopping list
- Customize different lists for different users using pictures on camera roll
- Add your own items and categories
- Assign item prices
- Assign item locations (for example, aisle numbers)
- Several accessibility options
 - text-to-speech
 - uses large easy-to-see images
 - item prices automatically totaled
- \$4.99

ICE - In Case of Emergency



- Emergency contact list
- Central place for you to record any medications
- List allergies or medical conditions
- Pre-loaded medical information to choose from
- Free
- www.ice-app.net



SkyGrid

- Personalize news events by categories
- Simple interface
- Free
- www.skygrid.com



iZen Garden



- Choose from 100s of objects, plants and creatures to place in your garden
- Rake the sand and share your creations
- Helps you to center your mind, relax your psyche and relieve your stress

Here's Your Opportunity: Ask It Basket



What are your questions?
Here is your opportunity!

5 Things You can Do!



1. Use disAbility Positive Language

- Lead by Example
 - Insist that others do so too
 - Change Language

Things You can Do!



2. Be the Positive Change Maker

- Actively Stop Cycles of Oppression
 - Use disAbility Positive Language
 - Insist that other do also
 - Confront Myths with Facts
 - Talk with your Media about the images they portray and the language they use
 - Ask employers how many folks with disAbilities they have employed – in real jobs, making real wages
 - If employers see that you Believe that people with disAbilities can work, they will too.
 - Be Contagious!

More Things You can Do!



3. Break Barriers – Build Solutions

- What are the barriers you see?
 - Physical, Attitudinal
- Can all members of your community eat in Every restaurant, participate in every community activity, navigate your city safely, live independently, get a education and a job with opportunities for promotion?
- Money Talks – What is Yours Saying?
 - Support Accessible businesses by giving them Your Money.

What You can Do!



4. Educate and Advocate

- People are Listening
 - What are You saying?
- People are Watching
 - What are You doing?
- Practice What You Preach
 - Carry information with you everywhere.
 - Know your resources
 - Learn & share info about Assistive Technology

5 Things You can Do – Be the Change!



5. Change Our Community

- Change Someone's World and you will Change the World!

Hope



Hope begins in the dark, the stubborn hope that if you just show up and try to do the right thing the dawn will come.

Anne Lamott

Questions?



TOOLS *for* LIFE

Georgia's Assistive Technology Act Program



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