

Making Your Service Project Accessible for Everyone

Ryan Coskrey

*GA Commission for Service and Volunteerism
GA Department of Community Affairs*

Liz Persaud and Martha Rust

Tools for Life / AMAC / GA Tech



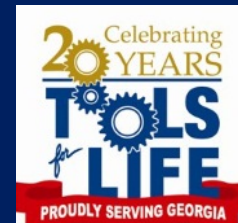
Get CEU's or CRC's

- **CEUs** are administered through GA Tech Professional Education
- **CRCs** are administered through Commission on Rehabilitation Counselor Certification (CRCC)
- To receive your verification form, send an e-mail with your name, organization, city, state, DOB and e-mail address to Liz@gatfl.org

At the end, please evaluate us:

Please fill out this brief survey on today's
webinar:

<http://www.surveymonkey.com/s/L6FBG2N>



Agenda

- Welcome and Introductions
- Tools for Life: An Overview
- Defining Assistive Technology (AT)
- Guiding Principles
- The Power of Language
- Simple Solutions for Accommodations
- Recruiting Volunteers for your Project
- Resources
- Questions

Your Speakers Today:

Liz Persaud

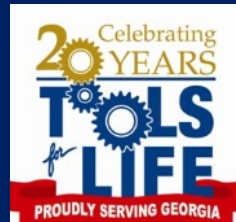
Training and Outreach Coordinator
Tools for Life

Martha Rust

AT Specialist/Services Coordinator
Tools for Life

Ryan Coskrey

GA Commission for Service and Volunteerism
GA Department of Community Affairs



Partnership

The GA Commission for Service and Volunteerism and Tools for Life share a common vision that everyone, no matter their ability, has a right to full inclusion in the mainstream of our society.

Be of service. There is nothing that harvests more of a feeling of empowerment than being of service to someone in need.

- Gillian Anderson



Service Projects

- Why is this important?
 - Service transforms
 - Change perceptions
 - Diversity
- Moving towards inclusion – it's easier than you think
 - Providing reasonable accommodations
 - Outreach
 - Preparation

Tools for Life

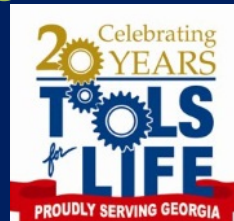
Georgia's Federal AT Act Program

- On February 1, 2012 we joined:
The Alternative Media Access Center (AMAC)
Georgia Institute of Technology
Enterprise Innovation Institute [EI2]
www.amacusg.org



Tools for Life Georgia's Federal AT Act Program

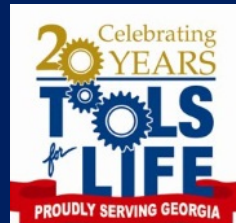
- Developed Georgia's Plan for AT
- Serve individuals of all ages & all disabilities in Georgia
 - Over 45,000 thru various activities throughout the year
- TFL Network
 - Assistive Technology Resource Centers
 - Lending Libraries
 - Training and Demonstrations
 - AT Reuse
 - AT Funding Education/Assistance and Resources
- www.gatfl.org - 12,000 unique visitors a month



Tools for Life: Mission



Tools for Life increases access to and acquisition of assistive technology devices and assistive technology services for Georgians of all ages and disabilities so they can live, learn, work, and play independently in the communities of their choice.



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.”

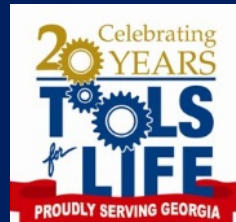


Examples of Assistive Technology

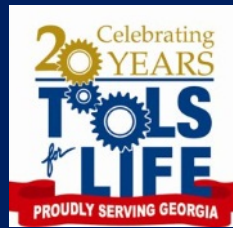
- Vehicles and Vehicle Modifications
 - Digi-Drive
 - Hand Controls
- Home Modification
 - Ramps, Roll-in showers
 - Environmental Controls
- Computers and Adaptive Software
- Communication – iPad
- Learning / Cognitive – Smartphones
- Mobility Aids
 - Wheelchairs
 - Walkers
 - Crutches
- Hearing Aids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

Statewide Activities

- Tools for Life and AT Awareness
 - Presentations, Newsletters, Technical Assistance
- AT Reuse
 - FODAC, ReBoot, STAR Network
- Funding Education and Assistance
 - Dollars & Sense, gTRADE, CFII, 1-800#
- AT Training, AT Demonstration, ATRCs
 - <http://www.gatfl.org/Training.aspx>
- Monthly Webinars
 - <http://www.gatfl.org/Webinars.aspx>
- Tools for Life and Transition Conference



Tools for Life Network



AT Lending Library
(try before you buy)

AT Evaluations &
Training (focus on the
individual)

AT Demos – Promote
Choice

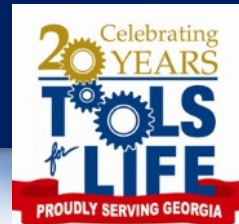
Resource and
Referral

AT Funding
Assistance (CFII)

DME Reuse
(FODAC)



www.RESNA.org



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RESNA Catalyst Project

Providing Technical Assistance to AT Act Entities

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List of State Programs

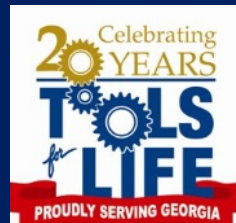
Alabama	Iowa	Montana	Puerto Rico
Alaska	Idaho	Nebraska	Rhode Island
American Samoa	Illinois	Nevada	South Carolina
Arizona	Indiana	New Hampshire	South Dakota
Arkansas	Kansas	New Jersey	Tennessee
California	Kentucky	New Mexico	Texas
Colorado	Louisiana	New York	Utah
Connecticut	Maine	North Carolina	U.S. Virgin Islands
Delaware	Maryland	North Dakota	Virginia
District of Columbia	Massachusetts	Northern Mariana Islands	Vermont
Florida	Michigan	Ohio	Washington
Georgia	Minnesota	Oklahoma	West Virginia
Guam	Missouri	Oregon	Wisconsin
Hawaii	Mississippi	Pennsylvania	Wyoming

State: **Alabama**
Program Title: **STAR: Alabama's Assistive Technology Resource**
Address: 602 S. Lawrence Street
Montgomery, AL 36104

Statistics to Think About

- 14% of People with disAbilities are fully employed.
- 16% of People with disAbilities are underemployed.
- 70% are unemployed or out of the work force entirely.
- Adults with disAbilities work fewer hours -command lower wages, and earn less annually.
 - Their median annual earnings (\$10,400) are only 58.1% of the median earnings of those not having LD (\$17,886)

As reported by NFI – President Bush 2001

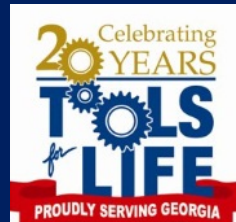


Guiding Principles

- Everyone can Work
 - Work is a Core Value of our Society
 - Workforce is Actively Changing
 - We need to Redefine Work
 - Consider Assistive Technology, Accommodations & Modifications
- Level Out the “Playing Field”

Guiding Principles

- We, Collectively, are Brilliant
 - We can find innovative paths and create brighter futures for everyone in our community.
- We must Think, Work, Live and Act from a place of Abundance
 - We have enough time, money, and resources to be effective



Guiding Principles

- We Must Focus on Abilities
- Separate is Never Equal
 - We promote inclusive workplaces, educational settings and people living in communities of their choice
- You have the Power to make a Difference!

Guiding Principles of the AT Act

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

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.



Guiding Principle

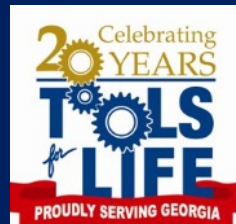
- DisAbility is a natural part of the human experience and in no way diminishes the right of individuals to:
 - (A) live independently;
 - (B) enjoy self-determination and make choices;
 - (C) benefit from an education;
 - (D) pursue meaningful careers; and
 - (E) enjoy full inclusion and integration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

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.

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

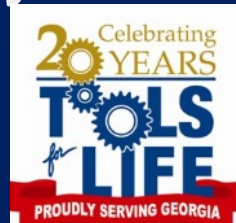
Mark Twain



What is 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.



Value-Laden Language Promotes Distance

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

Value-Laden Language Promotes Distance

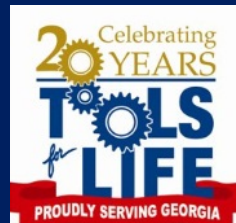
- Abnormal
- Afflicted
- Burdened
- Defect
- Deformity
- Maimed
- Palsied
- Spastic
- Stricken with
- Sufferer
- Victim
- Invalid

Value-Laden Language

What does the word
"Handicapped"
mean?

Value-Laden Language

- "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



- **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, physically disabled, walks with a cane, uses leg braces
- has a disability
- non-disabled, person without disabilities, uses a wheelchair

Value-Laden Language



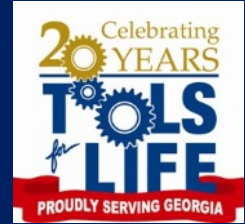
- **disAbility-Negative**

- 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



- **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



- **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
- developmentally disabled, developmentally delayed, person with mental retardation, person with Down syndrome
- has a learning disability, person with specific learning disability
- person of small stature, short stature; little person

Value-Laden Language

- **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

Using People First Language is Crucial!

*People First Language
puts the
person before the disability,
and it describes what a person has, not
who a person is.*

~ Kathie Snow



Why Assistive Technology?

- For a person without a disAbility, technology makes things easier....
- For a person with a disAbility, technology makes things possible!



What is a Reasonable Accommodation?

- A modification or adjustment that assists a person with a disability with performing a task
- Examples are: Information in large print; divide large assignments into smaller goal oriented tasks; instructions in writing; accessible paths of travel.
- Most reasonable accommodations have no cost

Assistive Technology



Simple Solutions

- Putting items in a place that is easy to get to
- Wagons for moving items
- Neat and easy to use workstations



Simple Solutions

- Clear walkways
- Lowered tables/
higher tables



Recruiting Individuals with Disabilities to Serve

- Accessible recruiting materials
 - Larger font, inclusive language
- Outreach to disability support organizations
- State commissions for service and volunteerism

Preparation

- Outside the building
 - Route, parking, entrance
- Inside the building
 - Route, elevator/stairs, restrooms, emergency warning signals, meeting places, water fountains

Note: This advice is not a full self-evaluation, nor will it ensure legal compliance. It will give you a "snapshot" of the accessibility of a facility.

Preparation

- Accessibility Checklist:

<http://tinyurl.com/disability123>

Applications/Registration forms should encourage early disclosure

- Use your resources – we are here to help

Success Stories

- Oyo's and Elizabeth's testimonial
- <http://www.serviceandinclusion.org/index.php?page=action>

National Resources to Consider

- National Centers for Independent Living:
<http://www.virtualcil.net/cils>
- Governor's Councils on Developmental Disabilities:
<http://www.cddc.com/cnclcon.htm>
- National Federation of the Blind: <http://www.nfb.org>
- Disability and Business Technical Assistance Centers:
<http://www.adata.org/dbtac.html>
- State ADA Coordinators:
<http://www.barbri.com/ada/coordinators.htm>
- State Commissions for Service and Volunteerism (My counterparts across the country):
<http://www.cns.gov/stateprofiles/index.html>
- And many, many others (Consider local colleges, most have disability service centers)

“Technology gives people the opportunity to move about in their environment, communicate, and be more independent, which allows people to see us as more of an equal as opposed to someone they have to take care of.”

~ Judith Heumann



Questions



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Contact

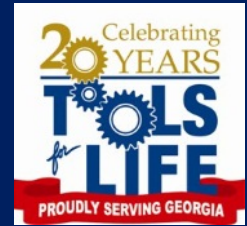
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Disclaimer

This presentation is produced by Tools for Life which is a result of the Assistive Technology Act of 1998, as amended in 2004. It is a program of the Georgia Institute of Technology, Enterprise Innovation Institute [EI2], Alternative Media Access Center (AMAC) and is funded by grant #H224C030009 of the Rehabilitation Services Administration (RSA), Department of Education. The contents of this presentation were developed under a grant from the Department of Education. However, those contents do not necessarily represent the policy of the Department of Education, Georgia Tech, EI2 or AMAC and you should not assume endorsement by the Federal government.