



Disability Awareness 101:

Creating a Safe & Inclusive Environment





the professionals forum



MiDEC
MICHIGAN DISABILITY
Empowerment Coalition

WELCOME & PROGRAM OVERVIEW

TEDI PARSONS

President

The Professionals Forum

A G E N D A

7:45 AM	Registration & Continental Breakfast
8:15 AM	Welcome & Program Overview Tedi Parsons, The Professionals Forum
8:20 AM	Defining the Terms of Today's Discussion Tedi Parsons, The Professionals Forum
8:35 AM	Inclusive Hiring Practices - Setting the Standard Feliz Rodriguez, Community Mental Health-CEI
9:05 AM	Table/Group Exercise & Discussion
9:25 AM	Why it's Important - Lessons from the Frontline Sagar Sheth, Co-Founder & President, Moebius Technologies
9:40 AM	Understanding the Americans with Disabilities Act of 1990 Stacy Hickox, Michigan State University
10:15 AM	Identifying and Removing Barriers: Making it All Work Jonathan Bischoff, Michigan Rehabilitative Services
11:00 AM	Open Discussion Q&A Moderated by: Rachel Mularz, Select Case Management
11:25 AM	Closing Thoughts - Tedi Parsons, Chair, MiDEC
11:30 AM	Adjournment

Ground Rules

- Listen with Respect
- **Honor Confidentiality**
Like when in Vegas, “*What happens or is said here, stays here*”
- Speak to the Group (Not in Side Conversations)
- Speak from Your **Own Experiences** and not Others!!
- Have Respect for Each-Others Past Experiences/Journey
- Respect Each-Others Space & Place
- No Pressure to Disclose any Personal Information or Beliefs
- Expect to be Uncomfortable, this is Part of the Process

Did You Know?

Disability Numbers in the Workplace

2018

20.1%

Persons with
Disabilities in the
Workplace

7.0%

Unemployment Rate
for Persons
w/Disability

\$39,300

Estimated Annual
Earnings for Person
w/Disability in
Michigan

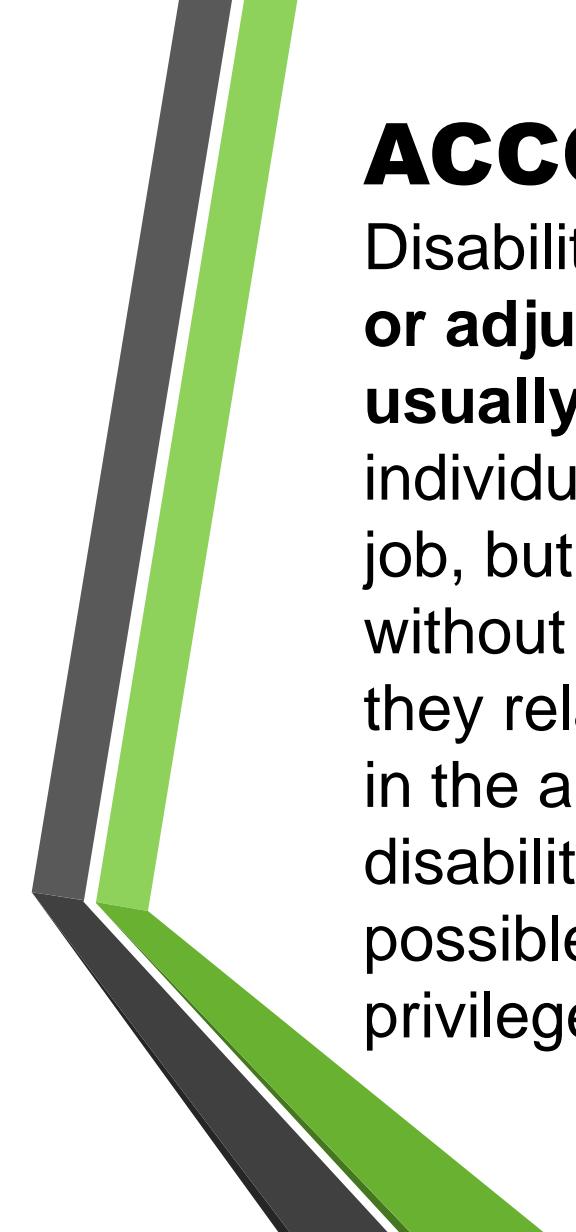
Over a billion people, about 15% of the world's population, have some form of disability and between 110 million and 190 million adults have significant difficulties in functioning.

DEFINITION

ABILITY - noun, plural a·bil·i·ties.

1. Power or capacity to do or act physically, mentally, legally, morally, financially, etc.
2. Competence in an activity or occupation because of one's skill, training or other qualifications: *the ability to sing well.*

DEFINITION



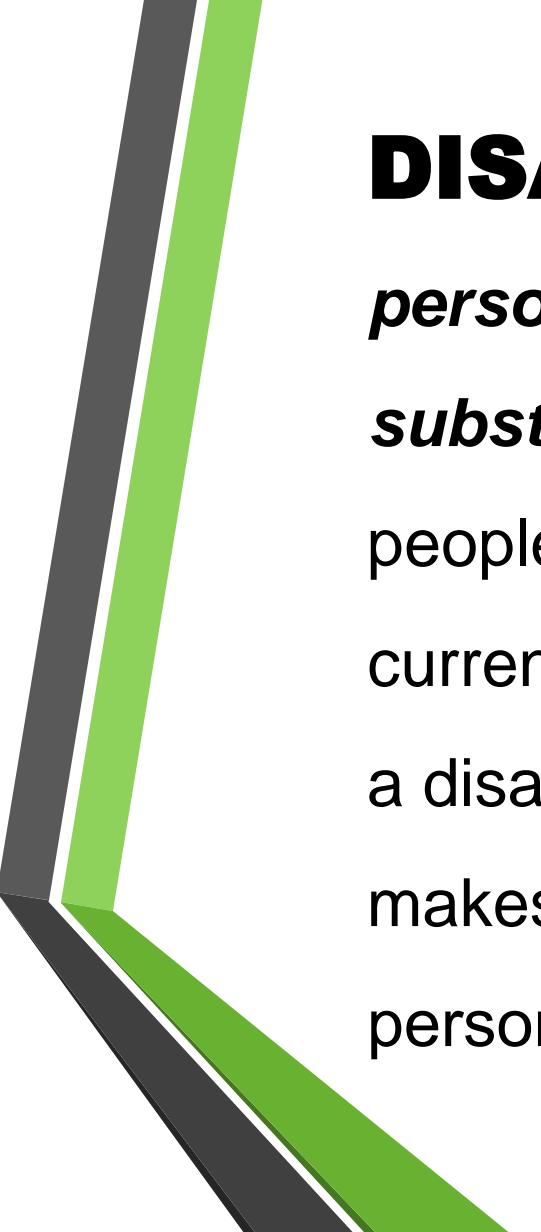
ACCOMMODATION - Under Title I of the Americans with Disabilities Act (ADA), **a reasonable accommodation is a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process**. These modifications enable an individual with a disability to have an equal opportunity not only to get a job, but successfully perform their job tasks to the same extent as people without disabilities. The ADA requires reasonable accommodations as they relate to three aspects of employment: 1) ensuring equal opportunity in the application process; 2) enabling a qualified individual with a disability to perform the essential functions of a job; and 3) making it possible for an employee with a disability to enjoy equal benefits and privileges of employment.

DEFINITION

AMERICANS WITH DISABILITY ACT (ADA) –

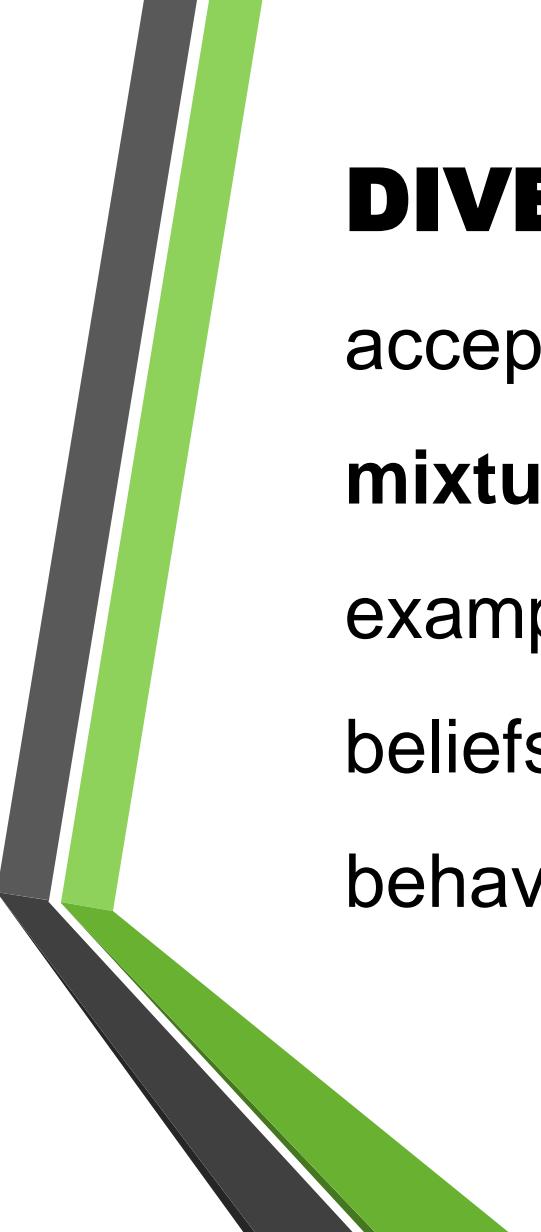
Became a law in 1990. The ADA **is a civil rights law that prohibits discrimination against individuals with disabilities** in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA gives civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications. The ADA is divided into five titles (or sections) that relate to different areas of public life.

DEFINITION



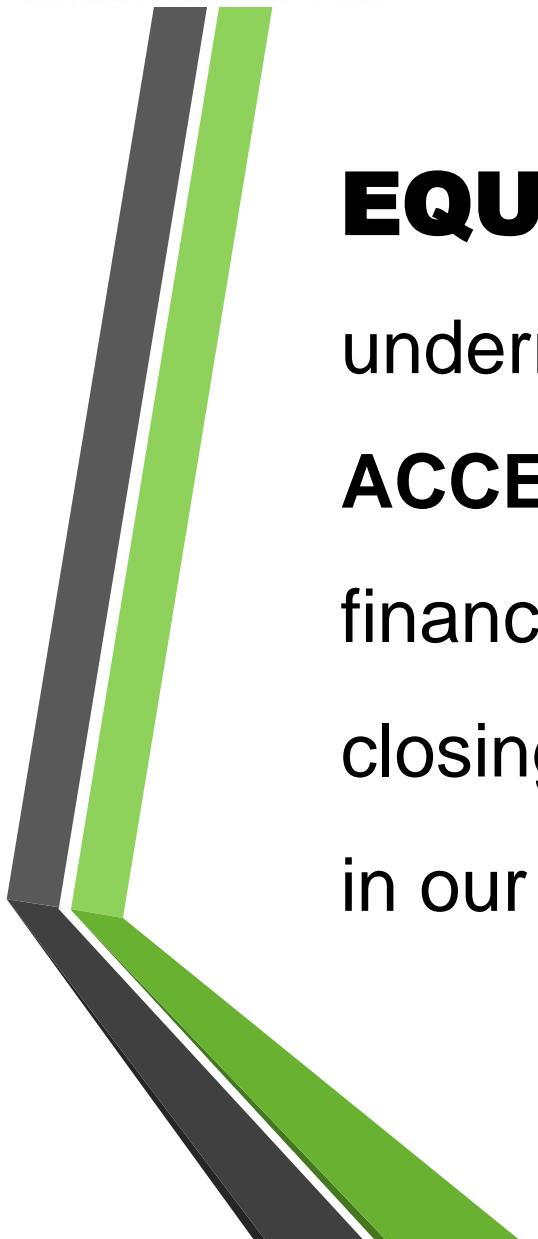
DISABILITY - The ADA defines a person with a disability as a *person who has a physical or mental impairment that substantially limits one or more major life activity*. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability. The ADA also makes it unlawful to discriminate against a person based on that person's association with a person with a disability.

DEFINITION



DIVERSITY - Simply put means differences. A widely accepted definition of diversity states “**it is the collective mixture of differences and similarities** that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors.”

DEFINITION



EQUITY - is the creation of opportunities for historically underrepresented populations of people to have **EQUAL ACCESS** to professional growth opportunities, education, financial resources and other networks that are capable of closing the demographic disparities which are currently present in our society.

DEFINITION



INCLUSION – is defined as “the achievement of a work environment in which all individuals are valued, treated fairly and respectfully, **have equal access to opportunities** and resources, and can contribute fully to the organization’s success.”

Inclusion ensures the overall involvement and empowerment, where **all people** are recognized and their inherent worth and value are celebrated.

MOST COMMON TYPES OF DISABILITIES

- Mobility and Physical Impairments
- Spinal Cord Injuries-Disability
- Head Injuries - Brain Disability
- Vision Disability
- Hearing Disability
- Cognitive or Learning Disabilities
- Psychological Disorders
- Invisible Disabilities



QUICK FACT: DISABILITY CLASSIFICATIONS



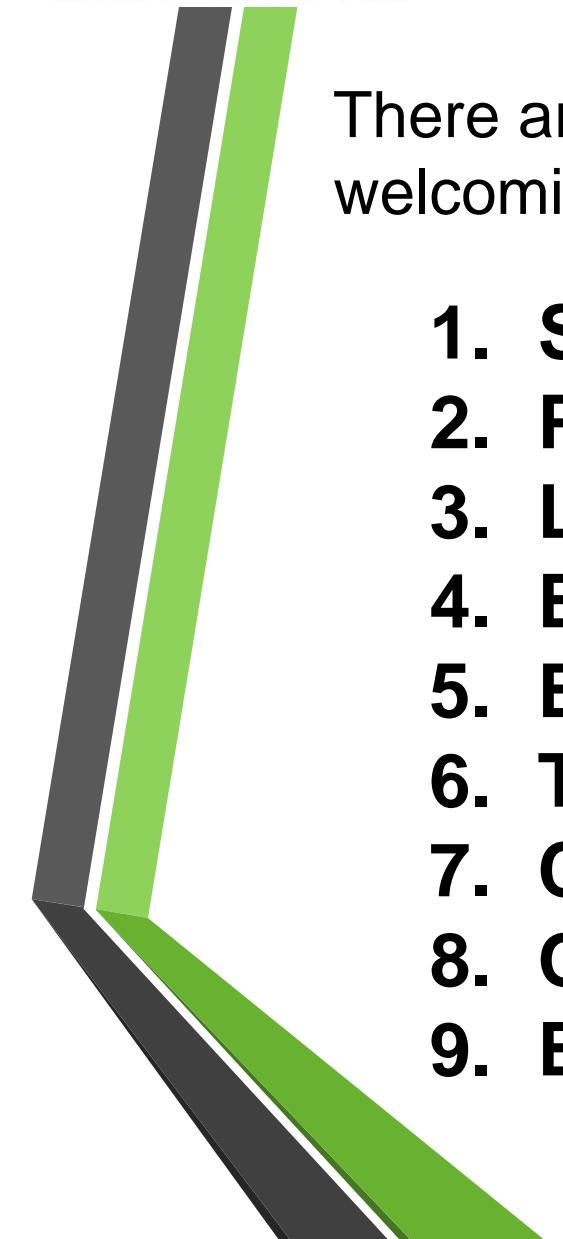
Disabilities can affect people in different ways, even when one person has the same type of disability as another person. Some disabilities may be hidden, known as **invisible disability**. There are many types of disabilities, such as those that affect a person's:

- Vision
- Hearing
- Thinking
- Learning
- Movement
- Mental health
- Remembering
- Communicating
- Social relationships



Despite many being keen to find work, **more than 85%** of people with learning disabilities (LD) or autism are unemployed. Many do not consider themselves disabled, some have mild disability issues, and the majority have **untapped talents or skills** that are desirable for employers.

9 Steps to Disability Inclusion



There are many ways to make your organization a more inclusive and welcoming environment. Here are 9 ways to make it happen:

- 1. Start Your Inclusion Strategy** – Build a Strong D&I Plan
- 2. Prepare Your People** – Diversity & Inclusion Training
- 3. Loop in Leadership** – Get the Top Brass Involved
- 4. Build a Strong D&I Brand** – Who do YOU want to be?
- 5. Evolve Your D&I Strategies** – Keep Learning & Growing
- 6. Tailor Your Technology** – Meet the IT Needs of Your Team
- 7. Create a Strong Community** – Welcome **ALL** to the Table
- 8. Open Your Mind & Heart** – Be Willing to Learn and Grow
- 9. Be the Change** – Raise Your Hand, Be a Voice, Get Involved!

PRESENTER

FELIZ RODRIGUEZ

Diversity & Inclusion Officer
Community Mental Health



Community
MENTAL HEALTH
CLINTON • EATON • INGHAM

TABLE EXERCISE

- Take 10-minutes to complete the Disability Assessment & Checklist (Individually)
- Take 10-minutes to discuss with table mates
- As a group, pick one common issue each of your organizations seem to share
- Assign one person to serve as the scribe/note taker
- Assign one person to report out for your table

PRESENTER

SAGAR SHETH
Co-Founder & President
Mobieus Technologies



moebius

PRESENTER

STACY HICKOX

Associate Professor
Michigan State University



PRESENTER

JONATHAN BISCHOFF
Business Relations Consultant
Michigan Rehabilitative Services



OPEN FORUM



Let's Talk...

RACHEL MULARZ
Moderator
Select Case Management



THANK YOU!

MiDEC

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