

Tennessee Brighter Futures: Disability

Welcome and Introductions

Carrie Carlson
Advocate

Donna DeStefano
Assistant Executive Director





DISABILITY

A physical, mental, cognitive, or developmental condition that impairs , interferes with, or limits a persons ability to engage in or certain tasks or activities.



Who are People with Disabilities

A person with a disability can be a person with:

- a mobility or physical disability,
- sensory (vision or hearing) disability
- intellectual disability
- psychiatric or other mental disability

People with medical conditions -- e.g., HIV/AIDS, epilepsy, rheumatoid arthritis, and cancer -- also covered under the ADA.

Disability Alphabet - *JAN*



Alcoholism

Blindness

Chronic Pain

Drug Addiction

Epilepsy

Fatigue

Hearing Impairments

Intellectual disability

Lyme Disease

Migraines

Neurodiversity

Obesity

Post-traumatic stress disorder (PTSD)

Sleep Disorders

Vertigo

Disability by the Numbers

Understanding Disability Statistics

- Depends on definition ***
- Range is 37.3-61 million

Disability Impacts All of Us -- Centers for Disease Control and Prevention

- 61 million adults in the U.S. live with a disability
- Up to 1 in 4 (26 percent) adults in the U. S. have some type of disability



Disability

The CDC estimates 29.5%, **one in three Tennesseans, are living with some form of disability.** According to the CDC, that's higher than the national average of 25.6%, or about one in four Americans.

Disability History

Colonial America: Almshouses

Institutionalization: Experimental "treatments", bloodletting, lobotomies, horrific treatment

Eugenics movement (1800-1900's): Mass sterilization



Bethlem Royal Hospital, London

Disability “Movements”

1964: Civil Rights Act of 1964

1973: The Rehabilitation Act of

1975: Individuals with Disabilities Education Act (IDEA)

1990: Signing of the Americans with Disabilities Act (ADA)

1996: Olmstead

1996 - 2017: TN became the 14th state to close large state institutions for people with disabilities.



<https://adata.org/ada-timeline>

Americans with Disabilities Act of 1990

Civil Rights Law



- Origins in the Civil Rights Law of 1964 and the Disability Rights Movement.
- More about the ADA at <https://www.ada.gov/>
<https://adata.org/>

ADA General Requirements

- Physical access
- Effective communication***
- Reasonable modification of policies, practices, and procedures.

The Americans with Disabilities Act applies to anyone within the jurisdiction of the United States, regardless of their immigration status; meaning anyone present in the U.S. can seek protection under the ADA.

ADA Definition of Disability

The ADA defines a person with a disability in **three** ways

1. A person who has a physical or mental impairment that substantially limits one or more major life activities.
2. A person with a record of an impairment, even if he or she does not currently have a disability.
3. A person who does not have a disability but is regarded by others as having a disability is also protected under the ADA.

<https://www.ada.gov/>



Region IV

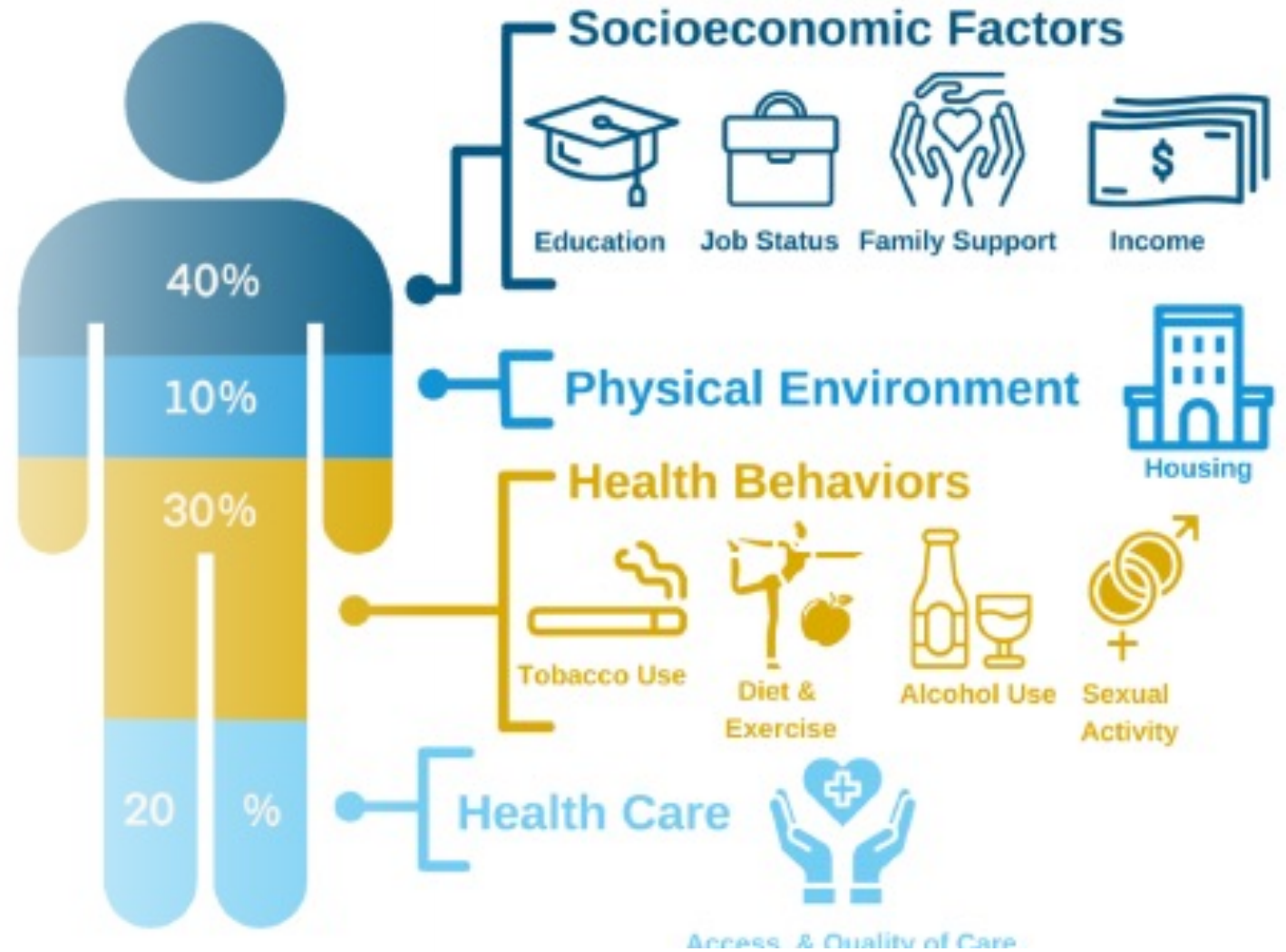
- A project of Burton Blatt Institute at Syracuse University (bbi.syr.edu)
- Serve the eight states in the Southeast region
Alabama, Florida, Georgia, Kentucky,
Mississippi, North Carolina, South Carolina, **Tennessee**
- **One partner organization** in each state
In Tennessee, it is the **Tennessee Disability Coalition**.
Donna DeStefano is the ADA Network Contact – donna_d@tndisability.org

Health Equity

Health equity is achieved when everyone has the opportunity to be as healthy as possible.

Health Disparities

Preventable differences in health outcomes that are linked to social, economic, and environmental factors.



Disability and Health Care Access

- 1 in 4 adults with disabilities 18 to 44, **do not have a usual health care provider.**
- 1 in 5 adults with disabilities 18 to 44, **have an unmet health care need because of cost in the past year.**
- 1 in 4 adults with disabilities 45 to 64, **did not have a routine check-up in the past year.**

Ableism

Ableism is the discrimination and prejudice against people with disabilities, based on the assumption that they are inferior to non-disabled people. It can lead to bias, prejudice, and discrimination, which can prevent people with disabilities from reaching their full potential.

It can include harmful stereotypes, misconceptions, and generalizations about people with disabilities.



What does ableism look like?

- **Beliefs:** The assumption that people with disabilities need to be "fixed" or defined by their disability.
- **Language:** Using euphemisms to avoid saying the word "disabled".
- **Behavior:** Avoiding a disabled person because you're uncomfortable interacting with them.
- **Comments:** Making derogatory comments, jokes, or gestures about a person's disability.
- **Employment:** Withdrawing a job offer from a disabled person.
- **Healthcare:** Ableism can affect interactions with doctors, healthcare policies, and health outcome.

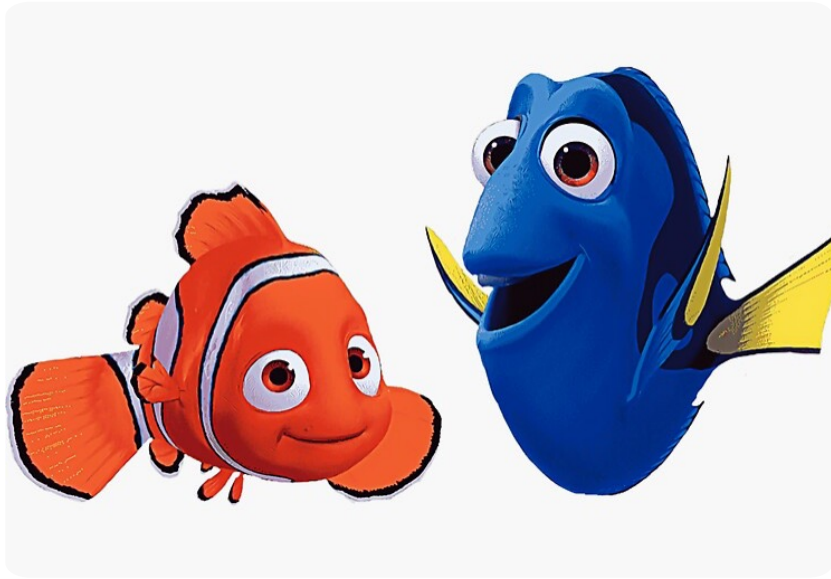


DISABILITY ETIQUETTE

HOW TO CONNECT WITH PEOPLE WITH DISABILITIES

Disability Etiquette

How to connect with people with disabilities



Remember: a person with a disability is a person with feelings.

Treat him or her as you would want to be treated, and then let common sense and friendship break down any barrier.s you may encounter.

Disability Etiquette 101

We are people who may or may not identify as having a disability!

- It's okay to ask us if we need anything
- It is not okay to just do things for us (more to come)
- It is okay to interact with us like you would anyone else
- It is okay to ask us to repeat something or let us know that you don't understand

It is okay to be patient with me and I'll be patient with you!

Meeting a person with a disability



- Not everyone is okay with hugs or handshakes
- Speak directly to a person with a disability
- We are not here to be your inspiration
- Don't act like you understand, when you don't
- It's okay to use common expression – “see you later” or “I better run”
- Don't change the way you speak to people
- Treat adults like adults

Interacting with a person with a disability

- Speech is not indicative of the person's intelligence
- Pay attention to the person
- Assistive devices are part of that person – don't touch them
- Don't talk to the interpreter, speak to the person
- Use plain language –
 - Slay, Cap, Snatched, Skibidi, IFYKYK

Silence in the form of patience is golden!!

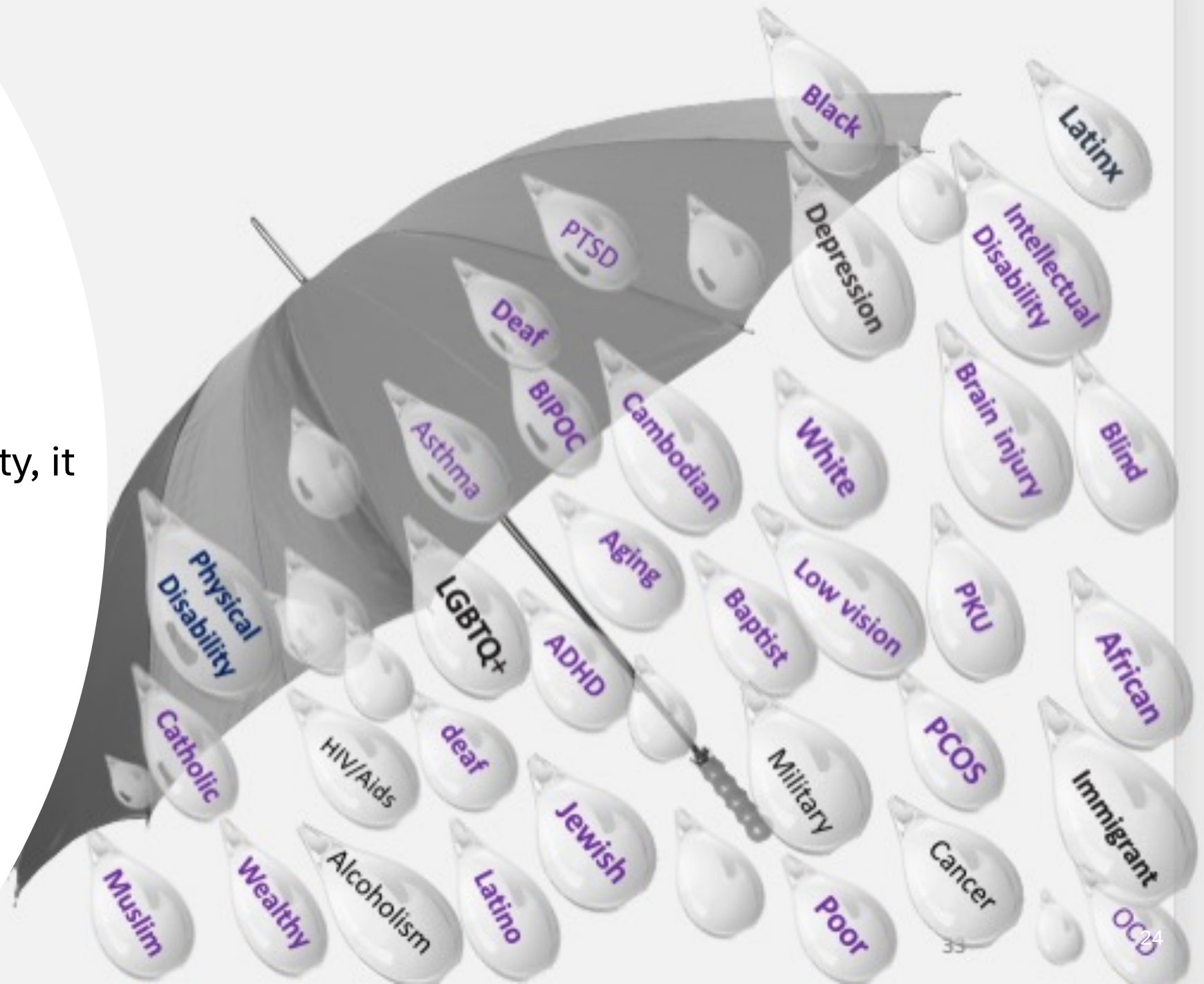
**Insert your own disability,
or chronic health condition.**

If you've met one person with _____,
you've met one person with _____.



Culture

Having a disability is one piece of a persons' identity, it doesn't define them.





Inclusion

Person-centered

Are you giving the person a seat at your table, or are you a guest at their table?



Including people with disabilities



Policies & procedures development



Website access



Intake process design



Inclusive meeting practices



Event planning



Social media

Steps you take.

Think about the steps you take to find a service provider...

- How do you know that you need a service?
 - Physician referral, symptom, family member, FB add...
- How do you find what you need?
 - Friend, internet, Google, Case Manager, Church
- How to you contact them for an apt?
 - Email, call, text, go to the office...
- How do you get to and from that appointment?
 - Walk, car, bus...
- How do you fill out the paperwork?
 - Do you need assistance?
- How do you pay?



**Accessibility
In the digital
& physical
world.**

Website Accessibility

- Is your website accessible?
- Have you had someone with a disability check it?
- Do you have good color contrast?



Marketing and Digital Content Accessibility.

- Add Alt Text to images
- Add captions to videos
- Providing all text documents – infographics, flyers, handouts.

A rainbow-colored swirly lines moving from top to bottom



Effective Communication

Ask!

- ASL (American Sign Language)
- Large print documents
- Braille
- Interpreting
- Plain language
- Patience/time

How and Where?

- Do you offer in-person or hybrid services/appointments?
- Will you go to the person?
- Is your office in an accessible location?
- Do you have an accessible building?
- Are you on a bus route?



Intake Process

- How long does it take?
- Is it electronic or paper? Are there options?
- Has the language been checked?
 - Plain language, appropriate reading level, etc...
- Do you rely on family members to assist in this process?
 - This could be harmful!

Other Considerations

- Visual
 - bright lights, low lights, too busy,
- Auditory
 - Noisy, echo, loud sounds (air, doors slamming)
- Physical
 - Distance/size of the space, not accessible, small chairs, low or high chairs)
 - Do you have an accessible restroom?
 - Adult-sized height adjustable adult sized changing table?
- Smell
 - Smells can be toxic to people

Intersection



TN Disability Scorecard

The Problem

Tennessee's Homework

Topics:

- Family Caregiver
- Housing
- Mental Health Services
- Access to Justice
- Aging
- Employment
- Transportation



The Disability community has the **highest rates of sexual assault** of any group in **America**.



People with disabilities experience higher rates of domestic violence and sexual assault than non-disabled people. **70% of people with disabilities** experience some form of abuse and are **three times more likely** to be sexually assaulted.

Because of misogyny and ableism, disabled women are especially vulnerable.

- 80% of women with disabilities have been sexually assaulted, and
- they experience intimate partner violence at a rate 40% higher than non-disabled women.
- Not only is the likelihood of violence high, but the acts of violence themselves are also more frequent and severe.

Substance Use Disorder (SUD)

Disabilities and SUD can be a common pair.

- People with disabilities are more likely to live with substance use disorders (SUDs) than the general population, and they are also less likely to receive treatment.
- People with an addiction are also more likely to become disabled, either through accidental injury or through long-term side effects of substance abuse.
- People with physical disabilities experience SUDs at 2 to 4 times the rate of the general population.

Mental Health

Adults with disabilities report experiencing frequent mental distress almost 5 times as often as adults without disabilities.

- In 2018, an estimated 17.4 million (32.9%) adults with disabilities experienced frequent mental distress, defined as 14 or more reported mentally unhealthy days in the past 30 days.
- Frequent mental distress is associated with poor health behaviors, increased use of health services, mental disorders, chronic disease, and limitations in daily life.

Homelessness: 1 of 2

There is a strong correlation between homelessness and disability. People with disabilities are more likely to experience homelessness than the general population, and people experiencing homelessness are more likely to have a disability.

Homelessness: 2 of 2

- **Prevalence:** Nearly half of people experiencing homelessness have a disability, which is 2.5 times higher than the general population.
- **Chronic homelessness:** 31% of people experiencing chronic homelessness have a disability, and 65% of those people are unsheltered.
- **Eligibility:** 84% of disabled people with low incomes are eligible for housing assistance, but don't receive it.
- **Discrimination:** People with disabilities face discrimination in housing, healthcare, employment, and wages.
- **Accessibility:** Many shelters are inaccessible to people with disabilities.
- **Healthcare expenses:** People with disabilities are more likely to live in poverty than those without disabilities.
- **Job-related injuries:** People who work in jobs with high risk of injury, like carnival workers, may become homeless if they are disabled.

TBI & Disability: 1 of 2

- Athletes with LD or ADHD are more likely to sustain a concussion and have prolonged symptoms.
- 47.4% of individuals aged 40 and older in the United States with a history of head injury live with disability.

TBI & Disability: 2 of 2

Individuals with a pre-existing disability who sustain a concussion may struggle with:

- inadequate testing and diagnosis,
- unusual symptoms,
- unique mental health challenges, and
- disability stigma in healthcare.

Disabilities with an increased likelihood for sustaining a concussion:

Individuals with the following disabilities may have an increased fall risk, or reduced ability to be aware of their surroundings. This poses the risk of running into other objects or people.

- Individuals who are blind or visually impaired
- Disabilities with increased fall risk such as those with developmental disabilities, gait dysfunction, muscle weakness etc.
- Neurological disorders such as epilepsy
- Intellectual disabilities