Disability Awareness

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Objectives

• **To learn** to communicate with and relate to people with disabilities.

• **To help** people with disabilities achieve their highest potential
Keep in Mind

We must realize that a disability is just one fact or aspect about a person.
• People with disabilities have the right to full inclusion and integration into society.

• People with disabilities can work.

• People with disabilities can benefit from the same services available to rest of society.

• People with disabilities deserve opportunities just like everyone else.

IT’S ABILITY THAT COUNTS
Agenda

- Objectives
- Myths
- Types of Disabilities
- Disability Simulation
- Accommodations
- Etiquette
- Numbers
Pop Quiz….

Q: What do these people have in common?

Helen Keller      Ray Charles
Marlee Matlin     Stephen Hawking
Stevie Wonder    F.D. Roosevelt

A: Each is a person with a disability.
FDR Memorial

• The First -1997
FDR Memorial

• Finally!!! 2001

• FDR was unable to walk for the entire time he was President!!
Myths & Misconceptions

Take the Quiz!
Types of Disabilities

Disabilities

- Visual
- Hearing
- Learning
- Autism
- Physical
- Emotional
- Cognitive
- Speech or Language
Disabilities are **DIFFERENT**

For Each Individual.
Types of Disabilities - Physical

- A physical disability is a limitation on a person's physical functioning, mobility, dexterity or stamina.
- Other physical disabilities include impairments which limit other facets of daily living, such as respiratory disorders, epilepsy and sleep disorders.
US Population – Physical Disabilities

- People w/ disability: 51.5 million
- Movement Impairment: 30.6 million
- Use Wheelchair: 3.6 million
- Assistance for Daily Living Task: 12 million

Source for all data: 2010 US Census
• Speech may be impaired by many causes, stroke, cerebral palsy, or hearing disabilities.
• The way a person forms words has NOTHING to do with the depth of their thoughts!!
• If you don’t understand a person, say so or repeat what you thought you heard.
• Don’t finish a person’s sentences.
US Population – Difficulty with Speech

- Difficulty w/ speech: 2.8 million
- Not Severe: 2.3 million
- Severe: 0.5 million
Types of Disabilities – Deaf?

• Deaf Culture
  – Many feel Deafness is a difference in human experience and NOT a disability.
  – Hard of hearing vs. deaf
  – ASL
US Population – Hearing Impairment

- Hearing Impairment: 7.6 million
- Use Hearing Aid: 5.5 million
Types of Disabilities - Visual

• Loss of vision to such a degree as to qualify as an additional support need.

• Majority of visual disabilities are partial.

• Legally blind means 20/200 or worse with accommodations.

• People with visual disabilities DO NOT have super powers of hearing.
US Population – Visual Impairment

- Visual Impairment: 8.1 million
- Not Severe: 6.1 million
- Severe: 2 million
• Mental illness refers to a wide range of mental health conditions—disorders that affect your mood, thinking and behavior.
  – Cognitive
  – Depression
  – Anxiety disorders
  – Schizophrenia
  – Eating disorders
  – Addictive behaviors.

• All a matter of degree! DO NOT try to categorize people based on the “name” of their illness.
US Population – Mental Challenges

- Mental / Cognitive: 15.2
- Multiple Conditions: 10.6
- Depression / Anxiety: 7
- Learning: 3.9
- Alzheimer's / Dementia: 2.4
- Intellectual: 1.2

The graph shows the number of millions of people suffering from various mental challenges in the US population.
Hidden Disabilities

• Several chronic disorders; such as diabetes, asthma or epilepsy, would be counted as non-visible disabilities.
Disability Simulation

- Visual
- Audio
- Dexterity
Accommodations
The Americans with Disabilities Act (ADA) requires most public and private (15 or more employees) to provide “reasonable accommodations” that enable qualified people with disabilities to perform the essential functions of their jobs.
Reasonable Accommodations

- Must not create an undue hardship for the employer (most accommodations cost less than $1,000 and many cost $0)

- Changes to the job application process, work environment, job methods, schedules, leave policies

- Readers, interpreters, job coaches
Cost of Accommodations

- An analysis of more than 10,000 disabled employees showed that 31% of their being hired required no added cost for special training or facilities.

- 50% were under $50 and 69% cost less than $500.

- Only 1% cost over $5,000. Studies show that building a new facility that is accessible adds only ½ of 1% to the building's cost.
It is natural to feel a bit nervous and even uncomfortable around people with disabilities at first.

Just think “PEOPLE” first; instead of disability.

You’ll relax before you know it.
People First Language

People with disabilities are JUST PEOPLE...

<table>
<thead>
<tr>
<th>The OLD Way:</th>
<th>People FIRST Language:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Handicapped</td>
<td>A PERSON with a disability.</td>
</tr>
<tr>
<td>The Deaf</td>
<td>A PERSON who is deaf.</td>
</tr>
<tr>
<td>Mute</td>
<td>A PERSON without speech.</td>
</tr>
<tr>
<td>Confined/ Wheelchair-Bound</td>
<td>A PERSON who uses a wheelchair.</td>
</tr>
</tbody>
</table>
Negative Language

- People are NOT “struggling with,” “suffering from,” or “afflicted with” a disability. They are “living” with it.
- People are not “confined” to a wheelchair.
- Tab – Temporarily able-bodied.
Etiquette

• When providing assistance
  – First, ask if help is needed.
  – Be sure you understand what is needed.
  – Don’t take over; just help.
• Speak directly to the person with a disability, rather than through someone else; such as a sign language interpreter.
• Treat adults as adults.
Etiquette

• Don’t be afraid of making a mistake.
• Use common sense and a positive attitude.
• Always think of the person first.
The Ten Commandments of Communicating with People with Disabilities
Disability – Interesting Facts

• Less than 15% of people with disabilities were born with them

• Just over 1 in 4 of today's 20 year-olds will become disabled before they retire.

• Largest minority in America 19% (approximately 52 million people)

• World's estimated population of people with disabilities - 650 million
A typical female is age 35, 5’4”, 125 pounds, non-smoker, who works mostly in an office, with some outdoor physical responsibilities, and who leads a healthy lifestyle has the following risks:

- A 24% chance of becoming disabled for 3 months or longer during her working career:
- with a 38% chance that the disability would last 5 years or longer, and
- with the average disability for someone like her lasting 82 months.
Male – Chance of Becoming Disabled

• A typical male is age 35, 5’10”, 170 pounds, non-smoker, who works in an office, with some outdoor physical responsibilities, and who leads a healthy lifestyle has the following risks:
  – A 21% chance of becoming disabled for 3 months or longer during his working career;
  – with a 38% chance that the disability would last 5 years or longer,
  – and with the average disability for someone like him lasting 82 months.
People with Disabilities

- can pass,
- can fail,
- do succeed,
- go bankrupt,
- take trips,
- stay at home,
- are good people,
- are married,
- have families,
- have relationships,
- can be pains in the neck, and
- want to be treated with respect and dignity!
Ask Yourself…

Who wouldn’t prefer to receive acceptance and respect for one’s abilities; rather than sympathy, pity, and charity due to a disability?
Please take what you have learned today, pass it on and use it!

…and remember that ongoing support is available through SourceAmerica as you continue your journey, learning to be a “change agent” on behalf of people with significant disabilities.
Thank You

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