Building Inclusive Communities...

in preparation for life after high school
WHERE ARE YOU ON YOUR JOURNEY?

Acceptance Path

- Acceptance & Learning
- Anxiety
- Awareness

Broken

- Fixing Path
- Hopeless
- Depression

Are you moving in the right direction?
Diversity, Culture, & Disability

• Pay attention to attitudes
  • lead to judging the choices and actions of families from other cultural backgrounds

• Family and disability issues
  • Explore the values of your culture related to mainstream expectations and how to balance the two.

• Cultural attitudes related to communication
<table>
<thead>
<tr>
<th>When This Happens</th>
<th>I Do This</th>
<th>It Usually Means</th>
<th>And I Want You To</th>
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<tr>
<td>#2 In the environment</td>
<td>#1 The action</td>
<td>#3 Meaning of the action</td>
<td>#4 What other people should do or say in response</td>
</tr>
<tr>
<td>What’s just gone on</td>
<td>What others notice</td>
<td>What the emotions and feelings are</td>
<td>Or not do or say.....</td>
</tr>
<tr>
<td>The “trigger”</td>
<td>Can be seen, heard, and felt by others</td>
<td>What’s going on inside</td>
<td></td>
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</table>
# RYAN’s Communication Chart

<table>
<thead>
<tr>
<th>What is happening</th>
<th>I do this</th>
<th>It usually means</th>
<th>And I want you to</th>
</tr>
</thead>
<tbody>
<tr>
<td>Too many people</td>
<td>Go to my room and shut the door</td>
<td>I’m totally over stimulated</td>
<td>Allow quite time</td>
</tr>
<tr>
<td>I need to talk</td>
<td>Call you over and over and over</td>
<td>I don’t want to wait. I need to talk right now</td>
<td>Answer the phone!</td>
</tr>
<tr>
<td>Dinner conversations</td>
<td>Snarl at my brothers</td>
<td>I’m mad at what you said</td>
<td>Apologize or clarify if I misunderstood</td>
</tr>
<tr>
<td>Walking in the community or taking Uber</td>
<td>Go off by myself</td>
<td>I’m hungry or want to go watch a movie</td>
<td>Presume competence &amp; independence</td>
</tr>
</tbody>
</table>
Moving from Service Life to Community Life

- **Service Life**
  - ‘Important for’ addressed
  - No organized effort to address ‘important to’

- **A Good Paid Life**
  - ‘To’ and ‘for’ present
  - Closest people are paid or family
  - Few real connections

- **Community Life**
  - ‘To’ and ‘for’ present
  - Recognized for their contributions and valued participation
  - Are known and welcomed

Focus on connecting, building relationships and natural supports

- ‘Important to’ present
- ‘Important to’ recognized
Pop the Disability Bubble

Gifts and Capacities

• Build SELF-EFFICACY
  • competence. effectiveness. potency. virtue.
    ability. capability. capableness.

• Balancing Important TO with Important FOR

• How are we included in our immediate community?
  • Be seen for your gifts and abilities
Interdependence

Circles of Supports/Friends

- We are not disempowered
- True community is interdependent NOT independent
- Reciprocity
- Show up regularly in common places

Planning Circles

- Group of people who meet together
Learning about Support

Power Over

Power With

Fixing vs. Supporting

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Where are you on the continuum?

Decision Makers
Advisors
Consultant
Supporter
Advocates
Dignity of Risk

Experiencing failure is critical to learning

- Budgeting
- Shopping
- Travel
- Communication

Balance what is IMPORTANT TO a person with what is IMPORTANT FOR a person
Health & Safety Dictate Lifestyle

- Health & Safety
- Being Valued
All Choice No Responsibility

Important For

Important To

• People
• Status & Control
• Things To Do
• Routines
• Places To Go
• Thing To Have

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Balance

Important For
- Health & Safety
- Being Valued

Important To
- People
- Status & Control
- Things To Do/Places To Go
- Routines
- Pace of Life
- Things To Have

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Important TO me

• My computer! Needs the computer to unwind.
• My pets – loves his cat Bella and dog Kova
• “My mom helps me think through issue and problems”
• Time with his friends just once a month
• Movies – “I love most all movies, even some love stories. Scary movies are the most fun.”
• He could go out to eat every meal is finically possible. Peperoni and sausage pizza every Friday is a must!
• Time alone in his room with computer and Amazon Alexa.
• Independence – being able to go places without someone tagging along.
• Taking public transportation. Love to take Marta bus and trains.
• Traveling – “I want to visit every state in the US and travel to Europe once a year. I’ve been to Scotland and England. I want to visit Ireland, Greece, Italy, and Iceland.”

What others need to know and do to best support me

To achieve dream of travel, going to movies, and eating out, Ryan needs help with organizing money and budgeting.
“I need lots of alone time.” It takes lots of energy to be with people.
Remind Ryan about the importance of good hygiene. Mom used to say. “Teeth, hair, deodorant”
“I need help getting and remembering to take my medicine.” I set up a pill sorter every Sunday.
“I want to learn how to use the bus in Cobb County.” Help Ryan navigate the with public transportation system to maintain his independence.
“I need to be able to call my mom when I am worried or need to talk.”
Ryan's One Page Description

What People Like and Admire about

Genius with calendars
Fun
Funny
Likes nice people
Knows lots about movies
Loves to travel
Knows lots about the states and other countries

What is Important

- My computer!
- My pets
- My mom
- Time with my friends
- Movies
- Going out to eat
- Time alone
- Independence
- Taking public

How to Best Support me in becoming more Interdependent

Help me with money and budgeting.
I needed lots of alone time. It takes lots of energy to be with people.
Help me understand the importance of looking nice. “Teeth, hair, deodorant”
Help me map out my public transportation trips
Remind me to take my medicine

For a good match:

- Smart and understanding to not take everything personal
- Respectful
- Enjoys people, movies and animals
- Presume competence. Able to see Ryan for his great gifts
- Passion for working alongside people with intellectual and developmental disabilities.
Stacey's Person-Centered Trainer Description

What People Like and Admire about Me

- Passionate advocate
- Value's family, great mom
- Fun, Witty
- Compassionate
- Champion of person-centered values
- Natural trainer

What is Important to Me

- Honoring and respecting people with intellectual and developmental disabilities
- Igniting the passion in others for positive change
- Being organized, productive and dependable
- Encouraging others to recognize and use their gifts
- Laughing

How to Best Support Me as a PCT trainer

- Open and honest communication and feedback
- Open to learning and using person-centered values and language
- Willing to self-reflect and explore vulnerable topics
- Considerate of the diversity of thoughts and experiences
- Join the fun and laugh with us

"I would like to be known as a person who is concerned about freedom and equality and justice and prosperity for all people."

-- Rosa Parks
MAKING IT HAPPEN

Actions/activities to make community inclusion a reality

- Build your Circles: Friends and Planning
- Camps / Overnights away - early on
- Volunteering
  - studies show that children who volunteer early and often have better employment outcomes.
- Clubs of interest
- Record Important To and Support Needed
Questions?

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