

We create opportunities for independence for people with disabilities through research, education, and consultation



Independent Living Research Utilization

www.ilru.org

IL-NET

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Investing in the Independent Living Movement Means Investing in Youth

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IL-NET is a project of Independent Living Research Utilization (ILRU) in partnership with the National Council on Independent Living (NCIL), the Association of Programs for Rural Independent Living (APRIL), and Utah State University Center for Persons with Disabilities (USU-CPD)

What You Will Learn Today

- Importance of working with youth in supporting a robust and self-sustaining culture in CILs.
- Strategies to locate, recruit, and engage young people with disabilities to—
 - represent community,
 - embrace independent living philosophy, and
 - serve as partners and leaders in CIL program planning and implementation.
- Tools and strategies for developing relationships and collaborations with community youth and advocacy organizations.
- Leadership qualities in youth with disabilities and how to facilitate their transition into leadership roles that support their goals.

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Framing Today's Dialogue

- Getting Back to the Roots of the Youth Transition Core Service.
- Balancing the diversity of CILs and each catchment area, while utilizing the key services, IL movement, and thought framework that unify and can strengthen all of us.
- We are all always learning and we DO NOT have to recreate the wheel.

Inclusion and Intersectionality

- Today's youth value diversity and inclusion.
- Intersectionality is a framework that describes how people with multiple marginalized identities experience discrimination and violence.
- An example of intersectionality refers to the interconnected nature of race, gender, sexual orientation and disability.


Inclusion and Intersectionality, cont'd.

- Intersectionality (disability inclusion framework) – We must expand beyond working with disabled folks that are the easiest to assimilate into our already existing culture. This means we should not predominantly recruit or work with (or have on our staffs and boards) disabled folks that are of the most privileged race, gender, sexual orientation, etc. The majority of people with disabilities are also people who are low/no income, indigenous, people of color, immigrants, LGBTQ, and more. ~Keri Gray



Poster Kids and Jerry's Kids

Disability Day of Mourning



**Children and adolescents
with disabilities**
are

3-4x
more likely

to experience **physical and
sexual violence and neglect**
than children without disabilities.

#Endviolence

Source: Jones, L., Bellis, M.A., et al., Prevalence and risk of violence against children with disabilities: a systematic review and meta-analysis of observational studies. *The Lancet*, Vol. 380, No. 9848, 2012.

Connecting Our Experiences

- Understanding social & medical model of disability
- Ableism & Audism*
 - Internalized
 - Individual
 - Systematic
- Impacts of Trauma

The IL philosophy & work of CILs combats ableism at all levels.

* Audism is a term used to describe a negative attitude toward deaf or hard of hearing people. It is typically thought of as a form of discrimination, prejudice, or a general lack of willingness to accommodate those who cannot hear. ~www.verywellhealth.com

Characteristics of Generation ADA

- Entrepreneurial Minded
 - Highly motivated to start something new, whether a business, organization, or a leading project.
 - This desire to work on new projects will have organizations struggling to retain young people.
- Technology Oriented
 - Grew up with constantly learning new technical devices or social platforms. This has influenced their innovation and inventions.
 - However, this also influences young people's desire for instant gratification and the expectation to work remotely

How does all of this connect to youth-transition?

Questions & Answers

Conduct an Environmental Scan — *Where Are Young People Already Being Served?*

- Seek referrals from your personal and professional networks.
- Identify key youth-serving organizations.
- Identify public and non-public high schools and colleges.
- Identify government-funded agencies.

Key search terms to use: youth services, youth development organizations, TAY – Transitional Age Youth – services.

Program Design & Development

What is your CIL doing that is already engaging 14-28 year olds?

With your environmental scan, consider CIL capacity: staffing, budget, physical space, greatest needs of youth in your area or youth already involved in your center.

Will your CIL's youth work be integrated into an existing program, new onsite program, or offsite programming & services delivery?

Program Suggestions

- Political and social education
 - Teaching the medical and social model of disability
 - Activities of daily living such as cooking classes
- Peer networking groups
- Activities around advocacy
- Community events
 - Fundraisers
 - Mentoring days

Untapped Talent

- As of July 2018, only 29 percent of Americans of working age (between ages 16 and 64) with disabilities participated in the workforce, compared with 75 percent of Americans without a disability.
- In 2017, the unemployment rate for persons with disabilities was more than twice that for those without a disability—9.2 percent versus 4.2 percent.

Wide Employment Gap

People with disabilities are much less likely to be employed.

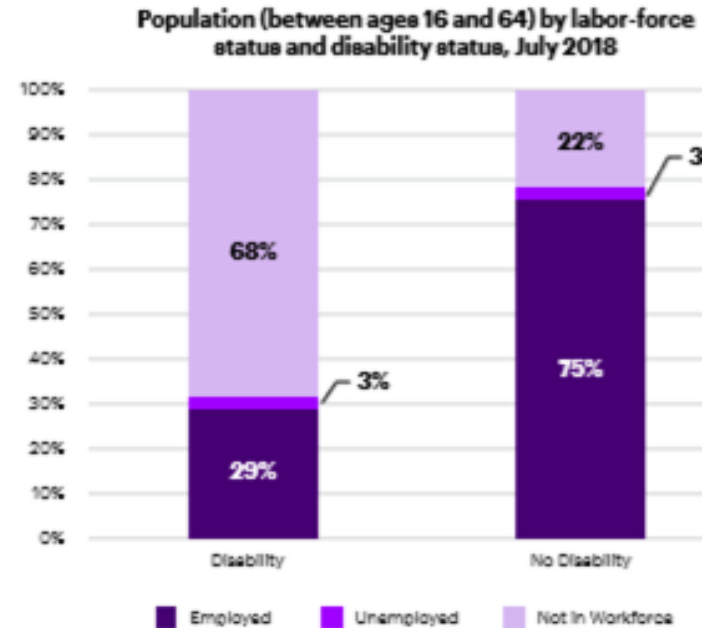


Figure analysis based on data from the Bureau of Labor Statistics, July 2018

Disability Inclusion and Employment

- The 2018 Accenture report, identified an elite group of 45 companies that excelled in these key categories, which we are calling Disability Inclusion Champions (or “Champions”).
- Champions are, compared with other companies in the sample, performing above-average financially. Champions achieved – on average – 28 percent higher revenue, double the net income and 30 percent higher economic profit margins

2x

Champions were **twice as likely** as others to have higher total shareholder returns than those of their peer group

4x

Companies that have improved their inclusion of persons with disabilities over time were **four times more likely** than others to have total shareholder returns that outperform those of their peer group

Questions & Answers

How do we attract and create inclusive environments for young people in our CILs?

Branding

- What is your mission and message?
- Is your message unique?
- Does your message resonate with young people?
- How often are you communicating the value of your programs?
- What platforms/networks are you using to communicate your efforts?



I just want to be #free in who I am. Then I realized I have a say in the manner. We have a say in this manner. You see these #scars across my body? I used to be ashamed of it. It told a story that I wasn't ready to share. It lead to questions that I would much rather ignore. And it was a constant reminder that people will see me different and thus treat me different. All these years, I let #fear hold me back. But look at my sense of joy today. Look at my sense of #freedom.

Outreach

- Your environmental scan of youth services turns into your outreach list.
- Attending and tabling at key stakeholder events.
- Utilizing existing relationships & networks.
- Internal & External Communication methods.

Creating, Strengthening & Sustaining Programming/Core Services

- Invitation to Brave Space, Micky ScottBey Jones
- Utilizing Youth Development Practices
 - Safety
 - Relationship Building
 - Youth Participation
 - Community
 - Skill Building
- Programming through Partnerships

Leadership Development Doesn't Wait

Through youth transition work — supporting individual's leadership development is critical:

- Self awareness & self esteem
- Experience with having responsibility
- Skill development related to communication (however the individual communicates – via assistive technology, spoken language etc.)
- Self-advocacy
- Connecting leading with self & leading with others

Young Professionals Seek...

- Empowerment
- A Challenge
- Trust
- Mentoring/Coaching
- A Personal Brand



It's super scary showing my #scars. Is this appropriate? Will people see ugliness where I see survival? Will folks give me pity instead of respect? I have a lot of reasons and questions that could have me hide the most unique parts of myself. However, I have found that #success first starts with taking risks and having confidence in yourself. Stop hiding.

Resources

- National Council on Independent Living – <https://www.ncil.org/>
- Association of Programs for Rural Independent Living – <https://www.april-rural.org/>
- Independent Living Research Utilization – <https://www.ilru.org>
- Autistic Self Advocacy Network – www.autisticadvocacy.org
- YO! Disabled & Proud – <http://yodisabledproud.org/>
- American Association of People with Disabilities – <https://www.aapd.com/>
- Disability:IN – www.disabilityin.org
- DREAM – <https://www.dreamcollegedisability.org/>
- Job Accommodation Network (JAN) – www.askjan.org
- Office of Disability Employment Policy (ODEP) – www.dol.gov/odep
- Institute for Educational Leadership (IEL) – www.iel.org/resources
- Disability, Diversity, and Intersectionality in CILs – www.cil-diversity.org

Final Questions and Evaluation Survey

Any final questions?

Directly following the webinar, you will see a short evaluation survey to complete on your screen. We appreciate your feedback!

https://usu.co1.qualtrics.com/jfe/form/SV_a2HZ0SAHi80FFuB

Sources

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- <https://nces.ed.gov/fastfacts/display.asp?id=60>
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- <https://disability-memorial.org/>
- <http://www.readingeagle.com/business-weekly/article/viewpoint-in-todays-workforce-knowing-understanding-young-professionals-are-essential>
- <https://www.accenture.com/us-en/company-persons-with-disabilities>
- <http://www.dol.gov/odep/stats/Youth-Labor-Force.htm>
- <https://youth.gov/youth-topics/positive-youth-development>

CIL-NET Attribution

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