



**Ensuring Equity in Aging Webinar Series
Culturally Informed Policy & Programs: With and For People with
Disabilities
Captioners Transcript
December 2, 2020**

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00:00:05.850 --> 00:00:22.560

Amanda Lawrence: Alright, good morning everybody and welcome to the second installment of the California Department of Aging's ensuring equity in aging webinar series. Today we are going to focus on culturally informed policy and programs with and for people with disabilities.

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00:00:24.180 --> 00:00:29.760

Amanda Lawrence: So today, you can join us by audio or of course here on zoom and we are, we do have live

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00:00:30.240 --> 00:00:35.220

Amanda Lawrence: Captioning through webinar available. So go ahead and you can click that CC button at the bottom of your screen.

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00:00:35.610 --> 00:00:47.280

Amanda Lawrence: We are going to record today's presentation we will post the recording the slides and the transcripts on CDA's webpage. We

have an equity and aging Resource Center available online and you can find the link to that there.

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00:00:47.520 --> 00:00:52.890

Amanda Lawrence: We also will post the video on or the recording on our YouTube channel. Next slide.

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00:00:54.000 --> 00:01:01.620

Amanda Lawrence: We will reserve time for questions and comments at the end of this presentation, although we do also use this on the chat feature in zoom. So

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00:01:01.860 --> 00:01:08.850

Amanda Lawrence: Please go ahead. If you're on zoom. Go ahead and enter in your questions as the presentation goes on. But if you are joining us by phone, and

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00:01:09.090 --> 00:01:17.970

Amanda Lawrence: We will share the questions and comments instructions later on when we have that question and answer period reserved at the end you'll just have to press nine on your dial pad and will let you

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00:01:18.450 --> 00:01:29.190

Amanda Lawrence: Enter a zoom audio line. And if you have any additional information or questions feedback you want to give us. You can always send us an email at engage at aging that ca.gov

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00:01:29.940 --> 00:01:39.630

Amanda Lawrence: Next slide. And I want to remind you that we have some upcoming webinars. We're going to continue to do these every first Wednesday of the month for several months moving forward.

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00:01:40.020 --> 00:01:51.300

Amanda Lawrence: And will always focus on state and local speakers with expertise in the subjects of cultural competency equity program and service delivery that is suited for I'm several communities across California and

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00:01:52.170 --> 00:01:58.230

Amanda Lawrence: our upcoming webinars are January six, culturally informed policy and programming the culture of LGBT Q older adults.

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00:01:58.530 --> 00:02:08.700

Amanda Lawrence: And then February 3 cultural responsive services and programming within for black elders, you can go ahead and register for those we have them up on our Facebook page. We have them on our website we feature them in our newsletters.

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00:02:09.030 --> 00:02:22.350

Amanda Lawrence: You want to receive our newsletter, you can go ahead and email that engage@aging.ca.gov email and I'll sign you up. Next slide. And I'm going to hand it off to Kim McCoy Wade, the director of California Department of Aging.

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00:02:23.460 --> 00:02:30.660

Kim McCoy Wade: Thank you, Amanda. I'm so glad to be with you all. And with this terrific colleagues and leaders Christina Mills and Ana Acton and I have the

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00:02:30.900 --> 00:02:37.440

Kim McCoy Wade: wonderful privilege of introducing them and then getting out of the way for this conversation to take place. I just want to provide a little bit of

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00:02:37.830 --> 00:02:46.860

Kim McCoy Wade: Context, as we've been doing the master plan for aging, a number of great conversations have emerged around disability and inclusion and equity.

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00:02:47.100 --> 00:02:53.010

Kim McCoy Wade: And no better folks and Christina Mills and on acted in their networks have been at the table to help us in

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00:02:53.460 --> 00:03:04.530

Kim McCoy Wade: Asking and addressing and moving advancing on those questions. So let me just to a couple of them, it's far too much for Christina and on at a cover in an hour. So now this is one part of an ongoing

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00:03:05.430 --> 00:03:14.040

Kim McCoy Wade: Work together to strengthen our Aging and Disability partnership and in progress. So one of the questions that came up from the very beginning a master plan for aging was

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00:03:14.790 --> 00:03:26.490

Kim McCoy Wade: Is this a plan also for disability and we really wanted to be sure, from the beginning, the value of inclusion that absolutely a master plan for aging both includes people with disabilities as they age.

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00:03:26.730 --> 00:03:34.680

Kim McCoy Wade: And also includes that part of aging. For many people, is acquiring disabilities of some kind. So how do we bring that front and center and make sure that's inclusive.

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00:03:35.520 --> 00:03:42.060

Kim McCoy Wade: A second question that came up early in the process and Dr. Fernando Torres scale from USC was very helpful in articulating

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00:03:43.020 --> 00:03:48.690

Kim McCoy Wade: The special interaction and relationship between ages of enable ism and how

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00:03:49.530 --> 00:03:57.120

Kim McCoy Wade: There is an intersection that Christina on. I'm sure we'll talk more about that we all need to be aware of people who've been working in aging.

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00:03:57.570 --> 00:04:06.510

Kim McCoy Wade: May have blind spots around able ism and that's probably a language choice that I just use that reflects that. And there are people in the disability movement who may also have an ageist

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00:04:08.550 --> 00:04:17.700

Kim McCoy Wade: biases that we've all you know acquired by growing up in this culture. And so really being aware of the ages of enable ism opportunities and intersection

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00:04:18.120 --> 00:04:25.830

Kim McCoy Wade: And then thirdly, I think, is our equity workgroup really dove in and I want to thank Marianne presale from disability community for Resource Center.

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00:04:26.370 --> 00:04:36.540

Kim McCoy Wade: Disability Resource Center for really helping bring forward, of course, the diversity within disability and the intersectionality around disability and LGBT Q disability and race.

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00:04:36.780 --> 00:04:44.670

Kim McCoy Wade: Alice Huang has also been an enormously influential thinker and leader in this space and helping us make sure Disability Visibility is truly inclusive.

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00:04:45.270 --> 00:04:49.470

Kim McCoy Wade: So which of those three small questions. Oh, we have no better people to help

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00:04:50.280 --> 00:05:03.420

Kim McCoy Wade: Inform us advise us and do better together, Christina males. I think many of you know has served as the Executive Director of the California foundation for independent living center since 2017 but has more than 20 years of disability.

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00:05:03.840 --> 00:05:11.850

Kim McCoy Wade: Rights and independent living center services experience. There's so much Christina has done a CFO LLC, but a couple things I want to really

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00:05:12.990 --> 00:05:24.660

Kim McCoy Wade: Lift up her work in disaster disabilities disaster access and resource program her work in bringing together. Aging and Disability around at our seas aging Disability Resource connection.

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00:05:25.110 --> 00:05:30.630

Kim McCoy Wade: And her work. I guess it's tomorrow, Christina and bringing together. Aging and Disability for a joint conference.

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00:05:31.140 --> 00:05:44.160

Kim McCoy Wade: So really appreciate her service in the master plan for aging and that 20 years of experience and then on an active executive director of the fried Center for Independent Living in Nevada County over 15 years experience in this space.

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00:05:44.640 --> 00:05:57.420

Kim McCoy Wade: And to be clear, not just about a county Yuba Sutter kalisa and Sierra. It's been a tremendous leader in thinking about disaster services again and also about rural communities, making sure that the master plan for aging.

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00:05:57.960 --> 00:06:04.500

Kim McCoy Wade: Includes all communities as well. So thank you to both ANA and Christina. And with that, I will turn it over to you.

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00:06:07.050 --> 00:06:07.620

Ana Acton (she/her), FREED : Thank you so

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00:06:07.860 --> 00:06:15.150

Christina Mills (she/her) - CFILC.org: Much Christina Mills from the California foundation for independent living centers and just want to

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00:06:15.690 --> 00:06:22.590

Christina Mills (she/her) - CFILC.org: Really highlight the wonderful partnership that we've had both disability and aging coming together with

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00:06:22.980 --> 00:06:32.700

Christina Mills (she/her) - CFILC.org: Kim's leadership at the Department of Aging and really bringing the communities together in ways that we've never experienced before. In California, and I think that

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00:06:33.000 --> 00:06:37.200

Christina Mills (she/her) - CFILC.org: Her leadership really has to move that forward in a very positive direction.

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00:06:38.010 --> 00:06:53.730

Christina Mills (she/her) - CFILC.org: I'm with the California foundation for independent living centers. I think a lot of you are familiar with our organization, but we are the membership association for California's independent living centers, we are not an independent living center we serve as the associate

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00:06:55.980 --> 00:07:05.160

Christina Mills (she/her) - CFILC.org: Living Centers pay membership to us once a year to be their policy voices their policy arm in Sacramento and in addition

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00:07:05.850 --> 00:07:19.740

Christina Mills (she/her) - CFILC.org: To that we run a number six, to be exact statewide programs. Some of you are familiar with us through those programs, whether it be the ability tools program, the digital access project.

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00:07:20.100 --> 00:07:33.180

Christina Mills (she/her) - CFILC.org: Yo disabled and proud, the disability organizing network freedom tech. Oh my gosh, I'm forgetting some of them. And of course, our newest program but disability disaster access and resources which has been an exciting.

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00:07:35.220 --> 00:07:43.830

Christina Mills (she/her) - CFILC.org: An exciting program that we've taken on this year that really was much needed and continues to evolve, certainly in a variety of areas.

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00:07:44.580 --> 00:07:51.600

Christina Mills (she/her) - CFILC.org: I'm excited to be presenting this topic today and just want to say that usually this is a very

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00:07:52.260 --> 00:08:04.110

Christina Mills (she/her) - CFILC.org: Important topic. To me that is super important. And I'm completely passionate about it and it typically takes about a half day or a full day to go over it so

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00:08:04.410 --> 00:08:18.630

Christina Mills (she/her) - CFILC.org: Doing it in an hour is definitely going to be challenging. But if there's a need to come back for part two, part three, we're happy to do that. And with me introduce my co presenter and my friend and past chair on an oxygen from fried.

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00:08:19.740 --> 00:08:39.810

Ana Acton (she/her), FREED : Thank you so much. Christina. This has been quite the year we have had so much work around disability and aging with the master plan on aging and other community efforts fried is one of 28 independent living centers in California. We are peer driven

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00:08:40.890 --> 00:08:57.600

Ana Acton (she/her), FREED : organizations that provide a whole variety of services for people, regardless of type of disability that the person has regardless of age. So we span throughout the entire state and we are also a member organization of CF LLC.

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00:08:59.580 --> 00:09:06.720

Ana Acton (she/her), FREED : So with that, we're going to move to the next slide as Christina said we are really passionate about this topic and so

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00:09:07.410 --> 00:09:18.930

Ana Acton (she/her), FREED : We could spend all day, and we're going to try to cram it into an hour. So I'll just get started on this slide and then hand it over to Christina. So we wanted to just kind of ground ourselves a little bit in the independent

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00:09:19.290 --> 00:09:30.810

Ana Acton (she/her), FREED : Living and disability rights movement, this movement really started in California. And it's really part of the larger civil rights movement that we saw in the night, starting the 1960s.

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00:09:31.710 --> 00:09:38.940

Ana Acton (she/her), FREED : REALLY BEGAN IN BERKELEY with the first ever independent living center in in the name.

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00:09:39.690 --> 00:09:51.570

Ana Acton (she/her), FREED : And Berkeley. There was a gentleman by the name of Robert who to go to college and went to advocated to get into Berkeley. He had contracted polio was a kid.

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00:09:51.960 --> 00:10:02.100

Ana Acton (she/her), FREED : Use a wheelchair and iron lung to breathe and wanted to go to college. He advocated for access to college and they started a group called the rolling quads.

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00:10:02.820 --> 00:10:14.370

Ana Acton (she/her), FREED : There on the Berkeley University and that movement really was a peer driven, let's get together, we can relate to one another and they started only advocating for access to

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00:10:16.260 --> 00:10:22.890

Ana Acton (she/her), FREED : The college we see the first table. Student Services program and then really be responsible for that and

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00:10:23.100 --> 00:10:38.640

Ana Acton (she/her), FREED : Now we see that in every college and then start realizing you know we want to have better access to the community. They actually developed the first curb curb cuts in the nation there in Berkeley and got together to an envision a peer driven

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00:10:40.380 --> 00:10:48.540

Ana Acton (she/her), FREED : Support System so that people with disabilities could live, work and play and the setting of their choice. So Christina.

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00:10:49.080 --> 00:11:06.060

Christina Mills (she/her) - CFILC.org: Yeah, I think I just want to point out, in addition to that, that our movement was really based on us being empowered to self advocate and be able to have the ability to make our own choices and have respect in making those choices so

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00:11:07.200 --> 00:11:20.460

Christina Mills (she/her) - CFILC.org: Was what the intention was in the beginning. I'm sure that a lot of you are thinking in your head. That's still probably the intention today because it is a lot of us still don't have the choices that

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00:11:21.300 --> 00:11:26.250

Christina Mills (she/her) - CFILC.org: We want to make for ourselves. And a lot of people with disabilities, still don't get

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00:11:26.640 --> 00:11:45.180

Christina Mills (she/her) - CFILC.org: The equal respect as their non disabled peers. So that continues to be among our values and self advocacy is probably the most important advocacy and systems change advocacy. One of the most important priorities and serve independent

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00:11:46.560 --> 00:11:52.770

Christina Mills (she/her) - CFILC.org: Brings and is uniquely known for, because not only are we providing services from a peer driven model.

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00:11:53.670 --> 00:12:02.880

Christina Mills (she/her) - CFILC.org: Our federal funding that comes to centers requires us by law to have 51% of our staff and board members be people with disabilities and

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00:12:03.180 --> 00:12:11.610

Christina Mills (she/her) - CFILC.org: When I say people with disabilities and honest says that I think it's really important for everyone to understand that we're coming from a place

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00:12:12.210 --> 00:12:23.130

Christina Mills (she/her) - CFILC.org: That disability to us is the gamut. It's diabetes. It's visually impaired. It's deaf. It's hard of hearing. It's mobility, it's chronic illness. It's

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00:12:24.570 --> 00:12:37.380

Christina Mills (she/her) - CFILC.org: Anything, and every imagine that affects your daily living situation. So while on and I have certainly had some very interesting experiences during cover

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00:12:37.800 --> 00:12:43.800

Christina Mills (she/her) - CFILC.org: One of them that we could very interestingly relate to, as we were putting together this presentation.

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00:12:44.280 --> 00:12:56.670

Christina Mills (she/her) - CFILC.org: Was that as wheelchair users, both of us have experienced respect in a very different way over zoom in the way that we've communicated with folks that we've never known before.

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00:12:57.210 --> 00:13:09.540

Christina Mills (she/her) - CFILC.org: Throughout coven because people can't see our wheelchairs and having people that don't know us personally talk about people with disabilities in a way that they absolutely would not talk

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00:13:09.870 --> 00:13:18.570

Christina Mills (she/her) - CFILC.org: About people are people just believe us if they had seen our wheelchairs, necessarily. So it's been a very interesting situation.

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00:13:19.530 --> 00:13:29.760

Christina Mills (she/her) - CFILC.org: From there, though, let's let's go on to early messaging and I just want to set the tone by letting you all know that we requested that CDA turn on the chat feature today.

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00:13:30.090 --> 00:13:41.280

Christina Mills (she/her) - CFILC.org: Because we want this to be interactive. And we know that some of these questions that we're going to ask might make folks feel uncomfortable. And that's all we okay and normal we want

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00:13:41.640 --> 00:13:54.090

Christina Mills (she/her) - CFILC.org: This to be a discussion that really brings people to a different place in terms of understanding disability understanding evilism and why our society is the way it is. So,

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00:13:54.810 --> 00:14:10.140

Christina Mills (she/her) - CFILC.org: To start that these are some of the easy questions to get us going. And we hope that you do participate with us. But some of the early messaging of disability. And the reason why we wanted to really set the foundation by asking you these

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00:14:11.340 --> 00:14:22.350

Christina Mills (she/her) - CFILC.org: Is because you can imagine from a disability perspective what the messages here might make you feel like or react.

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00:14:23.640 --> 00:14:32.700

Christina Mills (she/her) - CFILC.org: React based on disability. You were born with a disability acquired a disability or you are aging into disability, what

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00:14:33.120 --> 00:14:40.710

Christina Mills (she/her) - CFILC.org: Those experiences might feel like based on the early messaging of disabilities. So let's just start by saying

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00:14:41.130 --> 00:14:47.190

Christina Mills (she/her) - CFILC.org: And asking you all, where did you first hear about disability and while you're answering those questions in the chat.

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00:14:47.730 --> 00:15:05.070

Christina Mills (she/her) - CFILC.org: The difference between amen I is that I was born with my disability and honor. Was she acquired her disability in her teen years. So on a as a person that acquired her disability or your disability. What were your early messages before you became disabled.

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00:15:06.150 --> 00:15:16.560

Ana Acton (she/her), FREED : Yeah. That is a great question because the and I actually feel like I am really fortunate. The only person that I can think of that I knew that had a disability.

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00:15:17.310 --> 00:15:29.190

Ana Acton (she/her), FREED : Was a neighbor of ours and friend of my parents whose name is Sam dardick he used the wheelchair. He had polio as a child and use the wheelchair. Now, this gentleman is, is he

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00:15:29.910 --> 00:15:47.880

Ana Acton (she/her), FREED : Was building his own house with his, his own hands, raising a family. And so when I became disabled in my teens as a freshman in high school. He was literally that the image of disability that came to me, but that is a really rare answer, I would say.

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00:15:49.650 --> 00:16:00.000

Ana Acton (she/her), FREED : And so he really became this role model that well I am able to do anything that I could do before I can raise a family. I could build a house. I could do what I want.

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00:16:01.050 --> 00:16:14.610

Ana Acton (she/her), FREED : Because I had him as a role model, but many people that I talked to don't have that same experience around the early messaging around disability and you can be coming through in the chat. Right.

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00:16:15.180 --> 00:16:15.630

All right.

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00:16:17.490 --> 00:16:18.180

Christina Mills (she/her) - CFILC.org: One of the

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00:16:18.660 --> 00:16:34.920

Christina Mills (she/her) - CFILC.org: Things that you just pointed out, though on it, is that while you were fortunate enough to have somebody that was seen as a leader in your community with a disability. Sam dardick who was the founder of fruit Center for Independent Living, you said he was a wheelchair user

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00:16:35.880 --> 00:16:43.650

Christina Mills (she/her) - CFILC.org: And we're going to get more into that as we go. But I think that that's a really important point, especially because we just talked about disability, meaning

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00:16:44.310 --> 00:16:54.210

Christina Mills (she/her) - CFILC.org: The wide variety of cross disability and I love the the chat feature. And what we're getting in here and it looks like a lot of people can relate because they

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00:16:55.050 --> 00:17:03.810

Christina Mills (she/her) - CFILC.org: had experienced disability. It looks like mostly through families and through friends and I'm going to go to the second question. I love the interaction here.

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00:17:04.980 --> 00:17:10.200

Christina Mills (she/her) - CFILC.org: When the media covers disability. What are their typical themes

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00:17:11.940 --> 00:17:18.450

Christina Mills (she/her) - CFILC.org: Oh, I love these answers and honor you know for me as a person who was born with my disability.

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00:17:19.470 --> 00:17:33.450

Christina Mills (she/her) - CFILC.org: And and now I have children that have also inherited my disability growing up with a disability, with a teen mom, who was also single is very different experience. And we were very low income and

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00:17:34.440 --> 00:17:41.370

Christina Mills (she/her) - CFILC.org: We had a number of different challenges so disability was only one of the many things that was going on and

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00:17:42.240 --> 00:17:50.040

Christina Mills (she/her) - CFILC.org: Definitely, there was a pity for disability, there was a lack of understanding. I feel very fortunate that

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00:17:50.640 --> 00:17:59.850

Christina Mills (she/her) - CFILC.org: The cousin. That was closest to my age seven months younger than me, was also born with a disability, my cousin Larry has Down syndrome. So I feel

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00:18:00.690 --> 00:18:09.660

Christina Mills (she/her) - CFILC.org: Again, very lucky that both Larry and I grew up together and that even though his disability his intellectual developmental disability and mine is physical

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00:18:10.410 --> 00:18:18.180

Christina Mills (she/her) - CFILC.org: There were still some things that we can very much relate to. We took the short bus together to school. We were in segregated school together.

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00:18:19.200 --> 00:18:23.190

Christina Mills (she/her) - CFILC.org: It was certainly something that was seen as

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00:18:24.270 --> 00:18:35.430

Christina Mills (she/her) - CFILC.org: Not only something you can take should take pity on but also something that my family was very sad about and something that my family felt like

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00:18:36.390 --> 00:18:46.560

Christina Mills (she/her) - CFILC.org: They were responsible for. So it was very, very negative and I wasn't. Unfortunately, like you growing up in San Diego. I didn't see any disabled.

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00:18:47.430 --> 00:19:05.940

Christina Mills (she/her) - CFILC.org: People working for one and for two when I did see people with disabilities. It was typically serving as panhandlers on the freeway or people in need constantly. So while my mom was a teen mother and my, my aunt was also a teen mother raising my cousin.

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00:19:07.140 --> 00:19:16.320

Christina Mills (she/her) - CFILC.org: There was really nothing that we didn't have like career goals or college goals or anything like that. It was like live day to day and make sure we

110

00:19:16.320 --> 00:19:18.150

Christina Mills (she/her) - CFILC.org: Can pay rent month to month is what

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00:19:18.180 --> 00:19:21.060

Christina Mills (she/her) - CFILC.org: What it was, for us, it wasn't really about disability. So

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00:19:21.690 --> 00:19:23.190

Christina Mills (she/her) - CFILC.org: Some of the answers.

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00:19:23.280 --> 00:19:24.120

Christina Mills (she/her) - CFILC.org: Media. Go ahead.

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00:19:24.600 --> 00:19:35.610

Ana Acton (she/her), FREED : Yeah, I just wanted to add that when I became disabled as a teenager, it was completely devastating to my family to my friends and to my community, and it was

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00:19:36.720 --> 00:19:47.610

Ana Acton (she/her), FREED : A lot of guilt from for my, my parents, right, that somehow they allowed me to get the significant disability. When I was a teenager and under the age 18

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00:19:47.970 --> 00:19:51.570

Ana Acton (she/her), FREED : And tremendous amount of guilt that lived with my family for years.

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00:19:51.900 --> 00:20:00.690

Ana Acton (she/her), FREED : I will also say that, you know, there's a lot of misconceptions. My family was sure that I would never work again because I was a paraplegic and disabled.

118

00:20:01.020 --> 00:20:14.070

Ana Acton (she/her), FREED : And that I would actually need 24 seven assistance for the rest of my life and I bring that up because that ended up being so far from reality. But that we see around disability. We know that when

119

00:20:14.670 --> 00:20:28.470

Ana Acton (she/her), FREED : Youth transition into adulthood and disability benefits they have like a half a percent chance of ever getting into gainful employment and getting off of disability benefits that means a life of poverty for people

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00:20:28.770 --> 00:20:35.190

Ana Acton (she/her), FREED : And that was something that because I had a positive role model. I was able to see beyond that and realize that I could get a job.

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00:20:35.490 --> 00:20:40.500

Ana Acton (she/her), FREED : And and and and and that I wasn't going to need 24 seven care as well. Right.

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00:20:40.800 --> 00:20:52.740

Ana Acton (she/her), FREED : At first, of course, when you're adjusting to a disability, it can be very difficult, and you need additional assistance, but oftentimes as you learn to live with a disability, you learn your new ways of doing things. So I just wanted to not

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00:20:52.980 --> 00:21:03.240

Christina Mills (she/her) - CFILC.org: Absolutely. And I think, you know, looking at the chat and seeing all of the comments, people really understand the effects that media has on disability and

124

00:21:03.570 --> 00:21:17.850

Christina Mills (she/her) - CFILC.org: Yeah, you're absolutely right on a when it comes to the messaging and what we see in mainstream media it's often inspirational. It's pity. It's condescending. It's all the things folks are typing into the chat and

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00:21:18.210 --> 00:21:31.770

Christina Mills (she/her) - CFILC.org: We. It's like we're constantly an independent living and Disability Rights Working up a hill to try to prevent that from continuing to occur and increase the positive part of disability, which is

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00:21:32.160 --> 00:21:42.450

Christina Mills (she/her) - CFILC.org: This is a natural part of human diversity and even though people have different experiences based on when they acquire or are born with their disability.

127

00:21:42.900 --> 00:21:52.440

Christina Mills (she/her) - CFILC.org: It's it's uniquely different for each individual and what my grandmother experiences as a person with a disability is very much different than

128

00:21:52.860 --> 00:22:03.150

Christina Mills (she/her) - CFILC.org: What I experienced and she has, you know, grown up in a society where disability to her even though she was very much a part of my life. And now I'm one of her care providers.

129

00:22:03.660 --> 00:22:14.190

Christina Mills (she/her) - CFILC.org: She sees disability is very negative and not something that she wants to identify us. And I think that that's really important because that is the stigmatism and the messaging.

130

00:22:14.490 --> 00:22:22.950

Christina Mills (she/her) - CFILC.org: That goes out that makes people not want to identify and know that being disabled is a natural part of life, so

131

00:22:23.490 --> 00:22:29.100

Christina Mills (she/her) - CFILC.org: I want to, I know on a you want to say something and it's 1023 and we're on Slide three So we're in big trouble.

132

00:22:29.760 --> 00:22:34.050

Christina Mills (she/her) - CFILC.org: But I very much appreciate all the comments in the chat box, I want

133

00:22:34.530 --> 00:22:43.140

Christina Mills (she/her) - CFILC.org: To for people to do something. So in addition to what we learn through the media what our first experiences are about disability.

134

00:22:43.410 --> 00:22:50.610

Christina Mills (she/her) - CFILC.org: The stories we've heard about children, saying, why does that person look like that. And, you know, parents, constantly grabbing their cadence saying

135

00:22:51.210 --> 00:22:59.580

Christina Mills (she/her) - CFILC.org: Be quiet, don't talk about that. And, you know, makes all for uncomfortable situations when we'd really much rather than, say hi and just talk to us.

136

00:23:00.900 --> 00:23:09.720

Christina Mills (she/her) - CFILC.org: I want people to Google right now. So while we are working to get people to understand that disability is a natural part of life.

137

00:23:10.170 --> 00:23:24.510

Christina Mills (she/her) - CFILC.org: That ableism is a thing and that disability is inclusive of so many different things, not just wheelchair users, I want to point out what Google does when you put in disabled.

138

00:23:24.960 --> 00:23:32.730

Christina Mills (she/her) - CFILC.org: So for those of you that have access to using your search engine right now, I'd like you to just put in the word disable

139

00:23:33.120 --> 00:23:49.590

Christina Mills (she/her) - CFILC.org: And see what you get and type that into the chat as we move on because again it's another way society is

continuing to perpetuate the stereotypes that we're trying hard to end independent living and in the disability rights movement. Next slide.

140

00:23:52.800 --> 00:24:02.220

Ana Acton (she/her), FREED : So, and you can see, you know, as you go ahead and Google right there is not only stereotypes and misconceptions about disability in general. But what disability means

141

00:24:03.000 --> 00:24:13.860

Ana Acton (she/her), FREED : Right, so oftentimes when you do those Google searches, you will find a bunch of images of people in wheelchairs as F. The only disability, we're talking about is

142

00:24:14.160 --> 00:24:24.270

Ana Acton (she/her), FREED : physical disability or someone who uses a wheelchair, which based on just the chat alone and looking at your responses. We have a lot of people with the various types of disabilities on this webinar.

143

00:24:24.930 --> 00:24:36.720

Ana Acton (she/her), FREED : Who know that they probably have examples of how they constantly are having to educate that disability is not just about physical disability and using wheelchairs.

144

00:24:37.230 --> 00:24:45.090

Christina Mills (she/her) - CFILC.org: And we have somebody seriously in housing is pointing out that it's all about limitations when you Google. And yeah, exactly. And how can

145

00:24:45.090 --> 00:24:46.440

Christina Mills (she/her) - CFILC.org: We change that to be

146

00:24:46.440 --> 00:24:51.420

Christina Mills (she/her) - CFILC.org: About a natural part of life, the human experience includes disability.

147

00:24:51.990 --> 00:25:08.520

Christina Mills (she/her) - CFILC.org: Nine times out of 10 if you live long enough, you're going to end up being a person with a disability. I mean, those are the things that we want Google to be putting out to be normalizing disability and be able to being able to uplift the the diversity.

148

00:25:09.540 --> 00:25:23.850

Christina Mills (she/her) - CFILC.org: The, the topic of diversity to also be inclusive of disabilities. So I think this is a difficult question, but we have a very active group here today. So I'm excited. I'm, are you able list listeners participants.

149

00:25:25.290 --> 00:25:36.480

Christina Mills (she/her) - CFILC.org: Are you able list and what is able ism. What do you think, and I just got done reading the book white privilege and I was like, thinking

150

00:25:37.710 --> 00:25:41.340

Christina Mills (she/her) - CFILC.org: You know, in terms of racism. I'm not racist. And then when I

151

00:25:42.420 --> 00:25:53.340

Christina Mills (she/her) - CFILC.org: Oh my god, I need to check myself so I'm just to see what people think about when we asked them, are you able list. Not at all. Of course we are. I hope not.

152

00:25:54.210 --> 00:25:54.960

Christina Mills (she/her) - CFILC.org: Yeah.

153

00:25:54.990 --> 00:26:04.170

Christina Mills (she/her) - CFILC.org: I think it's I think it's difficult because evil ism is somewhat of a new term. Not a lot of people use it when we talk about isms. When we go into different

154

00:26:05.130 --> 00:26:14.910

Christina Mills (she/her) - CFILC.org: City and inner sectional type of conversations and trainings and workshops disability is sometimes one of the topics. That's forgotten or left out of the conversation.

155

00:26:16.290 --> 00:26:16.860

Christina Mills (she/her) - CFILC.org: Next slide.

156

00:26:18.540 --> 00:26:19.200

Christina Mills (she/her) - CFILC.org: All right on it.

157

00:26:20.220 --> 00:26:30.450

Ana Acton (she/her), FREED : Okay, so what is able ism. And so we're going to dive into this a little bit like Christina said it's a one of the many isms. We've been talking a lot about

158

00:26:30.780 --> 00:26:43.530

Ana Acton (she/her), FREED : And I want to say that we've made a lot of progress. The fact that we've been talking about able ism and ageism right through our policy work and at our organizations, I think, is really a huge step right

159

00:26:43.860 --> 00:26:45.030

Christina Mills (she/her) - CFILC.org: State Department.

160

00:26:45.780 --> 00:26:52.770

Ana Acton (she/her), FREED : I know Kim McCoy way, for example, every presentation. I've seen her do around aging around

161

00:26:53.130 --> 00:26:59.910

Ana Acton (she/her), FREED : The master plan. She is in corporate ableism into it because we have to be relevant. This is another form of discrimination.

162

00:27:00.150 --> 00:27:11.460

Ana Acton (she/her), FREED : Against people with disabilities and we see it play out in so many ways in our daily lives. And while we'll go into a little bit of our history. I just want to be real that while

163

00:27:12.180 --> 00:27:21.150

Ana Acton (she/her), FREED : It has been worse, maybe in the past around discrimination against people with disabilities. These are still issues that we are dealing with today.

164

00:27:21.570 --> 00:27:25.980

Ana Acton (she/her), FREED : And I want to just give you a couple quick examples on that.

165

00:27:26.760 --> 00:27:31.680

Ana Acton (she/her), FREED : Christina mentioned that in the zoom world. It's probably the first time since I've become disabled.

166

00:27:31.920 --> 00:27:43.170

Ana Acton (she/her), FREED : That, like, people don't necessarily know because I have a very obvious disability. Remember, there are some disabilities that are hidden there are others that are more obvious you wearing your shoulder like I do, as someone who uses a wheelchair.

167

00:27:43.950 --> 00:27:51.360

Ana Acton (she/her), FREED : So it's been really interesting to see kind of navigating the world without people knowing that you have a disability is really different.

168

00:27:51.690 --> 00:27:58.680

Ana Acton (she/her), FREED : But when I go out in the community still on a daily basis. I can give you examples I can talk about when I went to this lovely little restaurant.

169

00:27:58.920 --> 00:28:08.280

Ana Acton (she/her), FREED : And this great older gentleman very nice man opened up the door for me as I was coming up to it. And he looked at me and he said, it is so great to see you out of your house.

170

00:28:09.420 --> 00:28:15.930

Ana Acton (she/her), FREED : And I just thought that was an interesting comment because what I would give to stay home for a day. Well, I mean with Kobe.

171

00:28:17.040 --> 00:28:32.370

Ana Acton (she/her), FREED : More than ever, but you know, it's kind of assuming right that I don't get out much, right, which is really not the case. I remember going to my doctor and having my doctor say, gosh, it must have been terrible when you learn that you could never have children.

172

00:28:33.810 --> 00:28:47.850

Ana Acton (she/her), FREED : Luckily enough I have gone to a spinal cord injury specialist clinic since I became injured and I knew very well about my reproductive ability and how that is not impacted at all by a spinal cord injury, right, and thinking how

173

00:28:48.330 --> 00:29:02.850

Ana Acton (she/her), FREED : Horrible. Would that be if I didn't know that have my doctor told me that I would never have children and that way just because of ableism and assuming that I'm not able to do things that I can do. So Christina. Do you have other examples here.

174

00:29:03.420 --> 00:29:08.880

Christina Mills (she/her) - CFILC.org: Yeah, I just want to point out that we put some examples here on the slides employment rental housing trends.

175

00:29:09.630 --> 00:29:15.960

Christina Mills (she/her) - CFILC.org: And parenthood websites video conferencing platforms and consumer services and we have a lot of people

176

00:29:16.500 --> 00:29:22.260

Christina Mills (she/her) - CFILC.org: Understanding what we mean by that, and talking about Internet access, which is great because I think that's one that's often

177

00:29:22.950 --> 00:29:31.500

Christina Mills (she/her) - CFILC.org: Forgotten to or visually impaired really are challenged and navigating online systems and right now. During Kobe.

178

00:29:32.040 --> 00:29:43.650

Christina Mills (she/her) - CFILC.org: You know, while we're facing a digital divide. We're also facing a situation that prior to co vid people with disabilities couldn't even navigate the internet as it is because

179

00:29:43.980 --> 00:29:53.550

Christina Mills (she/her) - CFILC.org: While the laws are that websites do need to be accessible and we're glad that California has enforcing that specifically with more recent legislation.

180

00:29:53.970 --> 00:29:58.710

Christina Mills (she/her) - CFILC.org: All websites are not created equally, and it's really important to bring in

181

00:29:59.250 --> 00:30:11.160

Christina Mills (she/her) - CFILC.org: IT professionals that know what accesses and to be able to make your websites accessible but I like honest said employment. I mean that's something that we absolutely still face today.

182

00:30:12.120 --> 00:30:21.870

Christina Mills (she/her) - CFILC.org: And the fact that rental assistance. I wanted to bring this one up because we had worked in collaboration with the Urban Institute in Washington DC to do a study

183

00:30:22.260 --> 00:30:34.380

Christina Mills (she/her) - CFILC.org: About five or so years ago at CF LLC, where we created partners to do a housing survey where we had people that were wheelchair users.

184

00:30:34.830 --> 00:30:42.930

Christina Mills (she/her) - CFILC.org: And we had people that were able bodied and they had, they look similar. So brown eyes brown hair.

185

00:30:43.440 --> 00:30:57.150

Christina Mills (she/her) - CFILC.org: One stood one didn't stand to go out and try to rent an apartment and you can find the study still on the urban Institute's website. But literally, as you can probably imagine. Or maybe not.

186

00:30:57.930 --> 00:31:07.740

Christina Mills (she/her) - CFILC.org: Landlords were more likely when income is the same. We set it up so that the person was basically the same applicant just one was a wheelchair user

187

00:31:08.190 --> 00:31:12.810

Christina Mills (she/her) - CFILC.org: The rental eight out of 10 times always went to the person that was not disabled.

188

00:31:13.170 --> 00:31:25.680

Christina Mills (she/her) - CFILC.org: And I know they did another study very similar with the deaf community where they sent someone who is deaf versus non depth. So I mean, these are persistent discrimination acts that continued to

189

00:31:26.370 --> 00:31:33.990

Christina Mills (she/her) - CFILC.org: Really impact us individually and our systems in our world, and I'm sure a lot of you can think of others.

190

00:31:34.800 --> 00:31:50.490

Ana Acton (she/her), FREED : I just want to point out, we do see the high one of the highest unemployment rates of any community and the disability community as as Christina is getting too. I just want to note because there's been a lot of discussion on language and how able lists much language can be

191

00:31:51.690 --> 00:32:01.590

Ana Acton (she/her), FREED : And that, you know, other often you language. We can't go into this in this presentation but language is super powerful. And it helps create our world.

192

00:32:01.920 --> 00:32:14.490

Ana Acton (she/her), FREED : And so you do see terms like handicapped use still today that really is, you know, not an empowering term you see a language like lame being used.

193

00:32:15.030 --> 00:32:23.970

Ana Acton (she/her), FREED : That basically is, you know, directly related to some with the disability. Right. So, so there's a lot of language we use. We really need to rethink how we use language.

194

00:32:25.110 --> 00:32:26.520

Ana Acton (she/her), FREED : And and to create

195

00:32:27.600 --> 00:32:31.020

Ana Acton (she/her), FREED : And whether we're using it in empowering way or not. I guess is what I would say.

196

00:32:32.100 --> 00:32:51.210

Ana Acton (she/her), FREED : Great comments too by the way on disability in media. Right. How often is that the bad guy, how often is it the poor, poor person, you know, that is just in a terrible situation as being portrayed

197

00:32:52.320 --> 00:32:55.170

Ana Acton (she/her), FREED : As to how media portrays disability.

198

00:32:56.400 --> 00:32:59.520

Ana Acton (she/her), FREED : Although we're seeing some different examples on that. I just want to point out, which is

199

00:32:59.520 --> 00:33:04.890

Christina Mills (she/her) - CFILC.org: Good, which is good. And we're not going to have time to go into the different

200

00:33:06.000 --> 00:33:15.120

Christina Mills (she/her) - CFILC.org: What I call is the three headed monster, but the the different beliefs of disability and the images they portray but

201

00:33:15.930 --> 00:33:27.060

Christina Mills (she/her) - CFILC.org: On a just reminded me they're oftentimes most often, you notice, and I don't know if you've all noticed but the folks that end up winning the Oscars are folks that played some sort of disability role.

202

00:33:28.080 --> 00:33:45.660

Christina Mills (she/her) - CFILC.org: Like Forrest Gump like more recent films totally drawing a blank on it, but it's always interesting to see how many actors and actresses playing a role of disability. When the biggest awards and there is definitely

203

00:33:46.290 --> 00:33:55.320

Christina Mills (she/her) - CFILC.org: Been a long time campaign to have Hollywood bring on actual people with disabilities to play those parts not not fingers. Next slide.

204

00:33:58.590 --> 00:34:10.020

Christina Mills (she/her) - CFILC.org: All right, historical and current policies. So we're, you know, on and I are not lawyers. We just want to point out, because we are always amazed that people don't didn't know that these existed.

205

00:34:10.380 --> 00:34:20.550

Christina Mills (she/her) - CFILC.org: And unfortunately, in some states and parts of the world still exist today. So in America. And sadly, this law started in Orange County.

206

00:34:21.150 --> 00:34:29.760

Christina Mills (she/her) - CFILC.org: But the ugly law, which was about people with visible disabilities that had any type of deformities or appearing strange in public.

207

00:34:30.420 --> 00:34:37.830

Christina Mills (she/her) - CFILC.org: Were not able to come out of their homes because of the ugly laws that were passed in different states and around the country.

208

00:34:38.820 --> 00:34:53.820

Christina Mills (she/her) - CFILC.org: Sterilization which was again about creating a A RACE WITHOUT disability. And so if you were born with a disability. You were sterilized people like me would have been sterilized. It wouldn't have my beautiful children.

209

00:34:55.170 --> 00:35:08.160

Christina Mills (she/her) - CFILC.org: And again, that was creating the, the perfect race and sterilization still exist. And I haven't checked to see if it passed this year, but I do want to point out that the sterilization laws.

210

00:35:08.700 --> 00:35:22.530

Christina Mills (she/her) - CFILC.org: Are still in effect will aren't necessarily publicly occurring in the way that it used to be acceptable sterilization absolutely still happens today to people with disabilities, but I know that

211

00:35:22.890 --> 00:35:35.340

Christina Mills (she/her) - CFILC.org: The law that California has on the books dread F display Rights Education Defense Fund has been working hard to get it off the books in California, because it does still exist here, or at least it did prior to

212

00:35:36.300 --> 00:35:39.750

Christina Mills (she/her) - CFILC.org: This last ledge session. So I'm not sure if it came off or not, but

213

00:35:40.470 --> 00:35:45.990

Christina Mills (she/her) - CFILC.org: Especially for folks with intellectual and developmental disabilities sterilization is still a big topic.

214

00:35:46.260 --> 00:35:52.440

Christina Mills (she/her) - CFILC.org: And even folks that have mobility disabilities and some friends of mine have told me about how their doctors have said.

215

00:35:52.770 --> 00:36:03.420

Christina Mills (she/her) - CFILC.org: They could remove their uterus. If they want to end their periods and to make it easier for them making assumptions about whether their reproductive organs.

216

00:36:04.170 --> 00:36:13.320

Christina Mills (she/her) - CFILC.org: Should be used or not used, and parents making those decisions for their children's before their children are of age to make that decision on their own and then

217

00:36:13.800 --> 00:36:23.190

Christina Mills (she/her) - CFILC.org: Oftentimes, people don't know that before the 90s. It was sometimes illegal for people with disabilities to fly.

218

00:36:23.520 --> 00:36:33.060

Christina Mills (she/her) - CFILC.org: So if you were going to cause the airline to be behind in their schedule or it was just too difficult to get you on off the plane with your equipment.

219

00:36:33.390 --> 00:36:41.280

Christina Mills (she/her) - CFILC.org: That air carrier act is what allows us to be able to fly equally now with our non disabled peers, but that law.

220

00:36:41.730 --> 00:36:50.370

Christina Mills (she/her) - CFILC.org: Was just passed in the either late 80s, early 90s. I can't recall, but I can't believe that within my lifetime, people could not apply.

221

00:36:50.970 --> 00:37:03.360

Christina Mills (she/her) - CFILC.org: And then there's institutionalization, which still happens today but historically and in the beginning of time for folks that you know are familiar with the disability timeline.

222

00:37:04.620 --> 00:37:10.950

Christina Mills (she/her) - CFILC.org: The institutions that were first created were created as poor houses for people with disabilities.

223

00:37:11.340 --> 00:37:20.070

Christina Mills (she/her) - CFILC.org: And even in today's society. We are working to close down institutions. There are a wide variety of different types of institutions, so

224

00:37:20.880 --> 00:37:25.050

Christina Mills (she/her) - CFILC.org: I have a variety of different documentaries, I could point you to, but there's a

225

00:37:25.350 --> 00:37:37.890

Christina Mills (she/her) - CFILC.org: Very popular one that was just released out of Oregon and the protection and advocacy up there had done

a tremendous job and closing that down and getting people into the community into their homes, with the support that they need.

226

00:37:38.430 --> 00:37:46.200

Christina Mills (she/her) - CFILC.org: And then we have the own step decision that the Supreme Court ended up taking on and is supposed to be.

227

00:37:46.890 --> 00:37:58.770

Christina Mills (she/her) - CFILC.org: In theory, the way that we work towards ending the institutional bias and creating opportunities for people to get the services and supports to be in the community of their choice.

228

00:37:59.580 --> 00:38:09.840

Christina Mills (she/her) - CFILC.org: I think we all know that that's not necessarily worked to its fullest yet. And there's a lot of reasons why in California has an homestead committee.

229

00:38:10.200 --> 00:38:27.090

Christina Mills (she/her) - CFILC.org: I think there's a lot of work to be done in this area, and I'm sure the committee would agree, but it's and we're still living in a society that prioritises that institutional bias. So it's important to remember that as we move forward.

230

00:38:28.680 --> 00:38:36.570

Ana Acton (she/her), FREED : So we want to talk a little bit about the different models of disability and we'll kind of go through these.

231

00:38:37.530 --> 00:38:46.980

Ana Acton (she/her), FREED : All start with really think, you know, looking at the the charity model right where the person with the disability is not an agent of their own life, but rather a recipient of care cure and protection.

232

00:38:47.310 --> 00:38:59.340

Ana Acton (she/her), FREED : So give us a good example of the charity model Christina where we are. These poor kids being paraded to raise funds for our poor lives right

233

00:38:59.820 --> 00:39:16.350

Christina Mills (she/her) - CFILC.org: Right. And everybody, I think, well, not everybody because I have to say I'm aging and I'm aging gracefully and I love when I talk about the charity model now and when I talk about the the telethon the Labor Day telethon people now look at me and go, what

234

00:39:16.680 --> 00:39:18.990

Christina Mills (she/her) - CFILC.org: And that's how I know I'm getting older. So, I love it.

235

00:39:19.830 --> 00:39:26.760

Christina Mills (she/her) - CFILC.org: Oh, I think we might have an audience of mixed ages and some might know what the Labor Day telethons are and some might not

236

00:39:27.630 --> 00:39:38.070

Christina Mills (she/her) - CFILC.org: But Jerry Lewis is famous telethons that was all about pitting people specifically with muscular dystrophy and giving money to

237

00:39:39.060 --> 00:39:57.810

Christina Mills (she/her) - CFILC.org: Create a cure. And, you know, pity the children, mostly he used children not adults to paint this very sad picture of these cute beautiful children that he literally quote would say these children will never amount to anything in our society give money.

238

00:39:59.610 --> 00:40:08.550

Ana Acton (she/her), FREED : No then under the medical model really, you know, and this has been kind of a long history of people seeing disability as a negative

239

00:40:09.060 --> 00:40:19.170

Ana Acton (she/her), FREED : Right as a personal problem as that we need to cure them right. We need to make them seem less disabled and you really saw this, I hear this a lot from my friends.

240

00:40:19.950 --> 00:40:32.370

Ana Acton (she/her), FREED : That had constructed contracted polio and we're forced to wear leg braces for so many years because somehow it made them seem less disabled because they were upright and it getting to

241

00:40:33.870 --> 00:40:44.130

Ana Acton (she/her), FREED : An adult and being able to make your own decisions and throwing aside the leg braces and crutches and going to a wheelchair were suddenly it was like liberating and so much more.

242

00:40:45.540 --> 00:40:48.900

Ana Acton (she/her), FREED : You know, independent and I see that even from friends of mine who have

243

00:40:49.530 --> 00:41:03.360

Ana Acton (she/her), FREED : Low Vision that as a kid. They have so many surgery after surgery after surgery tight to try to correct the vision loss. And then finally, when they get to be adults they realize you know and can take control of their own lives that they

244

00:41:04.110 --> 00:41:09.540

Ana Acton (she/her), FREED : Are able to embrace. Write the vision loss instead of in this perpetual trying to cure something that really

245

00:41:10.380 --> 00:41:24.210

Ana Acton (she/her), FREED : They need to be able to figure out how to live with right and that in this model professionals are the experts. Right. So it's the doctors that know best, and they know what's best for you and and all about fixing the person

246

00:41:25.110 --> 00:41:44.130

Christina Mills (she/her) - CFILC.org: And I think it's important to again point out. That's why, as people with disabilities as allies as people that really want to change the system, we need to talk about disability as a part of diversity being inclusive, that it is a natural part of the Lifestream

247

00:41:45.300 --> 00:41:50.640

Christina Mills (she/her) - CFILC.org: That that is I think one of the most important ways that we can continue to change.

248

00:41:52.140 --> 00:41:58.530

Christina Mills (she/her) - CFILC.org: He has built up about disability. Here's another one. The model in a lot of people

249

00:41:59.010 --> 00:42:09.900

Christina Mills (she/her) - CFILC.org: Are less familiar with this one, but this really goes to sub minimum wages and paying people with disabilities, less than minimum wage, simply because they're disabled.

250

00:42:10.440 --> 00:42:20.550

Christina Mills (she/her) - CFILC.org: And it's sad to say that California has some of the largest sub minimum wage employers, one of them right near Sacramento pride industries.

251

00:42:20.880 --> 00:42:28.380

Christina Mills (she/her) - CFILC.org: That pays people based on their production and how many, how many pieces of something you can

252

00:42:28.830 --> 00:42:38.910

Christina Mills (she/her) - CFILC.org: Put together. Take apart a specific amount of time. And I want to say there's many there's many different sub minimum wage employers and there's a lot of controversy around

253

00:42:39.210 --> 00:42:53.400

Christina Mills (she/her) - CFILC.org: People feeling like they should continue to exist versus not exist. And I would encourage any of you who are interested to learn more about that topic to watch the very wonderful documentary. Very well done. Bottom dollar

254

00:42:54.150 --> 00:43:05.130

Christina Mills (she/her) - CFILC.org: Which looks at all the different types of people with disabilities. Again, it's across disability issue of people being paid sub minimum wage, simply because of their disabilities so

255

00:43:05.700 --> 00:43:13.110

Christina Mills (she/her) - CFILC.org: Being less valued economically and then the social model of disability is that people are, you know,

256

00:43:13.380 --> 00:43:21.420

Christina Mills (she/her) - CFILC.org: People are who they are and that it's not us as disabled people that are the problem. It's society. It's the built environment.

257

00:43:21.780 --> 00:43:31.980

Christina Mills (she/her) - CFILC.org: The contractors have a choice on how they make a building and I'm just going to say mobility and actually websites as another really good example it people

258

00:43:32.850 --> 00:43:41.820

Christina Mills (she/her) - CFILC.org: Building folks. They have an option of determining whether or not that building can be made with stairs or a ramp or an elevator.

259

00:43:42.210 --> 00:43:55.560

Christina Mills (she/her) - CFILC.org: A website can either be made accessible or inaccessible. Those are options. This is not something that is about me, not having access. It's about the environment, not being accessible for everyone.

260

00:43:56.700 --> 00:44:08.250

Ana Acton (she/her), FREED : Thank you, Christina and I want to add to the social model and you set up before, but it's really important that it's part of diversity disability is part of the human experience.

261

00:44:08.730 --> 00:44:20.190

Ana Acton (she/her), FREED : Right, if you live long enough, you will experience disability, you might experience temporary leave maybe a broken leg. It may be a permanent disability. You may age into a disability. Right.

262

00:44:20.880 --> 00:44:24.870

Ana Acton (she/her), FREED : Or maybe it's a neighbor or a family member, like we see in the chat.

263

00:44:25.290 --> 00:44:34.860

Ana Acton (she/her), FREED : It's part. It's just like gender, race as part of the beautiful diversity that makes up our community and see how that's different. Right. And some of that early messaging that we heard around disability.

264

00:44:35.100 --> 00:44:43.710

Ana Acton (she/her), FREED : We really see this as a beautiful thing that it's so important to have in our community. Just like all other diversity. It's not good or bad. It just is.

265

00:44:43.950 --> 00:44:51.390

Ana Acton (she/her), FREED : And that we really should be the experts in our own lives right instead of it being the professional now doctors in my case.

266

00:44:52.170 --> 00:44:57.240

Ana Acton (she/her), FREED : Fixed me and saved my life, put me back together after her epic car accident.

267

00:44:57.750 --> 00:45:05.250

Ana Acton (she/her), FREED : But they know nothing about what it's like to live every day with a disability, the choices that you're going to have to make

268

00:45:05.460 --> 00:45:17.400

Ana Acton (she/her), FREED : The end and the ways that you're going to have to modify your own life to make it work for you. That's a really individual piece that we're really the experts in not someone else not anyone else really frankly

269

00:45:18.420 --> 00:45:25.650

Ana Acton (she/her), FREED : And so, as you said, the environment really is a problem, not us. Right. And I think you perfectly well Christina. How about the human rights model.

270

00:45:26.100 --> 00:45:31.650

Christina Mills (she/her) - CFILC.org: And that's the newer model, the human rights of social justice movement that's really about

271

00:45:31.710 --> 00:45:42.060

Christina Mills (she/her) - CFILC.org: Us being able to have access to everything within our society and working towards making more inclusive environments, whether that be online or physically

272

00:45:42.420 --> 00:45:59.160

Christina Mills (she/her) - CFILC.org: And I think that we're going to touch next on how how you can make that happen. And whether you're somebody who identifies as disabled here with us today, or somebody who's an ally. There are ways that you can really change and work towards the Human Rights model with us. Next slide.

273

00:46:01.290 --> 00:46:16.620

Christina Mills (she/her) - CFILC.org: So equity and accommodations. This is a really important one, and I really, really want to stress how important it is to understand this from the beginning of creating events.

274

00:46:17.640 --> 00:46:20.760

Christina Mills (she/her) - CFILC.org: activities within your organization, your business.

275

00:46:22.170 --> 00:46:37.200

Christina Mills (she/her) - CFILC.org: Your state department access like honest said is so powerful, but there's also the other part of access and language which is making sure that what you're creating is accessible to the widest audience.

276

00:46:37.530 --> 00:46:46.590

Christina Mills (she/her) - CFILC.org: And so one of the examples that I use most often is when you're creating let's say a registration form for today's zoom meeting.

277

00:46:47.010 --> 00:47:01.620

Christina Mills (she/her) - CFILC.org: When you put in a question about access, like do you want your materials in advance do you need captioning. Will you need American Sign Language by you simply adding that question.

278

00:47:02.220 --> 00:47:12.960

Christina Mills (she/her) - CFILC.org: And creating an accessibility statement on your flyers and marketing materials is what makes folks with disabilities, understand that this is for us to

279

00:47:13.350 --> 00:47:18.210

Christina Mills (she/her) - CFILC.org: That we're invited because you've thought about this from the beginning on how your

280

00:47:18.870 --> 00:47:30.060

Christina Mills (she/her) - CFILC.org: Make your whatever it is inclusive of the widest population so plain language that's using language that is accessible to the average person, nothing.

281

00:47:30.660 --> 00:47:41.400

Christina Mills (she/her) - CFILC.org: More than a fifth grade reading level again captioning. That's what we have here today on zoom the closed captioning where somebody is providing that text as we're speaking

282

00:47:41.790 --> 00:47:50.040

Christina Mills (she/her) - CFILC.org: And then American Sign Language for folks that need American Sign Language and I want to be really purposeful in saying that

283

00:47:50.400 --> 00:47:56.850

Christina Mills (she/her) - CFILC.org: Just because you need American Sign Language doesn't mean that captioning is accessible for you.

284

00:47:57.210 --> 00:48:16.080

Christina Mills (she/her) - CFILC.org: And just because you might use captioning doesn't mean that American Sign Language works for you. So it's not one or the other. It's really being intentional and asking people, which one will be most accommodating for them to have an equitable experience.

285

00:48:17.370 --> 00:48:30.870

Christina Mills (she/her) - CFILC.org: And then there are people with disabilities who identify and those that don't and either way. The reality is, people don't know what accommodations mean for one, we can't assume that just

286

00:48:30.870 --> 00:48:31.950

CDA Tech Support : Because somebody has a

287

00:48:31.950 --> 00:48:33.240

Christina Mills (she/her) - CFILC.org: Visible or non visible.

288

00:48:33.240 --> 00:48:39.690

Christina Mills (she/her) - CFILC.org: Disability whether they identify or not that they know necessarily what accommodation will work for them.

289

00:48:40.140 --> 00:48:52.230

Christina Mills (she/her) - CFILC.org: And while many of us do know the fact of the matter is, again, depending on when you're acquiring that disability, you may not know, so I'm always preaching to especially folks in my world that

290

00:48:52.830 --> 00:49:09.360

Christina Mills (she/her) - CFILC.org: Be an accommodation ally. I mean, be somebody who can offer a suggestion, and if it works, it works. If it doesn't, it doesn't. But, you know, let's not ignore it and let's let's set people up to be successful, not set people up to fail. Next slide.

291

00:49:11.910 --> 00:49:20.850

Christina Mills (she/her) - CFILC.org: And here's a visual again because this is a PowerPoint. We want to be intentional in case we have visually impaired folks are blind folks on today's

292

00:49:21.480 --> 00:49:31.380

Christina Mills (she/her) - CFILC.org: Webinar. We have a photo of equity versus equality and the quality photo shows a wall which I can't stand as a short chair user

293

00:49:32.010 --> 00:49:41.880

Christina Mills (she/her) - CFILC.org: These walls, where you can't see over to maybe see an animal at the zoo, because the wall is too high, but everybody can equally get up to that wall.

294

00:49:42.240 --> 00:49:56.520

Christina Mills (she/her) - CFILC.org: So that's the quality, but the difference is that with equity that same wall is there and they create a ramp for a chair user to be able to get and see over the fence that is in front of them just like everybody else can

295

00:49:57.000 --> 00:50:07.740

Christina Mills (she/her) - CFILC.org: And so, you know, there are other examples of equity and equality. This is a very easy visual for people that understand the difference. And that's why we chose to use it today. Next slide.

296

00:50:08.850 --> 00:50:15.960

Ana Acton (she/her), FREED : And so as we go on to the next slide. You know, I think, you know, where does this play out when around your organization and even

297

00:50:16.890 --> 00:50:28.170

Ana Acton (she/her), FREED : The work that we're doing what, there's a real opportunity with the master plan with any policy or program development that we are working on that we're being inclusive right

298

00:50:28.410 --> 00:50:37.590

Ana Acton (she/her), FREED : And we're being inclusive to equity to people from diverse backgrounds of all types, including those with disabilities. We know that the the

299

00:50:37.860 --> 00:50:46.470

Ana Acton (she/her), FREED : Service structure for Aging and Disability often is barely very siloed right yet we know that oftentimes

300

00:50:46.950 --> 00:50:55.560

Ana Acton (she/her), FREED : people with disability and older adults have similar functional needs. We may be different places in our lives, there may be certain nuances, obviously, that are

301

00:50:55.800 --> 00:51:00.810

Ana Acton (she/her), FREED : Specific to people with disabilities or older adults, but many times the functional issues are very

302

00:51:01.170 --> 00:51:15.600

Ana Acton (she/her), FREED : Similar so we kind of have an opportunity in our policy work to stop creating more silos. We all need accessible transportation. We all need accessible and affordable housing. We all need in home personal assistant services.

303

00:51:16.290 --> 00:51:27.840

Ana Acton (she/her), FREED : There are so many things that we all rely on and I you know I worked for a disability really specific organization right to be eligible for services as an independent living center, you have to have a disability.

304

00:51:28.410 --> 00:51:37.260

Ana Acton (she/her), FREED : Over 70% of those that we serve right now are older adults, right, because we know as we age, there's a higher likelihood

305

00:51:37.800 --> 00:51:43.500

Ana Acton (she/her), FREED : To acquire a disability as we age. And I know that when I'm working with individuals.

306

00:51:43.860 --> 00:51:59.010

Ana Acton (she/her), FREED : in their 70s or 80s will often ask, well, what's your disability. But if we ask it in that way. I literally I can't tell you how many times you've heard Oh honey, I have a disability. I just am getting old and she has a walker.

307

00:51:59.700 --> 00:52:16.440

Ana Acton (she/her), FREED : And hearing aids and can't drive anymore because of her eyesight deteriorating. So, you know, there's a huge intersection between Aging and Disability. And so that really is going to be critical in our program development and policy work that we're really inclusive.

308

00:52:17.490 --> 00:52:18.090

Ana Acton (she/her), FREED : Christina.

309

00:52:18.720 --> 00:52:34.920

Christina Mills (she/her) - CFILC.org: Yeah, I just want to point out that, you know, on the slide here. How we do better. We create intentional inclusive policies and programs, just like honest saying, and you know, I have to say that I was really

310

00:52:35.940 --> 00:52:48.150

Christina Mills (she/her) - CFILC.org: Struck by the skin foundations video from their conference a couple years ago when they had interviewed folks with disabilities and older adults across the state.

311

00:52:48.660 --> 00:52:59.400

Christina Mills (she/her) - CFILC.org: And how it is for them individually to navigate systems and the amount of hoops that folks have to jump through and I think that to me that was while I knew it.

312

00:52:59.850 --> 00:53:10.560

Christina Mills (she/her) - CFILC.org: And have experienced it myself. It was helpful to see that and have that reminder, because as we create policies and systems.

313

00:53:11.040 --> 00:53:21.210

Christina Mills (she/her) - CFILC.org: We need to not think so much about the policies and systems and the structure, but the individuals that they are supposed to serve.

314

00:53:21.600 --> 00:53:33.300

Christina Mills (she/her) - CFILC.org: So, you know, having person centered services is, I think, the way we need to think about creating programs as we move forward in and any policies for that matter.

315

00:53:33.540 --> 00:53:52.260

Christina Mills (she/her) - CFILC.org: And I think that's why see a file C is such a supporter of creating No Wrong Door systems and Aging and Disability Resource connections, because while we know that the likelihood of ending all silos between the Aging and Disability community is probably unlikely to happen.

316

00:53:53.280 --> 00:54:06.630

Christina Mills (she/her) - CFILC.org: In Our Time or ever it is really important that we work together to really build more inclusive programs and services that get out what the person needs not what the system was set up.

317

00:54:07.410 --> 00:54:15.630

Christina Mills (she/her) - CFILC.org: To do itself. I think that that it's just super frustrating to to know that folks that needs so many different types of

318

00:54:17.130 --> 00:54:31.710

Christina Mills (she/her) - CFILC.org: Services have to go through 10 different systems to get it. And I think that that's something that we can collectively work to change by creating more inclusive policies and programs. And I just want to point out like

319

00:54:31.710 --> 00:54:33.000

Christina Mills (she/her) - CFILC.org: Well honestly center.

320

00:54:33.180 --> 00:54:48.840

Christina Mills (she/her) - CFILC.org: Like she said they're serving more people over the age of 16 than not we did survey our independent living center members last year and over 50% of our centers are serving people over the age of 16 more than under

321

00:54:49.590 --> 00:54:58.260

Ana Acton (she/her), FREED : Next slide. So Christina. I know we need to leave time for questions. Um, so let's just that we have a few minutes. So let's just open ended up for

322

00:54:58.290 --> 00:54:58.860

Yeah.

323

00:55:00.780 --> 00:55:01.470

Ana Acton (she/her), FREED : Absolutely.

324

00:55:01.710 --> 00:55:10.350

Christina Mills (she/her) - CFILC.org: This is the last slide. And these are just some resources for folks to take away. Um, but, yes, let's let's open it up for the last few minutes

325

00:55:11.370 --> 00:55:16.620

Ana Acton (she/her), FREED : So what can the age of this movement.
Learn movement Sina

326

00:55:17.340 --> 00:55:18.060

Christina Mills (she/her) - CFILC.org: Say that again.

327

00:55:19.350 --> 00:55:25.290

Ana Acton (she/her), FREED : What can the ages when what can, what
can the ages movement. Learn from the ableism movement.

328

00:55:26.100 --> 00:55:42.570

Christina Mills (she/her) - CFILC.org: Well, I think we have a lot to learn
from each other, and I still haven't gotten over how a just the presidential
election was, but I think that there's a lot to be talked about in terms of
language and grounding each other in our joint

329

00:55:44.310 --> 00:55:56.820

Christina Mills (she/her) - CFILC.org: discriminations because I don't know
that both communities. Understand that while we face different
experiences. We also have a lot of commonalities and one of them is
language and

330

00:55:57.150 --> 00:56:06.120

Christina Mills (she/her) - CFILC.org: You know, just creating Aging and Disability Resource Centers. As an example, we've been working on this for over a decade. And I'm so proud of where we are now.

331

00:56:06.390 --> 00:56:17.370

Christina Mills (she/her) - CFILC.org: But we have so much more work to do and creating those partnerships and understanding each other's language really creating values that we can both work from

332

00:56:18.360 --> 00:56:27.030

Christina Mills (she/her) - CFILC.org: I think is really where we need to continue to start. And for those of you that are further along in that were in that part of your process.

333

00:56:27.390 --> 00:56:43.080

Christina Mills (she/her) - CFILC.org: I think it's about ensuring that you're meeting the needs of the people based on what they say is needed. And that is really about doing community surveys and assessments and not making those determine, based on what you think as providers, people need

334

00:56:43.860 --> 00:56:52.320

Ana Acton (she/her), FREED : Well, and it goes back to how you provide services to as an example. So really embracing the consumer driven type of service delivery model.

335

00:56:52.650 --> 00:56:57.150

Ana Acton (she/her), FREED : Or person centered type of philosophies for providing services so that

336

00:56:57.660 --> 00:57:08.670

Ana Acton (she/her), FREED : People really are in the driver's seat and you're kind of doing it through an empowerment model, rather than an us and them and we're the experts and and so it really creates a different dynamic. You know, in the disability.

337

00:57:09.210 --> 00:57:23.220

Ana Acton (she/her), FREED : Movement. We've really been seen as kind of outliers around that for many years. But now you see the value of that being incorporated into the health care systems into aging into developmental disability services so

338

00:57:23.850 --> 00:57:33.480

Ana Acton (she/her), FREED : How we provide services is one piece as well. There's a question or how would you were to question for an elderly person that does not think they have a disability.

339

00:57:34.860 --> 00:57:48.540

Christina Mills (she/her) - CFILC.org: You know, we, in our digital divide program digital access project because we want to reach people who are older adults that might not identify, we asked something as simple as, Do you have

340

00:57:49.140 --> 00:57:59.700

Christina Mills (she/her) - CFILC.org: A walking problem. Do you have a hearing problem. Do you have a problem seeing because while those types of sentences kind of make me cringe.

341

00:58:00.060 --> 00:58:10.440

Christina Mills (she/her) - CFILC.org: It is the way that the older adult community can identify as people with disabilities. And then we can have that conversation. Like if somebody hit Yes, they have a hearing problem.

342

00:58:10.830 --> 00:58:19.050

Christina Mills (she/her) - CFILC.org: Then I know where to go. And that conversation about maybe they need a pocket talker, maybe they need hearing aids or maybe they need

343

00:58:20.070 --> 00:58:27.480

Christina Mills (she/her) - CFILC.org: You know, to know how to use their smartphone with the apps that allow the volume to go up louder than the typical phone. I mean,

344

00:58:27.780 --> 00:58:36.990

Christina Mills (she/her) - CFILC.org: There's endless ways. And I know that's sort of a long answer to your question, but ask it again in the easiest way that here's how I do it.

345

00:58:37.440 --> 00:58:49.770

Christina Mills (she/her) - CFILC.org: If my Nana, who is at three years old can understand it, then I know I've, I've said it well. So tested tested among the older adults that you're working with and see what resonates with them.

346

00:58:51.090 --> 00:58:53.970

Ana Acton (she/her), FREED : And ask questions get people to open up and talk

347

00:58:55.320 --> 00:59:02.040

Ana Acton (she/her), FREED : They may not say disability as an older adult that they may very well described difficulty with the walking in hearing and seeing

348

00:59:03.120 --> 00:59:12.390

Ana Acton (she/her), FREED : This question. I just want to because it's so relevant in so much of the work we do. It's around decorative treatment to pedestrian routes, creating access barriers.

349

00:59:13.290 --> 00:59:23.910

Ana Acton (she/her), FREED : And that is so true. So this, it's really critical that we continue to advocate and work with our local cities and counties public works and and

350

00:59:24.540 --> 00:59:36.930

Ana Acton (she/her), FREED : And businesses and what have you to educate them on the importance of accessibility. I have literally dealt with a whole city saying they didn't want to put accessible parking on the main

351

00:59:37.800 --> 00:59:56.070

Ana Acton (she/her), FREED : Street downtown St. Because it wasn't aesthetically pleasing to have the blue signs. Okay, so we do still bump up into these issues around just blatant discrimination misunderstanding stereotype about disability and accessibility. So it's really important that we continue to educate

352

00:59:57.270 --> 00:59:59.310

Ana Acton (she/her), FREED : I know we are

353

01:00:01.710 --> 01:00:03.030

Christina Mills (she/her) - CFILC.org: I think we're out of time.

354

01:00:03.510 --> 01:00:15.180

Christina Mills (she/her) - CFILC.org: I'm not sure if Amanda can let us know if we are or not. I don't want to lose the caption or but one thing that I didn't cover that I really want to make sure folks know is important to is

355

01:00:15.570 --> 01:00:24.840

Christina Mills (she/her) - CFILC.org: Make sure that the folks, providing services and the folks that are in your organization that you're hiring also reflect the community that you're serving

356

01:00:25.470 --> 01:00:36.720

Christina Mills (she/her) - CFILC.org: So think about that and create again being intentional create a plan a diversity plan for when you have openings at your organization.

357

01:00:37.110 --> 01:00:44.310

Christina Mills (she/her) - CFILC.org: How will you work to fill those to make them more diverse and more inclusive and reflective of the community you serve.

358

01:00:44.700 --> 01:00:57.810

Christina Mills (she/her) - CFILC.org: Having folks that can be able to relate and look like the people coming in for services makes an incredible, incredible difference. And that is one of the highlights of independent living again is that

359

01:00:58.710 --> 01:01:02.580

Christina Mills (she/her) - CFILC.org: I think the most important part of our work is that

360

01:01:03.180 --> 01:01:14.370

Christina Mills (she/her) - CFILC.org: We are people with disabilities who are not only professionals in our industry and in the world, but that we can relate to the people that we serve.

361

01:01:14.730 --> 01:01:26.610

Christina Mills (she/her) - CFILC.org: And that is so unique. It is so rare as people with disabilities to go into a social service agency and be served by people who look like us. It is so rare.

362

01:01:26.970 --> 01:01:39.180

Christina Mills (she/her) - CFILC.org: And so meaningful and I can't tell you how many times when I did work and I know people would come in and say after booking an appointment with me over the phone. Oh my god. You're just able to, I had no idea.

363

01:01:39.630 --> 01:01:44.550

Christina Mills (she/her) - CFILC.org: And it would be a different discussion then based on what they thought they were coming in for

364

01:01:46.320 --> 01:01:54.960

Ana Acton (she/her), FREED : And with that, I want to thank you all for the work that you do remember the one thing I guess I would ask is to think of disability as a diversity issue.

365

01:01:55.530 --> 01:02:07.500

Ana Acton (she/her), FREED : Embrace it. Welcome. And if you have questions and you don't know what it what to do, which is the case for many of us in different circumstances, ask, just ask. Be respectful.

366

01:02:07.830 --> 01:02:18.270

Ana Acton (she/her), FREED : And being so. And so with that, I want to thank you all for your time today. I know we're over time so many good questions, but really appreciate you all for what you do. Thank you. Thank you.

367

01:02:19.920 --> 01:02:31.590

Amanda Lawrence: And thank you, Christina. You two have been absolutely valuable to have MPa partners CDA partners and I'm going to go ahead and plug our upcoming webinars.

368

01:02:32.250 --> 01:02:44.850

Amanda Lawrence: And and if it's possible. If you're able to stay on. We could answer a few more questions, but I do just want to make sure everyone knows that we have these upcoming webinars. The next couple months. You can register in advance. Next slide please.

369

01:02:45.450 --> 01:02:54.180

Amanda Lawrence: And go ahead and check out CDs equity and aging resources we have plenty of good stuff online. I will go ahead and take the resources that Christina shared with us today.

370

01:02:54.600 --> 01:03:10.080

Amanda Lawrence: I'll share that out in our newsletter and I can follow up with an email to everyone who has registered for today's webinar. Um, thank you again, everyone for attending. Please take care of yourselves. Take care of each other and we hope to see you next month.