

Welcome

DISABILITY INCLUSION & ACCESS: MOVING FORWARD



November 21, 2019

#DisabilityInclusionPgh

Co-sponsored by The Heinz Endowments and FISA Foundation
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Welcome to Disability Inclusion & Access: Moving Forward. More than 60 million Americans have a disability that is visible or invisible. Nearly every American can identify a family member or friend who has a disability.

Today, we will explore what it means to be inclusive, how to make changes to eliminate barriers and what roles philanthropy and the nonprofit sector play in disability inclusion. The fact is, we all play a role in disability inclusion: employers, educators, healthcare providers, government officials, community members.

We invite you to examine your role and the change that you can bring about for disability inclusion and access, as well as to learn about the resources available to help you.

AGENDA

9:00 A.M. Welcome

- **Carmen Anderson**, Director of Equity and Social Justice, The Heinz Endowments
- **Kristy Trautmann**, Executive Director, FISA Foundation
- **Josie Badger**, CRC, DHCE, President, J Badger Consulting Inc
- **Chaz Kellem**, Director, PittServes, University of Pittsburgh

9:20 A.M. The Role of Philanthropy in Promoting Disability Inclusion

- **Grant Oliphant**, President, The Heinz Endowments
- **Darren Walker**, President, Ford Foundation

10:20 A.M. Building an Inclusive Arts Community in Pittsburgh

- **Dennis Robinson, Jr.**, Director of Education and Accessibility, City Theatre
- **Vanessa Braun**, Director of Accessibility and Manager of Employee Engagement, The Pittsburgh Cultural Trust
- **Regina McDonald Russian**, Digital UX & Accessibility Specialist, Carnegie Museums of Pittsburgh

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10:30 A.M. Break

10:45 A.M. Disability as a Civil Rights Issue

- Paul O'Hanlon, Chair, City/County Taskforce on Disability

11:15 A.M. Changing Systems and Culture to Eliminate Barriers

■ Eliminating Barriers in Education

Thena Robinson Mock, Program Officer, Communities for Just Schools Fund

■ Making Healthcare More Fully Accessible

Ashli Molinero, DSc, Director, UPMC Disabilities Resource Center

■ Creating an Inclusive Culture for Young Children

Anne Fullenkamp, Director of Design, Children's Museum of Pittsburgh

■ Toward More Inclusive Employment

Joyce Bender, President and CEO, Bender Consulting

12:00 P.M. Lunch and Conversation

1:00 P.M. Disability in Philanthropy & Nonprofits: Data on Inclusion, Exclusion and How We Can Do Better

- Jennifer Laszlo Mizrahi, President, RespectAbility

1:40 P.M. Next Steps

- Carmen Anderson
- Kristy Trautmann

2:00 P.M. Vision for an Inclusive Community

- Josie Badger
- Chaz Kellem

2:30 P.M. Adjourn

For more information and to find details on next steps, go to:
www.DisabilityInclusionPgh.org

Interacting with People with Disabilities: The Basics

1. Don't say "special" when referring to people with disabilities or accommodations. Needing to use the restroom, access a public building, or go to school/work are basic rights, not special needs.
2. Always ask for permission before "helping." This is true for: pushing a person in a wheelchair; assisting a person who uses crutches to manage their bags; and guiding a person who is blind. If someone wants assistance, they will tell you how to be helpful. Organizations can ask, "Will you need any accommodations when you come in?"
3. Speak directly to the individual, not to a companion, assistant or interpreter who may be present.
4. Don't refer to a person's disability unless it is relevant to the conversation.
5. Avoid negative or outdated terms. Use "person-first" language, unless a person with a disability requests other language to describe their disability.

SAY:

person who uses a wheelchair

accessible parking/restroom

has a disability

person with intellectual disabilities

person with physical disability

person with a mental health
condition/person who has

depression

DON'T SAY:

wheelchair-bound

handicapped parking/restroom

suffers from or special needs

mentally retarded, idiot, moron

crippled, lame, handicapped

mentally ill, crazy, psycho

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- 6.** Let service animals do their work. A service animal is not a pet. Never touch, pet, distract or feed a service dog without first asking the owner.
- 7.** When speaking with a person who uses a wheelchair, try to be at his or her eye level by sitting or otherwise positioning yourself at the other person's height. Never lean on an individual's wheelchair or other device.
- 8.** Gain the attention of a person who is deaf or hard of hearing before starting a conversation. For example, tap his or her shoulder. Look directly at the person, not an interpreter, and speak clearly and in a normal tone of voice.
- 9.** If an interpreter is needed but not present, ask the person how to best communicate (could be writing notes, texting or via a computer). Written communication may not be useful for some people. In complex situations, arrange for an interpreter.
- 10.** Be prepared to spend a little extra time to understand what a person with a speech disability is saying. If you don't understand something, don't pretend that you do, and don't complete the person's thoughts or sentences on your own. Written communication or using a keyboard may be helpful.

Adapted with permission from: *Renewing the Commitment: An ADA Compliance Guide for Nonprofits* by Chicago Community Trust

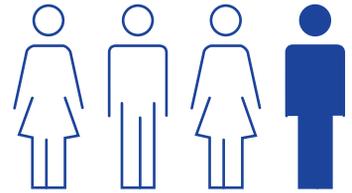
The images below are design representations of the facts provided.

Disability Facts



61 million

or



adults

61 million U.S. adults – about 1 in 4 – have a disability that impacts a major part of their life.

[Centers for Disease Control and Prevention](#)



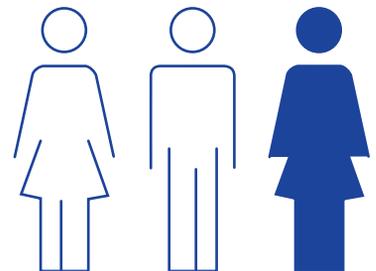
In Allegheny County, adults with disabilities are three times more likely than those without disabilities to live in poverty.

[University of New Hampshire](#)

[Annual Disability Statistics Compendium](#)

In Pittsburgh, almost 1/3 of people with disabilities are African-American.

[ADA – PARC – Community & Work Disparities](#)



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32-40% of people in prisons and jail report having at least one disability.

[“Disabilities Among Prison and Jail Inmates, 2011–12”](#), Jennifer Bronson, Ph.D., Laura M. Maruschak, BJS Statisticians, Marcus Berzofsky, Dr.P.H., RTI International, U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, 2015

In Pittsburgh, adults with disabilities are 3x more likely than those without disabilities to have less than a high school diploma.

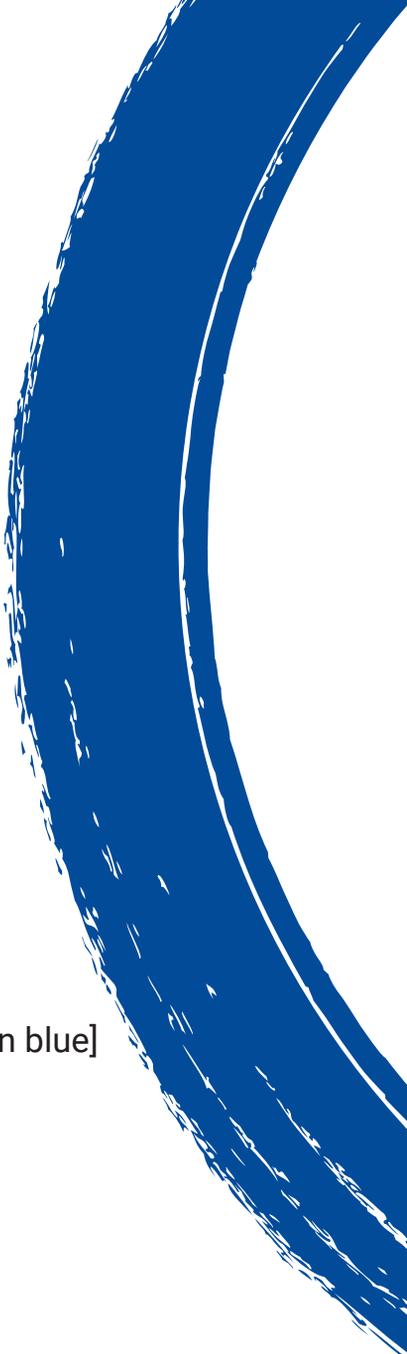
[ADA – PARC – Community & Work Disparities](#)



Individuals with disabilities are at least twice as likely to be victims of violent crime as people without disabilities.

[Bureau of Justice Statistics, Crime Against Persons with Disabilities, 2009–2015 Statistical Tables](#) (U.S. Department of Justice, 2017)

Full citations can be found at www.DisabilityInclusionPgh.org



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