

Disability Core Competencies Training for Front-line Care Managers

Session 1, April 2016

INTRODUCTION

Individuals with disabilities are a medically underserved population that experiences health disparities at many levels. They are more likely to be diagnosed with chronic conditions and experience a greater burden of illness. They receive fewer recommended screenings, are less likely to engage in wellness activities, and report significant barriers to accessing health services. We will explore the social determinants that drive these health disparities and examine how alienation from society entails both visible hardships like poverty, as well as subtle impacts that further erode wellbeing.

DISABILITY AND WELLNESS

We will use activities, stories, and videos to examine everyday misconceptions about disability. GMSA will challenge participants to see and hear the attitudes and myths all around us. The very definition of “disability” has changed over time, evolving from a focus on static, diagnostic labels to a dynamic model that emphasizes the interaction between a person, their functional limitations, and the environment. This training will help participants understand disability as a natural part of the human experience and will educate about the core values of disability culture such as self-determination, self-advocacy, community inclusion, and independence.

PERSON- AND FAMILY-CENTERED CARE, PLANNING, AND THINKING

How do the ideals of person- and family-centered care play out in real life? Families who have children with special health needs will share their stories and answer questions. We'll also review terminology, discuss the many benefits of a person-centered approach, and share a variety of planning tools. Take-home handouts to help you when you're back on the job will be provided.

Learning Goals for Session 1

Training participants will be able to:

- Explain what a health disparity is and identify health disparity populations.
- Give examples of health disparities experienced by Vermonters with disabilities.
- Give evidence as to the impact that social isolation and prejudice may have on health.
- Explain what a socially valid role is and provide examples.
- Demonstrate basic knowledge of what disability is and how approaches have changed over time.
- Embrace the need for and promote self-determination, supportive decision-making, and dignity of risk
- Define what Person- and Family-Centered Care means.
- Communicate the benefits of Person- and Family-Centered Care.
- Understand the importance of trust, communication, and respect to the process.
- Understand that each family is a unique cultural unit.

Biographies for April Training Team

Max Barrows

Maxwell Barrows is a young man with Autism, who works for Green Mountain Self-Advocates, a disability rights organization in Vermont. As the Outreach Director, he mentors youth and adults with developmental disabilities to speak up for themselves and become leaders. Max connects with people on all levels advocating for true-inclusion of people with developmental disabilities. In his work, he advances the message that when you meet an individual with a disability, presume competence. Max is currently on the board of Self-Advocates Becoming Empowered (SABE), the national self-advocacy organization. His goal is to travel internationally to spread his messages of true-inclusion and self-advocacy. Recently, Max was recognized for his hard work in Disability Advocacy by being selected as a Champion of Change at the White House.



Lisa Maynes

Lisa Maynes is a Family Support Director with Vermont Family Network, working on grants that are health and wellness related. She has been actively involved with work in Vermont that tries to make a better life for individuals with disabilities for 17 years. She has an 18-year-old son with a rare genetic disease and a 23-year-old daughter.



Kirsten Murphy

Kirsten Murphy is the Executive Director for the Vermont Developmental Disabilities Council where she has worked since 2013. She began her career in non-profit management in the 80's developing programs for high risk youth in New York City and Boston. Her interests turned to disability rights and community inclusion when her two sons were diagnosed on the autism spectrum. Kirsten



founded a family support program, ARCH, serving the Upper Valley region of NH and VT, directed the New Hampshire Autism Council, and is credited with securing equitable insurance coverage for NH children who experience the interfering symptoms of autism. She is a 2010 graduate of the Leadership Education in Neurodevelopmental Disabilities (LEND) program, through the University of New Hampshire. Now a Montpelier resident, she brings over three decades of experience in public policy, systems thinking, and advocacy.

Nicole LeBlanc

Nicole LeBlanc is a person with Autism. She works for Green Mountain Self-Advocates as Advocacy Director. Nicole has a keen ability and interest in public policy and excels at communicating about the needs of people with developmental disabilities to public officials. Nicole travels around Vermont visiting local self-advocacy groups supporting her peers to feel comfortable talking to their elected officials about what they need. Nicole completed a 10-week internship at the Administration on Intellectual and Developmental Disabilities through the Washington Center in Washington, DC. Nicole earned a certificate of professional studies from the University of Vermont. Nicole is a natural leader chosen by her peers due to her unwavering commitment to speaking the truth to power.



Skye Peebles, MPH

Skye Peebles, MPH has worked on media, technology, healthcare, and other self-advocacy projects with Green Mountain Self-Advocates since 2008. Her roles of ally and sibling in the self-advocacy movement make her passionate about building a global community where people with developmental disabilities are truly included and valued. Skye served as a U.S. Peace Corps Volunteer in Botswana working on projects related to HIV/AIDS from 2006-2008. From 2010-2011, Skye was a Health Administration Fellow in the University of Rochester Leadership Education and Neurodevelopmental Disabilities (LEND) program and a Student Fellow in the American Public Health Association's Maternal and Child Health Division. Skye has



a Master's Degree in Public Health from the University of Rochester and Bachelor's Degree from Mount Holyoke College.

Janice Sabett

Janice Sabett is a Family Support Consultant/Training Specialist with Vermont Family Network. She has more than 15 years of experience in communications, training, and program development. She is the proud adoptive mother of three young Latino adults. She volunteers with NAMI-VT (The National Alliance on Mental Illness) teaching classes and facilitating a Family Support Group. Her life motto is "no health without mental health!"

