Conversations that Matter

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Presentation to: AIRS

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Vision, Mission and Core Values

**Vision**

Stronger Families for a Stronger Georgia.

**Mission**

Strengthen Georgia by providing Individuals and Families access to services that promote self-sufficiency, independence, and protect Georgia's vulnerable children and adults.

**Core Values**

- Provide access to resources that offer support and empower Georgians and their families.
- Deliver services professionally and treat all clients with dignity and respect. Manage business operations effectively and efficiently by aligning resources across the agency.
- Promote accountability, transparency and quality in all services we deliver and programs we administer.
- Develop our employees at all levels of the agency.
ME: Person-Centered
To Ponder: Which Amy would you rather spend time with?

• We don’t introduce ourselves by our diagnoses or behaviors
Objectives

1. Discussion on citizenship & aging in place across the lifespan
2. Explore the community-building imperative as it relates to true citizenship and society for all.
3. How you can get involved.
CITIZEN CENTERED LEADERSHIP

- Directs state, national and international initiatives dedicated to the full community inclusion of people with disabilities
Getting Past ‘Disability’

- Disability labels create a negative meaning and the fear of “other” or difference
  - DIS- a serious put-down ABILITY- able to do something, talents, gifts, aptitudes, but when combined, indicates what is missing or deficit in a person

➢ So much is lost when a person is defined by their disability
  - options
  - opportunities
  - inclusion as a full citizen
  - expectations
  - contribution
1990
ADA Passed

Photo: Lois Curtis, surviving plaintiff in the Olmstead Decision

2001 New Freedom Initiative

1999
Olmstead Decision

2004
ADRC comes to GA

Americans with Disabilities Act

New Freedom Initiative

Aging & Disability Resource Center
An Initiative of the U.S. Department of Health and Human Services
2008 MFP comes to GA

2010 Statewide ADRCs

Today
Paradigm Shift: The Time has Come
“How do we invite another’s higher purpose to show up and find expression?” – John O’Brien
Human Nature

• To be ‘fixers’

• We miss so much when we are busy fixing & not taking time to listen with our 🌿 and 🌹.

• Ask yourself, does the person want to be fixed?
“I never thought this work was about disability. Everyone if born in.” –Jack Pearpoint
Inclusion versus Exclusion

INCLUSION
- The sharing of gifts and capacities from everyone is necessary & expected
- A general sense of “we”
- Community welcomes the contribution of all of its members

EXCLUSION
- Not accepted, denied, cast out, on the fringes
- Fear of “them”; not one of us
- Segregation & institutionalization is where “they” belong
Beth Mount - www.bethmount.org

http://youtu.be/y77y7XW8GtE
What is Citizenship?
What is Citizenship?

• A way to belong to one another and **ALL** that entails
• Where we live and work
• A set of relationships where we make a difference and show up in valued ways
• Network of relationships where we are engaged with one another in meaningful ways.
Who are citizens?
You are a citizen where you are defined by what you contribute, not by what you consume.
–Mike Green
Amiee Mullins- “I am not disabled.”

- http://youtu.be/JQ0iMulicg
USING GIFTS TO BUILD COMMUNITY

- attributes; interests;
- skills; talents;
- preferences

- churches
- libraries
- county-level
- civic orgs
- sales

- parks
- hospitals
- pet care

- retail

- schools

- public safety

- restaurants

- cultural centers

- bakeries
Person-Centered Work

- Supports discovery and identification of gifts
- Assists people with disabilities make connections with non-disabled people and associations
- Provides personal assistance that is required in order for people with disabilities to participate and contribute

Community-Centered Work

- Acts on the conviction that “there is no one we do not need” in every community development activity
- Purposely builds networks of connections that bring together people with disabilities with non-disabled people in the community
- Organizes specifically around increasing the participation of those who have generally been excluded
Aging in Place

Living a life with "Purpose" regardless of "age" or ability

Accessible Environments

Neighborhood Connections

Getting Around
• Asset-Based Community Development (ABCD)

www.abcdinstitute.org

• Individual Assets
  skills; knowledge; talents & gifts; experience; networks

• Assets in Association
  Community centers; groups of all kinds; volunteer

• Institutional Assets
  Schools; hospitals; libraries; museums; prisons; community organizations; media; public safety

• Assets of Economic Exchange
  For profit businesses; merchants; banks; chamber of commerce; business associations ie. Stock market

• Physical and Land Assets
  Parks; gardens; playgrounds; vacant land; buildings; landmarks; streets; housing

• Cultural Assets
  History; ethnic/racial diversity; heritage; sources of pride; crafts; cultural traditions; vision of the future
All of this is great, but what can we do?
Language Matters

• Out-dated
  – Disabled
  – Handicap**
  – Wheelchair bound
  – Confined to…
  – Crazy/Mentally Ill
  – Non-verbal
  – High/low functioning
  – Birth defect
  – Crippled
  – Retarded
  – Brain damaged
  – Vegetable
  – Others??

• Person-first
  – Person with a disability
  – Accessible
  – She uses a wheelchair
  – He has a mental health condition/diagnosis
  – She communicates with her eyes/devices, etc.
  – Congenital disability
  – He has a cognitive disability/diagnosis
  – She has a brain injury
  – Birth/given name
What is the Collateral Damage of Our Good Intentions?

Good Intentions
But We Really Do Mean Well!
Don’t put the same soup in a different cup.—offering the same menu of items in a new way does not change outcomes.

Same old services offered under a new name?

New programs delivering the same outcomes?

Other ideas for consideration around this concept?
How might we be standing on what we are trying to lift?

Jack O’Brien

Do any of our programs reflect this quote? Are we standing on others?
5 Valued Outcomes – John O’Brien

1. Growing in relationships
   a) How can we foster this to help people to age in place? What are we doing now? Is it working?

2. Making Choices
   a) Information to make knowing choices about an individuals’ lives. Are we supporting that now?

3. Dignity of Valued Roles/Experiencing respect
   a) Respect and dignity are basic human needs—we all have problems and shortcomings, but they shouldn’t define us.
4.) Making Contributions
   a) What if you were seen only as a taker—a user of services? Seen as someone to help and/or pity.

5.) Community presence/sharing ordinary places
   a) Where we meet our friends and future partners
   b) ‘third places’ 1=home, 2=work
      1. Or, are there only ‘special places’—schools, nursing homes, special work environments, special outings.
Our power comes from intentional decisions about our own attitudes and behaviors. Where have we become complacent in our expectations about people with disabilities and citizenship?

-Connie Ferrell
• All 5 values have to ‘interplay’ to create a meaningful life
  – You can’t make good choices without a lot of trust and relationships
  – You cannot be respected, unless you make contributions others see valuable
  – You cannot build real relationships without meeting new people in new places and be respected by them
You are a citizen where you are defined by what you contribute, not by what you consume?

Mike Green
• Look at people through the lens of potential and possibility

“Everyone has something to offer and we can’t do without anyone.” —John O’Brien
Map of Positive Change

• 4D Process
  – Discovery—what are strengths, who are we at our best
  – Dream—dream after discovery b/c it created richer dreams
  – Design—engage in relationship making
  – Destiny—teams to move into action toward accomplishing dreams
Discovery - appreciate the best of what is

Dream - imagine what could be

Design - determine what should be

Destiny - create what will be
“The point is not to rescue, the point is to meet.” - Mandell Schram
Imagine a world that works for everyone.
Got a question?
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Thank you