



# Green Mountain Self-Advocates

<https://gmsavt.org/>

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Self-Advocacy...to boldly go where all have gone before

# What are you hoping to get out of this workshop?

Join at [menti.com](https://menti.com)  
Use code 1132 7701



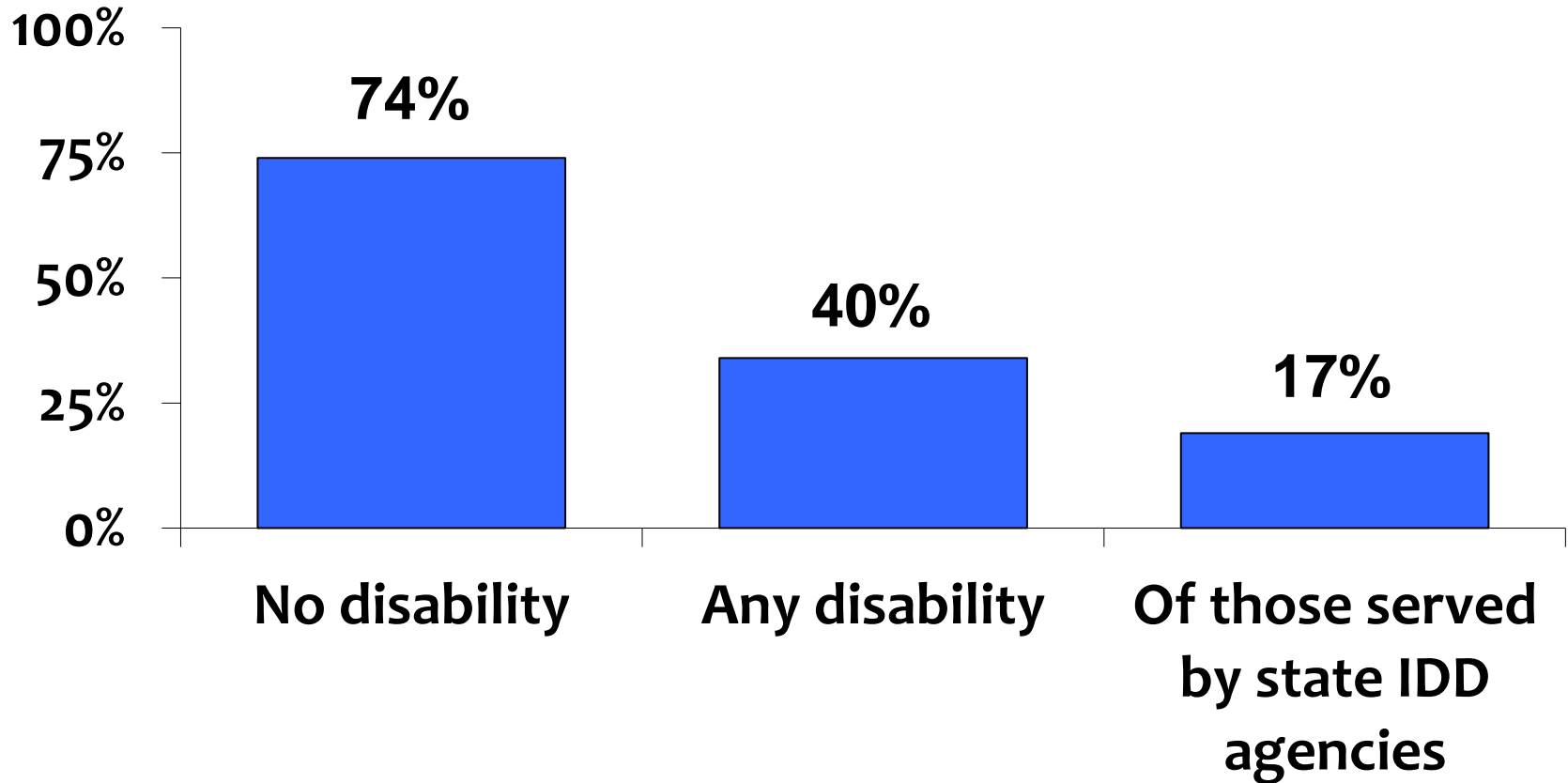


# Randy Lizotte – Peer Advocate



<https://www.youtube.com/watch?v=iveel9SzmBE>

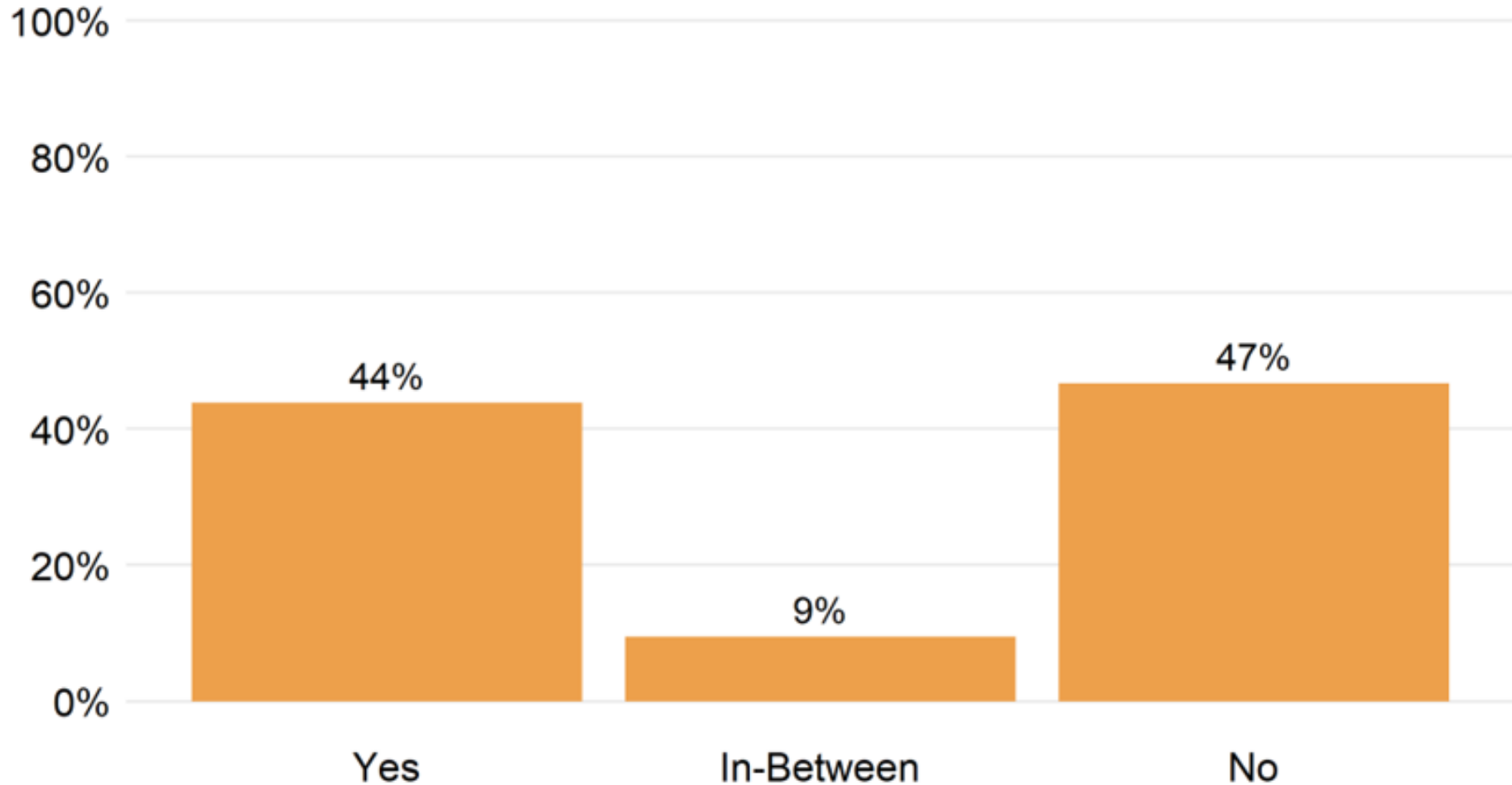
# How many people work?



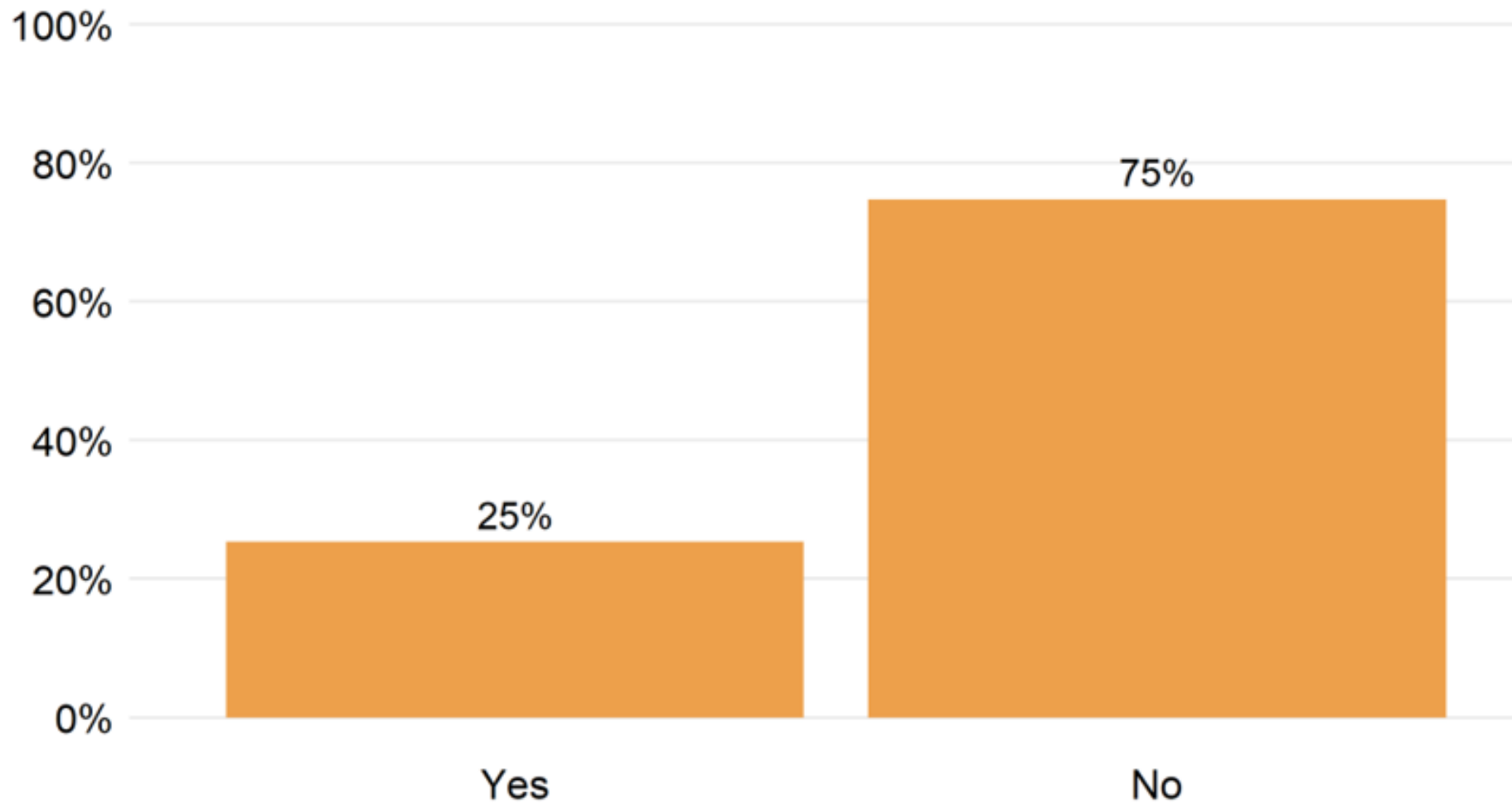
But what's a job ...

**ThinkWork!**

## Does not have paid community job and wants a paid community job



## Has community employment as a goal in their service plan



# Small Group Activity



If the primary goals of our laws and service systems are inclusion and employment, then what are the barriers to employing people with intellectual and developmental disabilities as support staff, professional advocates, mentors etc.

**Identify barriers. Use Mentimeter to share your ideas.**



# Ashley Wolfe - Researcher



<https://www.youtube.com/watch?v=1jfqzpOC9W4>



# How UMass works with self-advocates

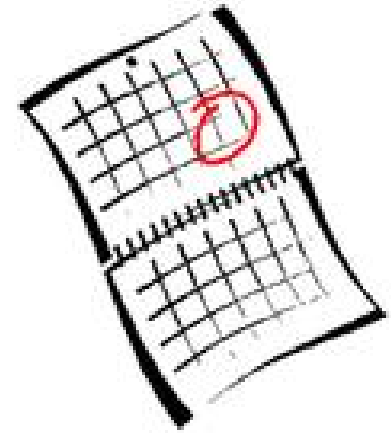
- As partners in grant projects
- As long-term key staff on projects
- As experts to give their opinions and input
- As editors and reviewers  
to make materials accessible



**ThinkWork!**

# Strategies used

- Shared electronic calendars
- Weekly check-ins
- Email etiquette
- Support from mentors, supervisors and co-workers
- Video conferencing



# Max Barrows Outreach Director



Talking to students & others  
about Autism



Roleplay with a high  
school leader during a  
self-advocacy training



Provides technical assistance to 20  
local self-advocacy groups

# Max Barrows Outreach Director



*I go to a lot meetings!*



DC Invites  
Keynotes for  
National conferences  
Participate on  
Committees



Supporting a peer to testify



Discussing with Bernie Sanders



*Who says you can't  
have fun at work!*



Speaking at a Milk with  
Dignity Rally for fair wages  
Migrant Justice



Pics from Max  
teaming up with Tracy



Always glad to run into  
some severe weather!





# Max's- Accommodations

- BIPOC (People with Disabilities) Affinity Group
- Assistive Technology evaluation
- Job coach
- Live chatting during meetings
- Time management - scheduling calculating prep and travel time
- Staying organized for appointments
- Google docs





# Max's- Accommodations

- Writing prep notes/scripts to help me keep on point
- While presenting, keeping of time
- Taking notes at meetings and events so I can recall details when completing reports.
- We talk it out - processing information shared
- Emotional support
- Transportation to appointments



# Hasan's Job at GMSA



**Bridging  
Program  
Teaching  
youth from  
5 high  
schools  
about self-  
advocacy**





# Hasan's Ko



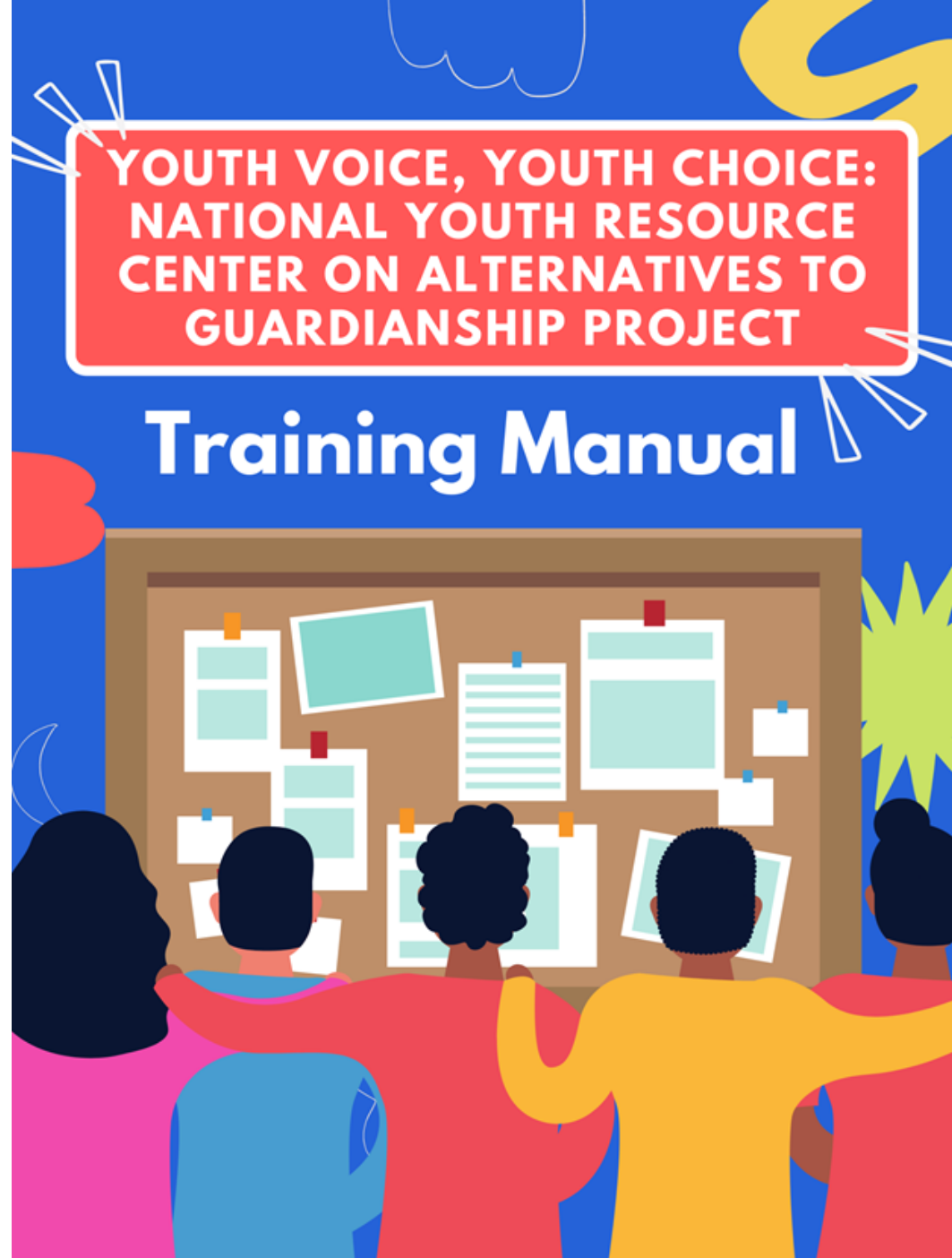
**Disability  
Awareness  
And  
Outreach**



**Community of  
Practice on Cultural  
and Linguistic  
Competence**



**My new role**  
Training  
Youth from  
different  
States.





# Hasan's Accommodations

- Otter.ai - transcribe meetings in real time, record audio, capture slides,
- Text to speech to read email
- Speech to text to write email
- Siri is connected to my calendar - it helps me find locations, schedule a new meeting, appointment reminders
- Oliver (job coach) helps how to spell & do my timesheet
- Natural supports summarize the main points of the meeting and recap action steps



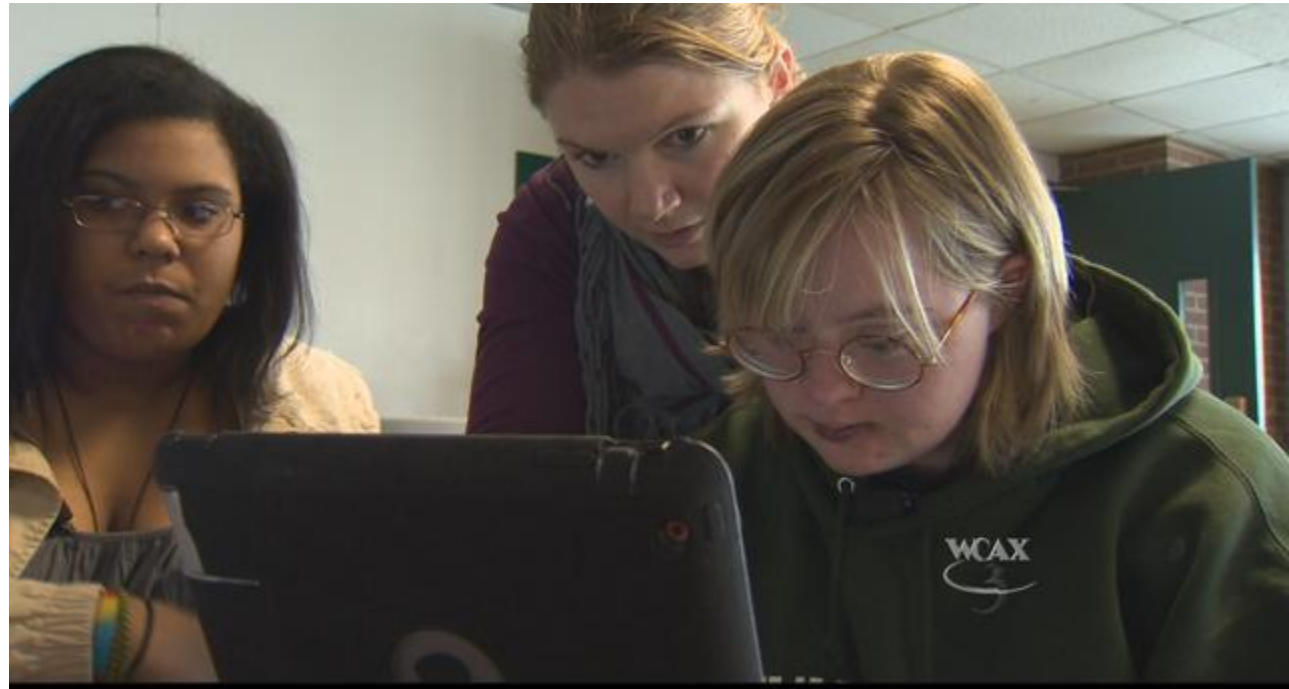
# Stirling Peebles Think College Staff



**Stirling mentors Think College students.** She helps them with their homework and keeping their LinkedIn Profiles up to date. **Stirling is also responsible for disseminating information about the program.**



# Stirling Peebles - Social Media Specialist





# Stirling Peebles - Accomplishments



Chosen as one of VT Business Magazines' 2016 "Rising Stars" of Vermonters under 40



This radio show is just one of many disability awareness presentations done by Stirling each year



# Stirling's Accommodations

- My primary tool I use is a **to-do list**, it keeps me focused
- My **Job coach** assists with brain storming, developing strong writing, time management, staying organized, and reminders to follow-up on communication
- **Transportation** is essential to the success for professional jobs
- **Co-workers** help me be part of the culture at work, provide emotional support and build confidence





# Accommodations - General Tips



- Frequent staff meetings to keep everyone on the same page
- During events like conferences or fundraisers: To Do list written and printed so everyone knows where to check for the next assignment
- Make an office culture about emails
- To Do lists - should be in order of importance
- Debrief soon after a meeting or event to plan next steps, to talk about important highlights, to answer questions



# As an ally, advocate for inclusion and accessibility:



- Remind partners to send out agendas and meeting materials AT LEAST one week ahead of time
- If one is not happening, ask for breaks in the meeting
- Advocate for agendas and meeting materials that are written in an accessible way. Plain Text version of materials is beneficial to ALL participants not just people with disabilities.
- Support people with disabilities to speak up - by asking them questions and make a list of comments ahead of meetings.
- BOTTOM LINE - when things are inclusive and accessible, all people benefit not just people with disabilities!!!



# Tips for working with someone long distance



- Zoom works better than phone meetings.
- Use a Google Doc so you can both see notes or what the other people are writing down.
- Send an email after a meeting that shares the key points, follow up items, and deadlines
- If you have an ongoing project, schedule meetings or check-in's at least once per week.
- It is clearer to answer questions with a phone call rather than an email or text message.



# Group Activity

Pick a question, discuss it and write your ideas. If you finish move on to another question.



1. What is one thing you can do to promote the hiring of people with IDD as advocates, providers, researchers and more at disability organizations?
2. How can you build natural supports for people once they are hired?
3. What are your creative suggestions for using technology to support someone in a professional position?

