# INTEGRATED EMPLOYMENT

We hosted 22 community conversations focused on expanding local access to meaningful employment for Tennesseans with disabilities:

- What can we do as a community to increase meaningful employment opportunities for young people with intellectual and developmental disabilities?
- How might we work together in compelling ways to make these ideas happen here in this community?



# FAITH INCLUSION

We hosted 2 community conversations focused on expanding local access to meaningful employment for Tennesseans with disabilities:

- What could we do to include people with disabilities and their families well in the life of their faith community?
- What could we do to come alongside people with disabilities and their families in other areas of their lives?
- How might we support one another—and new congregations—in these areas?



## INCLUSIVE HIGHER EDUCATION

We hosted 3 community conversations focused on developing new college programs for students with intellectual and developmental disabilities:

- What would inclusion for students with intellectual disability look like on our campus?
- Which people, resources, and supports would be important to involve within and beyond our campus to be successful?



# Community Conversations Expanding Opportunities for People with Intellectual and Developmental Disabilities

## THE POWER AND PRACTICE OF COMMUNITY CONVERSATIONS

Calls to expand community inclusion have certainly become more pronounced. But it is at the *local level* where policies and position statements ultimately are put into practice and where new voices are needed. Between individuals and systems lies the community —the local context in which services and supports are assembled to meet the needs of a network of citizens. Yet for most local communities, a host of questions emerge:

- How do we become a community in which inclusive opportunities are the expectation rather than the exception?
- Where do we begin to focus our efforts?
- What potential pathways are available to us?
- What partners could we draw upon?
- What makes the most sense for our particular community?

These are the questions that "community conversations" are so well designed to answer. A "community conversation" is an asset-based approach for engaging a cross-section of diverse stakeholders in addressing an issue of importance to their local community (Carter & Bumble, in press). Styled after the World Café process (Brown & Isaacs, 2005), this approach provides a structured way of generating and prioritizing local solutions that align with a community's culture, priorities, and available resources.

We have come to see "community conversation" events as:

- An unique source of data on community-wide attitudes and expectations regarding integrated employment, education, and community participation
- An intervention tactic that expands local inclusive opportunities and identifies new allies and resources
- A pathway for informing state- and local-level policy revisions
- A distinct mixed-method research methodology to address important questions

#### **Solution**based focused Localized **Awareness** ideas **Promising Elements** Configuration Shared of stakeholders commitment Socially-valid **Iterative** approach structure voices

### EXAMPLE APPLICATIONS TO DISABILITY ISSUES

Study	Number of events and attendees	Topic(s) addressed	State and geographic locale
Bumble, Carter, McMillan,	7 events	Integrated employment for transition-age youth with disabilities	Tennessee
Manikas, & Bethune (in press)	M = 78 attendees (range, 12-161)		3 urban, 2 suburban, 2 small towns
Bumble, Carter, McMillan, &	2 events	Integrated employment for people with disabilities	Tennessee
Manikas (2017)	M = 73 attendees (range, 58-88)		1 urban, 1 rural
Carter, Swedeen, Cooney, Walter,		Employment, school and community involvement, inclusive	Wisconsin
& Moss (2012)	M = 34 attendees (range, 12-57)	recreation, disability awareness for students with disabilities	5 suburban, 4 mid-size cities, 1 small town
Carter, Blustein, Bumble, Harvey,		Integrated employment for people with IDD	Tennessee
Henderson, & McMillan (2016)	M = 66 attendees (range, 39-92)		2 urban, 2 mid-size city, 2 rural
Carter, Bumble, Griffin, & Curcio	2 events	Inclusion in faith communities for people with disabilities	Tennessee
(2017)	M = 88 attendees (range, 77-98)		1 urban, 1 suburban
Dutta, Kundu, Johnson, Chan,	3 events	Summer employment for youth with emotional/behavioral	Louisiana
Trainor, et al. (2016)	M = 17 attendees (range, 12-23)	disabilities	3 mid-size cities
Molfenter, Hartman, Swedeen, &	23 events	Improving school and transition services, family engagement, and	Wisconsin
Neugart (in press)	M = 32 attendees (range 15-75)1	employer and community outreach	8 small cities, 15 towns
Parker-Katz, Cushing, &	46 events	Employment, recreation, post-secondary education, recreation/	Illinois
Athamanah (in press)	M = 21 attendees (range 4-65)	leisure, self-determination, program development	26 urban, 20 suburban, 2 rural
Raynor, Hayward, Semenza, &	7 events	Integrated employment for people with IDD	California
Stoffmacher (in press)	M = 62 attendees (range, 41-85)		5 urban, 2 rural
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Trainor, Carter, Swedeen, & Pickett (2012)	7 events $M = 34$ attendees (range, 17-61)	Summer employment for youth with disabilities	Wisconsin 3 urban, 2 mid-size cities, 1 large town, 1
TICKELL (ZUIZ)	IVI - 54 allendees (lange, 17-01)		small town

## INDEPENDENT LIVING

We hosted 5 community conversations focused on supporting independent living for Tennesseans with disabilities:

- What does independent living meant to you?
- What supports, programs, and opportunities are you using now to further independent living?
- What supports, programs, and opportunities would help you achieve your independent living goals?

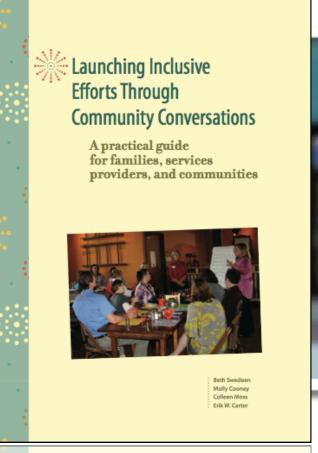


# OUR RECENT STUDIES

- •Bumble, J. L., Carter, E. W., McMillan, E., Manikas, A., & Bethune, L. (in press). Community conversations on integrated employment: Individualization and impact. *Journal of Disability Policy Studies*.
- •Bumble, J. L., Carter, E. W., McMillan, E., & Manikas, A. (2017). Using community conversations to expand employment opportunities for people with disabilities in rural and urban communities. *Journal of Vocational Rehabilitation*, 47, 65-78.
- •Bumble, J. L., Carter, E. W., Gajjar, S., Valentini, et al. (2017). *Understanding and supporting independent living: Findings from community conversations.*Manuscript in preparation.
- Bumble, J. L., Carter, E. W., McMillan, E., Day, T., Bethune, L., et al. (2017). *Community conversations to spur inclusive higher education*. Manuscript in preparation.
- •Carter, E. W., Blustein, C. L., Bumble, J. L., Harvey, S., Henderson, L., & McMillan, E. (2016). Engaging communities in identifying local strategies for expanding integrated employment during and after high school. *American Journal on Intellectual and Developmental Disabilities*, 121, 398-418.
- Carter, E. W., Bumble, J. L., Griffin, B., & Curcio, M. P. (2017). Community conversations on faith and disability: Identifying new practices, postures, and partners for congregations. *Pastoral Psychology*, 66, 575-594.

# TO LEARN MORE







For information about the TennesseeWorks Partnership or this poster, visit us at <a href="www.tennesseeworks.org/">www.tennesseeworks.org/</a>
<a href="mailto:communityconversations">communityconversations</a> or email us
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