



Engaging and Serving People of Color with Disabilities

Challenges, Opportunities, Becoming Culturally Competency

October 3 – October 31, 2007

(90 MINUTES from your home, workplace, anywhere)

[To Register, Visit our Website at www.TASH.org](http://www.TASH.org): Scroll down for [Session Descriptions and Times Overview of Series](#)

Disability research shows high rates of disabilities for communities of color. The Center for Disease Control and Prevention (CDC) reports high rates of intellectual disabilities for individuals of color. Down Syndrome is nearly doubled in Latino communities in comparison to whites and Intellectual Disabilities and Developmental Disability (ID/DD) is nearly doubled in black communities in comparison to whites. A literature review and discussions with consumers, families, and experts in the field suggests that Blacks and other people of color:

- Have higher exposure to preventable risk factors for ID/DD;
- Experience higher rates of ID/DD;
- Are over-represented in special education;
- Are under-represented in adult services;
- Report receiving fewer services and supports of lesser quality
- Have limited advocacy through any national organization of color addressing ID/DD;
- Are under-represented on the boards, in the general membership, as staff, and as conference participants of national disability advocacy organizations; and
- Have few national organizations of color that prioritize their issues.

While policy-makers, providers, and advocacy organizations have noted the need to enhance services and supports to these communities, the opportunities for review of best practices and effective strategies have been limited. The voices of self-advocates and families have frequently been isolated and provider inquiries for guidance and “research to practice” operational strategies have been unanswered. This frequently results in assumptions of “benign neglect”, incompetence, or even racism.

Webinar objectives are:

1. Raise awareness on the compounding interplay of race/ethnicity and disability;
2. Provide information and tools for developing cultural competency in organizations; and
3. Support “creating a voice” for individuals and families of color with disabilities.

The presenters include family members, educators, researchers, community leaders, executive directors of national disability organizations, and other individuals dedicated to enhancing the life experiences of individuals of color with disabilities.

What can you expect? Participants in the TASH webinar will

- Review epidemiological data on the incidence and prevalence of severe disabilities, including ethnic differences in risk exposure;
- Discuss primary prevention strategies for ID/DD in communities of color;
- Examine the life experiences of individuals of color with disabilities with focus on education;
- Learn the impact of cultural norms and values on access and utilization of services;
- Discuss strategies of national disability organizations regarding outreach to and inclusion of communities of color in organization’s policy-making, education, and advocacy; and
- Develop skills to engage their agency or organization to become culturally competent.

Session 1: Overview and Background

Presenter: **Ralph W. Edwards, Parent, TASH Board Member, Jon Baio, CDC, co-Principal Investigator on Autism and Developmental Intellectual Disabilities Monitoring Network**

Date: **Tuesday, October 3, 2007**

Time: 2:00pm – 3:30pm Eastern
1:00pm – 2:30pm Central
12:00pm – 1:30pm Mountain
11:00pm – 12:30pm Pacific

This session provides both the framework for the conversation regarding engaging and serving people of color with disabilities as well as incidence and prevalence data on intellectual disabilities and developmental disabilities (ID/DD), Down Syndrome, and Autism. Risk reduction strategies will be reviewed. Using an interactive format, participants can identify issues they'd like addressed in the course of the webinar.

Session 2: Family Perspectives/Implications for Special Education

Presenters: **Marty Clark, Parent and founder of The One Hundred Men; Tonia Ferguson, Esq., Parent, National Down Syndrome Congress Board Member, Kennedy Fellow; Barbara Ransom, Esq., Attorney at Public Interest Law Center of Philadelphia**

Date: **Tuesday, October 9, 2007**

Time: 2:00pm – 3:30pm Eastern
1:00pm – 2:30pm Central
12:00pm – 1:30pm Mountain
11:00pm – 12:30pm Pacific

Two parents share their experiences regarding interaction with services and support systems as well as their efforts to influence policy-making and advocacy. "Help that helps" and cultural barriers are described. Attorney Ransom will use special education as an example of how historical and institutionalized practices evolve into unequal and unfair outcomes.

Session 3: Working Effectively with Families of Color

Presenters: **"Dee" Spinkston, Executive Director, Urban PRIDE, Inc.; Yajaria Blanco, Director, CLASS, Inc.; Ginger Kwan, Consultant**

Date: **Tuesday, October 16, 2007**

Time: 2:00pm – 3:30pm Eastern
1:00pm – 2:30pm Central
12:00pm – 1:30pm Mountain
11:00pm – 12:30pm Pacific

These presenters are leaders in community based organizations that have had measured success in outreach, engagement, and services to African American, Latino, or Asian American communities. Replicable strategies and the significance of cultural norms will be shared.

Session 4: Response of National Disability Organizations to Engagement of Families of Color

Presenters: **Barb Trader, Executive Director, TASH; David Tolleson, National Down Syndrome Congress; Sue Swenson, The ARC; Royal Walker, Esq., President, University Centers for Excellence in Developmental Disabilities**

Date: **Tuesday, October 23, 2007**

Time: 2:00pm – 3:30pm Eastern
1:00pm – 2:30pm Central
12:00pm – 1:30pm Mountain
11:00pm – 12:30pm Pacific

The response of national advocacy organizations and the University Centers to the engagement and effective support of families of color is rooted in organizational values of equal rights, access and inclusion. This panel examines the potential of various strategies to impact organizational culture and to increase participation by families of color. The contributions, challenges and roles of the University Centers to strengthen ID/DD systems to respond to communities of color will be discussed.

Session 5: Becoming Culturally Competent

Presenters: **Scott Shepard, Executive Director, Avenues Support Living Services; Tawara Goode, Director, National Center for Cultural Competency, Georgetown University**

Date: **Tuesday, October 30, 2007**

Time: 2:00pm – 3:30pm Eastern
1:00pm – 2:30pm Central
12:00pm – 1:30pm Mountain
11:00pm – 12:30pm Pacific

Directors of organizations providing direct services to individuals of color with disabilities describe experiences of cultural dissonance by both families and staff and how they impact relationships and service outcome. Approaches to becoming culturally competent will be described with information on specific, ongoing resources and technical assistance available to organizations.