



***Women's Disability
Leadership, Inclusion
& Advocacy Series:
A Best Practice
Primed for
Implementation***

AUCD

Monday, November 18, 2019

2:00 – 3:15 PM

respect
ability

FIGHTING STIGMAS. ADVANCING OPPORTUNITIES.

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Mission:

To fight stigmas and advance opportunities so that people with disabilities can fully participate in all aspects of community.



Untapped Potential

- People with disabilities have problem-solving experience, as well as loyalty to their employers.
- Companies that recruited and supported employees with disabilities have a 30% greater profit margin.

* Study completed by [Accenture](#), [Disability:IN](#) and the [American Association of People with Disabilities](#)

Welcoming (1)

- **Debbie Fink** is the Director of Community Outreach and Impact for RespectAbility, and Project Director for its *Women's Disability Leadership, Inclusion & Advocacy Series*.
- An author, educator and performer, she has trained and/or 'edu-tained' over 70,000 individuals worldwide.



Welcoming (2)

Motivational Quote

“Trust yourself. Create the kind of self that you will be happy to live with all your life. Make the most of yourself by fanning the tiny, inner sparks of possibility into flames of achievement.”

(Golda Meir)

Today's Goals

- ✓ TO PRESENT THE BACKGROUND OF OUR UNPRECEDENTED, 6-PART DISABILITY ADVOCACY TRAINING IN NYC
- ✓ TO CONTEXTUALIZE THE FRAMEWORK AND DELIVERY OF THIS SERIES, IDENTIFYING BEST PRACTICES AND ITS REPLICABILITY
- ✓ TO ENGAGE IN INTERACTIVE EMPOWERMENT EXERCISES
- ✓ TO DISCUSS POSSIBILITIES, POTENTIAL BARRIERS, AND SOLUTIONS IN REPLICATING SIMILAR TRAININGS IN YOUR COMMUNITY

Women's Empowerment Trainings: Background

- To identify and empower women and nonbinary people with disabilities in NYC.
- To offer opportunities for civic engagement; aiming to increase the participation of women with disabilities in NGOs, governmental agencies, and the political process, bringing the disability lens of inclusion and equity into civic life.
- To build community amongst those gathered.

Best Practices

Identification of subgroups within the community's population, tailoring trainings accordingly:

1. Latinas with disabilities
2. Intersectionality among women with disabilities (*e.g.*, race, sexual orientation, nationality, age)
3. Mothers of students with disabilities
4. Female college students with disabilities
5. Jewish women with disabilities
6. Training for NGOs and philanthropies

Framework / Format for Each Training

Each training followed the following format:

1. Welcoming
2. Keynote and/or panelists, doubling as a webinar (“frontal component”), followed by a Q&A (qs on cards, brought up);
3. Interactive Empowerment Training Exercises (Individual and Group work);
4. Small Group Sessions (“interactive component”) that offers choice;
5. Civic Engagement / Volunteer Opportunities;
6. Surveys, Group photo, Next Steps.

Prepping for Each Training

Each FREE training requires the organizer to:

1. Find / secure an accessible space / bathrooms with accessible transportation available;
2. Cultivate collaborations with multiple NGOs that serve that population (2-15); primary role is publicity and participation;
3. Identify speakers/panelists from that community who can support the training;
4. Offer free food!
5. Provide all requested accommodations;
6. Keep it joyful, informative, and upbeat!

Pros and Cons of “FREE”

PROS of being a FREE training:

1. Available to all
2. Appealing to collaborators / partners

CONS of being a FREE training:

1. People register and don't show up;
2. No “skin in the game”;
3. Wasted resources; e.g., food; materials; and, most expensively, accommodations

Latinas with Disabilities Training



[Empowerment for Latinas with Disabilities](#)

Intersectionality (Race/LGBTQ/Disability) Training



Intersectional Empowerment for Women with Disabilities

Mothers of Students with Disabilities



Empowerment for Mothers of Students with Disabilities

Jewish Women with Disabilities Training



Empowerment for Jewish Women with Disabilities

Female College Students with Disabilities



Empowerment for Female College Students with Disabilities

PILOTING OF THE GRAFFITI WALL with Female College Students with Disabilities

OF THE GRAFFITI WALL
College Students with Disabilities



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THE GRAFFITI WALL with Latinas with Disabilities



Training for NGOs, Philanthropies & Foundations



Adding the “D” to Diversity: Enabling Foundations, Nonprofits and Partners to Include People with Disabilities

Q & A



Picture: Enlarged Q & A in 3-D; Q in red, & in blue, A in green

EMPOWERMENT TRAINING EXERCISES



“I AM ME” Exercise Example

I AM...

- ❖ I AM Responsible.
- ❖ I AM an Atheist.
(or a religion).
- ❖ I AM nervous.
- ❖ I AM funny.
- ❖ I AM Latina
(or other ethnicity).
- ❖ I AM outspoken.
- ❖ I AM happy.
- ❖ I AM competitive
(or other sport or talent).
- ❖ I AM loveable!

I HAVE...

- ❖ I HAVE a pet
(name kind of pet).
- ❖ I HAVE a disability.
- ❖ I HAVE a supportive family.
- ❖ I HAVE a home.
- ❖ I HAVE brown eyes
(or other feature).
- ❖ I HAVE one best friend.
- ❖ I HAVE positivity.
- ❖ I HAVE a big heart.

I BRING...

- ❖ I BRING enthusiasm.
- ❖ I BRING experience.
- ❖ I BRING leadership.
- ❖ I BRING love.
- ❖ I BRING compassion.
- ❖ I BRING humor.
- ❖ I BRING creativity.
- ❖ I BRING computer
skills (or other skills).
- ❖ I BRING strength.

“I AM ME” Exercise Examples (cont.)

I NEED...

- ❖ I NEED moral support.
- ❖ I NEED a sense of humor.
- ❖ I NEED a friend (or family member).
- ❖ I NEED to live a healthy lifestyle.
- ❖ I NEED to be patient.
- ❖ I NEED leadership skills.
- ❖ I NEED courage.
- ❖ I NEED writing skills. (or any other kind of skill).
- ❖ I NEED independence.
- ❖ I NEED love.

I SEEK...

- ❖ I SEEK companionship.
- ❖ I SEEK employment.
- ❖ I SEEK independence.
- ❖ I SEEK positivity.
- ❖ I SEEK mentorship.
- ❖ I SEEK teamwork.
- ❖ I SEEK routine.
- ❖ I SEEK community.
- ❖ I SEEK happiness.
- ❖ I SEEK inclusion.

“MY ELEVATOR PITCH” Template

Hi! My name is _____.

I am _____ and _____.
(Choose from the list of “I Am”) (Choose from the list of “I Am”)

I am looking to / for an opportunity to _____.
(Circle One) (Choose from the list of “I Seek”)

I have _____ and _____.
(Choose from the list of “I Have”) (Choose from the list of “I Have”)

I bring _____ and _____.
(Choose from the list of “I Bring”) (Choose from the list of “I Bring”)

“MY ELEVATOR PITCH” Template (2)

I welcome the chance to talk to you more about _____.
(Choose from the list of “I Seek”)

I really think we could work together to _____!
(make the world a better, more inclusive place for all!)

SMALL GROUP SESSIONS (Example):

Advocacy 101, 201, 301, 401 & 501

SELF-ADVOCACY 101: *How to Advocate w/ your Disability Services Office*

CAMPUS-WIDE ADVOCACY 201: *How to Broaden Inclusive Advocacy on Campus through Grassroots Organizing*

SELF-ADVOCACY 301: *How to Self-Advocate in Extra-Curricular Settings*

SELF-ADVOCACY 401: *How to Self-Advocate in Personal Relationships*

COMMUNITY-WIDE ADVOCACY 501: *How to Broaden Inclusive Advocacy Beyond Campus*

TAKING ACTION! (Example)
Use Your Voice to Improve NYC

Committee on Mental Health, Disabilities and Addiction

4/8/2019 10:00 AM

[Council Chambers - City Hall Jointly with the Committee on Aging](#)

Committee on Higher Education (yes, that's your college!)

4/30/2019 1:00 PM

Committee Room - City Hall Jointly with the

[Committee on Women and the Committee on Education](#)

Closing (Meaningful) Fun at the Trainings!

Survey

Self-Expression Graffiti Wall-Webbing

Group Photo

and

Farewell . . .

Stay in touch!

Upcoming Equity Webinars!



You're Invited:
**Online Diversity,
Equity, Accessibility
and Inclusion Training**

In Partnership with:

Board Source

The California Wellness Foundation
Catalogue for Philanthropy, Greater Washington
Center for Disaster Philanthropy
The Chronicle of Philanthropy
The Communications Network
The Divas With Disabilities Project
Exponent Philanthropy
Media Impact Funders
National Center of Disability Journalism
National Committee for Responsive Philanthropy
National Council of Nonprofits
New York Women's Foundation
The Unfunded List
Weingart Foundation

Disability discrimination is rampant and is happening every day – despite the fact that people want to do the right thing and that most of the ways to include people with disabilities in your important work are actually free. It's all about getting the skills to do it right. RespectAbility's upcoming series of free webinars will give you and your teams step-by-step guidance, as well as provide resources and contacts to help foundations and nonprofits on their journey. Join for one or all! Each webinar will include live captioning. Accessible PPTs can be sent to participants ahead of time for use with screen readers.

Equity Series Schedule

• Schedule of Webinars

- Nov. 6, 2019: Disability 101
- Nov. 13, 2019: Disability History
- Nov. 20, 2019: How to Ensure Accessible Events
- Dec. 4, 2019: How to Recruit, Accommodate and Promote People with Disabilities for Paid Employment, Volunteer Leadership and Board Positions
- Dec. 11, 2019: How to Ensure A Welcoming Lexicon and Inclusive Storytelling
- Jan. 7, 2020: How to Ensure Accessible Websites, Social Media and Inclusive Photos
- Jan. 9, 2020: Premium Skills Workshop in Social Media Accessibility
- Jan. 15, 2020: How to Ensure Legal Rights and Compliance Obligations: Exploring the Rights of Employees and Participants, and the Obligations of Nonprofit Organizations Under the Law

Learn More and RSVP Here: <https://www.respectability.org/accessibility-webinars/> 



THANK YOU!

We have an awesome National Leadership Program, too!

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