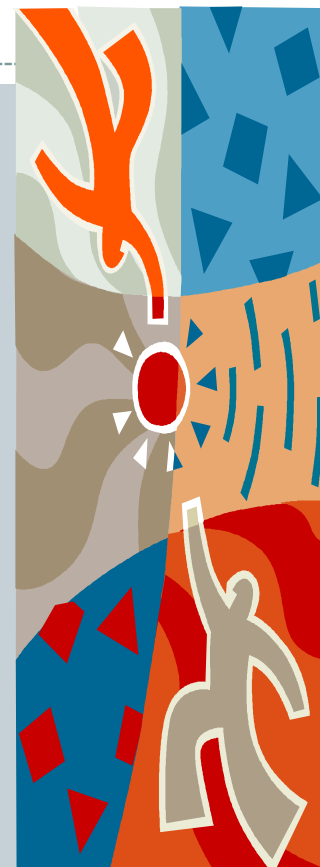


Self Advocacy

Making a Difference!



DDS SELF ADVOCATE
COORDINATORS
FY 10 UPDATE



Self Advocate Coordinators At Work



- Who are we?
 - Eight Self Advocate Coordinators
 - ✦ North Region – 2 SACs
 - ✦ South Region – 3 SACs
 - ✦ West Region – 4 SACs – (one retired within the FY)

Self Advocate Coordinators At Work



- What do we Do?
 - Promote Self Advocacy
 - Consumer Involvement
 - Develop Leaders
 - Regional and State Activities
 - Spread the Word about SA!

Self Advocacy Goals



- Focus Areas for FY 2010
 - Self Advocacy
 - Building Healthy Relationships
 - Building Leaders through IP Buddy
 - Spreading the Word on Human Rights
 - Taking Charge of My Life through Hiring and Managing My Own Supports
 - Respect Everyone

What is Self Advocacy?



- A Movement
- Led by people with disabilities
- Re-shaping society
 - Individuals don't change – Society must change to treat everyone fairly!
- Self Advocates want to bring civil rights and equality to ALL!



What is Self Advocacy?



- Independent groups of people with disabilities working together
 - Taking charge of their lives
 - Fighting against discrimination – treating people with disabilities differently
- SA Groups throughout the state
 - SAC support SA Groups
 - People First Groups
 - Private Providers have SA Groups



What is Self Advocacy?



- Learning how to make choices about your life so you can be more independent
- Learning about your rights and responsibilities
- Supporting each other to **SPEAK OUT**



Self Advocacy



- **Self Advocacy Resources**
 - SACs are available in each region
 - Online SA Guide on DDS Website
 - SA Tool Kit used to support groups
 - VT - Green Mountain Manual for SA
 - Fab Ulous Topics – (F=Fun, A=Advocacy, B=Brain Power) - monthly topics to share information around the state
 - Games - to promote advocacy, leadership, and friendships



Self Advocacy

**is about people with disabilities
getting the supports they need
to speak up for themselves!**

Self Advocacy

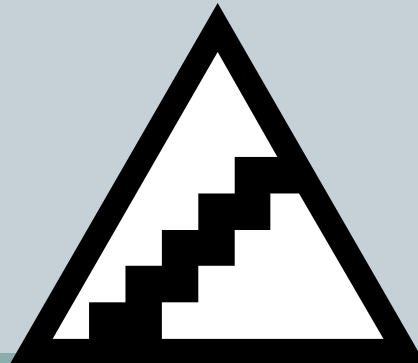


- All SACs promote Speaking out and Speaking Up!
- All SACs promote Self Advocacy through teaching
 - The 10 Steps of Being a Good Self Advocate
- All SACs promote Self Advocacy by being good role models
- All SACs promote Self Advocacy by developing, guiding, and supporting SA groups around the state

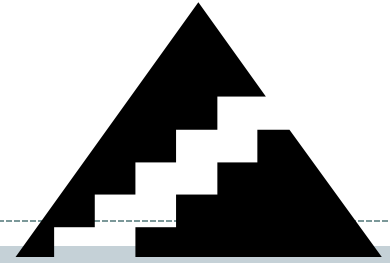
SPEAKING UP!



10 STEPS OF BEING A GOOD SELF ADVOCATE

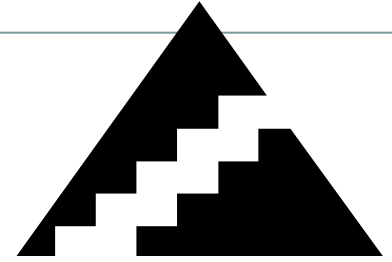


10 STEPS



- 1. Believe in **YOURSELF**
- 2. Realize **YOU** have **RIGHTS**
- 3. Discuss **YOUR** concerns
- 4. Get the **FACTS** in Writing!
- 5 Use the Chain of Command

10 STEPS



- 6. Know **YOUR** appeal rights
- 7. Be **ASSERTIVE** and **PERSISTENT**
- 8. Use **COMMUNICATION** Skills
- 9. Ask for Help
- 10. **FOLLOW-UP**

Building Healthy Relationships



- Healthy Relationship Series
 - SACs hosted a 3 session series
 - Each Region had at least 15- 22 participants

Building Healthy Relationships



- Session 1
 - Relationships
- Session 2
 - Dating
- Session 3
 - Decision Making

Ongoing Relationship Building



- Annual People First Conference – SAC presented a workshop on Healthy Relationships
- Working with Planned Parenthood of CT to work with SACs to provide sessions throughout the year
- Building Relationships is important to everyone across the globe!

IP Planning and IP Buddy



- The IP Planning
 - helps people take charge of their life
- The IP Buddy
 - helps people get support in taking charge of their life and finding a voice!

IP Planning and IP Buddy



- Individual Planning
 - Right to attend own meeting
 - Important people in your life should be invited
 - Prepare for your meeting
 - Know what You want to accomplish
 - Feel comfortable in your meeting – including the space
 - Remember the 10 Steps
 - You can run your own meeting!

IP Planning and IP Buddy



- IP Buddy
 - Support in Your meeting
 - Trained consumers support other consumers in their IP meeting
 - IP Buddy and consumer meet before the IP meeting to plan
 - IP Buddy assists the consumer express what they want to accomplish
 - IP Buddy helps consumers to advocate for better jobs at their IP

IP Planning and IP Buddy



- IP Buddy helps support the SABE goal of improving employment by learning to advocate at your IP
- IP has been supported through the grant from Connect-Ability
- IP Buddy helps consumers to
Speak Up and Speak Out!

Our Rights!



- SACs created a Human Rights Training for DDS On Board Training – new employees
- Spreading the Word of Human Rights through Self Advocacy Groups, Private Provider groups, and DDS Staff
- College of Direct Supports online training for all private hire staff and SACs – Rights training

Human Rights Training



- Human Rights Training has Three Training areas:
- 1. Respect for the Person
 - Being Equal, Being Safe, Home and Family, Privacy
- 2. Inclusion in the Community – Being Part of the Community
 - Independent Living, Work, Education, Health
- 3. Change in the Society
 - Access, Political Life, New Attitudes, Culture and Sports

Understand Your Rights



- Speak up for yourself
- You begin to notice right and wrong
- Understand you are the same as everyone else!
- Respect me for my abilities not my disabilities

Hiring and Managing My Own Support



- SACs promote Hiring and Managing Your Own Staff
- SACs provide ongoing training to Consumers, Families, DDS Staff, and Private Providers
- SACs support individuals in learning their role as a boss and sharing the DDS process to find, get and keep direct hire staff



Authority Over Your Supports and Services



- You have a Choice of:
 - Hiring your own staff
 - Hiring an agency to support you
 - Hiring both your own staff and an agency
- Who will help me make this choice?
 - You can get support from your Planning and Support Team, your family, and your Case Manager



Recruitment:

“Where Do I Find Staff?”



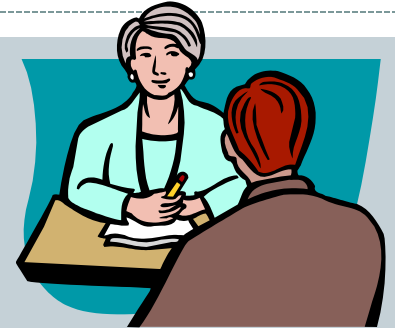
- First you need to decide what supports you need. This will help you determine the person you are looking to hire.
- Write a Job Description
 - Be clear and to the point
- Advertise
 - Newspaper, flyers, “Rewarding Work”, word of mouth

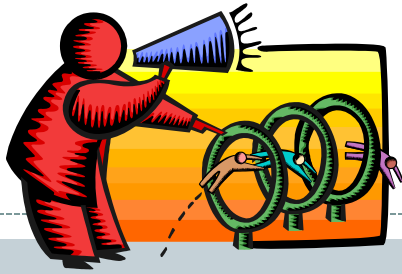


Hiring



- Set up interviews
- Write interview questions
- Decide who will work best with you
- Complete paperwork with Fiscal Intermediaries
- Background Checks
- Set a start date and schedule for your new staff





Supervision



- You are the Boss! You are in Charge!
- You will:
 - Evaluate your staff
 - Give your staff feedback – tell them how they are doing
 - Develop their schedule and responsibilities
 - Fire them if they are not supporting you the way you need to be supported

Do I Do All This By Myself?



- You are the boss but you can get support!
- People to support you in hiring your own staff:
 - Your Case Manager
 - Your family
 - Your Planning and Support Team
 - Your Fiscal Intermediary
 - Your Friends



Be A Great Boss!



- Believe in Yourself
- Decide what You need
- Know Your rights
- Be prepared
- Use good communication skills



Be A Great Boss!



- Listen – Understand your staff
- Be Respectful and Responsible
- Ask for help when You need it!



**REMEMBER: Thank those
who Support You!**

People First Language



- **ALWAYS** -Putting the person before the disability

People First Language



- DDS has new Policy on Respectful Language
- The Respectful Language policy requires the use of “people first” language when referring to individuals who receive supports and services from DDS.
- The policy replaces the term “mental retardation” with “intellectual disability” unless clinically or legally necessary
- The use of disrespectful or “non-person first” language is offensive and is a barrier to full integration into the community
- SACs promote People First Language!