

Thank you!

This is a unique time in our work.

We need you more than ever!

We wonder if our learning and yours
have deeper value together.

Reflection

Share your memory of
a gathering in your
personal life that felt
alive.

What made it feel that way?
What did it mean to you?

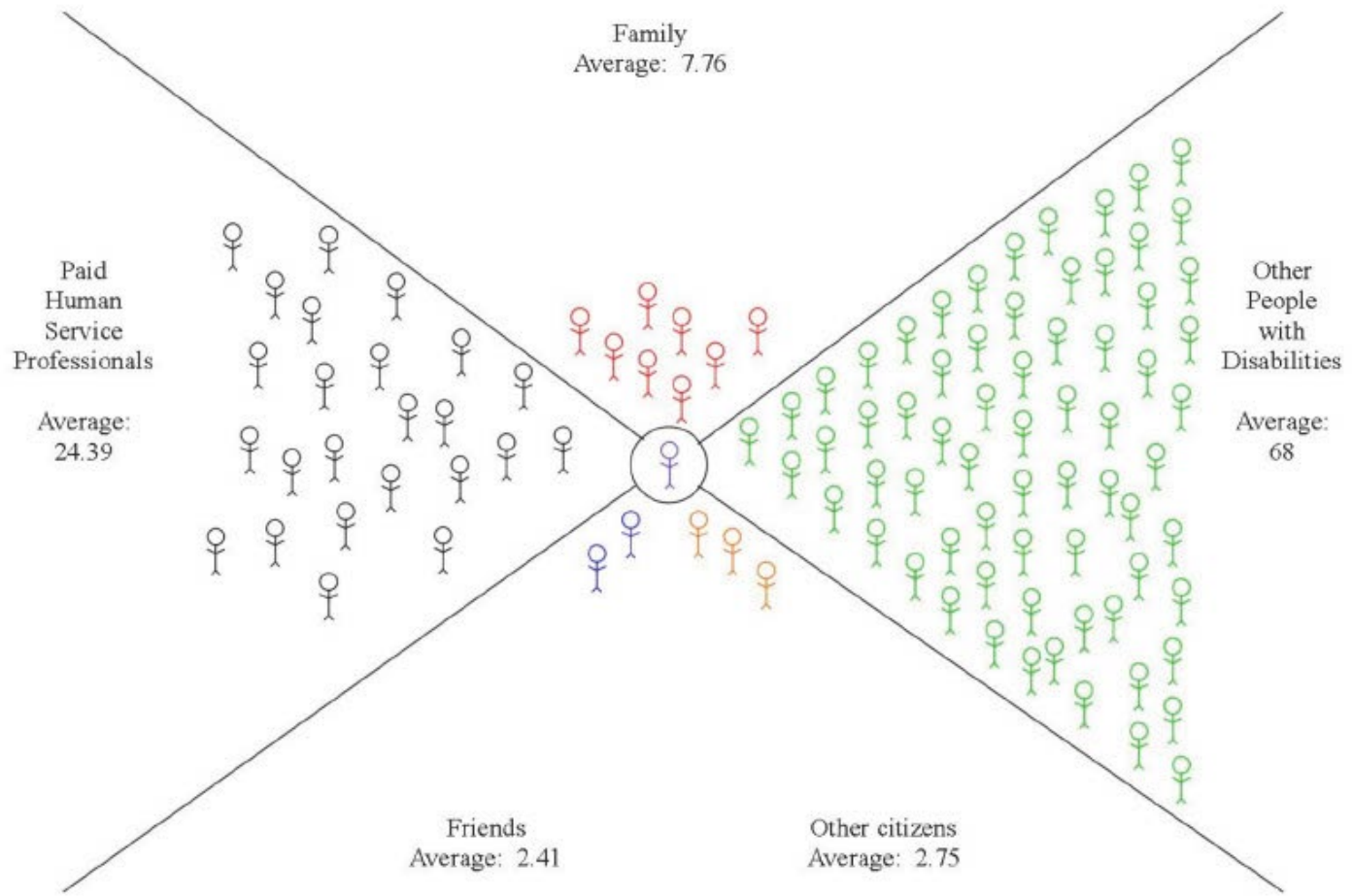
starfire

our old story...

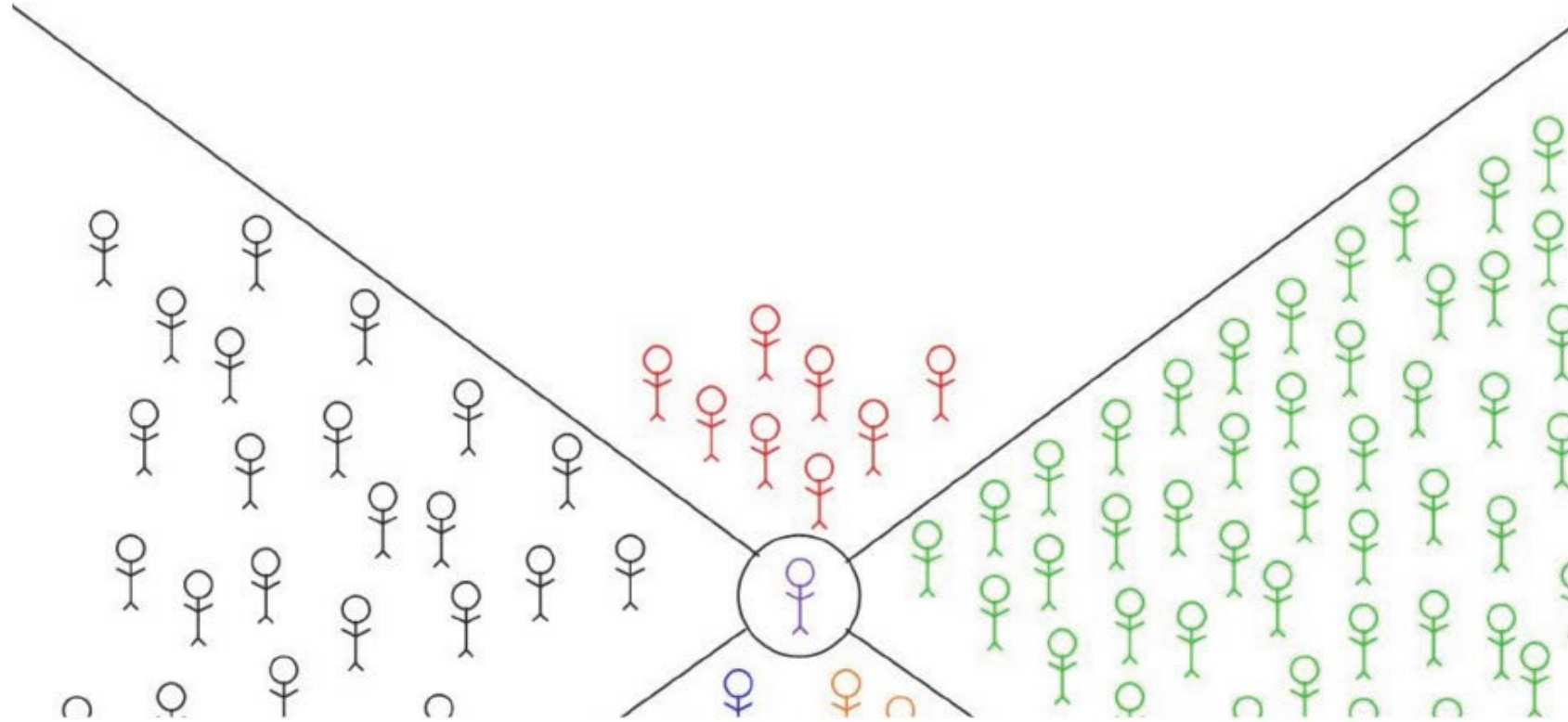






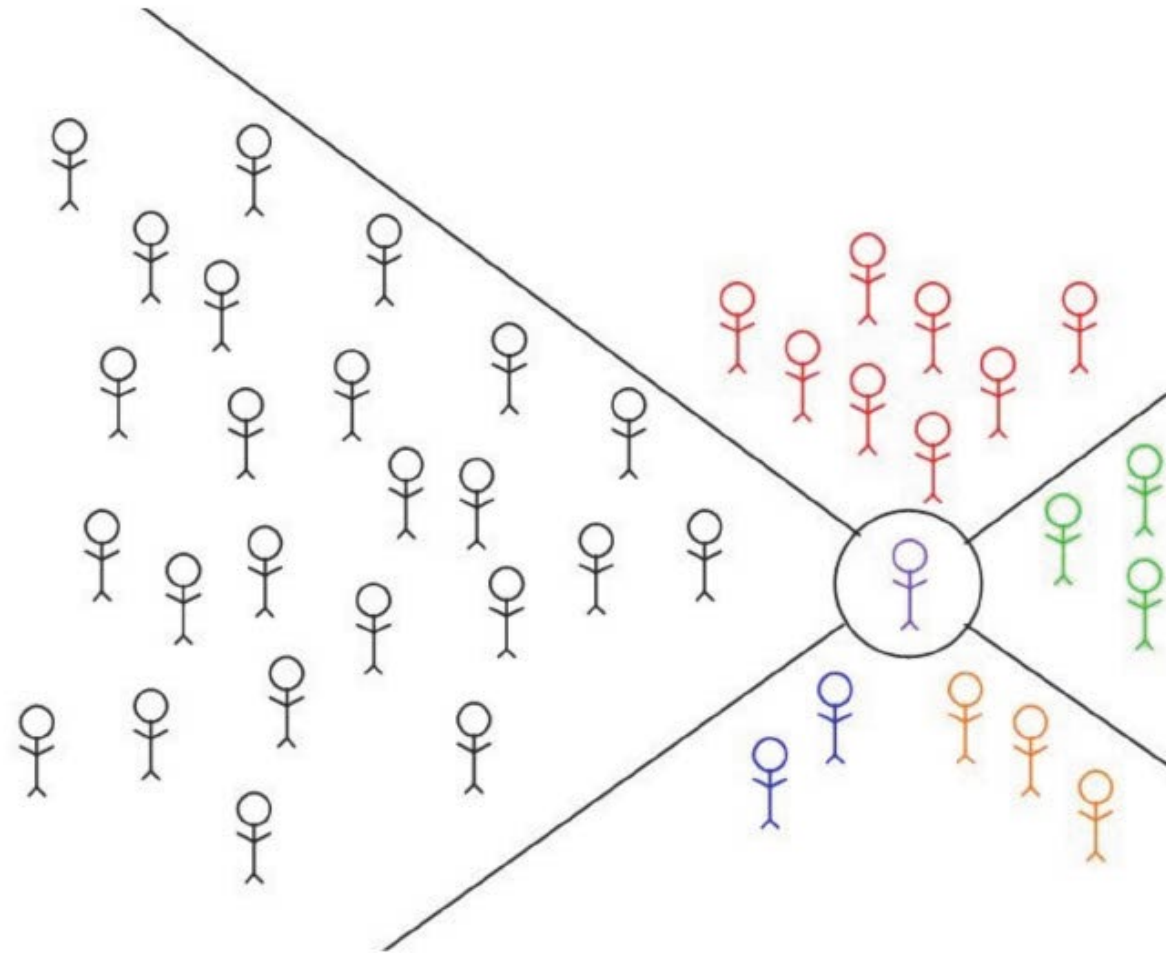


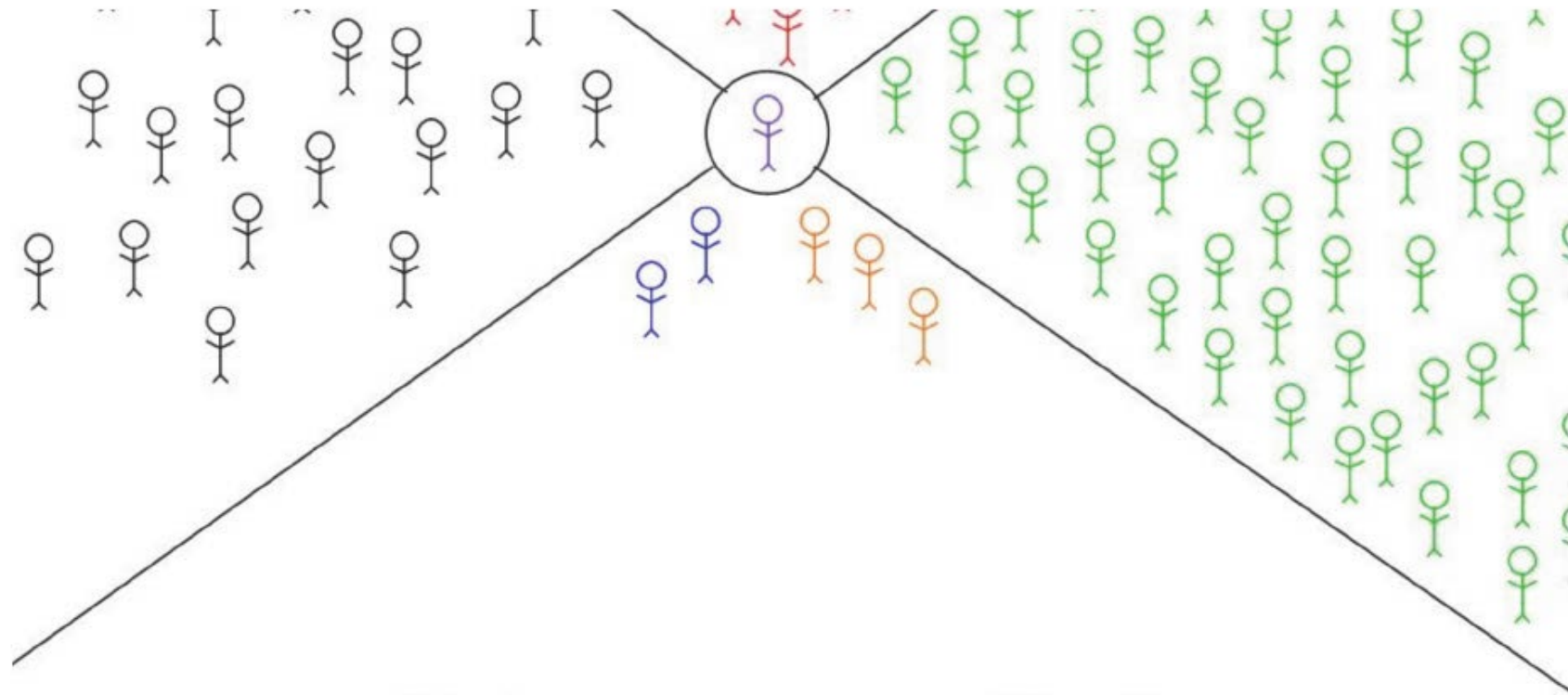
Family
Average: 7.76



Paid
Human
Service
Professionals

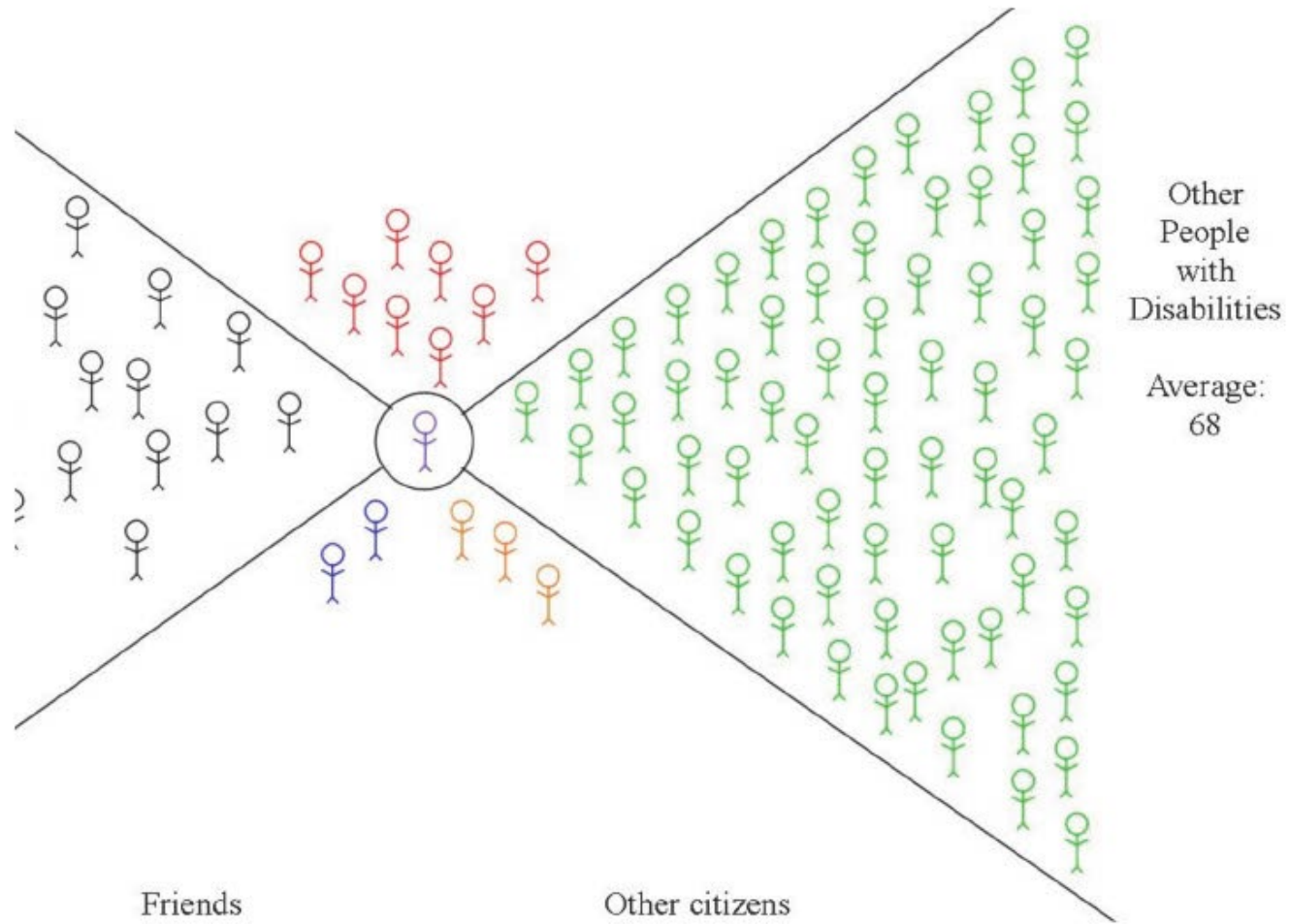
Average:
24.39

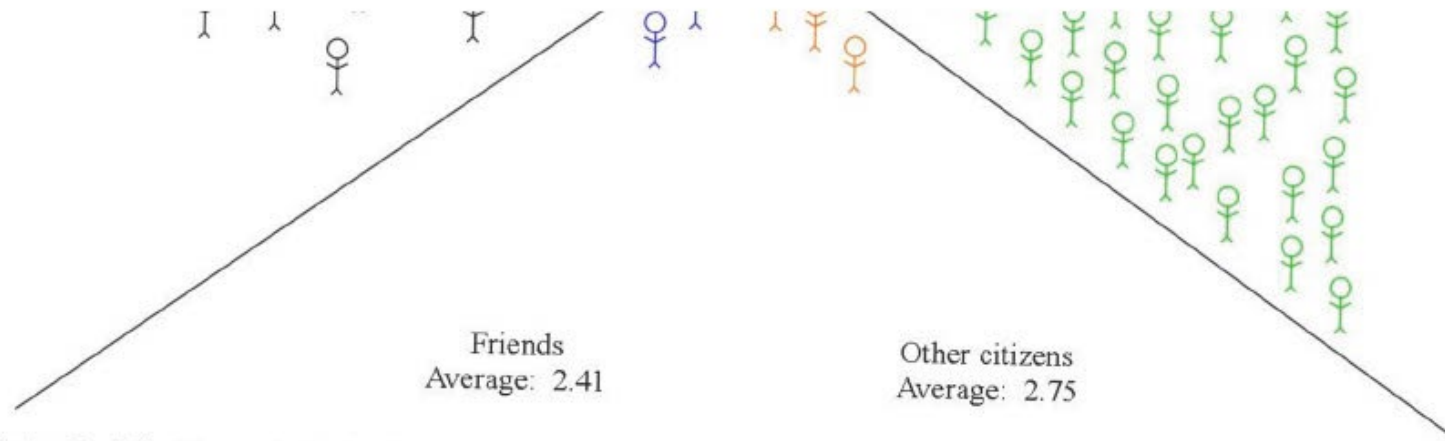




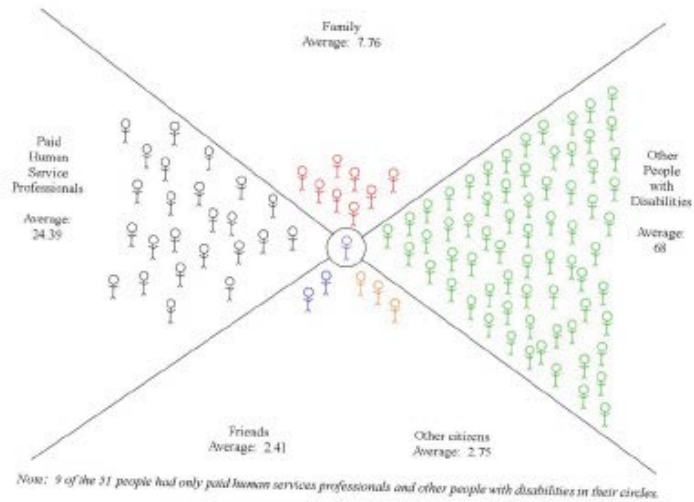
Friends
Average: 2.41

Other citizens
Average: 2.75





Note: 9 of the 51 people had only paid human services professionals and other people with disabilities in their circles.



Reflection

How does this pattern impact...

- ...people with disabilities?
- ...their family?
- ...their staff and services?
- ...the community?

A Journey in Empathy

Why are people doing the things they are doing?

"Behavior Problems!"

"This is what people with (diagnosis) do!"

"Attention Seeking!" "Defying my authority!"

Should they be suspended, given consequences?

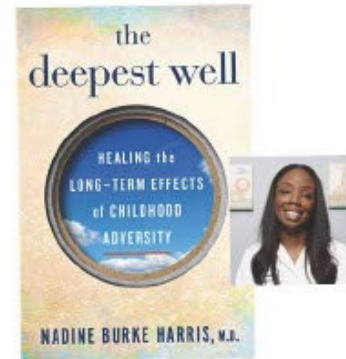
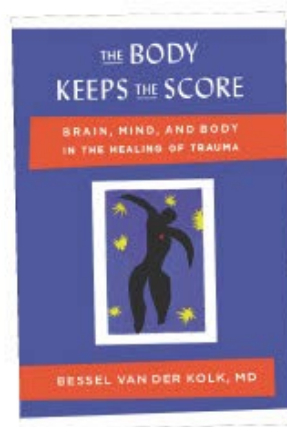
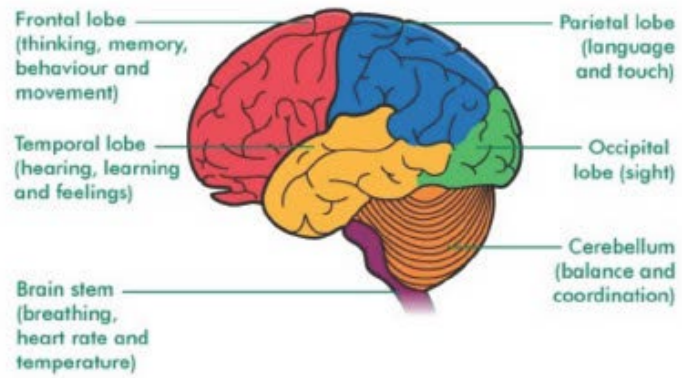
Staff that are always in confrontations.

Debating the good of the group versus the person?

Bottom Line...

...People were not well.

But Why?



How are we Hurting?

...Adverse Childhood Experiences

...Traumatizing Adult Experiences

...Risk Factors

--shame--

...leading to inward & outward violence

What Heals those Hurts....?

...new patterns over time

...with other people

...remind us of our strengths

...engage our senses

---affirmation---

...Risk Factors

--shame--

...leading to inward & outward violence

What heals those Hurts...?

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...remind us of our strengths

...engage our senses

---affirmation---

What are their opposites...?

...old patterns over time

...isolated and disconnected

...remind us of our deficits

...segregated from the

sensory richness of community

How are we hurting?

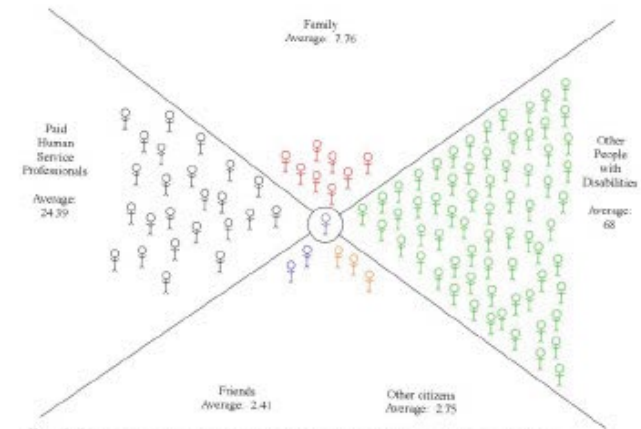
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- ...Traumatizing Adult Experiences
- ...Risk Factors
- shame--
- ...leading to inward & outward violence

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- ...engage our senses
- affirmation---

What are their opposites...?

- ...old patterns over time
- ...isolated and disconnected
- ...remind us of our deficits
- ...segregated from the sensory richness of community



Note: 9 of the 51 people had only paid human services professionals and other people with disabilities in their circles.

...did our work perpetuate loneliness
and social isolation?

...are we the only ones?
...in "disability" work?
...in other social services?

...what is the price we are asking
people to pay for support?

...what is our responsibility here?

our new story...

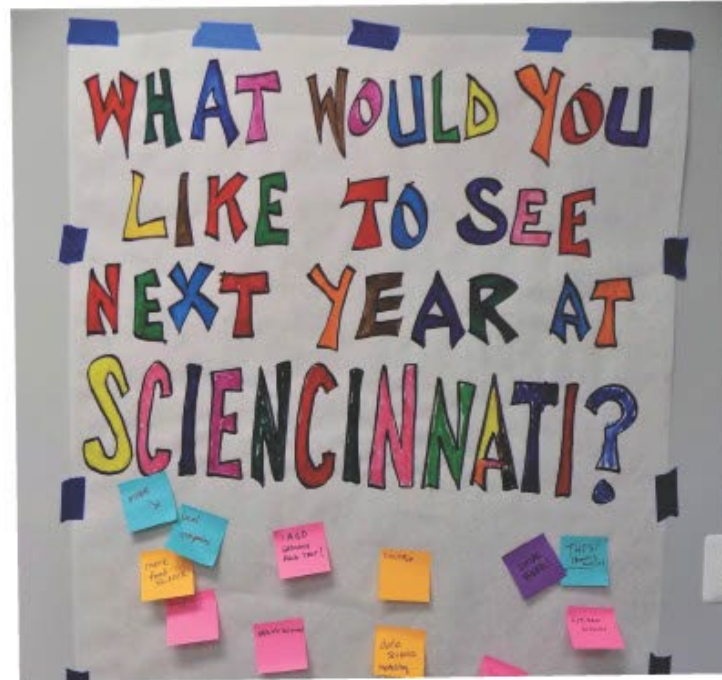












our new story...

- Better outcomes
 - New Identities
 - More Connections
 - Healing Culture
 - Dignified programming



We know projects work in supporting people...and we know they are powerful in neighborhoods...

...what if we could start earlier?

...and treat families as colleagues in building inclusive culture?















- Better outcomes
 - New Identities
 - More Connections
 - Healing Culture
 - Dignified programming





The only real cure
for bad culture
is the creation of
better culture.



...how do we heal culture?...
...and ourselves?

What Heals those Hurts....?

...new patterns over time

...with other people

...remind us of our strengths

...engage our senses

---affirmation---









of

















The only real cure for bad culture is the creation of better culture.



...how

Reflection

How does this story relate to your work and understanding?

Important Questions Remain

- Is this pattern of segregation by perceived social deficit trapping other people as well?
- How might we do good work without reinforcing social stigmas and potentially further traumatizing/limiting peoples' lives and the community's imagination?
- According to Bessel van der Kolk, one way of healing from trauma is to make meaning of it. Are we taking away the opportunity for people to make meaning their own meaning? Are we monetizing their pain and keeping people trapped in its pattern?
- How can we build equity to help people enter into the partnership of healing our culture?
 - Financial Equity - Are we paying them for their time? To learn, to share and market our mission, to work toward inclusion? To collect data?
 - Decisional Equity - Are we giving them true freedom to direct their experience, including giving them opportunities outside of the ones they've experienced historically, both as a person, and the collective experience of "people with disabilities?"
 - Narrative Equity - Are we making room for them to tell their own story?
 - Developmental Equity - Are we inviting them to learn and grow as part of our team and compensating them for that time?
 - Identity Equity- Are we showcasing and supporting all aspects of their current and emerging identity?
 - Place Equity - Are we respecting their ownership of their places, communities and associations?
 - Relational Equity - Are we respecting their ownership of their relationships and not putting them in danger of being abandoned over and over?
 - Metric Equity - Are we including them in how we develop, gather, implement and process data?
- Can we develop "Institutional Humility" as a way of ensuring we respect the power of community?
 - Defer to the community as the experts and place our resources in service of its development
 - Refer to the community first before our systems and interventions
 - Prefer the community as the place for belonging, instead of our programs