Eleversity
NEXT-LEVEL WORKFORCE EDUCATION
585-340-2051

Roles and Responsibilities of a

Vocational Support Professional

VSP

Roles and Responsibilities of a

Vocational Support Professional

Training Resources

Important Information You May need

ETP Supervisors are available to answer questions and assist you.

Please submit any employment and vocational service questions you may have to:

employment.technical.assistance.questions@opwdd.ny.gov

Contact Eleversity:

Phone: (585) 340-2051

Email: info@eleversity.org

Director: Chris Frank – cfrank@eleversity.org

Trainer Contact Information:

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Access class materials:

https://eleversity.org/resources/opwdd-innovations-resources/

Innovations Training Engagement Protocol

Thank you for being on-time and ready to learn using zoom functions.

Late arrivals or unprepared learners will need to reschedule. [*prepared* means you have all technology required and the ability to use it]

- Choose a quiet space that will allow for listening and sharing.
    - Use headphones as needed.

- Set up your equipment at a desk or table and sit within arm's reach of your computer so that you can easily engage when prompted.
    - Do not lay down or sit far from your equipment.
    - Tablets must be propped up and in landscape view.
    - Keep the camera centered on your face and avoid walking around.

- **Limit multitasking and outside distractions:**
    - You will get a 10-minute break mid-way through, please use that time to address outside matters.
    - Do not make or take calls during class, including texting or scrolling.
    - Avoid having conversations with those around you, including others in the office taking the same training.

- Whether you are billing or not, you must fully participate and follow protocol.

- Must attend each course as scheduled and, in its entirety, to receive credit.
    - Be mindful of your time off camera.

- <u>**Training cannot be completed on a cellphone.**</u>

- Only 1 person per device.

- 100% participation is required (chat discussions, poll questions, unmute and share, breakout rooms, etc.)

- Look alive!

Innovations Training Engagement Strategies for Success

- Unfamiliar with zoom?
  - Seek instruction and support from your manager, co-workers, IT, kids, or any other experienced zoom user.
  - Access Zoom tutorials via Zoom website.

- Use the Zoom app and be sure to update regularly.

- Have you downloaded the class materials?
  - Go to Eleversity.org-> Resources-> OPWDD Innovations Resource -> [Scroll down to the desired class]

- Having an **unexpected emergency**? [flood in the kitchen, sick baby/pet, work related crisis, computer died].
  - If it can be resolved quickly, notify the TA in the chat box.
  - If it cannot be resolved, notify the TA in the chat box, remove yourself, and reschedule. If needed, call 585-340-2051.

- Need a bio-break?
  - Can you wait for the break or end of class?
    - Yes – sit tight
    - No – message the TA that you will be right back

- Feeling sleepy or tired?
  - Stand up and stretch – move your body but stay in view of camera.
  - Grab some water, coffee, soda.

- Have you lost connection with zoom?
  - If you still have internet, use the link to return to the class
  - If you're having trouble resolving the issue, call 585-340-2051. If you do not reach a person, be sure to leave your name and the name of the class.
  - If the issue is not quickly resolved, you will need to reschedule for the course.

Ableism 101 - What it is, what it looks like, and how to become a better ally

by Ashley Eisenmenger
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As buzzwords like social justice, equity, and inclusion permeate our collective consciousness, it's essential for advocates of progress to remember another 'ism,' one that is frequently left out of conversations.

Ableism. The world wasn't built with people with disabilities in mind, and because of that, the world we live in is inherently "ableist."

So… what is ableism?

Ableism is the discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. At its heart, ableism is rooted in the assumption that disabled people require 'fixing' and defines people by their disability. Like racism and sexism, ableism classifies entire groups of people as 'less than,' and includes harmful stereotypes, misconceptions, and generalizations of people with disabilities.

What does ableism look like?

Ableism can take many forms including:

Lack of compliance with disability rights laws like the ADA
- Segregating students with disabilities into separate schools
- The use of restraint or seclusion as a means of controlling students with disabilities
- Segregating adults and children with disabilities in institutions
- Failing to incorporate accessibility into building design plans
- Buildings without braille on signs, elevator buttons, etc.
- Building inaccessible websites
- The assumption that people with disabilities want or need to be 'fixed'
- Using disability as a punchline, or mocking people with disabilities
- Refusing to provide reasonable accommodations
- The eugenics movement of the early 1900s
- The mass murder of disabled people in Nazi Germany

But what about 'everyday' or minor ableism? What does that look like?
- Choosing an inaccessible venue for a meeting or event, therefore excluding some participants
- Using someone else's mobility device as a hand or foot rest
- Framing disability as either tragic or inspirational in news stories, movies, and other popular forms of media
- Casting a non-disabled actor to play a disabled character in a play, movie, TV show, or commercial
- Making a movie that doesn't have audio description or closed captioning
- Using the accessible bathroom stall when you are able to use the non-accessible stall without pain or risk of injury
- Wearing scented products in a scent-free environment

- Talking to a person with a disability like they are a child, talking about them instead of directly to them, or speaking for them
- Asking invasive questions about the medical history or personal life of someone with a disability
- Assuming people have to have a visible disability to actually be disabled
- Questioning if someone is 'actually' disabled, or 'how much' they are disabled
- Asking, "How did you become disabled?"

What are ablest micro-aggressions?

Micro-aggressions are everyday verbal or behavioral expressions that communicate a negative slight or insult in relation to someone's gender identity, race, sex, disability, etc. In the case of ableism:
- "That's so lame."
- "You are so retarded."
- "That guy is crazy."
- "You're acting so bi-polar today."
- "Are you off your meds?"
- "It's like the blind leading the blind."
- "My ideas fell on deaf ears."
- "She's such a psycho."
- "I'm super OCD about how I clean my apartment."
- "Can I pray for you?"
- "I don't even think of you as disabled."

Phrases like this imply that a disability makes a person less than, and that disability is bad, negative, a problem to be fixed, rather than a normal, inevitable part of the human experience.

Many people don't mean to be insulting, and a lot have good intentions, but even well-meant comments and actions can take a serious toll on their recipients.

What can we do to recognize and avert ableism?
- Believe people when they disclose a disability
- Similarly, don't accuse people of 'faking' their disability
- Listen to people when they request an accommodation
- Don't assume you know what someone needs
- Never touch a person with a disability or their mobility equipment without consent
- Keep invasive questions to yourself
- Don't speak on behalf of someone with a disability unless they explicitly ask you to
- Talk about disability with children and young people
- Incorporate accessibility into your event planning
- Learn more about being a good disability ally here.

But one of the most important things to do to push back against ableism?
Make sure people with disabilities are at the table where decisions are being made.

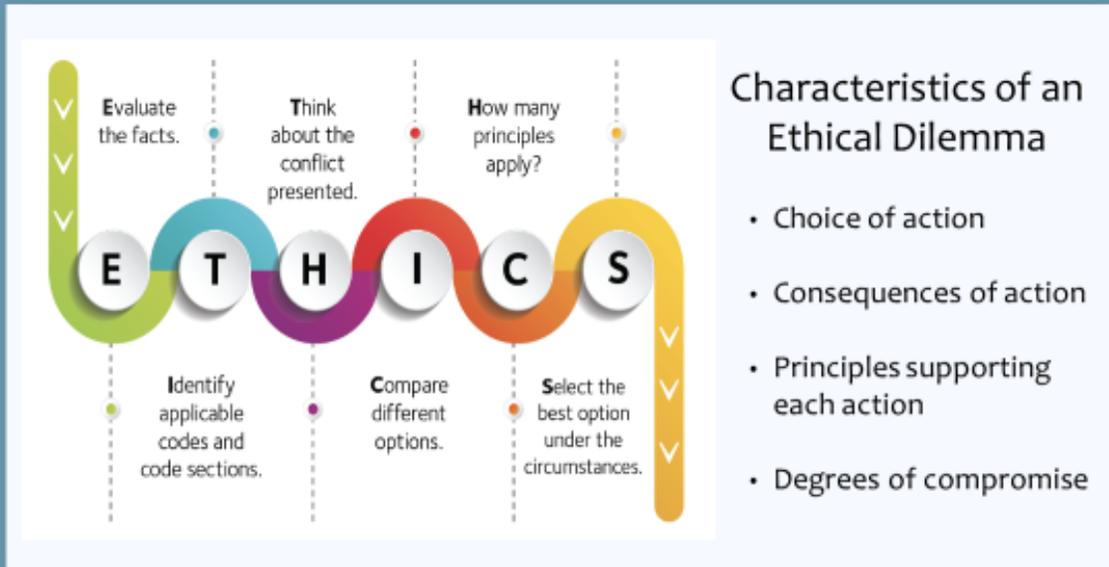**Table 1: Examples of Disability Microaggressions in Everyday Life**

Theme	Example	Message
Denial of personal identity Occurs when any aspect of a person's identity other than disability is ignored or denied.	I can't believe you are married.	There is no part of your life that is normal or like mine. The only thing when I see you is your disability.
Denial of Disability Experience Occurs when disability related experiences are minimized or denied.	Come on now, we all have some disability	Your thoughts and feelings are probably not real and certainly not important to me.
Denial of Privacy Occurs when personal information is required about a disability	Someone asking what happened to you.	You are not allowed to maintain disability information privately.
Helplessness Occurs when people frantically try to help PWD's.	Someone helps you on to a bus or train even when you need no help.

Someone feels incapable of rescuing you from your disability. | you can't do anything by yourself because you have a disability.

Disability is a catastrophe. I would rather be dead than to be you. |
| **Secondary Gain** Occurs when a person expects to feel good or be praised for doing something for a PWD. | We're going to raise enough money tonight to get Johnny that new wheelchair. | I feel good and get recognition for being nice to you. |
| **Spread Effect** Occurs when other expectations about a person are assumed due to one specific disability. | Those deaf people are retarded.

Your other senses must be better than mine. | Your disability invalidates you in all areas of life.

You must be special in some way. You're not normal. You have "spidey sense". |

Infantilization Occurs when a PWD is treated like a child.	Let me do that for you.	You are not really capable. I know better than you how to do this.
Patronization Occurs when a PWD is praised for almost anything.	You people are so inspiring.	You are so special for living with that.
Second Class Citizen Occurs when a PWD's right to equality is denied because they are considered to be bothersome, expensive and a waste of time, effort and resources.	People work hard not to make eye contact or to physically avoid a PWD. a person in a wheelchair waits 15 minutes outside a restaurant for access through the kitchen. She then complains to the manager. at a staff meeting the question is raised about improving accessibility to the restaurant and the official plan is that changes will be made when more PWD's come to eat.	PWD's are disgusting and should be avoided. Those people expect too much and are so difficult to work with. They have no patience. Your rights to equality are not important to me.
Desexualization Occurs when the sexuality and sexual being is denied.	I would never date someone who uses a wheelchair.	PWD's are not my equal, not attractive and not worthy of being with me.

https://nau.edu/uploadedFiles/Offices_and_Committees/CDAD/_Forms/Microagressions.pdf

Ethical Principles
(*from the Code of Professional Ethics for Rehabilitation Counselors 2017*)

1. **Autonomy:** To respect the rights of clients to be self-governing within their social and cultural framework.
2. **Beneficence:** To do good to others; to promote the well-being of clients.
3. **Fidelity:** To be faithful; to keep promises and honor the trust placed in rehabilitation counselors.
4. **Justice:** To be fair in the treatment of all clients; to provide appropriate services to all.
5. **Nonmaleficence:** To do no harm to others.
6. **Veracity:** To be honest.

Additional Resources for Learning

Access Living – Advocacy group	https://www.accessliving.org/newsroom/blog/ableism-101/
Center for Disability Rights	https://cdrnys.org/blog/uncategorized/ableism/
Unconscious Bias Training	https://diversity.ucsf.edu/programs-resources/training/unconscious-bias-training
Better Up – Well Being Blog	https://www.betterup.com/blog/learned-helplessness
Council on Quality and Leadership *-Social Capital for People with Disabilities*	https://www.c-q-l.org/resources/newsletters/increasing-the-social-capital-of-people-with-disabilities/