

Universal Enhancement: Raising the Bar

by
Thomas E. Pomeranz, Ed.D.



The Whole Future Catalog

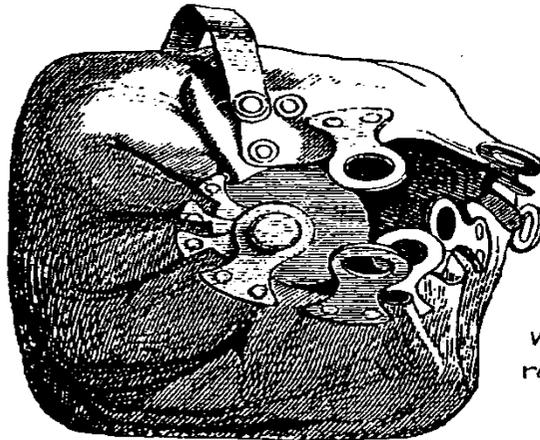
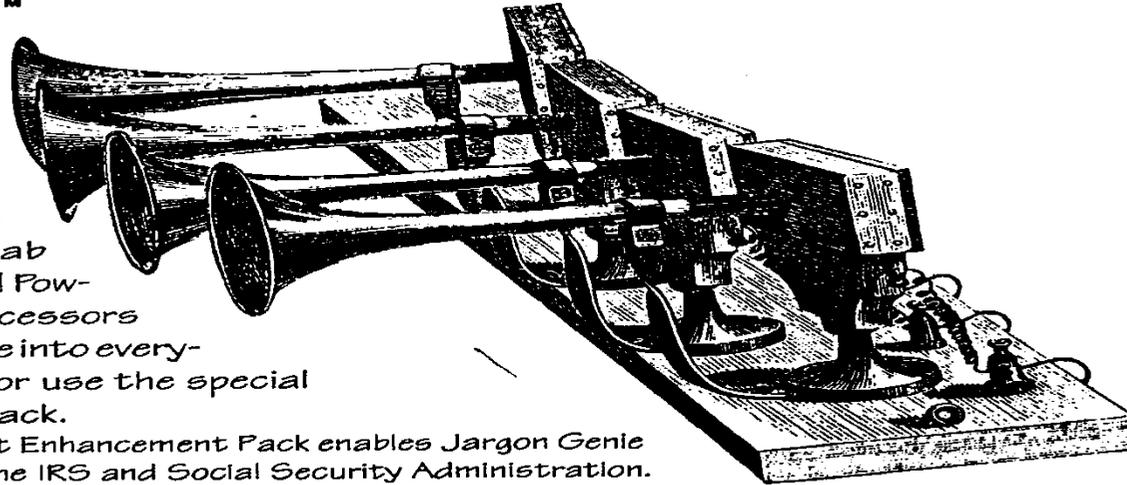
BY JOHN R. WOODWARD

You can't find them in real catalogs yet, but science may one day make these dreams a reality.

Jargon Genie™

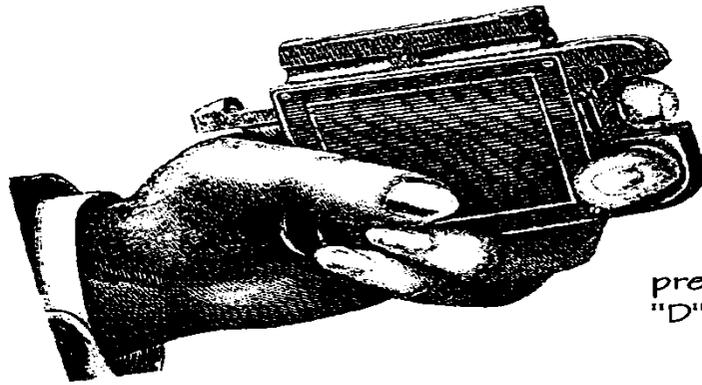
It happens all the time: you ask a simple question and your rehab worker begins speaking in tongues. Now you can cut through the Rehab Babble with Jargon Genie! Powerful dedicated microprocessors translate professionalese into everyday English in real time, or use the special half-speed instant playback.

Optional Federal Government Enhancement Pack enables Jargon Genie to interpret regulations of the IRS and Social Security Administration.



Portable Handicapped Parking Space®

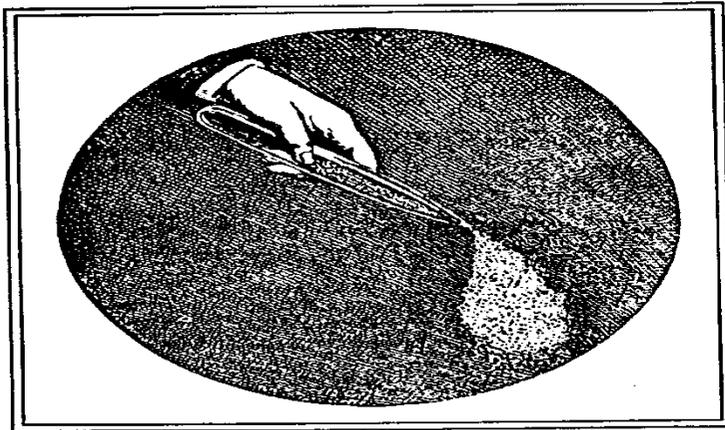
No traveler should be without one! Unrolls to create a 10x15 foot parking space with blue access logo and room to operate a lift. Works on concrete, asphalt, dirt and gravel in any weather. For temporary use only — not intended to replace permanent designated parking spaces.



Stall Widener[®]

Tiny portable hydraulic jack applies 6,000 pounds of pressure to widen those cramped bathroom stalls.

Special reverse feature compresses them back again. Requires 6 "D" cell batteries (not included).



Portable Curb Cut[®]

This handy device stores neatly in purse or backpack, and is rugged enough to use on the highest barriers.

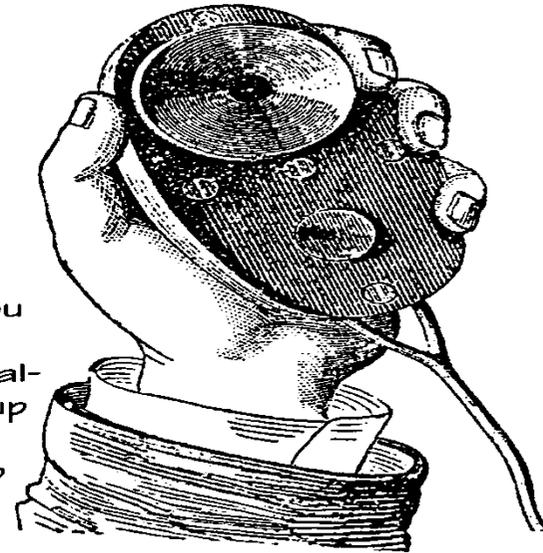
Comes with a lifetime warranty and an attractive slipcase.

Door-Be-Gone[®]

Turnstiles and heavy fire doors holding you back? Not any more!

Amazing new electronic device de-materializes person and chair, re-materializes them up to ten feet away.

You'll laugh at barriers that used to stop you cold! (Not recommended for use by children under sixteen.) ♦



Universal Enhancement

Disability vs. Handicap

A disability – is a pathology of the individual:

- Cataract
- Muscular dystrophy
- Cerebral palsy
- Asperger's

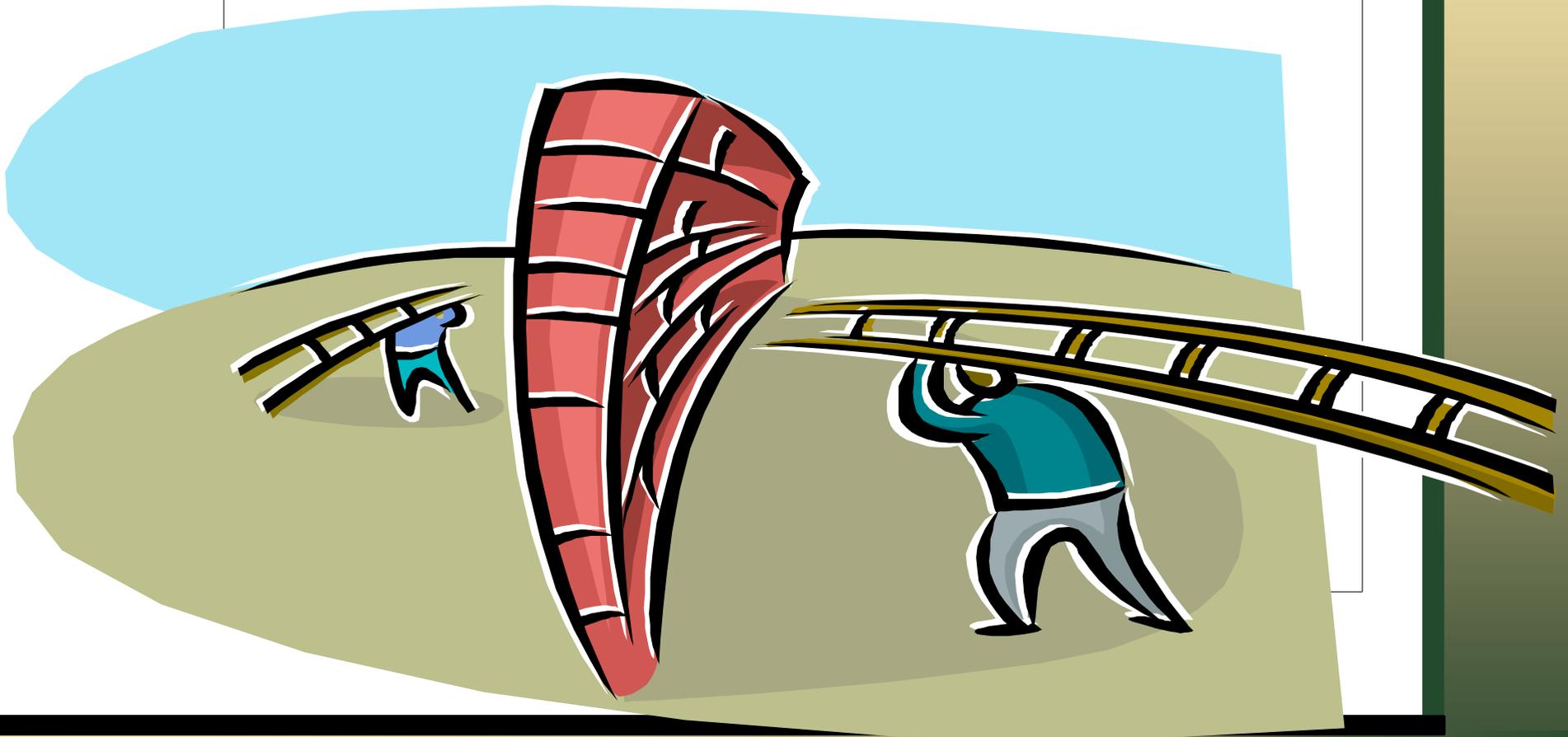
A handicap – is a resulting impairment in performance and functioning:

- Impaired vision
- Impaired mobility
- Impaired speech
- Impaired social skills



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Barriers cause handicaps, not disabilities



Universal Enhancement

Social Justice

Generally refers to the idea of creating a society or institution that is based on the principles of equality and solidarity; that understands and values human rights and that recognizes the dignity of every human being. Wikipedia

The fair and proper administration of laws conforming to the natural law that all persons , irrespective of ethnic origin, gender, possessions, race, religion, etc. are to be treated equally and without prejudice

www.businessdictionary.com

From a simple point of view, social justice is equivalent to social fairness. It is a phrase that refers to giving what is rightly due to an individual or group, team or community. It works on the universal principle that guides people in knowing what is right and what is wrong.

www.socialjusticedefinition.com



Universal Enhancement

Emancipation

Will the day ever come when all people with disabilities can celebrate being free from unnecessary dependence and control?



Universal Enhancement

Back Wards Of The Community

A community
characterized by:

Loneliness

Fear

despondency

discrimination

anxiety

hostility

boredom

sorrow

indifference

pity

segregation

poverty

degradation

hopelessness

isolation

rejection

despair

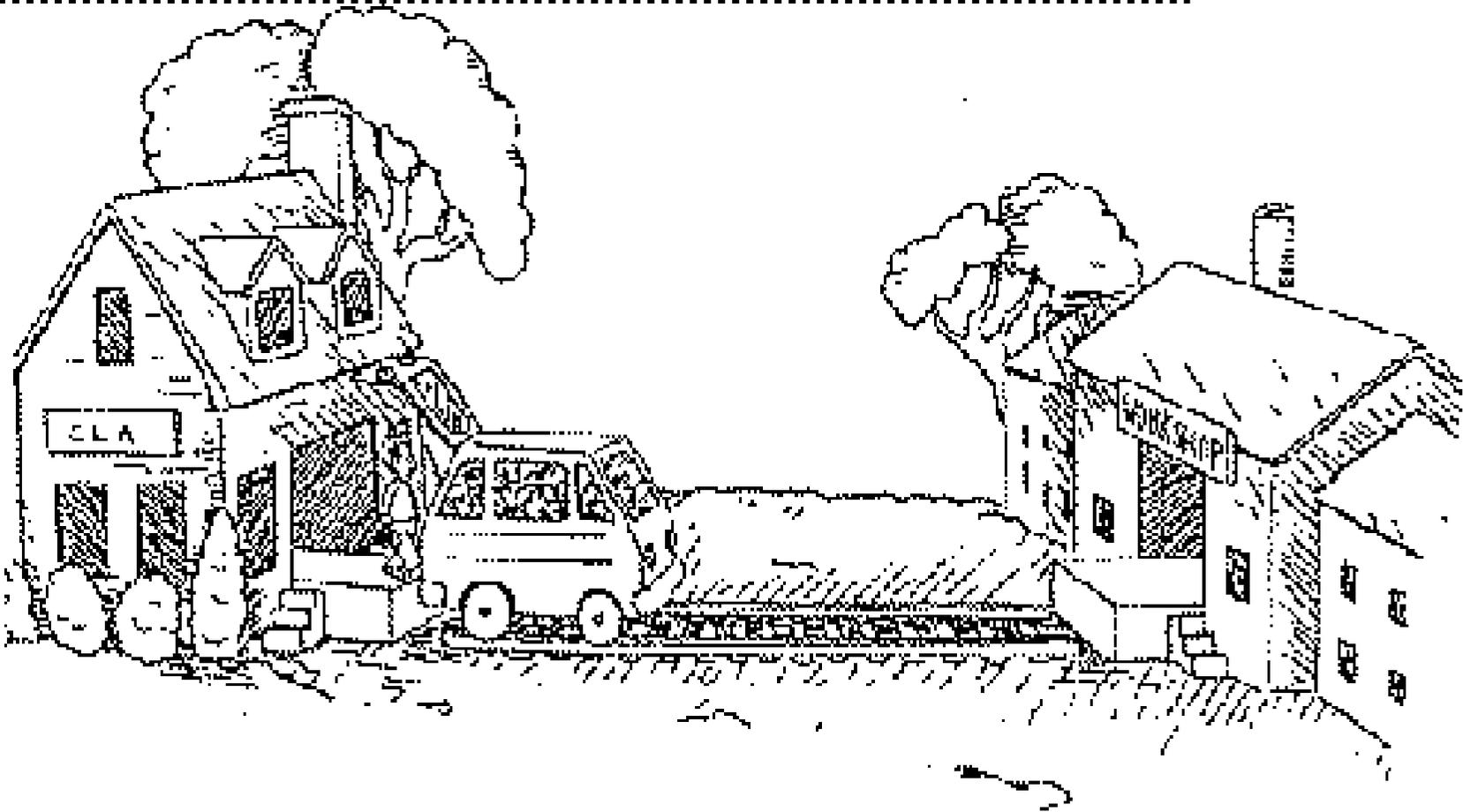
intimidation

failure

prejudice

Universal Enhancement

Life In The Community



**Would you like to trade
places?**

Reprinted from The Arc of
Berks County Newsletter (June 1998)

Universal Enhancement

A Place To Avoid

**Being part of the
community can
be a scary place-
filled with hurt!**

**Why would one
want to be
there?**

John O'Brien, Ph.D.

Universal Enhancement



Janteloven

Danish culture holds that “no person is better than another.”
If our culture held this value, would we continue to segregate people with disabilities in housing, employment and leisure?



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Now's The Time!

**People with
disabilities
deserve social
justice.**

**If not now,
then when?**



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Societal Transformation

**Our higher mission is to transform societal attitudes;
creating a society that embraces people historically
perceived as diminished or inferior.**

Attractive - Plain

Athletic – Athletically Inept

Wealthy - Poor

Intelligent – Cognitive disability

Talented - No talent

Charismatic - Boring

**What behavior must we publicly
demonstrate in our interaction
with support recipients to
promote this transformation?**



Universal Enhancement

Disenfranchised...

...to deprive
(a person) of
any right,
privilege or
power; the
act of taking
a right away
from an
individual



Universal Enhancement

Call It What You Will

People may be segregated for many different reasons:

Type of Segregation

Native American Reservation

Factor

Ethnic



Universal Enhancement

Native Americans

- **Most deaths are alcohol related-cirrhosis, homicide and suicide; they are 3-4 times more likely to die from alcohol related death than the national average**
- **Children are affected by fetal alcohol syndrome (FAS) at a rate 30 x more than Caucasian children**
- **Youth suicide (ages 15-24) is 3x higher making it the 2nd leading cause of death, 10x higher in the Great Plains than the US average**



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Native Americans (cont'd)

Kids residing on reservations live closer than most American teens do to tragedy. On many reservations, unemployment rates surpass 65 percent; poverty is high; so is alcoholism, physical abuse, single-parent households, teenage pregnancy, and the odds of young people, especially males, dying before they reach 30.



Universal Enhancement

Call It What You Will

People may be segregated for many different reasons:

Type of Segregation

- Native American Reservation*
- Low Income HUD Housing*
- Japanese Internment Camp*
- Inner City Ghetto*
- Leper Colony*
- Nursing Home*
- Latino Barrio*
- Developmental Center*

Factor

- Ethnic*
- Poverty*
- Nationality*
- Race*
- Disease*
- Age and Infirmary*
- Cultural background*
- Intellectual disability*



Check the box where you wish to live.

Report reveals sexual assaults at veterans facilities

USA today June 8, 2011

USA TODAY WEDNESDAY, JUNE 8, 2011

WASHINGTON/WORLD 5A

Report reveals sexual assaults at veterans facilities

GAO cites flaws in security, reporting

By Gregg Zoroya
USA TODAY

There were 284 cases of alleged, attempted or confirmed sex assaults at Department of Veterans Affairs medical facilities from January 2007 to last July, according to a government investigation report released Tuesday.

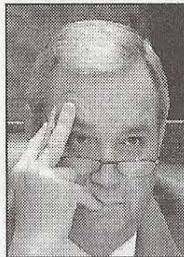
Men and women were victims. Patients and employees were among those assaulted or who committed abuse. The crimes ranged from inappropriate touching to rape, the Government Accountability Office (GAO) study found.

Investigators blamed the assaults on a host of problems, including haphaz-

ard security measures, too few VA police and no program for assessing potentially dangerous patients. There was also a failure to report crimes to higher leadership for corrective systemwide action and to the VA inspector general.

Last week, the House Veterans' Affairs Committee introduced legislation that would require the VA to track all sexual assaults and better assess those at risk of committing crimes.

"It's just inexcusable in veterans hospitals what is going on," said Rep. Ann Marie Buerkle, R-N.Y., chairwoman of the panel's health subcommittee and co-sponsor of the legislation. Sexual abuse "just can't be allowed to happen. It's got to be stopped. It's got to be



^{AP} Miller: "Aghast" at report's findings.

addressed right now."

The VA is reviewing the study and taking corrective steps, said Josh Taylor, VA press secretary. An operations center established in 2009 has improved the tracking of crime, he said.

"We are taking steps to expand and improve our reporting of allegations and to provide more secure facilities," Taylor said. "We take all allegations seriously and investigate them thoroughly."

The department operates 152 medical centers, treats 6 million veterans and is the largest integrated health care system in the nation, Taylor said.

The patient population now contains more young and female veterans of the Iraq and Afghanistan wars, along with veterans with histories of incarceration,

the GAO report says.

The report says VA "clinicians raised concerns about the safety of women veterans in a VA residential mental health facility that housed both women veterans and veterans who have committed sexual crimes in the past." The report did not identify this facility.

VA regulations require that all potential felonies be reported to the inspector general, but the GAO study found that the office did not learn of 42 rape cases.

The VA relies on clinicians to assess a patient's risk of committing sexual assaults, based in part on patients revealing their own criminal histories. The result is an incomplete record of a patient's dangerous past, the study found.

In one case, the VA did know that a



^{AP} Buerkle: Need to address problem.

patient was a publicly registered sex offender.

"VA needs to really take some decisive action now to try to mitigate future incidents or prevent them," said Randall Williamson, the senior investigator in the case.

Investigators visited five VA medical centers and found panic alarm systems that did not work, closed-circuit surveillance cameras that were not being monitored and understaffed police offices.

"I am just aghast at what the report shows," said Rep. Jeff Miller, R-Fla., chairman of the House Veterans' Affairs Committee. "We've got to make sure that there are no more patients or employees still in the system in the position to do irreparable harm to more veterans."

Men and women were victims. Patients and employees were among those assaulted or who committed abuse. The crimes ranged from inappropriate touching to rape, the GAO study found. Investigators blamed the assaults on haphazard security measures, too few VA police and no program for assessing potentially dangerous patients.

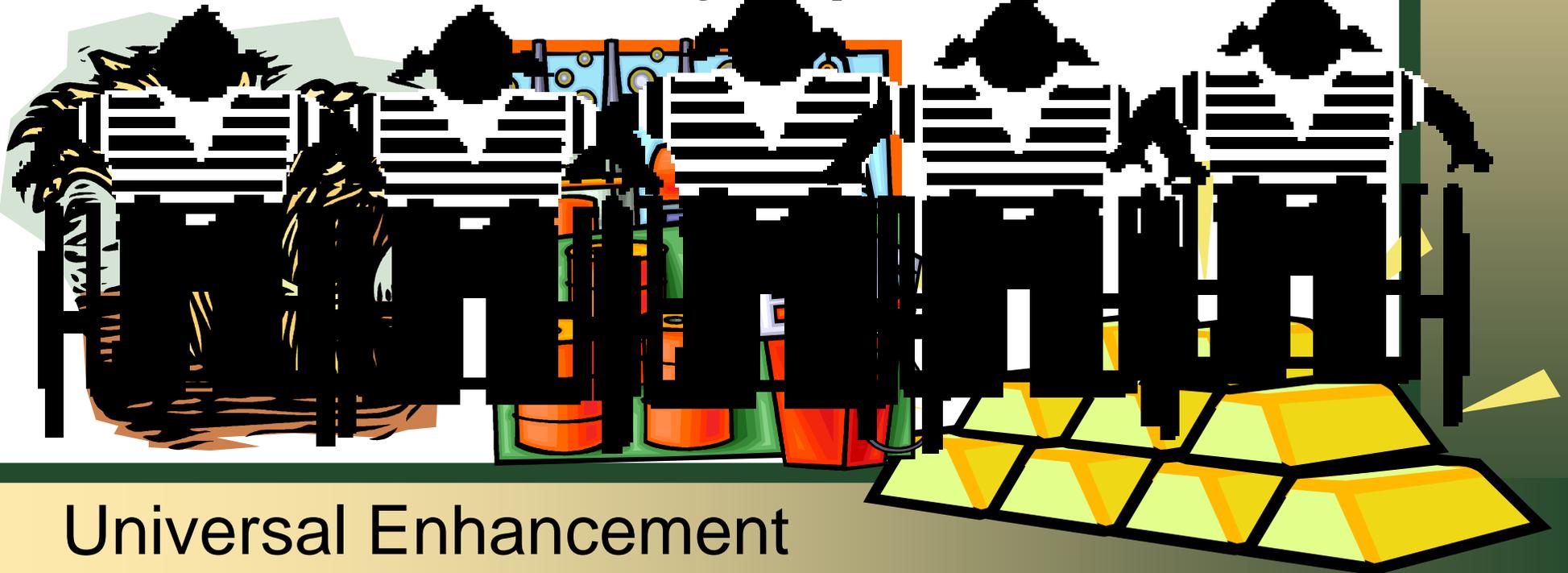
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The Consumed

Co modification of the treatment of afflictions is a process wherein the “consumer” becomes the “consumed” as part of the human services economy.

Under such conditions the number of people served represents a function of merit!

Wolf Wolfensberger (paraphrased)



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There Is...

**...no
separate
but
equal!**



Universal Enhancement

It Speaks For Itself



Universal Enhancement

Which Is Worse?

**African-Americans
had to sit in the
back of the bus.**



**People with
disabilities
couldn't
get on the bus.**

Universal Enhancement

Segregated Bathrooms

It is legal in all states to segregate restrooms on the basis of intelligence:

IQs 100 or greater



Fresh scents & décor
Stalls for privacy
Paper towels

IQs Less than 70



Barren
No stalls
No paper towels

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Segregation Continues

**When
will it
end!**



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Separate-Never Equal



Neither Federal nor State Courts have prohibited the establishment of segregated bathrooms based upon disability.

Separate but equal has never been demonstrated as a workable concept.

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De facto Segregation

Definition: segregation that happens in fact although not required by law. Princeton University Farlex Inc.

Koreans in Korea town in Los Angeles

Chinese in Chinatown in New York

Older adults in Sun City, Florida

Hassidic Jews in Brooklyn

Amish in Northern Indiana

For a variety of reasons, these populations have chosen to work, live, worship and recreate in these environments.



Universal Enhancement

The Blind Eye

Facts they do not want you to know:

- Though segregated classes are generally outlawed (of all other minority groups), for people with developmental disabilities it is a social norm maintained as customary practice.
- **The extensive segregation of those with developmental disabilities is not de facto. That is, individuals in this class have not made a conscious and declarative decision to mutually prefer being with others in the class.**



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The Blind Eye (cont'd)

•As a gesture toward integration, close contact by non-disabled people with members of the segregated class is allowed, accepted and deemed preferable; when such contact is in *hierarchal situations*, that is, the non disabled class may care for, train, teach, supervise and otherwise manage those with a developmental disability.

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The Blind Eye (cont'd)

•Internment is the primary strategy for segregating people with developmental disabilities. Tens of thousands of people in this class are “relocated” or “placed” in government controlled or regulated places where they are prohibited from leaving. This process is highly effective as the authorities of the places work in collusion with conservators/ guardians to assure the individual is either held indefinitely or until such time they *prove their right to be emancipated* by achieving certain goals established in their “plan”.

Universal Enhancement



Keep Them Together

**In juxtaposing
and
congregating
different
devalued groups,
we have taught
the public
very well to
disregard
people with
disabilities.
*Don't Damn
Them! (the public)***

Bone County Social Services	
Directory	Room #
Women's Shelter	320
Alcohol Treatment	518
Mental Health Outpt.	227
Parole Office	110
Alzheimer's Services	210
Day Habilitation for	
The DD	212-219
AIDS Clinic	318
Food Stamp Office	419
Juvenile Court Services	120
WIC	307

Wolf Wolfensberger (paraphrased)

Universal Enhancement

Segregation Can Work

Some people prefer to be with
“their own kind”:

Wealthy people

Geniuses

Attorneys

Nuns

Military Personnel

Male College Students

Body Builders

**This works because they
are not disenfranchised!**

Country Club

Mensa

American Bar Assoc

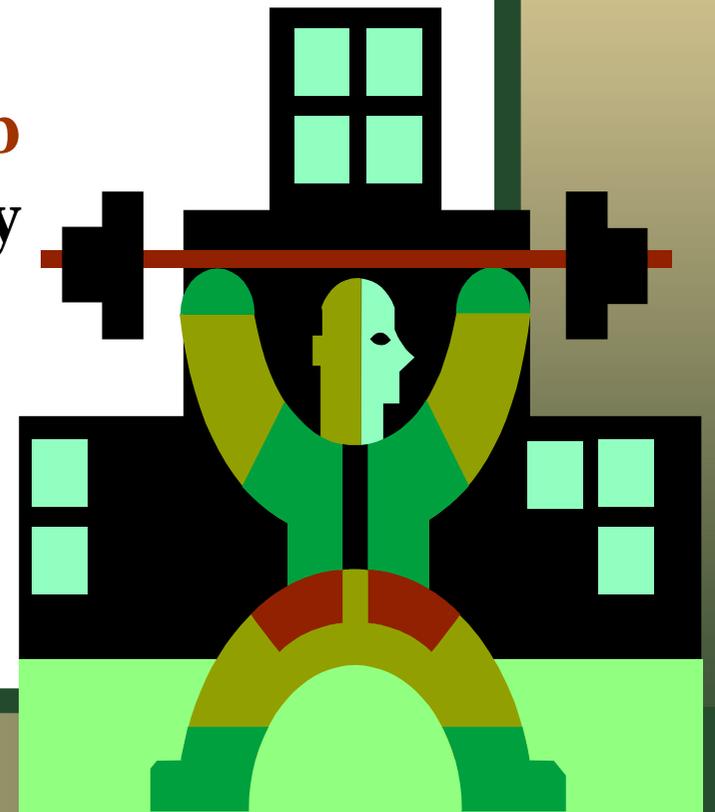
Convent

USO Club

Fraternity

Gym

Universal Enhancement



Tardi-Gras

A costumed celebration of limited religious significance, held before Easter in the early spring, in which participants from group homes, developmental centers, day activity programs and workshops parade through the streets riding on motorized floats, tossing Special Olympic-type coins to the bystanders.



Universal Enhancement

Diaspora...

...refers to any people or ethnic population forced or induced to leave their traditional ethnic homelands; being dispersed throughout other parts of their environments and world, and the ensuing developments in their dispersal and culture.

The Acadian diaspora – the Great Expulsion occurred when the British expelled about 10,000 Acadians (over $\frac{3}{4}$ of the Acadian Population of Nova Scotia)

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Diaspora (cont'd)

Assyrian diaspora – a pre-Arab Semitic Christian population of the Middle East. In the 20th century, millions of Assyrians left the Middle East from ongoing ethnic, political and religious persecution

Bosnian diaspora – appeared after four years of planned ethnic cleansing in Bosnia

Chechen diaspora – fled Chechnya during the 1990's insurrection against Russia

Diaspora (cont'd)

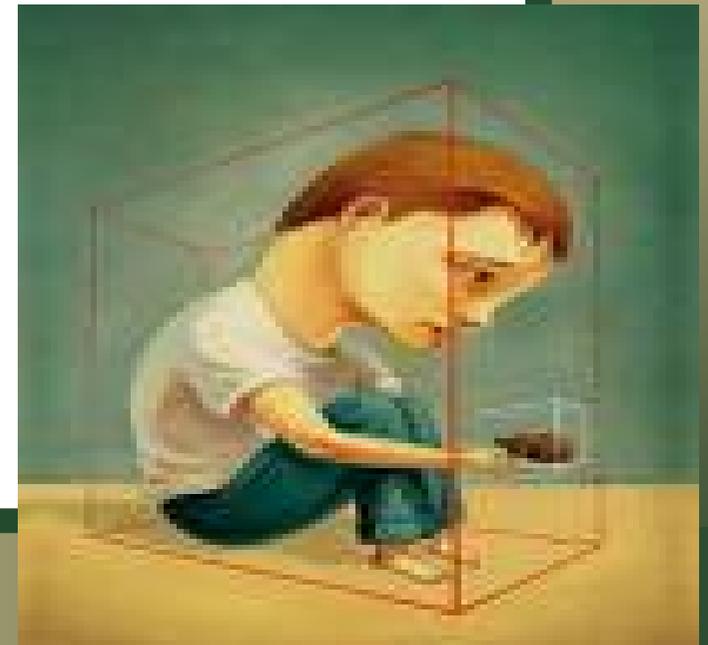
Afghan diaspora – fled their country throughout the 20th century and the long civil wars especially to nearby Pakistan, India, and Iran

Armenian diaspora – living in their ancient homeland, which had been controlled by the Ottoman Empire for centuries, fled persecution and massacres during several periods of forced emigration

The African diaspora – native Sub-Saharan Africans and their descendants, taken from Africa into slavery

Diaspora (cont'd)

People with Developmental Disabilities – People challenged by physical and intellectual disabilities have been removed from the larger community and their homes starting in the mid 1800's . These individuals are “placed” in segregated residences, work and day service environments with their peers. A strategy of inclusion is often used as appeasement



Universal Enhancement

Evil Doers

Those who treat people with disabilities as defective are ***EVIL DOERS!***

The “crime” of being different justifies the ***EVIL DOERS'***:

Infantilizing

Nurturing dependence

Restricting options

Segregating environments

Using intrusive interventions



Universal Enhancement

Shame On Us

Should we not at least consider apologizing to people with intellectual disabilities for:

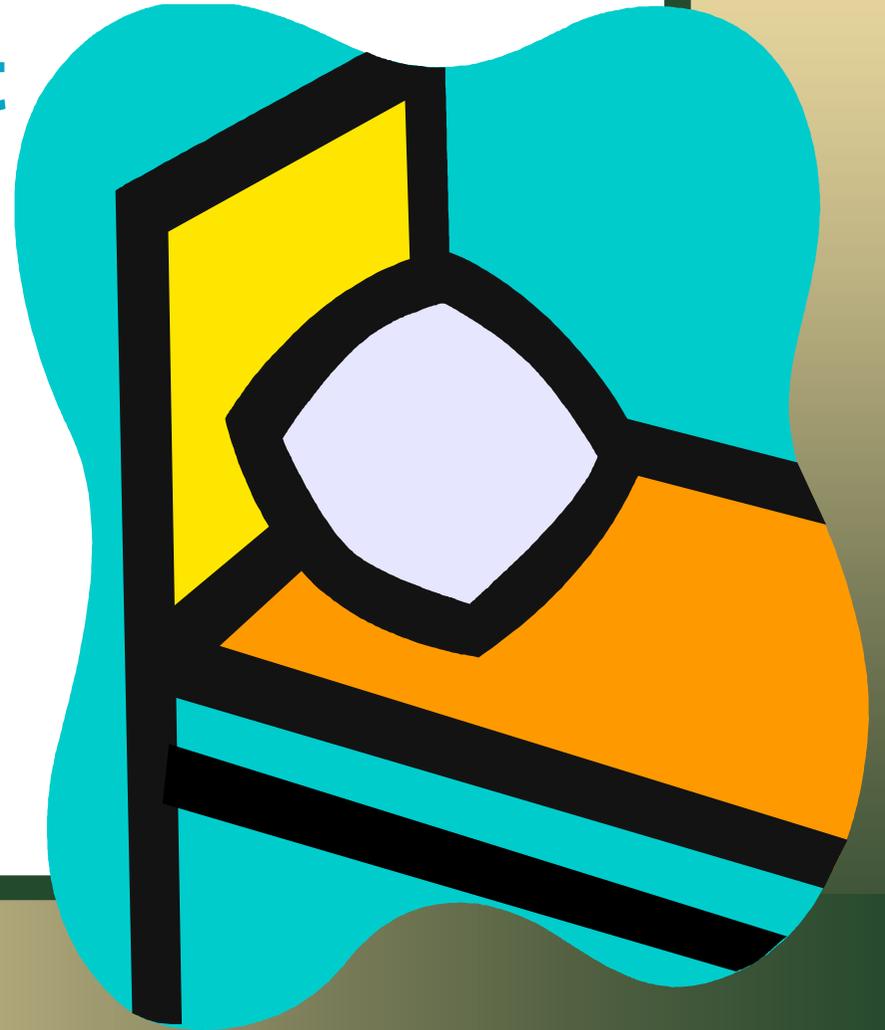
- **Institutionalization - in the name of “treatment”?**



Admission

Admission AS Treatment vs. Admission FOR Treatment

It is not one's presence in the therapeutic setting that has therapeutic value; rather it is the services and supports one receives in that environment that have value.



Universal Enhancement

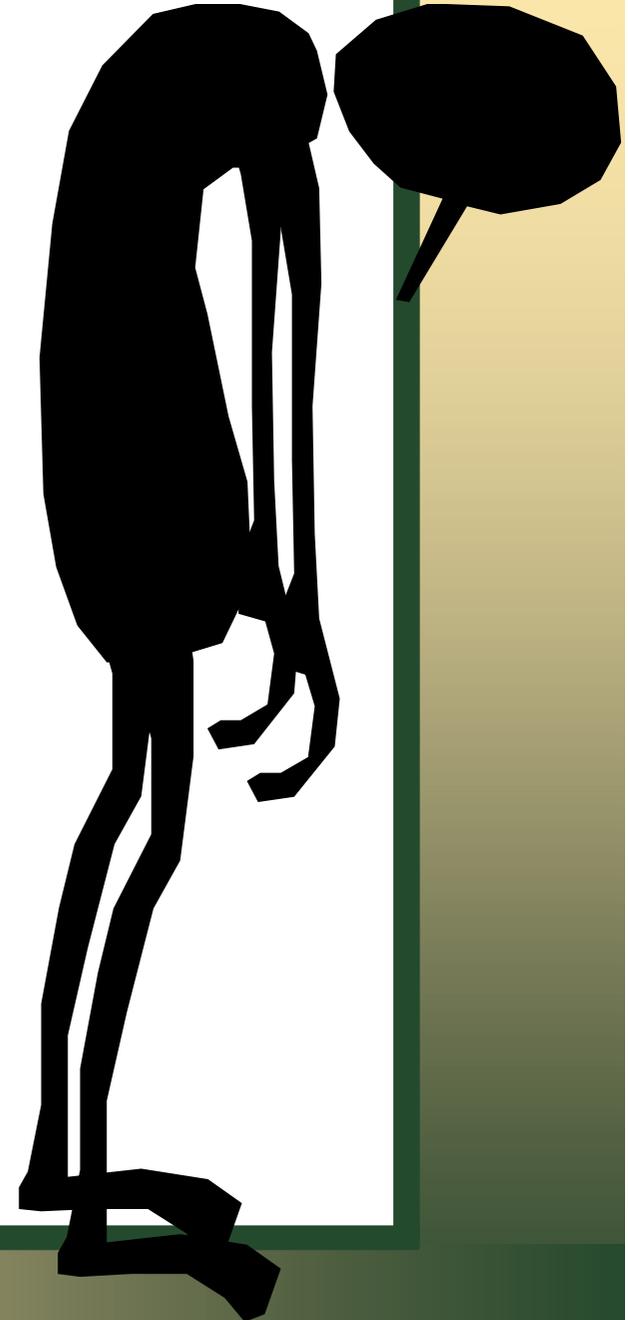
Disability Gulags...

...are state-created institutions where people with disabilities disappear one by one. The disappearance is often called voluntary placement.

...characterize isolation and control as care and protection.

Those who die there are replaced by new arrivals.

Hariett McBryde Johnson



The Worst Thing

**The worst
thing you can
do to a person
is make them
feel invisible.**

*Toni Morrison, Nobel & Pulitzer Prize
winning American Novelist, Editor,
Professor*



Universal Enhancement

Final Solution

The Final Solution

A term applied by Nazi Germany to the genocide of European Jews and others during World War II. Before instituting the Final Solution, the Nazi government had abolished the Jews' rights, destroyed and confiscated their property and confined Jews in concentration Camps.

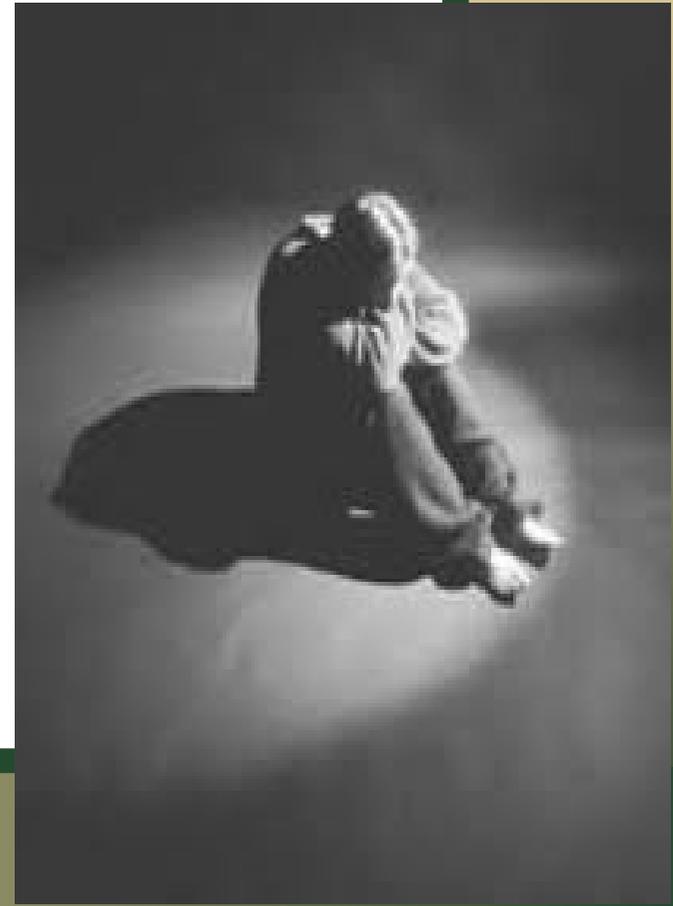
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Final Solution (cont'd)

Placement

A term applied by Human Services professionals to individuals with developmental disabilities during the period of the mid 1800's through the present day. Before instituting placement, Human Services professionals denied people their rights, generally prohibited them from meaningful employment and education, confiscated their belongings for safekeeping and confined them to government operated and sponsored institutions and group homes.



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Extradition...

...the surrender of an “alleged offender” to the state in whose territory the alleged offense was committed

American Heritage

Large numbers of US citizens have “allegedly offended” by having a developmental disability. These individuals were commonly and summarily sentenced to congregate residences (state operated Developmental Centers or privately operated group homes). These individuals should be extradited and returned to their communities, where they can lead inclusionary lives.

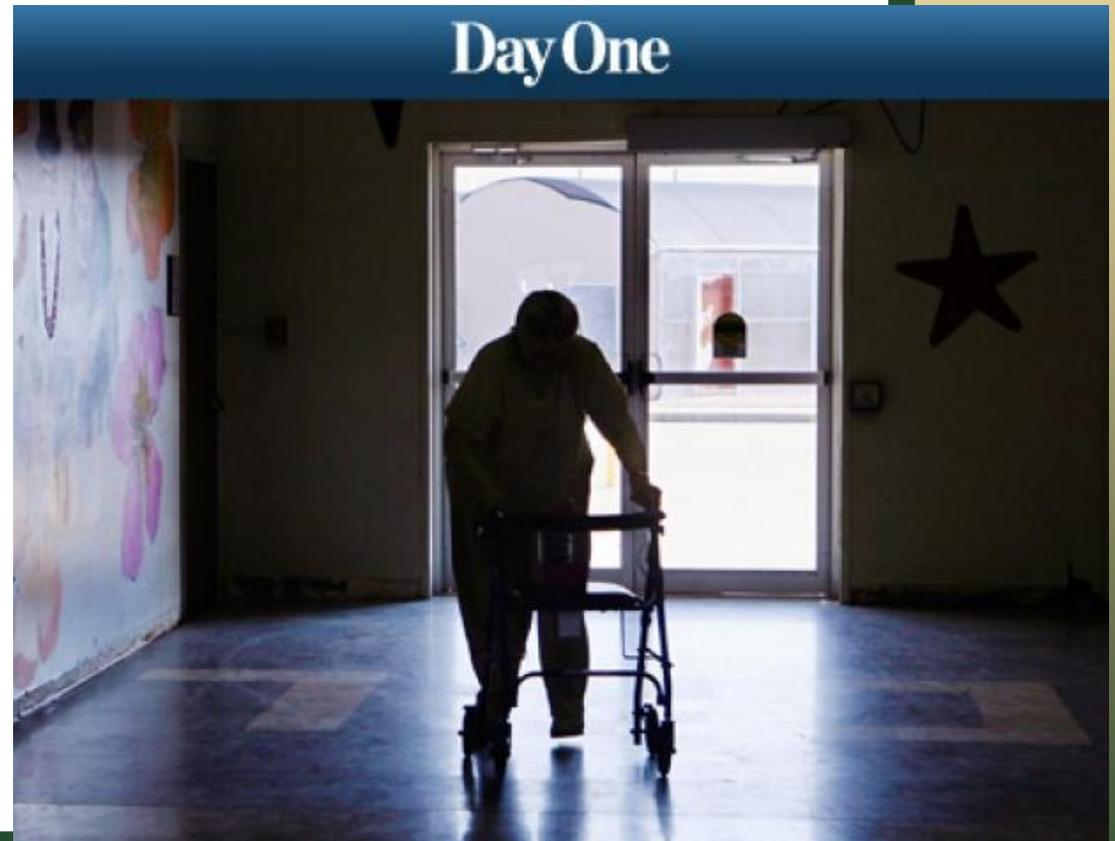


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Abolitionist...

...the act of doing away with or the state of being done away with; annulment; a person who favors the abolition of a practice or institution (www.TheFreeDictionary.com).

Free people with developmental disabilities from the tyranny of segregated services – impairing quality of life and inclusionary opportunities.



Universal Enhancement

It's a Matter of Perspective

Crime



Disability

Evidence



Data, tests

Suspect



Provisional
diagnosis

Interrogation



Interview

Investigation



Evaluation,
assessment

Trial



Placement
meeting

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It's A Matter Of Perspective (cont'd)

Jury



Placement
committee

Convicted



Diagnosed

Conviction
overturned



Misdiagnosed

Multiple
Convictions



Multiply
handicapped

Awaiting
Sentencing



Waiting list

Sentenced



Placed

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It's a Matter Of Perspective (cont'd)

Prison	→	Residential facility
Prisoner	→	Consumer
Punishment	→	Programs
Guard	→	Staff
Warden	→	Residential director
Paroled	→	Trial visit, therapeutic leave

Universal Enhancement

It's A Matter Of Perspective (cont'd)

Escape	→	AWOL, Leave without permission
Prison Yard	→	Day activity room
Solitary	→	Time out room
Parole Board	→	Discharge committee
Parole Officer	→	Case manager

Universal Enhancement

It's A Matter Of Perspective (cont'd)

Penal
System



Service
system

Work
Release



Day activity
program

Inmate



Resident

Big House



State
Institution

Cell



Bedroom

Guard
Tower



Nurses
Station

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It's a Matter of Perspective (cont'd)

Exonerated → No Diagnosis

Cell Block → Hall, Suite,
Unit, Wing

Chain Gang → Mobile Work
Crew

Hard Time → Industrial
therapy

Release → Discharge

*Will the day ever come when the
"victims" of the service system are
emancipated and given a reprieve?*

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Clinical Services

Clinical services are a necessary response to prevent and correct the harm caused by “institutional environments.”



PT *Range of motion exercises to correct contractures resulting from benign neglect*

OT *Sensory stimulation to reverse the effects of sensory deprivation*

SW *Facilitating relationships with family members estranged as a result of being “placed” distant from home*

Universal Enhancement

Clinical Services (cont'd)

PSY *Interventions to “extinguish” behaviors resulting from anomie*

RN *Health services to treat decubitus, hepatitis, URI's and other nosocomial disorders*

RT *Integrated recreation to teach social skills never learned in a segregated setting*

How does the role and function of clinical services change when people are emancipated from an institutional life?



Shame On Us (cont'd)

Should we not at least consider apologizing to people with intellectual disabilities for:

- **Institutionalization - in the name of “treatment”?**
- **Industrial therapy - in the name of “work”?**
- **Eugenics (*involuntary sterilization*) in the name of “birth control”?**



Over seven decades, poor bore brunt of eugenics movement

By LEEF SMITH

THE WASHINGTON POST

LYNCHBURG, Va. — Rose Nuckols was 16 when she was raped by a married man at a truck stop. Nine months later, in January 1958, she gave birth to twin boys. She held them exactly once before the nurse explained that they were headed to foster care in Richmond.

Rose objected. But, as an uneducated, illiterate teen-ager, she understood that she had few choices. What she did not know was that these were the first and last children she would ever have.

Two months after giving birth, Rose was ordered before a judge and was involuntarily committed by her grandmother to the Virginia Colony for Epileptics and the Feeble-minded in Lynchburg to be sterilized.

Hers was a fate shared by more than 8,000 men and women between 1927 and 1979 under Virginia's eugenics law, a statute upheld by the Supreme Court and aimed at preventing those considered genetically unfit from passing on their traits.

The law targeted a wide range of people considered socially misfit: feeble-minded, deaf, phoned, those like children, said.

"The judge ain't fit to do none of his own," Rose said in an interview at her apartment that she has lived in for nine years.

This man, Warner, fed for Virginia's eugenics movement, a "shameful state govt should have Eugenics meaning only to focus on keeping groups separate. Indiana first sterilized eugenics in other states in 1907. The sterilization of 60,000 people over seven decades were the primary among them.

that researchers later named them "Mississippi appendectomies."

California led the nation, recording 20,000 involuntary sterilizations. Virginia followed with 8,000, most done before World War II.

Historians say the U.S.

is known as the Central

Forced sterilizations aimed for genetic purity



PHOTOS BY ANDREA PSIMER/THE WASHINGTON POST

Rose Brooks, shown with husband Cecil, was involuntarily committed in 1958 and later sterilized under Virginia's eugenics law.



Among Rose Brooks' few childhood photos is one taken when she was 8. She was labeled slow and told to quit school.

Instead, she remained there for 11 years, about eight years beyond the sterilization procedure.

Brooks, 61, described her early years simply as "rough times."

Childhood photos reveal an eager hint that led as the her up-ly grand-ther died.

excelling g D's and she said, tutor her. hers la- she was

was no pol," said to read t. "I was e I want- ation and mitted to s put to

The judge said, 'Rose, you ain't fit to have kids, and you need to have this operation done.' They said it was the best thing for my health."

ROSE BROOKS STERILIZED AFTER BEING COMMITTED TO THE COLONY FOR EPILEPTICS AND THE FEEBLE-MINDED

work bathing and feeding the many genuinely disabled patients living there. The state paid her \$2 a month.

"Often, people who were the most capable were used as caretakers for others who weren't capable," said Paul Lombardo, a eugenics expert at the University of Virginia's Center for Biomedical Ethics.

"They didn't necessarily get discharged (after being sterilized), depending upon the institution's needs and their needs."

Brooks said she told those at the institution that she wanted to leave.

"I said, 'I don't want to be here.' But it was happening to everyone," she said.

She would not get out until she was in her late 20s. Her supervisors found her a job busing tables at a Howard Johnson's restaurant, and she worked there for more than five years. Similar jobs followed, as well as a marriage to a man she subsequently divorced when he stopped working and became dependent on her meager pay, she said.

Nine years ago, she met Cecil Brooks, now 65, a retired custodian. They attended the same church, but it wasn't until they bumped into each other on the street a few times that he asked her out. Two weeks later, he popped the question.

They w church cer 150 guests celebrate would be t in her life.

An unexp 1997 provo sons, then 3 widdle, w They had adopted fo wanted to cal mother.

"I couldn all these y who long h dren might they didn't do with me.

Her sons ever since. With the ogy, reser monetary next.

The gove Canada, spe the forced more than 2 ing to pay victims. Th to the more the government had paid in settlements with 900 others.

Historians say the United States Pursuit of genetic purity became a blueprint for Hitler in the Nazi effort to create a master race.

Two months after giving birth, Rose was involuntarily committed to the VA Colony for the Feeble-minded to be sterilized.

Universal Enhancement

Shame On Us (cont'd)

- Frontal lobotomies - in the name of “medical management”?
- Indeterminate idleness and boredom - in the name of “free time”?
- Prohibition of self-determination in the name of “protect from harm”?
- Mechanical restraint - in the name of “behavior management”?

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Shame On Us (cont'd)

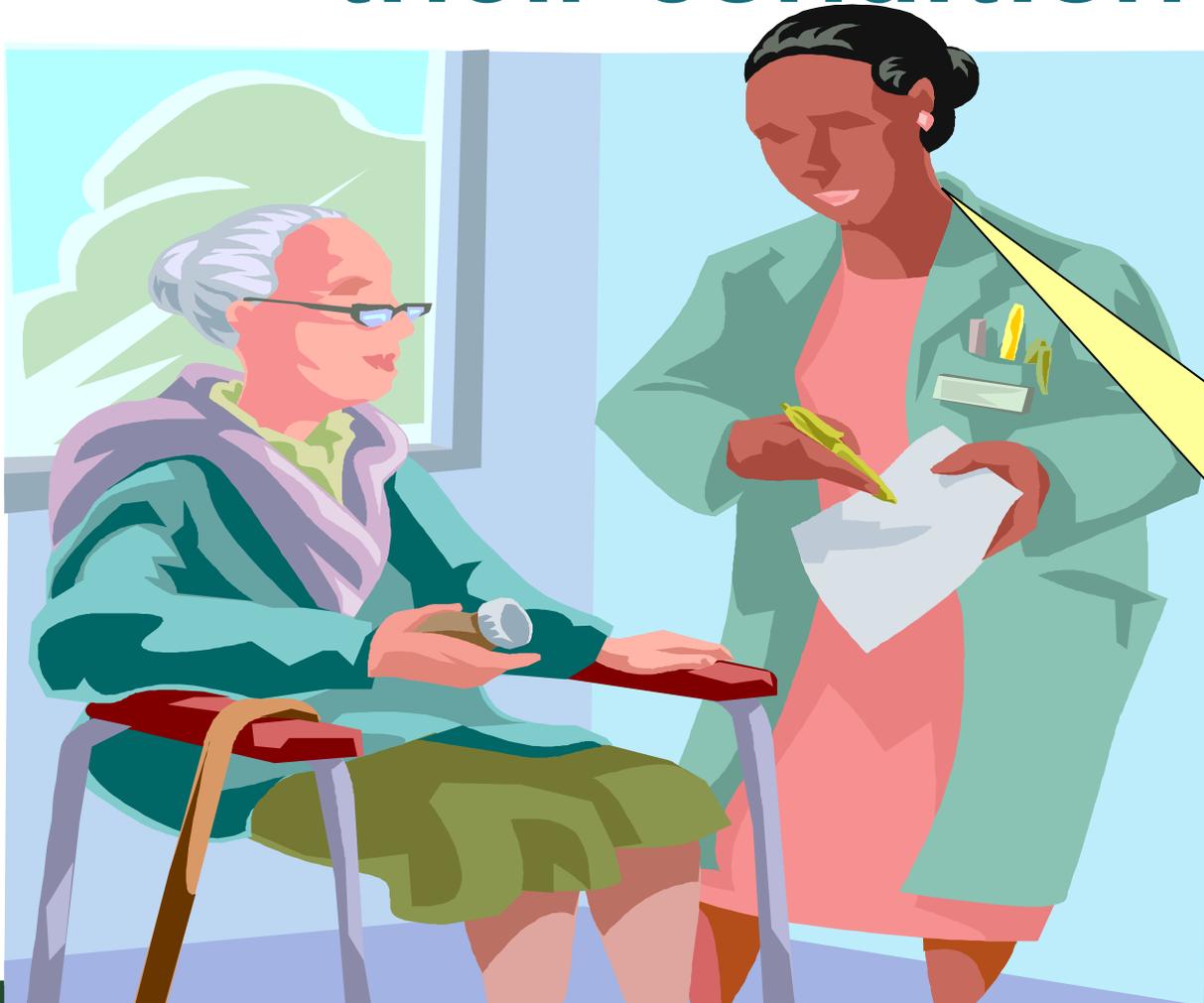
- Excessive use of psychotropics in the name of “therapeutic medication regimes”?
- Denial of civil rights – in the name of “guardianship”?



The time has come
that we can no
longer justify the indignities
imposed on people with
intellectual disabilities in the name
of “professionalism”!

Universal Enhancement

Don't Miss The Point Treating people badly makes their condition worse!



**Mrs. Bush,
what would
you like
for breakfast
tomorrow?**

Universal Enhancement

Institutional Revisionists

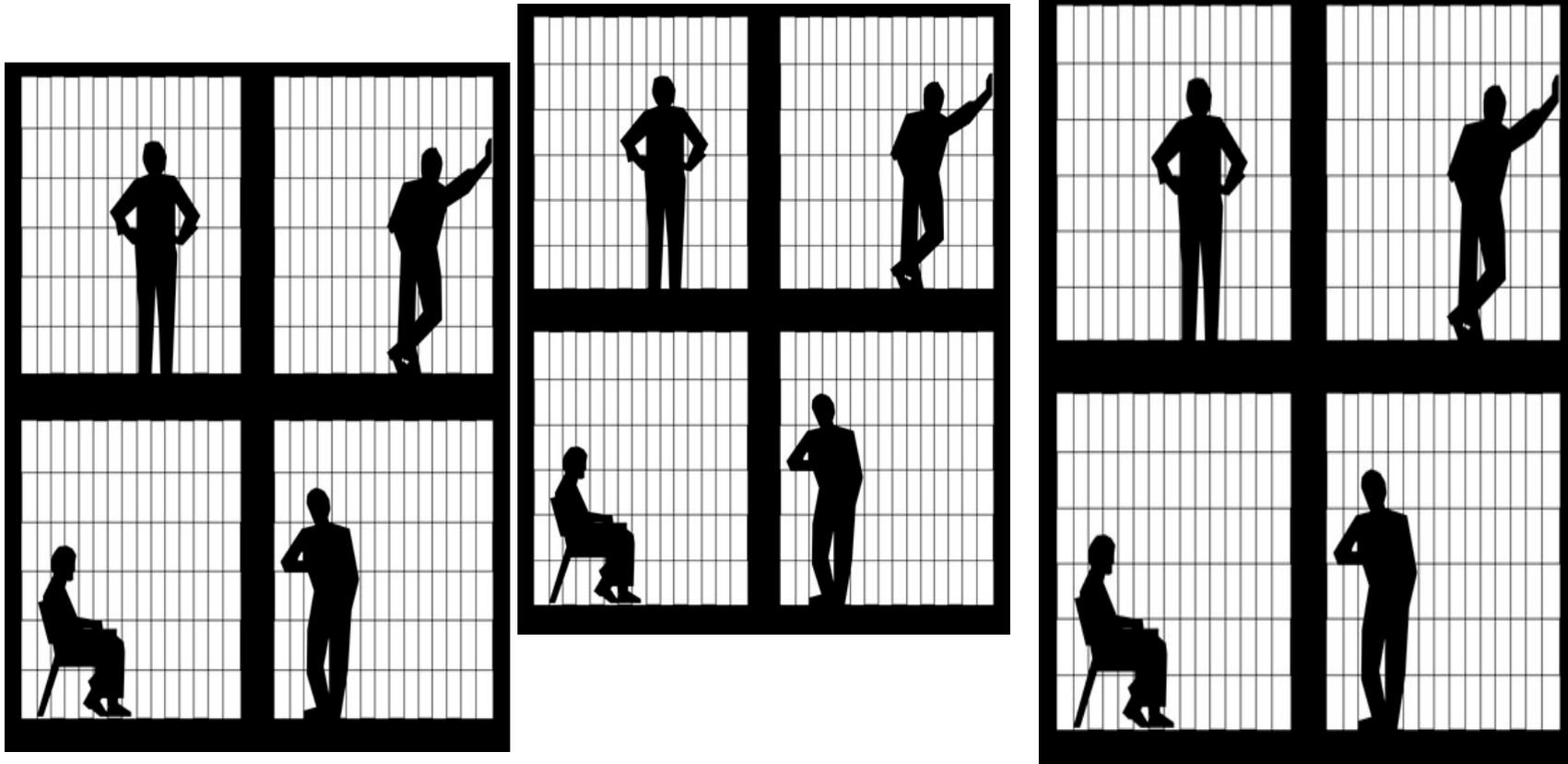
There are revisionists regarding the treatment of:

- **Native Americans by the early settlers**
- **Jews by the Nazi's**
- **Slaves by their owners**
- **Asians in internment camps by the US Government**
- **People with intellectual disabilities by the "system."**



Universal Enhancement

Freedom



...imprisonment and segregation can be made more comfortable, but they can never be made into freedom or participation.

Burton Blatt

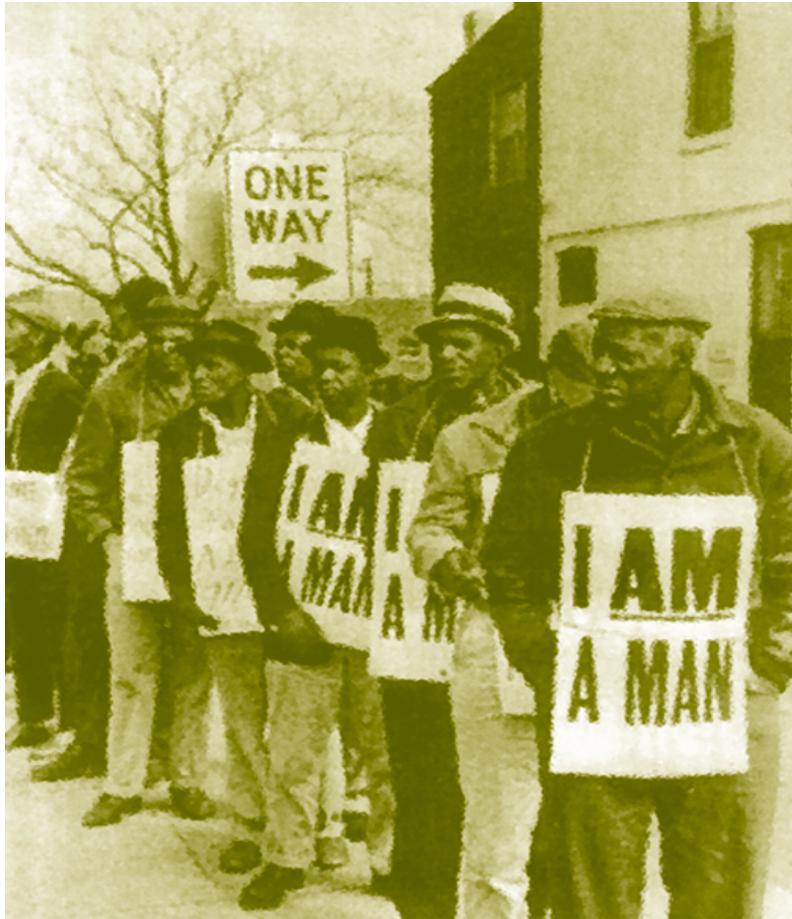
Universal Enhancement

The Dark Side

**We do not suffer so much
the lack of structural
architects and interior
designers as we do the
absence of ideational
architects and moral
interventionists.**

Burton Blatt
The Dark Side of the Mirror

Segregation



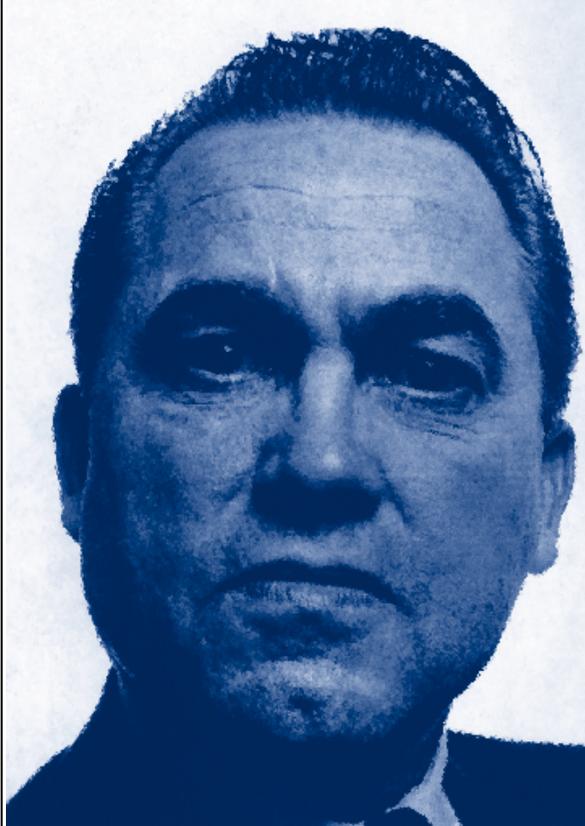
**That was
then...**



**...this
is now!**

Universal Enhancement

Segregation Is Segregation



Governor George Wallace's troopers kept Alabama's Negroes in their place.

The pat of her hand keeps us in ours.



Universal Enhancement

They Say Nobody Wants Us



Universal Enhancement

Support Staff

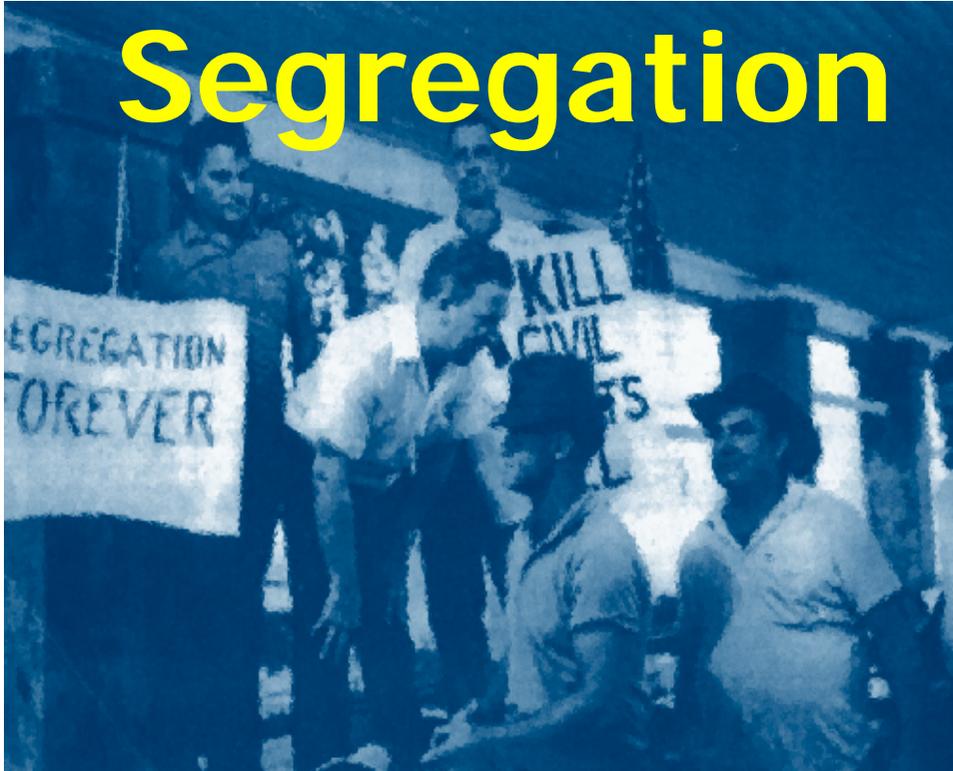


**More than 8 million Americans
make a living by running our
lives.**

Universal Enhancement

Segregation

Segregation



is harder
to spot...

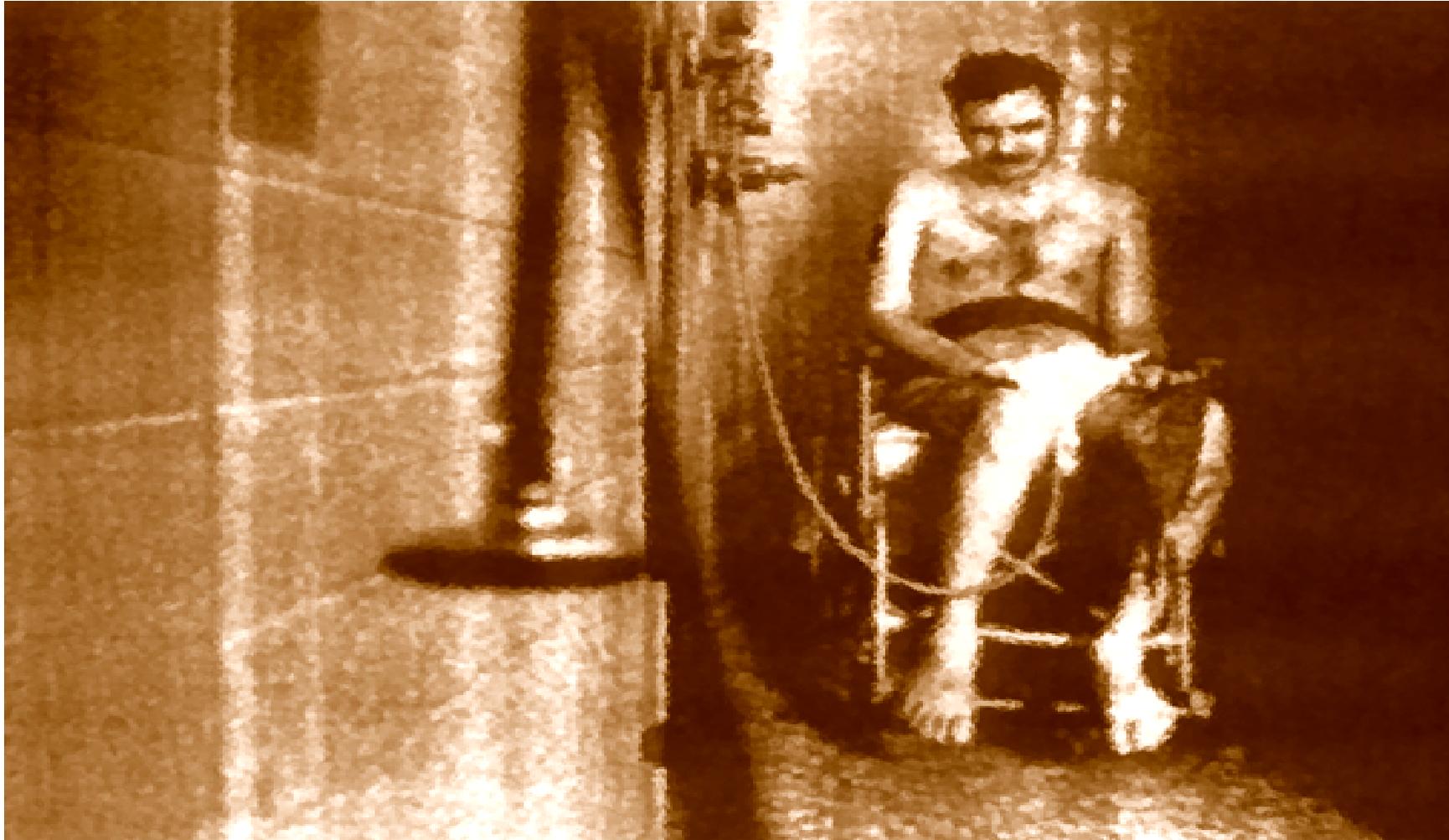
when they
call it



"Special"

Universal Enhancement

We Can't Get Out



2.5 million Americans are locked up for the crime of having a disability.

Universal Enhancement

We Can't Get In



Inaccessible is a fussy, complicated way of saying Segregated.

Universal Enhancement

Segregation



Our predecessors
in civil rights had
to go to the
streets
to change the
rules...

and make
compromises we
can't stomach.

RING FOR  SERVICE

Universal Enhancement

Upon his retirement, from the Spastic Society of Britain the Director was asked if he could envision the day when someone with cerebral palsy would head that charity....



“That would be like putting dogs and cats in charge of the Humane Society,” he quipped.

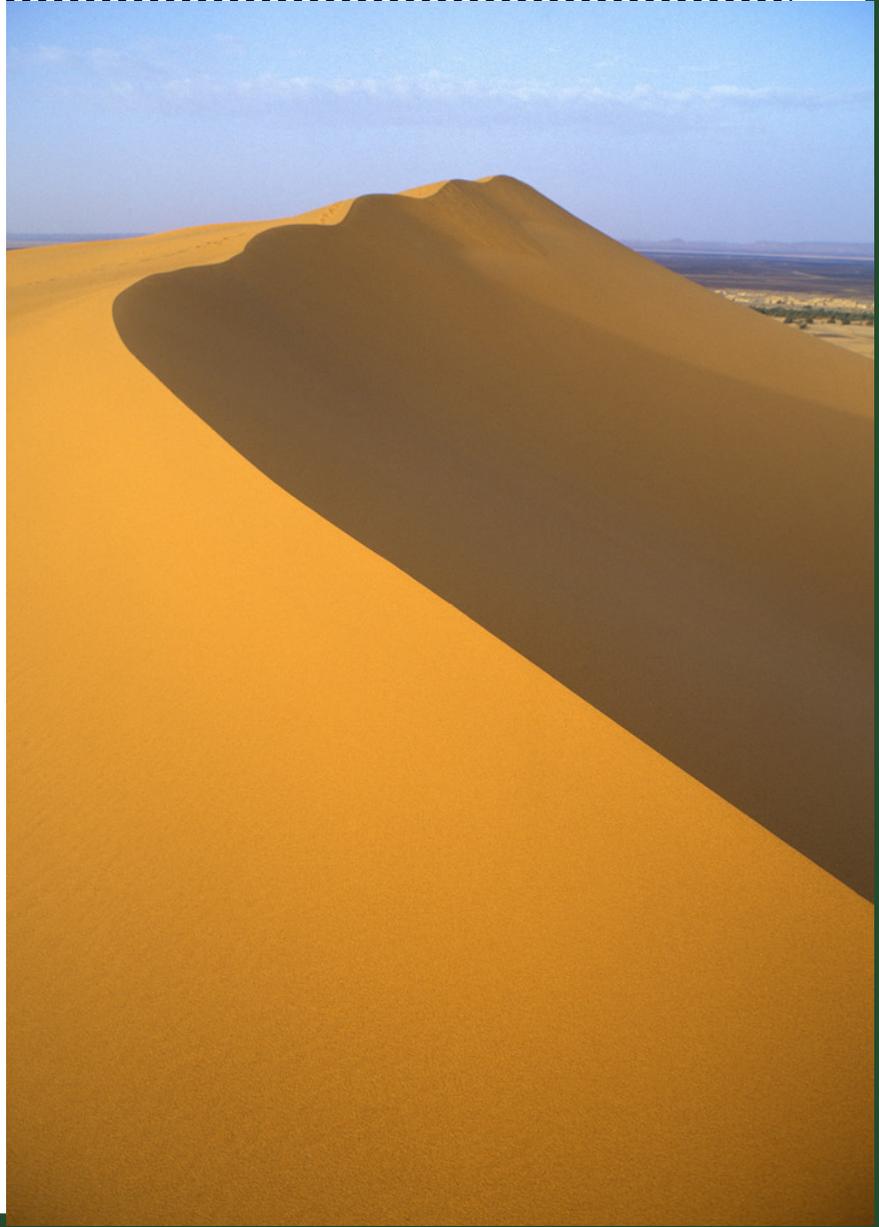
Universal Enhancement

Facilitate Quality

**Shift the
paradigm**

or...

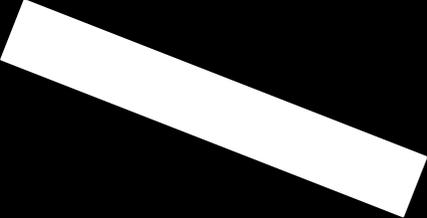
**it will
shift you!**



Universal Enhancement

Absurd

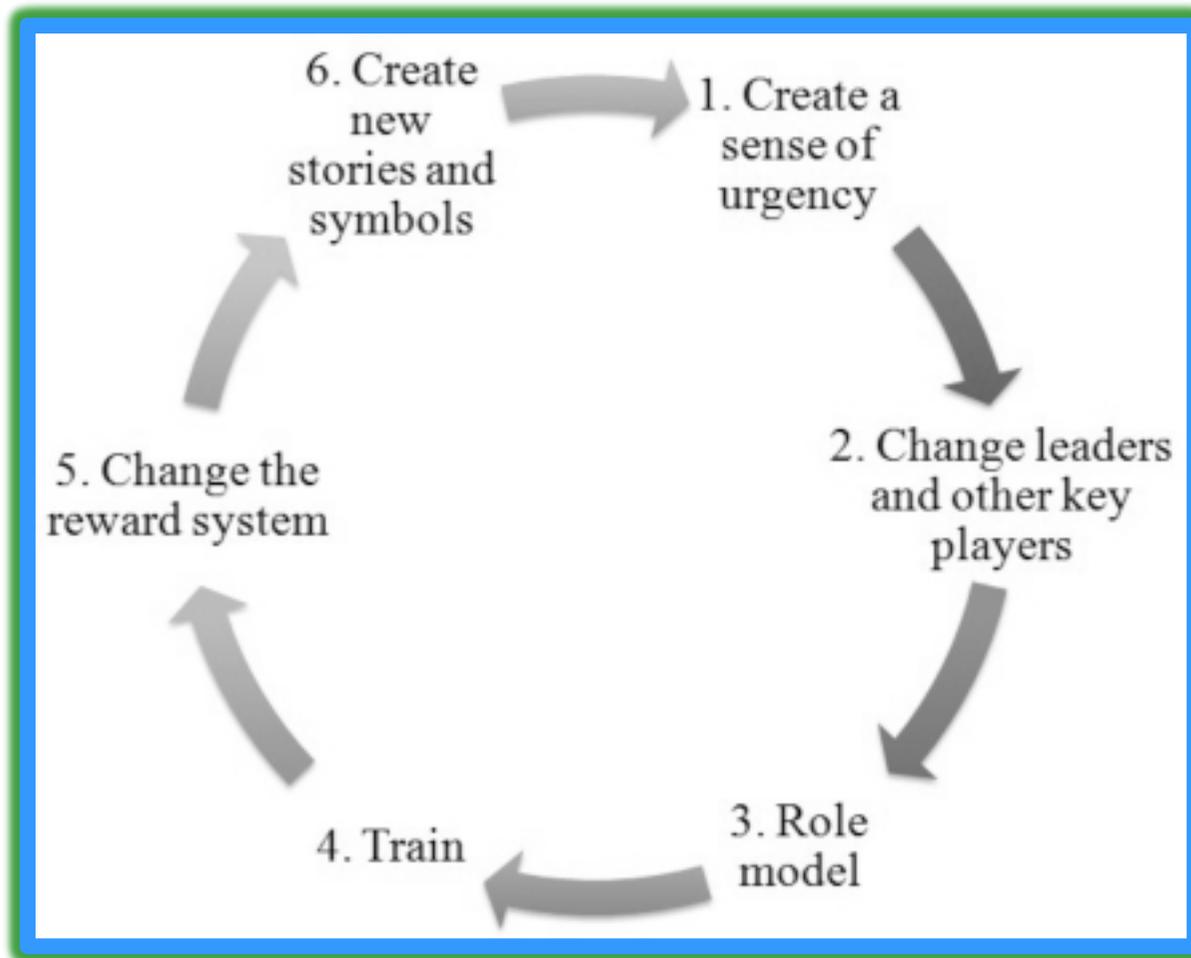
If at first the idea is
not absurd, then
there is no hope for
it.”



-Albert Einstein

Universal Enhancement

Effecting a Shift



<http://texasceomagazine.com/departments/people-matters/cultural-shift/>

Universal Enhancement

Radical 'Inclusionists'...

**...their fanaticism continues,
despite the loss of their mission
and vision.**

**As there is a distinct
separation of church
and state, there must
be a separation of social ideology
from social pragmatism.**



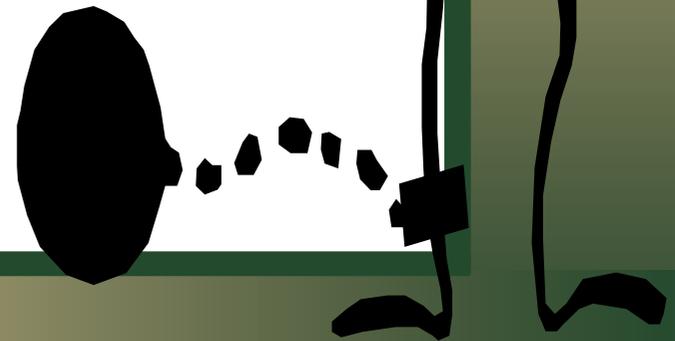
Anomaly

Our reality blinds us to the injustices.

The shifting paradigm of best practice reveals the injustices.

Is it acceptable to:

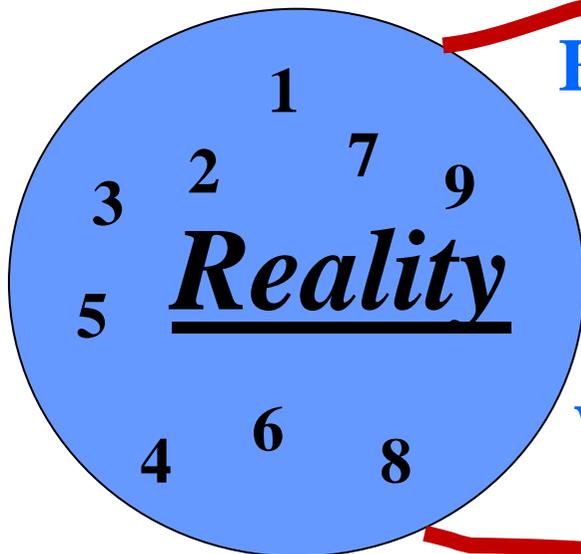
- 1. Sterilize women with intellectual disabilities?**
- 2. Use forceful over-correction?**
- 3. Place people in time-out rooms repeatedly?**
- 4. Use physical/mechanical restraint as an aversive consequence?**
- 5. Utilize cost-response programs?**
- 6. Medicate into submission?**



Universal Enhancement

Anomaly (cont'd)

7. Apply a level system to earn your freedoms?
8. Use aversive shock as an intervention?
9. Require individuals to work in cruel conditions in the name of industrial therapy?



Food withheld

Denial of family contact

Relegated to Town Fool

Anomalies

Idleness

Withholding of treatment

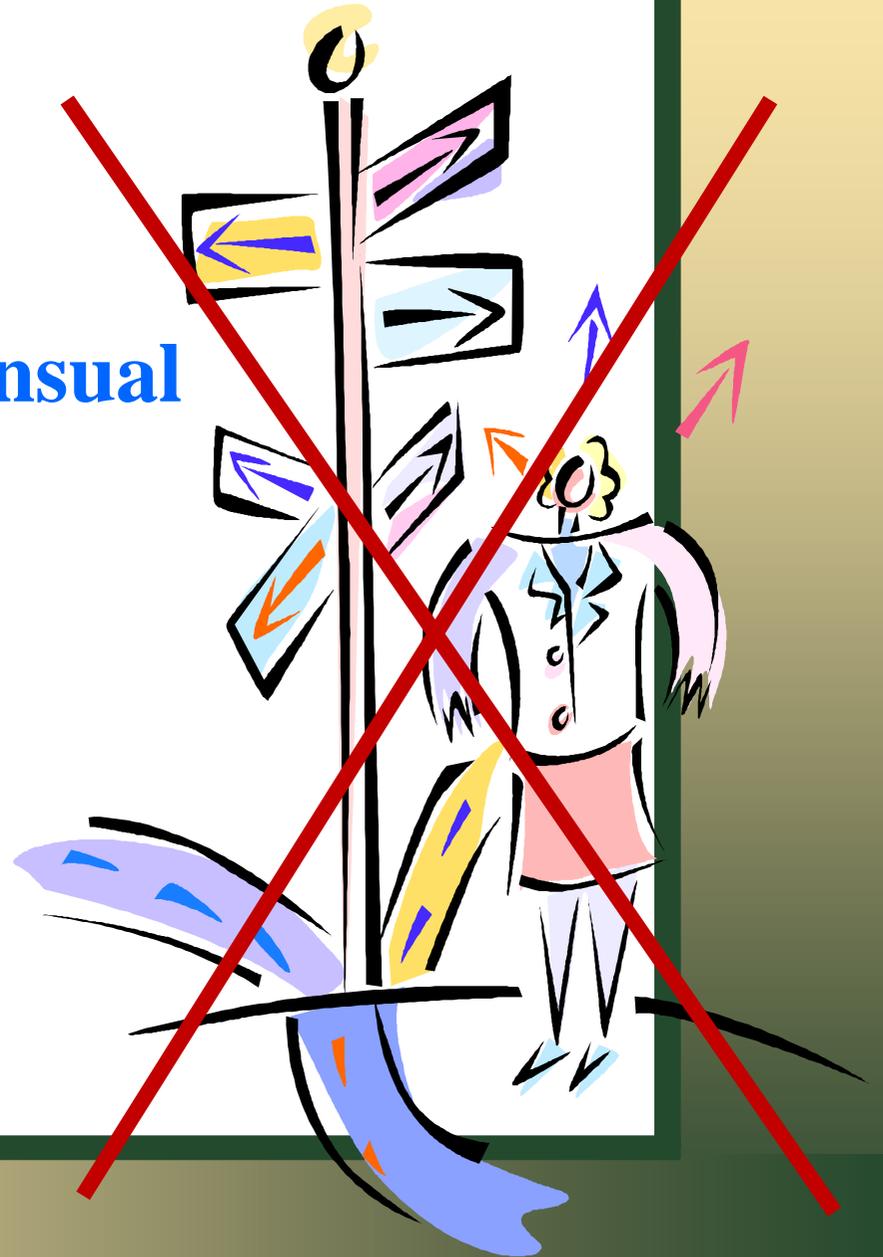
The Structure of Scientific Revolution; Thomas Kuhn 1962

Universal Enhancement

Anomaly (cont'd)

Is it acceptable to deny individuals an opportunity to:

1. Achieve adult status?
2. Work?
3. Engage in informed consensual sexual expressions?
4. Participate in their daily routines?
5. Select their housemate/s?
6. Decide where they wish to live?



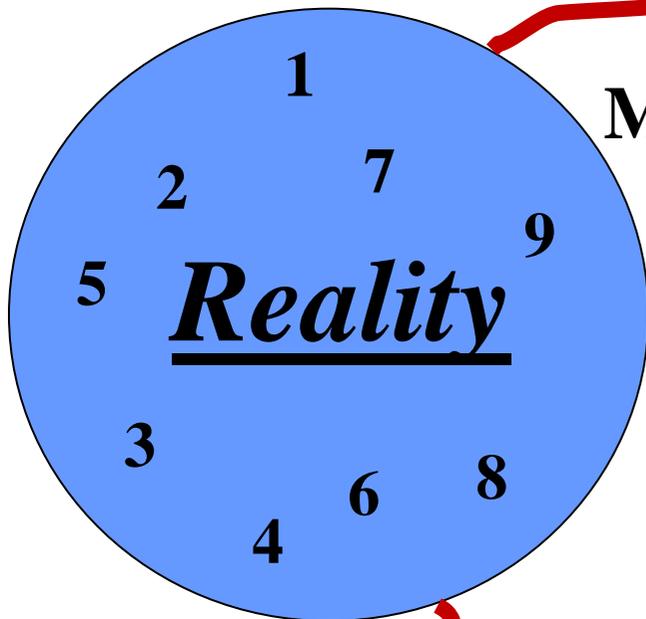
Universal Enhancement

Anomaly (cont'd)

7. Look their best?

8. Live in an accessible environment?

9. Select their support staff?



Utilize aversive shock

Medicate into submission

Place in time-out rooms

Control through a level system

Sterilize women

Anomalies

Apply cost-response systems

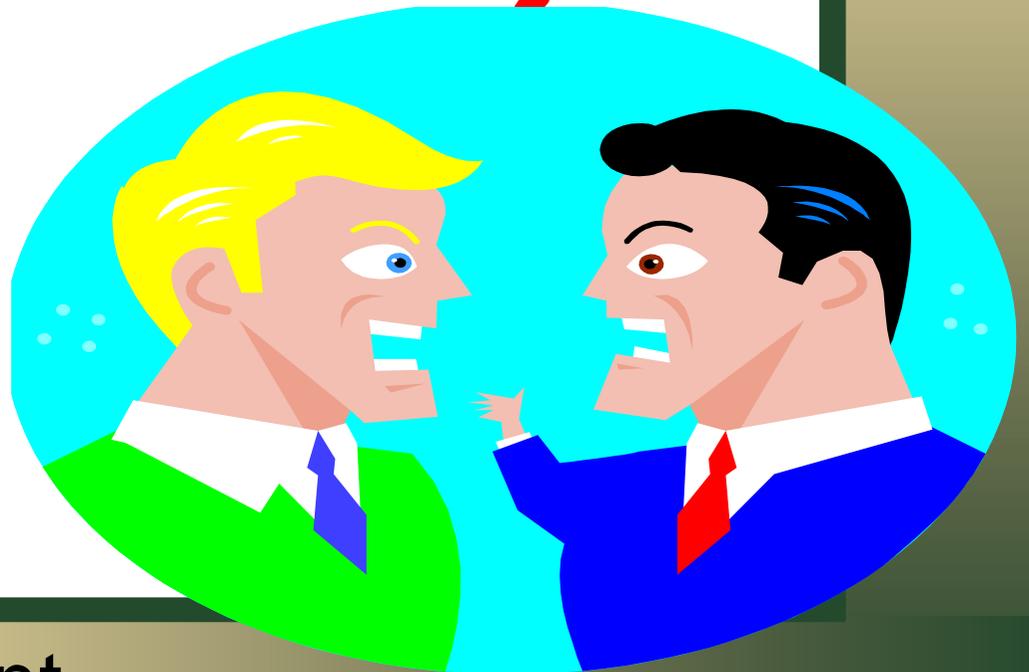
Use forceful over-correction

Quit Complaining

- *Gaining independence,*
- *Use of generic supports,*
- *Maximizing assistive technology,*
- *Closure of facility based services and*
- *Stream-lining regulations ...*

...may result in the loss of jobs!

**People with
disabilities do
not owe us
a living!**



Reparation...

...the act of making amends

Historically, many minorities and marginalized groups were the target of discrimination and injustice. They now seek

REPARATION!

- *Native Americans – banished to reservations*
- *Asian Americans – banished to interment camps*
- *European Jews – banished to concentration camps*
- *Black Slaves – banished to plantations*
- *People with intellectual disabilities – banished to...*

Reparation for people with intellectual disabilities requires the ultimate sacrifice of the perpetrators **Inclusion!**

Universal Enhancement

History of Reparation Payments

1952 Germany	\$822 Million	Holocaust Survivors
1971 USA	\$1 Billion + 44 Million Acres	Alaska Natives
1985 USA	\$105 Million	Sioux of So. Dakota
1985 USA	\$12.3 Million	Seminoles of FL.
1990 USA	\$1.2 Billion	Japanese Amer.
20?? USA	Inclusion	People with Intellectual Disabilities

Data from Black Reparations Now! Dorothy Benton-Lewis

Universal Enhancement

Repatriate...

...a person who returns to his or her “homeland”, native place of birth, having left against his or her will.

Collins English Dictionary, Dictionary of
Military Associated Terms

People with developmental disabilities have a right to be repatriated given their forced relocation from their home communities.



Universal Enhancement

Choose One

**The
difference
is two little
letters...**

In a home

vs.

At home



vs.



Universal Enhancement

It's Their Home

Without the residents' permission, do you:
answer their doorbell?
use their bathroom?
answer their phone?
open their mail?
enter their bedrooms?
sit on their beds?



Universal Enhancement

Not In My Living Room

People who are in a home rather than at home cannot keep their personal items in the living room for fear that they will be:

Stolen

Broken

Misplaced

Hoarded by others

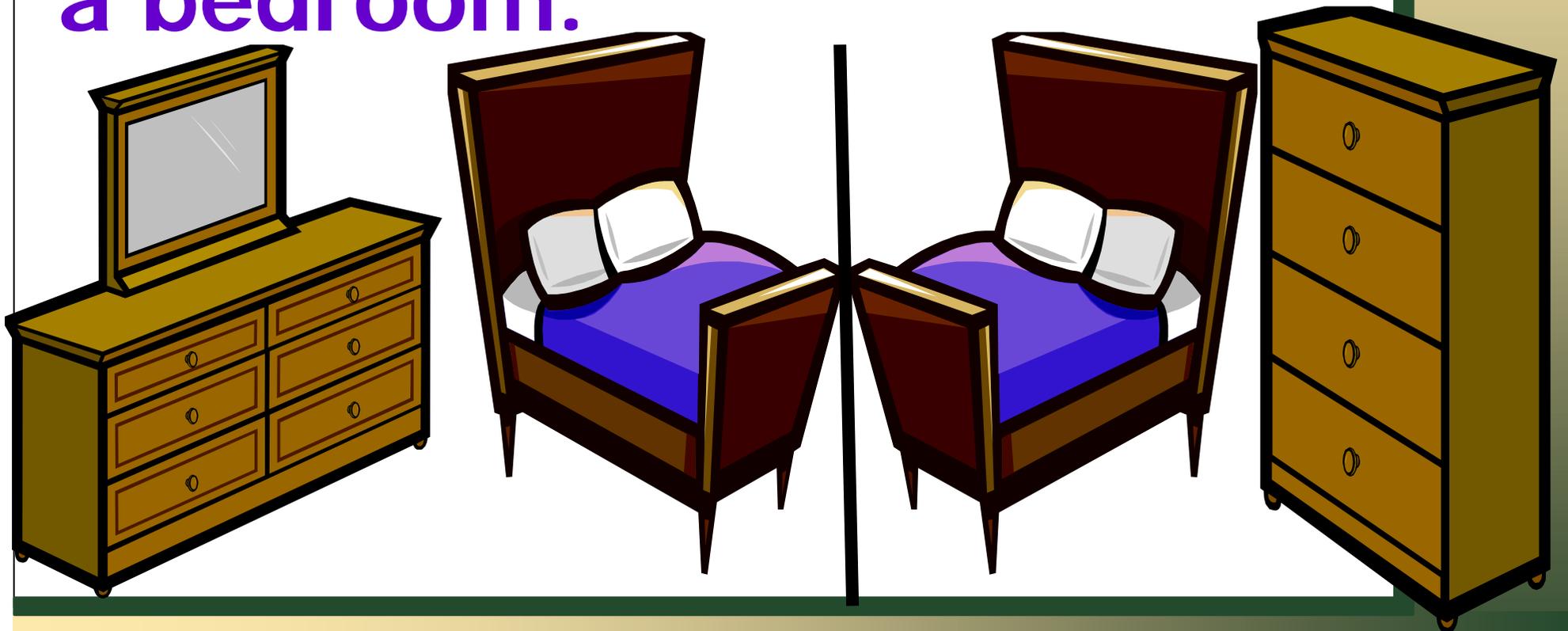
**That is not
where I wish
to live!**



Universal Enhancement

Group Home...

...a residence where the inhabitants maintain all their life's belongings in $\frac{1}{2}$ a bedroom.



Universal Enhancement

Your Home?

Check the items owned by residents in their “group home” living room:

- _ *Plants*
- _ *DVD Player*
- _ *Religious artifacts*
- _ *Family photos*
- _ *Computer*
- _ *Radio*
- _ *Magazines*
- _ *Holiday decorations*
- _ *CD player*
- _ *Aquarium*



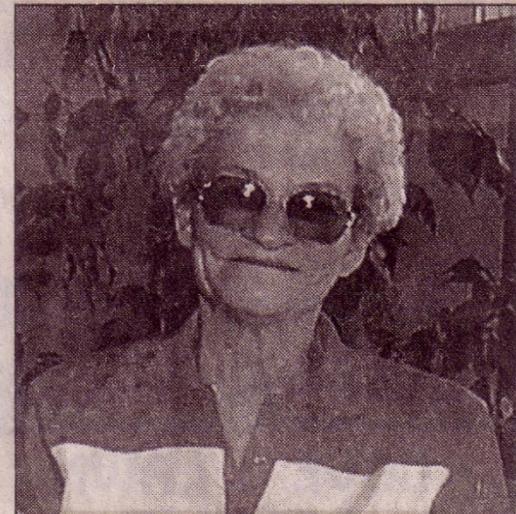
Why are these items maintained in their bedroom?

Welcome!

**When the
people you
support
move in...
*are they
welcome?***

Are you a newcomer to Liberal
or know of someone?

Give me a call.



Naomi Rine • 624-4559

I'm your Western Welcome Lady in Liberal. I
have information on Liberal and gift certificates
from the leading merchants for the newcomers.

Universal Enhancement

It's My Home

When people are "placed" or "admitted" the Welcome Wagon will not come.



Universal Enhancement

Home

Did the neighbors come bearing gifts of food & flowers when the residents moved into their new home?

Does the Girl Scout come to the door to deliver two boxes of Thin Mints?

On Halloween night, are trick or treaters given treats by the residents of their home?

Did the residents go to the post office to fill out a change of address card when moving in?



Universal Enhancement

Home (cont'd)

Do the teenagers down the street ask to shovel their walk after a big snowfall?

Are the residents asked to join the Neighborhood Association?

Does the Alderman from the ward come to their home to campaign?

Do the residents have a presence in their neighborhood?



Universal Enhancement

Placement "Wheel of Misfortune"

OK Team!
Place your bets and
spin the wheel to
decide where Jim is
placed!



*Sunny Hills
Farms*
Happy Haven



*Lots of
Love Homes*

*Sun Rise Forever
Apartments*
**We Care
Residences**

Universal Enhancement

Disguised

“Current services, systems are delivered with virtually total unconsciousness of major realities involved and all of this is disguised/ interpreted as good, effective and progressive.”

Wolf Wolfensberger

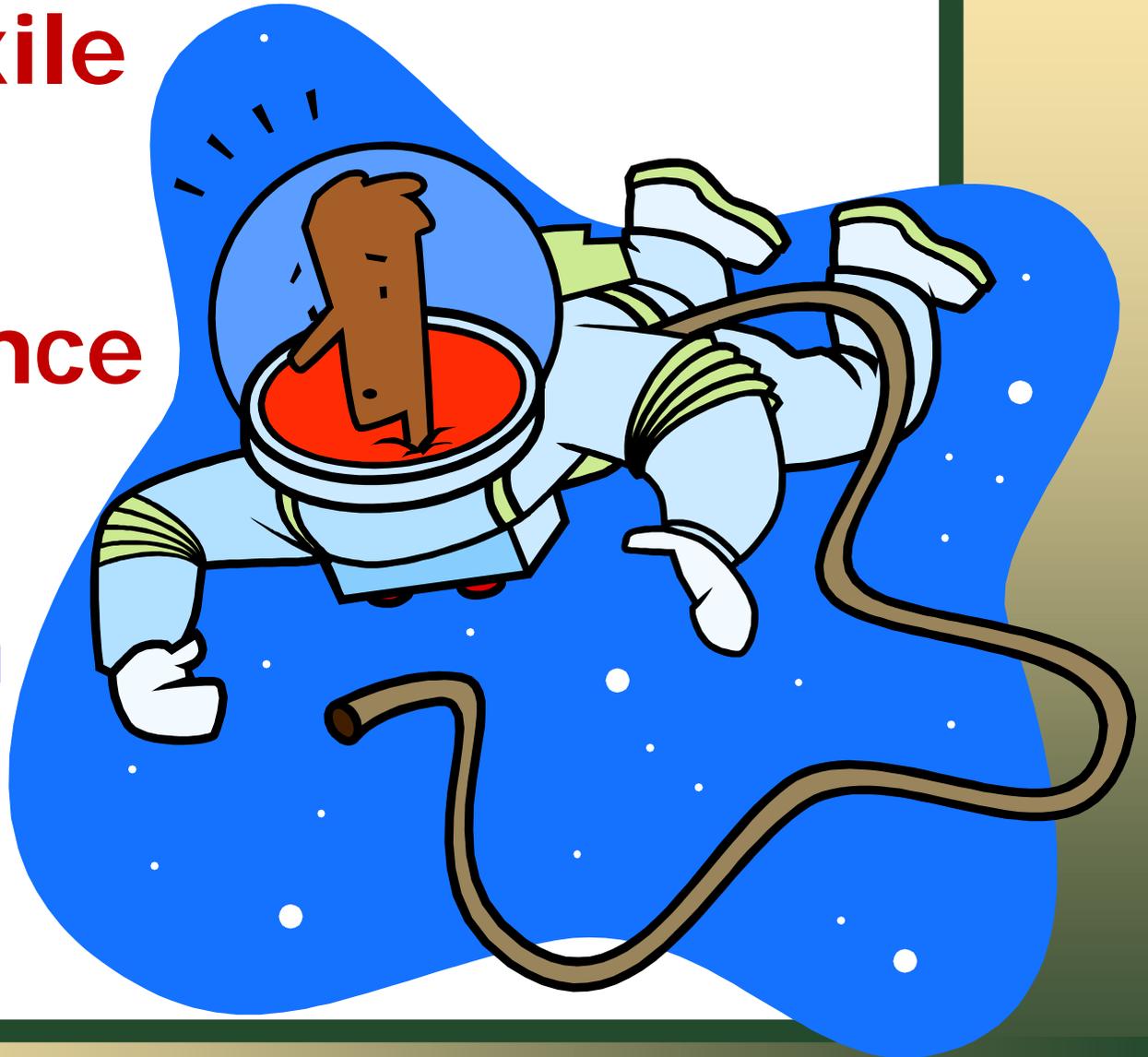


Universal Enhancement

Placement-Defined

- Cast out of the tribe
- Sent into exile
- Displaced
- Sudden disappearance

**Placement –
An
intervention
for the
intolerably
different.**



Universal Enhancement

Forgotten



**Agnew's Developmental Center
California**

Universal Enhancement

Placement Defined (cont'd)

During Queen Victoria's reign, the term placement came into use by the pioneers of Social Work. It likely derives from place cards, once used at formal dinners – **one must know one's place.**



Universal Enhancement

Placement- Defined (cont'd)

Departed; to send or carry off; transport, especially forcibly; the removal of an alien whose presence is unlawful or prejudicial; to banish, to carry away forcibly; expel, hand over to authorities; throw out; kick out

Farlex Merriam Webster

Call it what you will! It still means the same thing!



Universal Enhancement

Conscripted

One taken by lot or compulsorily enrolled, to enroll by compulsion such as the military draft.

The Free Dictionary.com

Those receiving supports in Day Programs, group homes, developmental centers and other traditional congregate services are “placed” there through conscription!



Universal Enhancement

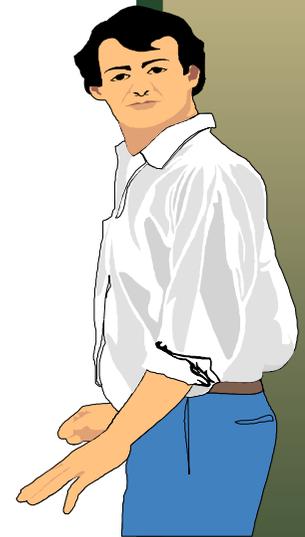
“I’LL HAVE YOU!”

Community



**It's Easy
To Get
Out**

**It's Hard
To Get
In**



Universal Enhancement

Inclusive Process

Integration and inclusion of people with disabilities is not an event!

Its success does not result from merely:

Closing Developmental Centers

Placing special needs children in regular classrooms

Eliminating sheltered employment programs

Shutting group homes



Universal Enhancement

Inclusive Process (cont'd)

Realizing an inclusive and integrated environment is a thoughtful process wherein:

- **Accessibility issues are addressed**
- **Protective oversight needs are met**
- **Staffing needs are allocated**
- **Training of personnel is initiated**
- **Specialized equipment/ materials are obtained**
- **Emotional support is provided for all those impacted**



Universal Enhancement

Being In Is Not Enough

IN the Community -

- Present
- Located
- There

OF the Community -

- Connected to
- Having a presence
- Assimilated with others
- A member of



Universal Enhancement

Welcome to Society!

The following was given to individuals who were about to be released from a state mental retardation institution in 1967.

“We congratulate you on being given this chance to take your place in society. During this period you will be on probation and you must not only obey all of the laws of your community, but also these:

- 1. You must not leave your present place without first notifying us.**
- 2. You must not drive or own a car.**
- 3. You must not drink alcoholic beverages or enter a bar.**
- 4. You must not get married.**



Universal Enhancement

Welcome to Society! (cont'd)

5. You must not get engaged, go steady or date.

6. You must not make any written contracts in regard to purchase of articles on time payments without first talking to your social worker. See worker before using “lay-away” plans.

7. You must be home by 12:00 am; earlier if requested by employer or other person in charge.

8. You must not leave the state.

Carry this reminder with you at all times and read it frequently. Violation of any one of the above rules may result in your return to the school.”

Superintendent, Lincoln State School

From James W. Ellis, *Villa Nova Law Review* (vol. 37)

Universal Enhancement



Placement List

Being a priority on a
“placement list” is not
seeing the light at the
end of the tunnel,

.... it is
standing on
the edge of
the
precipice.



“Do” Inclusion?

**Is someone doing
inclusion to you?
If people were not
segregated, we
would not be “doing
inclusion.”**

**Support an
inclusionary life!**



Universal Enhancement

Going To The Community

Group Home

The Community



C'mon, we're going to the community!

Universal Enhancement

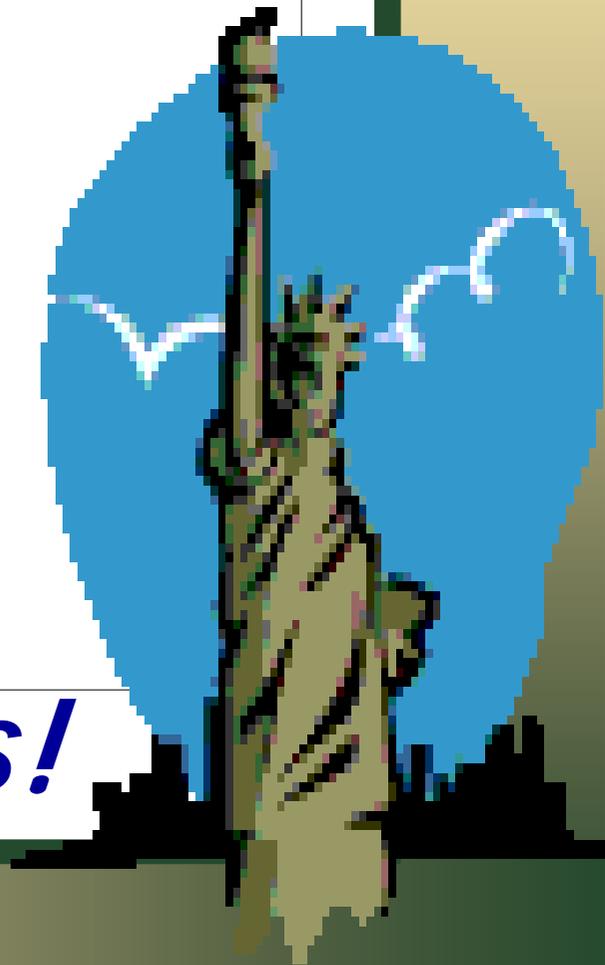
Immigrants

People living “institutional lives” practice customs and rituals foreign to their new land. As immigrants to their new home (the community), they are expected to:

- *close the bathroom door*
- *respect personal space*
- *use appropriate eating utensils*
- *demonstrate courtesy*
- *engage in age-appropriate leisure activities*

Teach these customs!

Universal Enhancement



Acculturate

Assimilate - to integrate somebody into a larger group so that differences are minimized or eliminated.

Acculturate - to absorb the culture of another group of people or individual.

People with developmental disabilities should be acculturated - mere assimilation is not sufficient.



Universal Enhancement

What Is Supported Living?

The provision of support is **independent/non-contingent** of the individual's residence - the lease or mortgage is in the resident's name.

The person **determines where** they reside.

The person **determines with whom**, if anyone, they reside.

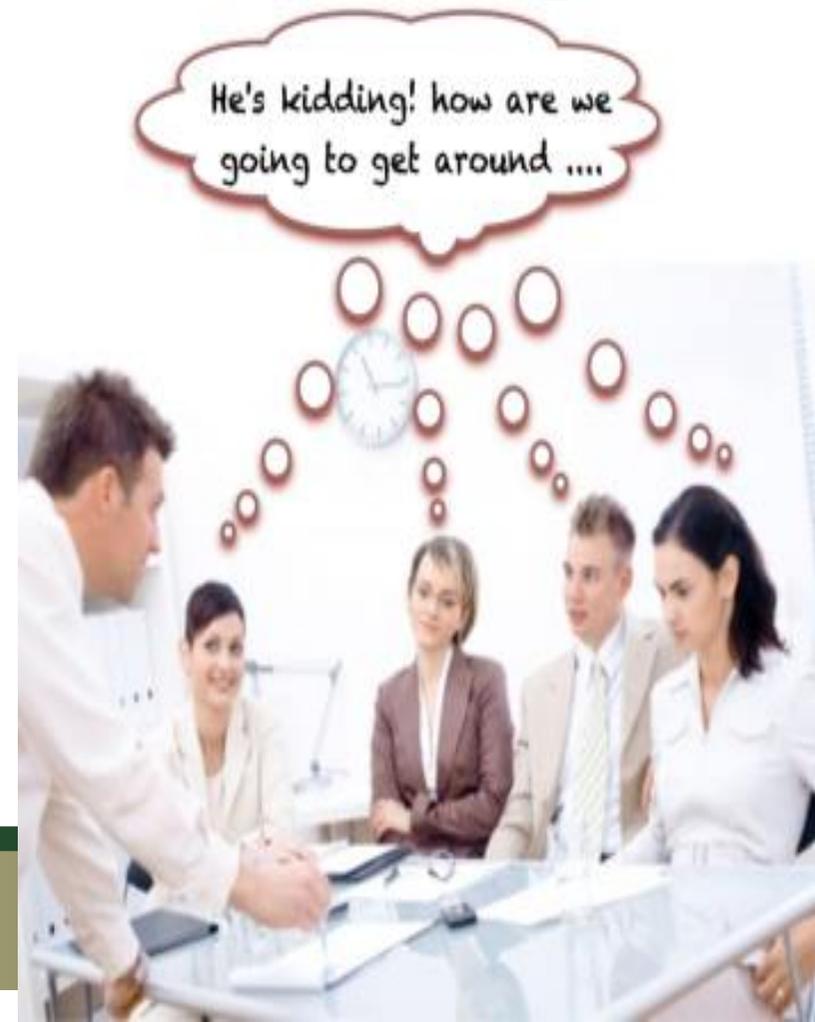
The person **selects** the support agency and the support staff.

Too Slow

Influences impairing the shift toward supported living:

- **Parents believe their “child” is safer in a congregate setting**
- **Staff fear change in employment role/function**
- **Residents feel secure in their familiar setting and fear the unknown**
- **State Medicaid Plan not developed nor funded to handle “support” services**
- **Providers resistant due to current investment in property**
- **Transition phase from congregate environments to supported living feared too costly to providers and States**
- **State operated congregate settings generate operating revenue for the State**

Universal Enhancement



The System: The Community

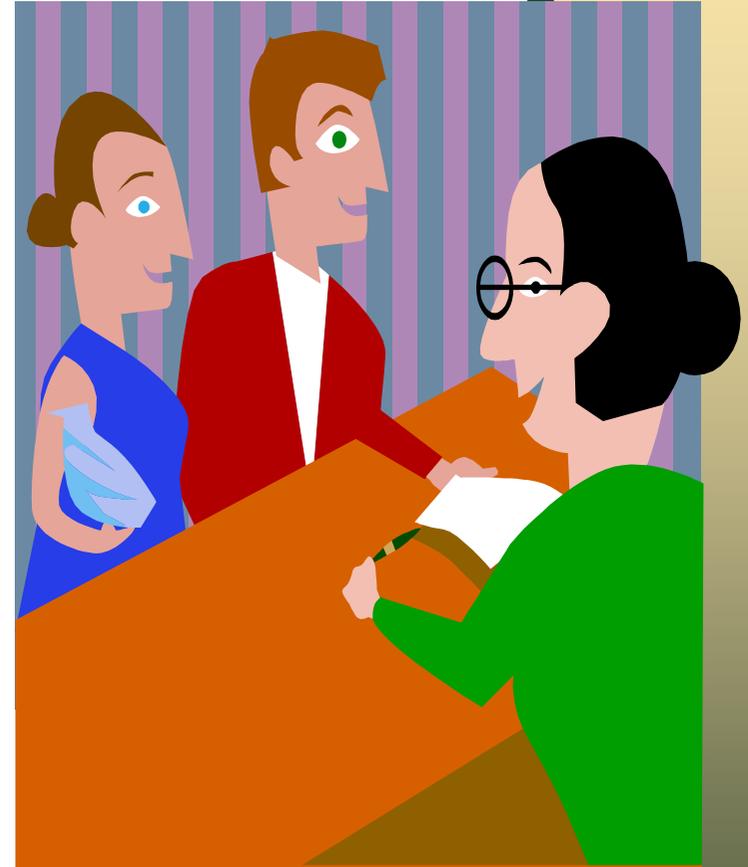
In a social service system
*people are known by what's wrong:
by their condition or label*

In community
people are known as individuals

In a system
*people are incomplete and need
to be changed or "fixed"*

In community
*people are as they are, with
opportunities to follow their
own dreams*

In a system
*relationships are unequal;
service workers do things "for" clients
and don't look for any contribution in return*



Universal Enhancement

The System: The Community (cont'd.)

In community
relationships are reciprocal, give and take; and the diverse gifts of many people are recognized

In a system
people are broken into parts and separated into groups

In community
people have the chance to be accepted as whole persons, and viewed as part of the whole society

In a system
problems are solved by consulting authorities, policies, procedures

In community
people can make honest efforts and acknowledge honest mistakes and fears



Universal Enhancement

The System: The Community (cont'd.)

In a system

all problems have a rational solution

In community

there is room for confusion, and mystery, and recognition that some things are beyond human control



Universal Enhancement

Inclusive Environments

An inclusive environment:

- Values the “disability” as part of a range of diversity that is fundamental to the human condition – the presence of the disability is not seen as a detriment
- Sees individuals, not stereotypes
- Is more than merely accessible
- Nurtures an environment that promotes effective communication about needs without an assumption of accommodation



Universal Enhancement

Inclusive Environments (cont'd)

- Provides the individual the confidence to request the needed modification/s followed by careful consideration of the request/s
- Provides the individual with accommodation with a goal to enable the individual an opportunity to fully participate and contribute
- Approaches the provision of accommodation as doing all it can to ensure access and inclusion rather than focusing on what regulation requires



Universal Enhancement

Thoughts On Inclusion

Inclusion:

- is not merely overcoming and achieving, but must rise to the status of existing and being.
- often labeled as naive, and reviled by social conservatives, is cast in a similar light as the social movements of gay rights, anti-racism and feminists.



Universal Enhancement

Thoughts on Inclusion (cont'd)

Inclusion:

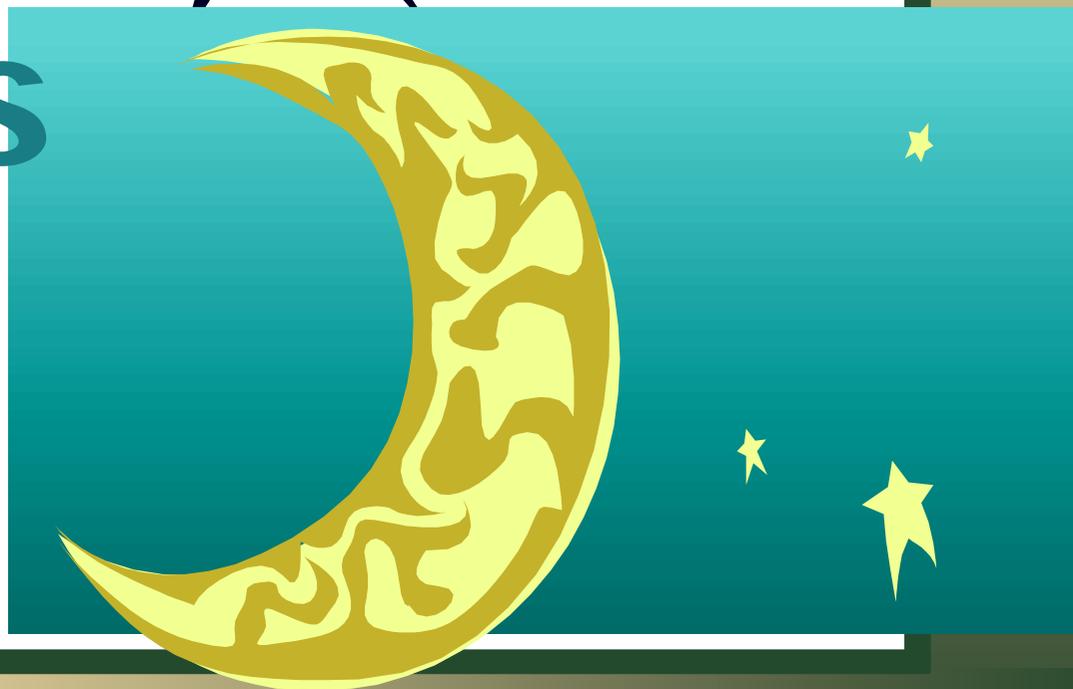
- is not provided by the charitable contributors to the lucky recipient
- is not an intervention delivered to support recipients perceived as passive beneficiaries



Universal Enhancement

Inclusionary Trek

To boldly
go where
everyone
else has
gone
before.



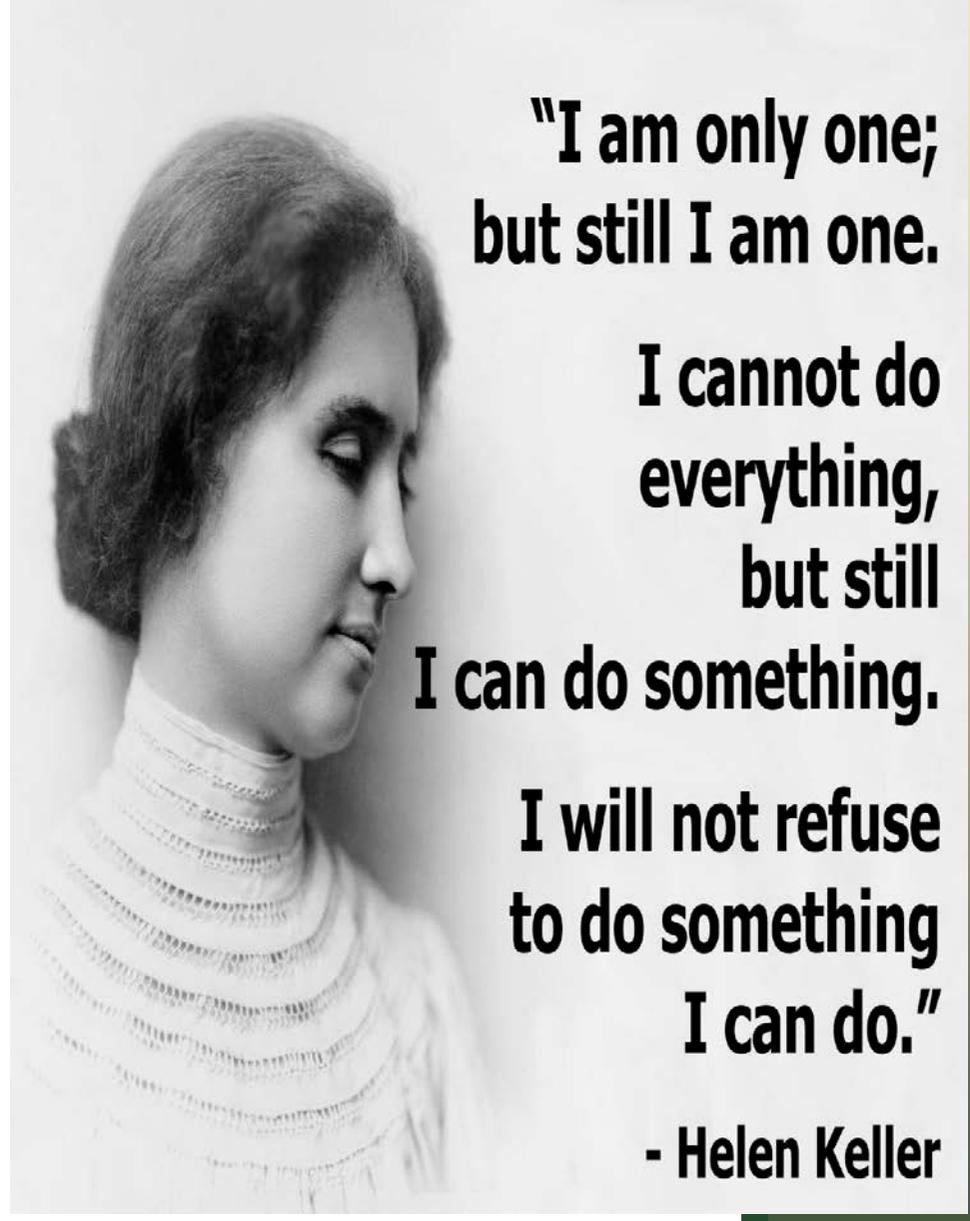
Universal Enhancement

Enough Said

**Being a human
being is
exceptionally
difficult!**

**Being a human
being with a
significant
disability...**

Get the point!



**"I am only one;
but still I am one.**

**I cannot do
everything,
but still
I can do something.**

**I will not refuse
to do something
I can do."**

- Helen Keller

Universal Enhancement

Even If I'm Wrong

OK! Let's say I'm
wrong!

Treating people with
dignity and respect
is not an effective
intervention.

*So what's the
downside?*



An Enviably Life

Is.....

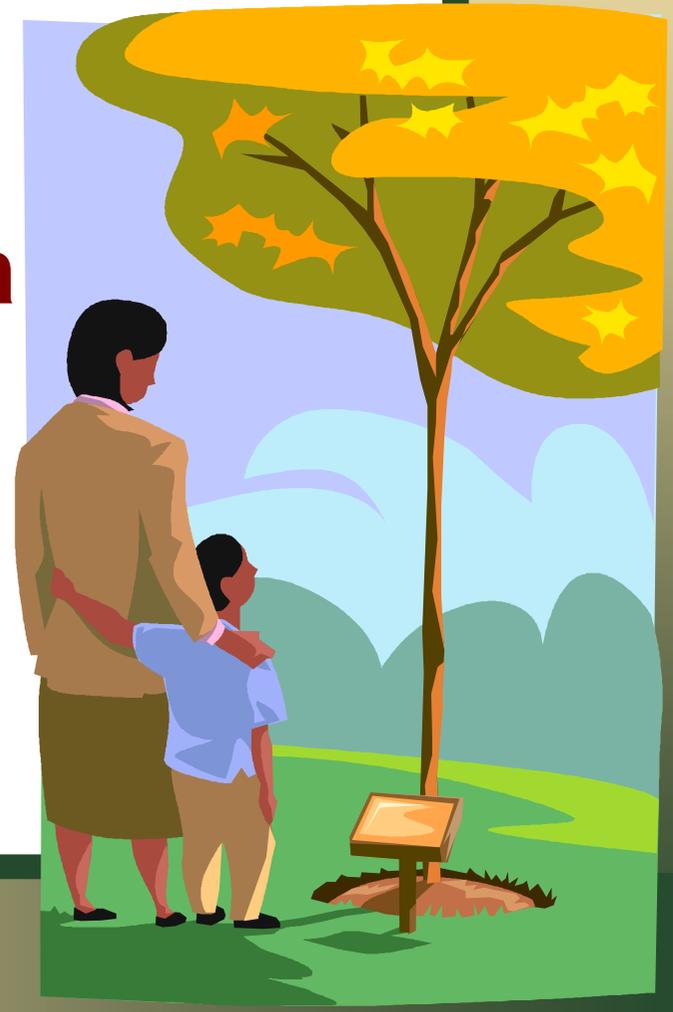
- being missed when away
- being loved and having others to love
- believing that you are making a difference
- being respected
- having a passion
- being excited that this is a new day



Universal Enhancement

An Envable Life (cont'd)

- making a last will and testament
- having your family and friends around you when you pass away
- being remembered for your contributions
- having people donate to a charity in your memory
- living to an old age and not looking back with regret



Universal Enhancement

More Life

**It is equally
important that
we fill years
with more life
as it is to fill
life with more
years!**



Universal Enhancement

**Getting a life for
people and
coaching them
into it –
is the
intervention.**

-- Todd Riskey, Ph.D.

Universal Enhancement



*Altering
behavior is never
a
prerequisite to
getting
promoted
into a
reasonable
life.*

-Rob Horner, Ph.D.

Universal Enhancement



Diagnostic Living

How people
live should be
determined
by how they
wish to live;
not by their
diagnosis.

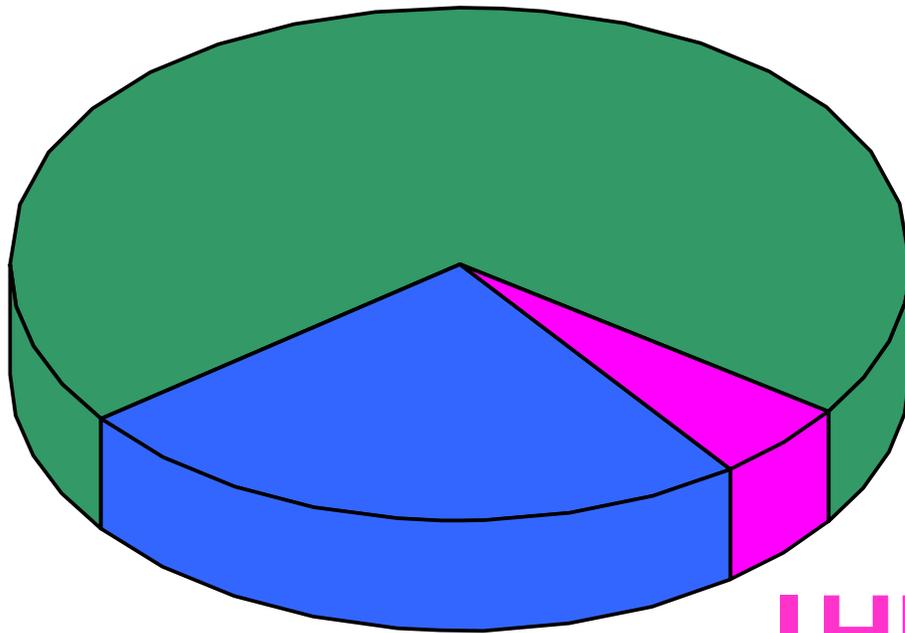
Thomas E. Pomeranz Ed.D.



Universal Enhancement

Influences on QOL

Participation
70.0%



Integration
25.0%

IHP, IPP.....
5.0%

Universal Enhancement

Three Phases in the Development of Services for People With Disabilities

Focal Question	Institutional Reform Period	Deinstitutionalization Period	Community Membership Period
Who is the person of concern?	The Patient	The Client	The Citizen
What are the “typical” service settings?	An institution	A group home, sheltered workshop, special school	The persons’ home, local business, neighborhood
How are services organized?	A facility	A continuum of options	The unique array needed by each
What is the “model” of service delivery?	Custodial/ Medical	Developmental/ Behavioral	Individual Support

Universal Enhancement

Three Phases (cont'd)

Focal Question	Institutional Reform Period	Deinstitutionalization Period	Community Membership Period
What receives the highest priority?	Cleanliness, health & safety	Skill development/behavior management	Self-determination relationships
What are the major focuses of intervention?	Control or cure of the condition	Change behavior	Change the environment and attitudes
What is the focus of quality assurance?	Professional practice & standards of care	Documented programming/goal attainment	Quality of life as experienced by the person
How do providers talk about their services?	Community outreach	Community-based	The Community

Universal Enhancement

Three Phases (cont'd)

Focal Question	Institutional Reform Period	Deinstitutionalization Period	Community Membership Period
What are services called?	Care	Programs	Supports
What is the planning model used?	Individual Plan of Care	Individual Habilitation Plan	Personal Futures Plan
Who controls the planning process?	A professional (often an MD)	The interdisciplinary team	The individual
What is the context of decision-making?	Standards of professional practice	Team consensus	Personal circles of support

Universal Enhancement

Where's Your Focus...

...in supporting people?

Process

People

Protocols	Surveys	Relationships	Religion
Signatures	Objectives	Hobbies	Sexuality
Programs	Timelines	Happiness	Friends
Instructions	Schedules	Family	Retirement



Universal Enhancement

Intervention Strategies...

...for people with disabilities-

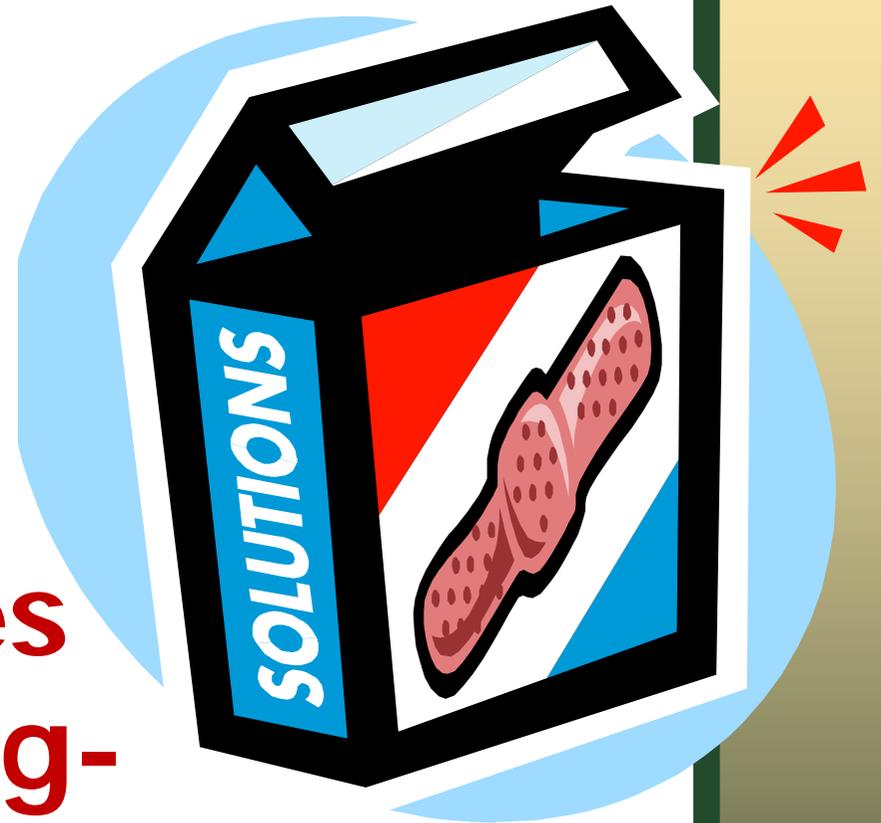
Prevent

Cure

Place

The hierarchy of intervention takes on a new meaning-

If you can't eliminate 'em, fix 'em, or remove 'em.



Universal Enhancement

Responses to Diversity

Marginalization

(out of site,
out of mind)

Extermination

Aggression

Segregation

Avoidance

Reform

(you can be with
us, only if you are
like us)

Rehabilitation

Assimilation



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Universal Enhancement

Responses to Diversity (cont'd)

Tolerance
(if we must...)

Burden
Resignation
Patronization
Benevolence

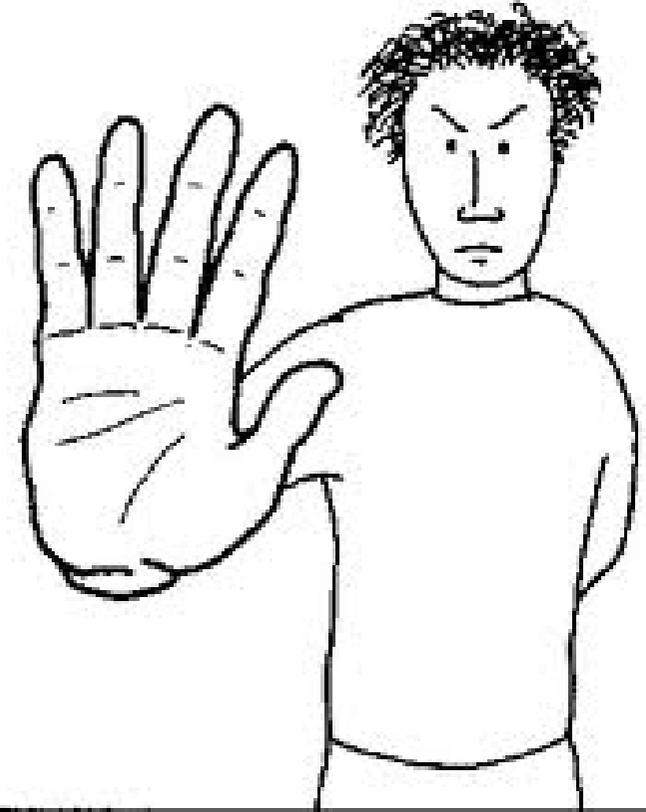
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Universal Enhancement

Dissident

It is evident that individuals with intellectual and other developmental disabilities who are “placed” in segregated settings (e.g. Day Wasting Programs, congregate residences) are part of a growing dissenting movement.

Beware! Aggression toward others, pervasive property destruction, self injurious behaviors and other “refusnick” behavior may just be evidence of this mounting revolution.



Responses to Diversity (cont'd)

Tolerance
(if we must...)

Burden
Resignation
Patronization
Benevolence

Valuing
(diversity as
normal)

Respect
Understanding
Acceptance
Equal worth
Mutual benefit
Belonging



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Universal Enhancement

COMPANIONSHIP

A GUIDE BY HIS SIDE



Star Staff Photos / Kelly Wilkinson

SHOPPING TRIP: Kroger clerk Robin Turner helps Bill McCleary and Sparky with grocery shopping at Speedway Supercenter.

Generic Supports

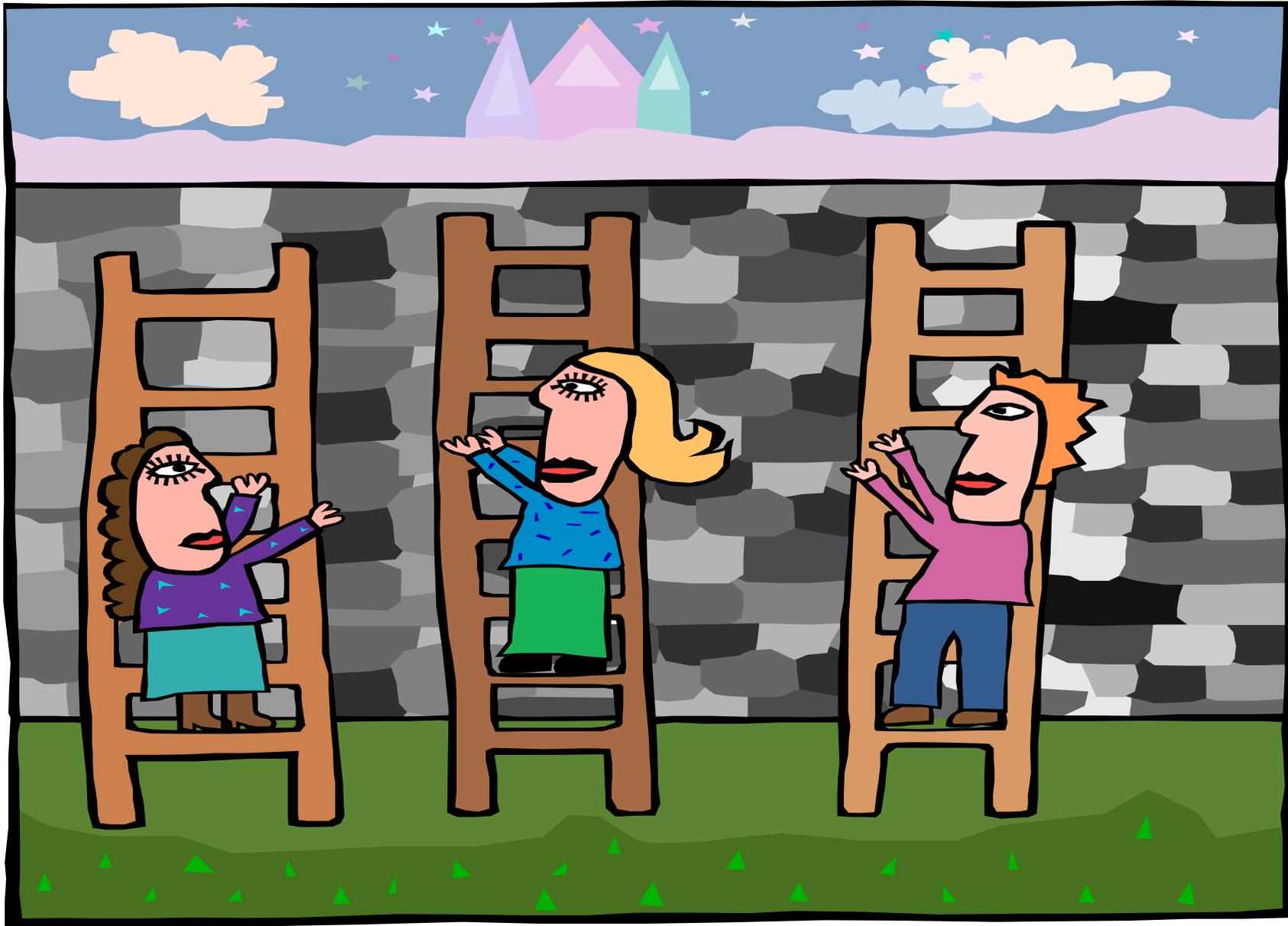
Generic: Relating to or descriptive of an entire group or class; general.

The role of support staff is not to provide support, but to help people obtain it.



Universal Enhancement

Life Styles



Universal Enhancement

QOL Indicators

Valued Relationships that go beyond:

Family

Other Support recipients

Paid Support staff

Things of Value:

Job

Volunteering

Religion/Faith

Computer games

Cooking

Music

Reading

Exercise

Gardening

Decorating

Fishing

Sports

Dating

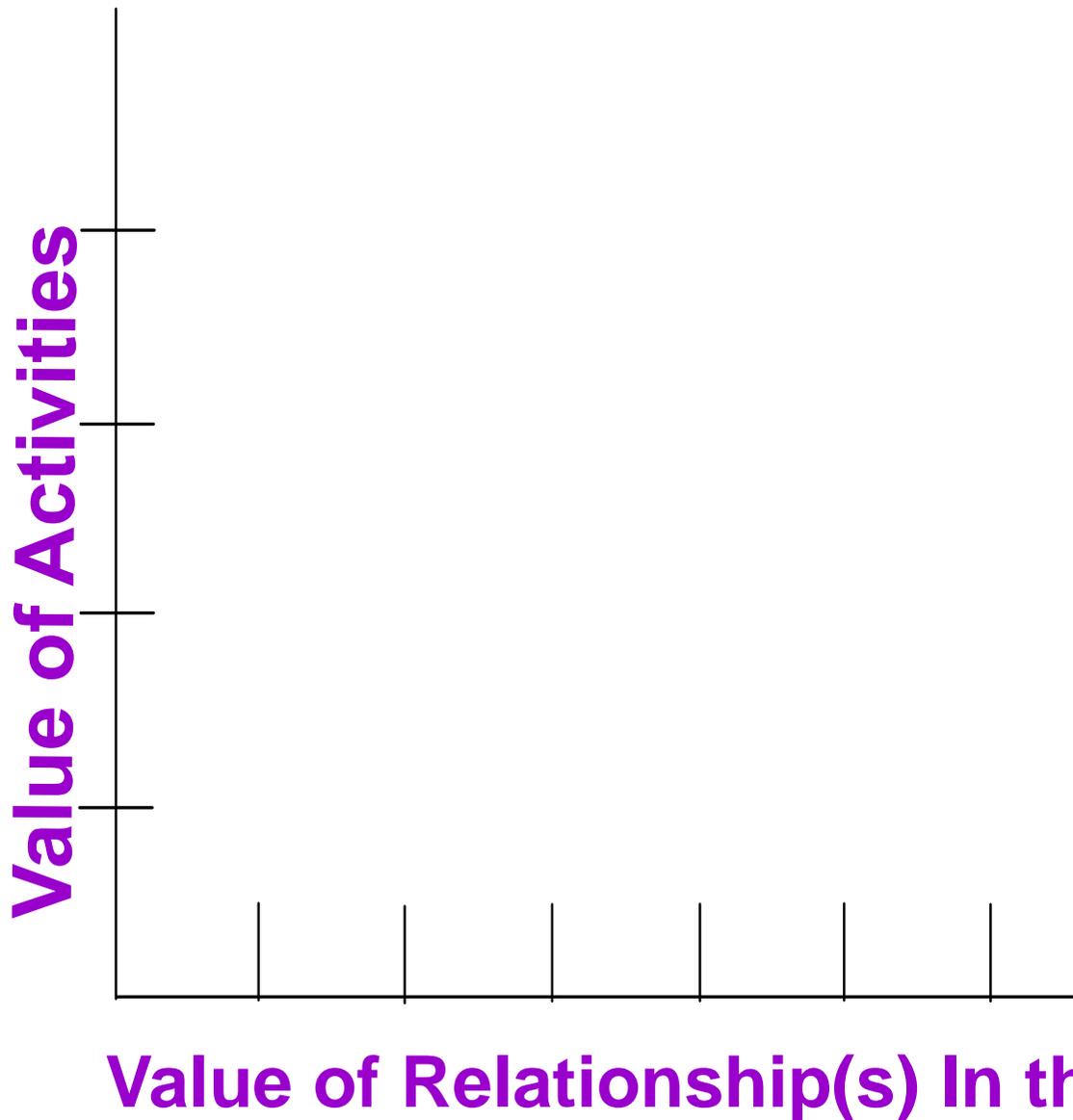
Pets

**What relationships and things of value do those
you support have?**



Universal Enhancement

Quality of Life Profile

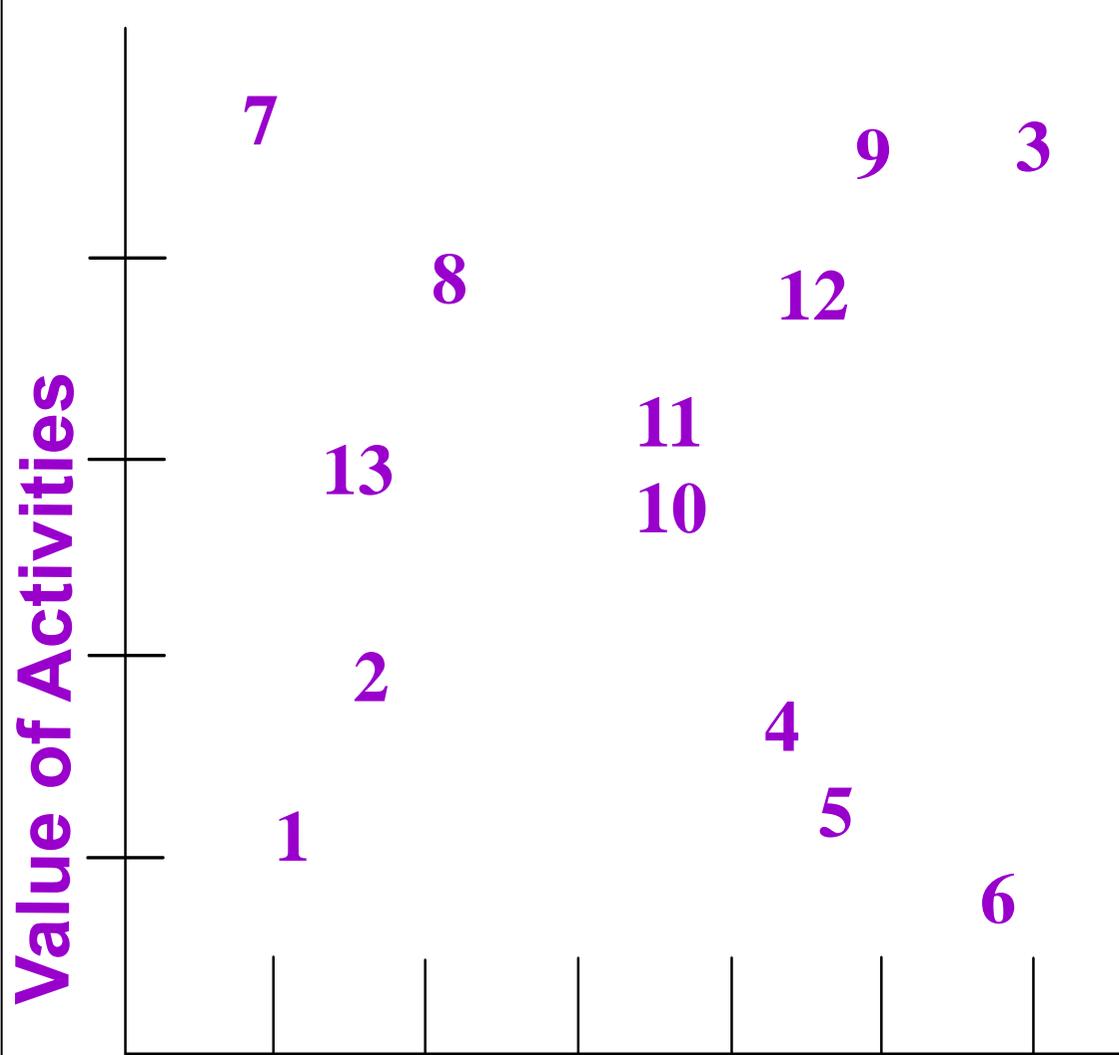


Activities of Value:

1. Classical Music
2. Gardening
3. Dining Out
4. Fishing
5. Camping
6. Baseball
7. Antiqueing
8. Action/Mystery Videos
9. Public Speaking
10. Shopping
11. Writing
12. Travel
13. Walking

Universal Enhancement

Quality of Life Profile (Now)



Activities of Value:

1. Classical Music
2. Gardening
3. Dining Out
4. Fishing
5. Camping
6. Baseball
7. Antiqueing
8. Action/Mystery Videos
9. Public Speaking
10. Shopping
11. Writing
12. Travel
13. Walking

Value of Relationship(s) In the Activity

Universal Enhancement

A

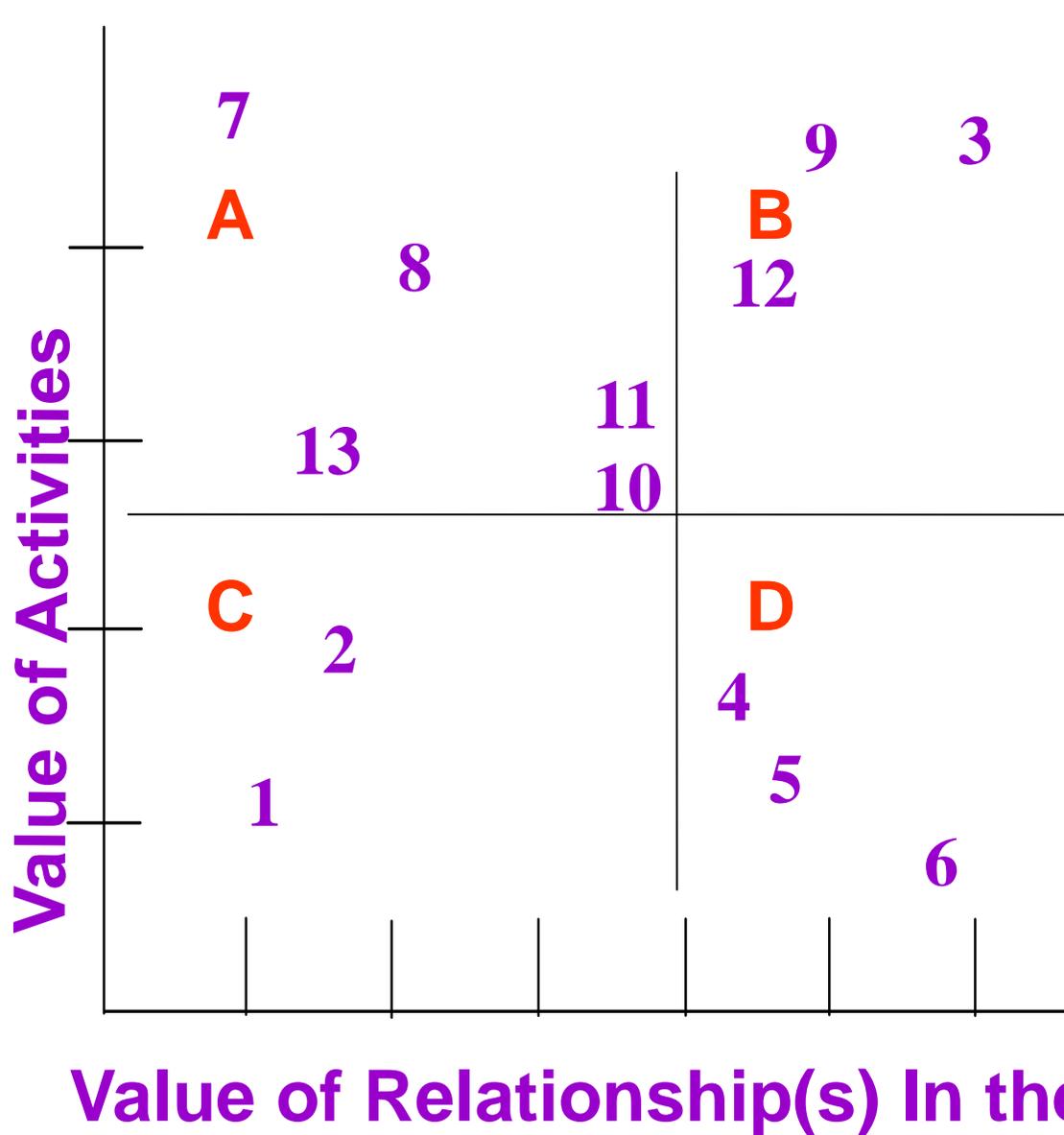
B

C

D

Universal Enhancement

Quality of Life Profile (Now)

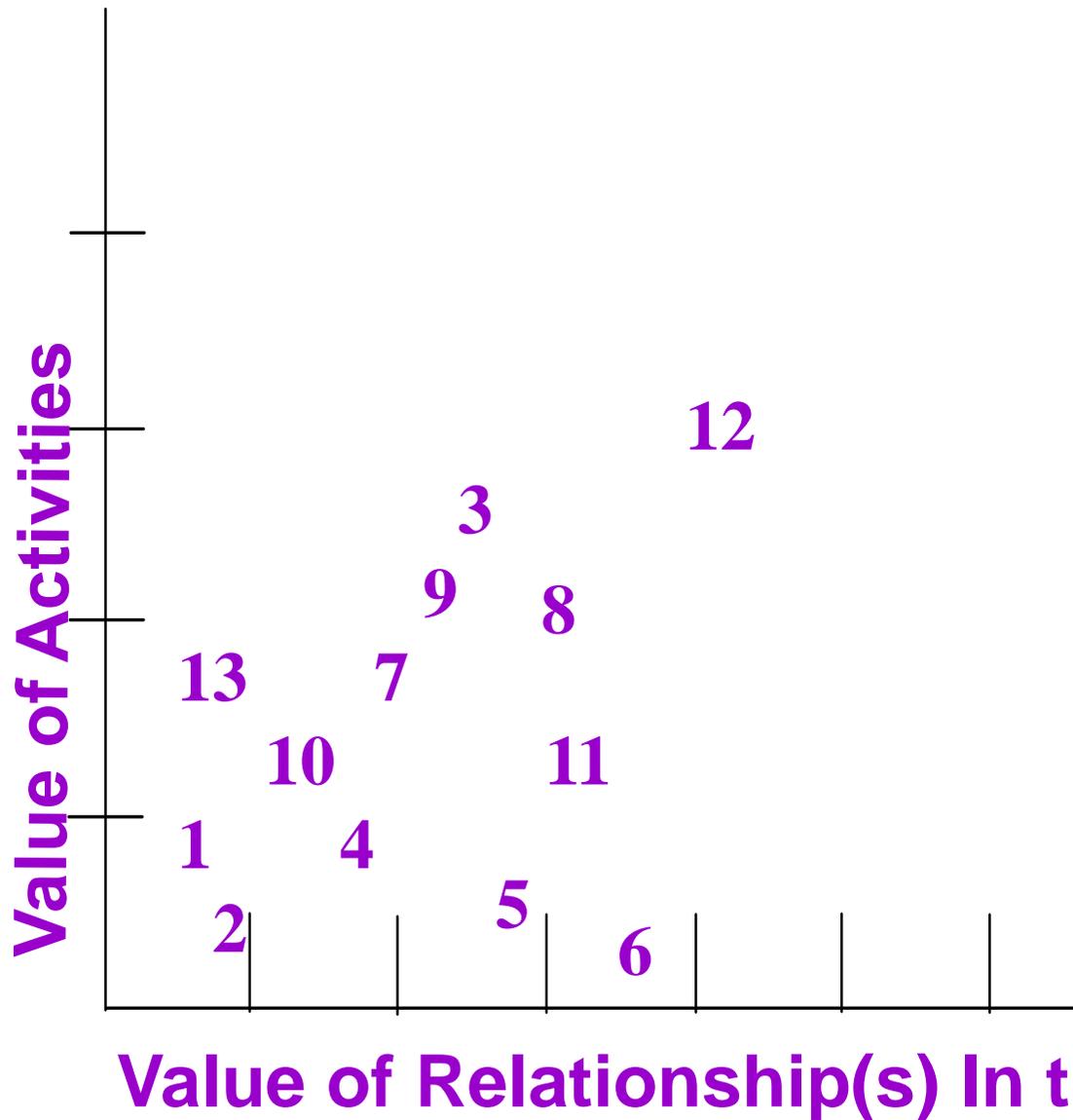


Activities of Value:

1. Classical Music
2. Gardening
3. Dining Out
4. Fishing
5. Camping
6. Baseball
7. Antiqueing
8. Action/Mystery Videos
9. Public Speaking
10. Shopping
11. Writing
12. Travel
13. Walking

Universal Enhancement

Quality of Life Profile (Before)



Activities of Value:

1. Classical Music
2. Gardening
3. Dining Out
4. Fishing
5. Camping
6. Baseball
7. Antiqueing
8. Action/Mystery Videos
9. Public Speaking
10. Shopping
11. Writing
12. Travel
13. Walking

Universal Enhancement

A

VALUE SELF

B

**ENRICHED
(VALUE OTHERS
AND ACTIVITIES)**

C

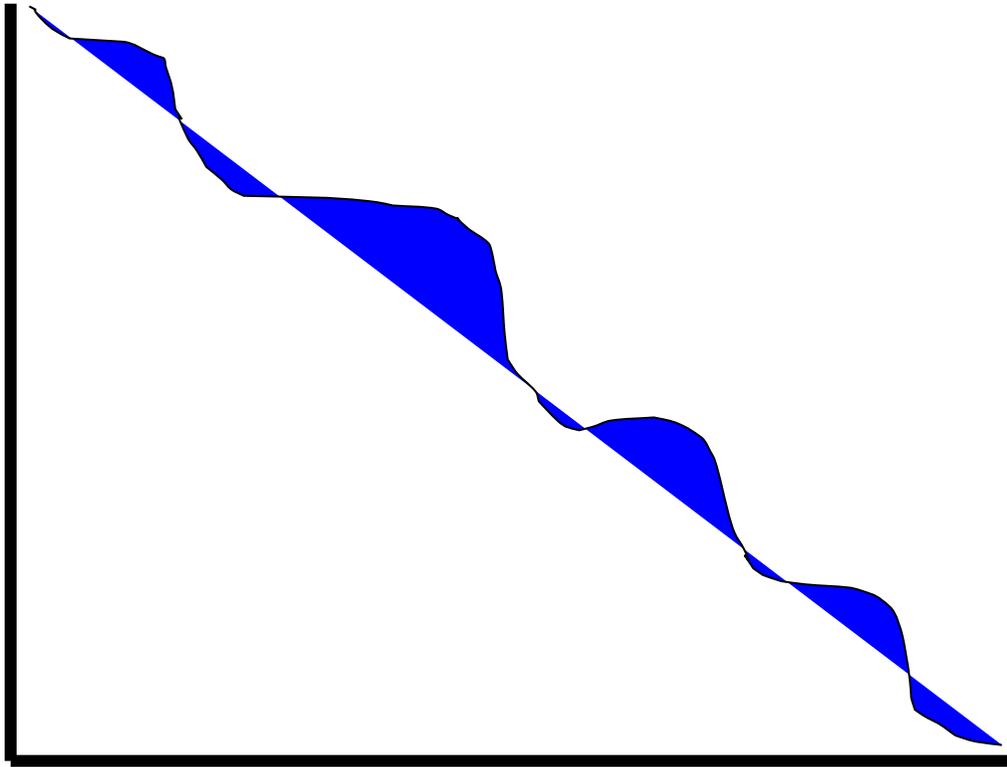
IMPOVERISHED

D

VALUE OTHERS

Going Downhill

Quality of Life



Limited Intermittent Pervasive

Level of Support

**Quality of life should not be diminished
as a result of required support.**

Universal Enhancement

Going Downhill (cont'd)

Quality of life is diminished, **NOT** because of the level of support required by the individual, but because **Best Practice** support is frequently **NOT** provided for these individuals.

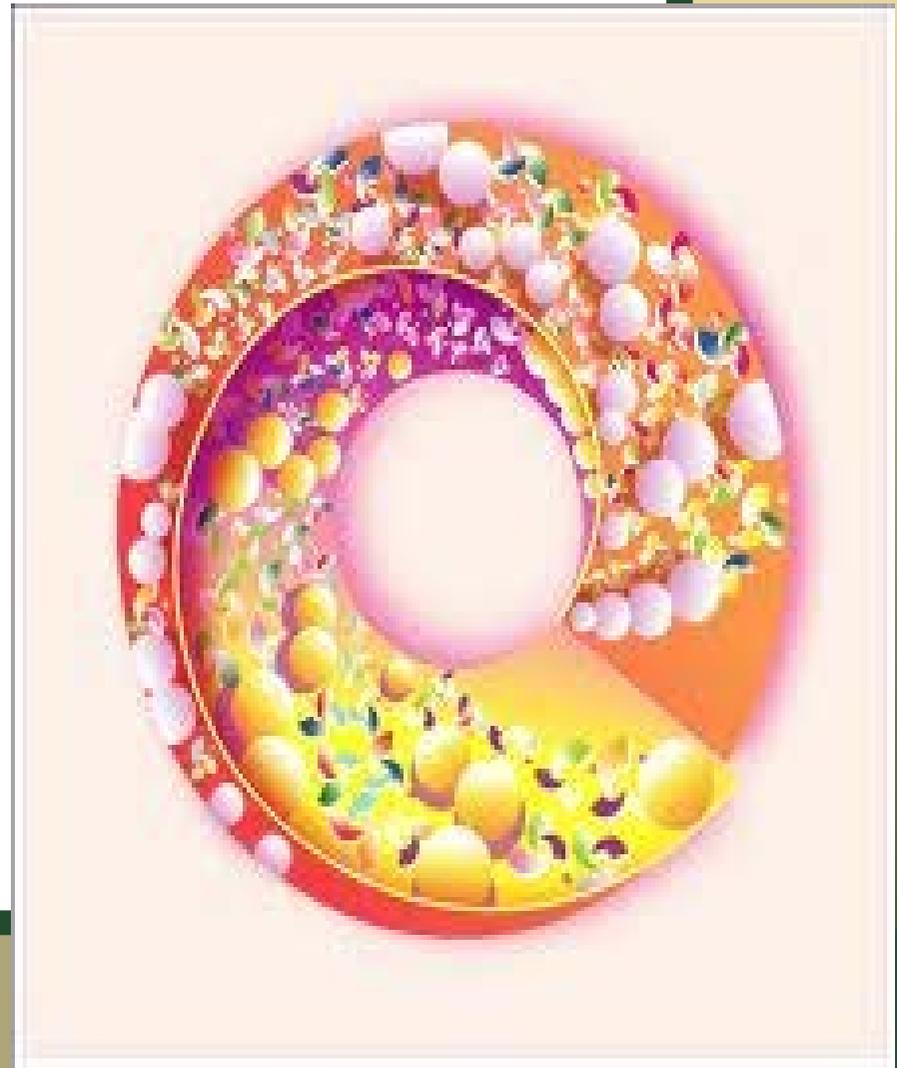
A Do For vs. a Do With approach



Universal Strategies

There are no “special” techniques or strategies to enhance the quality of life of people with disabilities.

The strategies to enhance quality of life transcend gender, age, religion, race, ethnicity, sect, sexual orientation, nationality or disability. They are Universal to all!



Universal Enhancement

Community Integration

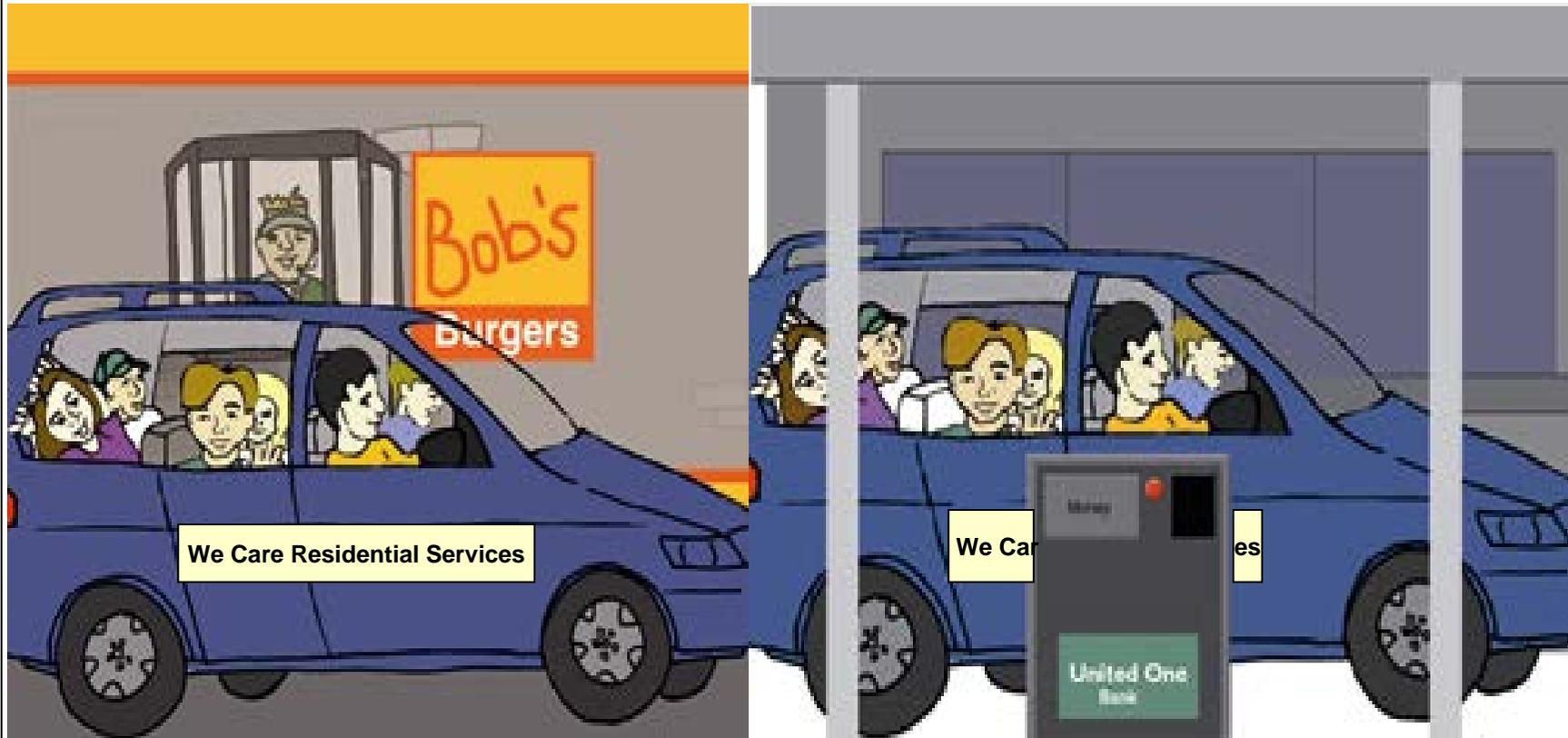
Integration (noun) 1: The act or process or an instance of integrating: As an incorporation as equals into society or an organization of individuals or different groups (as races)

Webster's Ninth New Collegiate Dictionary, Merriam-Webster, Inc., Publishers



Universal Enhanceme

Drive Through Integration



Does drive through integration promote valued experiences and facilitate relationships?

Universal Enhancement

Integration: (noun) 1. The act of process or an instance of integrating; as incorporation as equals into society or an organization of individuals of different groups (as races)



Integration

Community Participation

Participation (noun) 1: The act of participating 2: The state of being related to a larger whole

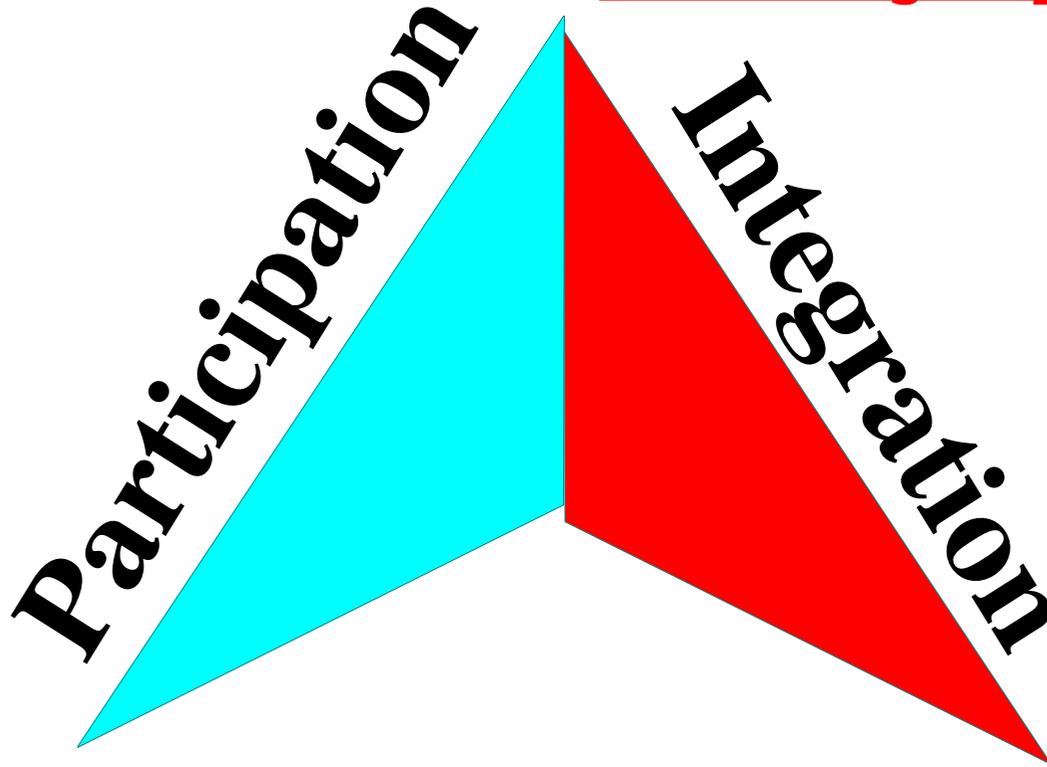


Webster's Ninth New Collegiate Dictionary, Merriam-Webster, Inc., Publishers

Universal Enhancement

Participation: (noun) 1: the act of participating 2: the state of being related to a larger whole

Integration: (noun) 1. The act of process or an instance of integrating; as incorporation as equals into society or an organization of individuals of different groups (as races)



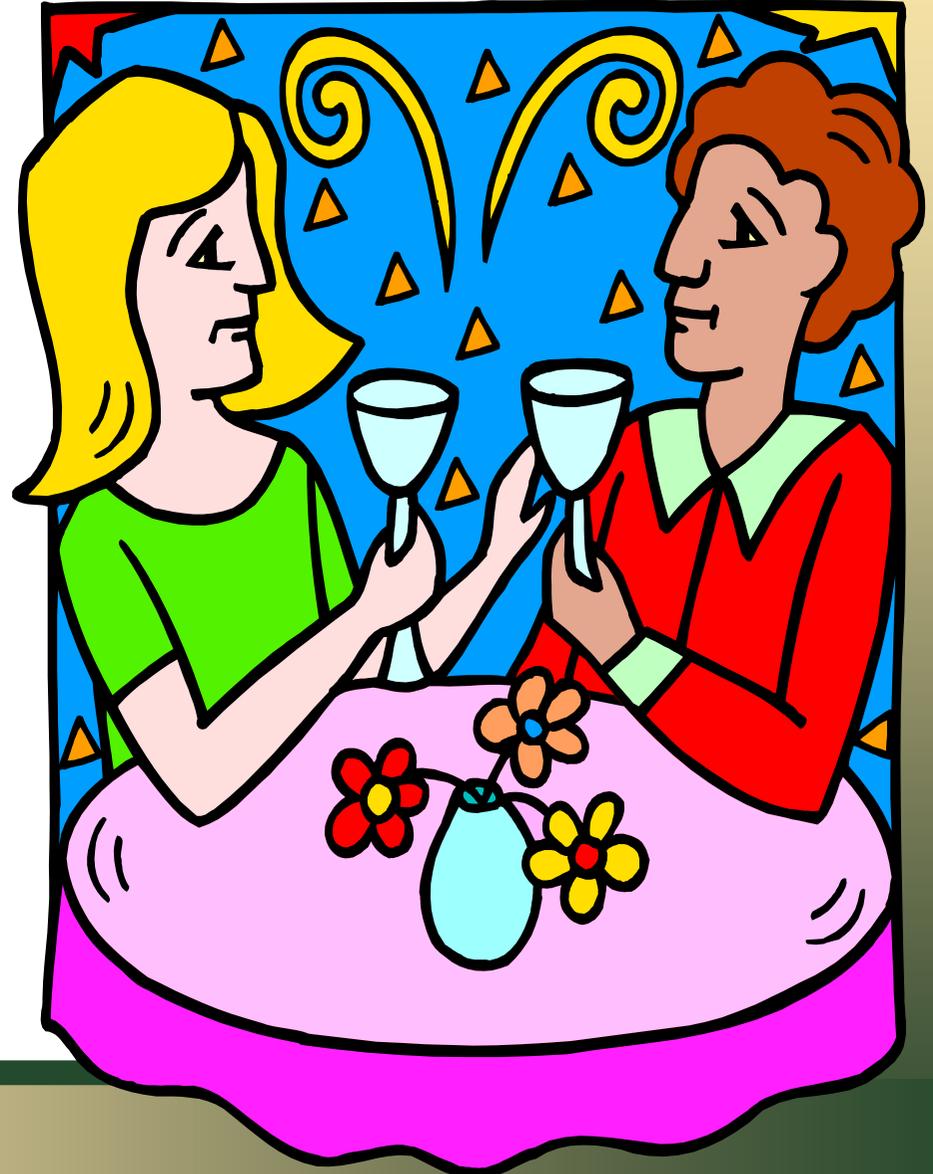
Community Relationship

Relationship (noun)

1: a connection, association or involvement

2: an emotional or other connection between people

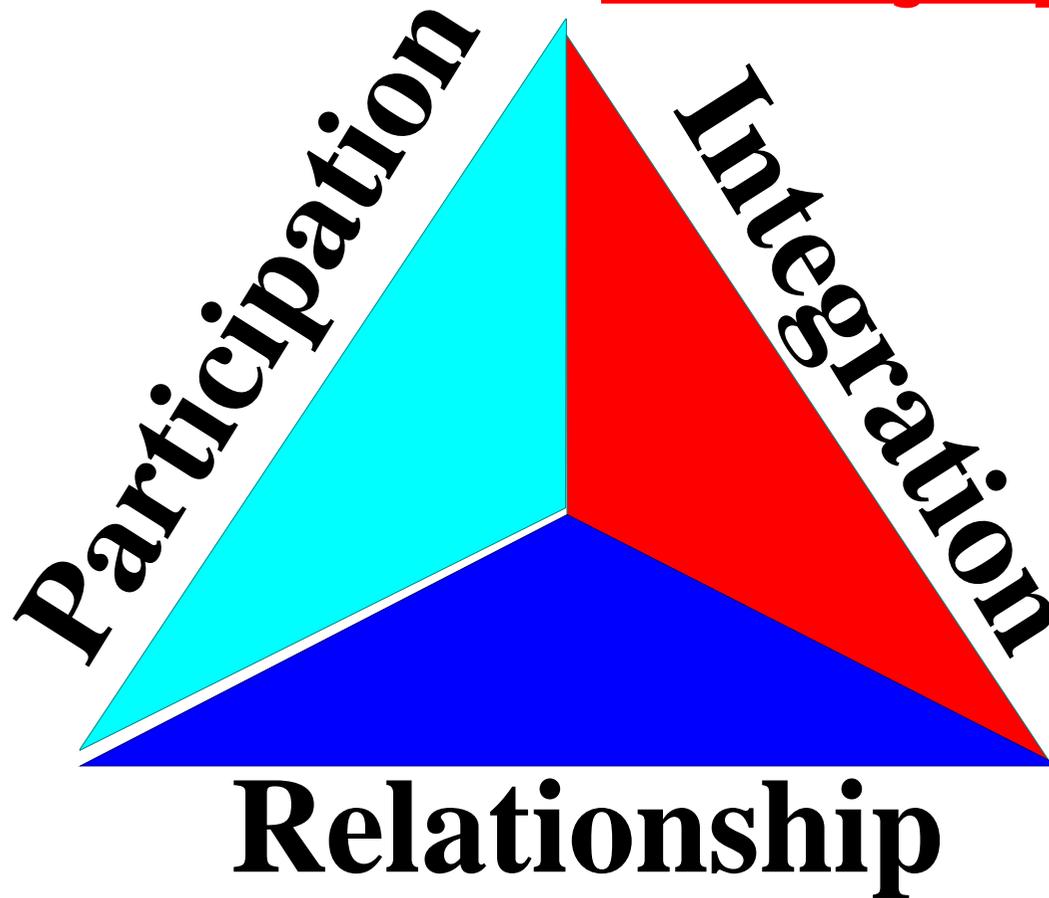
Webster's Ninth New Collegiate
Dictionary, Merriam-Webster, Inc.,
Publishers



Universal Enhancement

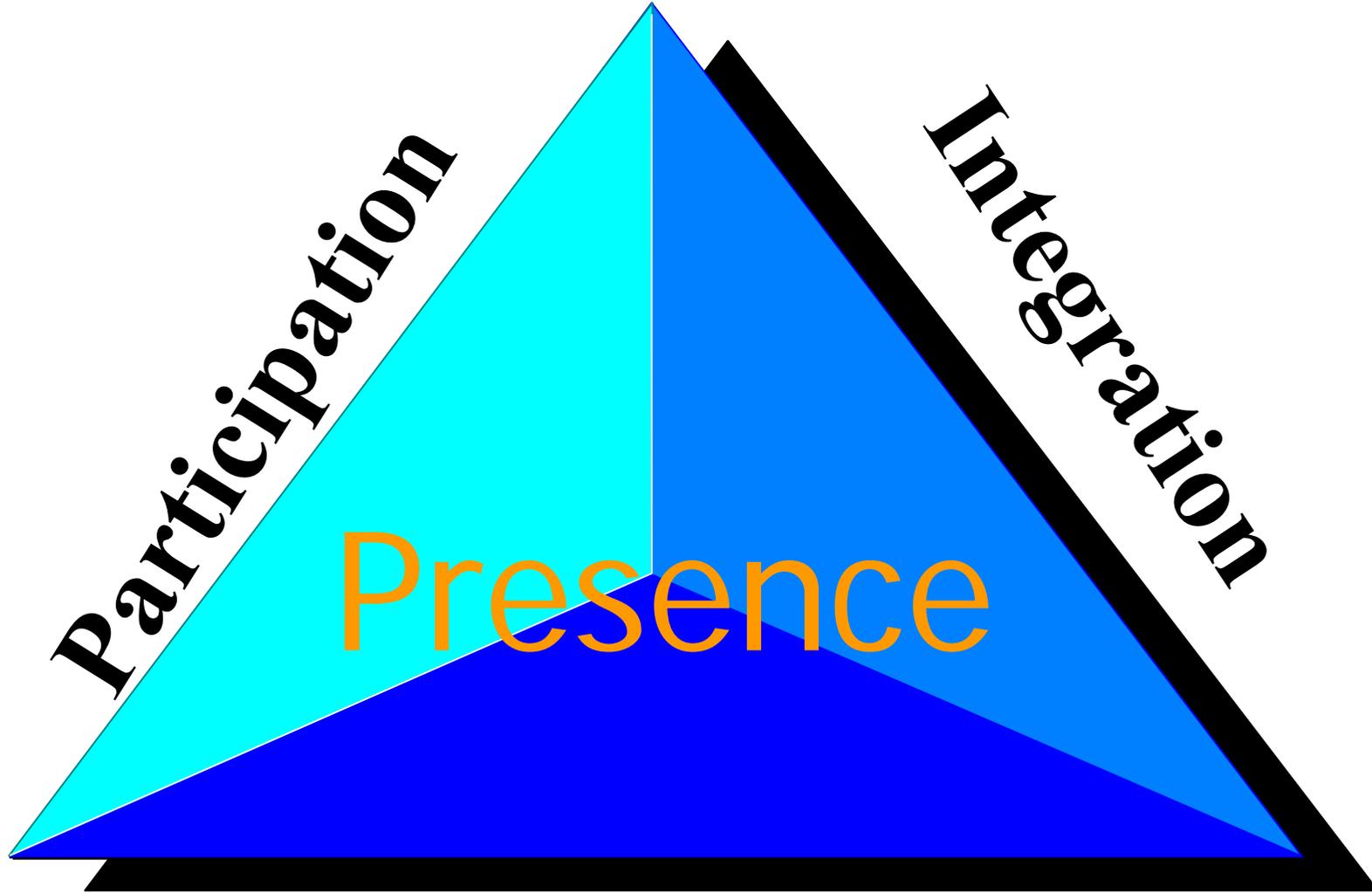
Participation: (noun) 1: the act of participating 2: the state of being related to a larger whole

Integration: (noun) 1. The act of process or an instance of integrating; as incorporation as equals into society or an organization of individuals of different groups (as races)



Relationship: (noun) 1: a connection, association, or involvement 2: an emotional or other connection between people

Presence



Relationship

Universal Enhancement

Being Missed

Didn't Max
say he was
going to join
us ?



**Having relationships - and being part
of your community means being
missed by others when absent.**

Universal Enhancement

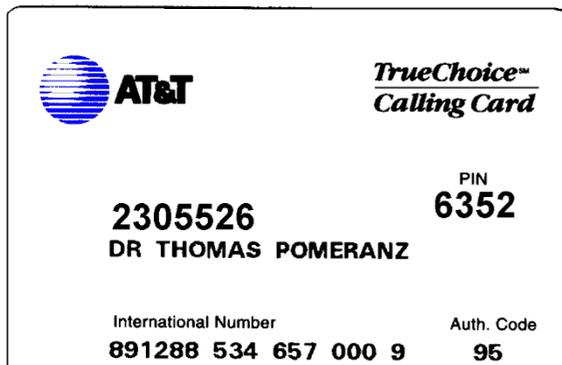
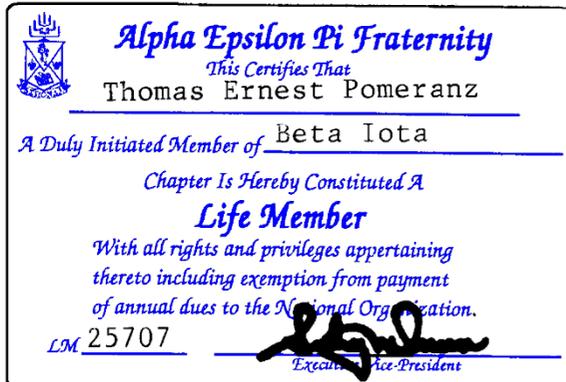
Community Presence



Sometimes my activities are spontaneous. I am never sure when I will need the extra cash for an unexpected night out with friends.

Some of my friendships have endured from college. I am a life member of my college fraternity. It's great to get news on how my "brothers" are doing.

Given how much I travel, this card gets a workout. Since I am often away from home, I like to stay in touch with my friends.



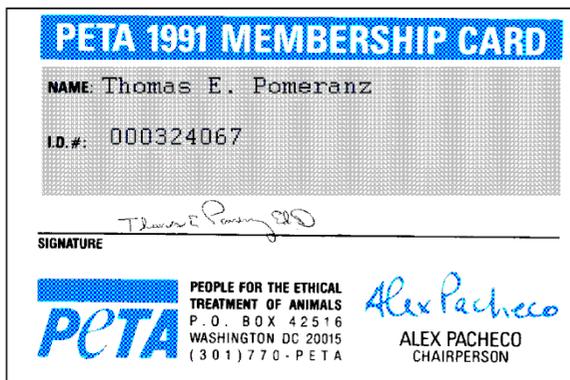
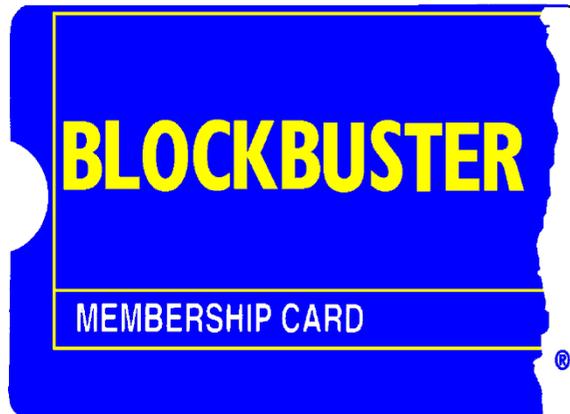
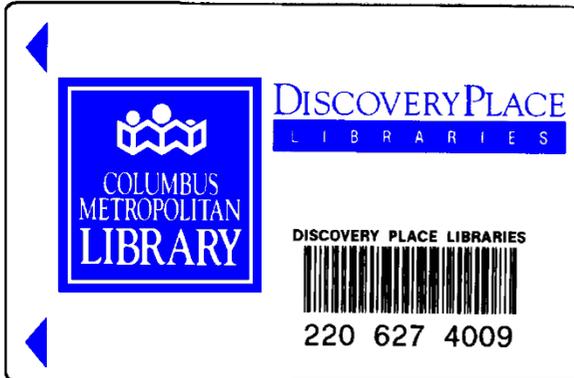
Universal Enhancement

Community Presence (cont'd)

Reading is important to me. I can hardly wait for the next Stephen King thriller. My colleagues at work are big Stephen King fans too.

I like movies - especially "blow 'em up, blood and guts flicks." On weekends I usually watch Steven Segall and Arnold Swartzenager action movies with a couple of my buddies.

Though I don't volunteer as much as I would like, I do enjoy working with animals at the humane society.



Universal Enhancement

Community Presence (cont'd)

I make myself heard -- I try to vote in every election. Influencing who is elected to govern my country and community is an important responsibility I have as a citizen.

Now that I have hit the big "60+," my focus in life has shifted. AARP offers me the opportunity to receive literature containing information helpful in assessing my options for retirement.

My membership in AAA really comes in handy. I can't tell you how many times they have routed my vacations or gotten me going in an emergency.

CERTIFICATE OF REGISTRATION BDE-12A
April 4, 19 96

THIS CERTIFIES THAT Thomas E. Pomeranz
WHOSE ADDRESS IS 5555 Parkcenter Circle
43017 Columbus Ohio IS A
VILLAGE, or POST OFF. CITY STATE
QUALIFIED ELECTOR OF F PRECINCT OF 74
Columbus WARD
TOWNSHIP OR WARD AND CITY OR VILLAGE
IN THE COUNTY OF FRANKLIN STATE OF OHIO
Thomas E. Pomeranz DATE OF REGISTRATION 1992
ASSISTANT CLERK
 SIGNATURE OF REGISTRANT ISSUED BY: FRANKLIN COUNTY BOARD OF ELECTIONS
410 SOUTH HIGH STREET
COLUMBUS, OHIO 43215
BARBARA CASH, DIRECTOR

NOTICE: PLEASE READ
This certificate does not entitle you to vote. It is to be used as a travel aid or for identification purposes only.

AARP Office of the Executive Director
601 E Street, NW, Washington, DC 20049

MEMBERSHIP IDENTIFICATION CODE RTM928

Thomas E. Pomeranz
4484 Laclede Ave.
Saint Louis, MO 63108-2204
|||

Thomas E. Pomeranz
Executive Director

AAA Ohio Auto Club
Club Code 130

Member Since: Dues Paid To: APR 30
THOMAS E POMERANZ **1996**

Member Number: 120 39781209 0

For Emergency Service:
Columbus Area: 431-3388 Canton Area: 456-8131
Elsewhere: 1-800-AAA-HELP (1-800-222-4357)

Universal Enhancement

Three “I’s” And a “P”

Interdependence – Mutually reliant on each other

Individuality – The aggregate of qualities and characteristics that distinguish one person from others

Inclusion – Being a member of a group

Productivity – Yielding favorable or useful results



Universal Enhancement

Natural Consequation

Alcoholic A

Enjoys his employment

Positive relationship with spouse

Hobbies like fishing and golf

Involved, caring parent

Frequent interaction with friends



Alcoholic B

Dislikes job/unemployed

Divorced

No interests

Estranged from kids

No friends

Universal Enhancement

Natural Consequation (cont'd)

Which individual has the greatest probability of achieving sobriety?

Which individual has the most to lose if he fails to achieve sobriety?



A Good Community

A good community insures itself by trust, by good faith and good will, by mutual help. It depends on itself for many of its essential needs and is shaped from the inside. When a community loses its memory, its members no longer know one another. How can people know each other if they never know one another's stories? If people don't know the story, how do they know whether to trust?

People who **don't trust** one another **do not help** one another.

Jack Pealer, Jr., "The
Community Living Paper"

Universal Enhancement

Images of Life In The Community

Being 3-1/2 years old and having your pre-school teacher think you're absolutely irreplaceable; and being the one child in the class who has a severe disability.

Getting to ride the same bus to school with your brother now that there is a lift on the bus.



Listening to a friend tell her favorite story over and over again, and hearing something each time; knowing that for her to risk asking you to listen again is a sign of her capacity to trust in you.

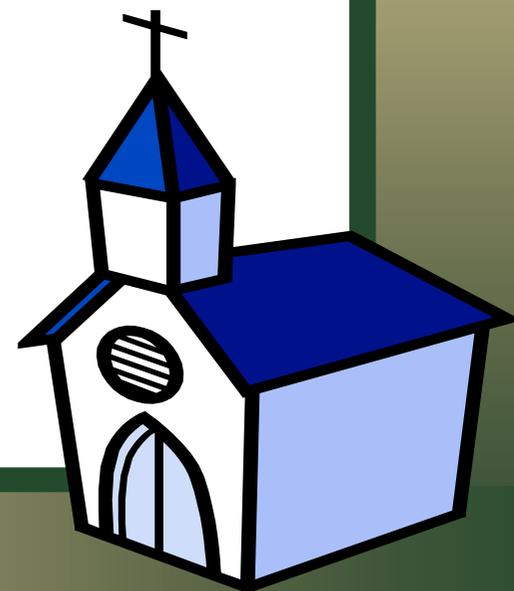
Universal Enhancement

Images Of Life In The Community (cont'd.)

Watching your son walk across the high school stage on graduation night, just as all the other graduates have done, knowing that his "autism" hasn't gone away, but celebrating the fine young man he is becoming.

Getting your first apartment at 21 with a kid you went to high school with - you were the kid in the "multiply handicapped" class; he was the volunteer from the honors program.

Using your electric wheelchair to be an usher at church on Sundays.



Universal Enhancement

Images Of Life In The Community (cont'd.)

Being forgiven for failing a friend because you forgot a promise you had made and intended to keep.

Having a laugh with friends in an up-scale restaurant when you're served red skin potatoes that have been sculpted to look like giant mushrooms.

Taking your turn at the microphone during the annual community concert in the park; having the children gather around you afterwards to show them how you play the spoons.



Universal Enhancement

Images Of Life In The Community (cont'd.)

Treating a friend to lunch because you want to share some of your winnings from the raffle you won at the local high school football game last week.

Helping put a roof on your neighbor's house even though you've never done anything like that before.

Keeping in touch with a friend who is away.

Knowing your newspaper carrier by name, and having him know yours.



Universal Enhancement

Images Of Life In The Community (cont'd.)

Having your friends from the church and your family organize a schedule so you can recover from surgery at home, not in the nursing home.

Sharing your home with a friend for six years now after living in institutional places for more than 20 years.

Sitting around looking at photos with a few friends, and telling, listening to and remembering the stories.

Having a couple of friends volunteer to help take the old wallpaper off and put up new.



Universal Enhancement

Images Of Life In The Community (cont'd.)

Living in your own home even though the seizures haven't stopped; getting the help you want and need from people you select and who come when you decide they should.

Feeling confident enough about yourself and your parents to let them know, at age 22 (and having a developmental disability), that home would be a little better if it were your home; having them take you seriously and begin to plan with you to make that possible.

Having your co-workers throw a surprise birthday party for you after you all "clock out" for the night.



Universal Enhancement

Images Of Life in The Community (cont'd.)

Delivering the eulogy at the funeral of a young man who died before his dreams came true.

Always having the coffee pot on because people stop in often to visit.

Going to the local tavern on St. Patrick's Day to enjoy the music and the celebration.

Sharing dinner together and making a party out of washing the dishes.



Universal Enhancement

Images Of Life in The Community (cont'd.)

Sitting on a front porch on a street full of front porches, chatting softly with your neighbor on a summer night.

Writing letters to the editor and articles for the local newspaper.

Looking up a phone number and calling a friend with the good news that you've moved into your own place, after never "succeeding" in the telephone program you worked on for years in the group; finally having something worth using the phone for.



Universal Enhancement

Images Of Life in The Community (cont'd.)

Being a teenager who has four high school band "letters" and President's physical fitness medal, is elected to the homecoming court, and has Down Syndrome.

Visiting the same campground on the same weekend every summer so that you can visit with the family you befriended on your first trip there five years ago.

Being patiently tutored in gardening by your 76- year-old neighbor, hoping the lessons will continue for years because some things, happily, take a long time to learn.



Universal Enhancement

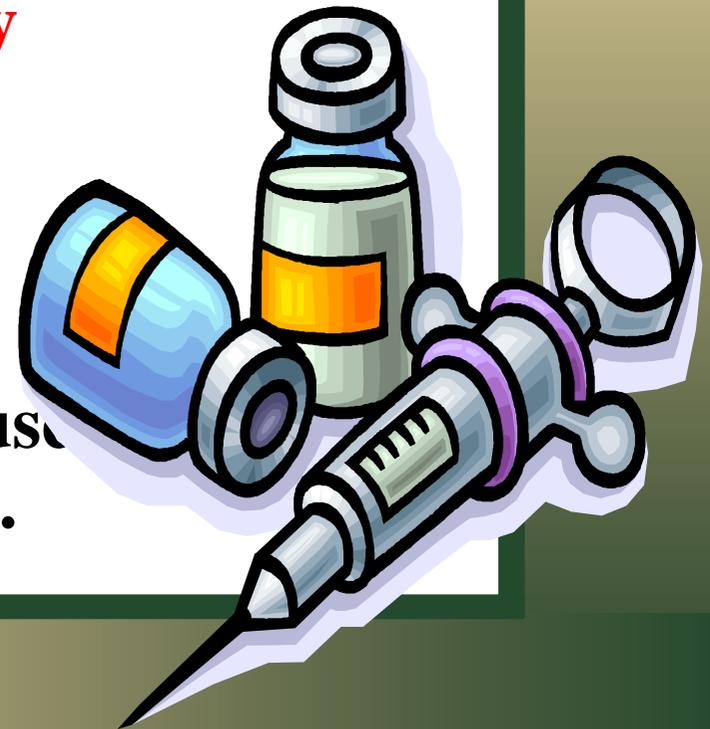
Images Of Life In The Community (cont'd.)

Being invited to share a favorite story with the children in the first grade class and being asked back on a regular basis.

Taking supper to the neighbors who have just lost their grandfather.

Looking for work; managing a challenging insulin injection procedure for yourself pretty much on your own; taking care of the house when your family is away and having an intellectual disability.

Having your neighbor stop over because he missed seeing you out this morning.



Universal Enhancement

Images Of Life In The Community (cont'd.)

Remembering the person you credit with first teaching you to play basketball; being friends with that person long enough that you're taller than him now; knowing that when you first met and he gave you those first lessons he lived in a institution.

Having Sunday brunch at a friend's house nearly every Sunday for a couple of years so you can visit, have someone else do the cooking, play with the kids, and do your laundry without spending any money.



Universal Enhancement

Images of Life In The Community (cont'd.)

Hosting the annual Christmas party for the housing Association you belong to; being a part of creating and keeping traditions.

Getting to hold and rock to sleep your neighbor's grandchildren when they come to visit, even though some people still treat you as a dangerous person.



Jack Pealer, Jr, "The Community Living Paper"

Universal Enhancement

When Life Has Changed

When life has changed in desirable ways for people with disabilities, their allies, and others involved with them, strategies of collaboration and trust most often prevail.

People invest in knowing one another well--in knowing the stories of others and in sharing their own.

Jack Pealer, Jr., "The Community Living Paper"

Universal Enhancement

Valued Relationships

How many relationships do the people you support have other than with:

- family members?
- paid professionals/
staff?
- individuals with
disabilities?

How does an individual's competence influence the nature of their relationships?



Universal Enhancement

Valued Roles

“People in valued social roles are apt to be accorded the good things in life, while people in socially devalued roles are apt to be mistreated.”

Wolf Wolfensberger

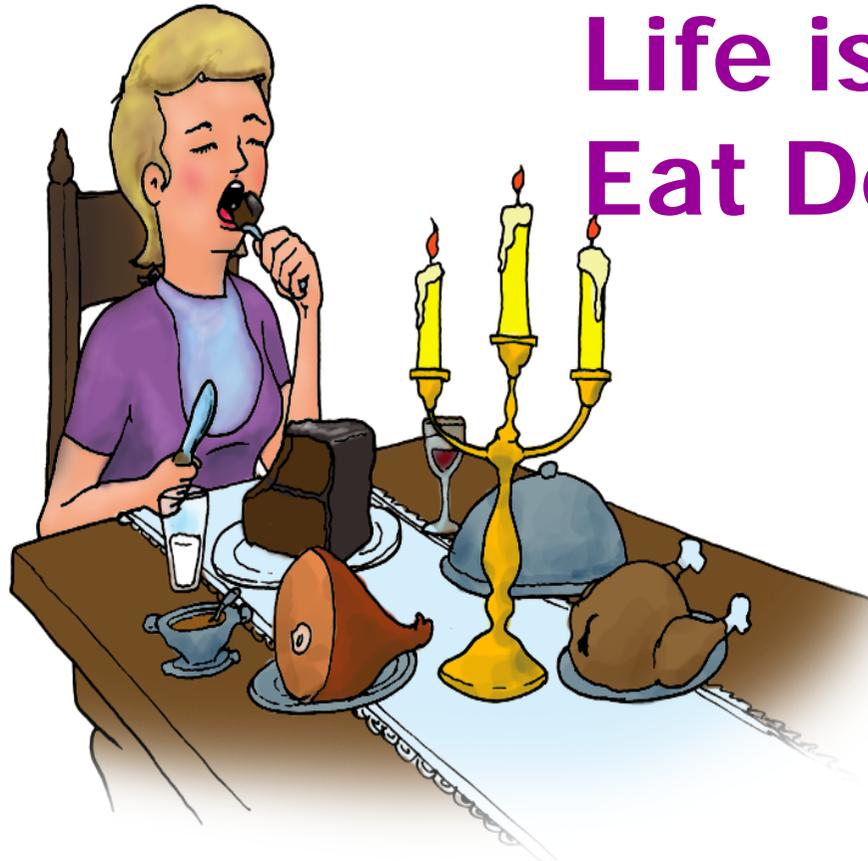


How do we assist people to obtain socially valued roles?

Universal Enhancement

Values of Universal Enhancement

**Life is Uncertain:
Eat Dessert First**



**Sorry to hear
you're sick. I'll
stop by tonight!**



**Best Vitamin for
Having Friends:
B-1**

Universal Enhancement

Being Connected



Rx



Joe's Burgers

Grocery



Universal Enhancement

1st And 2nd Place

1st Place - Home –

The place where one lives, the focus of one's domestic attention; Free Merriam Webster

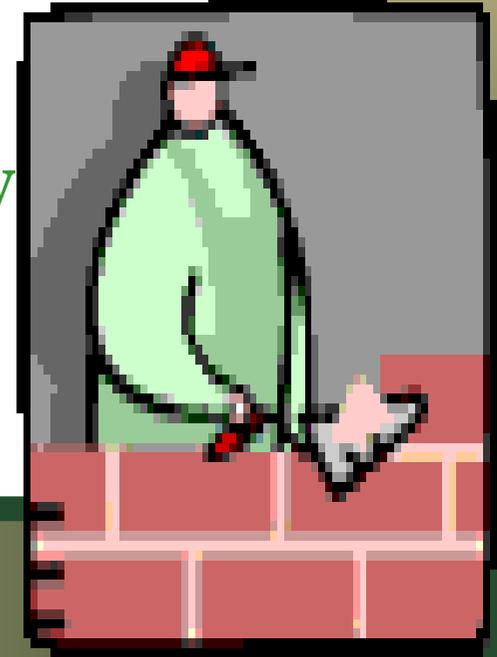
The place where you want to be at the end of a rough day. It's where you feel comfortable and at ease. Yahoo Answer



2nd Place - Work –

The place where one is employed or labor is expended. It's where an activity is conducted to exert strength or faculties to do or perform something.

Merriam Webster



Universal Enhancement

3rd Place

- A place to “go home to”
- Repeated interaction with regulars
- An atmosphere that promotes social contact

Cafe

Barber Shop

Bar

Laundromat

Exercise club

Sidewalk bench

House of worship

Library



Universal Enhancement

Consumer

How can people who are “consumers” have a life free of the system?

Consumer

Chrysler Mini Van

Food Lion

Hair Salon

Housekeepers/cooks

Washer and Dryer

Penny's, Sears

Home Telephone



Limited Means

Public Transportation

Food Pantry

Family/Friends Cut hair

Do It Yourself

Laundromat

Second hand shops

Pay phone at corner

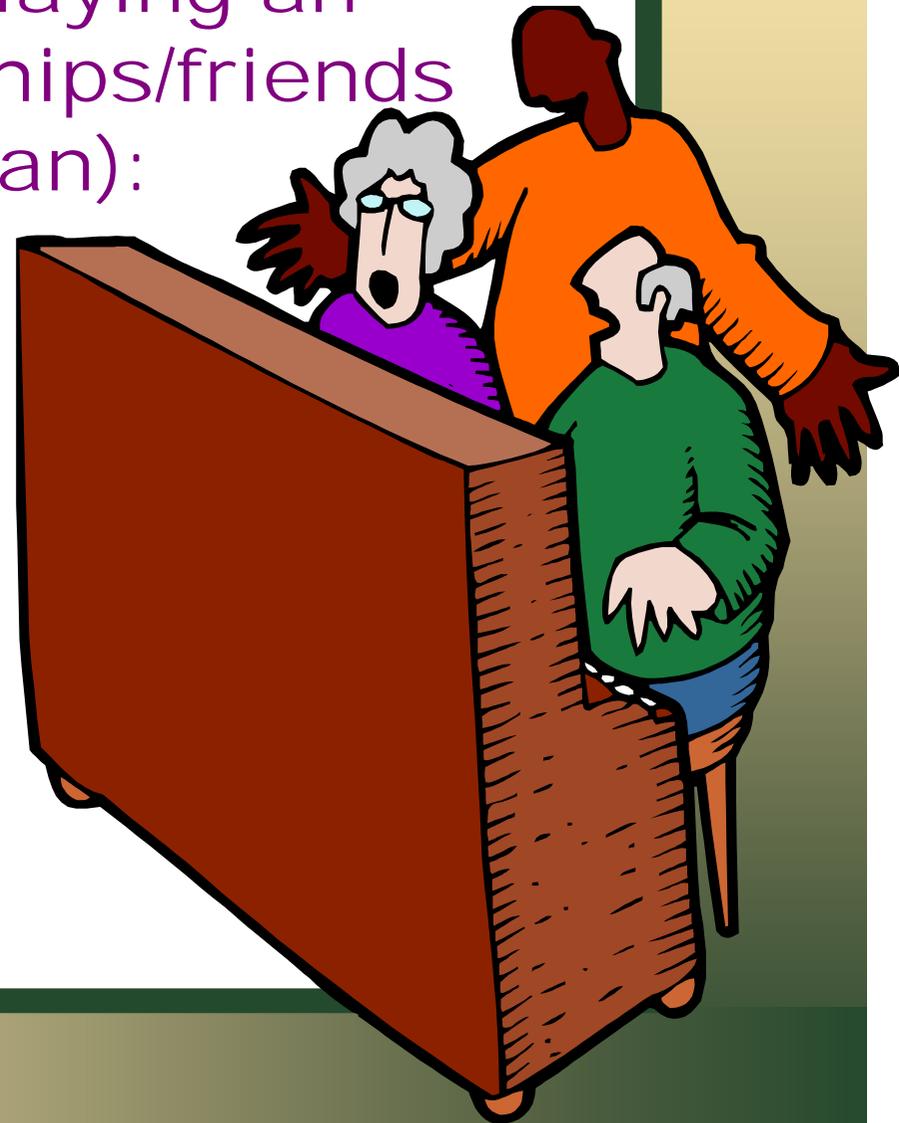


Universal Enhancement

Pathway to Friendship

Every relationship/friendship one forms in their life, other than with family, is developed as a result of playing an active role. The relationships/friends that one has nurtured as (an):

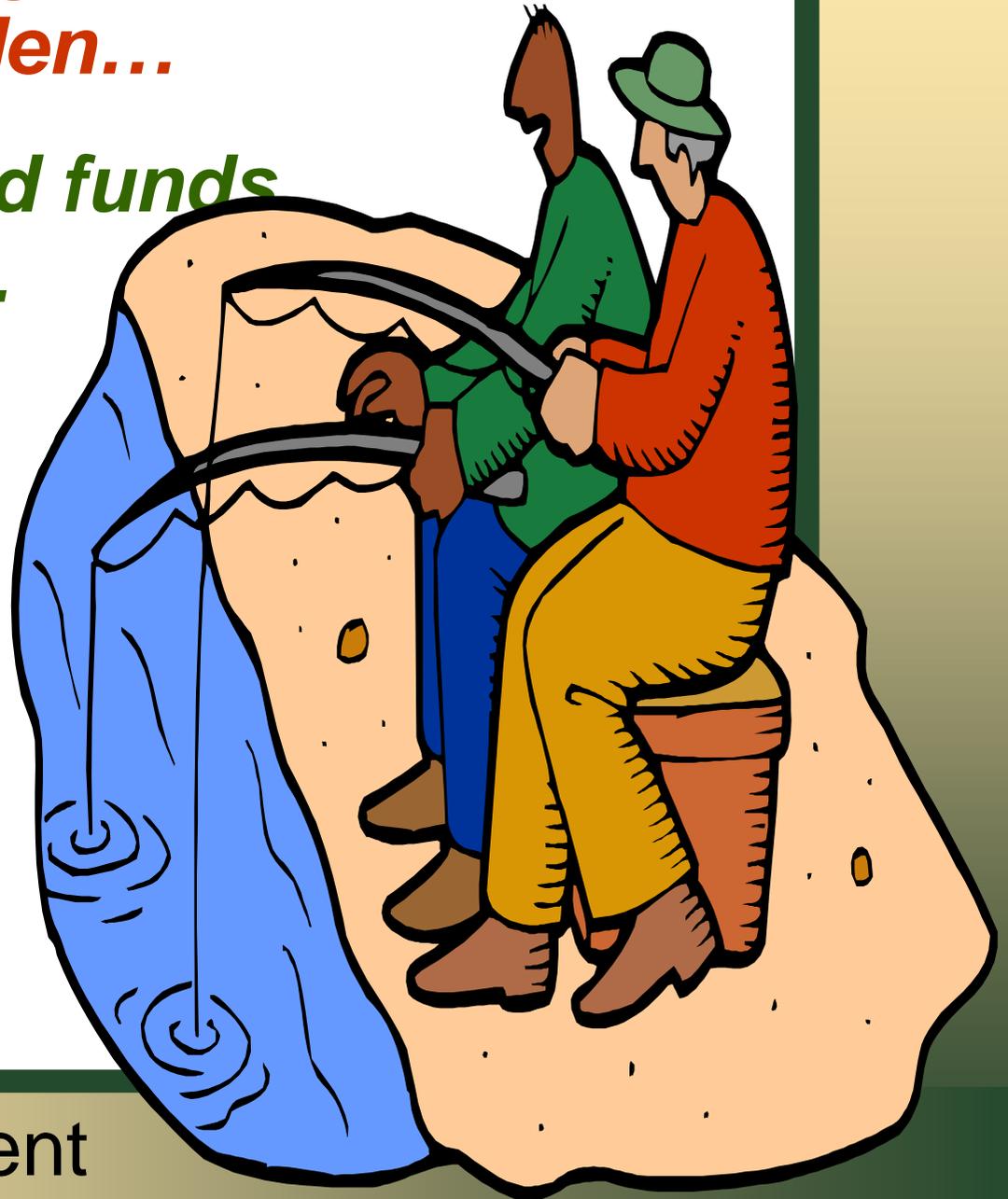
- *Parishioner who collects the tithe...*
- *Camper who won first place in diving at the Girl/Boy Scout Camp...*
- *Church member who joins the choir...*



Universal Enhancement

Pathway to Friendship (cont'd)

- *Employee who brought tomatoes to work from their garden...*
- *Volunteer who raised funds for a worthy cause...*



Universal Enhancement

Volunteering...

is an essential life activity

is a demonstration of
appreciation

enhances sense of self

facilitates relationships

increases skill acquisition

promotes adult status

enhances QOL through
meaningful engagement

**Encourage
Volunteering!**



Universal Enhancement

To The People

**People with disabilities
need pride and power!**

**Civic engagement is a
strategy to that end -**

Voting

Campaigning

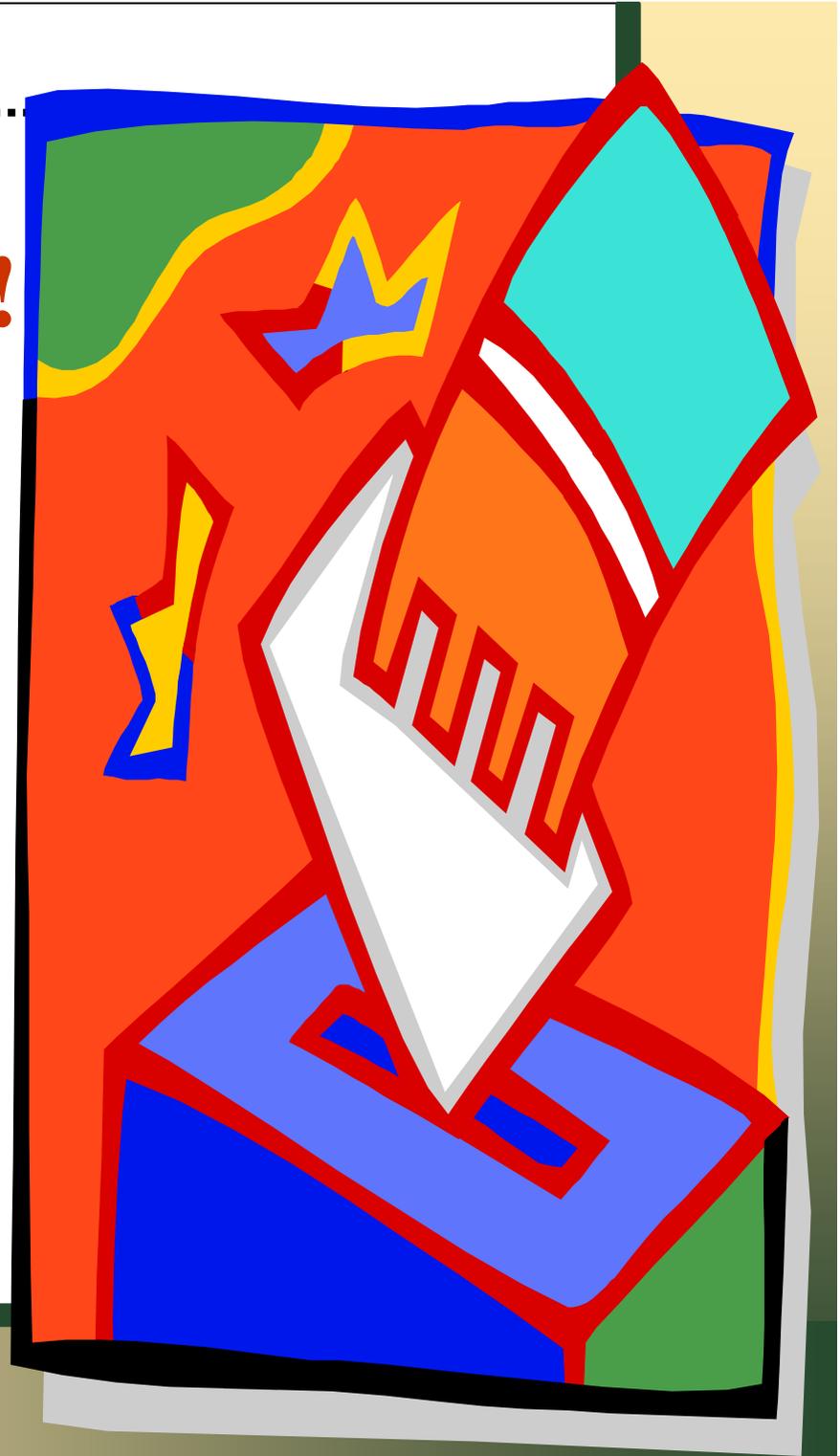
Fund raising

Donating to a cause

Petitioning for issues

Participating at hearings

Universal Enhancement



Volunteer Friend

What is communicated when “friends” are recruited through newspaper ads and the volunteer is required to:

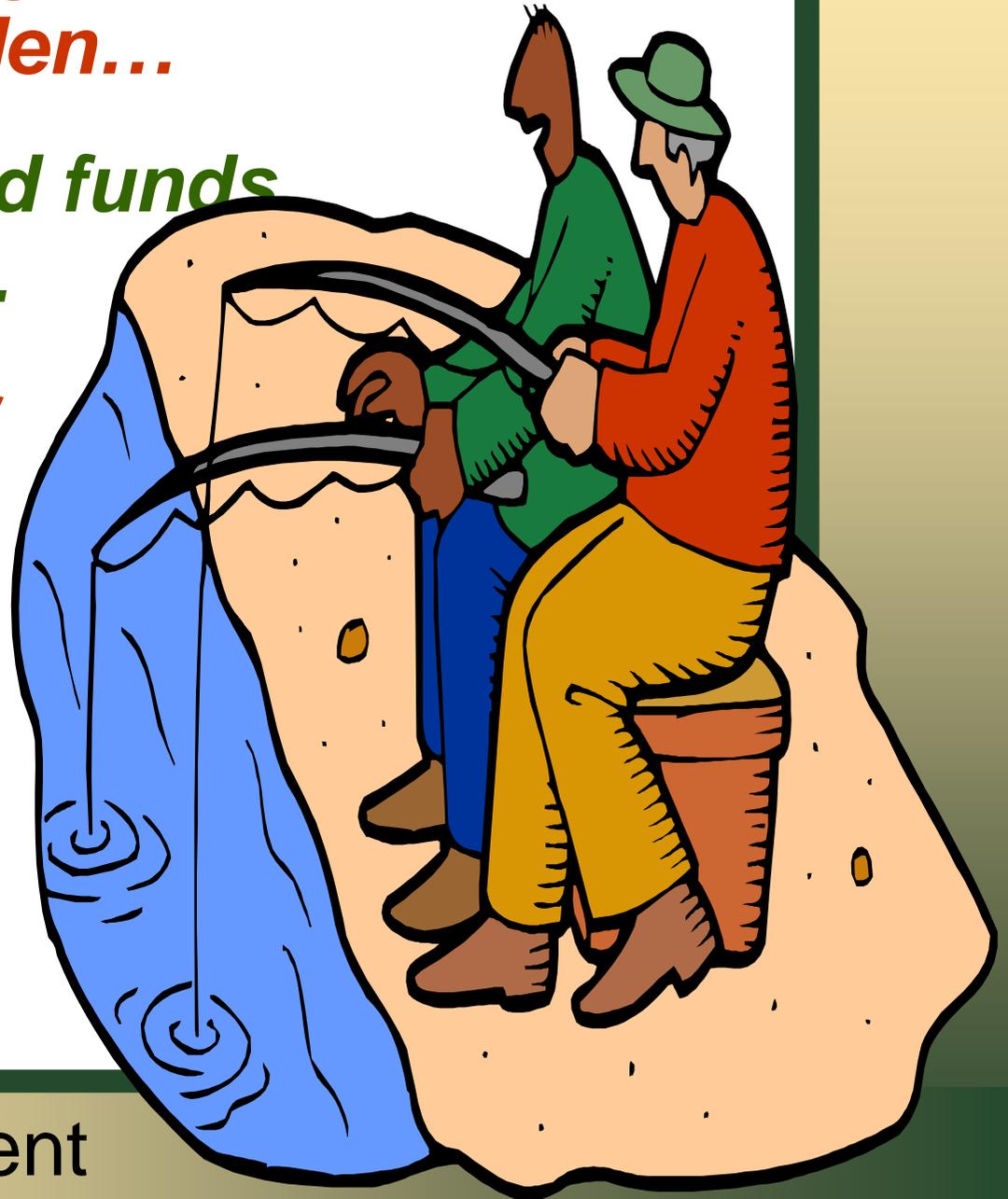
- Complete an application form
- Provide finger prints for a background check
- Submit to a Tine test
- Provide a urine specimen for drug testing
- Show proof of auto insurance
- Give references



Universal Enhancement

Pathway to Friendship (cont'd)

- *Employee who brought tomatoes to work from their garden...*
- *Volunteer who raised funds for a worthy cause...*
- *Member who ran for office in a social club...*
- *Athlete who played shortstop on a softball team...*

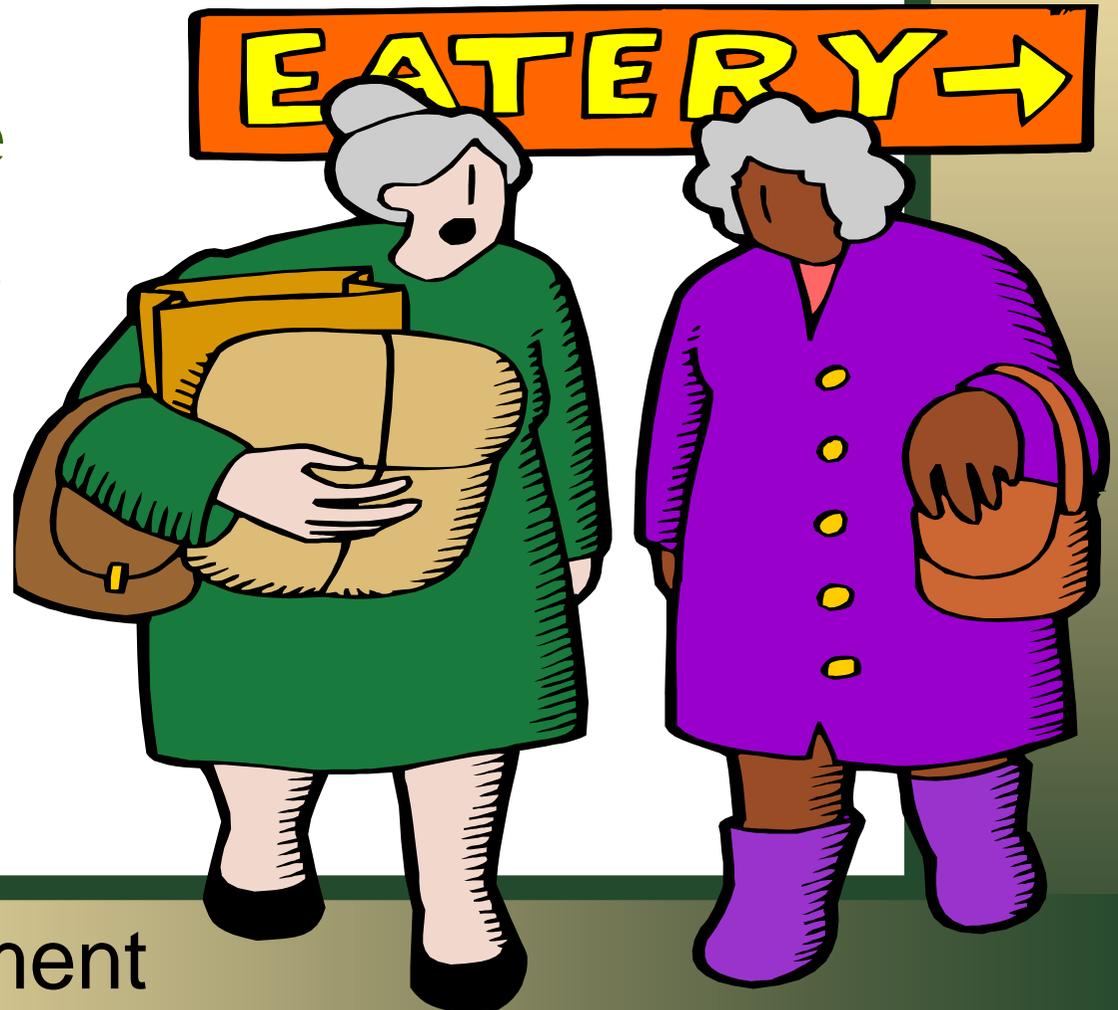


Pathways To Friendship (cont'd)

- *Student who played in a high school band...*
- *Parent who volunteered time at their child's school as a room monitor...*

...enhances the quality of one's life.

People who lack roles tend to lack friends!



Universal Enhancement

Whose Community?

When support staff “bring” a support recipient into *their* personal life by...

- *taking them to their church;*
- *having them visit with their family;*
- *inviting them to their holiday functions;*
- *having them be with their friends;*

...what happens to these relationships when the staff move on?

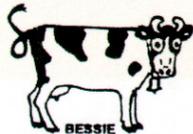


Universal Enhancement

Dear Friend...

Dear Friend:

All creatures Great and Small need homes of their own. Draw a line to match each creature with a home.



Wait! There aren't enough homes! In our metropolitan area, there are 658 children and adults with developmental disabilities waiting for safe and comfortable homes. This year, Rainbow Village hopes to open four new homes for people in need. But we can't do it without your support. Please join us as we make quality living a reality for people who have no place to call "home". By doing so, you will directly provide permanent homes that are designed to last a lifetime. Currently, 90 residents live in 20 Rainbow Village Homes located throughout . Help us help more people this year by sending your tax deductible gift in the enclosed envelope. Thank you.

Sincerely,

President

Inclusion Makes A Difference



Taken from "Journey to Inclusion"

Universal Enhancement

"I Am Somebody!"



Universal Enhancement

Burden

**There is no
greater
load than
the man
who
carries no
load at all.**



Universal Enhancement

Making Introductions

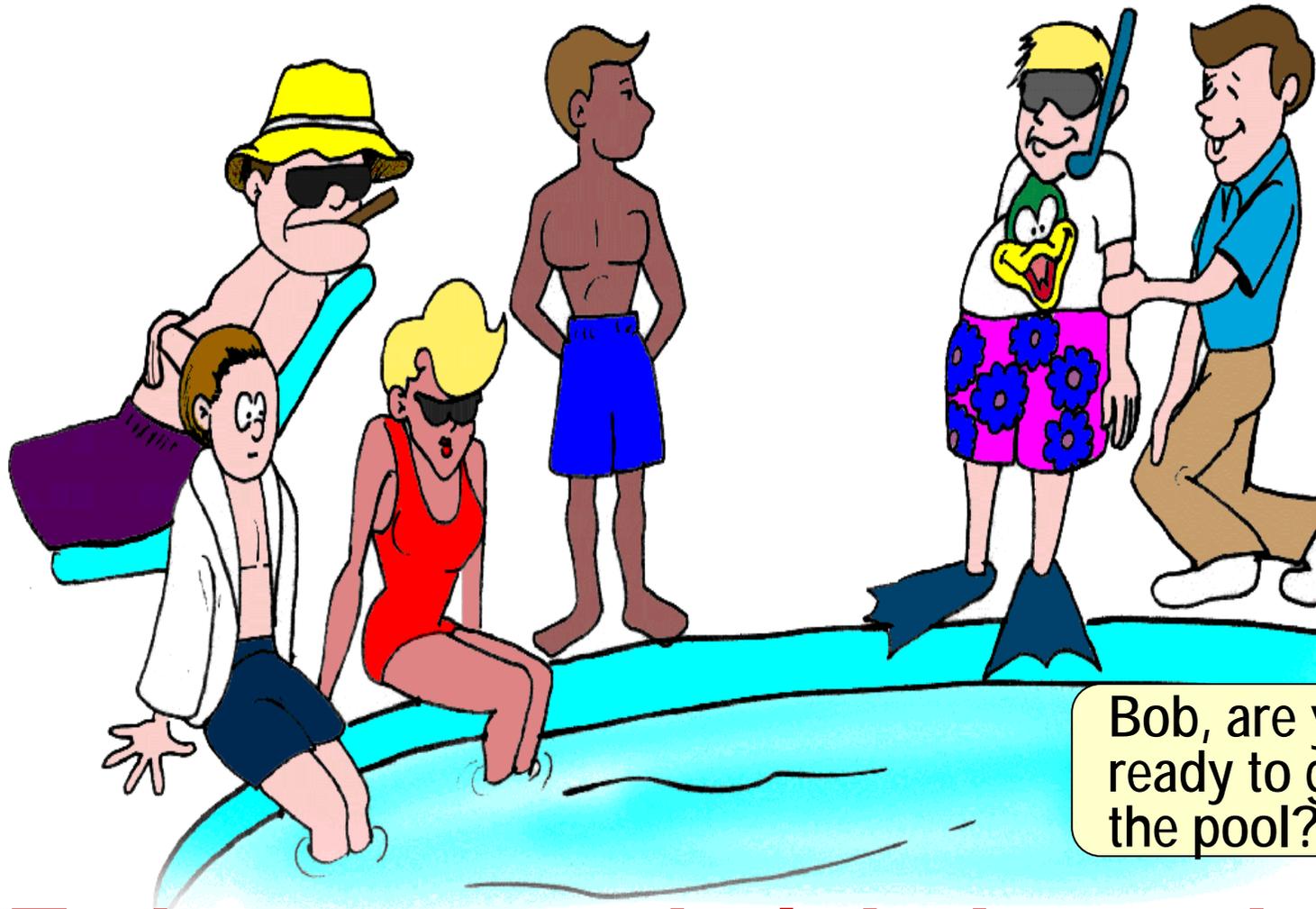
Making introductions is an essential skill for support staff.

Paul, I would like you to meet Ed.



Universal Enhancement

Community Referencing



***To be accepted - it helps to know
the territory.***

Universal Enhancement

The Dress Standard

When leaving their homes, people you support should present themselves no differently than the staff who support them!

Are the people you support encouraged to:

wear jewelry?

carry wallets and purses?

apply perfume?

use cosmetics?

get stylish haircuts?

“Sue, your hair looks great and I like your cologne.”



Universal Enhancement

Pockets and Purses

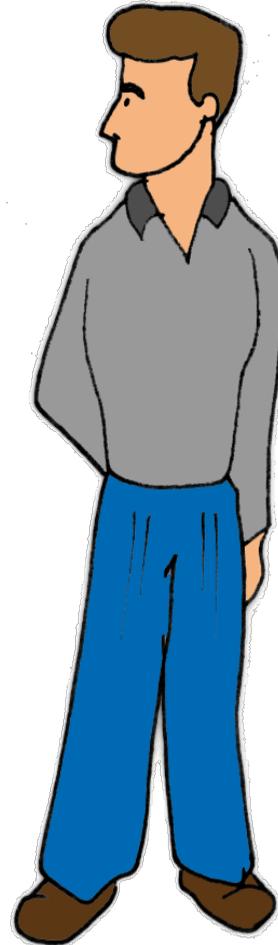
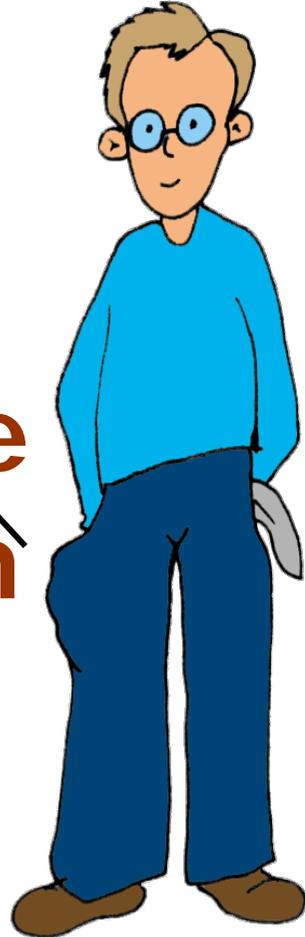
Items

Carried:

String

Apple core

Styrofoam
cup



Items

Carried:

Wallet

Key

Case

Comb

Pen

The items we allow individuals to carry are directly correlated to our perception of their ability.

Universal Enhancement

Clothing Protector

Code word for bib.

Provide individuals who are not neat when eating with:

Kitchen aprons

Barbecue aprons

Chef's aprons

Disposable restaurant aprons

Dinerwear (scarf)

Covering people with towels and other linens during meal-time is only acceptable for babies!



Universal Enhancement

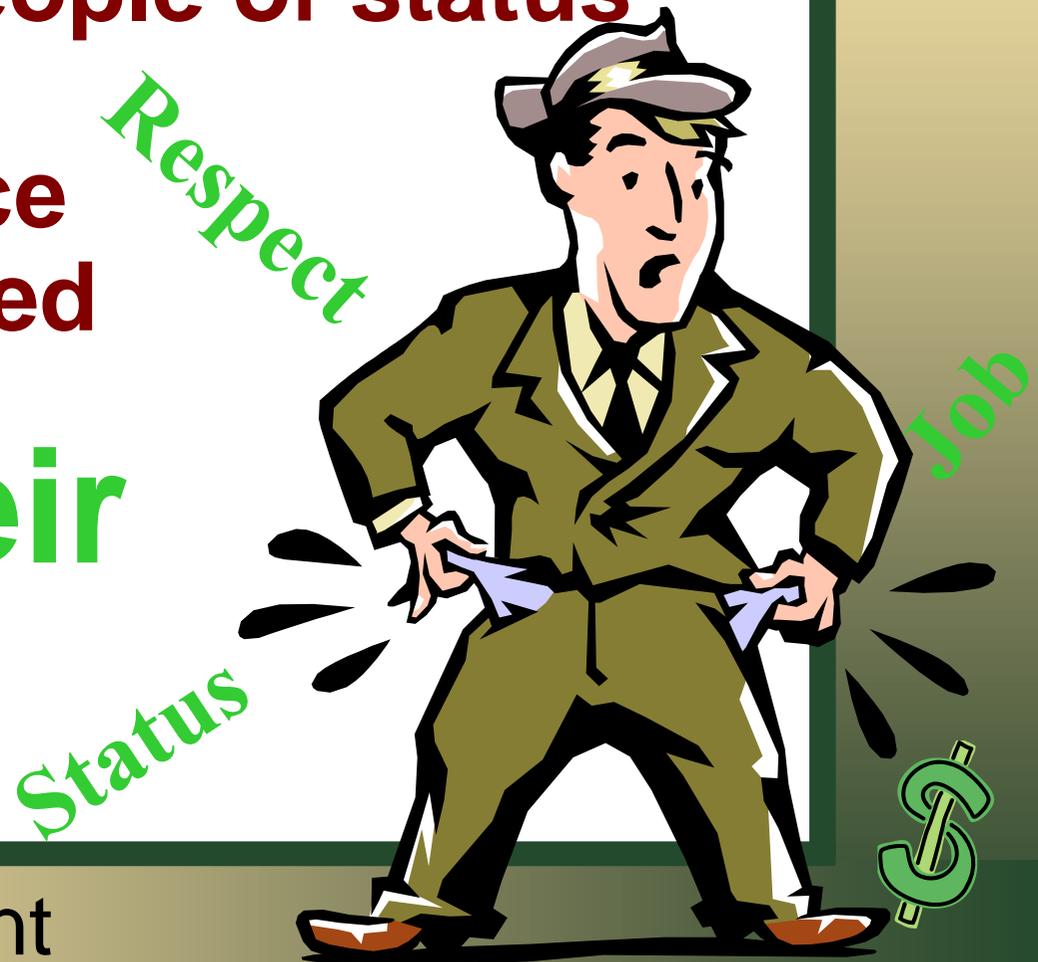
Social Capital

Many people with disabilities are socially bankrupt!

Help them obtain social capital by:

- **Connecting with people of status**
- **Generating wealth**
- **Gaining competence**
- **Working in respected positions**

Invest in their future!



Universal Enhancement

Avoidance of Humiliation

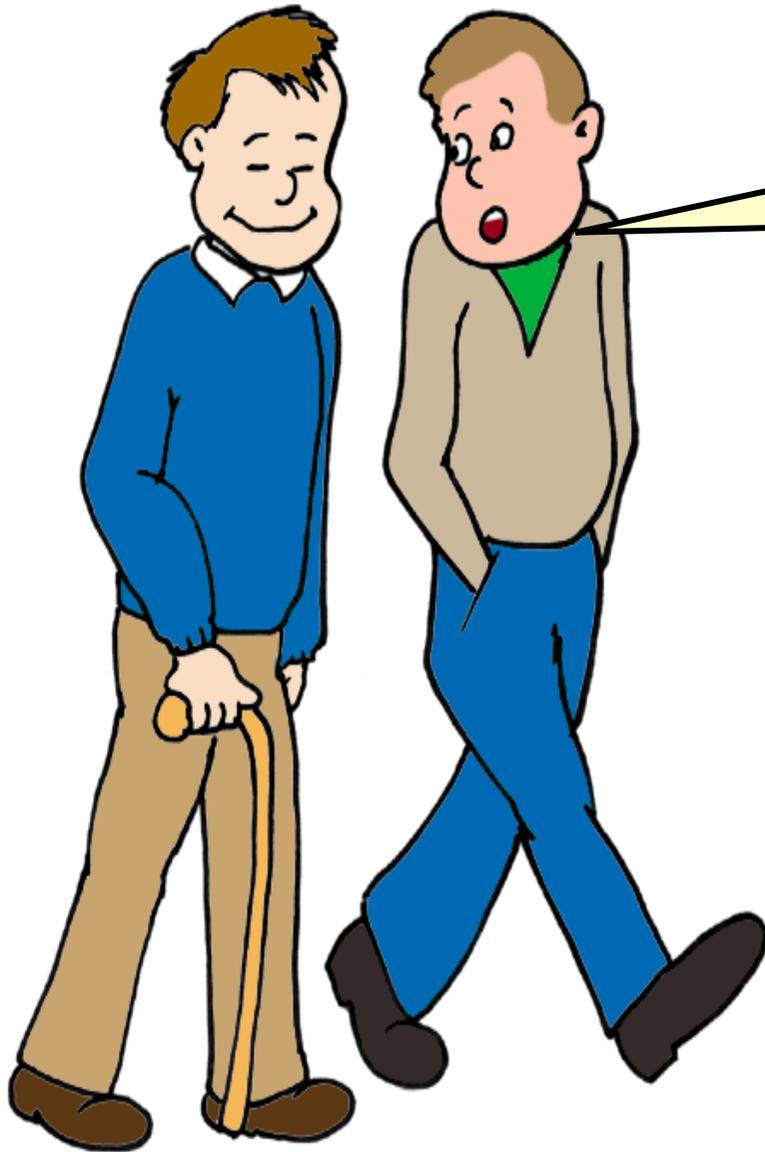
The primary responsibility of support staff is to avoid at all cost, the public humiliation of the people they support.

How do the people you support look in the eyes of others?

Is that guy weird looking or what?!



Bonding



Where would you like to go to dinner tonight?

In order to have a friend - You must be one!

Universal Enhancement

This Is A Quality Relationship?

“They are my clients”

“I am assigned to them”

“I am doing these clients”

“These are my cases”



These clients are mine tonight!



“I’m taking care of those clients”

“I have them”

“I’m in charge of these three”

“I’m over this group”

Words and phrases which describe a management or controlling function serve as obstacles to bonding.

Universal Enhancement

Seeing the Individual

Can you identify these traits in the persons for whom you provide support?

<i>Loving</i>	<i>Honest</i>	<i>Independent</i>	<i>Caring</i>
<i>Faithful</i>	<i>Kind</i>	<i>Optimistic</i>	<i>Sincere</i>
<i>Industrious</i>	<i>Sensitive</i>	<i>Cautious</i>	<i>Assertive</i>
<i>Forgiving</i>	<i>Shy</i>	<i>Patient</i>	
<i>Empathetic</i>	<i>Determined</i>	<i>Spontaneous</i>	
<i>Creative</i>	<i>Motivated</i>	<i>Generous</i>	

We must be able to see through the individual's disabilities and challenges and appreciate the beauty of their personality.



Seeing The Individual (cont'd)

How do you see the people you support?

Violent

Addictive

Destructive

Obsessive

Defiant

Vulgar

Deceptive

Manipulative

Angry

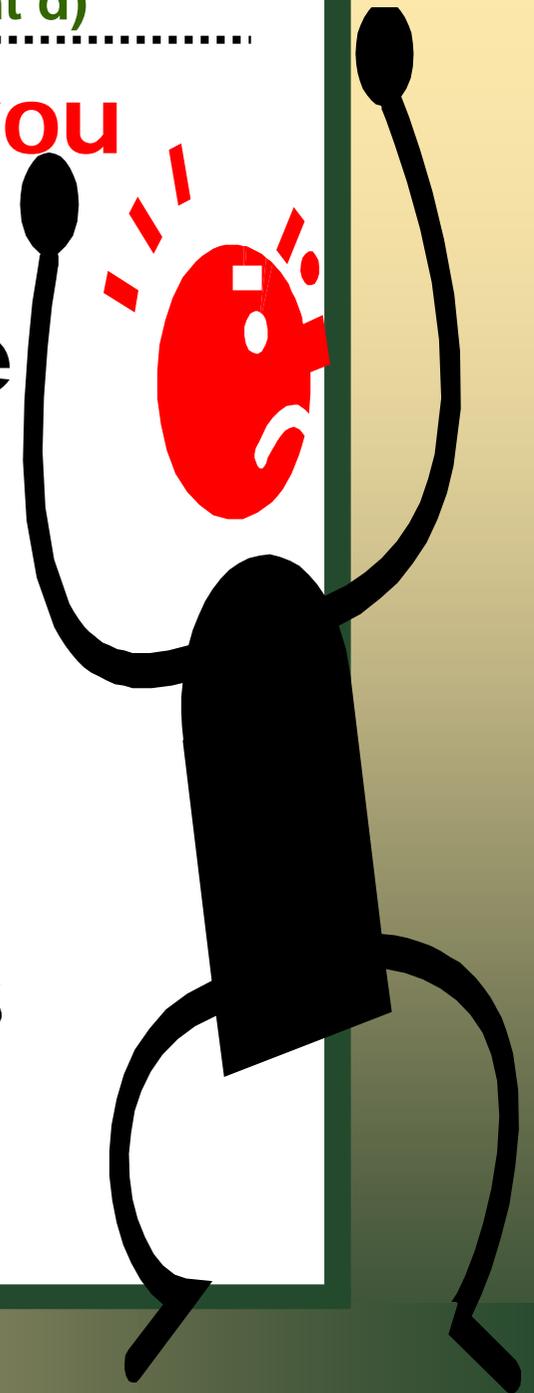
Obstinate

Aggressive

Hostile

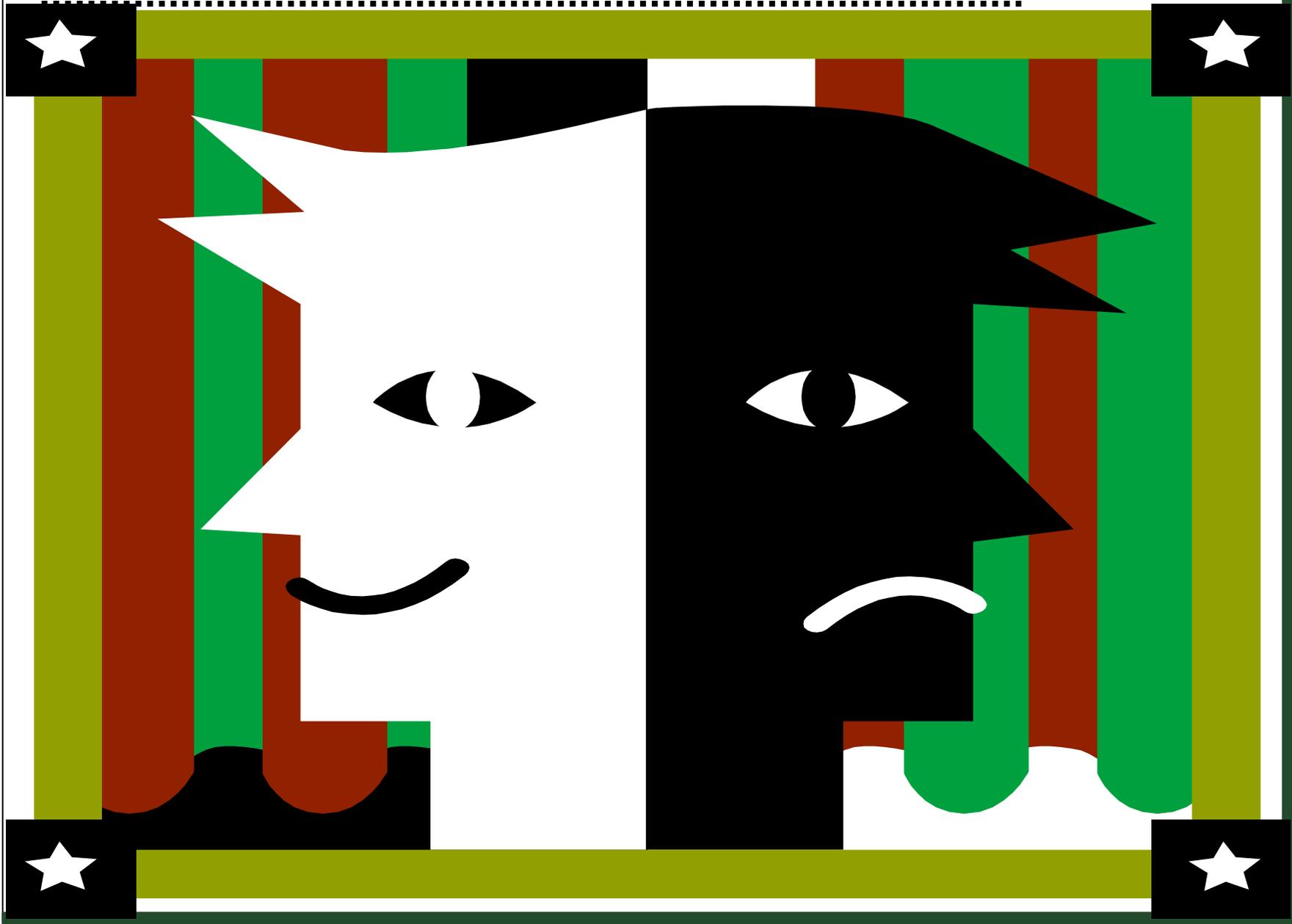
Promiscuous

Disgusting



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We Discovered His Personality



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Building Relationships

**When was the last time you had
“fun” with one of the people you
support?**



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Objectives In An ISP

When individuals with significant intellectual challenges who require pervasive supports can:

Salute

Wink

Cross their eyes

Hold their nose

Snap their fingers

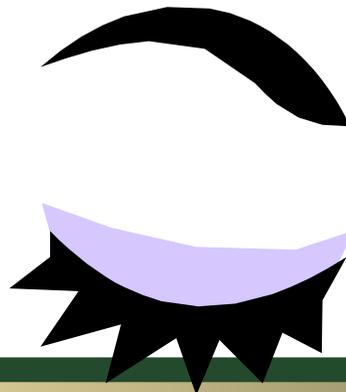
Wiggle their nose

Make a fish face

Do thumbs up

Blow a kiss

Roll their eyes



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Objectives In An ISP (contd)

Make a pig nose

Whistle

Make a snoring sound

Crack their knuckles

Give a high five

What does this mean?

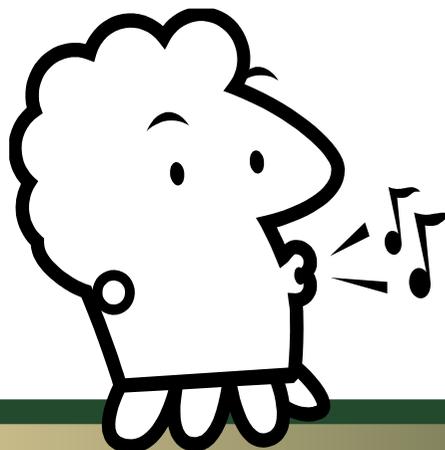
Click their tongue

Give the power sign

Give the peace sign

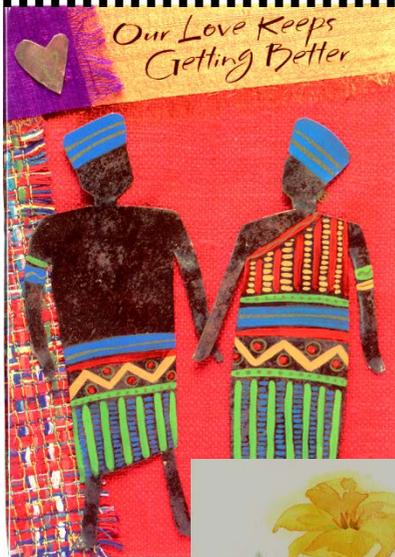
Thumb their noses

Give a "wencher"

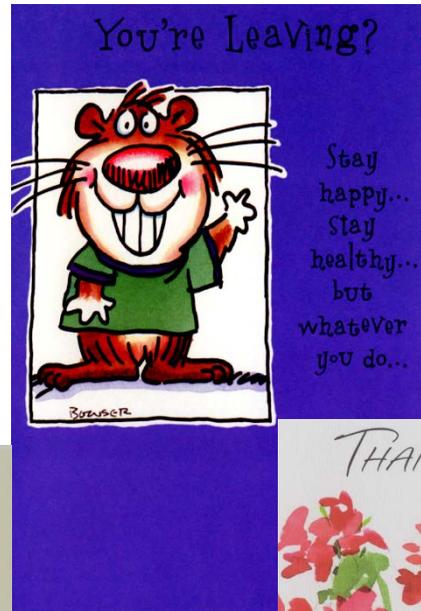


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Sentiments



I used to wonder
if what people
said was true--
that love keeps
getting better
as time goes by...
And now I know
the answer,
at least for us,
because the longer
we're together,
the more I find
to love about you.



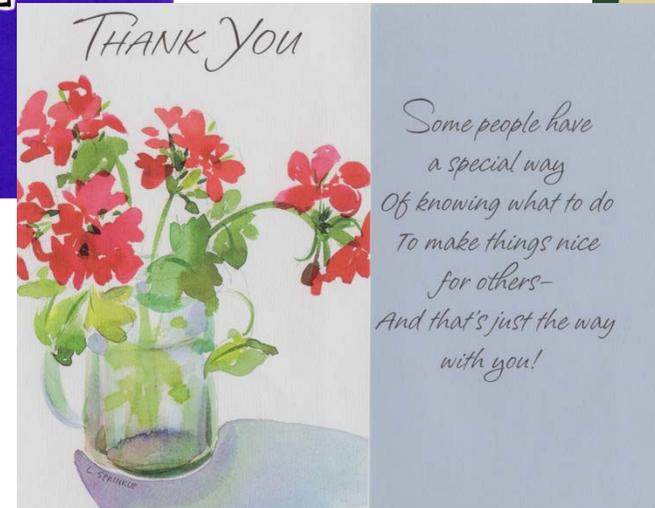
Stay
happy...
Stay
healthy...
but
whatever
you do...

..Stay
in touch.

Best Wishes!



I just want to tell you
how much it means
to have a friend
like you.
If I need someone to talk to
or to laugh with
or just to be there,
I can always count on you.
You're a very special person,
and I hope your birthday
is as happy
as you've made
so many days for me.

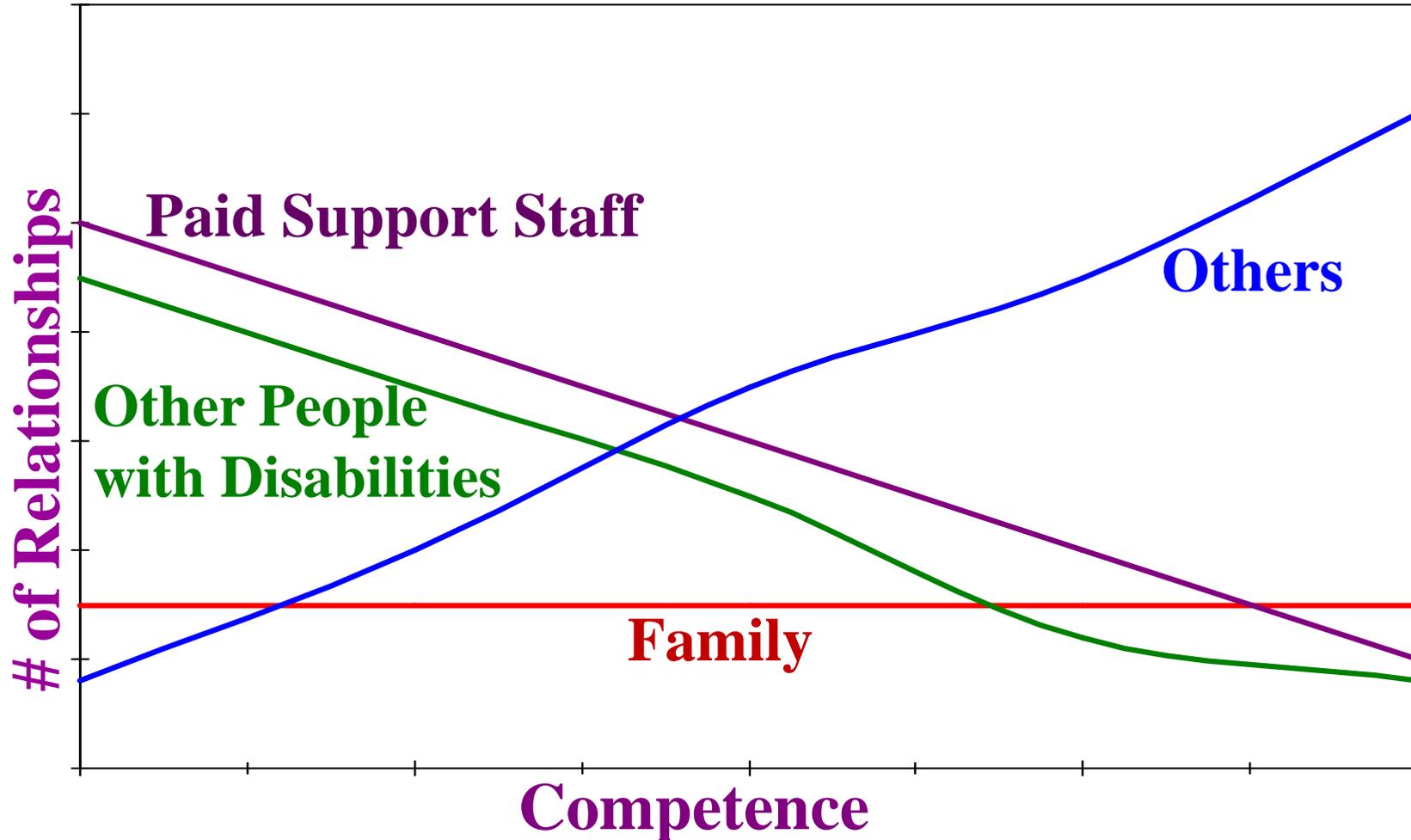


Some people have
a special way
of knowing what to do
To make things nice
for others--
And that's just the way
with you!

Do the people you support send/receive these sentiments, indicating how they feel about others and how others feel about them?

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Higher IQ—More Relationships



The more competent and capable the person, the greater number of relationships that are likely to be formed.

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Who Do You Love and Who Loves You?



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Community

"The community is not there to find-- it has to be built."



--John O'Brien

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Friendship

"Friendship is a thing most necessary to life, since without friends no one would choose to live, though possessed of all other advantages."

Aristotle

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Independence

“Independence does not mean doing things yourself... It means being in control of how things are done.”

Judy Heuman,
Assistant Secretary of Special Education
and Rehabilitation Services

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Dignity in Death

What roles do housemates, friends and non-paid supports play in:

Serving as pall bearers

Delivering a eulogy

Writing an obituary

Deciding on burial arrangements i.e.: clothing, artifacts, coffin

Participating in ritualistic mourning i.e.: attending wake, gathering of friends

Developing a memorial service

Expressing condolences to the deceased family i.e.: sympathy cards

Requesting items valued by the deceased to kindle cherished memories

Supporting others in the grieving process

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What Is Inclusion?

a climate of acceptance is created -- no one is rejected or locked out.

acknowledges that everyone has different skills, talents and gifts to offer -- no one has to be good at everything.

all individuals work together as a team in a partnership -- we don't work in isolation.



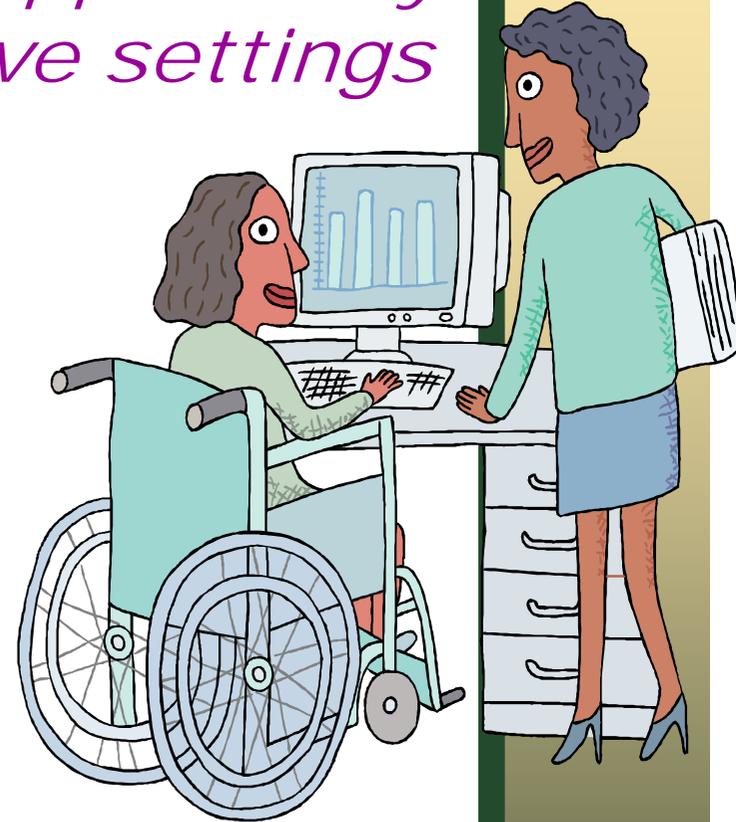
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Inclusionary Model

Provides individuals with an opportunity to be integrated into normative settings

Emphasizes the importance of an individual's fullest participation in all activities, regardless of the individual's general competence and ability

Focuses on identifying and providing the supports and assistance an individual may need in order to participate



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Parallel Integration

.....*is an oxymoron.*

Parallel:

Being of equal distance apart.
straight lines that do not intersect.

Integration:

The bringing of
people of different
groups (e.g. racial,
ethnic) into equal
association.



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Inclusionary Model (cont'd.)

*Is characterized by gentleness,
openness and humor -- it is not rigid,
regimented or authoritarian*

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Humor



LEFT: Dennis Richter uses his scissor-fingers to feign cutting off friend Dennis Price's ponytail during a lunch break at Lafayette Work Center.

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Inclusionary Model (cont'd.)

Is characterized by gentleness, openness and humor -- it is not rigid, regimented or authoritarian

Talking openly about differences in a productive, positive way -- not ignoring differences or talking about them in stereotypical ways

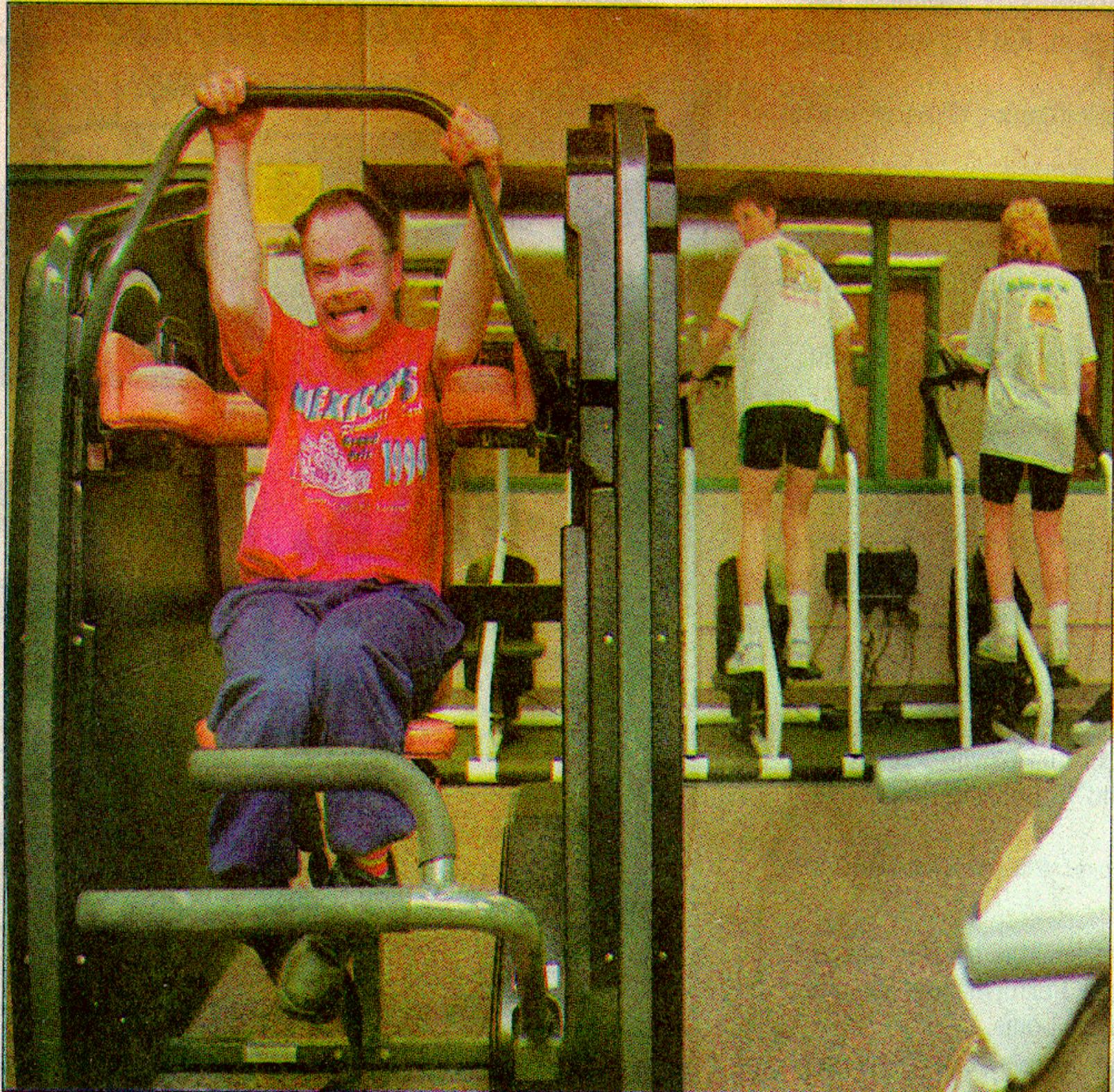
Is a daily, ongoing process -- not just mainstreaming for employment, recreation, religious and health care functions

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Inclusionary Model (cont'd.)

Recognizes that "habilitation" is a result of meaningful participation and not a goal in and of itself

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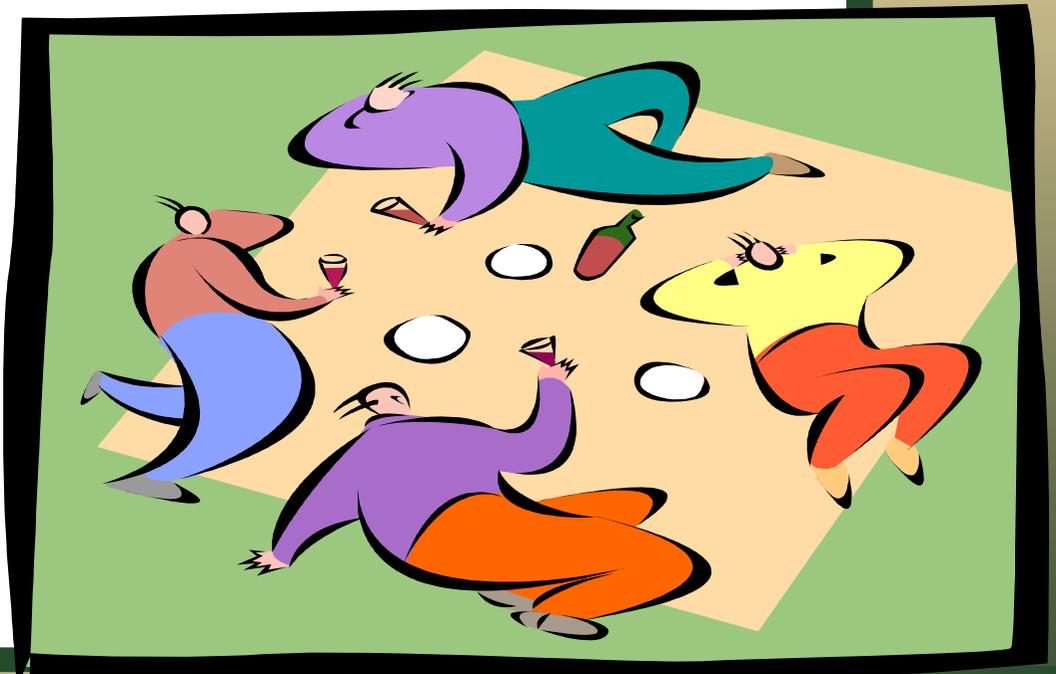
LEFT: Scott Sellenriek working out on a Nautilus machine at the West County YMCA in Chesterfield.

Inclusionary Model (cont'd.)

Recognizes that "habilitation" is a result of meaningful participation and not a goal in and of itself

Celebrates the relationship that the individual forms with others as a result of participation

Advocates for the individuals right to learn how to make choices and decisions



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Inclusionary Model (cont'd)

Is something that changes all the time.

It is a series of small adjustments, not just a replicated model.

Is characterized by an attitude of possible – to discover what is possible – not placing blame, getting stuck or giving up. Inclusion is “solution oriented.”

Creates opportunities for people to learn together.

Reprinted & adapted from “Including Kids: How It Happens” a handbook on Inclusive Education; Edward Smith School, Syracuse, City School District, Syracuse, NY, March 1991.

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Living Independently



Scott Sellenriek (left) and Dennis Richter outside their Valley Park apartment, where they live independently.

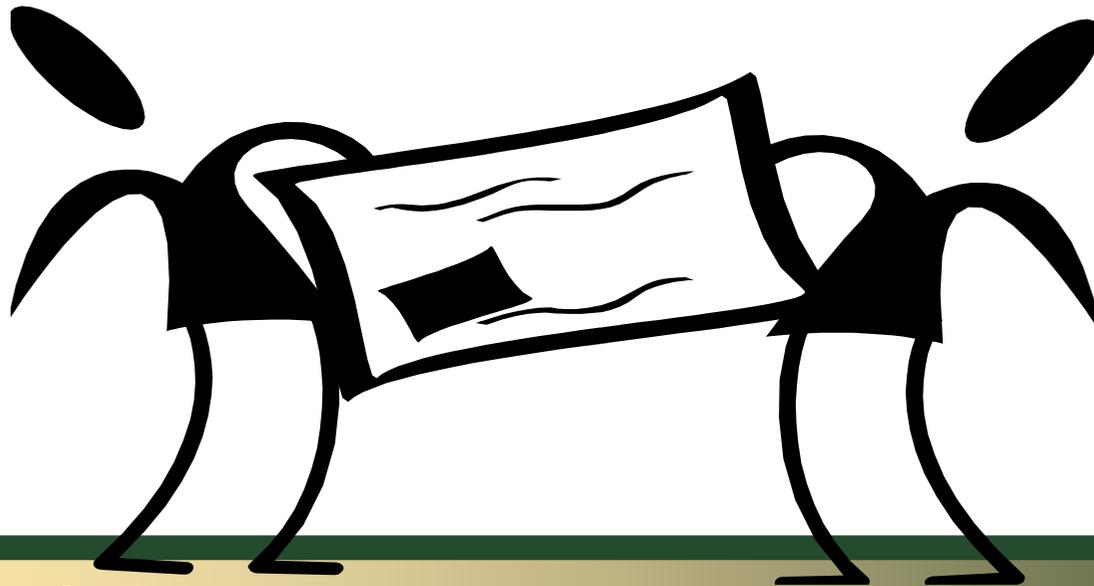
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Inclusion is asking for people...not just about them.



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*Don't advocate
for people.
Advocate with
them.*



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The greatest obstacle to discovering the shape of the earth, the continents and the ocean was not ignorance, but the illusion of knowledge.

Daniel J. Boorstein

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