



**Ana Acton**

*FREED Center for  
Independent Living*



**Christina Mills**

*California Foundation for  
Independent Living Centers*

# **Ensuring Equity in Aging Webinar Series**

Dec 2, 10–11 am

**Culturally Informed Policy  
& Programs: With and for  
People with Disabilities**



# Webinar Logistics

- To join audio by telephone: 888-788-0099
- [Register and Join by smart phone, tablet, or computer](#)
- **Meeting ID:** 994 7200 1816      **Password:** 153029
- Live captioning streamed through webinar (Zoom)
- Recording, slides, and transcripts will be posted at CDA's online Equity in Aging Resource Center and YouTube channel



# Questions & Comments

- The final 10 minutes of the webinar is reserved for questions and comments:
  - Attendees joining by **phone**, press \*9 on your dial pad to join line. The moderator will announce the last 4 digits of your phone number and will unmute your line.
  - Attendees joining by **webinar (Zoom)**, use the chat function or click the raise hand button to join line. The moderator will announce your name or your last 4 digits of your phone number and will unmute your line.
  - For additional information or feedback email [Engage@aging.ca.gov](mailto:Engage@aging.ca.gov).





# ***Ensuring Equity in Aging Webinar Series***

- *1<sup>st</sup> Wednesday of each month: November 2020 – June 2021*
- *State and local speakers with expertise in the subjects of cultural competency, equity, program and service delivery*
- *Let's learn together how we can help make our communities a more just place and build a*  
**California for ALL Ages**





# UPCOMING WEBINARS

- **January 6, 2021** - [Culturally Informed Policy and Programs: The Culture of LGBTQ Older Adults](#)
- **February 3, 2021** - [Culturally Responsive Services & Care With and For Black Elders](#)

***Register in advance!***



# Welcome & Introductions



***Kim McCoy Wade***

Director

California Department of Aging (CDA)



# Today's Speakers



**Ana Acton**

*FREED Center for Independent Living*



**Christina Mills**

*California Foundation for Independent Living Centers*





# Ableism & Equity

Presenters: *Ana Acton, FREED*

*Christina Mills, CFILC*



# Independent Living & Disability Rights Movement

Started in California

Intersectional by nature

Peer Based – Consumer Driven Services

Self-Advocacy

Choice

Respect

# Early Messaging of Disability

- ◆ Where did you first hear about disability?
- ◆ When the media covers disability what their typical themes?
- ◆ When we say we serve people with all types of disabilities what does that mean?

Let's Google

- ◆ Being born with a disability, acquiring a disability and aging into a disability are unique experiences that leave you with different opinions about being disabled.



# Ableism Poll

Use the chat box to share your answers with us. Try to be honest and give answers even if it feels uncomfortable.

Are you ableist?

What is ableism?

# Ableism

Ableism – discrimination in favor of able-bodied people.

Examples: employment, rental housing, transportation, parenthood, websites, video conferencing platforms & consumer services.

Can you think of others?

# Historical & Current Policies

- ◊ Ugly Laws
- ◊ Sterilization
- ◊ Air Carriers Act
- ◊ ADA
- ◊ Initialization
- ◊ Olmstead Decision
- ◊ It's 2020 and yet we still live in a society that prioritizes an institutional bias



# Models of Disability

- ◆ Models of Disability
- ◆ Charity Model-Person with disability is not an agent of their own life but rather a recipient of care, cure, and protection
- ◆ Medical Model-Person with disability purely as someone with a part of the body or mind which is not working and needs to be fixed or cured
- ◆ Economic Model-Value based on productivity
- ◆ Social Model-People are disabled by society, aim is to remove barriers
- ◆ Human Rights Model-Persons with disabilities should have access to everything within their society and community on an equal basis with others

# Equity & Accommodations

- ◆ Language access – plain language, captioning, American Sign Language
- ◆ There are people with disabilities who identify and others who do not. Either way some do not know what to ask for or that an accommodation is possible.
- ◆ Example - Being equitable means asking on a registration form if accommodations are needed to attend or participate.
- ◆ You have the power to be an accommodations ally



Equality

Equity



# Creating Inclusive Policies

How do we do better?

We create intentional inclusive policies and programs with access and accommodations. We decrease the silos and think about ways to serve people in the most meaningful ways without the hoops and 10 different referrals.

We think about person-centered services and No Wrong Door Systems such as Aging and Disability Resource Connections.

# Tools & Resources

- ◆ Disability Visibility Project - <https://disabilityvisibilityproject.com/>
- ◆ Disability Rights Education Defense Fund - <https://dredf.org/>
- ◆ Paul Longmore Institute at SFSU - <https://longmoreinstitute.sfsu.edu/>
- ◆ Job Accommodation Network - <https://askjan.org/>
- ◆ Disability Inclusion Network - <https://disabilityin.org/>
- ◆ Disability History Museum - <https://www.disabilitymuseum.org/dhm/index.html>

# Thank you

Ana Acton, Executive Director

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# Thank You!

- Visit CDA's Aging & Equity Resources for More Information:
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  - [California For All Ages Campaign](#)
  - [Tribal Elder COVID-19 Resources](#)
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