

# NASP Training Collaboration

Bill Reay, PhD

Barbara Huff

Richard Donner PhD

Michael Warner

# Objectives

- ▶ Discover obstacles to collaboration
- ▶ Identify characteristics of effective cooperation
- ▶ Develop Strategies for participants to work together effectively
- ▶ Develop advocacy together

Success starts and ends with the relationship developed with the person; where he or she is a face, not a disability, diagnosis or number

"I've missed more than 9000 shots in my career. I've lost almost 300 games. 26 times, I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed."

- Michael Jordan

# Small Group Process

- ▶ Identify issues and concerns to developing collaborative relationships
- ▶ Share back with larger groups
- ▶ Identify themes

# Other Barriers to Collaboration

- ▶ Previous perceptions and knowing what those are
- ▶ Current beliefs and being aware of your own and others
- ▶ Willingness
- ▶ Existing stigmas
- ▶ Demands on staff and professionals
- ▶ Lack of resources
- ▶ Status quo/doing things as they have always been done
- ▶ Time management
- ▶ Cultural differences

# Bridging the gap to sustainable partnerships

- ▶ Mutual respect for skills and knowledge
- ▶ Honest and clear communications
- ▶ Understanding and empathy
- ▶ Mutually agreed upon goals
- ▶ Shared planning and decision making
- ▶ Open and two way sharing of information
- ▶ Accessibility and responsiveness
- ▶ Joint evaluation of progress
- ▶ Absence of labeling and blaming
- ▶ Awareness of unique strengths

# Benefits of working together

- ▶ Relationships
  - ▶ Promote collaboration
  - ▶ Power to generate influence
  - ▶ Cultural change
- ▶ Positive reinforcement
  - ▶ Learn new skills
  - ▶ Develop negotiation skills
  - ▶ Feel positive
  - ▶ Source of feedback and acknowledgement



# When you are having a hard time building an effective relationship Personally check

- ▶ **Your attitude**
- ▶ **Your beliefs**
- ▶ **Your commitment**
- ▶ **Your vocabulary**
- ▶ **Your values**

“the success of the whole community depends on the success of its individual members, while the success of each member depends on the success of the community as a whole”

Capra, 1996

# How To Frame Disability Equality For The Future?

N.A.S.P And OMNI Behavioral Health Training



▶ **5 Basic Questions About  
Disability Equality**

- ▶ **1. Where do you believe the disabled community has achieved full equality in a broad based society if anywhere?**
- ▶ **2. How would you specifically describe equality as a disabled individual, advocate, or professional?**
- ▶ **3. What do you believe is the biggest hurdle still plaguing the disabled community today from an advocacy standpoint?**
- ▶ **4. As a disabled individual, disability advocate, or self advocate what would be your message to the able-bodied and disabled community collectively regarding equality?**
- ▶ **5. What is the greatest peak and the lowest pit of your professional or personal disability advocacy journey?**



## ▶ Non Monolithic Model


► **The overarching understanding that kept Invading my thought process while conducting the interviews for this Training can simply be defined as follows, the disabled community is a Non Monolithic Model.**

**Despite some uninformed characterizations within some platforms of media, social media and other areas of society.**

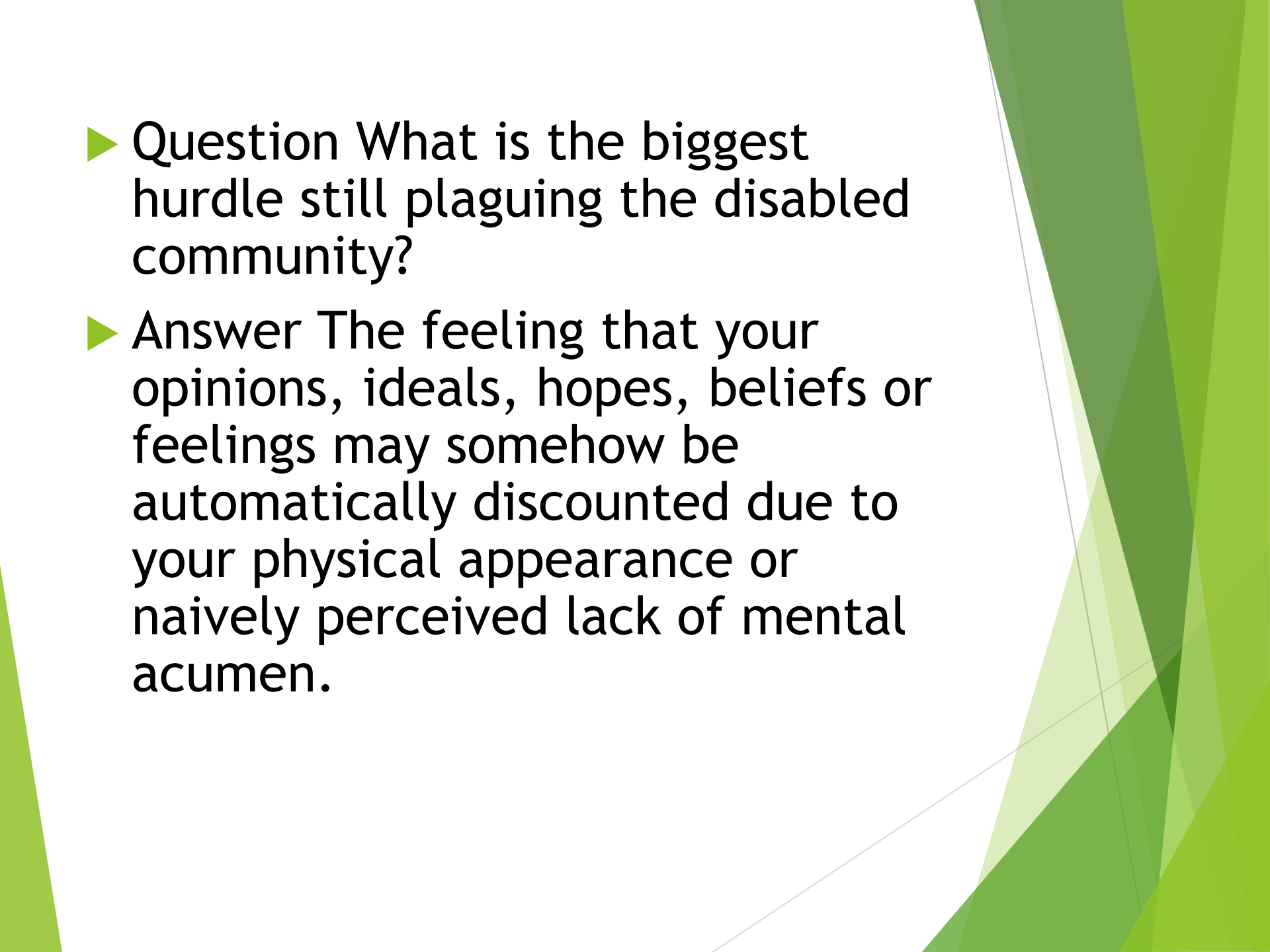


► **Interviews That Might Change  
Disability Model Perception**



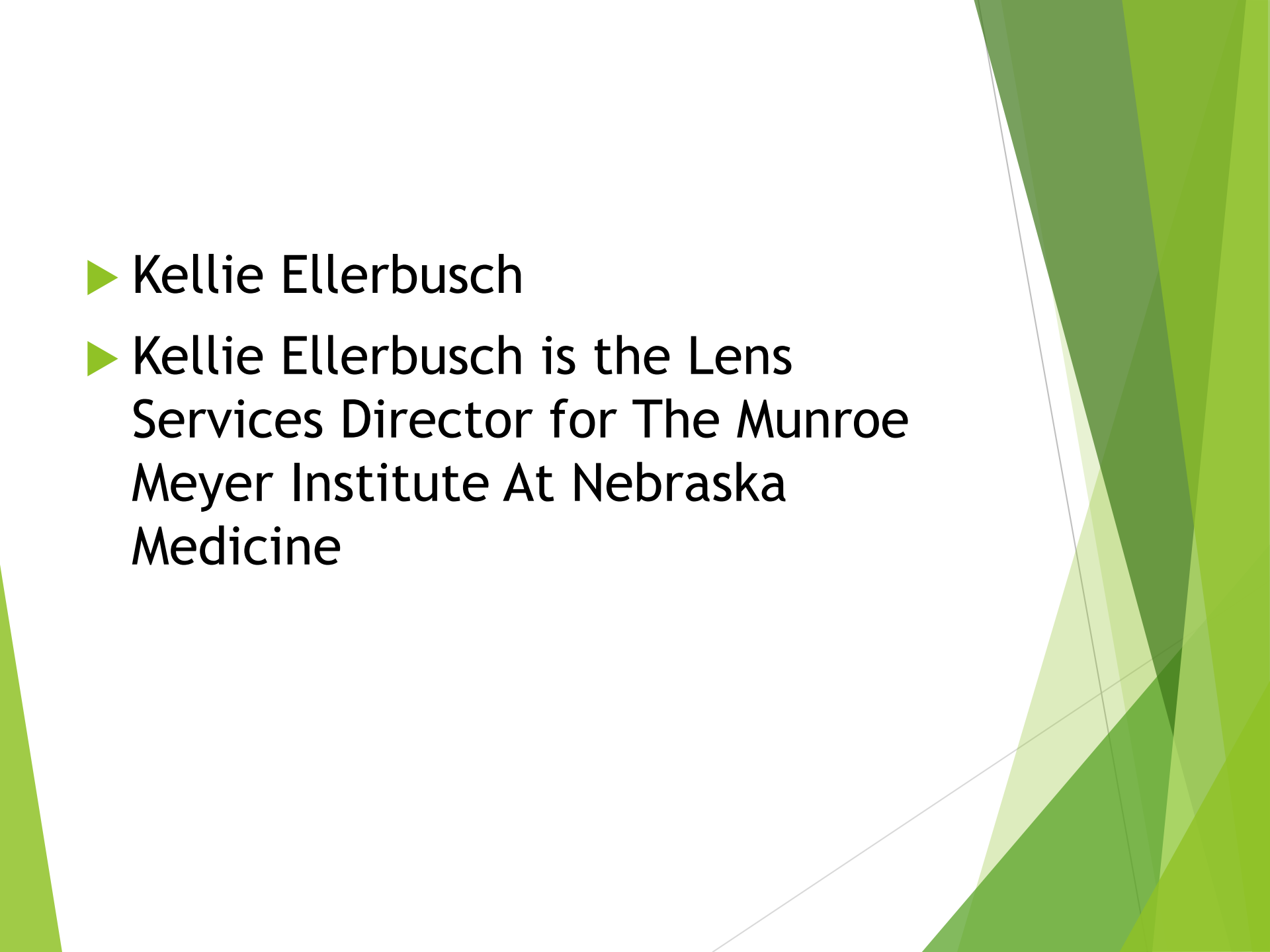
- 
- ▶ Interview With Stephanie Lewis
    - ▶ Stephanie Lewis is a disability/self advocate

- ▶ Stephanie Lewis is a Supremely Intelligent individual whom happens to have a disability.
- ▶ Cerebral Palsy is the name given for her particular disability.
- ▶ Three College Degrees later, the eloquence with which she speaks about this subject matter is unparalleled.
- ▶ Here now is a small piece of my interview with Ms. Lewis.

- 
- ▶ Question What is the biggest hurdle still plaguing the disabled community?
  - ▶ Answer The feeling that your opinions, ideals, hopes, beliefs or feelings may somehow be automatically discounted due to your physical appearance or naively perceived lack of mental acumen.

- ▶ While the answer that Ms. Lewis gave might be extremely difficult to comprehend on a basic human level of compassion, I do have to agree with her assessment not all but members of our make assumptions about the disabled simply because an individual to be differently-abled mentally or physically.

- ▶ The Seemingly Simple Solution.
- ▶ Try not to judge.
- ▶ The reason I state that this solution is “Seemingly Simple” is for this reason, conveying that you will not judge and not acting on what could be an innate impulse to judge are two different sets of sensibilities.

- 
- ▶ Kellie Ellerbusch
  - ▶ Kellie Ellerbusch is the Lens Services Director for The Munroe Meyer Institute At Nebraska Medicine

- ▶ Question Where if anywhere do you believe that the disabled community has achieved full equality?
- ▶ Answer The disabled community has not yet achieved full equality but the community is making strides in fight for full equality.