

# What's Worth The Work?

Deep diving into our history

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- We work in a feeling career.
- We all have an interest:

A human service organization whose members discover and commit themselves to a ***common vision*** of inclusive community has an alternative to bureaucratic control mechanisms. People with a common vision have a sense of direction. They find it easier to face difficult situations, cooperate, deal with conflicts, create innovations, and stick with their work when things get difficult than people controlled only by hierarchial relationships do.

(Warren Bennis and Burt Nannus "LEADERS")

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## How do we get a common vision?

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## Just Another Day in <sup>my</sup> Brain

Thinking about the system

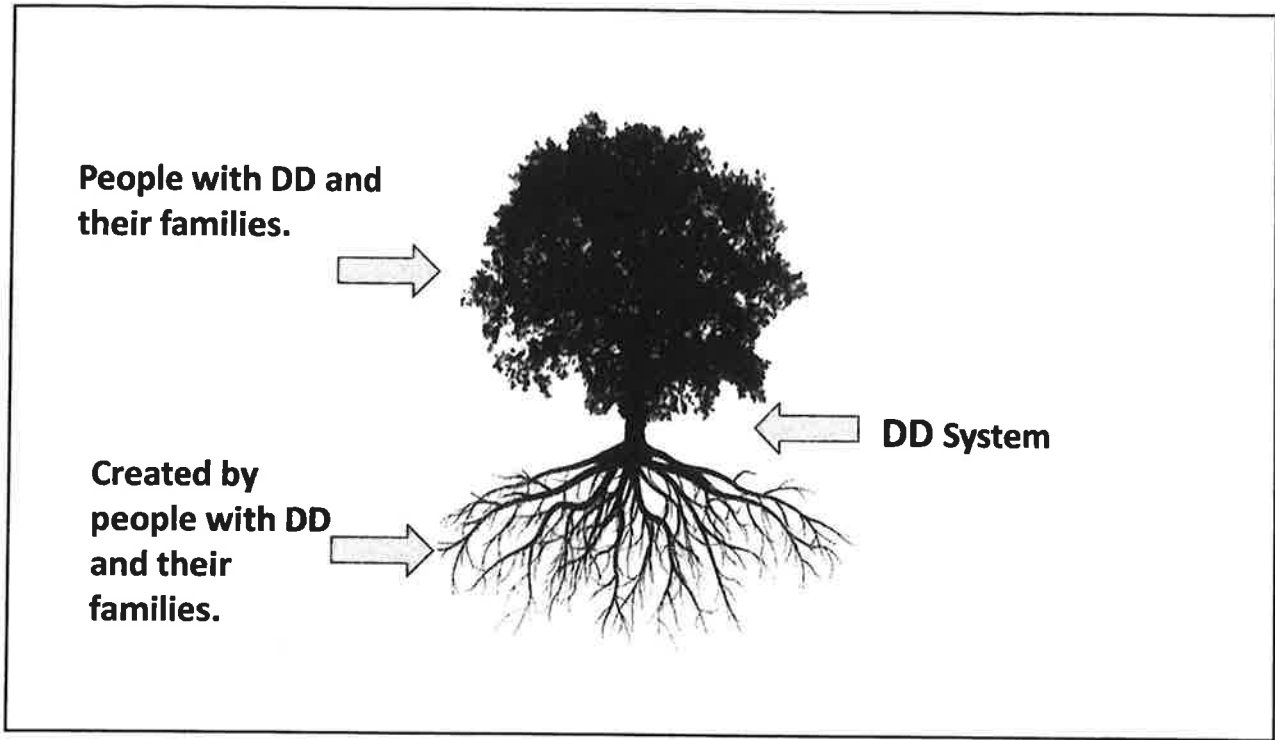
Thinking about the people

Thinking about the journey

“Trauma that is not healed is transmitted”



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## Assessing and Addressing:

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**1848**-First Institution Opened  
Samuel Gridley Howe

**1857**-Ohio Asylum for the Education of Idiotic and Imbecile Youth-Columbus, Ohio  
"Training schools were considered an educational success, offering hope to many families with disabled children."

**1861-1865**-National Trauma, Civil War

**1865-1870**-Jobs needed for returning soldiers  
Increased Segregation

**1894**-Columbus, Ohio passed Ugly Law  
"To Prohibit Street Begging, and to Restrain Certain Persons from Appearing in Streets and Public Places" (Schweik 2009: 291). As the name of this ordinance suggests, ugly laws were concerned with more than appearance, prohibiting both the activity of street begging and the appearance in public of "certain persons". The phrasing that one finds in the Chicago City Code in 1881 originates in this San Francisco law; the reference with that law to deformity, unsightliness, and being a "disgusting object" is common across comparable ordinances..." Eugenics Archive.

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**1915-1963**-5 attempts to pass eugenics (sterilization) laws  
Sir Francis Galton

**1916**-Published "The Family of Sam Sixty: The Feeble Minded in Rural Ohio"

**1925**-Eugenics Law passed House and Senate. Vetoed by Governor Alan Victor Donahey.

**1933**-Cuyahoga County Council for Retarded Children

**1940**-Realization of Nazi Eugenics  
Lives not worthy of living  
275,000 people with disabilities murdered.

**1960's**-Parent Movement (Horn Report)

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**1967-County Board System Established**

**1969-Cabinet Level Department Established (ARC of Ohio Lobbied)**

**1970-Developmental Disabilities Service and Construction Act (New Facilities)**

**1972-Willowbrook Spurred Community Placements and Services**



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- **1973-Rehabilitation Act**
  
- **1990-Americans with Disabilities Act**
  
- **1990-Present**
  - **Fill me in...**

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## **What do we know? Where do we go?**

**What is the DD System?**

**What does it need?**

**What will it take?**

**Who?**

<https://youtu.be/cw0ZZcQBVFk>



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## **How Will We Be?**

**Working through the hard stuff.**

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## Communication Can Be Difficult!

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- We work in a feeling career.
- We all have an interest:
  - DSP
  - SSA
  - Families
- We work with other human beings.
  - They deserve our focus.

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## Extend the Invitation

- **Declare Possibility**
  - What is the future that we are committed to?
- **Frame the Choice**
  - We will not be angry if you choose to decline and will respect that.
- **Name the Hurdle**
  - We will be having meaningful and sometimes difficult conversations. We must be able to put our own interests aside for the sake of the cause.
- **Reinforce Request**
  - This is an option. If you decline, you will be missed but not forgotten.
- **Make it Personal**
  - Call, reach out individually. Make it specific to the person you want to attend.

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## Focus on Facilitation



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## **Make Your Space**

What helps  
communication flow?

What format or space is  
most accessible?

How do we enable  
effective conversations?

Everything is communication:

Furniture Placement

Visuals

Spoken Language

Body Language

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## **Agree On The Terms**

- What is our goal?
- How can we get there?
- What is going to be the most effective way?
- It is ok to have differing opinions.
- It is not ok to be disrespectful

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## **Be Open About How You Operate**

HI, MY NAME IS SARAH:

**\*\*I DO NOT PICK UP ON "CUES" OR "HINTS"**

**\*\*I TEND TO LAUGH OR JOKE WHEN I AM NERVOUS**

**\*\*I PREFER DIRECT COMMUNICATION**

**\*\*I CAN BECOME DEFENSIVE IF I DO NOT UNDERSTAND**

**\*\*I WANT TO BE SOLUTION BASED**

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**Person Centered Is Not  
Reserved For Only The  
People We Support.**

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### **It May Feel Odd At First**

**“One can also be undignified and flattering  
toward a virtue”  
-Friedrich Nietzsche**

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### **The Conversation**

**Possibility: Keep this as the focus.**

**Ownership: We all are taking ownership**

**Dissent: Not every answer is “yes”.**

**Commitment: Not contingent on the actions of others.**

**Gifts: We do not focus on deficiencies and weaknesses.**

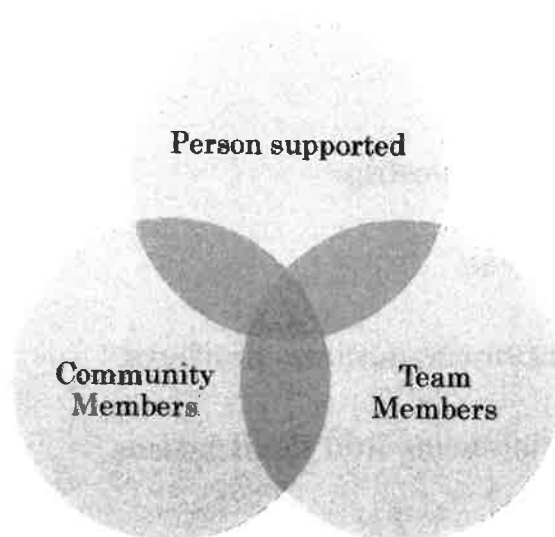
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“Our culture ought to think about conflict differently. Conflict is not a failure. Conflict is an invitation. You’ll never avoid it.  
Conflict+Imagination=Transformation”

-Tyler Kleeberger

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### The Commitment



- To the person we support
- To each other
- To the community in general.

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“The key to creating or transforming community, then, is to see the power in the small but important elements of being with others. The shift we seek needs to be embodied in each invitation we make, each relationship we encounter, and each meeting we attend. For at the most operational and practical level, after all the thinking about policy, strategy, mission, and milestones, it gets down to this: How are we going to be when we gather together?”

-Peter Block

Community: The Structure of Belonging

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**Community and Why it Matters..**

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**THANK YOU!**

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## Slide 27

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**EW1** To replace the image in any circle cropped frame, left click the image and select "change picture", then select any **\*square-cropped\*** image. If the image is rectangular, the circle will elongate into an oval.

Emma Wiest, 9/1/2020

