00:00:00:02 - 00:00:01:07

- All right.

00:00:01:07 - 00:00:03:12

Hello, everyone and welcome to

00:00:03:12 - 00:00:06:18

the Partnership for Inclusive

Disaster Strategies,

00:00:06:18 - 00:00:10:10

Disability Rights in Disasters,

Protecting Our Civil Rights

00:00:10:10 - 00:00:13:07

During The Worst Circumstances Training.

00:00:13:07 - 00:00:15:02

My name is Shaylin Sluzalis.

00:00:15:02 - 00:00:17:01

I'm one of the co-executive directors

00:00:17:01 - 00:00:20:09

of the Partnership For

Inclusive Disaster Strategies.

00:00:20:09 - 00:00:22:01

And for the remaining of this training,

00:00:22:01 - 00:00:23:21

you'll hear us refer to ourselves

00:00:23:21 - 00:00:25:13

as the partnership in short.

00:00:26:09 - 00:00:29:11

And I am a, as I mentioned,

00:00:29:11 - 00:00:31:22

a co-executive director

alongside Germán Parodi,

00:00:31:22 - 00:00:34:18

who is at another

presentation at the moment

00:00:34:18 - 00:00:36:20

and our team is a little split,

00:00:36:20 - 00:00:38:12

so glad to be with everybody.

00:00:38:12 - 00:00:40:20

As a quick visual description of myself,

00:00:40:20 - 00:00:43:03

I am a younger woman with light skin

00:00:43:03 - 00:00:46:07

and long brown curly hair

that is pulled back today,

00:00:46:07 - 00:00:48:05

wearing a black top.

00:00:48:05 - 00:00:51:01

And my background is a

little blurred behind me

00:00:51:01 - 00:00:54:00

to hopefully avoid any messiness

00:00:54:00 - 00:00:55:15

that may be behind me somewhere.

00:00:57:07 - 00:01:00:01

And as we get started today,

I will just start us off

00:01:00:01 - 00:01:02:04

with some accessibility reminders

00:01:02:04 - 00:01:04:16

and then I'll pass it off to Melissa.

00:01:04:16 - 00:01:07:07

So on the Zoom screen you see that

00:01:07:07 - 00:01:10:06

we have the partnership's logo on the top,

00:01:10:06 - 00:01:13:22

which is a sun with

four icons in the center

00:01:13:22 - 00:01:15:03

and the text, The Partnership

00:01:15:03 - 00:01:16:20

for Inclusive Disaster Strategies,

00:01:16:20 - 00:01:21:11

on the right in the sun is four icons,

00:01:21:11 - 00:01:24:05

a hurricane, a thunderstorm cloud,

00:01:24:05 - 00:01:28:09

a house with a split in

the middle and a tornado.

00:01:28:09 - 00:01:30:23

And to the right is the text,

00:01:30:23 - 00:01:34:04

The Partnership For Inclusive

Disaster Strategies.

00:01:34:04 - 00:01:35:22

The text on the screen reads,

00:01:35:22 - 00:01:38:14

Disability Rights and Disasters,

Protecting Our Civil Rights

00:01:38:14 - 00:01:40:00

During The Worst Circumstances,

00:01:40:00 - 00:01:42:16

and has the partnership's

website below it,

00:01:42:16 - 00:01:46:09

which is www.disasterstrategies.org.

00:01:50:18 - 00:01:54:05

So as I said, we'll get started

with a few accessibility

00:01:54:05 - 00:01:57:17

and technical support reminders

and then we'll get started.

00:01:57:17 - 00:02:00:14

So first and foremost, this

training is being recorded

00:02:00:14 - 00:02:02:15

and an archive of today's conversation

00:02:02:15 - 00:02:05:09

will be available in the coming weeks.

00:02:05:09 - 00:02:06:20

And in addition to the recording,

00:02:06:20 - 00:02:08:24

you will receive the accessible

00:02:08:24 - 00:02:12:22

slide deck of today's presentation

that is shared on screen.

00:02:12:22 - 00:02:16:03

And do be on the lookout

for those as they come out,

00:02:16:03 - 00:02:19:14

we'll be sure to make sure

that gets out to everybody.

00:02:19:14 - 00:02:21:21

Today we do have auto captions,

00:02:21:21 - 00:02:23:20

which is available through Otter.ai

00:02:23:20 - 00:02:26:00

and the Zoom captions that are enabled.

00:02:26:00 - 00:02:31:00

You can access the captions

via the show captions cc button

00:02:31:01 - 00:02:34:07

on the navigation bar at the

bottom of your Zoom screen.

00:02:34:07 - 00:02:38:15

You can click once to

show the subtitles on Zoom

00:02:38:15 - 00:02:41:09

and you can edit the

font size and text color

00:02:41:09 - 00:02:44:11

via the subtitle settings button,

00:02:44:11 - 00:02:48:23

which is accessed via the small

caret within the CC button.

00:02:48:23 - 00:02:53:00

A screenshot on the screen

shows the Zoom navigation bar

00:02:53:00 - 00:02:54:22

that sits at the bottom of the screen

00:02:54:22 - 00:02:57:11

with the show captions button outlined.

00:03:01:06 - 00:03:04:13

Today we have ASL interpreters with us,

00:03:04:13 - 00:03:06:09

American Sign Language Interpretation.

00:03:06:09 - 00:03:09:24

Our interpreters today are

Jackie Bruce and Desiree Carolyn.

00:03:09:24 - 00:03:12:17

And they're already

spotlighted for everybody.

00:03:12:17 - 00:03:14:24

We should be able to see them clearly.

00:03:14:24 - 00:03:18:06

And to adjust the size of

the slides and the speakers

00:03:18:06 - 00:03:22:04

or interpreters on your screen,

you can drag the divider

00:03:22:04 - 00:03:24:14

that is in the middle

of your Zoom's screen

00:03:24:14 - 00:03:26:13

next to the participant list,

00:03:26:13 - 00:03:30:04

which is shown in this

image on the Zoom screen

00:03:30:04 - 00:03:33:07

in the red vertical

rectangle in the screenshot

00:03:33:07 - 00:03:36:02

and you can move that to the

right to separate the speakers

00:03:36:02 - 00:03:38:16

and interpreters from the slides.

00:03:38:16 - 00:03:39:21

Please don't hesitate to let us know

00:03:39:21 - 00:03:42:00

if you have any technical

difficulties with that

00:03:42:00 - 00:03:43:07

and we'll be happy to help.

00:03:43:07 - 00:03:46:02

And if you cannot access

the ASL interpreters,

00:03:46:02 - 00:03:48:11

please let us know in the chat,

00:03:48:11 - 00:03:49:22

raise your hand or otherwise.

00:03:52:16 - 00:03:54:12

And if the chat is not accessible to you,

00:03:54:12 - 00:03:59:08

please do email us at

info@disasterstrategies.org.

00:03:59:08 - 00:04:02:17

We'll get that in the chat

for folks as well to use

00:04:02:17 - 00:04:05:08

and to ask or respond to questions,

00:04:05:08 - 00:04:07:02

please use the raise hand button

00:04:07:02 - 00:04:09:02

on the bottom of your Zoom screen.

00:04:09:02 - 00:04:12:05

You can type in the chat or

simply take yourself off mute

00:04:12:05 - 00:04:15:18

and jump into the conversation

at appropriate times.

00:04:15:18 - 00:04:17:06

Please feel free to raise your hand

00:04:17:06 - 00:04:20:03

or type in the chat to let us know

00:04:20:03 - 00:04:22:09

for any technical assistance, support,

00:04:22:09 - 00:04:23:23

or to alert us to an issue.

00:04:23:23 - 00:04:27:13

For example, please let us

know if we're talking too fast

00:04:27:13 - 00:04:29:17

and to put that in the chat

00:04:29:17 - 00:04:31:19

or raise your hand or just speak it out.

00:04:31:19 - 00:04:33:06

And that goes for all participants

00:04:33:06 - 00:04:35:20

and especially our interpreters as well.

00:04:35:20 - 00:04:39:02

As we know, we can be quite

quick paced in speaking.

00:04:41:14 - 00:04:44:24

And also, as we participate today

00:04:44:24 - 00:04:48:05

and join in conversation, just

a couple friendly reminders

00:04:48:05 - 00:04:51:13

to please identify

yourself before speaking.

00:04:51:13 - 00:04:53:14

An example of this is

saying this is Shaylin

00:04:53:14 - 00:04:57:23

and then continuing with

your comment or question.

00:04:57:23 - 00:05:00:19

Please avoid speaking

while others are speaking.

00:05:00:19 - 00:05:03:23

Please try to keep yourself

on mute when not talking

00:05:03:23 - 00:05:05:18

to avoid background noise

00:05:05:18 - 00:05:08:03

and please define any acronyms you use.

00:05:08:03 - 00:05:10:19

So please spell out those

acronyms as you use them.

00:05:12:11 - 00:05:14:10

So with that, I will pass it over

00:05:14:10 - 00:05:16:01

to Melissa to get us started.

00:05:16:01 - 00:05:18:09

Thank you all so much for joining us today

00:05:18:09 - 00:05:22:09

and looking forward to another

great training with you all.

00:05:22:09 - 00:05:23:15

Melissa, over to you.

00:05:27:09 - 00:05:28:05

- Thank you, Shaylin.

00:05:28:05 - 00:05:29:09

I'm so glad to be here.

00:05:29:09 - 00:05:30:16

I'm Melissa Marshall

00:05:30:16 - 00:05:34:03

and I'm the director

of policy and programs

00:05:34:03 - 00:05:35:07

for the partnership

00:05:35:07 - 00:05:37:22

and I'm gonna be your trainer today.

00:05:37:22 - 00:05:41:18

I use she her pronouns,

and I'm a Caucasian woman.

00:05:41:18 - 00:05:45:08

I have gray hair pulled back

today and I'm wearing glasses

00:05:45:08 - 00:05:48:08

and today I'm wearing a rust paprika,

00:05:48:08 - 00:05:50:15

they call it, and black top.

00:05:50:15 - 00:05:53:03

So I'm thrilled to be here, as I said.

00:05:53:03 - 00:05:53:24

Next slide.

00:05:53:24 - 00:05:55:06

And I want to welcome you all.

00:05:59:03 - 00:06:01:24

The Partnership for

Inclusive Disaster Strategies

00:06:01:24 - 00:06:04:04

for the partnership is the only

00:06:04:04 - 00:06:06:23

US disability led organization

00:06:06:23 - 00:06:08:20

with a focused mission on equity

00:06:08:20 - 00:06:10:06

for people with disabilities

00:06:10:06 - 00:06:12:17

and people with access

and functional needs

00:06:12:17 - 00:06:17:03

throughout all planning,

program services and procedures

00:06:17:03 - 00:06:20:09

before, during, and after emergencies.

00:06:20:09 - 00:06:23:14

You should consider us your

disability and disaster hub.

00:06:23:14 - 00:06:25:09

So that's a little bit of

what the partnership is

00:06:25:09 - 00:06:28:00

and we're happy to answer

any questions about that.

00:06:28:00 - 00:06:28:21

Next, please.

00:06:30:14 - 00:06:32:18

Before we start, I'm gonna

give you some ground rules.

00:06:32:18 - 00:06:35:03

First is maintain confidentiality.

00:06:35:03 - 00:06:38:11

That means don't share anything

personal that comes up,

00:06:38:11 - 00:06:40:15

don't give us the name

of any specific people,

00:06:40:15 - 00:06:43:00

don't give us their exact

specific circumstances.

00:06:43:00 - 00:06:45:01

You can generalize and

ask us about a situation.

00:06:45:01 - 00:06:46:15

Don't give anything to give away

00:06:46:15 - 00:06:49:07

that person's anonymity and who they are.

00:06:49:07 - 00:06:51:20

Most people understand about

maintaining confidentiality.

00:06:51:20 - 00:06:55:16

Just don't give us too many

details, if that makes sense.

00:06:55:16 - 00:06:57:01

Ask questions.

00:06:57:01 - 00:07:00:18

Please be the person brave

enough to say, I have a question.

00:07:00:18 - 00:07:03:10

Or can you please slow down?

00:07:03:10 - 00:07:05:06

I kind of talk fast sometimes.

00:07:05:06 - 00:07:07:16

Or I don't understand.

00:07:07:16 - 00:07:09:15

Or can you explain that again?

00:07:09:15 - 00:07:10:17

Please be that person,

00:07:10:17 - 00:07:11:24

because if you have a question,

00:07:11:24 - 00:07:14:02

chances are someone else has it

00:07:14:02 - 00:07:15:05

or they might not have it yet.

00:07:15:05 - 00:07:16:22

It might occur to them later today.

00:07:16:22 - 00:07:18:10

So ask the questions.

00:07:19:09 - 00:07:21:09

And the most important rule,

00:07:21:09 - 00:07:24:01

the most important ground

rule is to have fun.

00:07:24:01 - 00:07:25:13

And to support you all having fun,

00:07:25:13 - 00:07:29:23

I have with me a big bag of

virtual fabulous prizes today.

00:07:29:23 - 00:07:31:12

One of you can leave here

00:07:31:12 - 00:07:33:22

driving a brand new invisible virtual car.

00:07:33:22 - 00:07:35:05

Just saying.

00:07:35:05 - 00:07:38:16

Prizes are awarded sometimes

for giving the right answer,

00:07:38:16 - 00:07:40:07

but usually for answering the question

00:07:40:07 - 00:07:41:21

or asking the question.

00:07:41:21 - 00:07:42:22

So I'm in a situation that's like,

00:07:42:22 - 00:07:44:12

yes, you have a wonderful, fabulous prize,

00:07:44:12 - 00:07:46:04

and yes, you have a

wonderful, fabulous prize

00:07:46:04 - 00:07:47:16

and both of your answers were incorrect,

00:07:47:16 - 00:07:50:00

but that's great, you got

your fabulous prizes anyway.

00:07:50:00 - 00:07:52:23

When I'm in person, I give

people actual fabulous prizes.

00:07:52:23 - 00:07:56:03

Think small, small prizes you get

00:07:56:03 - 00:07:57:11

at a child's birthday party,

00:07:57:11 - 00:07:59:09

they might get at a party

store or the grocery store.

00:07:59:09 - 00:08:01:23

So they're not that

grand, but they're fine.

00:08:03:14 - 00:08:04:10

Next, please.

00:08:06:08 - 00:08:07:24

So today's goals.

00:08:07:24 - 00:08:09:11

Our goals for you today

00:08:09:11 - 00:08:12:17

is that you'll build your

confidence in understanding

00:08:12:17 - 00:08:15:17

that people with disabilities

have rights in disasters,

00:08:16:14 - 00:08:18:01

what some of those rights

00:08:18:01 - 00:08:21:05

that people with disabilities

have and disasters are

00:08:21:05 - 00:08:23:15

and how to advocate for disability rights

00:08:23:15 - 00:08:27:20

when interacting with local

county, tribal, state,

00:08:27:20 - 00:08:30:04

and federal emergency

management officials.

00:08:31:03 - 00:08:32:06

And I also want to add,

00:08:32:06 - 00:08:34:01

I didn't say this when I described myself,

00:08:34:01 - 00:08:36:24

is that I have cerebral

palsy, I'm a scooter user,

00:08:36:24 - 00:08:39:11

but most importantly, I'm

someone who used to be a director

00:08:39:11 - 00:08:42:10

of a Center for Independent

Living many, many years ago.

00:08:42:10 - 00:08:44:15

So I come from IL, this is my home

00:08:44:15 - 00:08:47:00

and I love being around

independent living centers.

00:08:48:03 - 00:08:49:18

Next, please.

00:08:49:18 - 00:08:54:12

Does anyone have any goals that

you would like to add today

00:08:54:12 - 00:08:55:22

you'd like me to touch upon?

00:08:59:04 - 00:09:01:21

I see (indistinct) shaking your head no.

00:09:01:21 - 00:09:02:23

I don't see anything else.

00:09:02:23 - 00:09:04:19

And if you come up with a goal

00:09:04:19 - 00:09:06:05

or you think of something, I

might be able to get to it,

00:09:06:05 - 00:09:07:01

so please do.

00:09:08:01 - 00:09:08:22

Next, please.

00:09:13:01 - 00:09:15:05

So I'm gonna start with questions for you.

00:09:16:10 - 00:09:18:16

How informed do you feel about the rights

00:09:18:16 - 00:09:20:05

of disabled people throughout

00:09:20:05 - 00:09:22:07

the disasters in the United States?

00:09:22:07 - 00:09:24:04

Number one is very informed.

00:09:25:01 - 00:09:28:21

Number two, my favorite legal

phrase, kind of informed.

00:09:28:21 - 00:09:30:08

I like the word kind of.

00:09:30:08 - 00:09:32:05

And three, not informed.

00:09:32:05 - 00:09:33:19

So if you could put that in the chat

00:09:33:19 - 00:09:36:00

or put a comment in the

chat or raise your hand

00:09:36:00 - 00:09:39:00

and Shaylin, if you could help

me with that and let me know.

00:09:47:01 - 00:09:47:23

And are we seeing anything?

00:09:47:23 - 00:09:50:21

I see one thing in the

chat, one item in the chat.

00:09:50:21 - 00:09:52:07

- [Shaylin] This is Shaylin.

00:09:52:07 - 00:09:54:16

I see Ciawanda saying, very informed.

00:09:54:16 - 00:09:56:02

- Yay, very informed.

00:10:01:07 - 00:10:02:03

Just gonna give it another second

00:10:02:03 - 00:10:03:19

in case someone needs to

find their way into the chat

00:10:03:19 - 00:10:06:08

or send an email or do

whatever they want to do.

00:10:06:08 - 00:10:07:13

- [Shaylin] And a friendly reminder

00:10:07:13 - 00:10:08:21

for our folks on the phone,

00:10:08:21 - 00:10:10:21

you do have to press star six

00:10:10:21 - 00:10:13:03

to unmute yourself for the first time.

00:10:16:19 - 00:10:18:24

- I always forget that

when I'm on the phone

00:10:19:23 - 00:10:20:20

and I wonder what to do

00:10:20:20 - 00:10:22:22

because I'm not often on

the phone when I'm on calls,

00:10:22:22 - 00:10:24:15

but sometimes I am as a passenger.

00:10:25:19 - 00:10:27:10

So we have one person who's very informed

00:10:27:10 - 00:10:29:04

and that is a great thing,

00:10:29:04 - 00:10:31:05

and I'm also gonna be speaking to people

00:10:31:05 - 00:10:34:14

who don't feel informed that

might be watching this later.

00:10:34:14 - 00:10:36:23

So we're gonna touch

upon things for people

00:10:36:23 - 00:10:38:24

that are very informed, kind of informed

00:10:38:24 - 00:10:41:22

and people that don't

feel informed at all.

00:10:41:22 - 00:10:42:21

Next slide, please.

00:10:47:12 - 00:10:49:15

So now we're at the topic of the day,

00:10:49:15 - 00:10:51:24

which is civil rights obligations.

00:10:53:09 - 00:10:54:04

Next.

00:10:55:16 - 00:10:57:12

And we talked about this

in the last training.

00:10:57:12 - 00:10:59:07

This is gonna continue to be true.

00:10:59:07 - 00:11:02:24

This is in my opinion,

the most important slide.

00:11:02:24 - 00:11:06:01

If you leave here with

anything else today,

00:11:06:01 - 00:11:07:05

I very much want you

00:11:07:05 - 00:11:09:11

and we very much want you to understand

00:11:09:11 - 00:11:12:08

that civil rights of

people with disabilities

00:11:12:08 - 00:11:15:20

are never, ever, ever, ever suspended,

00:11:15:20 - 00:11:18:19

including during disasters.

00:11:18:19 - 00:11:20:18

So no one gets to say to you,

00:11:20:18 - 00:11:23:18

I'd have an interpreter if

I could, but it's a disaster

00:11:23:18 - 00:11:25:12

and the interpreters are all busy.

00:11:25:12 - 00:11:29:02

Or we'll make our website

accessible after the disaster.

00:11:29:02 - 00:11:31:14

You can't expect us to

do anything about it now.

00:11:32:22 - 00:11:35:12

Or we don't know all these

rules and regulations.

00:11:35:12 - 00:11:36:22

We don't know these policies

00:11:36:22 - 00:11:38:03

that we're supposed to implement around

00:11:38:03 - 00:11:40:22

the Americans with Disabilities

Act in section 504.

00:11:40:22 - 00:11:41:24

It's a disaster.

00:11:42:19 - 00:11:47:19

Disasters are when people with

disabilities need our rights

00:11:47:21 - 00:11:50:00

and need our rights protected the most.

00:11:51:08 - 00:11:52:19

Just always remember that.

00:11:54:05 - 00:11:55:04

Next slide, please.

00:11:58:08 - 00:12:01:04

So some people wonder why is it important

00:12:01:04 - 00:12:02:06

to understand our rights.

00:12:02:06 - 00:12:05:12

And Ciawanda, I know

your rights (indistinct)

00:12:05:12 - 00:12:08:06

and you like to know

rights and you get that,

00:12:08:06 - 00:12:11:22

but sometimes people don't understand why

00:12:11:22 - 00:12:13:13

we need to know so much about our rights.

00:12:13:13 - 00:12:15:04

It's not fair that as disabled people,

00:12:15:04 - 00:12:16:10

we're obligated to know our rights,

00:12:16:10 - 00:12:18:08

but it really helps if we do.

00:12:18:08 - 00:12:20:06

First of all, we can't protect our rights

00:12:20:06 - 00:12:22:01

if we don't know them.

00:12:22:01 - 00:12:23:15

Making them up is not a good idea

00:12:23:15 - 00:12:25:09

and making them up is a very bad idea.

00:12:25:09 - 00:12:27:02

There might be rights we don't have

00:12:27:02 - 00:12:28:01

that we don't know about.

00:12:28:01 - 00:12:29:15

There might be rights that we do have

00:12:29:15 - 00:12:30:13

that we don't know about.

00:12:31:19 - 00:12:34:18

Also, others misunderstand

or ignore our rights

00:12:34:18 - 00:12:37:05

after 33 years after signing

00:12:37:05 - 00:12:39:00

the Americans with Disabilities Act

00:12:39:00 - 00:12:42:13

and 50 years, yesterday

was the 50th anniversary

00:12:42:13 - 00:12:44:18

of the signing of the Rehabilitation Act.

00:12:44:18 - 00:12:47:08

People don't understand

them, they ignore our rights,

00:12:47:08 - 00:12:50:09

they say there hasn't yet been enough time

00:12:50:09 - 00:12:53:00

because it's only been

either 33 or 50 years.

00:12:54:01 - 00:12:56:03

We're talking about over

a quarter of a century

00:12:56:03 - 00:12:58:22

and a half a century, just so you know.

00:12:58:22 - 00:13:00:06

And by claiming our rights,

00:13:00:06 - 00:13:01:19

we might be able to mitigate some of

00:13:01:19 - 00:13:03:11

the effects of systemic ableism.

00:13:04:15 - 00:13:05:11

Next, please.

00:13:08:09 - 00:13:11:03

So let's look at what our

civil rights protections are.

00:13:12:06 - 00:13:14:13

Some federal laws that

protect disabled people.

00:13:14:13 - 00:13:18:11

The Rehabilitation Act

of 1973 or the Rehab Act.

00:13:18:11 - 00:13:22:19

That's 29 USC Section 701 et seq.

00:13:22:19 - 00:13:24:11

That means, and so on.

00:13:24:11 - 00:13:27:18

We got fancy in the

legal obligations here.

00:13:27:18 - 00:13:29:09

And specifically we're gonna talk today

00:13:29:09 - 00:13:32:21

about Section 504 and what 504 does,

00:13:32:21 - 00:13:34:09

it's probably the part of the Rehab Act

00:13:34:09 - 00:13:37:07

you know about the most,

you've heard about the most,

00:13:37:07 - 00:13:40:14

504 creates obligations

not to discriminate

00:13:40:14 - 00:13:43:21

against people with

disabilities for recipients

00:13:43:21 - 00:13:46:07

and sub-recipients of federal funds.

00:13:47:07 - 00:13:48:03

Next, please.

00:13:55:22 - 00:13:57:08

And the Supreme Court decision

00:13:57:08 - 00:13:58:22

that protects disabled people

00:13:58:22 - 00:14:01:13

is the Olmstead Decision of 1999,

00:14:01:13 - 00:14:06:05

and it is Olmstead

versus L.C, 527, U.S 581.

00:14:06:05 - 00:14:07:14

I'm reading all these numbers out,

00:14:07:14 - 00:14:09:20

not because I want to be pretentious,

00:14:09:20 - 00:14:11:02

but as an access issue.

00:14:11:02 - 00:14:12:23

So something's written in the presentation

00:14:12:23 - 00:14:14:04

I'm reading out loud.

00:14:14:04 - 00:14:16:20

And that's a Supreme

Court decision that stated

00:14:16:20 - 00:14:19:02

that people with disabilities

must receive services

00:14:19:02 - 00:14:21:18

in the most integrated setting

00:14:21:18 - 00:14:24:10

that meets appropriate to their needs.

00:14:24:10 - 00:14:25:11

So it's the most integrated setting

00:14:25:11 - 00:14:27:08

appropriate to their needs.

00:14:27:08 - 00:14:28:03

Next, please.

00:14:29:24 - 00:14:32:06

And I just want to say the

other civil rights law,

00:14:32:06 - 00:14:33:03

of course, that protects

00:14:33:03 - 00:14:34:07

the rights of people with disabilities

00:14:34:07 - 00:14:36:16

is the Americans with Disabilities Act.

00:14:36:16 - 00:14:37:13

Of course.

00:14:37:13 - 00:14:39:22

Let's look at the definition under the ADA

00:14:39:22 - 00:14:41:09

and the Rehabilitation Act.

00:14:41:09 - 00:14:43:01

It's the same, which is great.

00:14:44:16 - 00:14:47:08

A person, an individual is

what it says in the law,

00:14:47:08 - 00:14:51:14

has a disability if they

are substantially limited

00:14:51:14 - 00:14:54:12

in one or more major life activities,

00:14:54:12 - 00:14:57:20

we'll talk about that in

the next couple of slides,

00:14:57:20 - 00:15:01:02

if they have a record of

having such an impairment

00:15:01:02 - 00:15:03:18

or they're regarded as

having such an impairment.

00:15:03:18 - 00:15:07:19

So let's say I don't have a disability,

00:15:07:19 - 00:15:09:17

but I had cancer five years ago,

00:15:09:17 - 00:15:12:22

I'm cancer free, an employer sees that

00:15:12:22 - 00:15:14:00

and they want to discriminate against me,

00:15:14:00 - 00:15:15:17

congress wanted that

person to be protected,

00:15:15:17 - 00:15:16:21

they wanted me to be protected

00:15:16:21 - 00:15:19:18

if I had cancer five years ago

that doesn't exist anymore.

00:15:20:15 - 00:15:22:00

And I think something

that's really important is

00:15:22:00 - 00:15:24:21

even if you don't identify as

a person with a disability,

00:15:24:21 - 00:15:27:04

you may have protections

under the ADA 504.

00:15:28:02 - 00:15:29:23

Maybe you have diabetes

00:15:29:23 - 00:15:32:13

that substantially limits

a major life activity.

00:15:32:13 - 00:15:34:22

You don't consider yourself

as having a disability.

00:15:34:22 - 00:15:36:17

Maybe you have a mental health condition

00:15:36:17 - 00:15:38:19

and you don't consider

that to be a disability.

00:15:38:19 - 00:15:40:10

Maybe you're deaf and you don't consider

00:15:40:10 - 00:15:42:22

being deaf to be a disability.

00:15:42:22 - 00:15:44:24

You're still protected under the ADA

00:15:44:24 - 00:15:47:04

and that's why it's important

that everybody knows about it

00:15:47:04 - 00:15:48:16

and understands it.

00:15:48:16 - 00:15:49:23

Next, please.

00:15:54:04 - 00:15:57:02

Under the ADA Amendment Act of 2008,

00:15:57:02 - 00:16:01:10

major life activities

were stated to include

00:16:01:10 - 00:16:02:06

but aren't limited to,

00:16:02:06 - 00:16:06:09

because what happened was is

we passed the ADA in 1990, yay,

00:16:06:09 - 00:16:09:02

and Congress and People With Disabilities

00:16:09:02 - 00:16:10:23

has certain assumptions

of who was covered.

00:16:10:23 - 00:16:12:14

Then we started against

some court decisions,

00:16:12:14 - 00:16:14:15

they said, oh no, this person

doesn't have a disability,

00:16:14:15 - 00:16:16:03

this person doesn't have a disability,

00:16:16:03 - 00:16:17:23

this person doesn't have a disability.

00:16:17:23 - 00:16:20:03

And we knew that wasn't

the congressional intent

00:16:20:03 - 00:16:22:03

and what the ADA Amendments Act did,

00:16:22:03 - 00:16:24:11

it didn't add any new language to the law,

00:16:24:11 - 00:16:29:11

it just clarified in the

regulation about who was protected.

00:16:29:11 - 00:16:31:01

It's very interesting.

00:16:31:01 - 00:16:33:17

So major life activities include,

00:16:33:17 - 00:16:35:18

and I'm reading these

all for access again,

00:16:35:18 - 00:16:40:06

caring for oneself,

performing manual tasks,

00:16:41:21 - 00:16:46:21

seeing, hearing, eating, sleeping,

00:16:47:04 - 00:16:52:04

walking, standing, lifting, bending,

00:16:52:08 - 00:16:57:08

speaking, breathing, learning,

reading, concentrating,

00:16:57:22 - 00:17:02:10

thinking, communicating, working

and major bodily functions.

00:17:02:10 - 00:17:04:07

Those are all major life activities.

00:17:04:07 - 00:17:06:08

So if you're substantially limited

00:17:06:08 - 00:17:08:12

compared to the rest of

the adult population,

00:17:08:12 - 00:17:10:04

in any of those activities,

00:17:10:04 - 00:17:11:18

you're (indistinct) with a disability.

00:17:11:18 - 00:17:14:01

Now, what the heck is a

major bodily function?

00:17:14:01 - 00:17:16:01

Let's go to the next slide and find out.

00:17:18:14 - 00:17:20:08

Under the ADA Amendment Act,

00:17:20:08 - 00:17:22:07

major bodily functions

were defined to include

00:17:22:07 - 00:17:26:12

but not limited to functions

of the immune system,

00:17:26:12 - 00:17:29:22

normal cell growth and digestive,

00:17:29:22 - 00:17:32:22

bowel, bladder, neurological, brain,

00:17:32:22 - 00:17:35:23

respiratory, circulatory, endocrine,

00:17:35:23 - 00:17:38:01

and reproductive functions.

00:17:38:01 - 00:17:39:02

So what does that mean?

00:17:39:02 - 00:17:41:13

That clarifies that if you have cancer,

00:17:42:17 - 00:17:46:01

the substantial limits

of major life activity,

00:17:46:01 - 00:17:48:00

you're protected under the ADA.

00:17:48:00 - 00:17:51:21

If you have HIV aids, you're

protected under the ADA.

00:17:51:21 - 00:17:53:21

Supreme court case saying

that very early on,

00:17:53:21 - 00:17:56:04

but we wanted to make that clear.

00:17:56:04 - 00:17:57:24

People with things like Crohn's.

00:17:57:24 - 00:18:00:04

All kinds of things,

00:18:00:04 - 00:18:03:13

as long as substantially

limits a major life activity.

00:18:03:13 - 00:18:06:10

And that was the ADA

amendments Act of 2008.

00:18:06:10 - 00:18:11:10

And what it does was kind of

didn't give us any new rights.

00:18:11:12 - 00:18:15:07

It stated rights that we

knew were there all along,

00:18:15:07 - 00:18:16:22

but it stated them really clearly

00:18:16:22 - 00:18:18:20

and that's why it was really important.

00:18:19:18 - 00:18:21:05

We started getting court cases.

00:18:21:05 - 00:18:23:06

I remember one court case I did,

00:18:23:06 - 00:18:27:05

a gentleman who had an

IQ that was under 70,

00:18:27:05 - 00:18:30:08

I don't remember what it was

exactly, he didn't graduate.

00:18:30:08 - 00:18:31:13

He graduated from high school

00:18:31:13 - 00:18:33:19

with a certificate and not a diploma.

00:18:33:19 - 00:18:36:23

He worked in an enclave,

a supportive enclave

00:18:36:23 - 00:18:39:15

and he drove a car to work

00:18:39:15 - 00:18:40:14

and the court didn't get

00:18:40:14 - 00:18:42:23

to whether he was discriminated

against in employment

00:18:42:23 - 00:18:45:15

because they said that

because he could drive a car,

00:18:45:15 - 00:18:48:24

he wasn't substantially limited

in a major life activity.

00:18:48:24 - 00:18:51:24

So that's when we said we've

got to do something about this.

00:18:53:06 - 00:18:54:04

Just some history.

00:18:56:01 - 00:18:56:22

Next, please.

00:18:58:04 - 00:19:00:01

So I have some questions for you all.

00:19:01:17 - 00:19:03:12

Under ADA section 504,

00:19:03:12 - 00:19:05:22

do people have a disability

if they have asthma?

00:19:10:06 - 00:19:13:08

I see Ciawanda nodding yes.

00:19:14:10 - 00:19:16:00

Anyone have a different opinion?

00:19:19:01 - 00:19:22:04

And Ciawanda, you get a fabulous prize.

00:19:22:04 - 00:19:27:02

You get a purple and green

and pink top that you spin

00:19:28:07 - 00:19:29:06

and you can spin it on your desk.

00:19:29:06 - 00:19:31:05

It's just the perfect

size to spin on your desk.

00:19:31:05 - 00:19:33:00

And when you want to fidget and play,

00:19:33:00 - 00:19:35:19

you have that imaginary top to spin.

00:19:35:19 - 00:19:40:19

My scholarly legal answer is, it depends.

00:19:42:14 - 00:19:46:11

So is the asthma significant enough

00:19:46:11 - 00:19:49:07

to limit the major life activity of what?

00:19:51:01 - 00:19:51:22

Breathing.

00:19:53:01 - 00:19:54:10

Does it substantially limit

00:19:54:10 - 00:19:56:16

a major life activity or breathing?

00:19:56:16 - 00:19:57:12

Now, I'm somebody...

00:19:57:12 - 00:19:59:24

I have asthma that I treat

maybe every five years

00:19:59:24 - 00:20:02:00

and it's mild and my

inhalator's always expired

00:20:02:00 - 00:20:02:21

by the time I have to use it,

00:20:02:21 - 00:20:04:16

it's a pain to keep up to date.

00:20:04:16 - 00:20:06:02

Am I substantially limited

00:20:06:02 - 00:20:08:03

in a major life activity of breathing?

00:20:08:03 - 00:20:08:24

No.

00:20:10:13 - 00:20:14:07

If say a child has to

use a nebulizer most days

00:20:14:07 - 00:20:16:03

because of their asthma,

00:20:16:03 - 00:20:18:23

that's where they get

medication through a mask.

00:20:18:23 - 00:20:21:05

Yes, they're substantially limited

00:20:21:05 - 00:20:22:17

in a major life activity of breathing.

00:20:22:17 - 00:20:25:04

So it doesn't turn on the disability,

00:20:25:04 - 00:20:27:08

it turns are you substantially limited

00:20:27:08 - 00:20:29:07

in a major life activity

00:20:29:07 - 00:20:32:05

that the disability is connected

to with asthma breathing?

00:20:34:07 - 00:20:36:08

Under ADA section 504,

00:20:36:08 - 00:20:39:00

do you have a disability

if you're neuro divergent?

00:20:45:05 - 00:20:46:10

Can you unmute yourself, Ciawanda?

00:20:46:10 - 00:20:49:04

Because I see you kind

of talking and thinking.

00:20:49:04 - 00:20:50:00

(laughing)

00:20:50:00 - 00:20:50:21

- Yeah, I'm not sure what neuro--

00:20:50:21 - 00:20:51:17

- [Melissa] Your lips aren't moving

00:20:51:17 - 00:20:52:22

but I can see you thinking.

00:20:52:22 - 00:20:55:14

- [Ciawanda] Yeah, I'm wondering

what neuro divergent is.

00:20:55:14 - 00:20:57:04

I don't know what that is.

00:20:57:04 - 00:20:58:00

- [Melissa] Autistic.

00:20:58:00 - 00:21:01:00

Autistic is one of the

categories of neuro divergent.

00:21:01:00 - 00:21:03:11

It can also be people with ADHD,

00:21:03:11 - 00:21:08:11

people who are neurologically

diverse from other people.

00:21:09:22 - 00:21:12:15

Could be ADHD, some people

with psychiatric disabilities.

00:21:12:15 - 00:21:14:15

Primarily I'm thinking

of autism right here.

00:21:14:15 - 00:21:16:10

So think about that.

00:21:16:10 - 00:21:18:11

- So the answer's yes to me.

00:21:18:11 - 00:21:20:18

- To me the answer is the same thing.

00:21:20:18 - 00:21:21:22

It depends.

00:21:23:00 - 00:21:25:12

So let's say someone has autism

00:21:25:12 - 00:21:27:14

and we used to talk about

the autism spectrum.

00:21:27:14 - 00:21:29:20

Someone has autism and they're really

00:21:29:20 - 00:21:32:23

not substantially limited

in any major life activity,

00:21:32:23 - 00:21:36:21

they're just neuro divergent in some ways.

00:21:36:21 - 00:21:39:06

Then they're not protected under the ADA.

00:21:39:06 - 00:21:41:21

If someone is neuro

divergent to the degree

00:21:41:21 - 00:21:44:18

that they're substantially

limited in a major life activity

00:21:44:18 - 00:21:49:13

or maybe communicated, then

they're protected under the ADA.

00:21:50:24 - 00:21:53:00

So that's somebody who's neuro divergent.

00:21:54:09 - 00:21:56:18

So it depends, again.

00:21:56:18 - 00:22:00:06

So you're looking at what is called...

00:22:00:06 - 00:22:01:08

Legally, it's called the impairment.

00:22:01:08 - 00:22:02:23

I don't like that word, but

what their impairment is

00:22:02:23 - 00:22:05:10

and if they're substantially limited

00:22:05:10 - 00:22:07:09

compared to the rest of the population.

00:22:08:21 - 00:22:10:05

Compared to the rest of the population.

00:22:10:05 - 00:22:15:05

So if I get tired after I walk two miles,

00:22:15:08 - 00:22:16:22

I get exhausted after I walk two miles.

00:22:16:22 - 00:22:18:08

Our population's not that fit,

00:22:18:08 - 00:22:20:14

so I'm not substantially

limited in a major life activity

00:22:20:14 - 00:22:23:09

of walking compared to the

rest of the population.

00:22:23:09 - 00:22:25:04

If I get substantially exhausted

00:22:25:04 - 00:22:27:22

after walking out to say

to my car to my house,

00:22:27:22 - 00:22:30:10

which is 50 feet, which it is and I do,

00:22:30:10 - 00:22:31:24

then I'm substantially limited in

00:22:31:24 - 00:22:33:18

the major life activity of walking.

00:22:34:17 - 00:22:36:20

Now, do people have a disability

00:22:36:20 - 00:22:38:18

under the ADA 504 if they're deaf?

00:22:44:06 - 00:22:45:05

Ciawanda's nodding yes.

00:22:45:05 - 00:22:47:01

That's one we get to say yes.

00:22:47:01 - 00:22:51:10

If someone is deaf, not

just mildly hard of hearing,

00:22:51:10 - 00:22:56:02

but someone's deaf, then

they're protected under the ADA.

00:22:56:02 - 00:23:01:02

Now, someone who's deaf

might say, I'm not disabled,

00:23:01:02 - 00:23:03:11

I'm deaf and I'm proud

of the fact that I'm deaf

00:23:03:11 - 00:23:04:08

and being deaf is great.

00:23:04:08 - 00:23:06:08

Well, having a disability is great too,

00:23:06:08 - 00:23:07:21

but you're still covered.

00:23:07:21 - 00:23:09:14

That's how the interpreters...

00:23:09:14 - 00:23:11:03

We would've had interpreters anyway,

00:23:11:03 - 00:23:14:15

but that's how interpreters

are required to be places.

00:23:14:15 - 00:23:15:22

Same thing with people

being neuro divergent.

00:23:15:22 - 00:23:18:12

So when I say I'm autistic,

that's not a disability.

00:23:18:12 - 00:23:19:16

I'm neuro divergent.

00:23:19:16 - 00:23:21:05

That's not a disability.

00:23:21:05 - 00:23:23:06

You still might be

protected under the ADA,

00:23:23:06 - 00:23:25:03

so you need to know about that,

00:23:25:03 - 00:23:26:06

so you can get those wonderful protections

00:23:26:06 - 00:23:27:11

that you're entitled to.

00:23:28:16 - 00:23:30:11

I'm gonna stop for questions.

00:23:30:11 - 00:23:32:13

Ciawanda, anyone else, do

you have any questions?

00:23:34:04 - 00:23:38:00

- More so a comment, I

know you said it depends

00:23:38:00 - 00:23:42:10

and it kind of is based on

00:23:42:10 - 00:23:47:00

whether or not the person

has one or more limitations

00:23:47:00 - 00:23:49:19

in a major life activity,

00:23:49:19 - 00:23:54:19

but I was under the impression,

and maybe I'm wrong here,

00:23:55:02 - 00:23:58:07

but I was under the

impression the diagnosis

00:23:58:07 - 00:24:02:13

usually equates to some type of symptom

00:24:02:13 - 00:24:07:13

that limits life activity, no?

00:24:07:15 - 00:24:09:24

- The symptom has to substantially

00:24:09:24 - 00:24:11:12

limit the major life activity.

00:24:11:12 - 00:24:12:07

- Substantially.

00:24:12:07 - 00:24:13:19

- [Melissa] Go back to me.

00:24:13:19 - 00:24:15:14

I have a diagnosis of asthma.

00:24:16:18 - 00:24:18:15

Is anybody gonna say

I'm substantial limited

00:24:18:15 - 00:24:20:04

in the major life activity of breathing?

00:24:20:04 - 00:24:22:10

No, not except in the rare occasion

00:24:22:10 - 00:24:24:17

when having an asthma attack.

00:24:24:17 - 00:24:26:01

It depends.

00:24:26:01 - 00:24:29:24

If you look to the

Individuals With Disabilities

00:24:29:24 - 00:24:33:10

Education Act idea, they give you a list.

00:24:35:01 - 00:24:38:21

They give you a list of diagnoses

00:24:38:21 - 00:24:41:10

by which you qualify as

somebody with a disability.

00:24:42:12 - 00:24:46:12

Whereas that's a categorical definition.

00:24:46:12 - 00:24:50:06

Under the ADA 504, it's

a functional definition.

00:24:50:06 - 00:24:51:22

And it's important that we know that

00:24:51:22 - 00:24:52:18

and it's important that we talk about it

00:24:52:18 - 00:24:55:01

because sometimes people

think it's an easy question,

00:24:55:01 - 00:24:57:13

but sometimes it's a primary question,

00:24:57:13 - 00:25:00:16

an important question

people need to know about.

00:25:00:16 - 00:25:01:18

Other questions or comments?

00:25:01:18 - 00:25:02:17

Thank you for your comments, Ciawanda.

00:25:02:17 - 00:25:03:13

- Absolutely.

00:25:05:15 - 00:25:06:19

- [Melissa] Next, please.

00:25:10:22 - 00:25:11:24

Another important slide.

00:25:11:24 - 00:25:14:00

You can tell it's in white

with blue background,

00:25:14:00 - 00:25:16:09

disaster-related programs and services

00:25:16:09 - 00:25:18:23

must not discriminate against

people with disabilities.

00:25:18:23 - 00:25:21:07

With an exclamation point, yes.

00:25:21:07 - 00:25:24:09

We're gonna be looking at what it means

00:25:24:09 - 00:25:26:19

to discriminate, what discrimination is.

00:25:26:19 - 00:25:28:13

People tend to have an idea

00:25:28:13 - 00:25:30:22

in their heads of what discrimination is.

00:25:30:22 - 00:25:32:16

They'll think of

something that's not fair.

00:25:32:16 - 00:25:35:12

Sometimes they'll think of

something that's not nice.

00:25:35:12 - 00:25:37:24

And what discrimination

is, it's a legal term

00:25:37:24 - 00:25:39:06

and it's something that's not legal.

00:25:39:06 - 00:25:42:11

So something might not be

nice, it might still be legal,

00:25:42:11 - 00:25:45:08

and it's something you might

not think people have to do

00:25:45:08 - 00:25:47:21

and it's still legally required.

00:25:47:21 - 00:25:49:02

So we're gonna be exploring that

00:25:49:02 - 00:25:50:21

throughout the rest of the training.

00:25:53:05 - 00:25:56:23

And let's look at

non-discrimination during disasters.

00:25:56:23 - 00:25:59:09

And I'm gonna read to you some quotes

00:25:59:09 - 00:26:01:19

because under federal civil rights laws,

00:26:01:19 - 00:26:04:19

sheltering services must

be accessible to children

00:26:04:19 - 00:26:06:05

and adults with disabilities.

00:26:07:07 - 00:26:10:01

Sheltering services and facilities

00:26:10:01 - 00:26:13:07

must be accessible to

people with disabilities.

00:26:13:07 - 00:26:15:05

Says children and adults.

00:26:15:05 - 00:26:17:07

Sheltering and temporary housing

00:26:17:07 - 00:26:18:23

of persons with disabilities

00:26:18:23 - 00:26:21:20

must take place in the

most integrated setting

00:26:21:20 - 00:26:24:05

appropriate to the needs of that person.

00:26:24:05 - 00:26:25:24

And that's a quote from the United States

00:26:25:24 - 00:26:28:11

Department of Homeland Security, DHS.

00:26:28:11 - 00:26:30:19

And the reason I chose

these words in this place,

00:26:30:19 - 00:26:32:21

and I'm gonna say them again

a little bit differently,

00:26:32:21 - 00:26:36:17

is we need to know the

Department of Homeland Security,

00:26:36:17 - 00:26:41:06

where FEMA is located, has

claimed this to be the truth.

00:26:41:06 - 00:26:43:03

So if FEMA says it's not true, no FEMA,

00:26:43:03 - 00:26:44:24

you've said it's true

and here is where it is.

00:26:44:24 - 00:26:47:16

You're getting copies of these slides

00:26:47:16 - 00:26:49:04

and these sites are all linked.

00:26:49:04 - 00:26:49:24

So you can have this.

00:26:49:24 - 00:26:51:06

You can say to people, no, no,

00:26:51:06 - 00:26:52:18

this is what you said about this.

00:26:52:18 - 00:26:55:01

And that's why we put these slides in here

00:26:55:01 - 00:26:56:06

with their exact wording.

00:26:56:06 - 00:26:57:02

Next, please.

00:27:00:11 - 00:27:03:23

And again, this is also

from the US Department

00:27:03:23 - 00:27:05:16

of Homeland Security or DHS.

00:27:07:03 - 00:27:10:10

In order to not discriminate

during disasters,

00:27:11:17 - 00:27:14:05

(indistinct) must ensure

effective communication

00:27:14:05 - 00:27:16:04

with impacted populations

00:27:16:04 - 00:27:18:20

during response and recovery activities.

00:27:18:20 - 00:27:21:11

Sorry for the big words,

we'll unpack those later.

00:27:21:11 - 00:27:23:11

This includes, but isn't limited to,

00:27:23:11 - 00:27:26:06

providing print materials

in large print and braille,

00:27:26:06 - 00:27:30:05

website accessibility,

open captioning of videos

00:27:30:05 - 00:27:32:19

and providing qualified

sign language interpreters.

00:27:33:21 - 00:27:34:17

Next, please.

00:27:37:04 - 00:27:39:20

So let's look at some more

things where it's discrimination.

00:27:39:20 - 00:27:41:18

It is discrimination

00:27:41:18 - 00:27:44:00

to place surcharges on a disabled person

00:27:44:00 - 00:27:46:05

for an accommodation or anything else.

00:27:46:05 - 00:27:47:09

So you can't stay in a shelter,

00:27:47:09 - 00:27:48:11

and I haven't seen this happening,

00:27:48:11 - 00:27:51:12

but everything and anything can happen.

00:27:51:12 - 00:27:53:06

Oh yes, you can have an interpreter,

00:27:53:06 - 00:27:54:23

we're gonna send you a bill

at the end of the month.

00:27:54:23 - 00:27:56:06

That's not legal.

00:27:56:06 - 00:27:57:07

We're gonna build a ramp

00:27:57:07 - 00:27:58:16

and we're gonna send you a bill for that.

00:27:58:16 - 00:27:59:23

That's not legal to do that.

00:27:59:23 - 00:28:01:04

You can't do that.

00:28:01:04 - 00:28:02:00

We're gonna put things in large print.

00:28:02:00 - 00:28:03:01

There have been classes and stuff

00:28:03:01 - 00:28:06:20

where people have tried to be

charged, illegal to do that.

00:28:06:20 - 00:28:07:19

In the state of Connecticut,

00:28:07:19 - 00:28:09:19

which is where I live right now,

00:28:09:19 - 00:28:11:21

it was found illegal under the ADA

00:28:11:21 - 00:28:14:24

to charge for the accessibility

placards for your car.

00:28:16:10 - 00:28:19:07

And it was just a really two

dollar inexpensive lawsuit.

00:28:19:07 - 00:28:21:23

But a friend of mine who's

a disability rights attorney

00:28:21:23 - 00:28:23:21

said, we're gonna sue.

00:28:23:21 - 00:28:28:01

And we did a suit and the

attorney general wanted us to sue,

00:28:28:01 - 00:28:29:12

he thought it was a good idea.

00:28:29:12 - 00:28:30:08

There was a settlement.

00:28:30:08 - 00:28:32:16

All of that went through

disability rights organizations

00:28:32:16 - 00:28:34:18

in University of

Connecticut School of Law,

00:28:34:18 - 00:28:37:13

and we get to do training for

them because we sued them,

00:28:37:13 - 00:28:39:07

and on these points.

00:28:39:07 - 00:28:41:23

So any eligibility criteria are illegal.

00:28:43:04 - 00:28:45:09

And it's also discrimination to otherwise

00:28:45:09 - 00:28:46:19

not provide equal access

00:28:46:19 - 00:28:49:11

to any disaster related

programs and services.

00:28:49:11 - 00:28:51:17

We're gonna look at what

those are in just a second.

00:28:51:17 - 00:28:52:12

Next, please.

00:28:54:07 - 00:28:55:03

So let's look.

00:28:55:03 - 00:28:56:12

We talk of programs.

00:28:56:12 - 00:29:01:05

People tend to not think of

everything that's a program.

00:29:01:05 - 00:29:03:23

I say disaster, you're

probably gonna think shelter.

00:29:03:23 - 00:29:07:03

You might think disaster recovery center.

00:29:07:03 - 00:29:11:02

But it includes things that

happen before the disaster,

00:29:11:02 - 00:29:13:15

during the disaster and after disaster.

00:29:13:15 - 00:29:16:13

So the planning meetings

have to be accessible.

00:29:16:13 - 00:29:18:15

That means the notices and invitations

00:29:18:15 - 00:29:22:18

for the planning meetings must

be electronically accessible.

00:29:22:18 - 00:29:25:14

Accessible font, meet those criteria.

00:29:25:14 - 00:29:29:07

The meeting must be in an

accessible place on a bus route.

00:29:29:07 - 00:29:31:07

All of those things,

all of those things have

00:29:31:07 - 00:29:33:11

to happen in the planning session.

00:29:33:11 - 00:29:34:20

It's not just the disaster.

00:29:35:19 - 00:29:38:17

Early emergency alerts must be accessible

00:29:38:17 - 00:29:42:05

to people with disabilities and

we're gonna talk about that.

00:29:42:05 - 00:29:44:21

And lots of times you

see alerts on television

00:29:44:21 - 00:29:49:02

and the person is speaking

00:29:49:02 - 00:29:50:24

and there's not an interpreter,

00:29:50:24 - 00:29:52:04

often there is an interpreter

00:29:52:04 - 00:29:54:16

and sometimes the interpreter

sadly isn't onscreen.

00:29:54:16 - 00:29:55:14

They need to be onscreen.

00:29:55:14 - 00:29:57:17

We're gonna talk about that.

00:29:57:17 - 00:29:59:21

And people need to be notified.

00:29:59:21 - 00:30:01:16

Transportation must be accessible

00:30:01:16 - 00:30:02:17

to people with disabilities

00:30:02:17 - 00:30:05:04

if it's provided to the other people.

00:30:05:04 - 00:30:07:14

And shelters, like I

said in the beginning,

00:30:07:14 - 00:30:08:10

must be accessible.

00:30:08:10 - 00:30:09:23

They must not discriminate.

00:30:09:23 - 00:30:11:13

Maybe be accessible.

00:30:11:13 - 00:30:12:21

Disability recovery centers

00:30:12:21 - 00:30:14:17

where you go to get information afterwards

00:30:14:17 - 00:30:17:09

must not discriminate against

people with disabilities.

00:30:17:09 - 00:30:20:03

And if they're not accessible,

then they're discriminating.

00:30:20:03 - 00:30:21:03

Exercises.

00:30:21:03 - 00:30:23:20

And by exercises I don't mean like Zumba

00:30:23:20 - 00:30:25:01

or Pilates or anything like that.

00:30:25:01 - 00:30:29:05

What I mean is drills where you practice.

00:30:29:05 - 00:30:33:08

You practice a disaster,

that needs to be exercised.

00:30:33:08 - 00:30:35:19

You need to have the space be accessible,

00:30:35:19 - 00:30:37:19

you need to have sign

language interpretation,

00:30:37:19 - 00:30:39:11

you need to have materials be interpreted.

00:30:39:11 - 00:30:42:16

You need all materials to be accessible.

00:30:42:16 - 00:30:44:07

All of those things.

00:30:44:07 - 00:30:49:07

Sometimes in disasters they

call themselves inclusive

00:30:49:19 - 00:30:51:02

and they'll assign someone

00:30:51:02 - 00:30:53:06

to pretend there's

someone with a disability.

00:30:53:06 - 00:30:55:00

That's not inclusive.

00:30:55:00 - 00:30:56:04

We can debate about whether

that's (indistinct),

00:30:56:04 - 00:30:57:16

that's not inclusive.

00:30:57:16 - 00:30:59:16

Or they'll assign

someone with a disability

00:30:59:16 - 00:31:01:06

to pretend they have another disability,

00:31:01:06 - 00:31:02:06

which is no more inclusive

00:31:02:06 - 00:31:04:16

than having somebody without

a disability do that.

00:31:04:16 - 00:31:07:02

So you want your exercises

to be accessible,

00:31:07:02 - 00:31:09:04

not to discriminate, to be inclusive.

00:31:09:04 - 00:31:10:00

Next, please.

00:31:13:02 - 00:31:14:23

Programs and services must provide

00:31:14:23 - 00:31:16:11

equally effective communication.

00:31:16:11 - 00:31:17:18

And that's what we talked about above,

00:31:17:18 - 00:31:20:05

but I just want to specify

what it was more clearly.

00:31:20:05 - 00:31:22:07

That means sign language interpreters,

00:31:22:07 - 00:31:23:21

including tactile interpreters

00:31:23:21 - 00:31:26:03

for people that are deaf blind.

00:31:26:03 - 00:31:28:15

Video relay interpreting or VRI

00:31:28:15 - 00:31:30:02

and video relay interpreting

00:31:30:02 - 00:31:33:13

is when someone is there

virtually to interpret.

00:31:33:13 - 00:31:35:22

Some people prefer video interpreting.

00:31:35:22 - 00:31:37:10

Some people from the deaf community

00:31:37:10 - 00:31:38:09

have said they don't like it

00:31:38:09 - 00:31:42:05

because interpreters from

different regions of the country

00:31:42:05 - 00:31:44:01

might not get local pronunciation,

00:31:44:01 - 00:31:46:10

local spelling is what I'm trying to say.

00:31:46:10 - 00:31:49:19

Or local ways of phrasing things.

00:31:49:19 - 00:31:53:08

And you must use electronic material

00:31:53:08 - 00:31:54:18

that's accessible as well.

00:31:56:00 - 00:31:58:15

And also if you're handing

out print material,

00:31:58:15 - 00:32:01:01

that should be large print

in an accessible font.

00:32:01:22 - 00:32:04:23

So that's examples of some what they call

00:32:04:23 - 00:32:06:16

auxiliary aids and services

00:32:06:16 - 00:32:08:21

to provide equally

effective communication.

00:32:12:11 - 00:32:13:07

Next, please.

00:32:15:23 - 00:32:18:03

Now, I mentioned notification before

00:32:18:03 - 00:32:19:08

as part of equal access

00:32:19:08 - 00:32:22:02

disaster related programs and services.

00:32:22:02 - 00:32:24:13

Now, listen to this.

00:32:24:13 - 00:32:28:22

Notification should be

interpreted into ASL

00:32:28:22 - 00:32:32:04

and must be live captioned.

00:32:32:04 - 00:32:34:13

This is the legal standard.

00:32:34:13 - 00:32:37:22

So notifications should

be interpreted into ASL

00:32:37:22 - 00:32:39:10

and must be live captioned.

00:32:40:20 - 00:32:42:16

In my opinion, if they're asking me,

00:32:42:16 - 00:32:44:17

I would say they must

be interpreted into ASL,

00:32:44:17 - 00:32:48:01

and laws of states and and

counties do that in Florida,

00:32:48:01 - 00:32:50:07

they tend to do that is my understanding.

00:32:50:07 - 00:32:52:22

Also, alternatives to

door knocks must be used.

00:32:52:22 - 00:32:55:04

So knocking on someone's

door if they're deaf

00:32:55:04 - 00:32:57:07

isn't really going to help.

00:32:57:07 - 00:33:00:12

So doing a strobe light

or something near houses.

00:33:01:12 - 00:33:03:13

Maps must be accessible.

00:33:03:13 - 00:33:04:23

That means they're tactile.

00:33:06:14 - 00:33:09:02

That means they're screen read accessible.

00:33:10:10 - 00:33:11:05

Next, please.

00:33:13:21 - 00:33:16:03

And we talk about evacuation,

there's a couple things.

00:33:16:03 - 00:33:17:10

There's building evacuation

00:33:17:10 - 00:33:19:10

where you get out of your house

or your apartment building.

00:33:19:10 - 00:33:20:23

That's where you get notified.

00:33:20:23 - 00:33:24:01

Also, keep in mind,

geographic area notification.

00:33:24:01 - 00:33:29:01

So we're gonna evacuate all of

Tallahassee or all of Miami.

00:33:29:06 - 00:33:31:11

That's always a painful decision

that someone has to make,

00:33:31:11 - 00:33:33:15

a governor has to make,

mayors have to make

00:33:33:15 - 00:33:36:22

with the governor about

whether or not to evacuate

00:33:36:22 - 00:33:39:00

because sometimes people get more injured

00:33:39:00 - 00:33:41:06

and more people die evacuating a city

00:33:41:06 - 00:33:42:07

than they do if they stayed,

00:33:42:07 - 00:33:44:14

and it's one of those situations,

it's really complicated

00:33:44:14 - 00:33:46:10

and it's kind of a lose lose sometimes.

00:33:46:10 - 00:33:47:23

So it's a hard decision to make

00:33:47:23 - 00:33:51:14

but that needs to be

accessible and considered

00:33:51:14 - 00:33:52:16

when you're planning.

00:33:54:20 - 00:33:55:16

Next, please.

00:34:00:14 - 00:34:04:00

So equal access to disaster

related programs and services

00:34:04:00 - 00:34:07:10

includes physical or

structural accessibility.

00:34:08:10 - 00:34:12:03

That includes ADA

compliant paths of travel.

00:34:12:03 - 00:34:15:08

So from the drop off

place from the bus route

00:34:15:08 - 00:34:17:18

or from the parking lot

00:34:17:18 - 00:34:18:23

and there must be an accessible

00:34:18:23 - 00:34:21:12

path of travel without obstructions,

00:34:21:12 - 00:34:23:24

there need to be curb

cuts that are accessible,

00:34:23:24 - 00:34:26:06

there needs not to be broken pavement,

00:34:26:06 - 00:34:30:02

it needs to be contiguous,

solid, stable pavement,

00:34:30:02 - 00:34:33:20

and there needs to be accessible toilets.

00:34:33:20 - 00:34:37:01

In a shelter, there needs

to be accessible toilets,

00:34:37:01 - 00:34:40:01

shower, cots, registration for all spaces.

00:34:41:21 - 00:34:44:23

For something like a disability

disaster recovery center,

00:34:44:23 - 00:34:47:05

you need accessible path of travel,

00:34:47:05 - 00:34:49:16

bathrooms, registration in all spaces,

00:34:49:16 - 00:34:51:08

but you're not gonna

typically have showers

00:34:51:08 - 00:34:53:13

in a disability recovery center, DRC.

00:34:56:15 - 00:34:58:02

Also, in order to be accessible,

00:34:58:02 - 00:34:59:14

you need to have equally

effective communication

00:34:59:14 - 00:35:01:04

like we just talked about.

00:35:01:04 - 00:35:03:11

That's video onsite interpreters.

00:35:03:11 - 00:35:05:15

Print materials in multiple formats,

00:35:05:15 - 00:35:08:12

sign language alternatives,

announcements, et cetera.

00:35:09:10 - 00:35:10:06

Next, please.

00:35:11:12 - 00:35:12:09

- [Shaylin] And this is Shaylin,

00:35:12:09 - 00:35:16:22

that's signage alternatives,

like signs, posting--

00:35:16:22 - 00:35:17:17

- [Melissa] I'm sorry, I'm sorry.

00:35:17:17 - 00:35:19:03

Thank you, Shaylin.

00:35:19:03 - 00:35:21:08

- [Shaylin] All good.

- I misread my own slide.

00:35:21:08 - 00:35:22:11

I probably wrote that.

00:35:24:18 - 00:35:26:02

Okay.

00:35:26:02 - 00:35:29:11

And something that's forgotten about

00:35:29:11 - 00:35:32:02

as part of non-discrimination obligations

00:35:32:02 - 00:35:34:19

are making reasonable modifications

00:35:34:19 - 00:35:36:18

to policies and practices.

00:35:36:18 - 00:35:40:07

That is required under 504 and the ADA.

00:35:40:07 - 00:35:43:19

So that might look like

providing a quiet area

00:35:43:19 - 00:35:45:21

for people's sensory disabilities.

00:35:45:21 - 00:35:49:18

People that are autistic

who want, need a quiet area,

00:35:49:18 - 00:35:52:18

it must include, this is required,

00:35:52:18 - 00:35:55:04

admitting service animals,

00:35:55:04 - 00:35:57:13

which are dogs and miniature horses.

00:35:58:13 - 00:36:00:20

And it should allow allowing

00:36:00:20 - 00:36:04:05

or providing personal assistance services.

00:36:04:05 - 00:36:07:16

Also providing dietary accommodations,

00:36:07:16 - 00:36:10:06

and it might include, we

can make a case for it,

00:36:10:06 - 00:36:12:08

including plain language and pictograms.

00:36:13:24 - 00:36:15:17

Okay, next, please.

00:36:18:02 - 00:36:19:24

So now I have questions for you.

00:36:20:24 - 00:36:22:10

So what are some examples

00:36:22:10 - 00:36:25:01

of disaster related programs and services?

00:36:25:01 - 00:36:26:09

Some of this is stuff we went over,

00:36:26:09 - 00:36:28:22

some is stuff that might not be there.

00:36:28:22 - 00:36:33:15

And what do they have to do to make sure

00:36:33:15 - 00:36:34:13

they don't discriminate

00:36:34:13 - 00:36:36:05

against people with disabilities

00:36:36:05 - 00:36:37:22

under the ADA section 504?

00:36:37:22 - 00:36:39:24

So what are some examples

of disaster related programs

00:36:39:24 - 00:36:41:18

and services and what must they do?

00:36:45:24 - 00:36:47:09

- Preparedness drills.

00:36:49:03 - 00:36:52:19

- Preparedness drills

are an excellent idea.

00:36:52:19 - 00:36:54:11

They're not required,

00:36:54:11 - 00:36:57:20

but if they are there,

they must be accessible.

00:36:57:20 - 00:37:00:05

So yes, preparedness

drills are really good.

00:37:00:05 - 00:37:02:03

And that's where you really

want to be inclusive.

00:37:02:03 - 00:37:03:18

You want to include

people with disabilities

00:37:03:18 - 00:37:06:03

and you not only want people

with disabilities there

00:37:06:03 - 00:37:08:20

playing the part of the

disabled person that they have,

00:37:08:20 - 00:37:11:01

you want them involved

in planning the drill.

00:37:12:07 - 00:37:15:12

So they can say, or you have a drill

00:37:15:12 - 00:37:16:18

and sometimes you have a drill

00:37:16:18 - 00:37:18:16

where they'll do (indistinct) work,

00:37:18:16 - 00:37:20:08

X person has this disability

00:37:20:08 - 00:37:21:04

and they're doing this

00:37:21:04 - 00:37:22:16

and then they have a

heart attack or something.

00:37:22:16 - 00:37:23:21

Those kinds of things happen

00:37:23:21 - 00:37:26:07

or a tree falls in front of

them or those kinds of things.

00:37:26:07 - 00:37:27:13

So drills are great.

00:37:27:13 - 00:37:28:09

Anything else?

00:37:29:14 - 00:37:32:02

- Yeah, the announcements,

00:37:32:02 - 00:37:33:23

evacuation announcements

and things like that.

00:37:33:23 - 00:37:35:09

- Evacuation announcements.

00:37:35:09 - 00:37:37:16

And what do they have to

do to make them accessible?

00:37:38:22 - 00:37:41:05

- They have to make sure that

00:37:41:05 - 00:37:43:08

there's a sign language interpreter

00:37:43:08 - 00:37:48:08

or that there's enlarged print,

different things like that.

00:37:48:09 - 00:37:50:09

- And again, they don't have to

00:37:50:09 - 00:37:51:19

have sign language interpreters.

00:37:51:19 - 00:37:54:00

They should is what the law says.

00:37:54:00 - 00:37:54:21

- That's right.

00:37:54:21 - 00:37:57:08

- You get a fabulous prize.

00:37:57:08 - 00:38:00:23

Let's see, let me reach

into my fabulous prize.

00:38:00:23 - 00:38:05:23

You get a green dinosaur water squirter.

00:38:06:11 - 00:38:07:07

It's very small.

00:38:07:07 - 00:38:09:11

It doesn't hold a lot of

water, but it wakes somebody up

00:38:09:11 - 00:38:10:19

if they're falling

asleep during a training.

00:38:10:19 - 00:38:12:14

So that's what Ciawanda gets.

00:38:12:14 - 00:38:15:16

- I love it.

- [Melissa] Next, please.

00:38:19:20 - 00:38:20:17

So we're gonna talk about

00:38:20:17 - 00:38:22:19

special needs registries and shelters

00:38:22:19 - 00:38:24:02

because you're in Florida

00:38:24:02 - 00:38:26:13

and you have some specific requirements

00:38:26:13 - 00:38:28:19

around special needs

registries and shelters.

00:38:29:21 - 00:38:31:02

First I'm gonna give you

00:38:31:02 - 00:38:33:18

some disclaimers and clarifications.

00:38:33:18 - 00:38:35:03

The partnership,

00:38:35:03 - 00:38:37:22

partnership for Inclusive

Disaster Strategies

00:38:37:22 - 00:38:41:00

does not support the concept

of, we have in quotes,

00:38:41:00 - 00:38:44:20

special registries for

disabled people and disasters.

00:38:45:17 - 00:38:47:08

The partnership does not support

00:38:47:08 - 00:38:50:03

the outdated term, special needs.

00:38:50:03 - 00:38:51:10

We have that in quotes.

00:38:52:06 - 00:38:53:18

But Florida has a law

00:38:53:18 - 00:38:55:17

that requires special needs registries,

00:38:55:17 - 00:38:57:14

which is why we're telling you about it.

00:38:57:14 - 00:38:59:23

And Florida interestingly

is the only state

00:38:59:23 - 00:39:02:22

that mandates a special

registry, in quotes,

00:39:02:22 - 00:39:05:05

for people with

disabilities and disasters.

00:39:05:05 - 00:39:07:12

Now, North Carolina, Texas, and Illinois

00:39:07:12 - 00:39:10:00

have legislation that

authorizes registries,

00:39:10:00 - 00:39:11:12

meaning that it suggests they're used

00:39:11:12 - 00:39:12:23

but doesn't mandate it.

00:39:12:23 - 00:39:15:02

So that's a unique thing about Florida.

00:39:15:02 - 00:39:16:10

And we're gonna have a

whole training on this.

00:39:16:10 - 00:39:18:09

We're gonna be doing a

one hour training on this,

00:39:18:09 - 00:39:19:22

so we're gonna go into it a little bit

00:39:19:22 - 00:39:21:02

for a few minutes now,

00:39:21:02 - 00:39:23:15

but I want to talk about it

00:39:23:15 - 00:39:24:24

because it's an important thing to...

00:39:24:24 - 00:39:25:23

We don't want to admit it.

00:39:25:23 - 00:39:26:22

Next, please.

00:39:29:18 - 00:39:32:09

So the Florida special needs registries

00:39:32:09 - 00:39:35:00

and Florida to get access to a, in quotes,

00:39:35:00 - 00:39:36:22

special needs shelter,

00:39:36:22 - 00:39:38:04

people should be registered on

00:39:38:04 - 00:39:40:02

the Florida Special Needs Registry

00:39:40:02 - 00:39:41:16

and that's linked in the slide.

00:39:42:13 - 00:39:44:00

And people with disabilities,

00:39:44:00 - 00:39:46:08

this is language from their website,

00:39:46:08 - 00:39:48:23

people with disabilities

are encouraged to register

00:39:48:23 - 00:39:52:15

before an event to try

to ensure transportation.

00:39:52:15 - 00:39:54:05

But if a disabled person shows up

00:39:54:05 - 00:39:55:24

at a special needs register,

00:39:55:24 - 00:39:57:12

this is not from their

website, I don't think,

00:39:57:12 - 00:39:59:07

if a person with a disability shows up

00:39:59:07 - 00:40:03:06

at a special needs shelter,

they shouldn't be turned away

00:40:03:06 - 00:40:04:08

and the individual should be

00:40:04:08 - 00:40:06:01

added to the registry on the spot.

00:40:08:11 - 00:40:10:19

This is from their website, this sentence,

00:40:10:19 - 00:40:13:05

completing the Florida

Special Needs Registry

00:40:13:05 - 00:40:15:17

does not automatically

qualify the individual

00:40:15:17 - 00:40:17:24

for a special needs shelter.

00:40:17:24 - 00:40:19:16

So on one hand, in practice,

00:40:19:16 - 00:40:21:19

they should register you on the spot

00:40:21:19 - 00:40:24:13

if you haven't registered

when you get there,

00:40:24:13 - 00:40:27:11

but completing the registry,

completing a registration

00:40:27:11 - 00:40:28:18

for the special needs shelter

00:40:28:18 - 00:40:30:14

doesn't qualify you automatically

00:40:30:14 - 00:40:32:21

to go to a special needs shelter.

00:40:32:21 - 00:40:33:16

Next, please.

00:40:39:00 - 00:40:41:18

And this is a quote from

the Florida website.

00:40:41:18 - 00:40:45:08

During an emergency, the

government and other agencies

00:40:45:08 - 00:40:47:14

may not be able to meet your needs.

00:40:47:14 - 00:40:49:20

You should be prepared

to take care of yourself

00:40:49:20 - 00:40:53:06

and loved ones for a minimum of 72 hours.

00:40:53:06 - 00:40:55:04

Those individuals with a special need

00:40:55:04 - 00:41:00:02

are encouraged to identify

their emergency support network,

00:41:00:02 - 00:41:02:14

and to build disaster supply kit.

00:41:02:14 - 00:41:05:12

Registering on this

website is not a guarantee

00:41:05:12 - 00:41:07:01

that emergency officials will be able

00:41:07:01 - 00:41:09:11

to assist you in an emergency.

00:41:09:11 - 00:41:11:08

So on one hand you must register,

00:41:11:08 - 00:41:12:22

they encourage you to register.

00:41:12:22 - 00:41:15:15

They're not guaranteeing anything.

00:41:17:17 - 00:41:18:16

Just kind of take that in.

00:41:18:16 - 00:41:21:05

Again, we're gonna do an

hour training on this in,

00:41:21:05 - 00:41:22:24

I think a few weeks.

00:41:22:24 - 00:41:24:08

Let's go to the next slide.

00:41:27:02 - 00:41:29:24

An eligibility for special needs shelter.

00:41:29:24 - 00:41:32:08

People with special medical needs,

00:41:32:08 - 00:41:35:16

people's care exceeds

basic first aid provider

00:41:35:16 - 00:41:37:21

at general population shelters

00:41:37:21 - 00:41:39:02

and people with impairments

00:41:39:02 - 00:41:41:15

or disabilities who are medically stable

00:41:41:15 - 00:41:44:00

and do not require medical care.

00:41:44:00 - 00:41:45:23

People with disabilities are not required

00:41:45:23 - 00:41:47:15

to go to special needs shelter.

00:41:47:15 - 00:41:48:18

Some people with disabilities

00:41:48:18 - 00:41:52:00

can be safely accommodated in

a general population shelter,

00:41:52:00 - 00:41:54:23

and that's a quote from

the Florida website.

00:41:54:23 - 00:41:57:16

There's a lack of clarity

on the last bullet point

00:41:57:16 - 00:41:59:16

and it was taken from the website.

00:41:59:16 - 00:42:00:17

It's a quote.

00:42:00:17 - 00:42:04:16

It's not clear if

accommodations and accessibility

00:42:04:16 - 00:42:07:04

are incorporated into

general population shelters.

00:42:07:04 - 00:42:09:09

We believe they're required

and to serve everyone.

00:42:09:09 - 00:42:10:15

So it's kind of unclear.

00:42:11:15 - 00:42:14:02

Next slide, I'll elaborate

on that a little more.

00:42:15:15 - 00:42:16:16

So the main purpose of

00:42:16:16 - 00:42:18:18

the special needs registry and shelters

00:42:18:18 - 00:42:21:14

is to get people access to

transportation or shelter,

00:42:21:14 - 00:42:23:24

which is why they say you

should register ahead.

00:42:25:10 - 00:42:27:05

Guaranteed power.

00:42:27:05 - 00:42:29:14

This means there's power,

there's electricity.

00:42:30:19 - 00:42:32:21

And special needs shelters can provide

00:42:32:21 - 00:42:34:19

additional medical services

00:42:34:19 - 00:42:38:00

that general population

shelters might not have.

00:42:39:17 - 00:42:40:13

Next, please.

00:42:42:17 - 00:42:44:20

Now, here's our view on it.

00:42:45:17 - 00:42:47:20

Our view is the special needs registries

00:42:47:20 - 00:42:51:03

and shelters promote segregated services,

00:42:51:03 - 00:42:53:17

contradict the Olmstead

integration mandate

00:42:53:17 - 00:42:54:13

that we talked about,

00:42:54:13 - 00:42:56:17

we're going to talk about more.

00:42:56:17 - 00:42:59:15

The increased institutionalization.

00:42:59:15 - 00:43:01:13

But the good news, you've

got to see the silver lining

00:43:01:13 - 00:43:03:10

is they provide an advocacy opportunity.

00:43:03:10 - 00:43:04:22

We talked about this in the last training.

00:43:04:22 - 00:43:08:00

It's an opportunity for SILS

and other groups to advocate,

00:43:08:00 - 00:43:13:00

saying this doesn't go along

with the Supreme Court mandate

00:43:13:11 - 00:43:16:04

in Olmstead for integration.

00:43:17:09 - 00:43:18:15

So it's an opportunity.

00:43:19:24 - 00:43:20:20

Next, please.

00:43:22:17 - 00:43:23:22

And again, I'm gonna say this quickly

00:43:23:22 - 00:43:25:04

because we have a whole training on this.

00:43:25:04 - 00:43:28:07

Registries are costly,

they're very expensive.

00:43:28:07 - 00:43:30:23

They're not always used

in disasters nationwide.

00:43:30:23 - 00:43:31:20

There's some that are,

00:43:31:20 - 00:43:34:01

they spend lots of money on and don't use

00:43:34:01 - 00:43:35:19

and they're based on the assumption

00:43:35:19 - 00:43:37:13

disabled people are always at home.

00:43:38:15 - 00:43:41:15

Biggest dangers registries

create false expectations

00:43:41:15 - 00:43:44:00

amongst people with disabilities

that will be taken care of

00:43:44:00 - 00:43:46:13

when the reality is we

need to plan for ourselves.

00:43:47:10 - 00:43:49:00

Next, please.

00:43:49:00 - 00:43:49:21

- [Shaylin] This is Shaylin.

00:43:49:21 - 00:43:50:17

Like Melissa said,

00:43:50:17 - 00:43:53:21

we will touch on this in a

future training coming up.

00:43:53:21 - 00:43:57:15

But also towards the

end of this slide deck,

00:43:57:15 - 00:43:59:09

we do have a number of resources

00:43:59:09 - 00:44:02:15

and within that is a couple

of resources around registries

00:44:02:15 - 00:44:05:01

and why they create false expectations

00:44:05:01 - 00:44:09:06

and ways that we as advocates

can work to change that.

00:44:09:06 - 00:44:10:15

- Thank you, Shaylin.

00:44:10:15 - 00:44:14:14

Now, what are your questions or comments?

00:44:18:23 - 00:44:21:15

Is this something you think

about, don't think about,

00:44:22:18 - 00:44:24:02

disagree with, agree with?

00:44:24:02 - 00:44:26:17

It's okay to disagree with those or me.

00:44:26:17 - 00:44:27:17

Lots of people do.

00:44:29:09 - 00:44:33:20

- No, I think we share the

same concern in Florida

00:44:35:00 - 00:44:36:23

because we've seen it in practice, right?

00:44:36:23 - 00:44:38:18

It sounded great in theory,

00:44:39:20 - 00:44:43:10

but we've seen it in practice

where it just doesn't work

00:44:43:10 - 00:44:46:09

the way I think that they may have

00:44:46:09 - 00:44:48:20

thought it was going to work initially.

00:44:48:20 - 00:44:53:15

So I think we agree with you

all in that it doesn't work.

00:44:54:21 - 00:44:57:14

- And we'll go into a lot of

detail on that on our training

00:44:57:14 - 00:45:00:05

from hotline calls we've

gotten and other stuff,

00:45:00:05 - 00:45:02:00

people that have written lots of materials

00:45:02:00 - 00:45:04:04

about why registries don't work

00:45:04:04 - 00:45:05:21

and why they're a bad idea.

00:45:05:21 - 00:45:07:19

It sounds like a good idea at the time,

00:45:07:19 - 00:45:09:18

but when practice is really not,

00:45:09:18 - 00:45:13:10

and there's some ableist

assumptions behind them,

00:45:13:10 - 00:45:16:05

but there's also some practical

things that don't work.

00:45:17:03 - 00:45:18:19

So between both of those things,

00:45:18:19 - 00:45:20:18

we'll be talking about

those in the next training.

00:45:20:18 - 00:45:22:15

But thank you for your question.

00:45:22:15 - 00:45:24:22

- Yeah, I do have a question

00:45:24:22 - 00:45:29:12

and we may get into it

when we discuss this more,

00:45:29:12 - 00:45:32:24

but my biggest question

is at what point in time

00:45:32:24 - 00:45:35:15

is a right violated when...

00:45:35:15 - 00:45:38:03

So I know there's that requirement

00:45:38:03 - 00:45:41:18

that the power, the

guaranteed power, right?

00:45:41:18 - 00:45:45:00

Is the right violated

when the power goes out

00:45:45:00 - 00:45:47:20

and the person sitting in the dark

00:45:47:20 - 00:45:50:06

and there is no guaranteed power

00:45:50:06 - 00:45:54:07

or is the right violated when the person

00:45:54:07 - 00:45:57:02

arrives at the facility and they find out

00:45:57:02 - 00:45:58:04

there's no generators,

00:45:58:04 - 00:46:01:00

and so there's not going to

be that guaranteed power?

00:46:02:03 - 00:46:04:01

- This is not a legal opinion

00:46:04:01 - 00:46:05:20

and this is not legal advice.

00:46:05:20 - 00:46:07:10

Here's my hot tip.

00:46:07:10 - 00:46:08:16

Let's put it that way.

00:46:08:16 - 00:46:12:21

There is no right, legal

right under the ADA 504

00:46:12:21 - 00:46:15:14

to have power in a special needs shelter.

00:46:15:14 - 00:46:17:23

Our belief is that a special needs shelter

00:46:17:23 - 00:46:20:00

shouldn't be there, period.

00:46:20:00 - 00:46:22:11

There shouldn't be segregated shelters.

00:46:22:11 - 00:46:26:12

So it'd be a violation

of policy within Florida.

00:46:26:12 - 00:46:29:02

- Right, but that's a

Florida law though, right?

00:46:29:24 - 00:46:31:07

- I don't know that it's a law.

00:46:31:07 - 00:46:33:11

It's a law that there's

special needs shelters.

00:46:33:11 - 00:46:35:15

I don't know that it says if it stipulates

00:46:35:15 - 00:46:36:17

that they have to have power.

00:46:36:17 - 00:46:39:14

I'm gonna give you my second

favorite legal answer.

00:46:39:14 - 00:46:42:08

My first favorite legal

answer is, it depends.

00:46:42:08 - 00:46:43:23

My second favorite legal answer is,

00:46:43:23 - 00:46:45:20

I don't know, I'll get

back to you on that.

00:46:45:20 - 00:46:47:10

- Okay.

- [Melissa] Okay.

00:46:47:10 - 00:46:48:20

- [Shaylin] And to that end...

00:46:48:20 - 00:46:49:15

This is Shaylin.

00:46:49:15 - 00:46:51:06

That is a really good question, Ciawanda,

00:46:51:06 - 00:46:54:04

and we will definitely

look into that further

00:46:54:04 - 00:46:58:10

and sort of how we can

view that as advocates

00:46:58:10 - 00:47:01:07

to advance maybe some systems change.

00:47:02:09 - 00:47:05:24

There is language around

the mandate for registries,

00:47:05:24 - 00:47:09:00

but in terms of like where

that violation would occur,

00:47:09:21 - 00:47:10:23

that's a really good question,

00:47:10:23 - 00:47:12:05

we'll check in with other folks

00:47:12:05 - 00:47:15:16

that have been really following

the mandate in Florida

00:47:15:16 - 00:47:19:01

more closely and other states as well.

00:47:19:01 - 00:47:21:02

But it's such a really good question.

00:47:21:02 - 00:47:22:22

I want to dig into it, for sure.

00:47:22:22 - 00:47:24:24

- I can't wait to find out

the answer to that question.

00:47:24:24 - 00:47:25:20

So thank you.

00:47:25:20 - 00:47:27:19

So that question warrants

a fabulous prize.

00:47:27:19 - 00:47:29:15

Let me dig in and see what you've got.

00:47:29:15 - 00:47:32:20

You get a new car, you

get another new car.

00:47:32:20 - 00:47:34:04

It is silver.

00:47:34:04 - 00:47:35:01

It is silver.

00:47:35:01 - 00:47:36:06

It is silver.

00:47:36:06 - 00:47:39:05

It is an Aston Martin.

00:47:40:19 - 00:47:43:00

- Oh, my favorite.

00:47:43:00 - 00:47:44:04

- Hey, how cool is that?

00:47:44:04 - 00:47:45:05

Next, please.

00:47:45:05 - 00:47:46:09

Could be James Bond.

00:47:46:09 - 00:47:47:16

Okay, yes.

00:47:47:16 - 00:47:49:12

Now we're gonna talk

about institutionalization

00:47:49:12 - 00:47:51:17

during and after disasters.

00:47:51:17 - 00:47:52:12

Next, please.

00:47:55:10 - 00:47:57:19

In order to talk about

institutionalization

00:47:57:19 - 00:47:59:00

during and after disasters,

00:47:59:00 - 00:48:02:12

we really need to talk

about institutional bias.

00:48:02:12 - 00:48:04:20

Institutional bias is the unconscious

00:48:04:20 - 00:48:07:19

or conscious belief that

people with disabilities

00:48:07:19 - 00:48:11:06

belong or are better off in institutions

00:48:11:06 - 00:48:13:01

including nursing facilities.

00:48:13:22 - 00:48:16:06

Ageism is often but not always a factor.

00:48:16:06 - 00:48:18:14

So you put granny there because she's old.

00:48:19:16 - 00:48:21:11

Well, I could be granny and I could be old

00:48:21:11 - 00:48:22:22

and you could be putting me there,

00:48:22:22 - 00:48:25:12

but there's plenty of young

people in nursing homes.

00:48:26:17 - 00:48:28:01

There was a fire in a nursing home

00:48:28:01 - 00:48:29:09

a few years ago in Connecticut,

00:48:29:09 - 00:48:31:04

and it was tragic there was a fire,

00:48:31:04 - 00:48:33:23

and one of the victims

of the fire who survived

00:48:33:23 - 00:48:36:11

who was a victim of the fire was 16,

00:48:36:11 - 00:48:39:22

another was 12, in a

nursing home, just saying.

00:48:40:20 - 00:48:43:16

So it's people of all ages,

but primarily older people.

00:48:43:16 - 00:48:47:04

And I have an activity that

I do where I say to people,

00:48:47:04 - 00:48:49:13

someone has this disability,

where do they live,

00:48:49:13 - 00:48:50:24

and who lives where?

00:48:50:24 - 00:48:53:13

And I'll have a person

who her disability is

00:48:53:13 - 00:48:56:08

she's low vision, she's legally blind

00:48:56:08 - 00:48:57:21

and you have to decide where she lives

00:48:57:21 - 00:49:00:06

and she lives in a nursing home.

00:49:00:06 - 00:49:03:09

Well, a person in real

life and people will guess

00:49:03:09 - 00:49:04:12

then I'll say, oh, she's 80.

00:49:04:12 - 00:49:06:17

And the whole room is more relaxed

00:49:06:17 - 00:49:09:10

and more okay about her

being in an institution.

00:49:09:10 - 00:49:11:11

But her abilities didn't change any.

00:49:11:11 - 00:49:12:24

She didn't have dementia,

00:49:12:24 - 00:49:13:24

she had no cognitive disabilities,

00:49:13:24 - 00:49:14:20

there's no reason anyone

00:49:14:20 - 00:49:16:01

should be in a nursing home to begin with,

00:49:16:01 - 00:49:17:12

but she has no other reason.

00:49:17:12 - 00:49:20:11

So that activity shows off her ages.

00:49:21:12 - 00:49:22:08

Next, please.

00:49:27:04 - 00:49:30:17

So typically, people

have to be in a hospital

00:49:30:17 - 00:49:33:24

in blue sky times, regular

times without disasters,

00:49:33:24 - 00:49:36:18

people have to be in

hospitals for three days

00:49:37:18 - 00:49:39:19

under Medicaid Medicare

00:49:39:19 - 00:49:42:09

before they can be discharged

to a nursing facility.

00:49:43:09 - 00:49:45:12

And they've been waiving

that in disasters.

00:49:45:12 - 00:49:47:12

And sometimes people

think, well, that's okay,

00:49:47:12 - 00:49:50:21

why is being in hospital

longer a good thing?

00:49:50:21 - 00:49:53:03

Hospitals are places that

aren't safe for people

00:49:53:03 - 00:49:54:17

with disabilities, necessarily,

00:49:54:17 - 00:49:55:23

they're places we don't like.

00:49:55:23 - 00:49:58:12

Why is it a bad thing that they waived it?

00:49:58:12 - 00:50:01:08

Well, what they've done

is in recent disasters,

00:50:01:08 - 00:50:02:05

the centers for Medicare

00:50:02:05 - 00:50:04:05

and Medicaid issues blanket waivers,

00:50:04:05 - 00:50:07:04

which is a waiver covering

every institution,

00:50:07:04 - 00:50:09:02

every place in the state

00:50:09:02 - 00:50:11:04

so that you don't have

to get approval for,

00:50:11:04 - 00:50:13:15

or the facility doesn't

have to ask for approval,

00:50:14:16 - 00:50:16:06

and it makes this three-day

00:50:16:06 - 00:50:18:10

hospital stay no longer required

00:50:18:10 - 00:50:21:23

for a period of time before

a person's transferred

00:50:21:23 - 00:50:23:12

into a long-term care facility.

00:50:25:00 - 00:50:28:01

And it also does things like wave facility

00:50:28:01 - 00:50:30:22

pre-admission screening and

minimum data sets or waves.

00:50:30:22 - 00:50:32:23

And that's kind of minimum screening,

00:50:32:23 - 00:50:36:03

it doesn't give us a lot,

but even that isn't there.

00:50:36:03 - 00:50:38:20

Let's look at why that's

problematic on the next slide.

00:50:38:20 - 00:50:39:16

Next, please.

00:50:41:01 - 00:50:44:21

So under this waiver, in theory,

00:50:44:21 - 00:50:48:14

you could be sent to a

nursing home if you called 911

00:50:48:14 - 00:50:50:08

because you didn't have

a personal assistant,

00:50:50:08 - 00:50:51:17

there was no place for you to go

00:50:51:17 - 00:50:53:19

and they perceive they don't understand

00:50:53:19 - 00:50:54:23

where personal assistants are,

00:50:54:23 - 00:50:56:12

they don't know where to get them,

00:50:56:12 - 00:50:58:10

oh, this person belongs in a nursing home.

00:50:58:10 - 00:50:59:20

Or in an emergency room

00:50:59:20 - 00:51:02:21

or emergency department of a hospital

00:51:02:21 - 00:51:04:13

and it's really, really crowded

00:51:04:13 - 00:51:05:09

and you have a disability,

00:51:05:09 - 00:51:07:01

we're just gonna send

you to a nursing home.

00:51:07:01 - 00:51:08:18

Whereas before, you would've

had to have been in hospital

00:51:08:18 - 00:51:09:17

for three days before they could

00:51:09:17 - 00:51:10:24

just send you in a nursing home,

00:51:10:24 - 00:51:12:17

or before when you called 911,

00:51:12:17 - 00:51:15:14

you'd have to be in a

hospital for three days

00:51:15:14 - 00:51:17:12

before they could put

you in a nursing home

00:51:17:12 - 00:51:18:15

or hopefully they'd figure out

00:51:18:15 - 00:51:20:07

if you needed personal assistance.

00:51:20:07 - 00:51:25:07

You can also be discharged

from your hospital room

00:51:25:17 - 00:51:27:17

if it'll benefit another patient.

00:51:27:17 - 00:51:29:18

So having nothing to do

with your medical needs,

00:51:29:18 - 00:51:32:01

if they decide someone

else is sicker than you,

00:51:32:01 - 00:51:34:14

they can send you to a nursing home.

00:51:34:14 - 00:51:36:17

The other way people with disabilities

00:51:36:17 - 00:51:38:22

can be institutionalized is in Florida

00:51:38:22 - 00:51:41:13

by civil commitment under the Baker Act.

00:51:41:13 - 00:51:44:13

And what they did some and

have talked about doing,

00:51:44:13 - 00:51:45:14

I don't know how much they've done,

00:51:45:14 - 00:51:47:16

is under the Baker Act

where you commit people

00:51:47:16 - 00:51:50:00

with psychiatric disabilities.

00:51:50:00 - 00:51:51:06

There was a group of people

00:51:51:06 - 00:51:52:15

that were experiencing homelessness.

00:51:52:15 - 00:51:54:00

They were houseless,

00:51:54:00 - 00:51:56:14

and they said they didn't

want to go to a shelter.

00:51:56:14 - 00:51:58:03

And they said, well, we're

gonna civilly commit you

00:51:58:03 - 00:51:59:21

if you don't go to shelter

00:51:59:21 - 00:52:02:04

because we don't want to

see you here in the street.

00:52:03:10 - 00:52:07:19

Now, if someone had a home

and refused to evacuate

00:52:07:19 - 00:52:09:13

and it was an equally dangerous situation,

00:52:09:13 - 00:52:11:18

they don't civilly commit people.

00:52:11:18 - 00:52:14:07

So it was quite interesting

00:52:14:07 - 00:52:17:18

and scary to see civil commitment

being used in that way.

00:52:19:19 - 00:52:20:14

Next, please.

00:52:24:09 - 00:52:26:12

So what are the consequences

of institutionalization?

00:52:26:12 - 00:52:31:12

You all know these, but

they were driven home

00:52:31:14 - 00:52:34:21

more deeply by Covid, but

we always knew these things.

00:52:34:21 - 00:52:36:24

The consequences of institutionalization

00:52:36:24 - 00:52:39:12

is people lose their independence.

00:52:39:12 - 00:52:40:14

People get lost.

00:52:40:14 - 00:52:42:03

I've dealt with people in states

00:52:42:03 - 00:52:43:17

where people literally didn't know

00:52:43:17 - 00:52:44:18

where they'd been moved to.

00:52:44:18 - 00:52:45:23

Some of those people had dementia,

00:52:45:23 - 00:52:47:02

many of those people did not.

00:52:47:02 - 00:52:47:24

They didn't know where they were,

00:52:47:24 - 00:52:48:23

they couldn't find their family,

00:52:48:23 - 00:52:50:13

their family couldn't find them.

00:52:51:11 - 00:52:53:12

People get sick in institutions.

00:52:53:12 - 00:52:56:09

They get things like Covid,

they get things things like RSV,

00:52:56:09 - 00:52:58:06

they get all kinds of sicknesses.

00:52:59:06 - 00:53:03:10

They lose their jobs, their

social networks and their homes.

00:53:03:10 - 00:53:05:09

And very tragically, people die.

00:53:07:11 - 00:53:08:12

And y'all know that,

00:53:08:12 - 00:53:09:14

but I think it's an important thing

00:53:09:14 - 00:53:11:05

to be able to say to people.

00:53:12:19 - 00:53:13:21

So let's do a quick review

00:53:13:21 - 00:53:17:07

of disability rights during disasters.

00:53:17:07 - 00:53:18:13

We can go to the next slide, (indistinct).

00:53:19:12 - 00:53:21:10

Again, whenever a disaster,

00:53:21:10 - 00:53:23:09

summarizing what we've said so far,

00:53:23:09 - 00:53:26:02

whenever disaster related programs

00:53:26:02 - 00:53:28:16

and services are provided

to the general public,

00:53:28:16 - 00:53:30:05

they must be accessible to

00:53:30:05 - 00:53:32:19

and inclusive of people with disabilities.

00:53:32:19 - 00:53:36:09

Shelters can't deny entry

because you're disabled.

00:53:36:09 - 00:53:37:23

You have the right to enter shelters

00:53:37:23 - 00:53:40:22

that are physically

accessible and ADA compliant.

00:53:40:22 - 00:53:43:07

You have the right to equally

effective communication,

00:53:43:07 - 00:53:44:15

like we said before.

00:53:44:15 - 00:53:47:00

And examples of that are ASL interpreters

00:53:47:00 - 00:53:49:13

or are other kinds of sign

language interpreters,

00:53:49:13 - 00:53:50:16

sign language interpreters that work

00:53:50:16 - 00:53:51:20

for you in your language,

00:53:51:20 - 00:53:54:19

large print, braille and

assistive technology.

00:53:54:19 - 00:53:55:15

Next slide.

00:53:59:00 - 00:54:00:23

More summary of your rights.

00:54:00:23 - 00:54:03:02

You have the right to request

reasonable modifications

00:54:03:02 - 00:54:04:13

of policies and practices.

00:54:05:19 - 00:54:07:01

You have the right to

bring your service animal

00:54:07:01 - 00:54:09:08

with you in a shelter,

disaster recovery center,

00:54:09:08 - 00:54:11:00

almost all other public places

00:54:11:00 - 00:54:13:04

providing disaster programs and services.

00:54:14:00 - 00:54:15:15

And you have the right

not to go to a facility

00:54:15:15 - 00:54:17:04

if you don't want

00:54:17:04 - 00:54:19:23

because disability rights are never,

00:54:19:23 - 00:54:22:00

ever suspended during disasters.

00:54:24:21 - 00:54:25:17

Next, please.

00:54:27:09 - 00:54:28:15

So that was a quick review.

00:54:28:15 - 00:54:29:18

We're gonna touch really quickly

00:54:29:18 - 00:54:31:10

on the charity model and disasters,

00:54:31:10 - 00:54:32:17

just so you're aware of it.

00:54:32:17 - 00:54:33:13

Next, please.

00:54:35:06 - 00:54:37:10

The charity model and disaster response

00:54:37:10 - 00:54:38:14

is the traditional approach

00:54:38:14 - 00:54:41:06

of providing aid to disaster

affected communities,

00:54:41:06 - 00:54:43:13

primarily through

donations, relief supplies,

00:54:43:13 - 00:54:46:11

nonprofits, and emergency services.

00:54:46:11 - 00:54:49:03

The charity model is good

(indistinct) independent living,

00:54:49:03 - 00:54:50:14

have you done great things around it?

00:54:50:14 - 00:54:52:24

But the charity model often leaves out

00:54:52:24 - 00:54:54:17

people with disabilities.

00:54:54:17 - 00:54:55:15

Next slide, please.

00:54:58:22 - 00:55:01:05

The organizations that

respond in times of disasters

00:55:01:05 - 00:55:03:05

are the VOAD, V-O-A-D,

00:55:03:05 - 00:55:06:06

Voluntary Organizations

Active in Disasters.

00:55:06:06 - 00:55:08:10

And the COAD, C-O-A-D,

00:55:08:10 - 00:55:11:16

Community Organizations

Active in Disasters.

00:55:11:16 - 00:55:16:02

They're co-eds or

coalitions of organizations

00:55:16:02 - 00:55:17:18

that respond to disasters.

00:55:17:18 - 00:55:19:16

Their goal is to facilitate cooperation,

00:55:19:16 - 00:55:22:08

communicate coordination

and collaboration.

00:55:22:08 - 00:55:24:10

And underneath that we

have the Florida VOAD

00:55:24:10 - 00:55:26:18

and the Volusia County COAD.

00:55:26:18 - 00:55:27:14

And links to those.

00:55:27:14 - 00:55:29:19

And they're useful.

00:55:29:19 - 00:55:32:12

It's important to make sure

they're not leaving us out.

00:55:34:19 - 00:55:36:12

And disability related needs

00:55:36:12 - 00:55:38:17

are sometimes left to volunteers, often,

00:55:38:17 - 00:55:41:16

durable medical equipment,

consumable medical supplies

00:55:41:16 - 00:55:44:21

and other disaster

resources are for donations

00:55:44:21 - 00:55:46:07

and charitable solutions.

00:55:47:07 - 00:55:49:05

We shouldn't have to rely on charity

00:55:49:05 - 00:55:50:24

to maintain our health and independence.

00:55:50:24 - 00:55:52:05

Those centers have done a great job

00:55:52:05 - 00:55:53:23

and so have VOADs and COADs.

00:55:53:23 - 00:55:54:20

People have done a great job

00:55:54:20 - 00:55:56:08

and that is (indistinct)

00:55:56:08 - 00:55:58:13

speak badly to those organizations,

00:55:58:13 - 00:56:00:08

but lots of times the government

00:56:00:08 - 00:56:01:20

has an obligation to do that.

00:56:03:06 - 00:56:04:02

Next, please.

00:56:05:07 - 00:56:06:03

Questions?

00:56:13:01 - 00:56:14:02

There's no questions.

00:56:14:02 - 00:56:16:09

We're gonna have some

fun with some scenarios.

00:56:17:11 - 00:56:18:11

Next slide, Shaylin.

00:56:20:18 - 00:56:23:06

So let's go to scenario one.

00:56:23:06 - 00:56:24:11

Thank you, Shaylin.

00:56:26:03 - 00:56:28:07

And this is where I need your help.

00:56:29:03 - 00:56:34:03

You're blind at a disaster

recovery center or DRC,

00:56:34:11 - 00:56:37:19

there are no materials that

are in accessible format.

00:56:37:19 - 00:56:38:15

What do you do?

00:56:42:11 - 00:56:45:12

- Request the materials

in accessible format.

00:56:45:12 - 00:56:47:18

- I'm gonna go through the process

00:56:47:18 - 00:56:50:04

that I want people to be

thinking in this example,

00:56:50:04 - 00:56:51:00

these are obvious,

00:56:51:00 - 00:56:53:20

but in some of them they

won't be as obvious.

00:56:53:20 - 00:56:57:00

Is a person protected

under ADA if they're blind?

00:56:57:00 - 00:56:58:07

Yeah.

00:56:58:07 - 00:56:59:14

They're at the DRC.

00:57:00:13 - 00:57:03:05

Does DRC, Disaster Recovery Center,

00:57:03:05 - 00:57:04:04

have a legal obligation

00:57:04:04 - 00:57:06:17

to provide materials

in alternative format?

00:57:06:17 - 00:57:08:12

- Yes.

- [Melissa] Yes.

00:57:08:12 - 00:57:11:06

So you can request it and that is great.

00:57:11:06 - 00:57:12:02

You asked for that.

00:57:12:02 - 00:57:15:20

If they don't provide

that, you can speak up.

00:57:15:20 - 00:57:19:07

You can involve (indistinct),

you can involve (indistinct).

00:57:19:07 - 00:57:23:08

You could also, if they really

say we're not gonna do it,

00:57:23:08 - 00:57:25:03

no way, no how, we've never done it,

00:57:25:03 - 00:57:26:05

and FEMA has done these things

00:57:26:05 - 00:57:28:19

and they should have these

things in accessible format,

00:57:28:19 - 00:57:32:14

you can also involve your local

protection advocacy system,

00:57:32:14 - 00:57:34:08

which is disability rights Florida.

00:57:35:08 - 00:57:36:19

Scenario number two.

00:57:39:09 - 00:57:42:02

You're deaf and checking

into a disaster shelter.

00:57:42:02 - 00:57:45:08

Staff indicates you'll have

to communicate using notes.

00:57:45:08 - 00:57:47:23

They ask the person with

you if they can interpret.

00:57:47:23 - 00:57:48:23

What should you do?

00:57:52:11 - 00:57:54:10

- Ask for an interpreter.

00:57:54:10 - 00:57:55:15

- You can ask for an interpreter.

00:57:55:15 - 00:57:57:09

First of all, what I tell audiences,

00:57:57:09 - 00:57:58:13

and again, we don't know who's gonna

00:57:58:13 - 00:57:59:14

be watching these slides,

00:57:59:14 - 00:58:02:08

is that people have the misconception

00:58:02:08 - 00:58:04:14

that notes are adequate

to communicate with.

00:58:05:15 - 00:58:10:15

If someone's first language

is American sign language

00:58:11:09 - 00:58:13:10

and that's their dominant language,

00:58:13:10 - 00:58:16:01

they may or may not be fluent in English.

00:58:16:01 - 00:58:18:07

So they might be using

a different word order,

00:58:18:07 - 00:58:19:23

grammar and syntax.

00:58:20:22 - 00:58:23:03

So they might say, finish see something.

00:58:23:03 - 00:58:25:12

And people think, well,

don't they speak English?

00:58:25:12 - 00:58:28:24

The answer is they use ASL, they sign,

00:58:28:24 - 00:58:32:12

and sign language is

language in and of itself,

00:58:32:12 - 00:58:35:20

which is own grammar,

syntax, and word order.

00:58:35:20 - 00:58:37:09

And there's many sign languages,

00:58:37:09 - 00:58:38:18

there's many kinds of sign languages,

00:58:38:18 - 00:58:40:07

and ASL is dominant in the US

00:58:40:07 - 00:58:42:09

but not used by everyone

in the United States,

00:58:42:09 - 00:58:43:21

just like English isn't used

00:58:43:21 - 00:58:45:11

by everyone in the United States.

00:58:45:11 - 00:58:48:05

So notes aren't adequate.

00:58:48:05 - 00:58:51:17

And saying, first of

all, are they covered?

00:58:51:17 - 00:58:53:22

Is someone who's deaf

covered under the ADA?

00:58:55:05 - 00:58:56:16

- Yes.

- [Melissa] Yes.

00:58:56:16 - 00:58:59:01

Is there a legal obligation

to provide an interpreter?

00:59:00:01 - 00:59:01:17

- [Ciawanda] Yes.

- Yes.

00:59:01:17 - 00:59:04:22

So you could ask them to do that,

00:59:04:22 - 00:59:05:23

tell them you have the right,

00:59:05:23 - 00:59:07:16

be assertive about having the right,

00:59:07:16 - 00:59:08:22

and know that you have a right.

00:59:08:22 - 00:59:10:06

Contact your SIL or again,

00:59:10:06 - 00:59:12:12

contact disability rights, Florida.

00:59:12:12 - 00:59:13:24

And if they don't have an interpreter,

00:59:13:24 - 00:59:16:07

they can also provide

video relay interpreting.

00:59:16:07 - 00:59:19:00

That's considered an okay substitute.

00:59:19:00 - 00:59:22:21

They don't have to give

you the modification,

00:59:22:21 - 00:59:25:17

the auxiliary service,

which is like an interpreter

00:59:25:17 - 00:59:26:22

materials, an alternative format

00:59:26:22 - 00:59:28:22

that you ask for specifically,

00:59:28:22 - 00:59:31:04

they have to give you

one that's effective.

00:59:31:04 - 00:59:35:04

So if VRI is considered

effective, they can give you VRI.

00:59:35:04 - 00:59:36:00

They're allowed to do that.

00:59:36:00 - 00:59:36:22

That's permissible.

00:59:38:13 - 00:59:39:09

Okay?

00:59:41:15 - 00:59:42:11

Next.

00:59:43:22 - 00:59:45:20

You have a mental health condition

00:59:45:20 - 00:59:48:09

and are uncomfortable evacuating a shelter

00:59:48:09 - 00:59:51:00

before an impending

category five hurricane.

00:59:51:00 - 00:59:51:24

What should you do?

00:59:55:12 - 00:59:57:19

- Don't evacuate.

00:59:57:19 - 00:59:58:15

- Don't evacuate?

00:59:58:15 - 00:59:59:11

You're uncomfortable?

01:00:01:24 - 01:00:03:10

Should you stay in your home?

01:00:04:13 - 01:00:06:00

- Yeah.

01:00:06:00 - 01:00:08:14

- I think one is, I

would suggest to people,

01:00:08:14 - 01:00:11:00

because if (indistinct)

is coming at my house,

01:00:12:04 - 01:00:14:02

I might choose to stay there.

01:00:14:02 - 01:00:16:17

Some people choose to stay

there and that's my right.

01:00:16:17 - 01:00:17:14

- That is a right.

01:00:17:14 - 01:00:18:10

- [Melissa] That is a right.

01:00:18:10 - 01:00:22:23

But also if I'm somebody with

a psychiatric disability,

01:00:22:23 - 01:00:24:04

mental health condition,

01:00:24:04 - 01:00:28:07

what I would encourage

someone to do is plan ahead.

01:00:28:07 - 01:00:30:01

So, okay, if you have to evacuate

01:00:30:01 - 01:00:30:22

and you don't want to go to shelter,

01:00:30:22 - 01:00:32:22

I get not wanting to go to a shelter.

01:00:32:22 - 01:00:34:22

I get not wanting to go to a shelter

01:00:34:22 - 01:00:36:07

if you have a psychiatric disability,

01:00:36:07 - 01:00:39:03

mental health condition, I get that,

01:00:39:03 - 01:00:40:09

but where are you gonna go?

01:00:40:09 - 01:00:41:05

You might want to plan to go

01:00:41:05 - 01:00:43:10

to a friend's house in another county.

01:00:43:10 - 01:00:44:15

You might want to plan to go

01:00:44:15 - 01:00:48:04

to a relative's house that's nearby.

01:00:48:04 - 01:00:50:12

You might want to plan to do

that kind of thing as well.

01:00:50:12 - 01:00:51:24

You can also choose not to evacuate,

01:00:51:24 - 01:00:55:16

but I think having the

other options are there too.

01:00:55:16 - 01:00:58:00

And again, you can stay

01:00:58:00 - 01:00:59:13

and just because they have a disability,

01:00:59:13 - 01:01:01:15

they can't make you leave

01:01:01:15 - 01:01:03:07

as opposed to if you're

living on the street

01:01:03:07 - 01:01:05:12

where they can baker act

you, which is confusing.

01:01:05:12 - 01:01:06:07

But anyway.

01:01:06:07 - 01:01:08:05

So it's something to think about.

01:01:08:05 - 01:01:11:19

This isn't so much about

your rights under ADA 504.

01:01:11:19 - 01:01:14:12

It's about encouraging people to plan,

01:01:14:12 - 01:01:16:01

we're gonna be doing training and planning

01:01:16:01 - 01:01:17:16

and personal preparedness and things,

01:01:17:16 - 01:01:19:07

and it's about getting people

01:01:19:07 - 01:01:22:15

to think ahead of time and to plan.

01:01:22:15 - 01:01:24:08

And it's okay to be uncomfortable,

01:01:24:08 - 01:01:27:06

but you might want to look

at why you're uncomfortable

01:01:27:06 - 01:01:29:01

going to shelter, what

it is about a shelter

01:01:29:01 - 01:01:30:13

that you're uncomfortable with.

01:01:30:13 - 01:01:33:09

And maybe you can avoid

some of that discomfort

01:01:33:09 - 01:01:34:13

by going to a friend's house,

01:01:34:13 - 01:01:36:08

going to a family member's house,

01:01:36:08 - 01:01:37:15

doing something like that.

01:01:38:12 - 01:01:39:08

Next, please.

01:01:39:08 - 01:01:41:04

- [Shaylin] I think I heard a question.

01:01:41:04 - 01:01:41:24

- [Tomora] I have a question.

01:01:41:24 - 01:01:42:20

- [Melissa] I'm sorry.

01:01:42:20 - 01:01:43:16

Yes, please.

01:01:43:16 - 01:01:44:19

- [Tomora] Yes, that's okay.

01:01:44:19 - 01:01:45:19

This is Tomora Skinner.

01:01:45:19 - 01:01:47:23

What if it's a mandatory evacuation

01:01:47:23 - 01:01:50:14

where you have EMS show up at your house,

01:01:50:14 - 01:01:52:04

knocking on the door saying

01:01:52:04 - 01:01:55:02

that this is a category five,

01:01:55:02 - 01:01:58:22

you are in an area that

is mandatory evacuation?

01:02:02:16 - 01:02:04:06

- If it's mandatory evacuation

01:02:04:06 - 01:02:08:21

and then making everyone

evacuate, then you may have to.

01:02:08:21 - 01:02:11:17

Your rights aren't any different

if you have a disability.

01:02:11:17 - 01:02:12:22

That's why it's important to plan.

01:02:12:22 - 01:02:14:19

Thank you for clarifying that, Tomora.

01:02:15:15 - 01:02:16:18

- Thank you.

01:02:20:03 - 01:02:20:23

- Thank you.

01:02:22:00 - 01:02:22:21

Next, please.

01:02:24:17 - 01:02:26:08

Scenario four.

01:02:26:08 - 01:02:29:00

You're told that you can't

check into a disaster shelter

01:02:29:00 - 01:02:30:04

with your service dog

01:02:30:04 - 01:02:31:24

because the shelter doesn't allow pets.

01:02:31:24 - 01:02:33:05

What should you do?

01:02:39:02 - 01:02:40:07

- Explain to them...

01:02:40:07 - 01:02:42:08

Hi, this is Tomora again.

01:02:42:08 - 01:02:45:24

Explain to them that a

service dog is allowed

01:02:47:17 - 01:02:49:08

because of the ADA rules

01:02:50:16 - 01:02:54:09

and technically, they have to let you in.

01:02:56:16 - 01:03:00:23

- You get a green and

silver sparkly super bowl

01:03:00:23 - 01:03:01:20

that you can throw,

01:03:01:20 - 01:03:05:03

that will go long distance

(indistinct) question.

01:03:05:03 - 01:03:07:13

Service animals are always allowed.

01:03:07:13 - 01:03:11:08

Service animals are limited to dogs

01:03:11:08 - 01:03:14:21

except for miniature horses.

01:03:16:01 - 01:03:19:05

And the difference is the law says,

01:03:19:05 - 01:03:21:19

regulation says service animals are dogs.

01:03:21:19 - 01:03:23:16

They're only dogs, they're dogs, period.

01:03:23:16 - 01:03:26:06

They're dogs trained to do a task

01:03:26:06 - 01:03:29:06

or perform a service for someone

with a disability, right?

01:03:31:00 - 01:03:32:07

They're only dogs.

01:03:32:07 - 01:03:34:24

Then the very next paragraph says,

01:03:34:24 - 01:03:37:17

miniature horses can be

used to service animals.

01:03:37:17 - 01:03:41:20

And what it is is they regulate

more under miniature horses.

01:03:41:20 - 01:03:44:03

They say certain kinds

you can accept or reject.

01:03:44:03 - 01:03:46:19

You can ask for demonstrations

around miniature horses.

01:03:46:19 - 01:03:48:14

Service dog, you can't say, show it to me,

01:03:48:14 - 01:03:50:04

a horse, you can.

01:03:50:04 - 01:03:52:22

And any service animal must be housebroken

01:03:52:22 - 01:03:55:03

and under the owner's control.

01:03:55:03 - 01:03:58:19

They have to admit service animals.

01:03:58:19 - 01:04:02:06

Almost every disaster,

certainly every year,

01:04:02:06 - 01:04:03:17

someone calls their hotline

01:04:03:17 - 01:04:07:21

and says they won't let my

service animal into a shelter.

01:04:07:21 - 01:04:09:01

I don't understand why

01:04:09:01 - 01:04:11:10

this is hard for people to understand,

01:04:11:10 - 01:04:13:19

but service animals must be admitted.

01:04:13:19 - 01:04:16:07

So that's just important

for everyone to know.

01:04:16:07 - 01:04:18:17

Service animals are admitted.

01:04:18:17 - 01:04:21:21

And one of the things you

can do is call your SIL

01:04:21:21 - 01:04:24:13

and if your SIL is saying

it, carries more weight,

01:04:24:13 - 01:04:26:16

calling your disability rights, Florida,

01:04:26:16 - 01:04:27:12

that's the kind of thing

01:04:27:12 - 01:04:28:16

they're gonna respond to really quickly

01:04:28:16 - 01:04:30:19

because it's kind of a slam

dunk, easy thing for them to do

01:04:30:19 - 01:04:32:15

and a priority during a disaster,

01:04:32:15 - 01:04:33:12

they'll know the answer,

01:04:33:12 - 01:04:35:01

they'll be able to say it really quickly.

01:04:35:01 - 01:04:36:12

It's not something they're

gonna have to decide

01:04:36:12 - 01:04:37:22

whether it's a legal case or not.

01:04:37:22 - 01:04:39:15

It's just, no, you can't do this.

01:04:39:15 - 01:04:41:15

And sometimes hearing that from

01:04:41:15 - 01:04:43:12

an organization like

Disability Rights Florida

01:04:43:12 - 01:04:46:02

is really important because

they have authority.

01:04:46:02 - 01:04:48:17

Service animals which are dogs,

01:04:48:17 - 01:04:50:11

and sometimes miniature horses,

01:04:50:11 - 01:04:53:03

are allowed to be admitted to shelters.

01:04:53:03 - 01:04:55:16

They're not pets, they're

not the same as pets.

01:04:55:16 - 01:04:57:08

They can't be segregated from the owner,

01:04:57:08 - 01:05:00:15

they can't be separated, they

can't do any of those things.

01:05:00:15 - 01:05:01:19

Everybody get that?

01:05:04:04 - 01:05:06:04

- This is Tomora again

01:05:06:04 - 01:05:09:05

and they're not supposed to

discriminate against breed,

01:05:09:05 - 01:05:11:16

but I know for a fact that they do.

01:05:11:16 - 01:05:13:14

- Right, and they can't.

01:05:13:14 - 01:05:16:01

Breed doesn't matter.

01:05:16:01 - 01:05:18:14

Species does, whether it's a dog or a cat.

01:05:18:14 - 01:05:20:15

Whether you have a service pit bull

01:05:20:15 - 01:05:22:22

or whether you have a service Beagle

01:05:24:02 - 01:05:26:24

or German Shepherd, which is

a stereotypical service dog,

01:05:26:24 - 01:05:30:08

they are all required to be admitted.

01:05:30:08 - 01:05:34:07

And again, service dogs perform a service

01:05:34:07 - 01:05:36:14

or a task for somebody with a disability.

01:05:36:14 - 01:05:39:18

Now, I had a friend who sadly passed away,

01:05:39:18 - 01:05:44:09

but she had bipolar and her service dog

01:05:44:09 - 01:05:45:17

could tell when her med level was off.

01:05:45:17 - 01:05:48:20

And that meant either her meds

weren't working well anymore

01:05:48:20 - 01:05:50:14

or she forgot to take a pill

01:05:50:14 - 01:05:53:10

and her service dog would let

her know in no uncertain terms

01:05:53:10 - 01:05:54:07

that something smelled wrong

01:05:54:07 - 01:05:56:01

and she needed to take

care of it right away.

01:05:56:01 - 01:05:57:18

So that's not an obvious thing.

01:05:57:18 - 01:05:58:22

She happened to use a wheelchair,

01:05:58:22 - 01:06:00:05

but if she walked in, they would say,

01:06:00:05 - 01:06:02:19

well, why do you have a service dog?

01:06:02:19 - 01:06:05:02

And the service dog wasn't

because of mobility disability,

01:06:05:02 - 01:06:08:02

it was because of her

psychiatric disability.

01:06:08:02 - 01:06:10:11

So service dogs do more and more things.

01:06:10:11 - 01:06:11:21

I am reading things about dogs

01:06:11:21 - 01:06:13:13

have been trained to smell Covid.

01:06:15:15 - 01:06:17:15

Yeah, isn't that amazing?

01:06:17:15 - 01:06:18:14

Isn't that amazing?

01:06:18:14 - 01:06:20:00

There's dogs that can detect cancer.

01:06:20:00 - 01:06:22:07

So there's lots of people

with psychiatric disabilities,

01:06:22:07 - 01:06:23:08

some neuro divergent people

01:06:23:08 - 01:06:24:23

using service dogs more and more.

01:06:24:23 - 01:06:26:22

So it's not just for people

with visual disabilities

01:06:26:22 - 01:06:27:23

or people that are deaf,

01:06:27:23 - 01:06:29:12

though those are people are included,

01:06:29:12 - 01:06:30:24

or people that use wheelchairs

01:06:30:24 - 01:06:32:21

or people that need

assistance picking things up.

01:06:32:21 - 01:06:34:03

It's for lots of people.

01:06:34:03 - 01:06:37:24

Service dogs are not

dogs that protect people.

01:06:37:24 - 01:06:39:24

So if you bring a dog and say,

01:06:39:24 - 01:06:42:08

my dog is here to protect me,

01:06:42:08 - 01:06:43:19

that's not a service dog.

01:06:43:19 - 01:06:45:24

That's not a task that

they've been trained to do

01:06:45:24 - 01:06:47:17

for that person with a disability.

01:06:49:03 - 01:06:49:24

- This is Shaylin.

01:06:49:24 - 01:06:54:04

I would say we often see the

most sort of discrimination

01:06:54:04 - 01:06:57:05

happen for folks that have

invisible disabilities

01:06:57:05 - 01:06:58:15

as Melissa was just explaining,

01:06:58:15 - 01:07:00:10

those disabilities that

you cannot quite see,

01:07:00:10 - 01:07:01:19

like somebody using a wheelchair

01:07:01:19 - 01:07:03:19

or somebody that may be blind.

01:07:03:19 - 01:07:05:13

But Melissa, I was also wondering,

01:07:05:13 - 01:07:06:22

as we're having this conversation,

01:07:06:22 - 01:07:10:13

if maybe you could speak to some instances

01:07:10:13 - 01:07:14:09

when we have to accommodate

everybody's needs, right?

01:07:14:09 - 01:07:17:10

So somebody needs to bring

in their service animal

01:07:17:10 - 01:07:20:24

to the shelter, but another

individual needs to be,

01:07:20:24 - 01:07:23:09

like yourself, Melissa,

I'll use as an example,

01:07:23:09 - 01:07:26:19

that cannot be near animals

because of allergies

01:07:26:19 - 01:07:29:04

and that impacting your disability.

01:07:29:04 - 01:07:31:15

So I'm wondering if you could speak to

01:07:31:15 - 01:07:33:08

when those situations happen.

01:07:33:08 - 01:07:34:20

- Absolutely, because I'm someone

01:07:34:20 - 01:07:36:24

who very sadly is a dog

lover and very sadly,

01:07:36:24 - 01:07:38:06

I grew allergic to dogs,

01:07:38:06 - 01:07:40:11

I've always been allergic to

cats and horses and stuff,

01:07:40:11 - 01:07:43:21

but I grew allergic to

dogs and I'm a dog lover.

01:07:43:21 - 01:07:47:07

What should be done in this situation

01:07:47:07 - 01:07:50:14

is first of all, the service

animal gets priority.

01:07:50:14 - 01:07:52:22

The person with the service

animal gets priority,

01:07:52:22 - 01:07:55:13

then they put me in a

different part of the shelter

01:07:55:13 - 01:07:57:08

and segregate me as much as possible

01:07:59:03 - 01:08:00:00

is what you want to do.

01:08:00:00 - 01:08:00:21

You want to separate people

01:08:00:21 - 01:08:03:04

and we're gonna get to that

in another scenario too.

01:08:03:04 - 01:08:04:10

We're gonna talk about that a little more.

01:08:04:10 - 01:08:05:12

It's a surprise.

01:08:05:12 - 01:08:06:07

Next, please.

01:08:08:12 - 01:08:10:04

Ah, and it's the next scenario.

01:08:10:04 - 01:08:11:18

So you have a mental health condition

01:08:11:18 - 01:08:14:04

that causes anxiety around animals.

01:08:14:04 - 01:08:16:19

Shelter staff tells you that

they must admit service animals

01:08:16:19 - 01:08:18:02

and can't put you in a different area

01:08:18:02 - 01:08:19:04

of the shelter from them.

01:08:19:04 - 01:08:21:03

They suggest their needs

might be better met

01:08:21:03 - 01:08:22:18

in a psychiatric facility.

01:08:22:18 - 01:08:23:17

What should you do?

01:08:32:18 - 01:08:37:18

My hot take is if I have

anxiety issues, which I do,

01:08:37:20 - 01:08:39:22

and someone says to me I should consider

01:08:39:22 - 01:08:41:05

checking into a psych facility,

01:08:41:05 - 01:08:42:13

that's going to exacerbate,

01:08:42:13 - 01:08:44:14

that's gonna increase my

anxiety log just right there,

01:08:44:14 - 01:08:45:13

but just saying.

01:08:45:13 - 01:08:47:01

So what do you do?

01:08:51:03 - 01:08:51:24

- This is Ciawanda.

01:08:51:24 - 01:08:53:12

You advocate for yourself.

01:08:54:21 - 01:08:56:09

- You advocate for yourself?

01:08:56:09 - 01:08:57:07

What did you say?

01:08:57:07 - 01:08:59:02

- And essentially say you're not

01:08:59:02 - 01:09:01:21

willing to go to a psychiatric facility.

01:09:01:21 - 01:09:04:06

- First of all, are you

protected under the ADA?

01:09:06:14 - 01:09:10:08

- If you are a person who has

01:09:10:08 - 01:09:13:19

some form of symptoms as a result

01:09:13:19 - 01:09:14:15

of your mental health condition.

01:09:14:15 - 01:09:16:02

- If you're substantially limited,

01:09:16:02 - 01:09:19:04

in a major line of activity

01:09:20:09 - 01:09:23:09

and then being able to

be in an environment,

01:09:23:09 - 01:09:25:13

you're somebody who's protected.

01:09:25:13 - 01:09:26:22

So let's argue the person is protected,

01:09:26:22 - 01:09:27:23

I would say they are.

01:09:28:23 - 01:09:31:09

Is there a legal obligation of the shelter

01:09:31:09 - 01:09:33:10

to do anything for you?

01:09:33:10 - 01:09:34:06

- [Ciawanda] Yes.

01:09:34:06 - 01:09:35:06

- [Melissa] Yeah, they have an obligation

01:09:35:06 - 01:09:36:23

not to discriminate.

01:09:36:23 - 01:09:40:14

And they're absolutely right in saying

01:09:40:14 - 01:09:42:07

they must admit a service animal.

01:09:42:07 - 01:09:43:11

They must admit a service animal.

01:09:43:11 - 01:09:45:06

They're absolutely right in that.

01:09:45:06 - 01:09:47:20

But rather than saying

just go to a psych facility

01:09:47:20 - 01:09:49:02

because they're scared of you

01:09:49:02 - 01:09:51:11

or they have stigma around your disability

01:09:51:11 - 01:09:54:07

or they're expressing their

own ableism around it,

01:09:54:07 - 01:09:57:00

what they might say is, hey, I get that

01:09:57:00 - 01:09:58:02

and what we're gonna do,

01:09:58:02 - 01:09:59:16

this is what we're gonna do in the past.

01:09:59:16 - 01:10:01:04

Maybe they're at the front of the shelter,

01:10:01:04 - 01:10:02:13

you're at the back, you're in the front,

01:10:02:13 - 01:10:03:23

they're in the back,

you're on the left side,

01:10:03:23 - 01:10:04:19

they're on the right side,

01:10:04:19 - 01:10:07:16

is that far enough away,

does that work for you?

01:10:07:16 - 01:10:09:01

What the shelter should be doing,

01:10:09:01 - 01:10:11:12

(indistinct) let's plan this together.

01:10:11:12 - 01:10:13:09

So as the person with a disability,

01:10:13:09 - 01:10:16:03

I may say, let's make a plan.

01:10:16:03 - 01:10:19:00

Doesn't mean that the

service animal can't be here.

01:10:19:00 - 01:10:21:08

How about if I stay 50 feet away?

01:10:21:08 - 01:10:22:09

How about if I'm caught at

01:10:22:09 - 01:10:24:08

the opposite end of the shelter?

01:10:24:08 - 01:10:25:13

Do something like that.

01:10:25:13 - 01:10:27:06

How about if you alert the person

01:10:28:02 - 01:10:31:05

that I'm someone who has lots of anxiety

01:10:31:05 - 01:10:32:14

so I'm not avoiding them personally,

01:10:32:14 - 01:10:33:11

but just let them know that.

01:10:33:11 - 01:10:35:05

There's lots of things you can do,

01:10:35:05 - 01:10:37:01

there's things you can work at.

01:10:38:09 - 01:10:40:00

So I think that's important.

01:10:41:00 - 01:10:41:21

Next, please.

01:10:44:17 - 01:10:46:10

You live independently at home.

01:10:46:10 - 01:10:48:09

Use a vent while you sleep.

01:10:48:09 - 01:10:50:02

You've registered for

the special needs shelter

01:10:50:02 - 01:10:51:20

because you live in Florida,

01:10:51:20 - 01:10:53:14

and when you try to

check into the shelter,

01:10:53:14 - 01:10:56:03

they tell you that you're

too medically involved

01:10:56:03 - 01:10:57:11

and you should temporarily go

01:10:57:11 - 01:10:59:11

to a nursing facility, just temporarily.

01:11:01:13 - 01:11:02:09

What do you do?

01:11:05:00 - 01:11:05:20

- This is Ciawanda.

01:11:05:20 - 01:11:09:15

You again have to advocate for

yourself in refusing to go.

01:11:10:12 - 01:11:11:21

- Refusing to go, yes.

01:11:11:21 - 01:11:13:21

And if they're not listening to you,

01:11:13:21 - 01:11:15:10

it's also calling a center.

01:11:15:10 - 01:11:18:09

It's involving Disability Rights Florida,

01:11:18:09 - 01:11:19:12

it's knowing what your rights are,

01:11:19:12 - 01:11:21:15

knowing that you have the rights.

01:11:21:15 - 01:11:25:06

And what I would say is

01:11:25:06 - 01:11:27:13

what is a special need shelter for

01:11:27:13 - 01:11:29:18

if they can't accommodate

somebody with an event overnight,

01:11:29:18 - 01:11:31:13

but that's my editorial opinion.

01:11:31:13 - 01:11:34:19

But it's knowing that you have a right.

01:11:34:19 - 01:11:36:12

Again, this is an

example from Connecticut.

01:11:36:12 - 01:11:39:11

A friend of mine who uses

event 12 hours a day,

01:11:39:11 - 01:11:40:14

went to go to shelter,

01:11:40:14 - 01:11:43:10

we knew the shelter

(indistinct), that was great.

01:11:43:10 - 01:11:44:16

There are four steps to go up and lift.

01:11:44:16 - 01:11:46:19

That was okay with her as a lift.

01:11:46:19 - 01:11:48:07

What we didn't know was that the lift,

01:11:48:07 - 01:11:50:12

the generator didn't power the lift.

01:11:50:12 - 01:11:53:05

And they said, just go to the

nursing home down the street.

01:11:53:05 - 01:11:54:17

It's only temporary.

01:11:55:13 - 01:11:57:00

And she went, oh no.

01:11:57:00 - 01:11:58:15

I said, no, it's better for you.

01:11:58:15 - 01:12:00:07

And she said, no.

01:12:00:07 - 01:12:01:22

And she is an attorney

01:12:01:22 - 01:12:04:04

and she filed a lawsuit,

actually, through the department,

01:12:04:04 - 01:12:06:17

she filed a complaint through

the Department of Justice,

01:12:06:17 - 01:12:08:02

and that was years ago

01:12:08:02 - 01:12:10:08

and it's still pending as far as I know,

01:12:10:08 - 01:12:11:16

but there was a clear cut example.

01:12:11:16 - 01:12:13:01

She just said no.

01:12:13:01 - 01:12:14:11

Fortunately for her,

01:12:14:11 - 01:12:17:06

she had the resources

to go someplace else,

01:12:17:06 - 01:12:18:17

but if she didn't, it would've been hard

01:12:18:17 - 01:12:21:17

because that shelter was inaccessible

01:12:21:17 - 01:12:23:15

and she would've had to

have found another shelter

01:12:23:15 - 01:12:25:00

and there weren't other shelters

01:12:25:00 - 01:12:26:00

that were easy to get to

and those kinds of things.

01:12:26:00 - 01:12:28:01

It's about advocating for yourself,

01:12:28:01 - 01:12:32:16

knowing what your rights are

and knowing how to do that.

01:12:32:16 - 01:12:33:12

Next, please.

01:12:36:16 - 01:12:38:20

You have celiac disease and that causes,

01:12:38:20 - 01:12:40:08

you get very ill when you eat food

01:12:40:08 - 01:12:41:23

that contains gluten.

01:12:41:23 - 01:12:43:16

You're told that there's

no gluten-free food

01:12:43:16 - 01:12:46:04

available at the shelter

you're staying in.

01:12:46:04 - 01:12:47:05

What should you do?

01:12:52:00 - 01:12:54:00

- You have to first make the request.

01:12:55:06 - 01:12:56:23

Oh, I'm sorry, Tomora,

you were gonna answer.

01:12:56:23 - 01:12:57:23

- [Tomora] Go ahead, Ciawanda.

01:12:57:23 - 01:12:59:19

- [Ciawanda] No, no, go ahead.

01:12:59:19 - 01:13:02:03

- No, I was gonna say, you've

got to advocate for yourself,

01:13:02:03 - 01:13:06:10

explain that you have this disease

01:13:06:10 - 01:13:09:08

and that you can't eat gluten

01:13:09:08 - 01:13:14:08

and they need to accommodate you.

01:13:15:18 - 01:13:20:15

They should be able to accommodate you.

01:13:20:15 - 01:13:23:06

- Yes, I'm just gonna walk you

through the analysis again.

01:13:23:06 - 01:13:25:18

Are they covered under the ADA and 504?

01:13:28:01 - 01:13:29:24

Same with celiac disease?

01:13:29:24 - 01:13:31:10

- I would say, yes.

01:13:32:15 - 01:13:33:14

- Because?

01:13:35:13 - 01:13:38:21

- They get very, very

ill if they eat gluten.

01:13:38:21 - 01:13:40:08

- They're substantially limited,

01:13:40:08 - 01:13:42:11

the major life activity of digestion,

01:13:42:11 - 01:13:45:01

and that's under the examples

in the ADA Amendments Act,

01:13:45:01 - 01:13:47:02

they're substantially limited

01:13:47:02 - 01:13:50:00

in the major life activity of

digestion, processing food.

01:13:50:00 - 01:13:52:19

So that's how they're

covered under the ADA.

01:13:52:19 - 01:13:57:12

And there is an obligation

on the part of the shelter

01:13:57:12 - 01:14:01:16

to make reasonable modifications

to policies and practices

01:14:01:16 - 01:14:05:00

so as not to discriminate

against people with disabilities.

01:14:05:00 - 01:14:09:00

Meeting people's food needs

is part of their obligations.

01:14:09:00 - 01:14:10:19

When they plan food for a shelter,

01:14:10:19 - 01:14:12:14

they need to be planning low sugar food,

01:14:12:14 - 01:14:14:15

low salt food, gluten-free food.

01:14:14:15 - 01:14:15:17

They often don't do that.

01:14:15:17 - 01:14:17:21

They're required to do that.

01:14:17:21 - 01:14:20:00

So it's knowing your rights,

advocating for your horizon.

01:14:20:00 - 01:14:22:02

Again, bringing people from the SIL in,

01:14:22:02 - 01:14:24:06

bringing people from

Disability Rights Florida in,

01:14:24:06 - 01:14:26:05

but knowing that you have those rights.

01:14:27:05 - 01:14:32:05

And people sometimes with Celia

can die if they have gluten

01:14:32:13 - 01:14:35:15

or have really significant

health consequences.

01:14:35:15 - 01:14:39:02

And it's a big thing.

01:14:39:02 - 01:14:40:23

It's a big thing for a lot of people.

01:14:42:01 - 01:14:43:07

So just know that,

01:14:43:07 - 01:14:46:01

and it's not like someone will

just get a little bit sick.

01:14:46:01 - 01:14:47:21

I'm someone who's gluten-free,

01:14:47:21 - 01:14:48:23

but I don't have celiac disease,

01:14:48:23 - 01:14:50:05

I will not die if I have gluten,

01:14:50:05 - 01:14:52:04

but it's consequential either way,

01:14:52:04 - 01:14:54:05

but it's something that people

01:14:54:05 - 01:14:55:07

are getting better about doing,

01:14:55:07 - 01:14:57:24

that shelters need to understand

that it's a requirement.

01:14:57:24 - 01:15:00:07

And people need to understand

that they have a right.

01:15:01:23 - 01:15:02:23

Next slide, please.

01:15:05:06 - 01:15:08:10

You have quadriplegia and use

a wheelchair for mobility.

01:15:08:10 - 01:15:12:23

You need a personal assistant

to assist you in transferring

01:15:12:23 - 01:15:15:11

and you need an accessible cot.

01:15:15:11 - 01:15:17:05

You're told that you can

only sleep in a chair

01:15:17:05 - 01:15:18:14

or go to a nursing facility.

01:15:18:14 - 01:15:19:13

What should you do?

01:15:25:09 - 01:15:29:19

- This is someone that you

request an accessible cot?

01:15:31:13 - 01:15:34:16

And a personal care assistant.

01:15:34:16 - 01:15:36:16

- And they have an

obligation to provide you

01:15:36:16 - 01:15:38:20

with both of those things.

01:15:38:20 - 01:15:39:16

- Correct.

01:15:39:16 - 01:15:40:15

- And there's a situation

01:15:40:15 - 01:15:42:16

in a medical special needs shelter.

01:15:42:16 - 01:15:44:02

Was that in Florida, Shaylin?

01:15:47:21 - 01:15:49:06

Do you know the situation

I'm referring to?

01:15:51:13 - 01:15:52:09

- This is Shaylin.

01:15:52:09 - 01:15:53:10

I'm sorry, can you say

that again, Melissa?

01:15:53:10 - 01:15:54:14

- Yeah, I was talking about the person,

01:15:54:14 - 01:15:59:14

this person in the shelter

using a power chair

01:15:59:18 - 01:16:00:24

and I was saying there's someone

01:16:00:24 - 01:16:02:20

I believe in a special needs shelter.

01:16:02:20 - 01:16:04:05

I wasn't sure if it was Florida or not

01:16:04:05 - 01:16:06:18

but ended up staying in

their chair for like 10 days

01:16:06:18 - 01:16:08:06

because they couldn't get a bed.

01:16:08:06 - 01:16:09:24

- This is Shaylin.

01:16:09:24 - 01:16:12:16

Yes, that was in Volusia County, actually.

01:16:12:16 - 01:16:14:16

(indistinct) may remember the person

01:16:14:16 - 01:16:19:01

that couldn't sleep on the

cots that were provided

01:16:19:01 - 01:16:23:01

and needed a bariatric cot

and a more accessible cot,

01:16:23:01 - 01:16:26:06

and it took 10 plus days to get that cot

01:16:26:06 - 01:16:29:24

to the person in the Red Cross

shelter, managed shelter,

01:16:29:24 - 01:16:32:15

and subsequently that person had to sleep

01:16:32:15 - 01:16:35:23

in their power wheelchair

for 10 plus nights and days

01:16:35:23 - 01:16:38:06

and ended up getting edema in their legs

01:16:38:06 - 01:16:39:23

and worsening conditions.

01:16:41:21 - 01:16:42:23

- That is correct.

01:16:42:23 - 01:16:44:21

- [Shaylin] Yeah, thanks

to the collaboration of us

01:16:44:21 - 01:16:47:06

at the partnership and

the SIL and the Red Cross,

01:16:47:06 - 01:16:48:13

we were able to meet that need,

01:16:48:13 - 01:16:52:01

but after 10 plus days,

which is not ideal.

01:16:53:02 - 01:16:56:00

- So this isn't something I just made up.

01:16:56:00 - 01:16:57:06

- Correct.

01:16:57:06 - 01:16:58:10

- I didn't want to make it too specific

01:16:58:10 - 01:16:59:16

because I didn't want

to give away anything

01:16:59:16 - 01:17:01:21

and I believed it was in Florida.

01:17:01:21 - 01:17:04:13

So yeah, because there's, first of all,

01:17:04:13 - 01:17:08:12

in addition to being incredibly,

incredibly uncomfortable,

01:17:09:09 - 01:17:10:11

you start getting edema,

01:17:10:11 - 01:17:13:21

you start getting swelling in

the lower part of your body,

01:17:13:21 - 01:17:16:04

you can also develop pressure sores,

01:17:16:04 - 01:17:17:21

there's also circulatory issues,

01:17:17:21 - 01:17:19:21

there's so many issues

and things with your back

01:17:19:21 - 01:17:21:10

and your joints that

01:17:21:10 - 01:17:25:02

as someone with quadriplegia

you may have anyway,

01:17:25:02 - 01:17:26:07

and there's all kinds

of problems with that,

01:17:26:07 - 01:17:28:16

so this person got in touch with us

01:17:28:16 - 01:17:31:03

via the hotline, I believe,

and we advocated for it,

01:17:31:03 - 01:17:33:08

but it took a very long time to do that.

01:17:33:08 - 01:17:36:02

So shelters need to know

that they have obligations

01:17:36:02 - 01:17:37:16

and people with disabilities need to know

01:17:37:16 - 01:17:39:01

that they have their rights.

01:17:41:00 - 01:17:42:10

And that's really important.

01:17:44:19 - 01:17:45:15

It makes sense.

01:17:45:15 - 01:17:47:03

That was last fall, I want to say.

01:17:49:04 - 01:17:51:10

- During (indistinct).

- [Ciawanda] Correct.

01:17:53:15 - 01:17:54:11

- Next, please.

01:17:56:12 - 01:17:58:22

You have autism and you stem

01:17:58:22 - 01:18:03:02

or soothe yourself by pacing

and flapping your arms.

01:18:03:02 - 01:18:05:19

Shelter staff tells you that

another shelter resident

01:18:05:19 - 01:18:08:24

has complained that your,

in quotes, unusual, unquote,

01:18:08:24 - 01:18:10:13

behavior disturbs them.

01:18:10:13 - 01:18:13:06

Shelter staff tells you you

must leave if you don't stop.

01:18:13:06 - 01:18:14:05

What should you do?

01:18:22:04 - 01:18:23:10

- This is Ciawanda.

01:18:23:10 - 01:18:26:05

This is a very good one

01:18:26:05 - 01:18:30:23

because, of course, you

do not have to leave,

01:18:32:01 - 01:18:36:13

but I think I have more of

a question than anything

01:18:36:13 - 01:18:41:13

that are you to ask to

have the other person

01:18:41:21 - 01:18:45:04

put into a different location

or do you request to be...

01:18:46:07 - 01:18:48:02

Or you just request to stay where you are

01:18:48:02 - 01:18:50:16

and let them deal with

the other person's needs?

01:18:52:01 - 01:18:53:24

- Well, I think two things.

01:18:56:00 - 01:18:59:07

If their unusual behavior's

just flapping their arms

01:18:59:07 - 01:19:01:16

and walking around,

01:19:01:16 - 01:19:05:06

I think the other person

has to accommodate that

01:19:05:06 - 01:19:07:23

because that's what some people do.

01:19:07:23 - 01:19:09:17

If the person is pacing directly

01:19:09:17 - 01:19:11:11

in front of their cot all night,

01:19:11:11 - 01:19:13:20

So if someone is pacing directly in front

01:19:13:20 - 01:19:16:20

of my cot all night and

I find that disturbing,

01:19:16:20 - 01:19:18:04

maybe you say to the person,

01:19:18:04 - 01:19:21:13

please don't pace in front

of Melissa's cot all night,

01:19:21:13 - 01:19:23:15

maybe you can pace in another place,

01:19:23:15 - 01:19:25:04

but the shelter needs to have a problem

01:19:25:04 - 01:19:27:00

solving kind of attitude.

01:19:27:00 - 01:19:30:01

And it's helpful if the person

with the disability can say,

01:19:30:01 - 01:19:33:03

I stem, I know that might

be annoying to some people,

01:19:33:03 - 01:19:34:19

it doesn't sound like the

stemming is really annoying,

01:19:34:19 - 01:19:36:21

but I know that might be

annoying to some people,

01:19:36:21 - 01:19:39:09

what are ways that I can do

this that won't be annoying?

01:19:39:09 - 01:19:40:23

Maybe they go to another place to do that,

01:19:40:23 - 01:19:43:22

maybe in different parts of

the shelter, there's a win-win.

01:19:43:22 - 01:19:47:08

But the point is you never ever,

ever get to tell the person

01:19:47:08 - 01:19:48:21

they have to leave

01:19:48:21 - 01:19:51:02

because of their stemming

behavior like this.

01:19:53:07 - 01:19:54:11

If they're screaming and streaking

01:19:54:11 - 01:19:55:22

at the top of lungs all the time,

01:19:55:22 - 01:19:56:21

that's a different situation,

01:19:56:21 - 01:19:58:10

but this is not that situation.

01:20:04:19 - 01:20:06:14

And I'm going to review...

01:20:06:14 - 01:20:07:10

First of all,

01:20:07:10 - 01:20:09:15

so anyone have any questions

about the scenarios?

01:20:14:19 - 01:20:17:12

These have come up

before, they will come up.

01:20:17:12 - 01:20:19:08

Other ones that I've never

thought of a guarantee

01:20:19:08 - 01:20:20:24

will come up in the next disaster.

01:20:20:24 - 01:20:22:16

Never ceases to amaze me.

01:20:22:16 - 01:20:25:08

There's always new scenarios to draw upon

01:20:25:08 - 01:20:27:20

to educate people around.

01:20:29:01 - 01:20:32:01

And I'm just gonna talk through

a couple of resource slides.

01:20:33:05 - 01:20:34:17

And for resources,

01:20:34:17 - 01:20:38:11

and we have the Florida Division

of Emergency Management.

01:20:38:11 - 01:20:39:17

These are all linked.

01:20:39:17 - 01:20:42:20

The Division of Emergency Management

01:20:42:20 - 01:20:44:09

functionally needs planning.

01:20:44:09 - 01:20:46:04

Florida Department of Health Access

01:20:46:04 - 01:20:49:12

and Functional Needs

Resources, Florida VOAD,

01:20:49:12 - 01:20:53:11

Florida Red Cross, Florida

of Central Red Cross,

01:20:53:11 - 01:20:56:21

Red Cross of Central Florida.

01:20:56:21 - 01:20:57:20

I can speak.

01:20:57:20 - 01:20:59:16

Two and one with the United Way.

01:20:59:16 - 01:21:01:07

311.

01:21:01:07 - 01:21:02:02

Next slide

01:21:05:10 - 01:21:07:12

is the Southeast ADA Center.

01:21:07:12 - 01:21:09:23

And that is a really good

resource on ADA issues

01:21:09:23 - 01:21:12:11

and your regional center,

preserving our freedom

01:21:12:11 - 01:21:15:02

and the institutionalization

of people with disabilities

01:21:15:02 - 01:21:17:18

during and after disasters, NCD,

01:21:17:18 - 01:21:19:15

and the partnership was contracted to be

01:21:19:15 - 01:21:21:11

the authors of that report.

01:21:21:11 - 01:21:24:08

The Partnership of Disability

and Disaster Hotline,

01:21:24:08 - 01:21:27:11

we're available 24/7, and

the number's linked there.

01:21:28:09 - 01:21:30:02

Redirecting emergency registries,

01:21:30:02 - 01:21:33:01

community-driven solutions,

disability rights

01:21:33:01 - 01:21:35:17

and immigrant rights and

disasters, which is important,

01:21:35:17 - 01:21:39:13

and also important, how to

file a civil rights complaint.

01:21:39:13 - 01:21:41:18

And we can go to our final slide.

01:21:41:18 - 01:21:44:07

I think I'm leaving you with

an extra 60 seconds on our day.

01:21:44:07 - 01:21:45:11

This slide has our logo.

01:21:45:11 - 01:21:46:07

It says thank you.

01:21:46:07 - 01:21:48:11

It has my name, Melissa Marshall, J.D.

01:21:48:11 - 01:21:50:07

I'm the director of policy and programs

01:21:50:07 - 01:21:53:12

and my email, which is

melissa@disasterstrategies.org.

01:21:53:12 - 01:21:55:11

Shaylin, did you have something to add?

01:21:59:03 - 01:22:00:07

- This is Shaylin,

01:22:00:07 - 01:22:03:05

and I'm just pausing

the share screen slides

01:22:03:05 - 01:22:07:04

so I can also add in

the chat for everybody.

01:22:07:04 - 01:22:10:13

We'd love to hear your

feedback as we continue to grow

01:22:10:13 - 01:22:14:14

and strengthen in virtual

space and with these trainings.

01:22:14:14 - 01:22:17:15

So I will pop in the

chat a link for a survey,

01:22:17:15 - 01:22:20:09

that shouldn't take too

long for folks to fill out

01:22:20:09 - 01:22:22:16

and we'll send out afterwards as well

01:22:22:16 - 01:22:24:08

with the other materials.

01:22:24:08 - 01:22:27:24

And also a missing

slide in this slide deck

01:22:27:24 - 01:22:31:09

is our future trainings

to remind us all about.

01:22:31:09 - 01:22:33:20

So I will just verbally say that for now.

01:22:33:20 - 01:22:36:01

We'll make sure they're

in the next slides for us.

01:22:36:01 - 01:22:37:00

- Sorry about that, oops.

01:22:37:00 - 01:22:38:04

- [Shaylin] No worries.

01:22:39:07 - 01:22:42:22

So just with that is our

next gathering and training

01:22:42:22 - 01:22:45:09

will be on October 18th

01:22:45:09 - 01:22:49:00

and we'll be focusing on

personal disaster preparedness

01:22:49:00 - 01:22:50:13

for people with disabilities.

01:22:50:13 - 01:22:52:19

So looking forward to

having that discussion.

01:22:52:19 - 01:22:55:05

I know lots of folks have different ideas

01:22:55:05 - 01:22:58:06

and thoughts around personal

preparedness and solutions

01:22:58:06 - 01:23:01:07

and strategies for getting

ourselves personally ready

01:23:01:07 - 01:23:02:22

for disasters and emergencies.

01:23:02:22 - 01:23:06:04

So looking forward to that conversation.

01:23:06:04 - 01:23:08:11

And thank you all for

today and being with us.

01:23:08:11 - 01:23:10:14

We look forward to continuing these

01:23:10:14 - 01:23:12:19

opportunities and discussions.

01:23:12:19 - 01:23:15:05

And please, don't hesitate

to reach out in between

01:23:15:05 - 01:23:19:04

as questions come up or thoughts

that may come afterwards,

01:23:19:04 - 01:23:22:04

please send them our way and

we will certainly address them.

01:23:23:12 - 01:23:25:01

- Thank you, we look

forward to seeing you soon.

01:23:25:01 - 01:23:26:24

Have a great rest of your day.

01:23:26:24 - 01:23:28:09

- Thank you all, thank you.