

Disability Inclusion, Intersectionality, and Knowledge Translation

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Center on
**KNOWLEDGE TRANSLATION FOR
DISABILITY & REHABILITATION RESEARCH**



ADA National Network and Spanish Language Outreach Project

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Presented by:

ADA Knowledge Translation Center

Pacific ADA Center (Region 9) and Mid-Atlantic ADA Center (Region 3)

Presenters



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Presentation Agenda



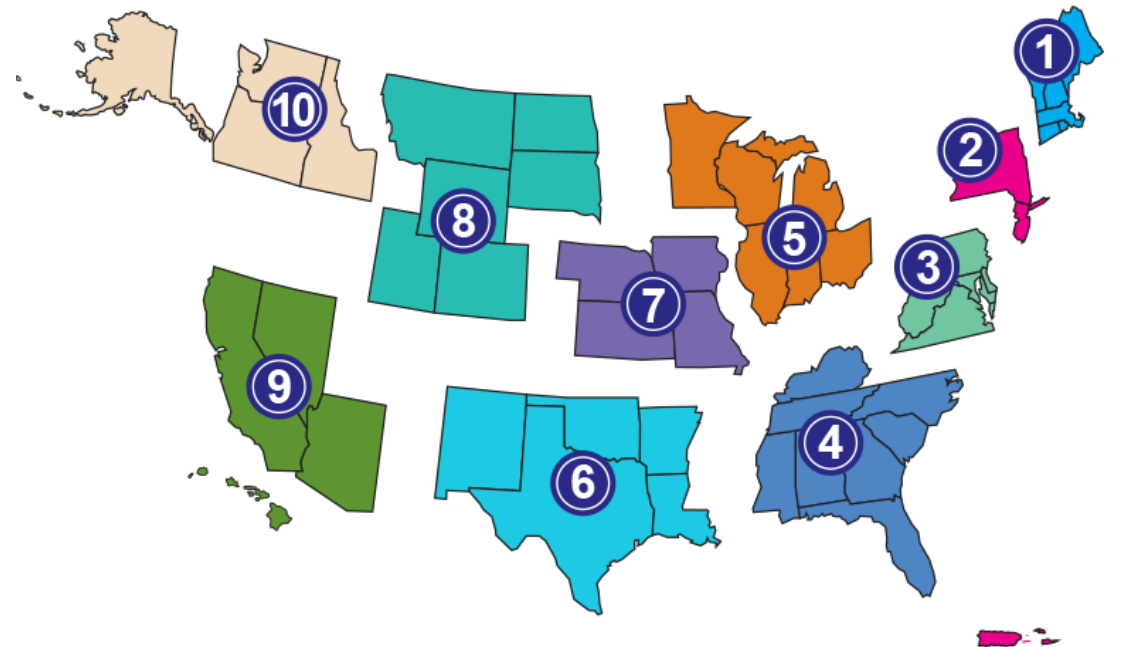
- Overview of the ADA National Network
- Overview of the ADANN Spanish Language Outreach (SLO) project
- Key findings from stage one
- Overview of stage two and new video series
- Findings in practice and lessons learned
- SLO project in practice:
 - Experiences from the Pacific ADA Center, Region 9
 - Experiences from the Mid-Atlantic ADA Center, Region 3
- Q & A

What is the ADA National Network?



The ADA National Network (ADANN) provides information, guidance and training on how to implement the Americans with Disabilities Act (ADA) to support the mission of the ADA to “assure equality of opportunity, full participation, independent living, and economic self-sufficiency for individuals with disabilities.”

The network consists of 10 Regional ADA Centers located throughout the United States and the ADA Knowledge Translation Center.

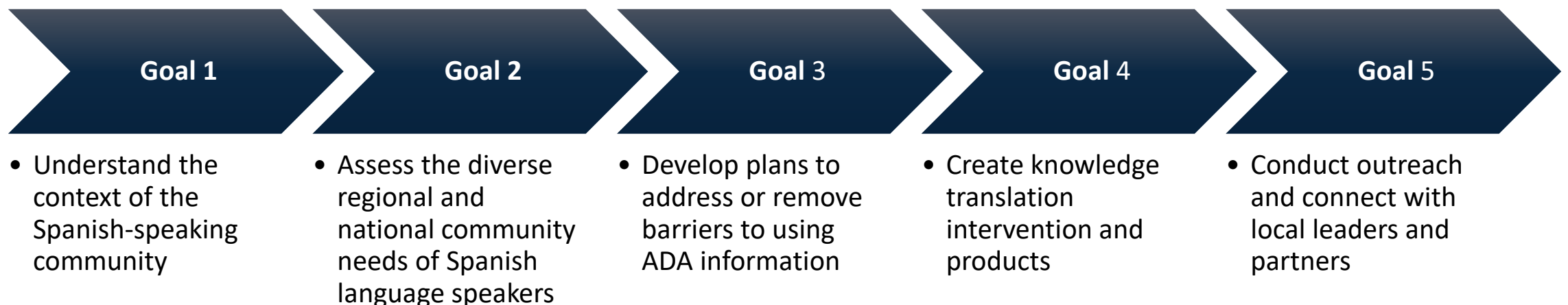


What is the Spanish Language Outreach (SLO) project?



What: A five-year collaborative national initiative of the ADANN ten regional ADA Centers and the ADA Knowledge Translation Center

Why: 62.1 million Hispanics/Latinos living in the U.S., with increasing numbers of people with disabilities (est. 12%). Significant barriers to understanding rights and responsibilities under the ADA



SLO Project Activities, Stage One (Goals 1–2)



- Creation of an ADANN Spanish Language Outreach Committee
- Identification of national and regional Spanish language organizations
- Creation of a database of Hispanic/Latino organizations for outreach ($n=1,909$)
- Literature reviews of key research
- Nine (9) national and (46) regional qualitative interviews
- Creation of national and regional reports (11), research briefs (11), and bilingual infographics (22)
- Development of video series

Stage One: Key Findings of Barriers Identified



1. Language barriers

- i. Limited information in Spanish
- ii. Effective communication
- iii. Translation and interpretation services
- iv. Low literacy and plain language

2. Lack of information about services and programs

3. Fear and lack of trust

4. Stigma/lack of education on disability and mental health

Language Barriers



- Information about rights is often available **only in English.**
- There are not enough **translation or interpretation** services.
- Organizations lack **bilingual staff.**
- Translations are not always **culturally appropriate.**
- Materials are too difficult to understand.

What is Stigma, and Why is it a Barrier?



- Negative beliefs about disability
 - Mental Health
- Lack of understanding of disability in general
 - What is considered disability
 - How people understand health conditions
 - Health conditions under the ADA's definition of disability
- Barrier to access information when we don't want to talk about disability

What about Rights is a Barrier?



- Latinos are unsure about their rights in the U.S., especially those with disabilities.
- There is a misunderstanding of what rights individuals are entitled to.
- Misinformation often spreads in situations involving discrimination.
- Many people are uncertain about their immigration status and the rights they have.
- There is frequent misinterpretation of the law, including the ADA.
- A lack of knowledge about the ADA is common.

Fear and Lack of Trust



- There is a fear of deportation or issues with immigration services.
- Many individuals are unsure of who they can trust with their immigration status.
- Prior negative experiences or mistreatment by law enforcement contribute to hesitation in seeking help.
- These concerns prevent people from reaching out to professionals for assistance :
 - Many individuals prefer to get information about their rights from trusted people in their community.
 - Fear and uncertainty may stop people from speaking up about their rights.

Findings in Practice



What are we doing with these findings?

- Development of new trainings, products, and resources specific to Spanish-speaking communities
- Informing regional outreach efforts
- Creation of new webinar trainings

New series of ADA videos includes:

- Disability in Hispanic/Latino Communities
- Barriers to Access in Hispanic/Latino Communities
- Rights in Hispanic/Latino Communities
- ADA in Hispanic/Latino Communities
- ADA in Practice for Hispanic/Latino Communities

Focus of outreach and products

- Importance of intersectionality
- Real-life application
- Culturally competent and disability specific
- Bilingual and plain language

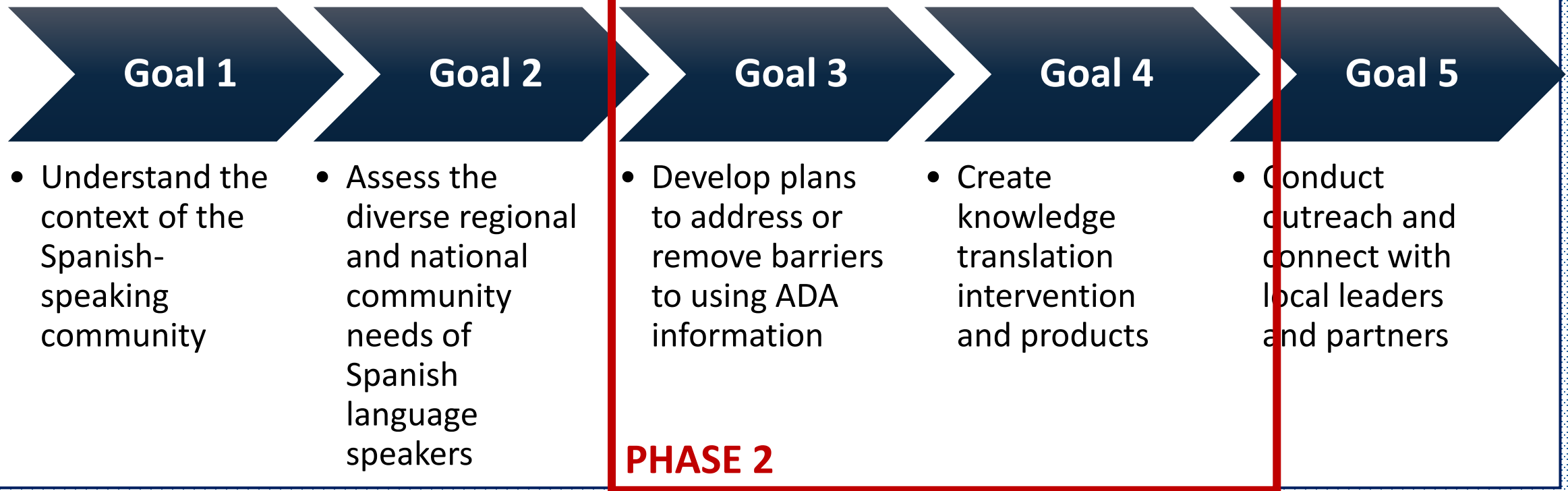
Target audience

- Persons with disabilities
- Family members
- Employers
- Service providers and professional
- Other members

Video Series and SLO Goals



- Video series corresponds to Goals 3 and 4 from SLO project.



Structure of Video Series



PART 1

Disability,
Stigma and
Language



PART 2

Barriers for the
Latino
Community



PART 3

Introduction to
Rights



PART 4

Disability under
the Americans
with Disabilities
Act (ADA)



PART 5

Role of
Community
Members

What is the ADANN expecting with this video series?



- Develop new relationships with community leaders and organizations to build trust.
- Educate different community members about the ADA and the rights of the Latino community.
- Deliver trainings and sessions by someone who knows the community, the language, and the culture.
- Include testimonies and real examples from community members about how the ADA has protected them.
- Increase awareness of the ADANN support.
- Encourage action and advocacy.

Lessons Learned and Next Steps



- Developing long-term relationships with community leaders and members helps build trust, understand needs, and set meaningful goals.
- Offering bilingual outreach products and technical assistance ensures accessibility for diverse communities.
- Providing tailored information to specific audiences enhances engagement and relevance.
- Reducing mistrust and fostering better relationships is key to effective outreach efforts.
- Building a network of support for Hispanic/Latino communities with disabilities.
- This approach can serve as a model for outreach to other underserved communities.



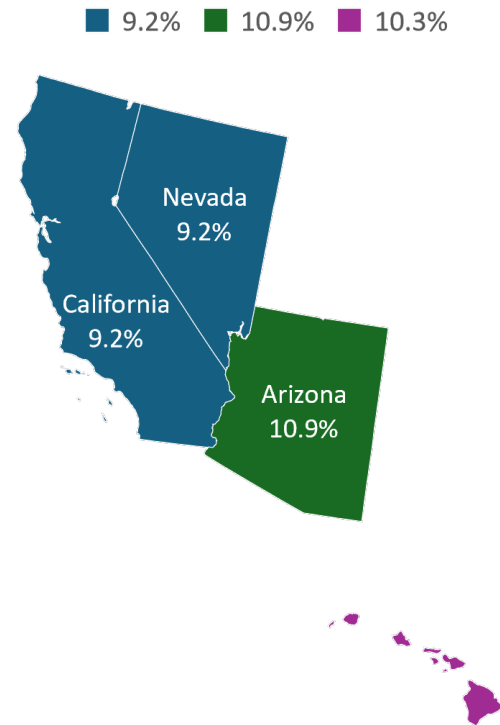
Jan Garrett
Deputy Director of the Pacific ADA Center
SLO in practice in Region 9

Pacific ADA Center Regional Demographics



- 58% of the total regional population are minorities.
- 18.9 million Hispanics/Latinos in the region.
- 24.5% of the region speaks Spanish.
- California has the largest group of Spanish speakers in the country.
 - 15.5 million individuals are Hispanic/Latino.

Hispanic/Latino Disability Percentages by State



Information about Latinos with disabilities in Samoa, Guam, and the Mariana Islands not available.

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Spanish Language Outreach Activities

Pacific ADA Center



- Foster connection and collaboration with new Hispanic/Latino organizations to strengthen community ties and enhance outreach efforts.
- Hold in-person events for individuals with disabilities, family members, and caretakers to provide direct support and valuable resources.
- Offer virtual presentation opportunities to extend our reach and engage with a larger, regional population.
- Actively seek formal partnership within Hispanic/Latino communities to build long term relationships and mutual support.

Lessons Learned Pacific ADA Center



- Recognize the importance of providing ADA technical assistance in Spanish to ensure equitable access to information and resources.
- Community education hold great value when the information is focused, concise, and tailored specifically to the needs of the community.
- Participating in events and partnering with community leaders will help foster trust and strengthen relationships.
- Creating and translating information into formats that are easily accessible to the majority of the community is crucial for effective communication and outreach.



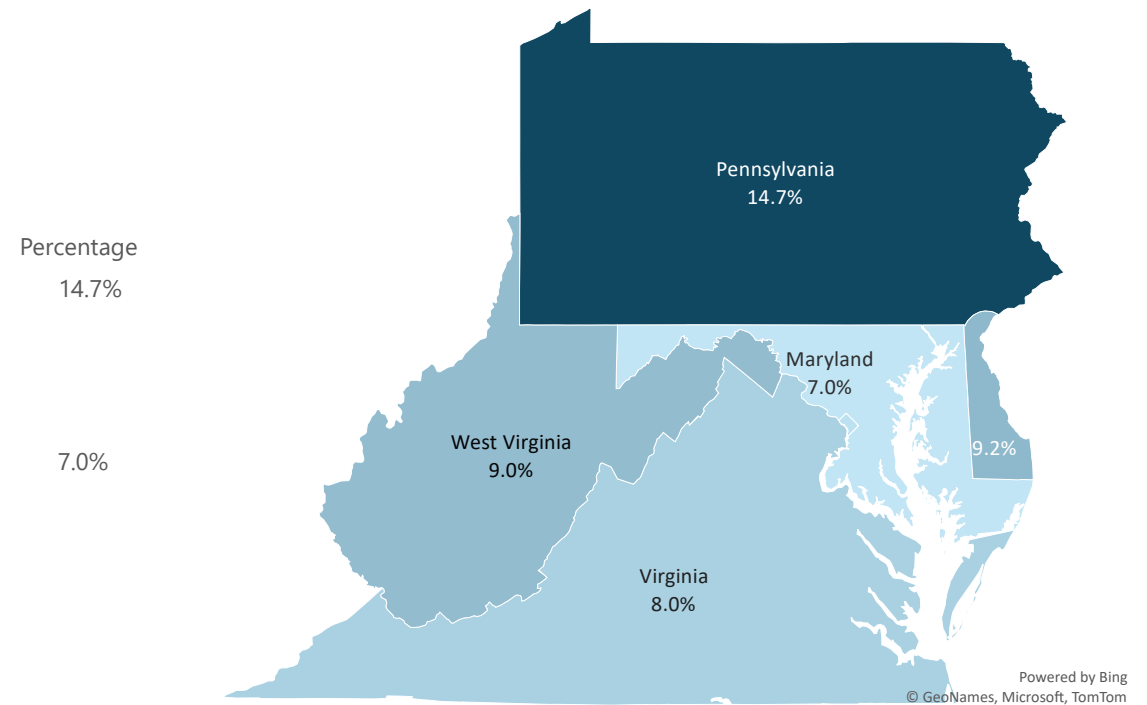
Maynor Guillen
E-Learning and Multimedia Producer
Mid-Atlantic ADA Center
SLO in practice in Region 3

Mid-Atlantic ADA Center Regional Demographics



- 35% of the regional population are minorities.
- 2.7 million Hispanics/Latinos in the region.
- 6.4% of the region speaks Spanish.
- Pennsylvania has the largest group of Spanish speakers.
 - 1 million individuals are Hispanic/Latino.

Hispanic/Latino Disability Percentages by State



Spanish Language Outreach Activities

Mid-Atlantic ADA Center



- Develop a regional initiative around transition into adulthood and the ADA.
- Foster connections, collaborations, and outreach with new Spanish-speaking organizations.
- Hold in-person events for people with disabilities, family members, and service providers working with Spanish language communities and/or people with disabilities.
- Create culturally relatable and visually accessible ADA information.
- Provide PSAs in Spanish for radio and television media to effectively reach and inform Spanish-speaking audiences.

Lessons Learned Mid-Atlantic ADA Center



- Recognize the importance of providing ADA assistance in Spanish.
- Ensure information is applicable and easy to understand.
- Actively participate in events and form partnerships with community leaders to reduce fear and mistrust of outside entities.
- Use radio and television media as platforms for disseminating information.
- Maintain staff who are culturally competent and representative of the community.

Resources

Call us for ADA info: 800-949-4232



ADANN Website

<https://adata.org/slo>



Spanish Language Outreach Project

<https://adata.org/slo/stage1>



SLO TEAM



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Q&A

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