

NIDILRR-FIP-PRIDE

The PRIDE team has taken the following steps to ensure that all its materials and resources are culturally appropriate, linguistically accessible, and meaningful for refugee participants.

1. During the three-year grant period, all materials will be translated into five high-need native languages spoken by the refugee participants. Arabic is the first language we identified. PRIDE will deliver group and individual intervention sessions with the help of bilingual community interpreters.
2. Before participating in PRIDE activities, eligible participants will complete pre-screening and supplemental forms to identify their preferred language, their need for an interpreter, and related accommodations (e.g., preference for female or male case managers and VR counselors). Collecting this information early will help us make necessary language and cultural accommodations during PRIDE activities.
3. We have worded all screening questionnaires and intake forms to avoid terminology that could trigger cultural stigma associated with having a disability. For example, the term *disability* has a pejorative meaning in some languages. Therefore, during the intake process, refugee participants will learn the English word *disability* and its western connotations of dignity and respect.
4. We are tailoring all training materials and strategies for participating refugees to address cultural, linguistic, and low literacy considerations.
5. Group training sessions will include culturally informed fictional case studies. We chose case study subjects to represent the largest refugee communities in the Chicagoland area and to introduce local disability and employment resources.
6. Because many refugees are not fully literate even in their native languages. We designed handouts for group training sessions to be light on text and heavy on visual tools and infographics, where appropriate.
7. We will offer the support of a peer mentor to all PRIDE participants. Peer mentors are themselves immigrants or refugees who have previously navigated the vocational rehabilitation and workforce service systems successfully.
8. PRIDE participants will have the opportunity to provide video testimonials of their experiences in the program. This dissemination strategy stems from the idea of storytelling as a cross-cultural method for sharing information.
9. We have incorporated a person-centered planning component in our trainings to empower participating refugees with disabilities in linking to their own natural supports (such as links to cultural and faith organizations) while PRIDE introduces various supports and services tied to employment goals.
10. To ensure cultural and linguistic relevance, PRIDE utilizes cultural brokering techniques and strategies (e.g., engagement of family members to elicit home-based support, connections to spiritual practices or faith, inclusion of cultural content, representation of refugees via pictures) in all phases of its activities.
11. All Individual and group training sessions will take place in accessible refugee/immigrant partner agency sites to ensure that participants feel safe and comfortable during the PRIDE training program.
12. Our IT tools will allow participating refugees to track their own progress through the phases of the PRIDE employment training program.