Gotta luv those grimy lovers #chronicallyill #chronicillnessmemes Sharona Franklin started her meme Instagram account @hot.crip. Check it out!
LOCAL EVENTS - Please join us!

Due to COVID-19 restrictions, around the world festivals, sporting events, community workshops and celebrations are being cancelled or postponed. We support these decisions but also understand the important role these events play in community life. They serve as an emotional connection to share a common experience, and they build stronger, more resilient communities. We have moved to offering our event experiences online and in person with Social Distancing Precautions in place. Be an active part and join us in our virtual workshops, peer support groups, get togethers and gaming opportunities. If you are having trouble connecting, have difficulties with high speed internet or lack the devices that enable you to be an active part, please phone your local CIL - we can help! And be ready to return to our in person events in full force when it is safe to do so. We love our communities!

Nov 4 - Empowered to Rise
   Virtual Conference 11:00am -12:30 pm PT
   WSU Center on Disabilities

Nov 17 - Mental Health on the Palouse
   Virtual Support Group 12:00pm -1:00 pm PT
   League of Women Voters

Nov 18 - The Case for Authentic Inclusion of People with Disabilities
   Virtual Conference 11:00am -12:30 pm PT
   WSU Center on Disabilities

Supporting Paralysis Communities of Rural America

November 18, 3:00 pm - 4:30 pm, Online

Learn about the Paralysis Resource Centers free programs and services and hear a keynote from the Job Accommodation Network. Invitees will represent rural communities in Idaho.
As a marketing specialist it is my job to get DAC NW and CIL’s in general out into the public eye. People may not need us right now, but if we are top of mind, when they do need us they will know right where to go.

COVID makes this job waaaay harder! During the year we probably do 30 meet and greet’s in the communities we serve, from health fair’s to connecting with local campuses. From March on we have had none of those.

So putting on our thinking caps became a must, and we had to think outside the box. This year our ADA 30th Anniversary Celebration was virtual and lasted from July to October. As a team we created engaging online posts, interviews, and more. Our offices participated in the statewide t-shirt promotion, distributing 500 shirts in northern Idaho.

And we hosted a Socially Distant drive thru hot dog lunch and an ADA Rocks! promotion throughout Moscow. That takes involvement from all our staff to bring these safe events to life.

That’s why, when we were invited to participate in Genesee’s Trunk or Treat, we jumped at the chance. Hosted by a local realtor Tiffany Bentley from Magenta & Co., this event has live music (country artist Chad Bramlet and band), a costume promenade down their main street followed by chili served in the park.

It took some doing to come up with a plan for decorating the trunk of our company car, dressing in costume including masks, and figuring out a safe way to distribute candy to our little ghouls that participate. Enter the Spidey Candy Delivery Chute! Being outdoors is the safest way. We socially distance ourselves from the little “bubbles” of trick-or-treaters and have a lot of fun getting out into the smaller communities we serve. This is so much fun, I think we need to add it to our repertoire for each year.

The past 8 months have seen workers coming up with great ideas for socially distant events and ways to stay in touch during this pandemic. I am pandemic weary as I am sure most of you are, but we do our best to keep our chins up and moving forward!

If you have an idea for our newsletter please contact dac@dacnw.org.
They turn to DAC frequently as a collaborative partner to help those most in need. DAC always has something to contribute to any challenging situation, whether it be money, equipment from its disability loan closet, or expertise. As a federally designated Center for Independent Living DAC has been especially active during this period of COVID-19, keeping its consumers safe and trouble-free. As stated before, DAC advocates for its consumers and provides consulting services (data and expertise) to many governmental units developing or updating ADA Transition Plans. Because of its reach throughout all of North Idaho, it’s receiving this award that helps Idaho rank in the top ten states for volunteerism. “It’s especially important,” said Governor Little, “during the pandemic, when we rely so heavily on dedicated members of our communities to fill so many needs.”

DAC has become the go-to place for information about the latest adaptive technologies for PWD. Likewise, DAC is a key resource for all things pertaining to the ADA. Whether that is a governmental agency wanting to update or create anew its ADA Transition Plan, or a local business wanting to make its buildings ADA compliant. The staff of DAC has unique expertise which they share free of charge. They are truly “one-stop shopping.”

DAC was nominated by the director of a social service agency serving the needs of senior citizens and PWD in the Lewis-Clark Valley,
Policies from the Past in a Modern Era

With roots back to the New Deal of the 1930’s, the Javits-Wagner-O'Day (JWOD) Act, which operates as the AbilityOne Program today, is a complex use of federal procurement power to seek to increase the employment of people who are blind or have significant disabilities. The AbilityOne Program relies on a network of around 500 nonprofit agencies to make products and provide services that the Federal Government agencies are mandated to purchase.

To increase employment opportunities, the nonprofits are required to employ people who are blind or have a significant disability. This latest report looks at the follow up of a 2019 white paper. It also addresses the issue of Section 14(c) sub minimum wage certificates used in sheltered workshops.

What they found during the most recent eight year period that the employment of people with disabilities through the AbilityOne Program at best remained static for one group while another group declined. All this while records indicate an increase in the purchase of goods and services by the Federal Government. So despite the increase in total sales, the percentage of money going to pay wages for people who are blind or have a significant disability declined from over 20% to 18% between those years. In short - increased purchases with lower employment of the target population.

There are systemic issues around the AbilityOne Program with transparency, oversight, and compliance, structural integrity, and philosophical underpinnings. Most critically, however, is the ongoing conflict between the amount of labor by people with disabilities. The system inherently creates pressure on AbilityOne to place workers into more segregated settings, whether as work crews or on the production floor, while the entire program perpetuates a separate system for people who are blind or have significant disabilities at the same time it tries to achieve greater integration. Plus the use of 14(c) certificates result in paying less than the prevailing wage for the job but at least the minimum wage.

Given the numerous problems, coupled with the necessity of America to advance to the fullest extent the integration of people with all disabilities into the mainstream of society, we call on Congress to phase out the AbilityOne Program over an eight year period and replace the program by requiring federal contractors to hire a percentage of people who are blind or have a significant disability. This would mean Congress will require all federal contractors and subcontractors with at least $200,000 in contracts and 50 or more employees to hire a certain percentage of people with disabilities. The 45,000 jobs currently within the program will be captured under the new requirements. A new study would determine what percentage of people with disabilities would need to be hired.

You can read the whole study here: https://ncd.gov/sites/default/files/NCD_AbilityOne_508.pdf

For more information about the ADA contact

NWADACENTER.ORG/IDAHO
Dana Gover, MPA, and ACTCP Certification
ADA Training & Technical Assistance
Email: dananwadacenteridaho@gmail.com
Phone: Voice & TTD 208-841-9422
Disability Language Style Guide

As language and social mores change at a seemingly faster and faster rate, it is becoming increasingly difficult for journalists and other communicators to figure out how to refer to people with disabilities. Event the term “disability” is no longer universally accepted. This guide, developed by the National Center on Disability and Journalism at Arizona State University, is intended to help. It covers almost 200 words and terms commonly used when referring to disability.

Some basic guidelines:

>Refer to a disability only if it is relevant to the story. People living with disabilities often complain, and rightly so, that their disability is mentioned even when it has nothing to do with the story.
>When possible, use people-first language
>When possible, ask the source how they would like to be described.
>Avoid made-up words like “diversability” and “handicapable” unless using them as direct quotes or to refer to a movement or organization.

Writing about disability is complicated and requires sensitivity.

Some of the featured terms in the document:

**Able-bodied** - This term is used to describe someone who does not identify as having a disability. Members of the disability community oppose it because it implies that all people with disabilities lack “able bodies” for the ability to use their body well. The word “non-disabled” is preferred.

**Afflicted with/Victim of** - These terms carry the assumption that a person with a disability is suffering or has a reduced quality of life. Just use simple terms like “has” or “lives with”.

**Crazy/loony/mad/psycho** - These words were once commonly used to describe people with mental illness. Kinder terms to help reduce stigma would be “mental health” or “mental illness”.

**Special Needs** - This term was popularized in the U.S. in the early 20th century during a push for special needs education. It is now widely considered offensive because it stigmatizes that which is different. The term “functional needs” is preferred.

You can check out the full dictionary of terms here: [https://ncdj.org/style-guide/](https://ncdj.org/style-guide/)
Eligible Voters with Disabilities Increase by Nearly 20%

By Shaun Heasley

As we near the November election, new research finds the number of voters with disabilities across the nation has grown exponentially and could make the difference in how races are decided.

There are an estimated 38.3 million eligible voters with disabilities in the U.S. That represents a 19.8% increase since 2008 and outpaces the 12% rise in voters without disabilities during the same period.

Moreover, the researchers noted that when people with disabilities and the family members they live with are factored in, disability issues are significant to nearly 30% of the electorate. The sheer size of the disability electorate makes it clear that people with disabilities and their families have the potential to swing an election.

The new figures suggest that there are more potential voters with disabilities than there are Black or Hispanic voters in this country. Researchers who are behind the report cited a surge in turnout among people with disabilities in 2018 and said turnout could be especially strong this year given the expansion of mail-in voting due to COVID. Data from past elections shows that disability turnout was higher in state with all-mail or no-excuse mail ballot systems.

However, mail in ballots do pose an accessibility issue for some. Mail in voting applications in 43 states were reported as challenging or impossible to complete by many with disabilities.
Working From Home With a Dog  
by Patricia Oelze

Some people may think that working from home means you can get up whenever you want, work when you feel like it, and take off early to do fun things you could not do before the coronavirus pandemic. Wrong! Sure, it’s nice to skip that drive to work in the morning and having to deal with other people all day. But working from home also takes structure, discipline, and scheduling. For both you and your furbaby.

Your dog is probably in heaven thinking he won the lottery because you are home with him all day now. They don’t know what the coronavirus is or that you are actually home to work, not to entertain them. It can be difficult on both of you to set the ground rules and stick to them. Have you ever tried to do a conference call with your dog barking in the background? It’s not as fun as it sounds.

Although it can be difficult to stay focused on work with your pooch giving you the sad puppy eyes, you know you actually have to get some work done. Don’t let your pooch photobomb your Zoom meetings or video conference. We have some good ideas to keep your fuzzy family member busy while you concentrate on work.

Being a home-based worker is beneficial in so many ways such as not having to pay for gas, saving on daycare, and working in your pajamas (well…not really). But the best benefit may be the one you get from spending more time with your furbabies. Even if you don’t have any human kids, your dog is your baby and being able to stay home with them is a major bonus that many of us have not really thought about.

You have probably heard the benefits of having a dog like lowering stress levels and increasing serotonin levels. Those are the chemicals in the brain that help improve your mood. And when you are not worrying about what they may be getting into, you may be thinking about how sad they may be waiting for you to come home. So, working from home with your pooch is a win-win. Studies have shown that when your dog is with you at work, your stress levels are much lower than those days when your dog is not with you. Also, if you are feeling stressed out over a problem with a client, you can just reach out and give your dog a scratch behind the ear and it will make both of you feel better.

When you work in an office all day, you sometimes do not get to take a break, and the same thing can happen when you work from home. Having a dog will definitely get you moving around whether you want to or not. You have to take them for walks, give them food or water, and play with them to keep them healthy, which in turn makes you healthier and happier too. Another win-win situation. And having your pooch with you means you will never be alone so say goodbye to loneliness too.

Check out fluentwoof.com for a work from home schedule, tips for stopping alert barking, impulse control, enrichment ideas and more for your pooch.
https://fluentwoof.com/working-from-home-with-a-dog/
One of the first questions when looking for employment is “Should I disclose my disability?”

The only scenario you’re obliged to disclose a disability is when requesting accommodation. With that exception, there isn’t a definite answer on whether or not to disclose a disability. At the end of the day, you decide how much you’d like to share, when and to who.

Here are some considerations to keep in mind about disclosing a disability:
> Getting reasonable accommodation will help you be successful in your position. You will no longer have a barrier preventing you from doing the job and advancing in it. At the same time, you will live authentically, and bring your whole self to work.
> Timing is important. If you need accommodation, you can choose to disclose your disability and request it after accepting the job offer. This doesn’t necessarily need to happen during the interview. However, it’s better to do it before there are work performance issues. The best timing would be within the first week of starting a new job. Have a rundown of what accommodations you need before you disclose your disabilities to your employer.
> A disability can change or advance. If these changes affect your work performance, it’s best to notify the relevant people. They will adjust the accommodation and create a comfortable workspace for you.
> You have the right not to share information about the disability. It isn’t mandatory to tell co-workers or other employees about your accommodation or disability. As for your employer, he is obligated to keep the information confidential.
> During the interview, disclosing your disability is a matter of personal choice. However, non-disclosure may not be possible in certain situations. For example, if you are deaf, you may need to request an interpreter for the interview. Or if you are in a wheelchair, you may need to notify the employer beforehand to ensure they have ramps, etc.

Whatever you do - avoid connecting a disability with a weakness. And the employer does not have the right to ask about your disability.

Check out the full article with tips on your job search, knowing your ADA rights, 73+ careers for People with disabilities and other resources. [https://novoresume.com/career-blog/disability-career-guide](https://novoresume.com/career-blog/disability-career-guide)
Home Evacuation Checklist:

As with any emergency, handling a home evacuation with confidence comes down to being as prepared as possible. With the right preparations, everyone can get to safety without making missteps along the way or getting too stressed. Although there is no way to fully ease the stress, preparations can help.

So, explore what to do before, during and after an evacuation to get ready to handle this situation with ease. Also, be sure to take a look at what to bring along for the ride, so you do not leave anything important behind. Build a Home Evacuation Plan.

There are many reasons for evacuations, some just require you to leave your home, others require leaving the city. Fires, carbon monoxide leaks, structure damage, floods etc.

To act as a guide, the evacuation plan must spell out: what situations demand evacuation, which items to bring and where to find them, how to safely exit your home, which vehicle to take, what roadways to take to safety, and explore alternative routes through town. A good plan consists of a procedure document, map, and checklist. Create a meeting point to bring everyone together. It could be at the end of the driveway, by a nearby street sign, near a tree across the street, next to a neighbors house or just right by the mailbox. Practice this once a month.

Creating a check list is the first step. Ahead of time you will need to gather supplies, take a home inventory, secure important documents, determine where you can stay. Make a go bag that includes food, medical and pet supplies, important papers, and have it easy to grab.

If anything happens to your home, you will need the inventory list for your insurance claim. Take pictures of every room and the exterior. Include make and model of vehicles and appliances. Open up closets and include the contents.

For your important documents include copies of your birth certificates, drivers license or passports, social security card, marriage license, insurance policies, tax returns, wills and power of attorney, and bank account numbers. You can put these in a safe deposit box for retrieval later or include them in your go-bag.

Before leaving turn off all utilities and lock all doors and windows. Looters often break into homes after everyone leaves.

For more on building your plan check out Jeff Cook Real Estate for detailed, easy to follow instructions. https://www.jeffcookrealestate.com/home-
It’s turkey math time! Looking for a fun way for your youngest children to strengthen their number sense? Building these turkeys will do the trick. Kids will explore different number representations for 1-10. Great for ages preschool to first grade. Site includes the free printable.
https://proudtobeprimary.com/number-sense-turkey-math/

If you want to make the Thanksgiving meal a little bit special at the kids table, print out these fun Thanksgiving Placemats. Three different “Happy Thanksgiving” placemats to color with some fall motifs such as leaves, acorns, and naturally, a fun looking turkey! All of the placemats have a fork, spoon and empty plate to have fun drawing their favorite meal.
https://thekindergartenconnection.com/fun-printable-thanksgiving-

November is the month of gratitude and thankfulness. Teach your children the importance of feeling thankful with a Lapbook. Kids work through the prewriting process and complete each component which is glued to a colorful folder. Makes a great keepsake!
https://luckylittlelearners.com/i-am-thankful-lapbook

Science is always a favorite subject and here’s a way to incorporate Thanksgiving activities for upper elementary grades! From floating and dancing cranberries to making bendable bones, there are a bunch of free downloadable and ideas for more Thanksgiving science fun.
https://jenniferfindley.com/thanksgiving-activities-for-upper-elementary/

This resource has a number of videos about Thanksgiving that are fun for kids to watch, including some from History Channel. Be sure and check out the Thanksgiving books read aloud, including Twas The Night Before Thanksgiving. And they have silly finger rhymes and dances too!
Life with COVID-19

Happy November! We are now entering the 8th, or is it 9th month of Covid. When things started happening last March, the thought of still being in the middle of a crisis this many months later was unimaginable to me…after all, November was months and months away!!! Well, here we are in November and Covid continues.

At the beginning of April I sat down to figure out what I could do to take care of my mental health. I felt pretty positive that I had all the skills I needed to make it through the stay-at-home orders, teleworking, staying away from friends and family and only going out when absolutely necessary. I did great for about 5 weeks! Sadly, I realized I can only make so many vision boards, take so many bubble baths in a day, and meditate only so often before I must come up with something else to do. My mother did tell me I was probably the cleanest depressed person she had ever known, in case that helped me feel better. YAY!!!

As the days wore on, I started sinking lower and lower into a depression and I thought i was alone, at least until I started to talk about how I was feeling to others. Imagine my surprise when I started hearing back from people who were feeling the exact same way. We are social creatures, for the most part, and COVID was not helping us.

Taking care of our mental health is an important step to our physical and emotional wellbeing, and something that we often overlook. We shove our feelings and thoughts aside and keep pushing ourselves as hard as we can, hoping our mental health will simply improve or we can just “get through it.” That is rarely the case. If we break our leg, we go to the doctor. If we get strep throat, we go to the doctor. Why is it so hard for us to understand that it is okay to go to the doctor for our mental health? There is no shame in asking for help when we need it, regardless of the issues.

If you need to talk with someone, please, please reach out! You do not need to be suicidal to contact the Idaho Suicide Hotline or go to any of the Crises Centers in Idaho. All of these are free services and open 24 hours a day, 7 days a week.

Idaho Suicide Prevention Hotline - 208-398-HELP (4357)
National Suicide Prevention Lifeline - 1-800-273-8255
Spanish National Suicide Prevention Hotline - 888-628-9454
Crisis Text Line - Text 74741
Deaf Crisis Line - 1-321-800-3323 (VP)
Turnover film features actors with disabilities

A disgruntled cafe manager hires a crew of misfits to run the owners business into the ground, but instead they save his life. The film Turnover is a story about accepting others for who they are and not trying to mold them into someone else. This theme runs through the relationship of Peter and his new employees, between he and his wife, Fran, and also between he and Henry, his manager. You will appreciate the representation of multiple disabilities in this film and voices we don’t usually see in stories. Some have Down Syndrome, others were nearly deaf or blind, played by actors who had those disabilities. Available on Netflix.

https://www.turnovermovie.com

TIDBITS!
Categorically left over but no less important

Quotes to make you think!

“Disabled people need more invested in their education, housing, job training, transportation, assistive technology, and independent-living facilities. Governments earn back this investment - and more - by making people with disabilities economically productive citizens.” ~ Jesse Ventura

Durable Medical Goods Exchange
We are not accepting any durable medical goods at this time since it’s difficult to clean them. But we are distributing them. Explain your needs and our trained staff may know the perfect item that will help you!

James Pickard in Moscow 208-883-0523
Valerie Johnson in Idaho Falls 208-529-8610
Tarey Wilder in Boise 208-336-3335 x220
TECHNOLOGY FOR INDEPENDENT LIVING

Magnetic Buttons for those with Hand weakness

You may avoid buying button down shirts, or when you do, you sew the buttons up leaving enough of an opening to pull the shirt over your head. Gina Adams, via her company called Buttons 2 Buttons has come up with a great solution for people who want to convert their button down shirts into adaptive ones. The patents magnetic buttons are easy to put on your existing shirts and will keep them closed and secure. Machine washable for repeated use. Button hooks require tedious pull through of each button. But with this close your shirt with the simple brush of a hand and open with a gentle pull. Pretty cool, huh?
Cost is about $30.00 from Amazon

PVC PIPE WRITING UTENSIL ADAPTOR

Assistive technology doesn’t have to be high tech. This one is super easy and super effective. One of the best MacGyver-inspired ideas is an adapter for writing. If you have significant grasp difficulties just a few dollars worth of PVC piping can build a T-shaped crayon or pencil holder. Use a 1” PVC tee connector and insert foam pipe insulation to hold the writing implement. Use it for eating utensils too! Try it out and you may even become inspired to be your own AT hacker!

Cost is about $30.00 from Amazon
CONTACT YOUR LOCAL IDAHO CENTER FOR INDEPENDENT LIVING

www.idlife.org

www.dacnw.org

www.lincidaho.org