

Please remember our neighbors across the state that were devastated by Hurricane Florence. Any donations of time, money or goods to a local charity such as The Salvation Army, Red Cross, Samaritans Purse or Churches will be deeply appreciated.



FALL 2018
Volume 8, Issue 3



Civil Rights Issues for People with Disabilities

The history of living with a disability in the United States has largely been one of discrimination, segregation and exclusion from education, work, housing, and even from routine daily activities. Fortunately, today people with disabilities have the same basic legal, civil and human rights as other citizens. The U.S. Constitution, federal laws, and federal court decisions have established these rights. However limitations of laws and regulations, poor enforcement of the laws, limited funding of programs, disregard for binding legal precedent, and societal prejudices keep many people with disabilities from being fully included in our society .

The Rehabilitation Act of 1973 prohibits discrimination on the basis of disability in programs conducted by federal agencies, in programs receiving federal financial assistance, in federal employment, and in employment practices of federal contractors. It also requires the federal government to make sure that electronic and technology information is accessible to people with disabilities. A new section of the Rehabilitation Act requires medical diagnostic equipment to be accessible to people with disabilities. Under the Rehabilitation Act, the term "disabled individual" means "any person who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment."

From housing to transportation to healthcare, all people with disabilities have the same rights that everyone has to access their communities and services as well as have the ability to work, eat out, shop and worship as they choose.

Support Disability Rights

UPCOMING DATES

September

- ◇ 22—Autumn Begins
- ◇ 27 State IL Plan Feedback Meeting

October

- ◇ 8—Columbus Day
- ◇ 31 —Halloween

November

- ◇ 4—Daylight Savings Time Ends
- ◇ 6—Election Day
- ◇ 11—Veterans Day
- ◇ 22—Thanksgiving

MID-TERM ELECTIONS—TUESDAY NOVEMBER 6TH



Everyone is equal in the voting booth. "One person, one vote" means we each have an equal say in elections. But we only have that say if we vote.

In 2016 only 55% of people with disabilities voted in North Carolina, while 69% of people without disabilities

voted. That means there is a 14% voting gap between voters with disabilities and voters without disabilities.

Voting is a fundamental right and an important part of being a member of our communities.

<http://www.ncsbe.gov/>

ALL VOTING IS A SORT OF GAMING, LIKE CHECKERS OR BACKGAMMON, WITH A SLIGHT MORAL TINGE TO IT, A PLAYING WITH RIGHT AND WRONG.
—Henry David Thoreau

OCTOBER IS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

Businesses are increasingly hiring people with disabilities, and it's helping the bottom line. Falling unemployment rates among people with disabilities suggest more employers are adopting a similar mindset. The tight labor market is pushing companies to open their eyes to this untapped pool of workers, who employers say are loyal, enthusiastic, and able to do the job as well as anyone — sometimes even better. The unemployment rate among people with disabilities dropped to an annual average of 9.2 percent in 2017, the lowest it has been since the government started tracking it a decade ago and down from a high of 15 percent in 2011.

Reflecting a commitment to a robust and competitive American labor force, the 2018 National Disability Employment Awareness Month (NDEAM) theme is **"America's Workforce: Empowering All."** Observed each October, NDEAM celebrates the contributions of workers with disabilities and educates about the value of a workforce inclusive of their skills and talents. Observed each October, NDEAM is a nationwide campaign that celebrates the contributions of workers with disabilities throughout American history, and emphasizes the importance of ensuring that all Americans have access to the services and supports to enable them to work. Although led at the national level by the Department's Office of Disability Employment Policy (ODEP), the true spirit of NDEAM lies in the many observances held across the nation every year.



**America's Workforce:
Empowering All**

NDEAM began in 1945, when Congress declared the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was dropped to

acknowledge individuals with all types of disabilities. Then, in 1988, Congress expanded the week to a month and changed the name to NDEAM. ODEP assumed responsibility for NDEAM when the Agency was established in 2001

2018 ASSISTIVE TECHNOLOGY VENDOR EXPO

The AT Vendor Expo is back by Popular Demand! Friday October 5th from 9 am to 4:30 pm. The North Carolina Assistive Technology Program (NCATP) will host a one-day vendor fair at the McKimmon Conference and Training Center in Raleigh, NC.

Activities will include:

- Hands-on Assistive Tech Demos
- 20-minute Vendor Trainings
- Stephen E. Sallee Award Ceremony

NC State - McKimmon Center

1101 Gorman Street

Raleigh, NC 27606



Free Admission/Open to the Public

Register at Eventbrite:

<https://www.eventbrite.com/e/assistive-technology-vendor-fair-tickets-46624870242>

Contact NCATP at 919-855-3545 or 919-859-8360.



WHO ARE THE ADAPTABLES?

The Adaptables Staff works to alleviate barriers that keep people with disabilities from full participation in their community. The Adaptables is one of over 400 federal and state supported Centers for Independent Living (CIL). All centers are consumer-controlled, community-base cross-disability, private, non-profit organizations. The Adaptables CIL along with all other centers respect consumer choices, goals, and expertise. We provide advocacy, IL skills training, peer support, information, and referral services that combine to guarantee that people with disabilities have the chance to exercise control over their own lives.



From the Institution to—Community-Based Living. A Dream Come True!



Meet Michael Reece, an Army Veteran who served our country and also worked for the Federal Prison system.

Due to a terrible accident he found himself paralyzed from the waist down. Mr. Reece was hospitalized and later transferred to a nursing home. After receiving care including medication management, physical therapy and occupational therapy he remained there over 3 years.

Mr. Reece contacted the Adaptables, I had the pleasure of meeting him in January 2018. I noticed his quick wit and sharp mind immediately. He was very independent in many ways people may take for granted: bathing, mobility with the use of a wheelchair, and he could “walk.” I was amazed that he was still in a nursing facility.

Mr. Reece needed peer support and a facilitator that would ensure he moved into the community and lived independently. His greatest wish was the freedom of independent living. We worked together, committed to successfully reaching his goals.

One of our services is Nursing Home Transitions, Mr. Reece was an eligible candidate. Thanks to our staff and other non-profits such as Greenest who is one of our partners, they offer home furnishings at a significant discount. On August 3rd, Mr. Reece moved into his own apartment.

It was an emotional time, joyful and there was a great deal of pride for this amazing veteran who should never have spent years in a facility. Mr. Reece as an Army Brat you are indeed ARMY STRONG! –Debbie Hennessy





Fall is fast approaching—leaves are beginning to fall, lots of rain, beautiful colors and lots of time indoors.

Don't let the season dictate your mood! It is important to keep busy when the weather begins to chill and throughout winter as well.

Some hints on warding off the cool weather blues!

- ⇒ Take time to go outside, bundle up and spend time in the sun. This boosts Vitamin D and can chase those blues away
- ⇒ Take up a hobby, YouTube is full of great DIY projects with items from the Dollar Store
- ⇒ Support, don't be afraid to ask your friends and family for added support during these months. Have dinner with your neighbors once a week, play cards, watch a movie on TV. It's not the movie that matters, it's the fellowship
- ⇒ Stay on a schedule, wake up and go to sleep at a reasonable time
- ⇒ Set goals, short term and long term—we are here to help!

Happy Fall Y'all  --Debbie Hennessy

Let's Start a Conversation



COMMUNITY BASED SERVICES

*HOUSING ~ *EMPLOYMENT

*TRANSPORTATION

*HEALTHCARE *PERSONAL ASSISTANCE

*ASSISTIVE TECHNOLOGY

*HOME MODIFICATIONS

YOU TELL US! WE WILL LISTEN!



Independent Living in North Carolina



From the
Mountains
to the Coast



NC—We want to Hear from You

Take part in a Community conversation with and for people with disabilities.

Come join us for refreshments and share your ideas on how Independent Living Services can be improved or enhanced. We want your thoughts, ideas and goals to develop the 2019-2022 State Plan For Independent Living. Attend and let your voice be heard.

Hosted By; The NC Statewide Independent Living Council (NCSILC)

Date: Thursday Sept. 27, 2018

Time: 2-4 pm.

Place: Forsyth Co. Central Library
660 West 5th Street
Winston Salem, NC

RSVP: 919-835-3636

IF a Reasonable Accommodation is needed,

Please Contact us by :

September 14, 2018

October

National Breast Cancer Awareness Month

Breast cancer is the second most common kind of cancer in women. About 1 in 8 women born today in the United States will get breast cancer at some point.

The good news is that most women can survive breast cancer if it's found and treated early. A mammogram – the screening test for breast cancer – can help find breast cancer early when it's easier to treat.

National Breast Cancer Awareness Month is a chance to raise awareness about the importance of detecting breast cancer early. Make a difference! Spread the word about mammograms, and encourage communities, organizations, families, and individuals to get involved.

HOW CAN NATIONAL BREAST CANCER AWARENESS MONTH MAKE A DIFFERENCE?

We can use this opportunity to spread the word about steps women can take to detect breast cancer early.

Here are just a few ideas:

- Ask doctors and nurses to speak to women about the importance of getting screened for breast cancer.
- Encourage women ages 40 to 49 to talk with their doctors about when to start getting mammograms.

ORGANIZE AN EVENT TO TALK WITH WOMEN AGES 50 TO 74 IN YOUR COMMUNITY ABOUT GETTING MAMMOGRAMS EVERY 2 YEARS.

HOW CAN I HELP SPREAD THE WORD?

Talk to family members.

Send Tweets

Post on Facebook

Talk to friends and co-workers

GET INVOLVED

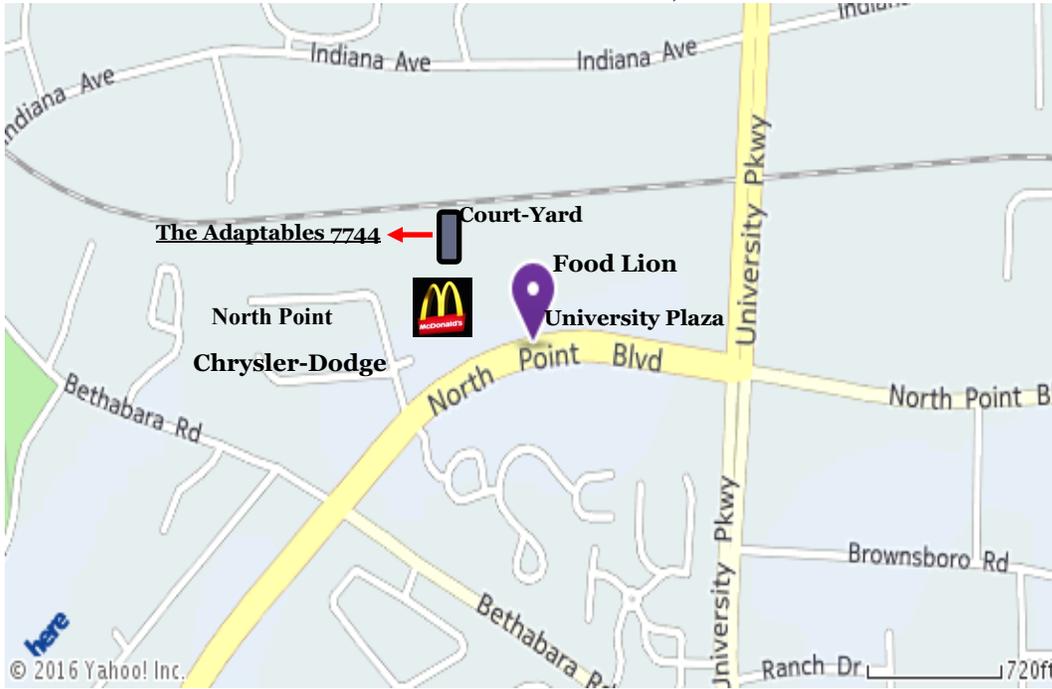
TAKE ACTION TO INCREASE AWARENESS ABOUT BREAST CANCER AND BREAST CANCER SCREENINGS.

1. Display posters about breast cancer screening in your organization's break room.
 2. Ask health professionals from your local hospital or clinic to share information about mammograms and early detection with their employees or members.
 3. Distribute materials about breast cancer screening at a local health fair.
 4. Partner with local women's organizations, community groups, and senior centers to share important information on breast cancer screening with women ages 40 and older.
- Host a breast cancer walk with your organization's members.



Please Drop by Our Office at

7744 North Point Blvd. Winston Salem, NC 27106



OUR MISSION- is to support the independence of people with disabilities through consumer empowerment and community education.

WE BELIEVE- in consumer choice, consumer expertise, and community-based living.

OUR JOB- is to work with the consumer to identify and pursue goals that lead to greater independence. We use advocacy and public awareness to remove physical and attitudinal barriers throughout our service area.

If you have an article or story to contribute, please email to

theadaptables@theadaptables.com
— in subject line put news article.

Deadline will be December 10, 2018



The Adaptables, Inc.
Center For Independent Living
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PLEASE
PLACE
STAMP
HERE



Newsletter

Alternative Formats and Print Copy Available Upon