disABILities
BEYOND LIMITS

PRODUCT 2- VIRTUAL PORTFOLIO
MODULE I - LEADERSHIP

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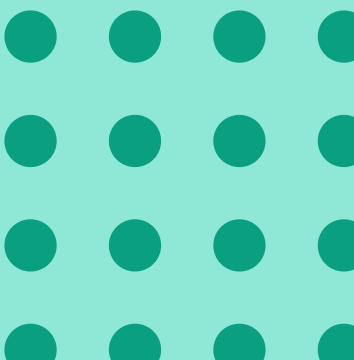
MAIN PART/ACTIVITY 2:

Presentation of key leadership principles and values in the field of disabilities, including self-determination, self-advocacy, and community integration.

Self-Determination:

Definition: Self-determination refers to the right and ability of individuals with disabilities to make choices and control their own lives.

Key Principle: Effective disability leaders recognize and respect the autonomy and decision-making capacity of individuals with disabilities.

Value: Encouraging self-determination fosters independence, empowerment, and a sense of ownership over one's life and choices.

Self-Advocacy:

Definition: Self-advocacy involves individuals with disabilities speaking up for themselves, expressing their needs, and seeking support or accommodations.

Key Principle: Effective leaders in the disability field empower individuals with disabilities to advocate for themselves, providing them with the knowledge, skills, and platforms to voice their concerns and aspirations.

Value: Promoting self-advocacy builds confidence, assertiveness, and the ability to effectively communicate one's needs and rights.

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Community Integration:

Definition: Community integration refers to the active participation and inclusion of individuals with disabilities in all aspects of community life.

Key Principle: Effective disability leaders promote and facilitate opportunities for individuals with disabilities to fully engage in their communities, ensuring equal access to education, employment, housing, transportation, and social activities.

Value: Community integration enhances social connections, reduces stigma, and allows individuals with disabilities to contribute their skills, talents, and perspectives to society.

Person-Centered Approach:

Definition: A person-centered approach focuses on tailoring support and services to the unique needs, preferences, and goals of individuals with disabilities.

Key Principle: Effective leaders prioritize the individual's voice and actively involve them in decision-making processes, respecting their choices, aspirations, and cultural background.

Value: Emphasizing a person-centered approach fosters dignity, respect, and a sense of belonging for individuals with disabilities.

Collaboration and Partnerships:

Key Principle: Effective leaders understand the importance of collaboration and partnerships to create meaningful change in the disability field.

Value: Collaborative efforts involving individuals with disabilities, families, organizations, service providers, and policymakers result in more comprehensive and sustainable solutions, while fostering a sense of collective responsibility and shared ownership of inclusion.

Equality and Equity:

Key Principle: Effective leaders advocate for equal rights and opportunities for individuals with disabilities, while recognizing the need for equitable measures to address systemic disadvantages and barriers.

Value: Ensuring equality and equity promotes fairness, social justice, and the creation of inclusive environments where individuals with disabilities can thrive and reach their full potential.

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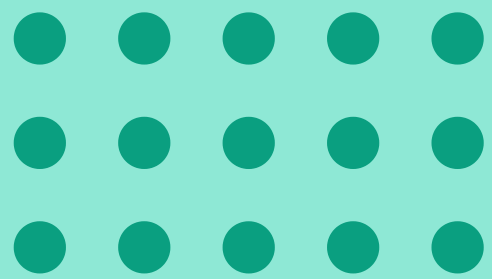
CASE STUDIES AND GROUP DISCUSSIONS TO EXPLORE BEST PRACTICES IN DISABILITY LEADERSHIP, INCLUDING EXAMPLES OF SUCCESSFUL LEADERSHIP MODELS AND APPROACHES

Case Study: The Independent Living Movement

Description: The Independent Living Movement is a global social movement led by people with disabilities advocating for their rights and full participation in society.
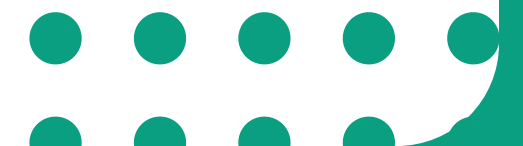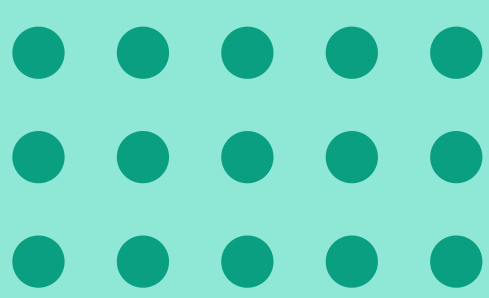
Discussion points:

What are the key principles and values of the Independent Living Movement?

How has this movement influenced disability rights and policies in different countries?

What leadership strategies and approaches have been effective in advancing the goals of the Independent Living Movement?

How can disability leaders apply the principles of the Independent Living Movement to their own work?

Case Study: Deinstitutionalization and Community Services

Description: This case study examines successful efforts to transition from institutional care to community-based services for people with disabilities.

Discussion points:

What are the benefits of deinstitutionalization and community services for people with disabilities?

What were the key challenges and barriers faced in implementing this change?

How have effective leaders driven change and supported community services?

What leadership qualities and approaches were crucial in ensuring the success of this transition?

Case Study: Autism Self-Advocacy Movement

Description: The autism self-advocacy movement is a grassroots movement led by people with autism advocating for their rights, acceptance and inclusion.

Discussion points:

What are the key goals and achievements of the Autism Self-Advocacy Movement?

How have they effectively raised awareness and influenced autism policy?

What leadership qualities do self-advocates demonstrate in promoting the rights and needs of people with autism?

How can disability leaders support and amplify the voices of self-advocates in their own work?

Group discussion: Models of inclusive education

Description: Engage the group in a discussion about different models and approaches to inclusive education for students with disabilities.

Discussion points:

What are some successful models of inclusive education that have been implemented in different countries?

How do effective leaders promote inclusive education and ensure access to quality education for students with disabilities?

What are the challenges and benefits associated with inclusive education?

How can leaders collaborate with educators, parents and policy makers to promote inclusive education practices?
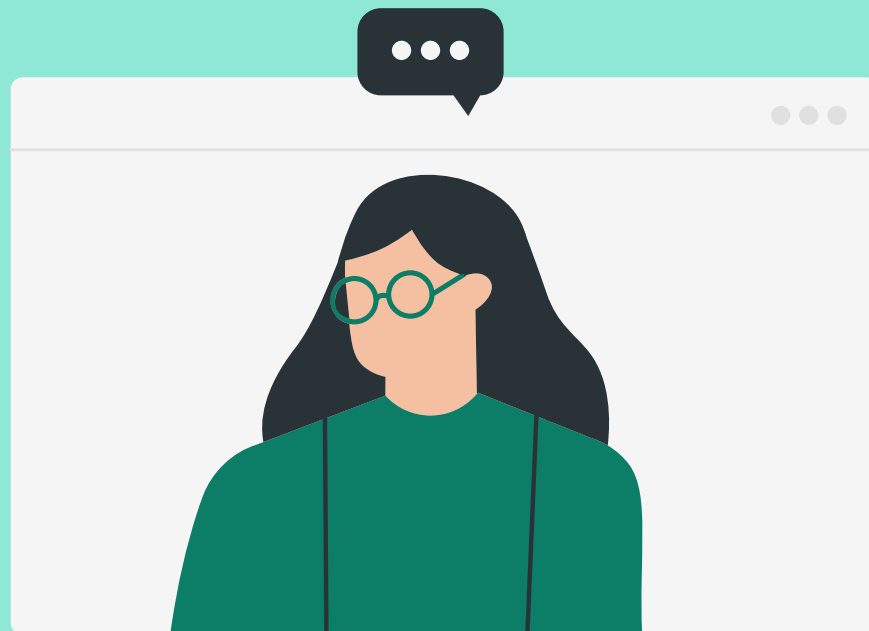
Skill-building activities to develop effective leadership strategies for working with individuals with disabilities, such as communication, conflict resolution, and decision-making.

Communication Activity: Perspective Exchange

Divide participants into pairs, with one person assuming the role of an individual with a disability and the other as a leader or service provider.

Each pair engages in a conversation where the leader must communicate a specific message or instruction effectively to the individual with the disability.

After the conversation, both individuals reflect on the experience, discussing the challenges they faced, the effectiveness of communication strategies used, and insights gained about effective communication with individuals with disabilities.

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Conflict Resolution Activity: Case Scenarios

Present participants with case scenarios involving conflicts or disagreements that may arise in working with individuals with disabilities.

Divide participants into small groups and assign each group a scenario to discuss and develop a resolution strategy.
Groups present their strategies to the larger group, and a facilitated discussion takes place to analyze the approaches, share insights, and identify best practices for resolving conflicts in a disability-inclusive context.

Decision-Making Activity: Ethical Dilemma Analysis

Provide participants with various ethical dilemmas related to decision-making in the disability field, such as resource allocation or balancing individual preferences with safety concerns.

Divide participants into small groups and assign each group an ethical dilemma to analyze and discuss.

Groups present their analysis, including the factors considered, the decision-making process used, and the rationale behind their proposed solutions.

Facilitate a group discussion to explore different perspectives, reflect on the ethical considerations involved, and collectively develop a set of guiding principles for ethical decision-making in the context of working with individuals with disabilities.

Role-Playing Activity: Person-Centered Planning

Assign participants different roles, such as a person with a disability, a family member, a service provider, and a facilitator.

Simulate a person-centered planning session, where participants work together to develop a plan that addresses the needs, preferences, and goals of the individual with the disability.

After the role-playing exercise, debrief as a group to reflect on the experience, discuss the challenges and successes encountered, and identify strategies for effectively facilitating person-centered planning sessions.

Interactive exercises to explore the impact of social and cultural factors on disability leadership, including issues related to stigma, discrimination, and marginalization

Privilege Walk:

Divide participants into a line and instruct them to take a step forward or backward based on a series of statements.

The statements can be related to social and cultural factors that impact disability leadership, such as access to education, employment opportunities, healthcare, or experiences of stigma and discrimination.

After each statement, facilitate a brief discussion, allowing participants to reflect on the privilege or disadvantage they have experienced and how it might affect their leadership journey and perspectives.
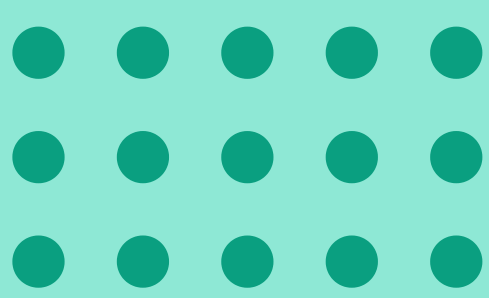
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Identity Mapping:

Provide participants with large sheets of paper and ask them to create a visual representation of their identities, including aspects such as gender, race, disability, culture, and other relevant factors.

Participants then form small groups and share their identity maps, discussing how their identities intersect with disability leadership and how social and cultural factors influence their experiences.

Encourage open dialogue and reflection on how privilege, discrimination, or marginalization might impact leadership opportunities and approaches in the disability field.
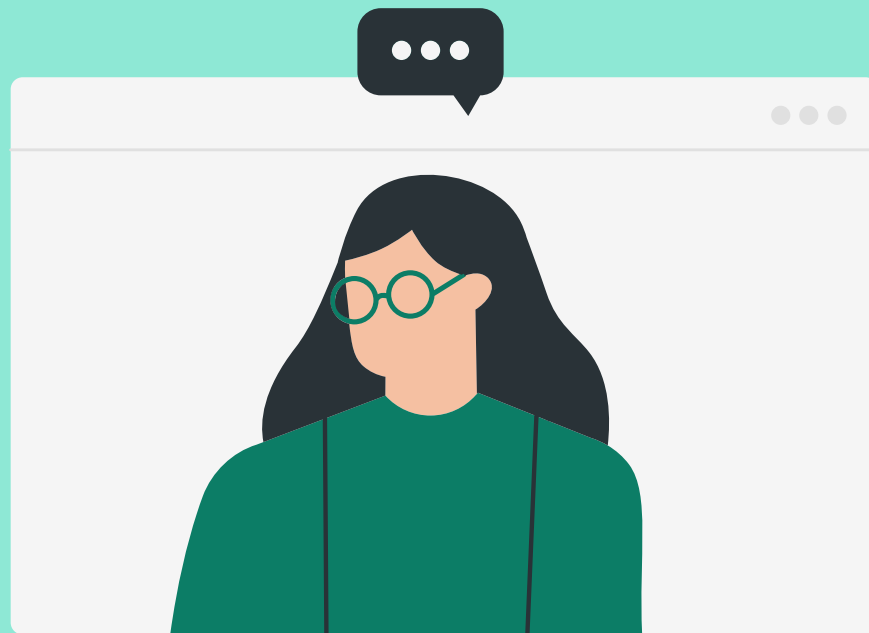
Role-Playing Scenarios:

Develop role-playing scenarios that depict situations where stigma, discrimination, or marginalization may occur in the context of disability leadership.

Assign participants different roles, such as a person with a disability, a leader, a coworker, or a community member, and have them act out the scenarios.

After each role-play, facilitate a group discussion to explore the emotions, challenges, and dynamics that emerged, highlighting the impact of social and cultural factors on disability leadership and discussing strategies for addressing and mitigating these issues.

Intersectionality Circle:

Arrange chairs in a circle and provide participants with sticky notes or cards.

Ask participants to write down different aspects of their identity (e.g., gender, race, disability, sexuality) on the sticky notes or cards and place them in front of them.

Facilitate a discussion where participants share how these aspects of their identity intersect and how these intersections influence their experiences in disability leadership, including any additional barriers or advantages they may face due to multiple identities.