Engaging with People Impacted by Intellectual and Developmental Disabilities

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About me
Today's Purpose

What we will discuss

What we won't discuss

What is I/DD?

Impairments of mental ability or adaptive functioning in three areas:

- Conceptual Domain
- Social Domain
- Practical Domain
The Conceptual Domain

- Language
- Reading
- Writing
- Math
- Reasoning
- Knowledge
- Memory

The Social Domain

- Empathy
- Social judgment
- Interpersonal communication skills
- The ability to make and retain friendships
The Practical Domain

- Personal care
- Job responsibilities
- Money management
- Recreation
- Organizing school and work tasks

Severity

Mild
Moderate
Severe
Profound
What do we know about child protection and I/DD?

How are children impacted?

What do we know about parents?

What are our responsibilities?

- Americans with Disabilities ACT (ADA) and reasonable accommodations
- Michigan Comp. Laws § 712A 18f: reasonable efforts to preserve and reunify the family
- Ethical Obligations
  - Social Workers
    - 1.02 Self-Determination
    - 1.03 Informed Consent
  - Lawyers
    - Michigan rules of professional conduct rule 1.14: Client Under a Disability
What are barriers/challenges of engaging with people impacted I/DD?

A word on language

How do we talk about I/DD?
What accommodations do you currently make for I/DD?

Concrete tools to implement into practice

- Structure space
- Consistency of time
- Consistency of staff
- Chunk information
- Pre-post meetings
- Observations of parent/child in a natural setting, over a long period of time
Written materials

- 11-14 font size
- Plain font
- Dark ink, avoid red or orange
- Light colored paper
- Increase use of blank space

Communication routines

- Talk slowly, and repeat yourself
- Be very clear and specific in your language
- Sarcasm and subtle humor is often missed
- Wait for the answer....
- Ask the person to repeat their understanding
- Schedule additional meetings
- Try visual aids
- Set clear boundaries for people repeatedly interacting with you. For example, “Thanks for stopping by. If you want to chat, please make an appointment first”.

Name three qualities of a practitioner that will assist with engaging a person with I/DD.

What are the qualities of the practitioner?

- Look at the person first, not the disability
- Honest, straight—reduces confusion
- Available and accessible, convey understanding, and not patronize
- Friendly and helpful
- Have some trust in their abilities to be a good parent: (see them as a person first), get away from the label, and concentrate on the individual
- Listening, not interrupting showing you are listening, listen with an open mind. (big one)
- Asking what the parent wants?
- Making eye contact
- Give positive feedback when applicable
- Break down tasks
- Simplify explanations
- Use one syllable words
Here’s a quick story
In practice

What is one step you can incorporate into your practice?
Sources


https://www.ncbi.nlm.nih.gov/books/NBK332877/


Sources continued
