



**State of Wisconsin**

Governor's Committee for People with Disabilities



**CONCORDIA  
UNIVERSITY**  
W I S C O N S I N

# **Disability Access**

Awareness | Accommodation | Dignity

# Panel Members

- David Morstad
- John Hartmann
- Tom O'Connor
- Ben Barrett
- Jeff Fox



# About the Governor's Committee for People with Disabilities (GCPD)

- Established in 1948 to improve employment opportunities for people with disabilities.
- Broadened in 1976 to cover a much broader range of disability concerns.
- The GCPD is not a statutory council. Each Governor, upon inauguration, signs an executive order to continue the GCPD.



# About the Governor's Committee for People with Disabilities (GCPD)

What we do...

- Advise the Governor and state agencies on disability issues
- Review legislation affecting people with disabilities
- Provide adequate information about people with disabilities for purposes of public planning at all levels of government
- Promote public awareness of the needs and abilities of people with disabilities
- Encourage the effective involvement of people with disabilities in government



# About the Governor's Committee for People with Disabilities (GCPD)

Who is on the GCPD?

- Council on Physical Disabilities
- Council for the Blind and Visually Impaired
- Council on Deaf and Hard of Hearing
- Board for People with Developmental Disabilities
- Council on Mental Health
- Council on Alcohol and Other Drug Abuse
- 11 Members-at-Large appointed by the Governor



# Defining Disability

- The ADA defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activities.
- This includes people who have a record of such an impairment, even if they do not currently have a disability.
- It also includes individuals who do not have a disability but are regarded as having a disability.



# The Access to Medical Care and Treatment Project

- December 2020** Began receiving reports of impediments to care and treatment
- February 2021:** Conducted a survey to determine the extent of the problem
- July – December 2021** Disseminated findings through press releases, gathered more info from individuals and families; shared survey project with the NAGCPD
- April 2022** Launched the #Access4All video project



# How disability is expressed and how that might impact care and person-centered planning

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- Some disabilities are visible, others are not
- While certain issues are common, the same disability is not experienced identically by the people who have it.
- The critical need for personal interaction. How does the disability affect this individual? What is this individual's need for support?



# People may face difficulties in identifying, describing, and/or disclosing a disability

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- Some disabilities are acknowledged, others may not be.
- Especially in the case of disabilities acquired later in life, there may be a reluctance to acknowledge that there is a disability present at all.
- Acknowledgement of a disability often changes over the course of lifespan.



# Disability Etiquette

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- There is no “Over there”
- How has proper/improper etiquette has affected you?
- The importance of asking the individual how they wish to be addressed, and what communication methods they prefer



# The Language We Use

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- Person-first = a person with a disability, (e.g., “...a woman who is blind”, “...a man with Down syndrome”, etc.)
- Identity-first = a disabled person, (e.g., “John is an autistic man”, “...I am a deaf woman”, etc.)
- The importance of dialogue and seeking the person’s individual preference



# A Discussion on Reasonable Accommodation

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While it formally applies to matters of employment,  
**Reasonable Accommodation** represents a guiding  
principle of the ADA

What did the Medical Access survey tell us?



# Resources

# Questions





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*Thank You !*