



# **ACCESSIBILITY ISSUES IN PRIVATE PRACTICE: ENSURING ACCESSIBLE SUPPORT FOR PEOPLE WITH DISABILITIES**

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# PRESENTERS



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# **ROLL CALL...**

- PRACTICE SETTING
- POPULATIONS SERVED





# LET'S DISCUSS...

WHAT ARE SOME WAYS YOU HAVE  
IMPLEMENTED ACCESSIBILITY IN YOUR PRIVATE  
PRACTICE AND PROFESSIONAL DEVELOPMENT  
IN SERVING PEOPLE WITH DISABILITIES?



# **RATIONALE**

INTERSECTIONAL WITH ALL OTHER  
MARGINALIZED COMMUNITIES

IN A PERSON'S

LIFETIME...TEMPORARILY ABLED

INDIVIDUAL WILL

ENCOUNTER/ACCRUE A DISABILITY IN

THEIR LIFETIME SHORT OR LONG

# SOME STATS

**42.5  
MILLION**

Americans have **disabilities** or 13% of the population.

**5  
TIMES**

The likelihood of Americans with disabilities to **experience mental distress** than Americans without disabilities.

**19%**

Americans with disabilities **employed** in 2021.

**\$28,438**

**Median income** for Americans with disabilities, compared \$40,948 for those without disabilities.

**7.3  
MILLION**

Students received **special education services and accommodations** in 2021-2022.



# SESSION OBJECTIVES

Explore ADA history, its impact on how individuals with disabilities access the world and increase awareness as it relates to private practice planning.

Identify areas of consideration when choosing location, EHR software and practice documentation that will intentionally provide inclusivity in private practice and counselor education.

Learn aspects of disability culture specific to various disabilities to highlight competency challenges in private practice.



# AMERICAN DISABILITIES ACT (ADA)

- Enacted in 1991 and updated in 2010
- “prohibits discrimination against people with disabilities in areas of employment, transportation, public accommodations, communications and access to state and local government’ programs and services.”
  - Title I: protects the rights of both employees and job seekers. grandfathered buildings.
  - Title IV: FCC requires close captioning of federally funded public service announcement
- **Reasonable** accommodations
- Grandfathered buildings for commercial facilities- first occupancy is **before** January 26, 1993.





# ACA CODE OF ETHICS

- Discusses General Multicultural Competencies
- Section H: Distance Counseling, Technology, and Social Media
  - H.5.d. Counselors' website accessibility to persons with disabilities, however, counselors acknowledge the imperfect nature of such translations and accessibilities.
- Remember the Preamble and Counselor Values!
  2. "Honoring diversity and embracing a multicultural approach in support of the worth, dignity, potential, and uniqueness of people within their social and cultural contexts."
  3. "Promoting social justice."





# LOCATION AND OFFICE SET UP

- GEOGRAPHICAL LOCATION
- TRANSPORTATION ACCESSIBILITY
- IN OFFICE PROCEDURES AND AESTHETICS

# EHR SOFTWARE AND DOCUMENTATION

## UNIVERSAL DESIGN

- "Universal design means planning to build physical, learning and work environments so that they are usable by a wide range of people, regardless of age, size or disability status. While universal design promotes access for individuals with disabilities, it also benefits others." (The Goals and Benefits of Universal Design, 2023)

## ASSISTIVE TECHNOLOGY

- PDFs and Screen-readers
- EHRs - Simple Practice, Therapy Mate, Therapy Notes, Advance MD.
- Close Caption, TTY. Video Relay Services



# ACCESSIBILITY RESOURCES

## TRAINING

<https://www.ntac.blind.msstate.edu/courses>

<https://learn.nationaldeafcenter.org/>

<https://webaim.org/intro/>

## RESOURCES

<https://www.buffalo.edu/access/help-and-support/topic3.html>

<https://www.nad.org/resources/technology/telephone-and-relay-services/tty-and-tty-relay-services/>

<https://nfb.org/>

<https://www.fcc.gov/vrs-providers>

## LOCAL RESOURCES

<https://www.tnpathfinder.org/>

<https://www.tndisability.org/resources-businesses>

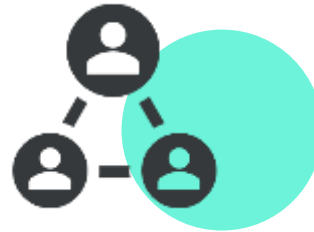


# DISABILITY INCLUSIVE LANGUAGE



## KNOWLEDGE

- Person-first disability vs. disability-first language
- Labeling- “Special Needs”
- Crip-Time -"flexible approach to normative time frames" (Samuels, 2017) <https://dsq-sds.org/index.php/dsq/article/view/5824/4684>



## SKILL

- Intentionality in utilization



## AWARENESS

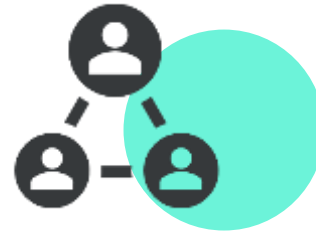
- Implicit and Explicit Biases
- Project Implicit (Harvard) <https://implicit.harvard.edu/implicit/takeatouchtestv2.html>
- Crip-time -DETAILS, DETAILS

# MYTHS



## KNOWLEDGE

- Advocacy fatigue (Basas, 2014)
- Mental health struggles can be but are not exclusively linked to disability.
- Invisible disabilities are easier to accommodate than visible.
- Refer out.



## SKILL

- Refer for assessments
- Individuality lens in treatment planning and case conceptualization



## AWARENESS

- Inspiration porn (4 types) (Kingston, 2021)





# **QUESTIONS AND REFLECTIONS**





**THANK YOU**



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<https://www.dol.gov/general/topic/disability/ada>

