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1. How do you define yourself as a person with on-going functional impacts (i.e disability, health condition)?

2. How will knowing your self-identification help you navigate requesting accommodations and services in a systemic construct of disability?

Activity 2 - Changing deficit-based language to strengths-based language

This activity can also be done as a role play	This activity	v can a	also	be	done	as	a	role	pla	V
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1.	Change the following deficit-based statements to strengths-based statements
	Example:

Deficit-based language: I have a learning disability in written output so I can't take notes.

Strengths-based language: *I take excellent notes with the text to speech app on my phone.*

- a. I don't understand verbal instructions
- b. I can't stand for long periods of time
- c. I have trouble with time management
- d. I don't understand social cues or interactions
- e. I can't focus or concentrate on my work sometimes
- 2. Try changing some of your own deficit-based language into strengths-based language.

Activity 3 - Complete a self assessment of your functional impacts and possible accommodations.

1. Identify your functional impacts from the list below. Add anything that is missing for you.

Examples

<u>Physical</u>	Cognitive Behavioural
Standing	Attention and Concentration
Sitting	Memory
Stair Climbing	Information Processing (written/verbal)
Ambulation (cane, wheelchair, etc.)	Stress Management
Fatigue	Social Interaction
Handwriting	Organization
Lifting/Carrying/Reaching	Time Management
Grasping/Gripping/Dexterity	Communication
Keyboarding	Fatigue
Other:	Other:

Closed captioning

Other:

career/experiential learning environment?	
Examples	
Flexible schedule	Extra time to learn and do tasks
Comfortable office chair	Speech to text software
Reduced lighting	Text to Speech software
Sit to stand desk	Regular breaks
Accessible office space	Distracted reduced environment
Care Assistant	Organization/Time management software
Sign language interpreter	FM System
Background music	Communication

Ergonomic station

Other:

2. What are some possible accommodations that help mitigate your functional impacts in a

Activity 5 – Identifying micro-aggressions

1.	Identif	y the micro-aggressions in the following scenarios. Explain your answers.
	a.	There are so many people out there gaming the system so that they can get extra benefits. I've been working at this office over 20 years and I haven't even gotten a new office chair. I guess providing fake medical documentation is the way to get what you want around here.
	b.	Honestly, people just need to pull themselves up by their bootstraps. Hard work is what gets you the promotion.
	C.	We should all be functioning to the same standard in the workplace. If people can't do that, then maybe this isn't the right job for them.
	d.	I see everyone the same. After all, we are all human, aren't we?

2.	List micro-aggressions that you have recognized or experienced in the past.
3.	If you have experienced micro-aggressions, describe how you handled your situation. Did it work for you? If not, what would you do differently?
4.	What can you do if you notice someone on receiving end of micro-aggressive language or behaviour?
5.	How do you practice self-care when you are faced with challenges like this in the workplace?

Activity 5 – Identifying micro-aggressions

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	a.	There are so many people out there gaming the system so that they can get extra benefits. I've been working at this office over 20 years and I haven't even gotten a new office chair. I guess providing fake medical documentation is the way to get what you want around here.
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	C.	We should all be functioning to the same standard in the workplace. If people can't do that, then maybe this isn't the right job for them.
	d.	I see everyone the same. After all, we are all human, aren't we?

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Chapter 10 – Experience More Access Activity 6 –

Activity 6 – Finding resources in your community

1.	Click on the link below to access TRU's interactive map to local resources in your
	community.

a	Identify 3	2 resources	related to	vour c	licahility/	health	condition
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b. Identity 4 resources related to other factors that may affect your employment.

2. What are some other resources you can think of that could help support you as you navigate the job search process.