



CID•NY

The Seventh Sense

Exploring Attitudes About Disabilities

Training Seminars from New York's Leading Disability Advocacy Organization

Disability Awareness Training

Your organization can do more to attract and serve the growing number of consumers with disabilities. In the United States, over 50 Million people (almost 1 in 5) have some form of disability and the number is growing. They include people who use wheelchairs or crutches, people who are deaf, blind, living with brain injury or psychiatric disabilities in short, the people you deal with every day. Does your staff know how to interact with them comfortably, confidently, and respectfully ?

The Center for Independence of the Disabled in New York (CIDNY), a leading provider of services to individuals with all kinds of disabilities, presents The Seventh Sense, a custom-tailored interactive skill-building seminar that will help your organization prepare for the growing market of people all ages in our area with disabilities.

The Seventh Sense seminar will:

- Provide an overview of the various definitions and laws regarding disability
- Dispel common myths about people with disabilities
- Teach communication, interpersonal and other skills
- Answer questions and problem-solve issues specific to your organization

The Seventh Sense Seminar consists of real life vignettes, group exercises and questions & answers to help your employees examine and recognize their attitudes about people with disabilities in a safe, supportive environment. The goal is to promote understanding of the needs of your consumers with disabilities, and increase your staff's confidence in interacting with this growing population.

Thank you for your insightful, enlightening and well-prepared presentation. I feel better prepared to work with women with disabilities.

— C. Melissa Morelli-Walsh, NYU Downtown Hospital

A person with a disability was giving the presentation – it made you stop and think that people with disabilities are more capable than people think.

— Participant, Medicaid Intake Worker training

The Seventh Sense Diversity Training: Integrating Staff Members With Disabilities

As employers, you cannot afford to overlook 20 percent of the workforce who are people with disabilities. This training from the Center for Independence of the Disabled, New York (CIDNY) provides your staff with the tools they need to create a welcoming atmosphere and a positive team dynamic as you tap into the talent pool of people with disabilities.

The custom-tailored, skill building and interactive training will help your team learn to work easily with colleagues who have disabilities, whether they are new staff members who use wheel chairs, crutches, who are deaf or blind or who have invisible disabilities like dyslexia, traumatic brain injury or emotional disabilities.

The Seventh Sense seminar will:

- Provide definitions of disability
- Dispel common myths about people with disability in the workplace
- Provide strategies for accommodating new staff members with disabilities
- Teach communication, interpersonal and other skills
- Answer questions and problem-solve issues specific to your organization

The Seventh Sense Seminar consists of real life vignettes, group exercises and questions & answers to help your staff examine and recognize their attitudes about people with disabilities in a safe, supportive environment. The goal is to promote understanding staff with disabilities, trouble shoot any attitudinal barriers that may exist and increase your staff's confidence in interacting with their new colleagues.

CIDNY's trainers were superb! They were professional and smart; they related well to all staff and addressed discomfort some felt about discussing disability issues in the same way we discuss other diversity issues.

— Hester Lyons, Human Resources Director,
Vera Institute of Justice

A partial list of organizations that have already improved disability awareness with CIDNY's Seventh Sense training:

Asian Americans for Equality • Bellevue Hospital • Big Apple Greeter • Callen Lorde Community Health Center • Community Services Society RSVP Program • FECS • J.P. Morgan Chase • Just One Break Corporate Advisory Board: Colgate-Palmolive, American Airlines, American Express, ABC, Disney, AdCo, and Wright Management Consultants • Long Island University • Maximus • Medicaid Managed Care Health Plans: Metro Plus; NY-Presbyterian, MICSA Managed Care; Affinity; AmeriChoice; Fidelis, Health Plus, GHI; Community Premier Plus; NYP Select Health; Care Plus and Well Care • New York City Board of Elections • New York City Department of Health Managed Care Consumer Assistance Program • New York City Department of Health and Mental Hygiene • New York City Department of Youth and Community Development Contract Management Staff • New York City One Stop Career Centers • New York Public Library Branch Staff • New York State Department of Health Local Service District Staff • Sarah Lawrence College • Spence Chapin Adoption Agency • Urban Family Health Clinic • Vera Institute of Justice • United Services Group.

The Seventh Sense: Preparing for the World of Work

As you prepare to enter the world of work by writing resumes, interviewing and negotiating terms for new jobs, questions like: do I need to disclose my disability, how do I ask for accommodations, what can an employer ask me during an interview, can loom large. Whether you've had a disability from birth or you have acquired a disability, The Center for Independence of the Disabled, New York (CIDNY) can help you prepare.

CIDNY's Seventh Sense Program, **Preparing for the World of Work** skill-building, interactive seminar will provide:

- Information and resources on your rights as an interviewee and your rights in the workplace
- Resources for job searches
- Strategies for successful interviews
- Strategies for disclosure
- Strategies that make the accommodations discussion a positive one for you and your potential employer
- Strategies for integrating into the workplace

Preparing For The World Of Work helps you develop skills to increase your effectiveness as you search for your next job.

For more information or to arrange a training, contact Margi Trapani at 646/442-4154 or mtrapani@cidny.org.



CID-NY

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718-886-0428 (fax)
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www.cidny.org

CIDNY is a leading advocate for New Yorkers with disabilities. We have a thirty year history of helping to break down social, physical and perceptual barriers that can prevent people with disabilities from participating fully in mainstream life. Consumer workshops include trainings on everyday life skills, arranging transportation, transitions to work, school to work transitions, housing, and emergency preparedness. CIDNY specializes in training seminars for service providers and public and private organizations on a variety of disability issues.