

Notes on Core Values in Shaping the Developmental Disabilities System from Supporting Families CoP Meeting

December 8, 2017

As part of the DC Community of Practice on Cultural and Linguistic Competence (CoP/CLC) in the Developmental Disabilities system, SFCoP members were asked to work in a group and participate in an exercise to reflect and identify core values they hold in shaping our developmental disabilities system to be more culturally and linguistically competent. The following responses were grouped under common themes:

VALUE: RESPECT

- When people judge other people, it is not respectful of each other”
- I want people to respect me. The way you want to be treated with respect.
- Treated with respect and integrity
- Respect each other and others
- Respect all people
- Being respectful to authority and the individual without biases. Thinking of other people’s feelings
- Treat everyone with dignity and respect. Treat others as you want to be treated

VALUE: HELPFUL and CARING

- Being responsive such as calling people back and contacting people
- Be aware that there are gaps in communication—always verify that everyone understands what is said and allow time for people to process the information.
- Patience will help with employment. Flexibility/not to rush people with disabilities out the door when they change their minds.
- Help anyone you can
- Caring for self and others
- Helping our kids and others that have a developmental disability

VALUE: ACCEPTANCE and DIVERSITY

- Recognizing the need to communicate in different ways (e.g. plain language, pictures)
- Be sensitive to other ways of doing things even if it's not the way you would do it
- Try to understand other cultures
- Acceptance
- Appreciate Differences

OTHER VALUES: Listening, Training, Development, Jobs

- We should be "others" minded. Have an "others' mindset
- Life. Job. Children. School.
- Appropriate training for staff and providers on challenges of various disabilities
- Kindness and sympathetic listening. Diligent in working with me with employment – CSW, therapist, RSA counselor
- Learning to give speeches and presentations
- We value the professional supports we receive be delivered by staff that are competently delivered
- I value my job as an administrative assistant. I will do lots of filing, alphabetizing, just like by last name from A to Z, researching, Xeroxing, scanning, making copies, and emailing
- Value our new pharmacist that actually talks and listens.