



Be the Change You Want to See

Genni Sasnett, SME
**2020 WI EMPLOYMENT
FIRST CONFERENCE**
May 19, 2020

**The world
has turned
upside
down!!!**



Pain is Being Felt Everywhere

- Some have lost loved ones
- Some have lost jobs, had schedules reduced or fear their work is in jeopardy
- Our family lives have been disrupted
- Our agencies have been taken to their knees, financially
- Our sense of security has been shaken
- Our faith has been challenged
- Our hearts are carrying a heavy load



We Need Time to Grieve Our Losses





**And find ways to
heal ourselves and
our communities**



**Norms have changed
and
we don't exactly know
what the future will
look like**

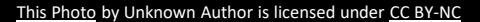


The Thing
We Dislike
the Most!



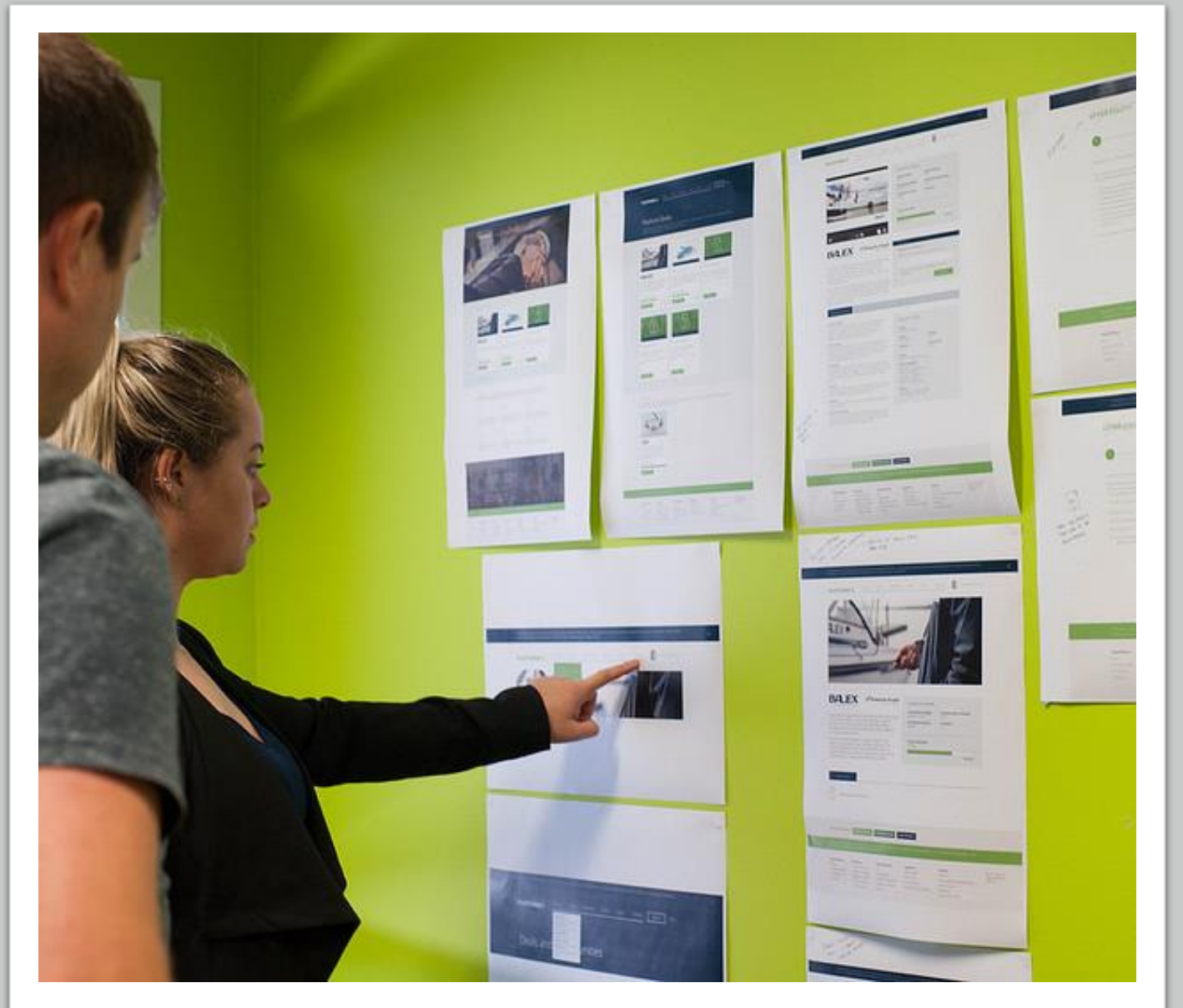
What We Face in the Employment First Movement

**people may have
permanently lost
their job and
require support to
obtain a new job**



Adjustment to New Work Rules

**others may return
to work but require
support as they
adjust to new
social/health
norms, readjust to
former work or
adapt to new duties**



Loss of Business

**self-employed
people may have
lost their businesses
and require
support to get
reestablished or
find new work**



Change of Job Aspirations

people in the
process of
obtaining a job
match require
support to evaluate
the new climate
and determine a
course forward



Potential Job Seeker Apprehension

People in the pre-voc process who may have been deterred from seeking employment need reassurances and training on new social/health norms



But We Are Survivors - We Can Take Challenges & Turn Them Into Opportunities

**Its up to us to continue
the fight for the full
inclusion and equal rights
for people with
disabilities!**



**So, What Can You
Do?**



***When the winds of
change blow, some
people build walls
and others build
windmills.***

~Chinese proverb



**Be A
Windmill!!!!**

Begin to See Your Role Differently

More than a job – it's a *civil rights movement*.

Inspired staff make things happen, no matter what.

Embrace being a *change agent* in a significant cultural shift.



Recognize How Employment First Fits In a Civil Rights Movement

Work has an equalizing effect

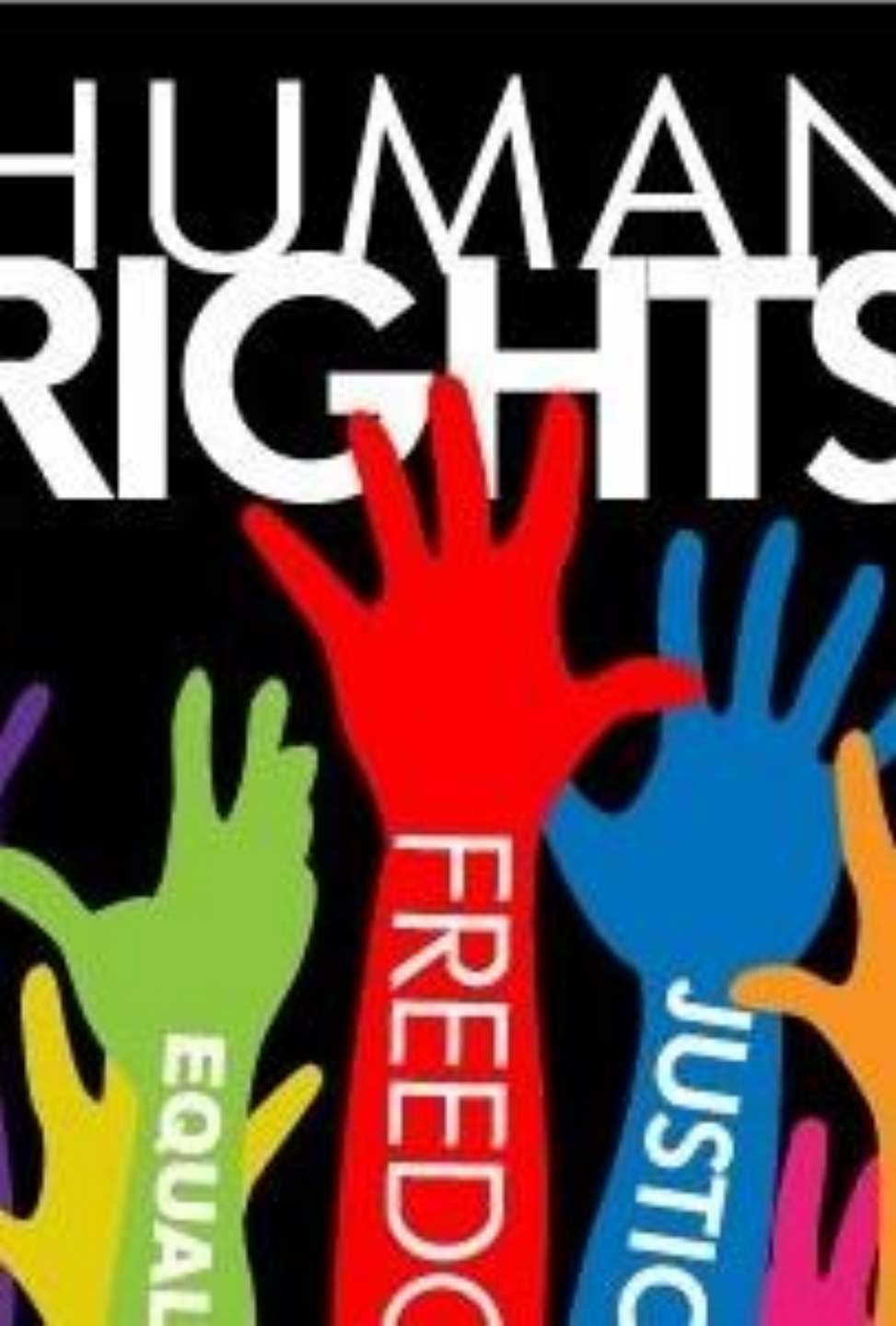
Familiarity breeds acceptance

Seeing productivity changes perceptions

Economic parity is empowering

Laws/rules often precede practice





Have expectations -
don't judge, ruling out
opportunity

CIE as a goal for all,
have expectations and
provide preparation

Understand cultural
change occurs with
changes in entrenched
perceptions

Changes in perception
occur with changes in
experience or
observation

We can effect those
changes in perception
through our behavior
and advocacy



Cultural Change Takes Time



Civil Rights Act of 1964 (56 Years ago)

Outlaws discrimination based on race, color, religion, sex, or national origin. It prohibits unequal application of voter registration requirements, and racial segregation in schools, employment, and public accommodations



Today May 19th, 2020

**Promise kept or more
work to do?**

**19th Constitutional
Amendment
A Woman's Right to Vote
(100 years ago)**

**Women get the right to vote for
the first time!**





Today, May 19, 2020

**Promise kept or more
work to do?**

The Americans with Disabilities Act 1990 (30 years ago)

Made it a violation of federal law to discriminate against people with disabilities, just as civil rights laws protect people against discrimination on the basis of race, gender, national origin, and religion. Four titles: Employment, State and Local Government, Public Accommodations, Telecommunications, Miscellaneous Provisions





Today May 19, 2020

Promise kept or more work to do?

Promote & Facilitate Quality Competitive Integrated Employment

- **Employment that is well matched to the person makes everyone look good**
- **A poor job match or poor job support does the opposite**
- **The right job for the right worker with the right conditions to make everyone successful**



Seek New/Different Employment Opportunities

- What services are needed that may be new?
- What industries may have developed or expanded and need employees?
- What measures may need to be taken to keep us safe? Do those require new employees?



Support Meaningful Community Inclusion

It can't be achieved

- in large groups
- by endless one-shot experiences
- by staff who don't believe

It can be achieved

- by carefully listening to people served & responding
- by staff with necessary skill & appropriate support
- by identifying & cultivating relationships with community partners





Seek or Expand Volunteer/Internship Opportunities

- What new charitable services have been developed that offer new volunteer opportunities or internships?
- What pre-existing charitable entities may have changed or expanded its mission and need volunteer support?
- What entities could you partner with if you have ideas of what your community needs and some manpower to provide?

Remember to See the Total Person

Community integrated employment is the
goal

BUT

Our work is not isolated from the rest of lives,
rather it is woven into it

Work is most satisfying when it is balanced
with our other needs and interests



A silhouette of a person riding a bicycle on a paved pier or boardwalk. The sun is low on the horizon, creating a strong backlight effect and reflecting on the water in the background. The sky is a mix of orange and yellow hues.

Keep the Momentum

- Do not give up the momentum we have created in our movement
- Remember we are change agents and this is a civil rights fight
- We may have to reevaluate the landscape and adjust but we cannot backslide
- Find **OPPORTUNITY** in **CHANGE**

*enjoy your
conference!*

Handwriting



Genni Sasnett

35

2617 E Franklin Street

Richmond, VA 23223

sasnettsara@outlook.com

202.812.4504

