Working with Disability in the Archives

Archives*Records 2019
Session 402
Hello, and thanks for joining us

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Chair
Jessica Chapel
Harvard Law School Library

Facilitators
Lydia Tang
Michigan State University

Lauren White
University of Michigan

Presenters
Michelle Ganz
McDonough Innovation

Ingi House
Defense POW/MIA Accounting Agency

David Spriegel
University of Wisconsin-Madison
Why this session?

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So that we might:

- Connect and talk about how we can go beyond the ADA, work toward a culture of care, and move our practices/expectations from compliance to inclusion.
- Consider how we include dis/ability as part of our larger conversations about diversity, equity, and inclusion.
- Share resources, readings, strategies: #saa19 #s402
Before we begin ...

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- Please, no photography or audio/video recording. Please do not directly quote your fellow session participants or share potentially identifying information.

- As Schomberg and Hollich write, “the language of disability is contentious and contested.” It can be deeply personal and rooted in our families, communities, and cultures. Please respect how people choose to self-identify and how we each choose to describe and characterize individual experiences and feelings.
Credits/References

This session wouldn’t have happened without: Birch, Hannah and Mithani, Jasmine. “Real Talk About Navigating Disability in the Newsroom.” SRCCON, June 26, 2018.


What is Hard-of-Hearing?
Invisible Disabilities

Yes, I’m really disabled
How does deafness affect the day-to-day?

You use your ears way more than you realize
Things I’d like you to know

FYI these tips work in all sorts of interactions
What should you take away from this?

Or, what does this all mean?
email me any time!
michelle.ganz42@gmail.com
New toys for everyone!!
Funny how helpful things help ... everyone
“With an assist from me, to be who you’ll be...” popular!
Using popularity for good!
Teamwork makes the Dreamwork
(is the cheese too much?)
More product, less process means seeing the product, not the process
Me and my big mouth —
give them something to talk about
Disability and the Job Search

David Spriegel CA, MSLIS
My Specific Focus

- I have two disabilities: Cerebral Palsy and Central Auditory Processing Disorder. Using my experiences; I will explore specifics around disability disclosure during the job search and accommodations in the workplace.
- Due to scope of the panel presentation the term disability will not be defined.
My Disabilities Briefly

- Both are mild and almost invisible; the two are unrelated.
- Cerebral Palsy (CP): group of neurological disorders that appear in infancy or early childhood and permanently affect body movement, muscle coordination, posture, and balance (NIN).
- Central Auditory Processing Disorder (CAPD):
  - recognizing subtle differences between sounds in words; tell where sounds come from;
  - make sense of the order of sounds;
  - or to block out competing background noises (LDAmerica).
Job Search

- CP doesn’t significantly impact overall ability to search for, and complete job applications.
- CP does impact my ability to clearly handwrite applications.
- CP may impact my ability to speak coherently during job interviews.
- CAPD doesn’t significantly impact overall ability to search for, and complete job applications.
- CAPD does impact my ability to think/respond quickly during interviews.
Disclosure and Job Search

- Critical question for each job seeker: to disclose your disability during the job application and interview process?
- I’m fortunate to have ability to choose; having invisible disabilities.
- I chose to self-identify as disabled during the job application.
- I haven’t requested formal accommodations at work.
Archives Positions

- CP largely doesn’t affect my ability to be an archivist.
- I’m able to retrieve heavy manuscript boxes; and work in a normal office environment.
- I don’t use a cane or wheelchair.
- CAPD does affect my ability to be an archivist:
  - Determine nuance of questions/conversations
  - Concentrate/recall telephone and verbal conversations
  - Concentrate in noisy environments
Useful Articles

- Richard Pimentel, “Talking About Your Disability In The Interview” (Milt Wright & Associates).
  - Format: question/answer study guide
  - Purpose: “increase the employment opportunities of qualified persons with disabilities, increase the number of...employment decisions made by employers and reduce discrimination and litigation associated with the ADA.”
Useful Articles


  - Do applicants have a choice in disclosing their disability?

  - Does disclosing disability based strengths increase their likelihood of getting the job?
Useful Articles


- “Little research has been undertaken on disabled librarians.”
- “Quantitative and qualitative picture” with survey and interview components
Brown/Shieldlower Interview Questions

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- **Survey:**
  - Part 1: Quantitative survey
    - Primary diagnosis
    - Work ethic
  - Part 2: Interview questions
    - Qualitative portion
    - E.g. “visible/invisible disability”?
    - E.g. “What do you want your manager to know?”
Spriegel Interview Questions

- Prior to reading Brown/Shieldlower article wrote interview questions (such as):
  - Should you disclose a disability while employed?
  - What advantages can disclosing a disability have?
  - What are benefits to employing staff with disabilities?
  - Where is the issue of disability disclosure heading?
Conclusion

In closing: What further discussion and research can be done in this area of archival science?


Small Group Discussions
Small group discussion topics

1. Disability, disclosure, and the job search
2. Invisible disabilities: How and when to re-disclose
3. Managing for an inclusive environment
4. Keeping up with service work
5. Early career challenges
6. Supporting professional development
7. Going through the accommodation process
8. Hiring and onboarding
9. Peer-to-peer: Connecting with colleagues
10. Organizing for change
Questions to get your conversations started

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1. What are your experiences with this topic?
2. What has this topic meant for your professional development and/or how you manage employees/work?
3. What are some of your strategies?
4. What helpful resources or services have you found?

Please select someone at your table to take notes. We’ll collect your notes at the end of the session and add your take-aways to the materials we share after the session.
Thank you for participating in session 402

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Questions, comments, feedback – we’d love to hear from you:

Jessica Chapel (session chair)

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#saa19 #s402
Resources

Milt Wright & Associates Inc.:  http://www.miltwright.com/
Milt Wright and Associates is a publishing, training and consulting firm focused on disability management, job creation and employment resources.

What is the ADA:  https://adata.org/learn-about-ada
The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA gives civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications. The ADA is divided into five titles (or sections) that relate to different areas of public life.

Good summary and comparison of ADA, section 504, IDEA.

Cerebral Palsy Information (National Institute of Health):
https://www.ninds.nih.gov/Disorders/All-Disorders/Cerebral-Palsy-Information-Page

Working Group on Accessibility resources  (https://www2.archivists.org/groups/amrtrmrt-working-group-on-accessibility)
This Working Group was created as a first step toward the Guidelines of Accessible Archives for People with Disabilities created and approved shortly after the group completed its task. The group has completed its task but the microsite has a ton of great resources and links to additional information.

One of the tools the group created was the LOVE card. It’s a postcard that can be printed in English or Spanish (or downloaded as an audio file) as a quick guide for people working with patrons or colleagues with disabilities.

LOVE stands for Listen Observe Validate and Empathize

Guidelines for Accessible Archives for People with Disabilities
The Approved guidelines for access. This is a great resource to help you develop policies and to provide support with administration.

Michelle believes that a lot of good things happen when people are exposed to experience different then their own (it’s a very Mr. Rogers way of teaching people). To that end…

● A Note From Your Colleagues With Hearing Loss: Just Use a Microphone Already
  ○ A fantastic blog post about the importance of things like microphones to HoH people.
● There are a number of deaf and hard of hearing people on YouTube who have a ton of really great videos about their experiences. They explain a lot of things that HoH people deal with and review things like assistive technologies. They also do a really great job of teaching people how to treat deaf people.
  ○ Michelle is a big fan of Jessica Kellgren-Fozard, Rikki Poynter, and Nyle Diamarco.

Websites/blogs/online communities that Michelle really likes:

SayWhatClub
A peer-to-peer support group and online community

SoundNews Newsletter
Starkey is the company that makes Michelle’s hearing aid and they do a regular, free, newsletter that has a lot of helpful information.

Read More: Articles and Journals

● Library Trends, vol. 67, no. 3, Disabled Adults in Libraries, edited by Jessica Schomberg and Shanna Hollich

