Disability in Quebec First Nations: Bridging the gap toward a safe, empowered and Indigenized understanding of disability

Shannahn McInnis, researcher, CRISPESH (Recherche, Handicap, Inclusion)
Émilie Robert, director, research and transfer, CRISPESH

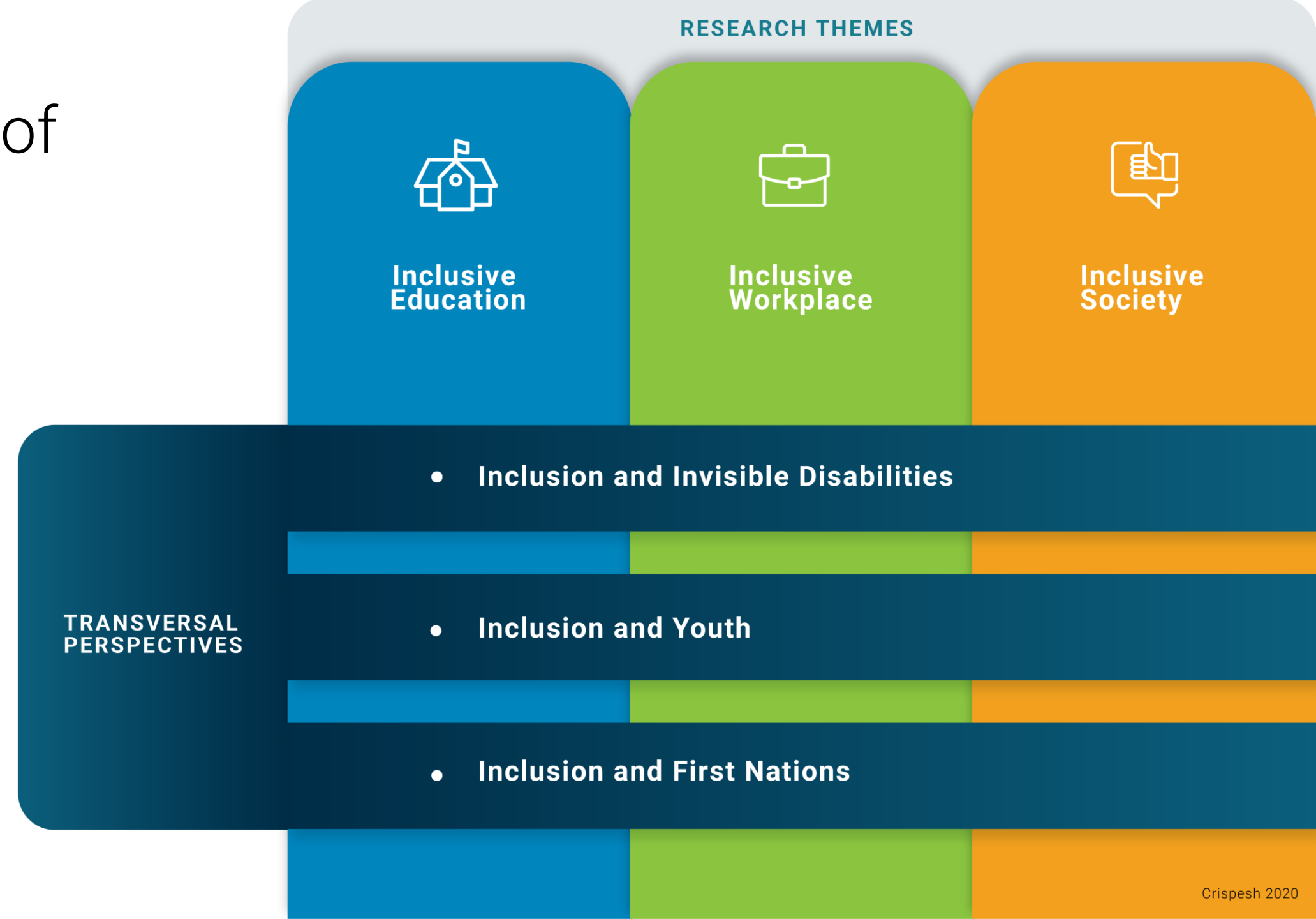
Today's Presentation

- Brief **introduction**: CRISPESH
- Our **partners** and **projects**
- **Ethical** considerations and design in work with Indigenous communities.
- Research **Methods**
- Our **Findings** disability in First Nations communities
- **Knowledge Transfer**: Directly applying the Ethical requirements throughout the creation of multiple accessible knowledge transfer products.
- **Nisidotam.ca** website

Our mission

To contribute to an inclusive society that allows for the participation of people with disabilities, by supporting organizations to develop and promote innovative social practices.

Our area of expertise



Our means of action

Applied research

- Based on the needs of our partners or of communities
- Aimed at the development of tools, guides, interventions, practices, processes, etc.
- Involving people with disabilities and stakeholders

Services to the community

CRISPESH
Training

CRISPESH
Coaching

CRISPESH
Program Evaluation

To contact us

Emilie Robert:
erobert2@cvm.qc.ca

Shannahn McInnis:
smcinnis@cvm.qc.ca

http://crispesh.ca

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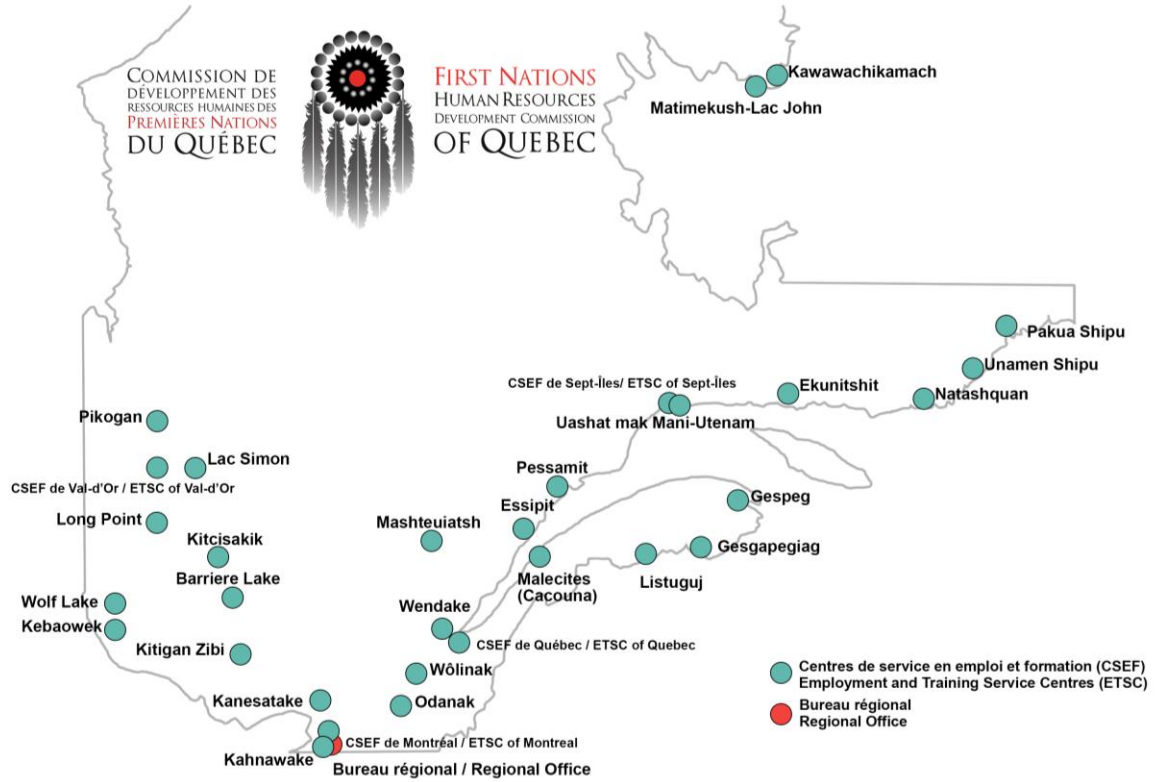
COMMISSION DE DÉVELOPPEMENT DES RESSOURCES HUMAINES DES PREMIÈRES NATIONS DU QUÉBEC

FIRST NATIONS HUMAN RESOURCES DEVELOPMENT COMMISSION OF QUEBEC

CRISPESH
Centre de recherche pour l'inclusion des personnes en situation de handicap



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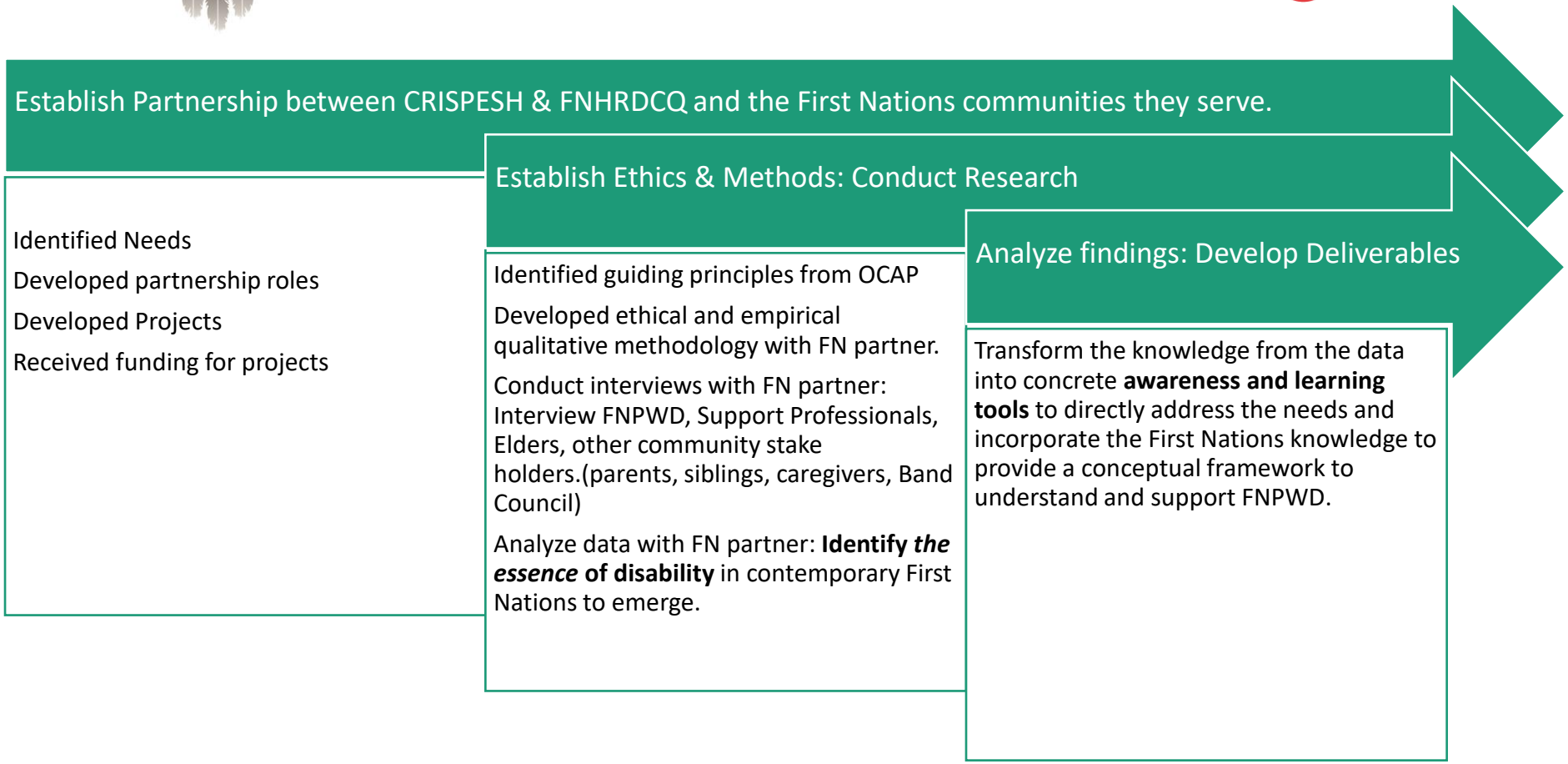

The Applied Research Partnership Process

COMMISSION DE DÉVELOPPEMENT DES RESSOURCES HUMAINES DES PREMIÈRES NATIONS DU QUÉBEC

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The Projects

CRISPESH
Centre de recherche pour l'inclusion des personnes en situation de handicap

- **Réhabiliter le rôle social des personnes en situation de handicap : outiller les agents d'employabilité dans les points de services des Premières Nations**
  Ministère de l'Éducation et de l'Enseignement supérieur
  - - Programme d'aide à la recherche et au transfert (PART)
  juin 2018 – juin 2019 (complété)

- **Développement d'une formation sur support numérique pour améliorer la qualité des services aux personnes en situation de handicap issues d'une Premières Nation**
  Ministère de l'Économie et de l'Innovation
  - - Programme de soutien à la recherche
  Juin 2018 – décembre 2020 (en cours)

- **Soutenir l'inclusion professionnelle des personnes en situation de handicap issues des Premières Nations**
  Conseil de recherches en sciences naturelles et en génie du Canada
  - - Programme d'innovation dans les collèges et la communauté (ICC)
  Juin 2018 – décembre 2020 (en cours)

Quick working definition of disability

Disability includes **both invisible** and **visible conditions** that can **affect**

- **Mental Health**
- **Learning**
- **Development**
- **Sight**
- **Hearing**
- **or any part of the body**.

Disability *also* includes **facing barriers** when trying to gain access to the **opportunities** that **others have and can access freely**.

Understanding disability encourages **accessibility** and **inclusion** through being able to empathize with, relate to and support one another.

https://nisidotam.ca/what-is-disability/

Research questions

1.What is the meaning of disability in First Nations communities of today?
2.How do First Nations people who are living in a situation of handicap identify with the word disability?
3.What are the various barriers and facilitators that FNPWD experience?

Who did we speak to?

- 29 First Nations participants with disabilities interview & talking circles
- 12 front-line workers including employment counsellors, social development agents and adult education professionals were interviewed.
- 78 others participated in twelve talking circles
- 12 other community members, including band council members and family members, were also interviewed.

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Where to find guidance and resources to support creating ethical designs.

The First Nations Information Governance Center was created and currently provides ethical guidance for new research going forward, outlining principles related to data Ownership, Control, Access and Possession (OCAP™).

New research with Indigenous communities:

- **higher standards**
- **use Indigenous methodologies** and design.
- advance and indigenize the field of study,
- decolonization
- progress of the participating communities

OCAP

propriété, contrôle, accès et possession (PCAP™)

Ownership, Control, Acces,and Possession (OCAP™)

Following OCAP for Knowledge Transfer

Respecting the principles of OCAP:

- Directly benefitting the participants from the communities
- Promoting **decolonization** on **multiple levels**
- Promoting self-determination, empowerment and advocacy in the communities
- Giving voice to Indigenous experts
- **Indigenization of the area** of academic knowledge being advanced.

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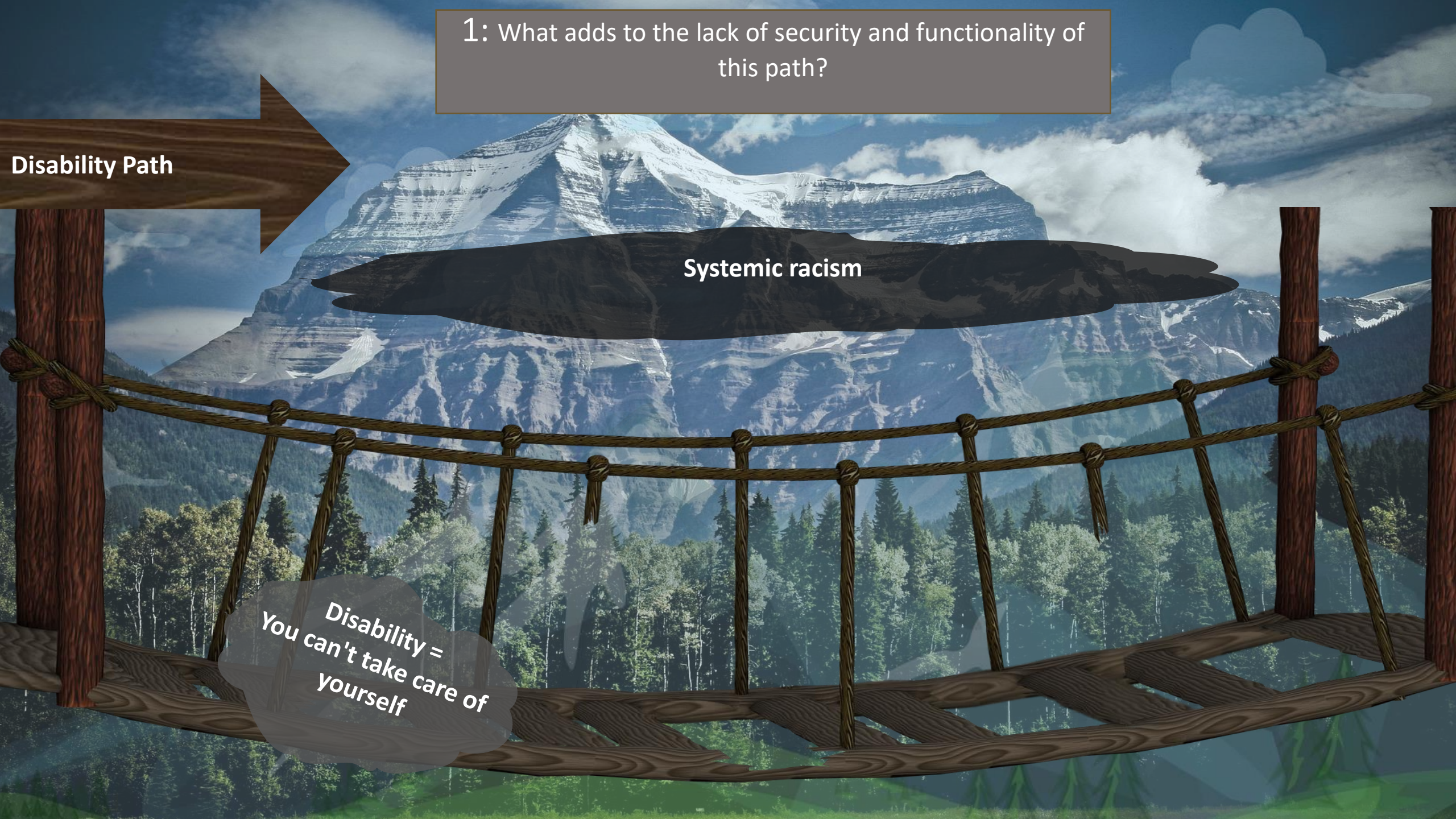
1: What adds to the lack of security and functionality of this path?
Disability Path
Systemic racism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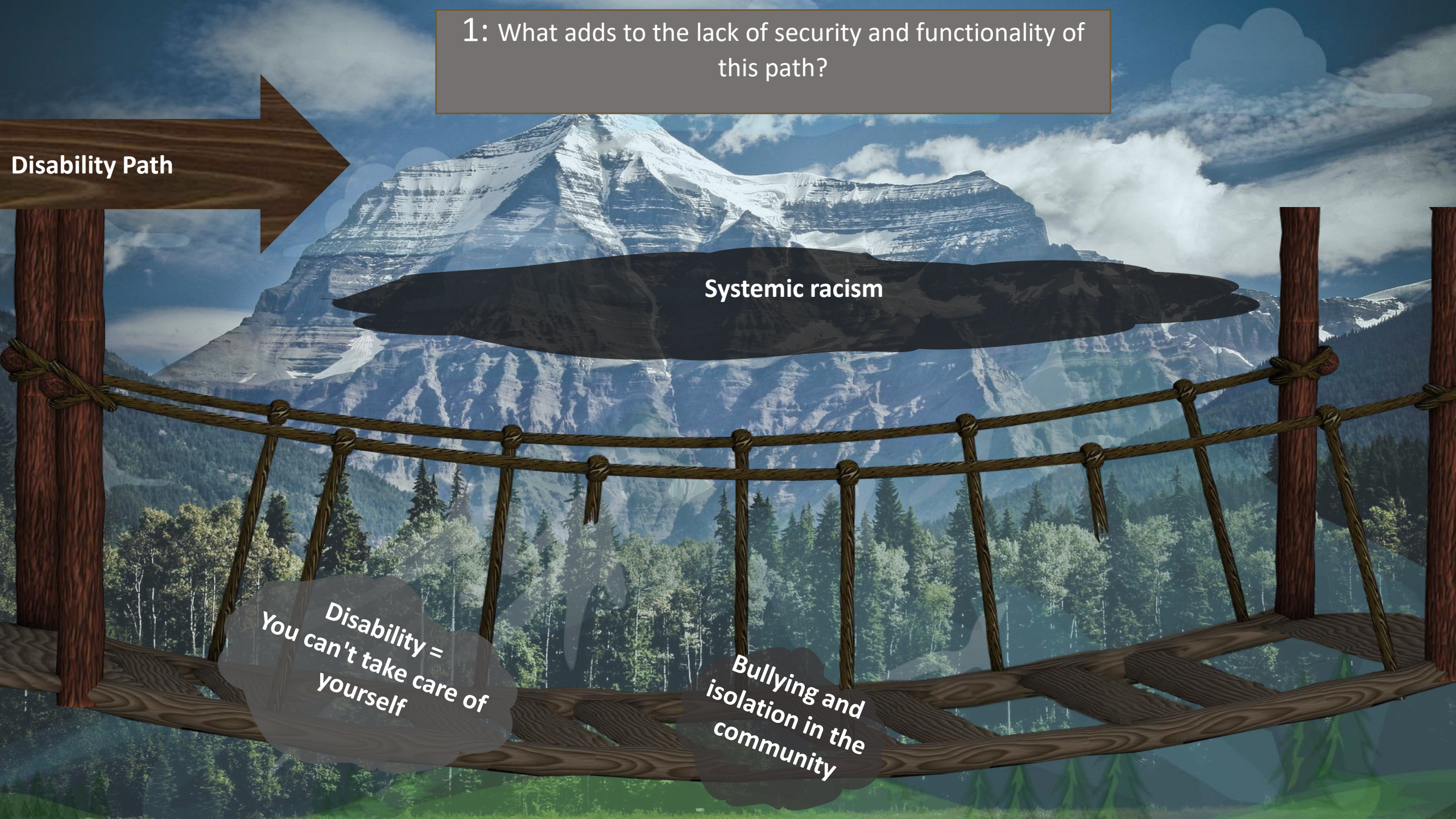
Disability Path
Systemic racism
Disability = You can't take care of yourself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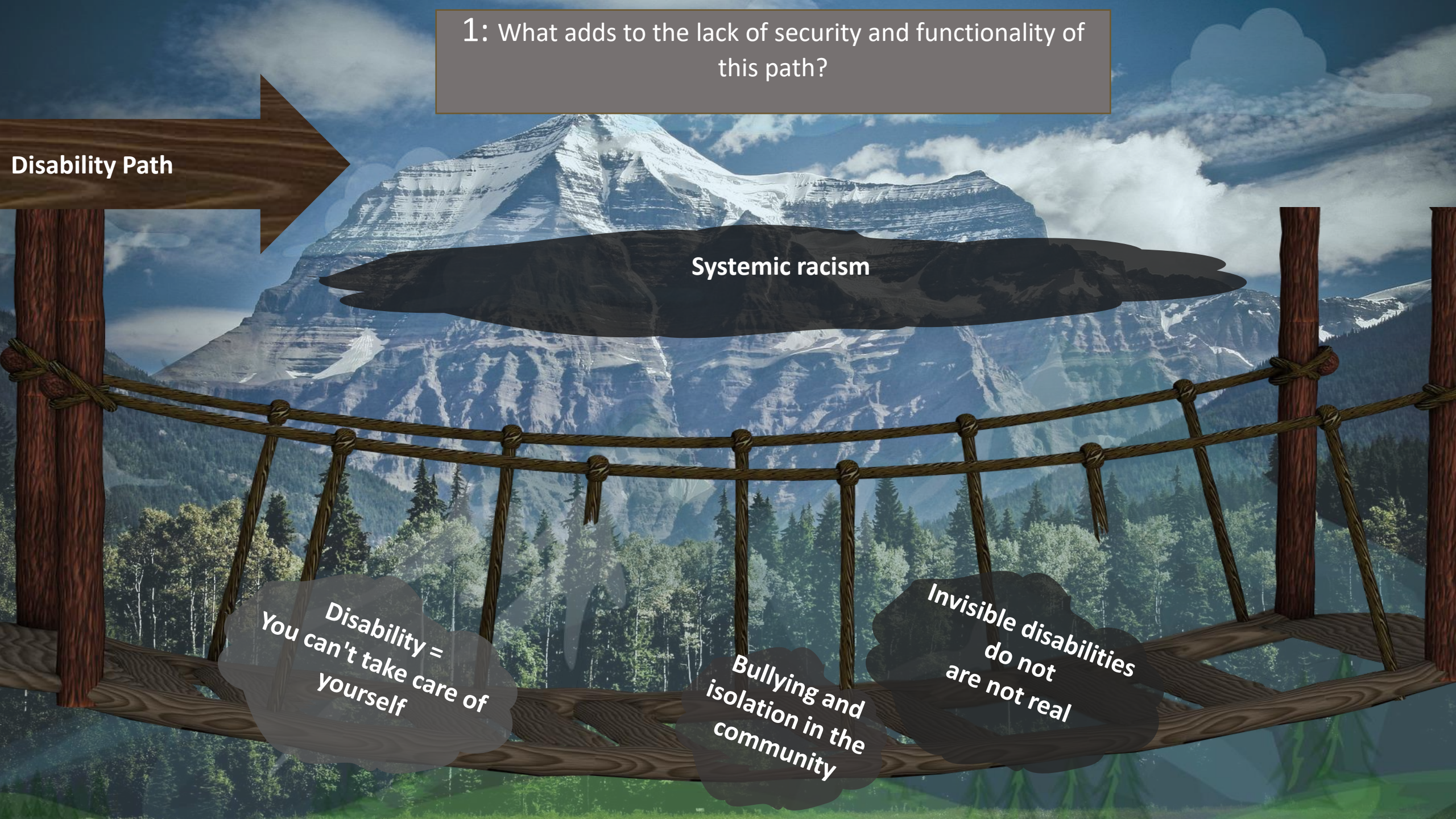
Disability = You can't take care of yourself
Bullying and isolation in the community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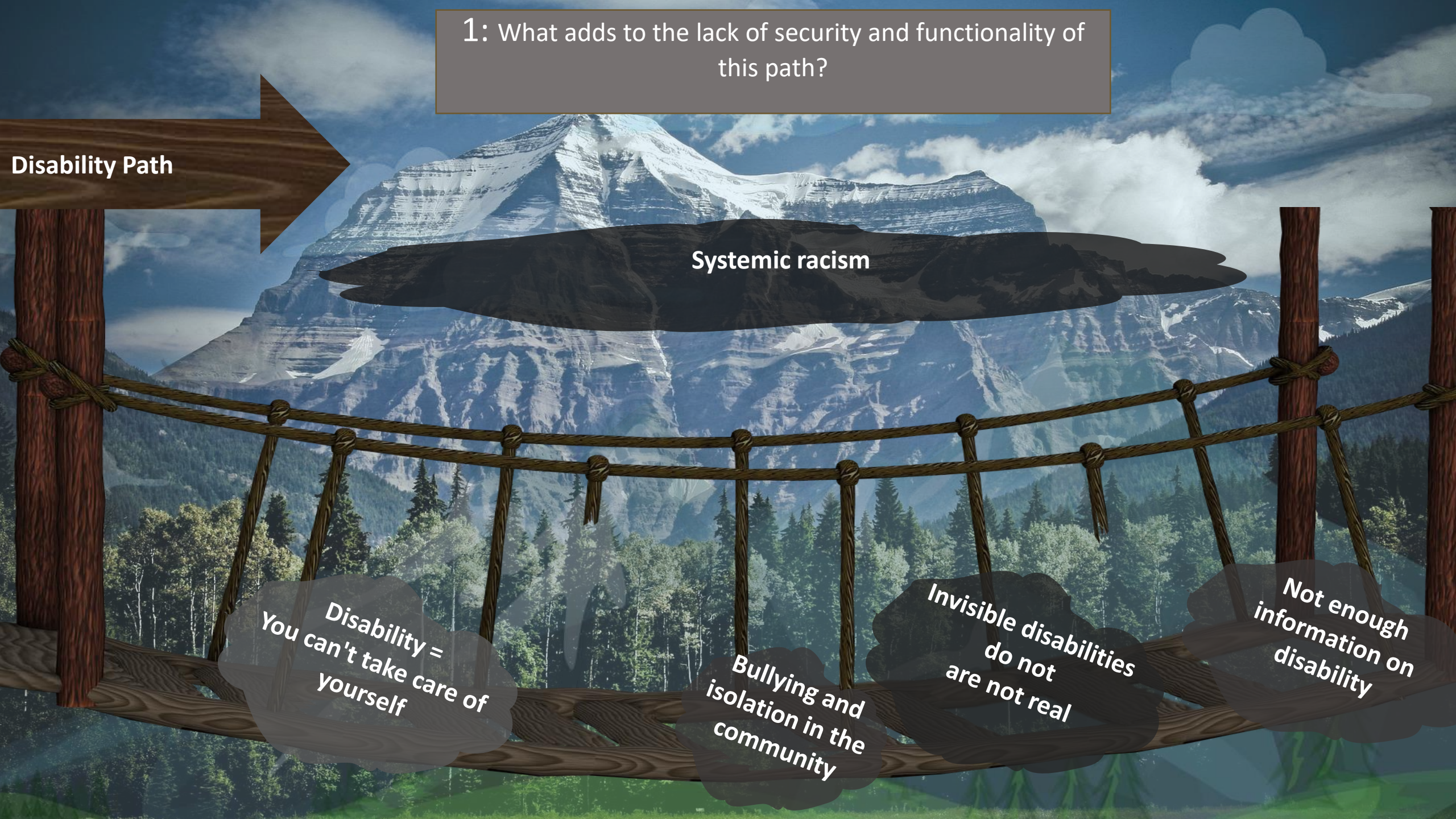
Bullying and isolation in the community
Invisible disabilities do not are not real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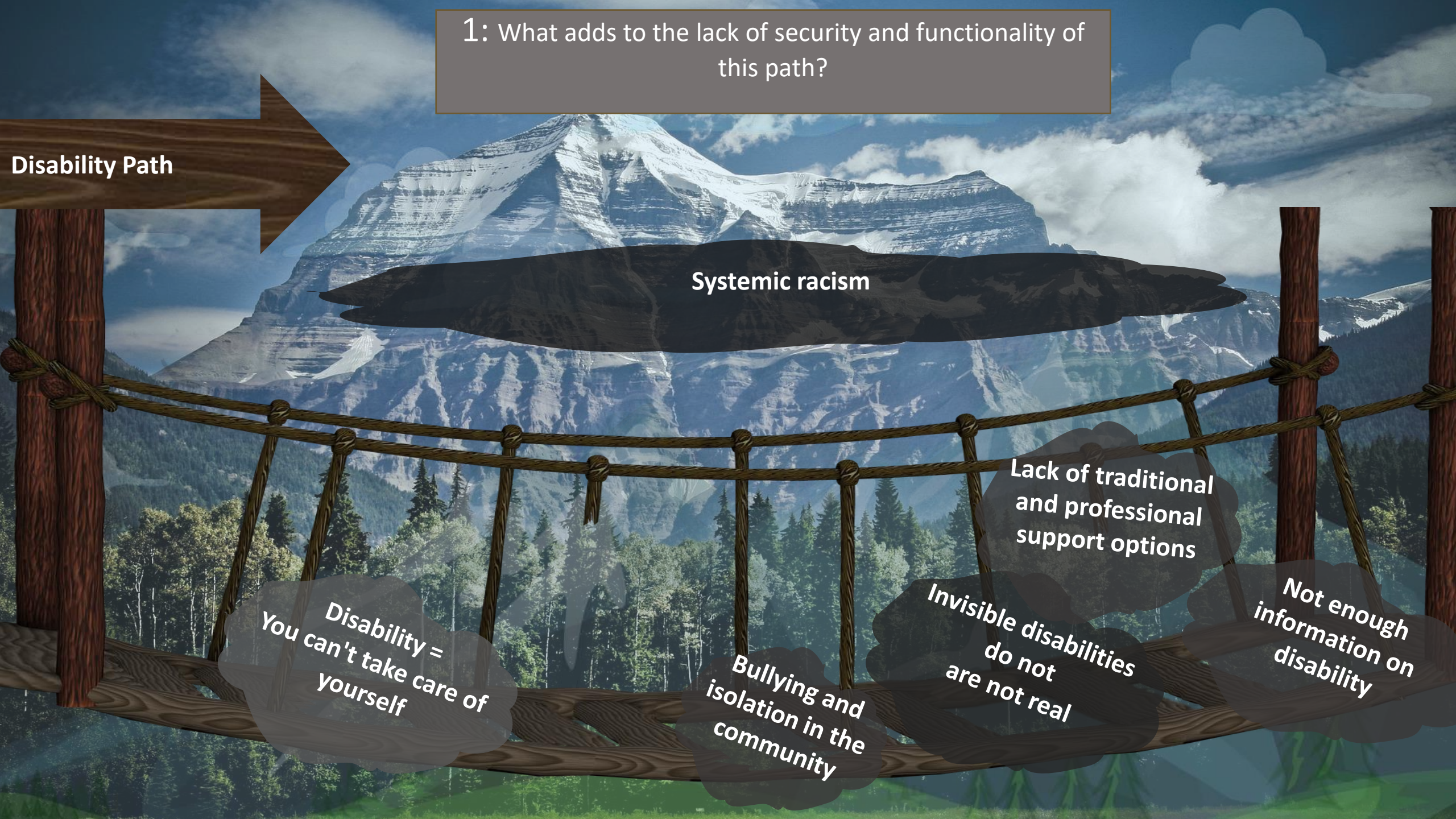
Not enough information on disability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Lack of traditional and professional support options
Not enough information on disability
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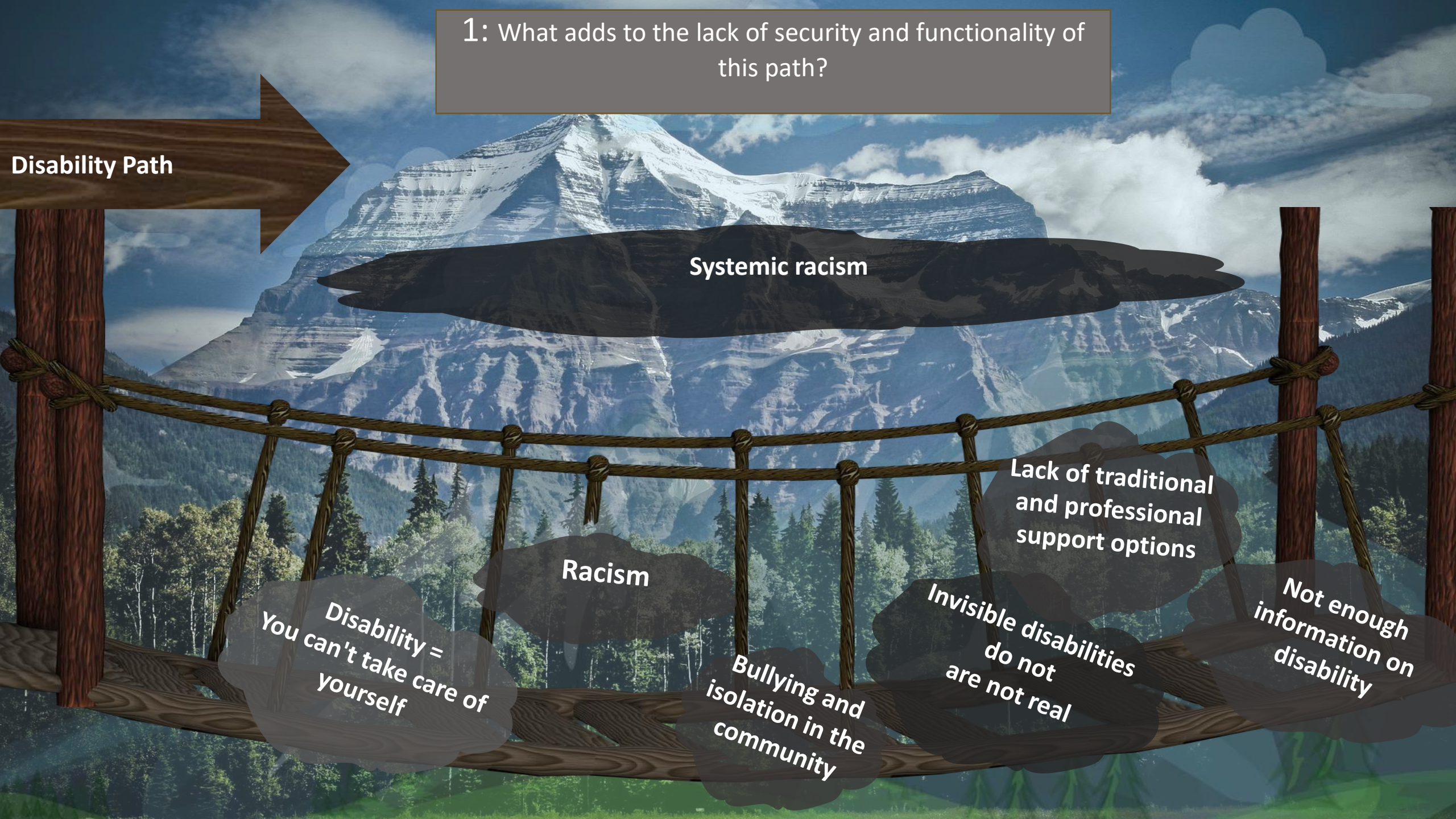
Bullying and isolation in the community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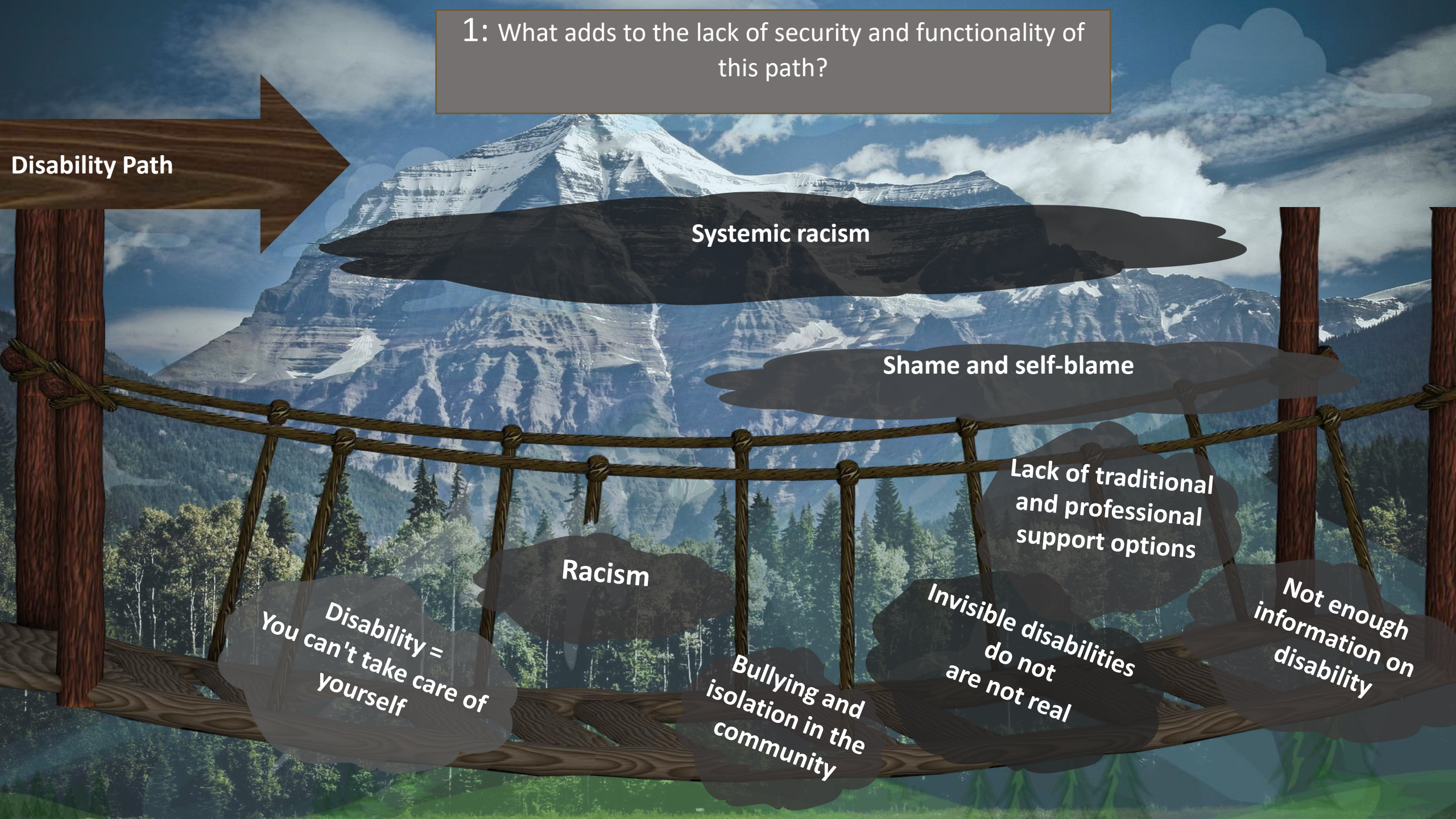
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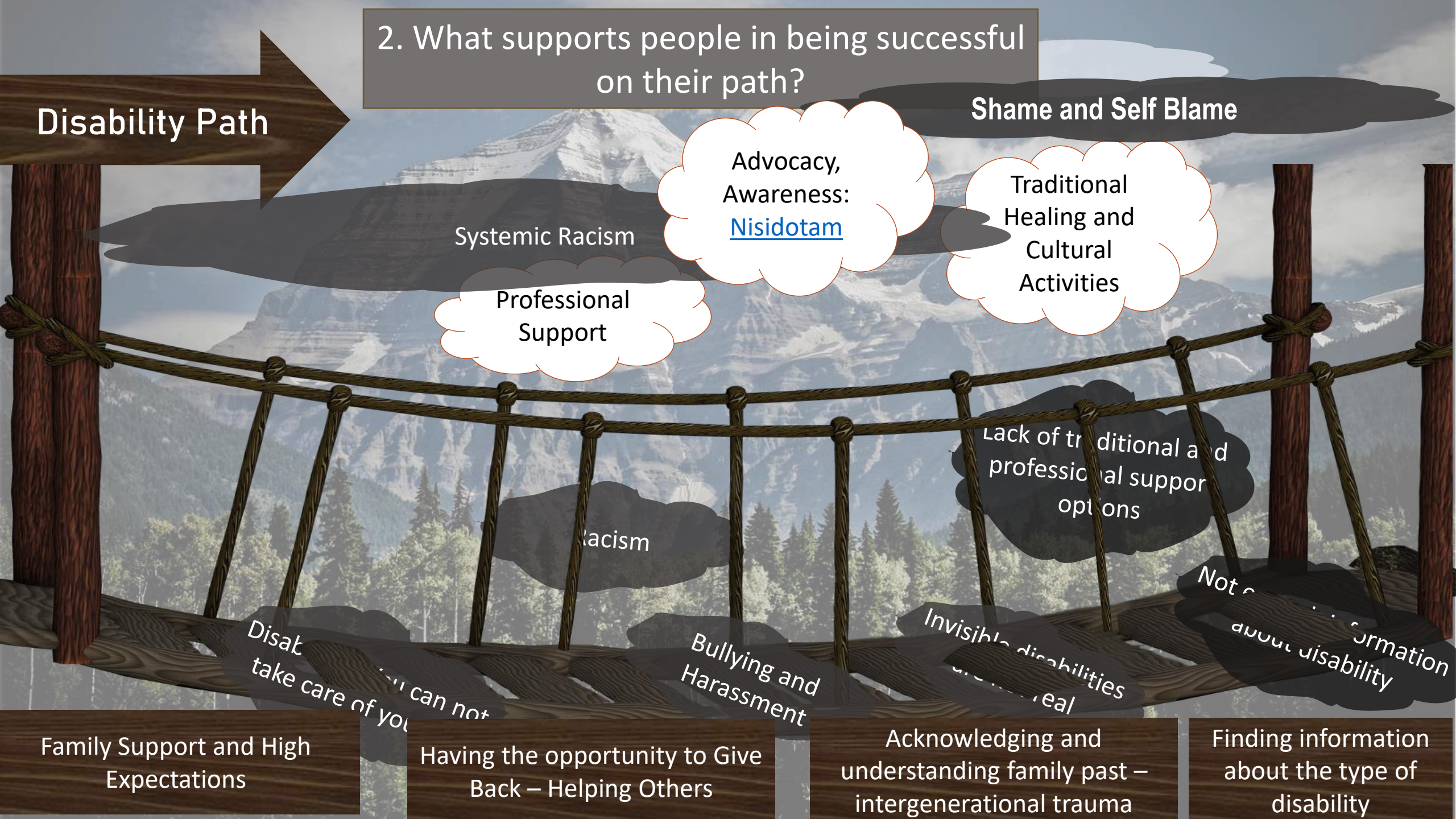
Systemic racism
Shame and self-blame
Lack of traditional and professional support options
Racism
Disability = You can't take care of yourself
Bullying and isolation in the community
Invisible disabilities do not are not real
Not enough information on disability


2. What supports people in being successful on their path?
Disability Path
Shame and Self Blame
Advocacy, Awareness: Nisidotam
Traditional Healing and Cultural Activities
Systemic Racism
Professional Support
Lack of traditional and professional support options
Bullying and Harassment
Family Support and High Expectations
Having the opportunity to Give Back – Helping Others
Acknowledging and understanding family past – intergenerational trauma
Finding information about the type of disability

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Website Sections Sections du site Web	Learning Modules: Written Content	Multimedia, online, interactive learning tools and resources
1. Accueil Nisidotam *Nisidotam Home*	En savoir plus sur le logo *Logo description*	
2. Comprendre le handicap *Understanding disability*	• Qu'est-ce que le handicap *What is Disability* • Apprendre des autres *Learning From Others*	• Module d'apprentissage vidéo *Video Learning Module* • Voix des communautés *Voices from the Community* • Outil d'apprentissage virtuel de la vie *Virtual Life Learning Tool*
3.Soutenir les clients *Supporting Clients*	• Comprendre les nouveaux clients *Understanding new clients* • Le handicap et l'emploi *Employment, training and disability*	• Thèmes et citations des entrevues *Themes and Quotes from the interviews* • Formation par simulation *Digital Simulation Training*
4.Boîte à outils *Toolbox*		• Bibliothèque de ressources *Virtual Resource Library* • Carte interactive des services *Interactive Map*
5. À propos *About Us*	• Nos projets de recherche *The Research Findings* • Équipe, Collaborateurs *The Team and collaborators*	Nisidotam.ca

- Resource Library
- Virtual Life Learning Tool
- Simulation Trainings
- Video Learning Module
- Voices from the Communities
- Interactive Map of Services

Nisidotam

Building understanding of disability in the communities together.

Through voices from First Nations community members across Quebec, the Nisidotam website shares the stories and experiences of disability today. Nisidotam promotes an integrated model to help shape an inclusive approach to support services. All materials are aimed at creating environments that are conducive to building self-determination and awareness, as well as finding or providing necessary support.

These resources are created for, but not limited to:

- Support professionals: employment and training counsellors, Income Security agents, adult education teachers, and support staff;
- People living in a situation of disability;
- Allies and advocates: family, friends, employers, Band Councils.

Learn more about the logo ⊕

What does Nisidotam mean? ⊕

Overwhelmed? Take a Break

What is Disability

The resources below provide an initial **definition of disability** built from the understanding of disability in the Communities, incorporating the knowledge from people living with disabilities. There are also resources to explain the prevalent **theories** that shape the way we think about and treat disability, as well as resources to increase understanding about how to support client's to develop strong self advocacy skills to empower them toward increased self determination.

Nisidotam: Defining Disability Current Theories of Disability Self Advocacy

Quick Definitions

Disability ⊕

Integrated Model of Disability ⊕

Nisidotam: Defining Disability

Click to find a full definition of disability including examples of barriers and facilitators shared from the communities.

Find out more

Current Theories of Disability

Click for more about the theories that shape the way we think and direct the way we act toward disability.

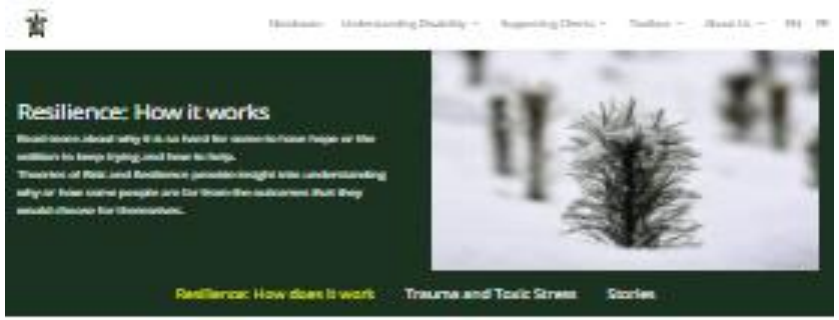
Find out more

Self Advocacy

Click for more about the benefits of being a self advocate and how support professionals can help.

Find out more

Overwhelmed? Take a Break



Understanding Risk and Resilience

Theories of Risk and Resilience

Read More

Experience the concept of Risk and Resilience through this interactive learning tool.

Open Toolbox

Comprendre le risque et la résilience

Théories de risque et de résilience

Poursuivez votre lecture

Découvrez le concept de risque et de résilience grâce à cet outil d'apprentissage interactif.

Lancez l'outil

nisidotam.ca

Nisidotam: Defining Disability

Understanding disability is an evolving process, changing as the day to day lives of people and communities change or as access and quality of treatments or supports change. In the following section, read more for a full definition of disability as well as examples of barriers and facilitators shared by people from the communities.

Nisidotam: Defining Disability | Current Theories of Disability | Self Advocacy

Understanding Disability

Disability is a very broad term including an incredibly diverse group of people. People with disabilities, even when they share the same condition of difference, do not form a uniform group and may or may not have anything in common with other people who experience disability.

Understanding Disability & Providing Support

As support professionals and allies, just knowing a person's disability type cannot determine how to support, interact or treat that person. The only way to do this is to get to know what is needed and the best ways to provide support. This should be a journey we go on together, each identifying expectations and roles.

People can benefit from support, therapy and rehabilitation, but this also needs to go hand in hand with a focus on the environment. For full inclusion and participation in family, community and society, it is equally important to understand and be able to identify the barriers currently blocking access. Click below to continue learning with the info Sheet: Nisidotam: Defining Disability.

Read more

Featured: Disability Learning Video Module

The following whiteboard learning module is a summary of all the key components of an integrated definition of disability. Augmented by traditional knowledge and set in a contemporary Indigenous context, this learning module provides a relevant framework from which to build understanding.

Nisidotam: Définir le handicap

Comprendre le handicap est un processus qui évolue à mesure que change la vie quotidienne des personnes et des communautés ou que varient l'accès aux traitements ou au soutien et leur qualité. Dans la section suivante, vous trouverez une définition complète du handicap ainsi que des exemples d'obstacles et de facilitateurs fournis par des personnes issues des communautés.

Nisidotam: Définir le handicap | Théories courantes sur le handicap | Autoreprésentation

Comprendre le handicap

Le handicap est un concept très large qui s'applique à un vaste éventail de groupes de personnes. Les personnes en situation de handicap, même lorsqu'elles présentent la même condition, ne forment pas un groupe homogène; elles peuvent ou non partager quelque chose en commun avec d'autres personnes vivant avec un handicap.

Comprendre le handicap et fournir du soutien

En tant que professionnels du soutien et alliés, il ne suffit pas de connaître le type de handicap d'une personne pour déterminer comment la soutenir, interagir avec elle ou la traiter. La seule façon d'y parvenir est d'apprendre à connaître les besoins et les meilleures façons d'apporter un soutien. Cela devrait être un voyage que nous faisons ensemble, chacun identifiant les attentes et les rôles.

Les personnes peuvent bénéficier d'un soutien, d'une thérapie et d'une réadaptation, mais cela doit également aller de pair avec une attention particulière à l'environnement. Pour une inclusion et une participation totale des personnes en situation de handicap dans la famille, la communauté et la société, il est tout aussi important de comprendre et de pouvoir identifier les obstacles actuels à leur accès.

Poursuivez votre lecture

Module d'apprentissage vidéo

Le module d'apprentissage suivant présente un résumé de tous les éléments clés d'une définition intégrée du handicap. Enrichi par les connaissances traditionnelles et situé dans un contexte autochtone contemporain, ce module d'apprentissage fournit un cadre pertinent permettant d'approfondir sa compréhension.

Understanding disability together

Current Theories of Disability

Perception shapes attitudes and influences behaviour. Read more about the three most common perception shaping models of disability and how the Medicine Wheel teachings can compliment and enhance these points of view.

Nisidotam: Defining Disability | Current Theories of Disability | Self Advocacy

Current Theories

The Medical Model, Social Model and the Integrated Model of disability play an important role in informing treatments, services, programs and inclusion. That is why it is important to understand these three models and the motivations behind the information that we encounter.
The Medicine Wheel teachings add additional levels of knowledge to the models of disability to create an even more holistic and comprehensive understanding of disability and wellness.

What shapes knowing?

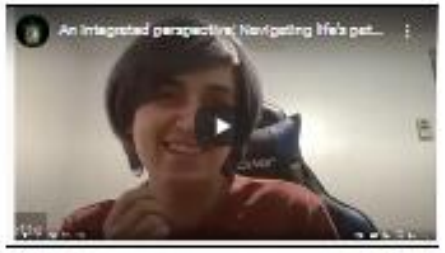
The Medical Model, Social Model and the Integrated Model of disability play an important role in informing treatments, services, programs and inclusion. That is why it is important to understand these three models and the motivations behind the information that we encounter.

The Medicine Wheel teachings add additional levels of knowledge to the models of disability to create an even more holistic and comprehensive understanding of disability and wellness. Click below to continue learning with the Info Sheet: Current theories of disability.

Read more

Featured

Invisible disability: Empowerment from different supports and the opportunity to help others through sharing.



An integrated perspective: Navigating life's path with Schizoaffective disorder.

Théories courantes sur le handicap

La perception façonne les attitudes et influe sur le comportement. Apprenez-en davantage sur les trois modèles du handicap les plus courants qui façonnent la perception et sur la façon dont les enseignements de la roue de médecine peuvent compléter et bonifier ces points de vue.

Nisidotam: Définir le handicap | Théories courantes sur le handicap | Autoreprésentation

Théories courantes

Le modèle médical, le modèle social et le modèle intégré du handicap jouent un rôle important dans l'information sur les traitements, les services, les programmes et l'inclusion. C'est pourquoi il importe de comprendre ces trois modèles et les motivations qui sous-tendent l'information que nous recevons. Les enseignements de la roue de médecine ajoutent des niveaux de connaissance supplémentaires aux modèles du handicap offrant ainsi une compréhension encore plus holistique et complète du handicap et du bien-être.

Qu'est-ce qui façonne le savoir?

Le modèle médical, le modèle social et le modèle intégré du handicap jouent un rôle important dans l'information sur les traitements, les services, les programmes et l'inclusion. C'est pourquoi il importe de comprendre ces trois modèles et les motivations qui sous-tendent l'information que nous recevons.

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Apprenez-en davantage

Témoignage

Les handicaps invisibles : l'autonomisation grâce à différentes formes de soutien et la possibilité d'aider les autres par le partage

Une perspective intégrée : cheminer dans la vie avec un trouble schizo-affectif

Témoignages

De l'autoreprésntation à l'inclusion pour tous

Cathy Rice, originaire de Kahnawake, est atteinte d'une forme de dystrophie musculaire. Elle nous raconte comment elle a appris de sa famille et de ses expériences de vie à défendre farmement ses droits. Cathy est également active dans la recherche de solutions et la promotion de l'inclusion des personnes vivant avec un handicap dans la communauté.

Les handicaps invisibles : l'autonomisation grâce à différentes formes de soutien et la possibilité d'aider les autres par le partage

Emmin est originaire de Kahnawake. Il raconte comment il a découvert, traité et maîtrisé le trouble d'anxiété généralisée et la dépression. Emmin utilise un modèle intégré du handicap et des savoirs traditionnels pour cheminer sur sa voie. Il repère les obstacles et les facilitateurs dans son environnement et reconnaît les incidences physiques, émotionnelles et spirituelles de sa différence.

Relier les points entre les traumatismes et la santé mentale, trouver la pierre d'assise de la résilience

Amanda Shawayhamish est Anishinabe. Elle est actuellement étudiante en dernière année pour l'obtention d'un diplôme de premier cycle en Études des peuples autochtones à l'Université Concordia. Le père et les grands-parents d'Amanda sont des survivants des pensionnats. Dans la présente vidéo, Amanda parle de son parcours de lutte et de résilience.

Une perspective intégrée : cheminer dans la vie avec un trouble schizo-affectif

Adelia est une jeune femme de Sept-Îles qui raconte son histoire en tant que jeune adulte vivant avec un trouble schizo-affectif. Adelia fait part de ses connaissances et de son point de vue sur son handicap. Elle décrit les obstacles et les facilitateurs qu'elle rencontre dans son environnement. Elle explique également que ce qu'elle a appris et compris au sujet de sa différence l'a aidée à vivre en équilibre. (L'entrevue a été réalisée au moyen de Zoom pendant le confinement de la COVID-19.)

Se concentrer sur la découverte de soi et réclamer les services nécessaires : le trouble déficitaire de l'attention

Donna Lariviere est une Anishinabe de l'Abitibi-Témiscamingue. Donna raconte comment elle a découvert et maîtrisé son déficit d'attention et décrit les effets qu'il a sur sa vie à la maison et au travail. Donna expose les stratégies et les connaissances qu'elle a acquises pour surmonter les obstacles et parvenir à défendre ses intérêts.

Featured

Sharing stories: From self advocacy to inclusion for all.

Cathy Rice is from Kahnawake, she has a form of Muscular Dystrophy and shares her story of learning from her family and life experiences to become a strong self advocate. Cathy is also active in finding solutions and promoting inclusion for people with disabilities in the community.

Invisible disability: Empowerment from different supports and the opportunity to help others through sharing.

Emmin is from Kahnawake, he shares his story of discovering, treating and managing Generalized Anxiety Disorder and Depression. Emmin uses an integrated model of disability and traditional knowledge to progress on his path. He identifies barriers and facilitators in his environment as well as the physical, emotional and spiritual implications of his condition of difference.

Connecting the dots between trauma and mental health, finding the building blocks for resilience

Amanda Shawayhamish is Anishinabe and currently a student in her final year of her undergrad degree in First Peoples studies at Concordia University. Amanda's father and grandparents are residential school survivors. In this video, Amanda shares her journey of struggel and resilience.

An integrated perspective: Navigating life's path with Schizoaffective disorder.

Adelia is a young woman from Sept Iles, she shares her story as a young adult living with Schizoaffective disorder. Adelia shares her knowledge and perspective on her disability. She explains the barriers and facilitators in her environment, as well as how learning and understanding her condition of difference, has helped her to live in balance. (The interview was conducted via zoom during Covid 19 lockdown.)

Focused on self discovery and advocating for what is needed: Attention Deficit Disorder.

Donna Lariviere is Anishinabe from Abitibi, Timiscaming. Donna shares her story of discovering and managing her Attention deficit and the effects that she experiences in her life at home and work. Donna shares the strategies and knowledge she has gained to avoid barriers and build her self advocacy.

Nisidotam | Understanding Disability | Supporting Clients | Toolbox | About Us | EN | FR

Learning Tools: Meeting New Clients

Try these learning tools to explore situations where support professionals work with new clients to:

1. Help client to navigate discovering disability status and needed supports.
2. Access supports by disclosing to a support professional.

Client's Choice: Privacy vs Disclosure | Using a set introduction | Learning Tools: New Clients

Interactive Learning Tool: Invisible Disability and Diagnosis

Try the tool

Interactive Learning Tool: Disability Disclosure to Support Professional

Try the tool

Nisidotam | Comprendre le handicap | Soutenir les clients | Boîte à outils | À propos | EN | FR

Outils d'apprentissage : rencontrer de nouveaux clients

Faites l'essai de ces outils d'apprentissage afin de vous familiariser avec des situations où les professionnels du soutien travaillent avec de nouveaux clients afin :

- d'aider ceux-ci à s'y retrouver entre le statut de handicap et le soutien requis;
- d'avoir accès à du soutien en divulguant leur statut à un professionnel du soutien.

choix du client: confidentialité ou divulgation | Utiliser une présentation uniforme | Outils d'apprentissage: nouveaux clients

Outil d'apprentissage interactif : handicap invisible et diagnostic

Essayez l'outil

Outil d'apprentissage interactif : divulgation de l'handicap à la professionnelle du soutien

Essayez l'outil

Home | Acknowledgements | Français

Welcome to the training!

Select a story to start :

Privacy and Disclosure

- Developmental Disability: Autism
- Adult Education
- Inclusion
- Ableism
- Disability, Privacy and Disclosure

Ableism

- Mental Health: Obsessive Compulsive Disorder
- Invisible disability
- Ableism

Invisible Disability and Diagnosis

- Learning Disability: Dyslexia
- Undiagnosed disability
- Adult Education
- Employment Support

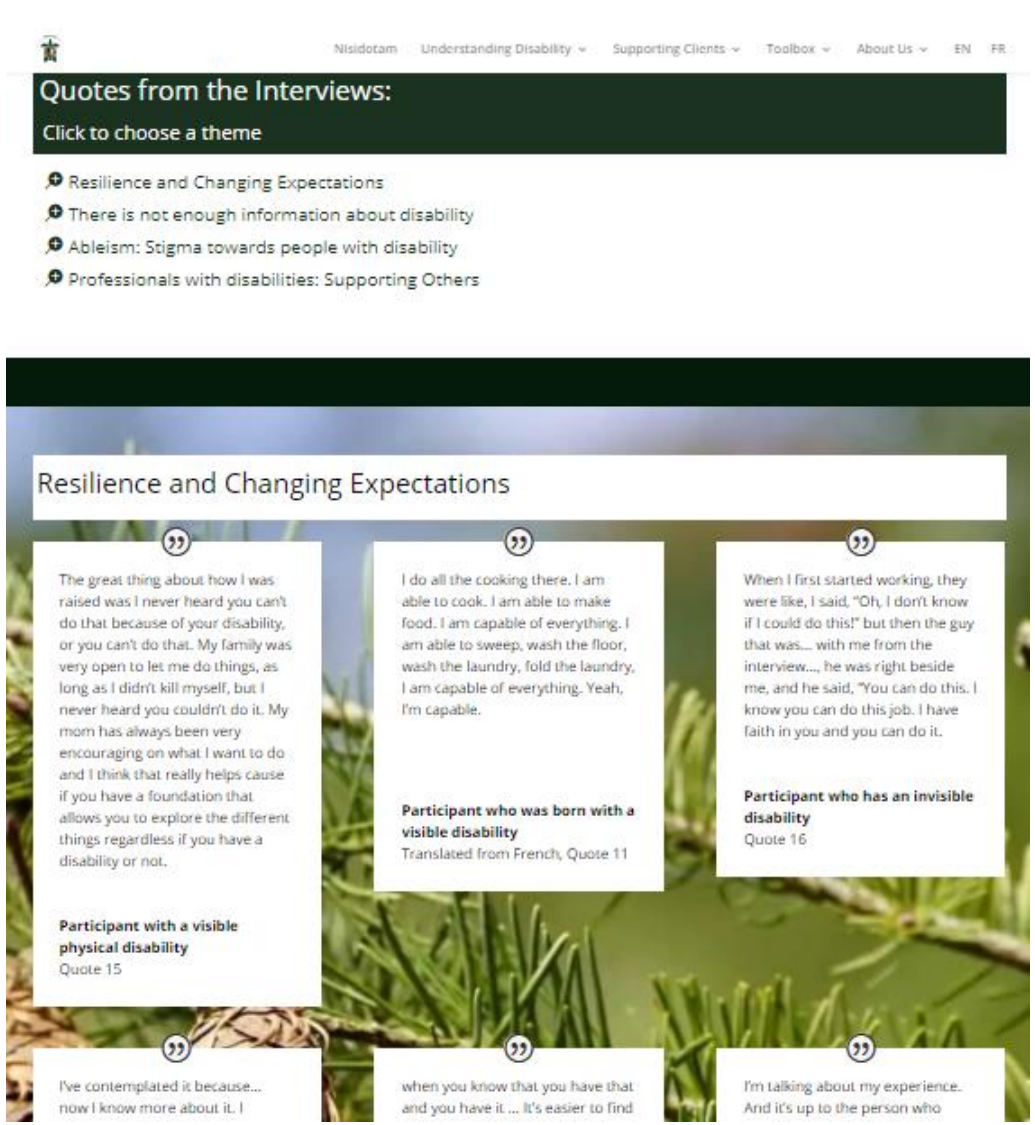
Inclusive Employers

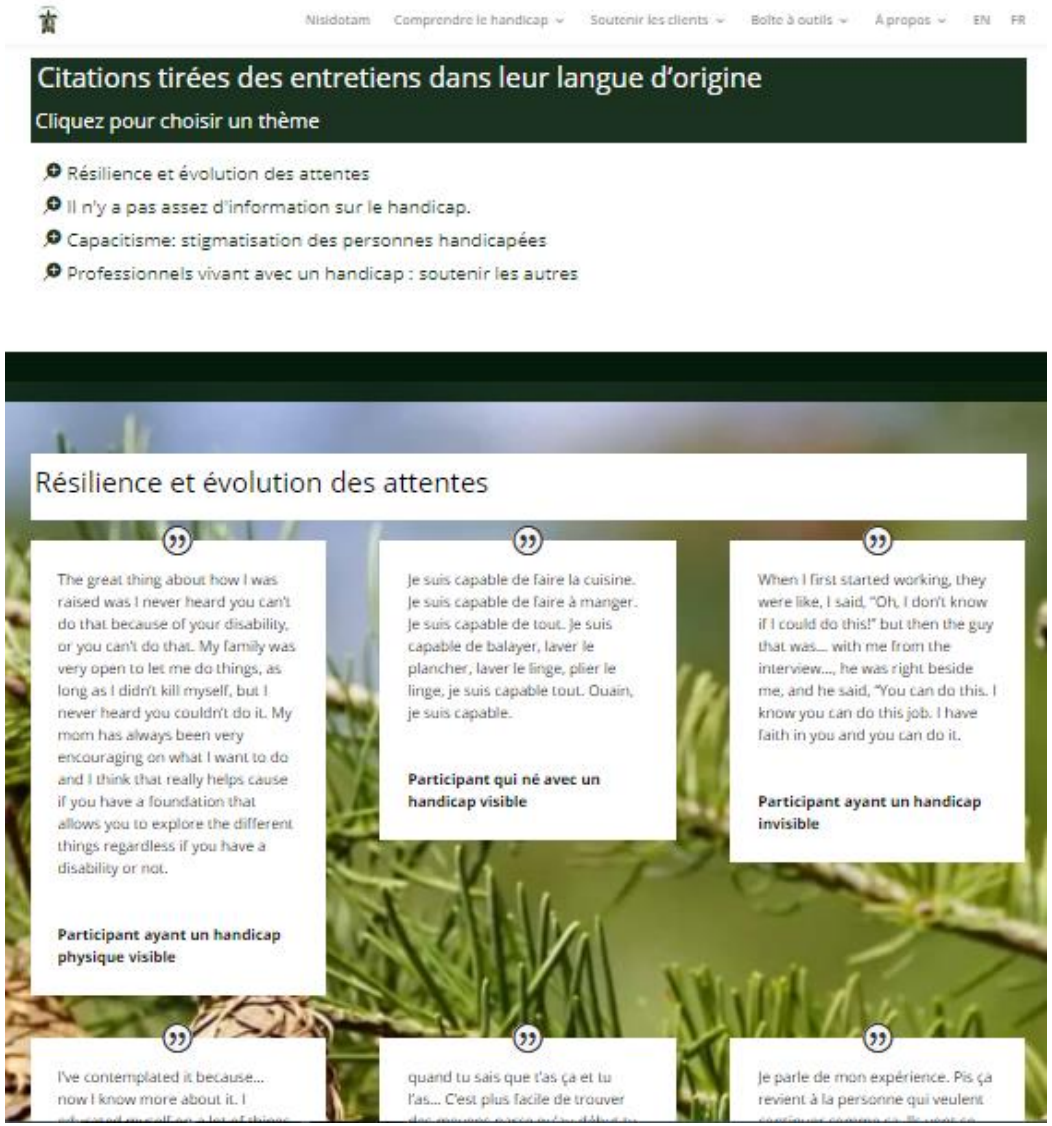
- Developmental disability: Downs Syndrome
- Inclusive workplace
- Charity model of disability
- Integrated model of disability

Reintegration Support

- Mental Health: Addiction
- Recovery
- Community Healing Program
- Community reintegrating
- Ableism

Digital Training Tool Home Page





https://nisidotam.ca

Questions

To see the various knowledge transfer modules and tools, go to: nisidotam.ca
where you can explore more.

Thank you!

To contact us

Emilie Robert:
erobert2@cvm.qc.ca

Shannahn McInnis:
smcinnis@cvm.qc.ca

http://crispesh.ca