

**Preparedness for People
with Intellectual Disabilities:
The Prepare To Prosper Approach**

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People are People!

- **People have a wide range of skills and abilities.**
- **People who are considered by others as intellectually challenged also have a wide range of skills and abilities.**
- **All people can be trained if we break down the steps of preparedness and reinforce that training through repetition.**
- **A key is TEAM WORK: the training of the individual and their support staff.**
- **Another key is Redundancy-Redundancy-Redundancy-Redundancy-Redundancy.**

CARD – The History

- 24/7 Media Coverage: 1989 Loma Prieta Earthquake pre-empted the World Series.
- Despite great effort -- government, Red Cross and traditional response organizations could not address immediate, short-term or long-term needs for the most vulnerable residents. **This has always been true.**
- CARD was created BY local community agencies, FOR local community agencies, and works WITH community agencies and committed partners to fulfill on a vision of a prepared, inclusive, resilient, humane society.

Lessons Learned: Using fear and threat, prioritizing tomorrow's traditional disasters over today's community needs is entirely counter to the missions and mindsets of nonprofits, faith agencies, and service providers.

CARD's philosophy – **Prepare to Prosper!**

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You Must Go Fear-Free

- Fear of the disasters
- Fear of failure
- Fear of the overwhelm

Fear blocks our ability to be our best.

Fear clouds our judgment.

Fear becomes the insurmountable obstacle.

We are where we are as a nation, because we have long used the fear frame for preparedness.

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Normalize/Socialize Safety Behaviors <i>Everyday Brilliance BUILDS Disaster Resilience</i>				
Encourage Creativity and Innovation	Adopt ICS as Everyday Language	Employee Training & Orientation	Art/Design: Make Safety Beautiful	Keep Choosing Safety
Customer Service	Empowered Technology	Honor Diversity	Couch Potato Preparedness	Fun! Joyful Engagement
Divergent vs Convergent Thinking	Heap Recognition and Praise	Team Building Community Cohesion	Ingrained Values and Habits	Mobilizing Your Assets Framework
Signage and Directions	Plus/Delta Debrief	Presentation Skills	Leadership Training	Optimism Hopefulness

Collaboration: Make it REALLY Work

- **Be honest** – be *brutally* honest. No honesty, no trust.
- **Celebrate/leverage your differences** – it's a competitive advantage
- **Stay focused on COMMON goals, values, needs** – do not deviate!
- **Protect your collaborators from your bureaucracy/oddities** – do unto others, keep your weird relations/habits/shortfalls to yourself.
- **Create micro successes** – string many small wins together.
- **Embrace Technology** – make technology your empowering partner.
- **Work the Journey!** – Make the process valuable, and a genuine bonding experience for all the partners.

Choose a Great “Why”

Why Should Your Business Embrace Fear-Free Readiness?

Traditional Message:

- Prepare for disasters
- Take classes/trainings
- Get kits, store supplies
- Do exercises and drills
- **Because disasters happen!**

Empowered Service Provider Message:

- Transform the lives of your clients
- Have readiness and resilience as a competitive advantage
- Be a more valued partner with local businesses/government
- Make your agency more fundable for related grants/donations

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The Becoming Independent Disaster Preparedness Committee

- Has been in place for eight years.
- Meets quarterly
- Represents all programs in the agency
- Creates and updates staff trainings
- Coordinates outside trainings

The Becoming Independent Disaster Preparedness Committee

- **Creates and maintains Emergency Plans and supplies**
- **Creates and maintains the 'buddies list'**
- **Works with local partners**
- **Maintains contact with local businesses, churches and groups to use as resources in the event of a disaster**

It is Important to Get Everyone on Board the Preparedness Bandwagon

- **Drills**
- **Outside trainers**
- **All new employees are given disaster preparedness orientation and tested**
- **All staff, Supported Living Services and Day Service participants are trained, tested, participate in drills**
- **Preparedness has become part of the Becoming Independent Culture**

Agency Emergency Plan

- **CARD format- cardcanhelp.org**
- **Supplies on site**
- **Neighborhood connections for all sites**
- **Incident Command System roles**
- **Agency go-kits**

- **Keep Calm and follow the Emergency Plan**

The Becoming Independent Earthquake Response Story

- **6.1 Napa Quake**
- **Contacted everyone within 30 minutes**
- **Got to each person's home to assist with clean up, assessment, determining needs.**
- **The training, testing and re-training paid off in many ways.**
- **Everyone was ready!**

Lessons Learned

- Regardless of the fact that all the training paid off, trainings and drills continue as part of our culture
- We found that our disaster kits needed a few more items. (Small dust pans, some trash bags)
- We keep the 'buddies' and community partners lists updated and current.

Thank You!

For further information go to:

THE JOY OF PREPAREDNESS:

[HTTP://WWW.THEJOYOFPREPAREDNESS.COM/](http://www.thejoyofpreparedness.com/)

BECOMING INDEPENDENT (BI):

[HTTP://WWW.BECOMINGINDEPENDENT.ORG/](http://www.becomingindependent.org/)

CARD - COLLABORATING AGENCIES RESPONDING TO DISASTERS:

[HTTP://CARDCANHELP.ORG](http://cardcanhelp.org)