

We know that...

- Meaningful relationships are possible between people with disability and those without "regardless of the type or extent of the person's impairment or the person's history."
- The more personal assistance provided, the the more relationships with non-disabled people depends upon the way assistance is provided.
- Many people with developmental disabilities lack relationships beyond those with family or others in human service settings.

O'Brien, 2006

Key goals of human service

- Participation
- Community membership
- Friendship

Why this doesn't happen

- The person can't meet the presumed conditions of friendship
- The person chooses not to be involved in relationships or activity beyond what is currently available
- The service system can't do what it would take
- The community is rejecting or unready
- This is not realistic; people are too busy with their own lives

Why does it matter?

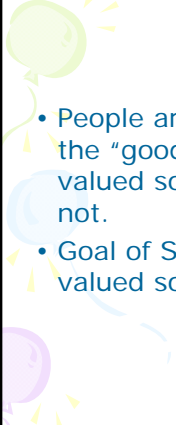
- More likely to be ill
- People who are isolated are 2X as likely to die over a decade as others in the same health
- People with disability in community programs who report "no friends"—ranged from 46% to 21%
- 5% of people in community programs participated in activities w/ a friend w/o a disability
- In a study of deinstitutionalized folks 99% of those who were successful report at least one friend; 31% of those who returned had no friends.

Social role valorization

- Research based framework for understanding how people perceive each other and use these judgments as the basis for behavior
 - Stereotypes
 - Prejudice
 - Prejudice reduction
 - Social cognition
 - Self- fulfilling prophecy
- "The key premise of SRV is that people's welfare depends extensively on the social roles they occupy."

- "the application of empirical knowledge to the shaping of the current or potential social roles of a party (i.e., person, group or class)---primarily by means of enhancement of the party's competencies and image---so that these are, as much as possible, positively valued in the eyes of the perceivers."

(Wolfensberger and Thomas, 2005)



- People are more likely to experience the “good things in life” if they hold valued social roles than if they do not.
- Goal of SRV is to create or support valued social roles



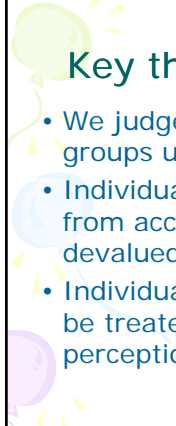
The “good things in life”

- Being accorded dignity, respect & acceptance
- A sense of belonging
- An education, and the development and exercise of one’s capacities
- A voice in the affairs of one’s community & society
- Opportunities to participate
- A decent material standard of living
- A normative place to live
- Opportunities for work & self support



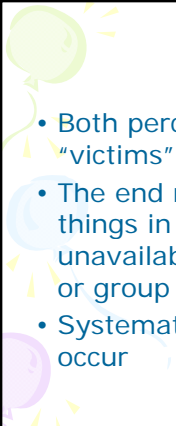
SRV is most relevant to..

- Those who are already societally devalued
- Those at heightened risk of becoming devalued

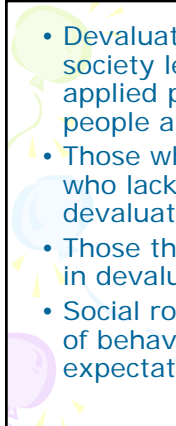


Key themes and concepts


- We judge other individuals and groups unconsciously
- Individuals or groups who deviate from accepted social values become devalued
- Individuals in devalued groups will be treated in ways which reflect this perception

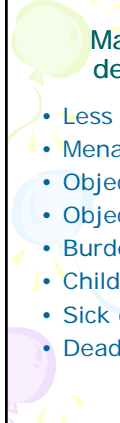


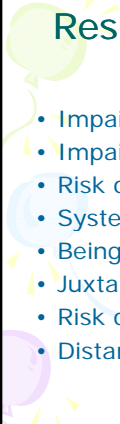
- Both perceiver and perceived are “victims” of this negative perception
- The end result is that the good things in life become less available or unavailable to the devalued person or group
- Systematic rejection and exclusion occur

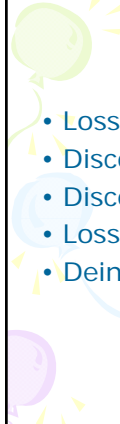


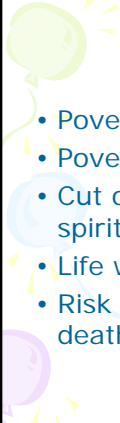
- Devaluation of an entire class by a society leads to systematically applied poor treatment from valued people and from the social structures
- Those who devalue tend to be those who lack the characteristic on which devaluation is based
- Those that are devalued are placed in devalued roles
- Social roles create expected patterns of behavior, responsibilities, expectations and privileges


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- Roles are learned and maintained via feedback loops
 - Devaluation is done by perceivers
 - People bring so many a priori stereotypes and perceptions that the actual person's characteristics have little or no impact
 - We tend to look for confirmation of existing stereotypes

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- ### Major devalued roles into which devalued people are placed
- Less than fully human
 - Menace or object of fear
 - Object of ridicule
 - Object of pity
 - Burden of charity
 - Child; eternal child or a child once again
 - Sick or diseased organism
 - Dead or dying

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- ### Results of being devalued: wounding
- Impairment or further impairment of body
 - Impairment in functioning
 - Risk of relegation to low status
 - Systematic rejection
 - Being cast into devalued roles
 - Juxtaposition to negative images
 - Risk of being scapegoated
 - Distantiation

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- Loss of control over one's life
 - Discontinuity with places
 - Discontinuity with people
 - Loss of natural relationships
 - Deindividuation

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- Poverty
 - Poverty of experience
 - Cut off from value systems and spiritual life
 - Life wasting
 - Risk of brutalization, violation and death

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- ### Results of wounding
- The wounds received can result in a disturbed relationship with the world and the people in it
 - What other results?

Countering or reversing devaluation and imposition of devalued roles

1. Identify the person's wounds
2. Identify risk factors/vulnerabilities to further wounding
3. Inventory current roles held by the person
4. Explicate current social standing
5. Determine role goals

Become familiar with the person's wounds

- Always advisable and often an essential first step
- What are the problematic patterns of responding to the world which have developed?

Vulnerabilities

- What are areas of high risk for the person?
- Examples
 - Deterioration of health
 - Further loss of status due to lack of skills, experience
 - Living in a situation where they could be taken advantage of

Current roles

- Positively valued
- Negatively valued
- Ambivalent or mixed roles
- Review roles across environments and across time

Determining the person's current social standing

- Based on wounds, risks and current roles, what is the person's overall social standing?
- Highly valued? Why?
- Highly devalued? Why?
- Variation across environments?

Develop role goals

1. Strengthen existing valued social roles
 1. Enhance or enlarge the role
 2. Defend existing positive roles
 3. Sometimes preserving even one valued role can be life deciding for the person in that it prevents entry into additional devalued roles

- prevent entry into additional devalued roles
- Enable entry into new positively valued social roles or seek to regain positive roles which have been lost
- Extricate the person from currently held devalued roles

- Reduce the negativity of a currently held devalued role
- Exchange currently held devalued roles for less devalued new ones

Results when an agency attends to valued roles

	2002	2005
People employed	35%	68%
Average wage per hour	\$5.17	\$7.56
People with volunteer roles in community settings (sometimes in addition to paid employment)	32%	40%
People who pursue all activities during service hours in an inclusive manner	35%	90%
A: least one friend in the community where reciprocal visits occur regularly (does not include family or friends among staff or other people with disabilities)	13%	57%

Table 1: Social Role Valorization Action Implications

		Primarily to Enhance Social Images	Primarily to Enhance Personal Competencies
Level of Action	Individual Person	Arranging Physical & Social Conditions for a Specific Individual That are Likely to Enhance Positive Perceptions of That Individual by Others	Arranging Physical & Social Conditions for a Specific Person That are Likely to Enhance the Competencies of That Individual
	Primary Social Systems	Arranging Physical & Social Conditions in a Primary Social System That are Likely to Enhance Positive Perceptions of a Person in & via This System	Arranging Physical & Social Conditions of a Person's Social System That are Likely to Enhance That Person's Competencies
	Intermediate & Secondary Social Systems	Arranging Physical & Social Conditions in Secondary Social Systems That are Likely to Enhance Positive Perceptions -- in & via Those Systems -- of People in Them, & of Others like Them	Arranging Physical & Social Conditions in Secondary Social Systems That are Likely to Enhance the Competencies of People in Them
	Entire Society of an Individual, Group, or Class of People	Arranging Physical & Social Conditions Throughout Society That are Likely to Enhance Positive Perceptions of Classes	Arranging Physical & Social Conditions Throughout Society That are Likely to Enhance the Competencies of Classes of People

- ### Planning tools which use SRV as a foundation
- Role Based Planning (Scott Ramsey)
 - a "marriage of person centered planning and SRV"
 - Reflecting on Social Roles (John O'Brien)
 - Looks at roles in 8 areas (home & neighborhood, work, community associations, learning, etc.)
 - Asks allies to review considerations, constraints and possibilities
 - Summary incorporates information into a profile and identifies possible action to be taken and impact for the person
 - For more information: <http://rtc.umn.edu/docs/SocialRoleInventory.pdf>
 - The Framework for Accomplishment (John O'Brien)
 - For more info: <http://thechp.syr.edu/whatsw.pdf>

- ### Roles Based Planning
- Roles Based Planning is a thoughtful means of personal planning that:
 - Starts with the dreams and interests of each person
 - Ensures each person has been provided with sufficient information and direct experience to make INFORMED decisions about their future
 - Applies critical thought to how each dream or interest can be pursued in ways that will help each person be seen as a valued, contributing citizen and optimize their opportunities for developing friendships
 - Identifies and attempts to overcome the negative impacts of societal stereotypes upon people with disabilities
 - Identifies and responds to each person's most pressing needs and barriers to success as part of the planning process
 - Shifts focus from filling time with activities to thoughtfully and thoroughly pursuing valued roles and relationships within the community
 - In short, it is intended to help people achieve the good things in life and be seen as valued.
 - For further information: <http://anti-marginalization.com>



THE PURPOSE OF HUMAN SERVICES FOR PEOPLE WHO REQUIRE LONG TERM SUPPORT

To help people discover and move toward a desirable personal future

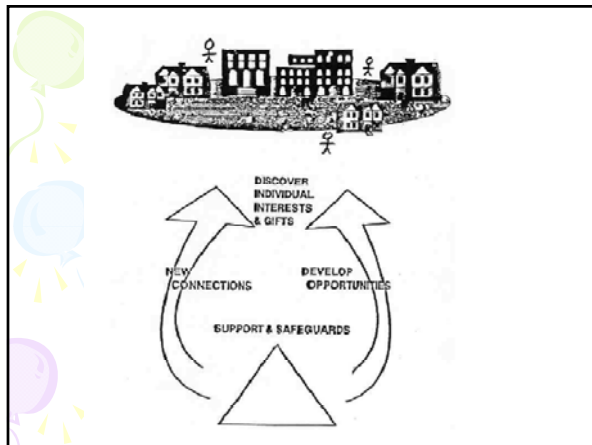
- Discovering a vision.
- Creating opportunities.
- Delivering support.

To offer needed help in ways that protect and promote valued experiences now:

- Growing as personal relationships.
- Sharing ordinary community places & activities.
- Contributing.
- Making choices.
- Being treated with respect and having a valued social role.

To offer needed help in ways that support and strengthen community cohesiveness:

- Supporting family and friends who care.
- Strengthening links to community networks.
- Expanding membership in community associations.
- Increasing the openness of the local economy.
- Improving the effectiveness and inclusiveness of services and benefits available to all local citizens.



“The woods are lovely, dark and deep,
 But I have promises to keep,
 And miles to go before I sleep
 And miles to go before I sleep.”

--Robert Frost