

BREAKING BARRIERS

Connecting the Deaf Community in Your Center for Independent Living

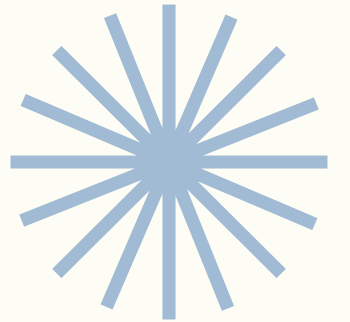
APRIL CONFERENCE WORKSHOP
OCTOBER 2025



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Purpose:

Equip CILs with culturally respectful tools to increase engagement with Deaf and Hard of Hearing consumers by improving communication access, representation, and direct services - even if starting with limited ASL staff.



Why This Matters

- Rural Deaf individuals face added barriers
- Services often only offered in English or through relay
- Without ASL access, Deaf consumers often face language and literacy barriers that block full participation
- Investing in Deaf inclusion at your CIL benefits everyone - just as Deaf innovation has created technology the whole world uses



Overview- What You'll Learn

Slide 4: What You'll Learn

- **Why I'm Qualified to Speak**
- **Direct Communication vs. Interpreted Communication**
- **Deaf vs. deaf**

- **Disability and the Deaf**
- **Language Deprivation & Literacy Barriers**
- **Hiring & Direct Services**
- **Hiring Deaf (Brochure Resource)**
- **Video Phones (VPs)**
- **ASL Resources & Videos**
- **Building Community Connections**
- **Accessible Workshops**
- **Deaf-friendly Programming**
- **Deaf Innovation & Mainstream Technology (Optional)**



Bio/History

Why I'm Qualified to Speak

**CODA-
Past Story**



**Formerly RID Certified
Interpreter and EIPA 4.0**



**My Own Disability
Experience**



Direct Communication vs. Interpreted Communication



ASL -----> ASL

- Natural, Clear, and Culturally Accurate
- Builds Immediate Trust
- Reduces Misunderstandings

ASL <-----Interpreter-----> English

- Useful bridge when no ASL staff Available
- May miss cultural nuances
- Adds a layer between consumer and staff

Deaf vs. deaf what's the difference?



Deaf

deaf

both similar and different



“Deaf” with a capital D describes people who are part of the Deaf community, using sign language and sharing a rich culture and way of life. “deaf” with a lowercase d refers only to the physical condition of hearing loss, without the cultural connection. The difference shows that Deaf identity is about more than hearing—it’s also about language and belonging.

Deaf vs. deaf in Disability

- In outreach, you will likely meet both Deaf and deaf.
- Many Deaf do not see themselves as having a disability, only as a barrier to communication access.
- Some Deaf individuals may also have other disabilities that affect daily life.
- Lowercase deaf often refers to people who do view hearing loss as a disability.

Disability and the Deaf vs. Disability and the deaf



Language Deprivation

- Up to 70% of Deaf/HH children experience language deprivation from lack of early access to a natural language
- Leads to barriers in literacy, health care, and independence
- Impacts Deaf and the deaf or Hard of Hearing

Cognitive Development



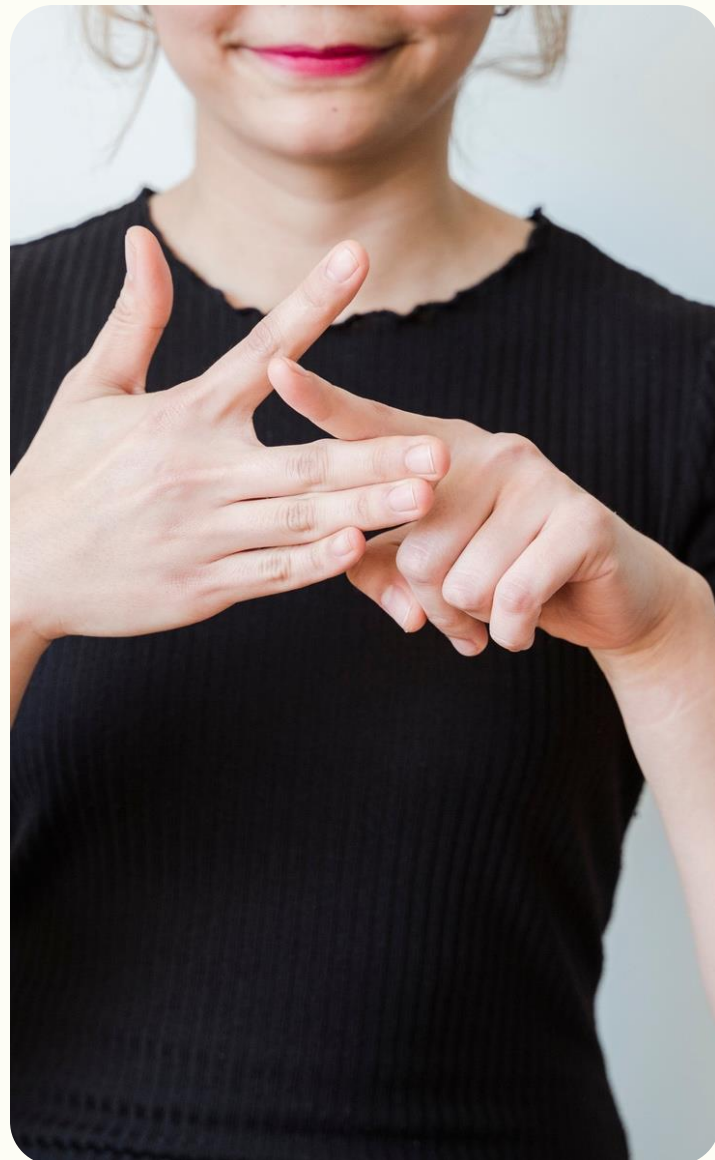
Social Development



Educational Development



American Sign Language & English Literacy



ASL ≠ English

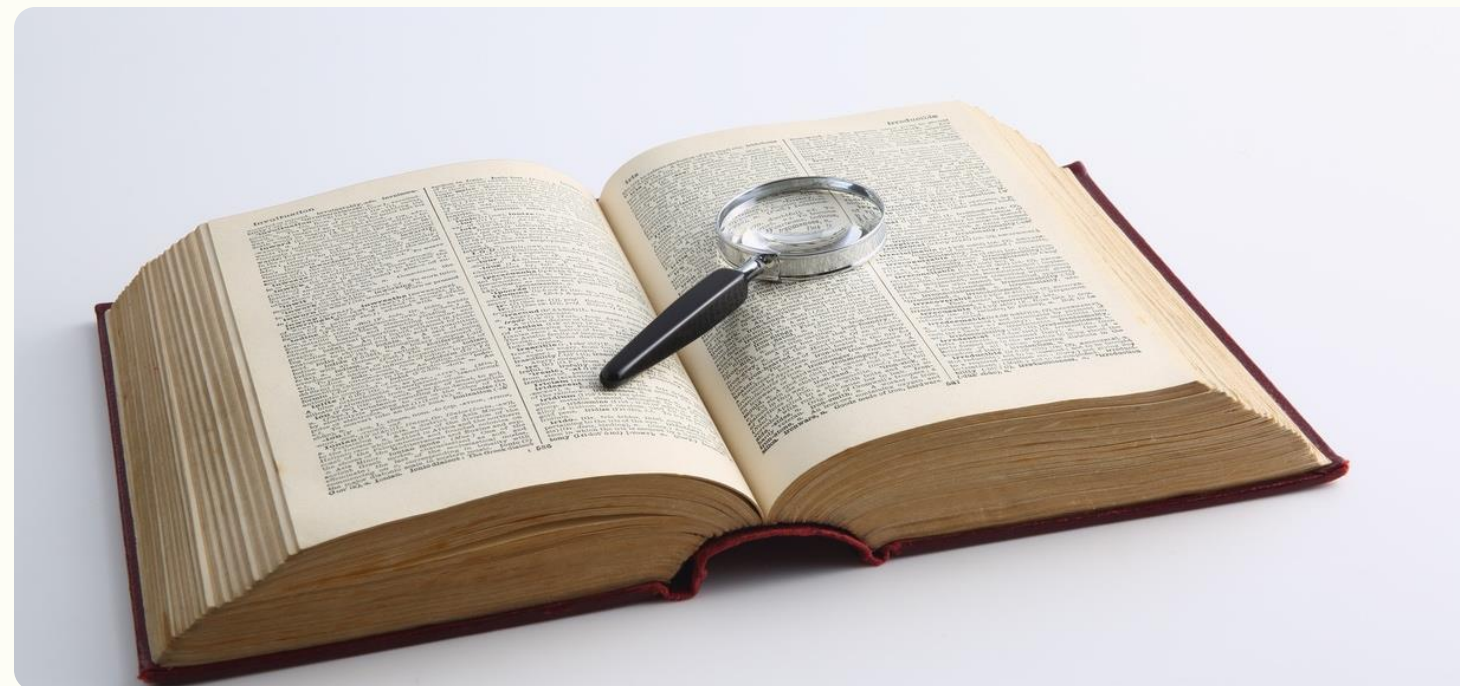
ASL has roots in French Sign Language, not English

Different grammar and syntax than English

Knowing ASL does NOT guarantee English reading/writing fluency

Nearly 48% of Deaf adults have inadequate health literacy

CILs must not assume English access = accessibility



Captions

ASL Interpreter

ASL Services

Hiring & Direct Services



Deaf Hire

- Hire at least one Deaf or ASL-fluent staff member
 - Hiring Deaf is the true Independent Living Movement
- Begin offering direct services in ASL
- Representation builds trust
- Visibility encourages Deaf consumers to access your CIL

Why Hire Deaf Brochure Fact Over Fears

QR Code to the Canva Link

Feel free to re-use and Brand as your
own CIL

Just give credit at the bottom back.

And Most **IMPORTANTLY** - Realize - this
Brochure is not just to hiring companies

This Brochure is **FOR YOU** hiring Deaf is
reflecting the Ultimate of the
Independent Living Movement.



Video Phones

VP



1. Consider a staff VP for ASL-fluent staff
 - a. Post the VP number on the website
 - b. Post the VP number on the ASL-fluent staff's business card
 - c. Use the VP number in the signature line of your email
2. Install a public Video Phone
3. Improves communication access
4. Demonstrates commitment to Deaf consumers

ASL Resources & Social Media

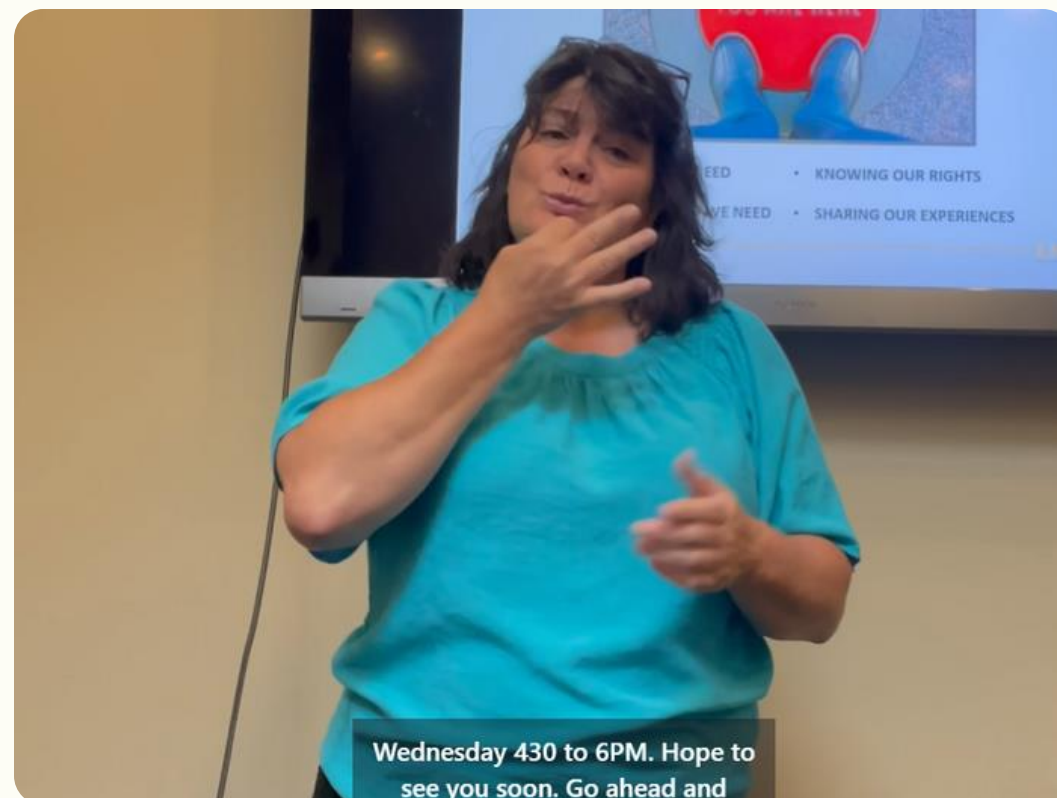
Share Video's in ASL

Get involved with Deaf Facebook Groups

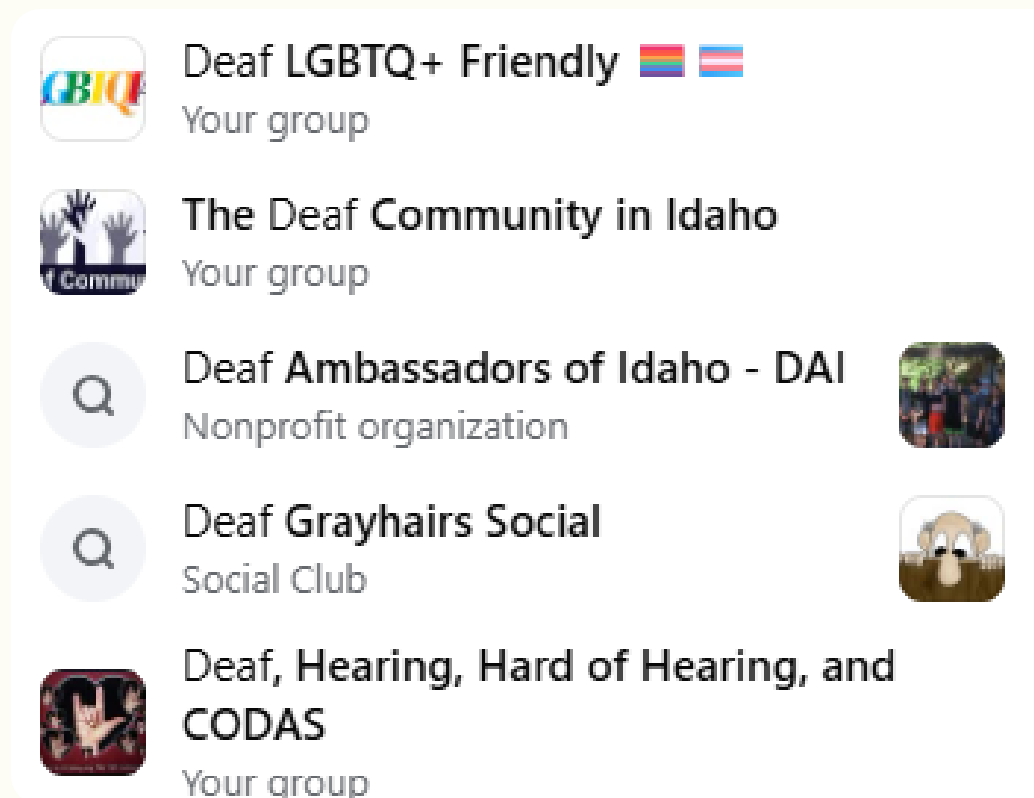
Participate in Deaf Social Media Groups

Find other Deaf Social Events to Participate and Network.

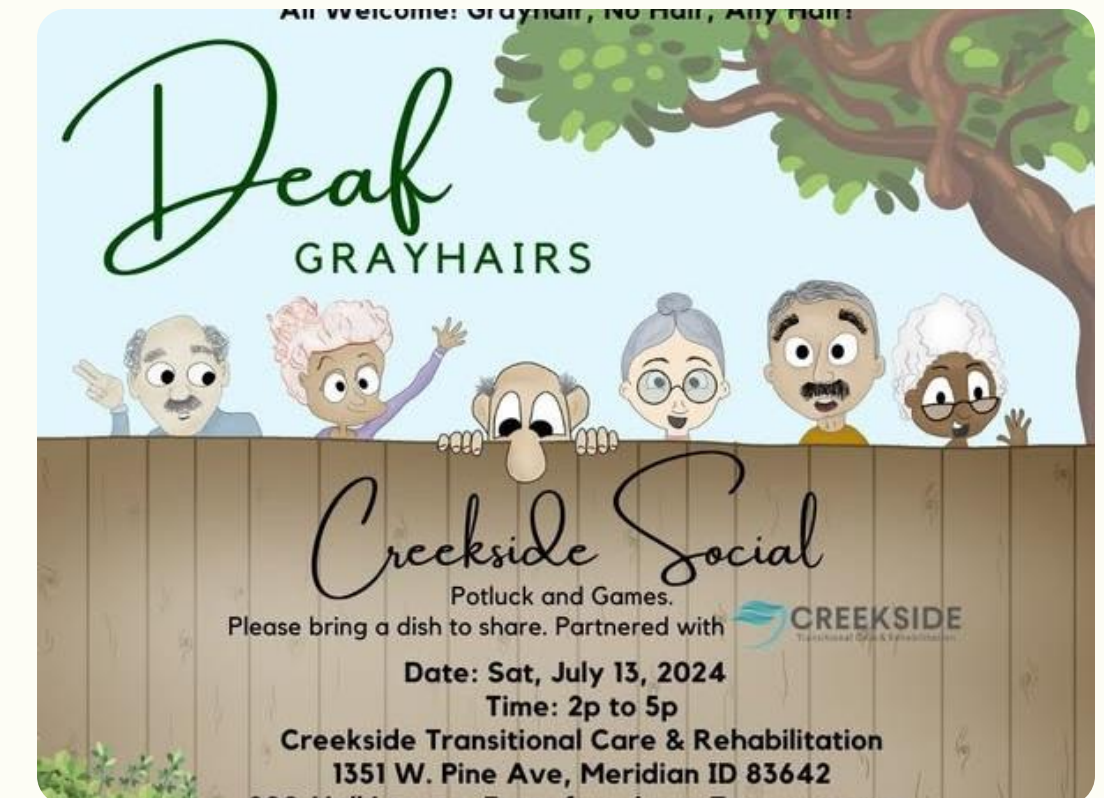
Videos in ASL & Caption



Local Deaf Facebook Groups



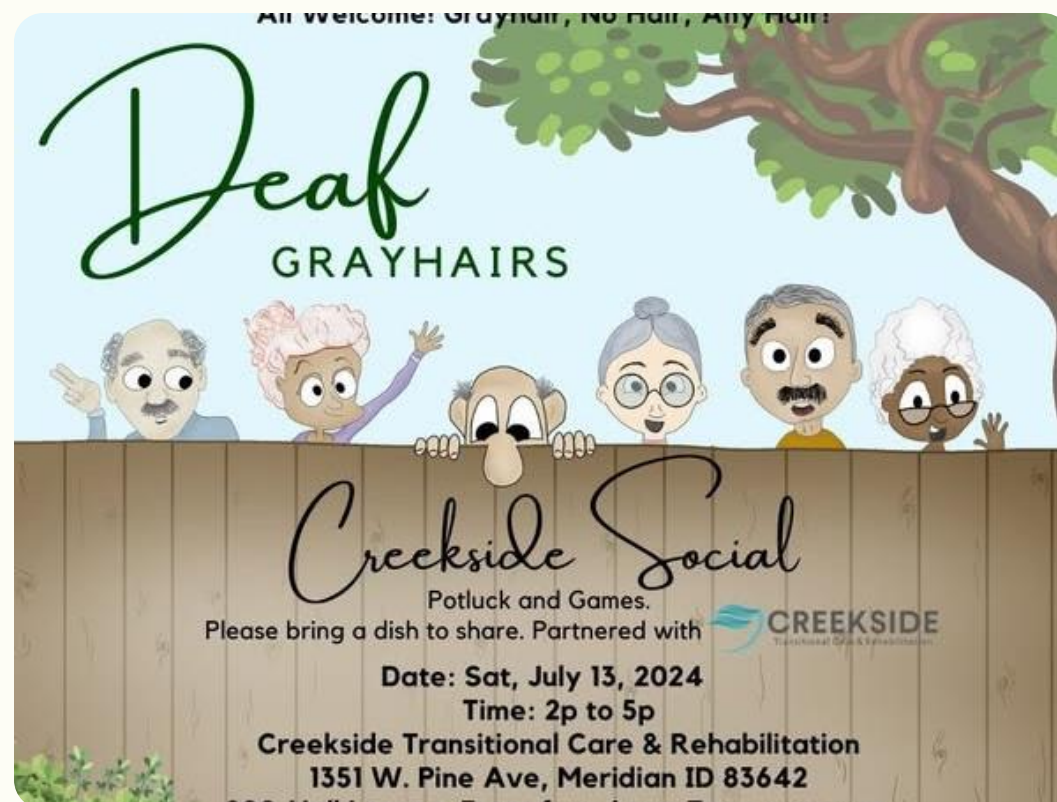
Local Deaf Social Events



Community Connections

- Meet with other Deaf Professionals
- Partner with Deaf influencers & nonprofits
- Attend Deaf-led community events
- Collaborate services


Deaf Socials



All welcome! Grayhair, No Hair, Any Hair!

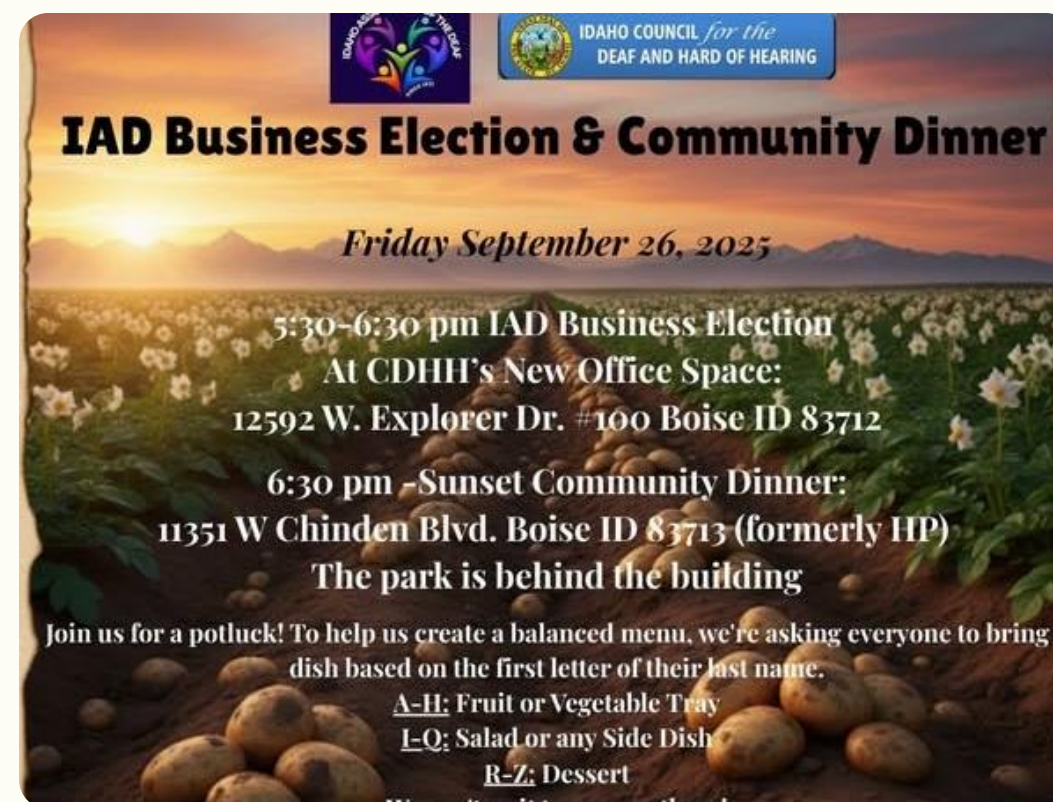
Deaf



GRAYHAIRS

Creekside Social
Potluck and Games.
Please bring a dish to share. Partnered with 

Date: Sat, July 13, 2024
Time: 2p to 5p
Creekside Transitional Care & Rehabilitation
1351 W. Pine Ave, Meridian ID 83642

Deaf Elections



  IDAHO COUNCIL for the DEAF AND HARD OF HEARING

IAD Business Election & Community Dinner

Friday September 26, 2025

5:30-6:30 pm IAD Business Election
At CDHH's New Office Space:
12592 W. Explorer Dr. #100 Boise ID 83712

6:30 pm -Sunset Community Dinner:
11351 W Chinden Blvd. Boise ID 83713 (formerly HP)
The park is behind the building

Join us for a potluck! To help us create a balanced menu, we're asking everyone to bring a dish based on the first letter of their last name.

A-H: Fruit or Vegetable Tray
I-Q: Salad or any Side Dish
R-Z: Dessert

Booth at Deaf Vendor Events



 Support ASL with each step you take!

BOISE

**JULIA DAVIS PARK,
BOISE PAVILION**

10 AM - 1 PM
MST

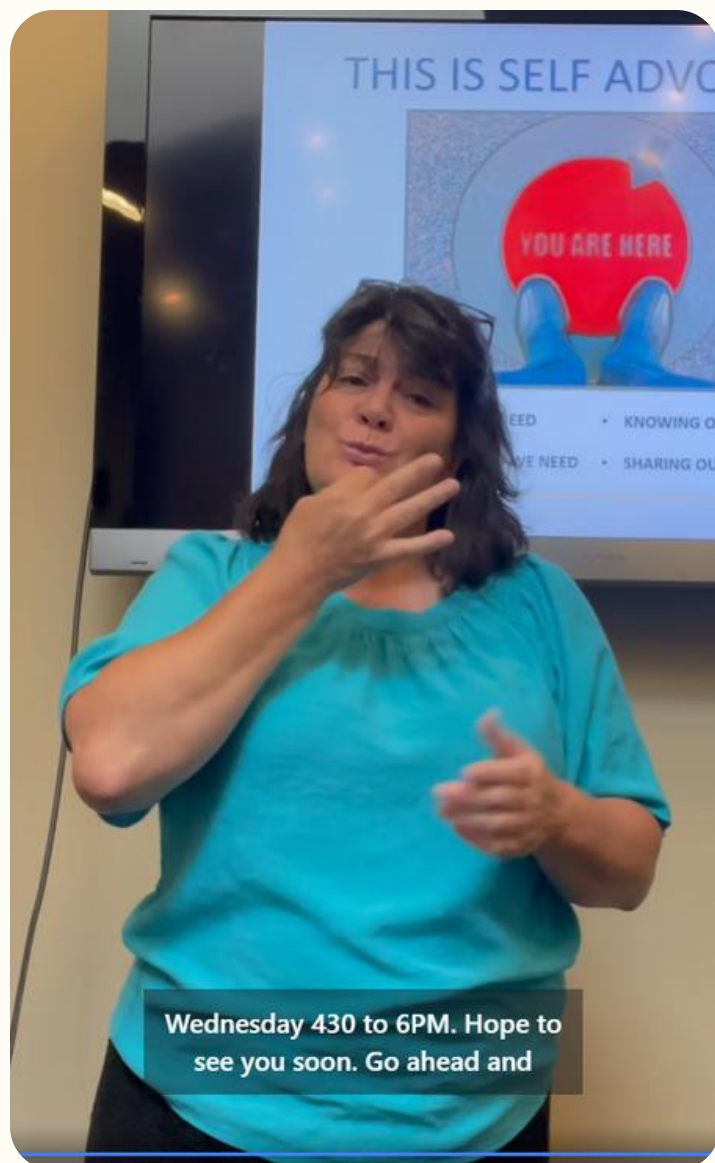
CONTEST AND PRIZES AFTER WALK
REGISTRATION INCLUDES: ENTRY FEE AND T-SHIRT

REGISTER NOW!

SCAN THE QR CODE OR CLICK THE ORANGE BOX FOR ADDRESS, MAP, AND DIRECTIONS




Repackage Workshops for ASL Consumers



We offered our S.A.L.T. (Self Advocacy Leadership Training) class for the Deaf and had great success. We had to do some adjustments and it turned out great!

Every Wednesday at 4:30 to 6:00 pm starting August 28 until October 30, 2024.
Workshop is held at Council for the Deaf and Hard of Hearing
- 7950 King Street, Suite 101, Boise, ID
Use the link below to get registered. Space is limited

We believe all Idahoans have the right:



ASL Accessible
Workshops



Programs and Resources for the Deaf

Deaf and Hard of Hearing Services

Deaf School & Transition Programs

Vocational Rehabilitation

ICanConnect

Video Phones

Assistive Technology

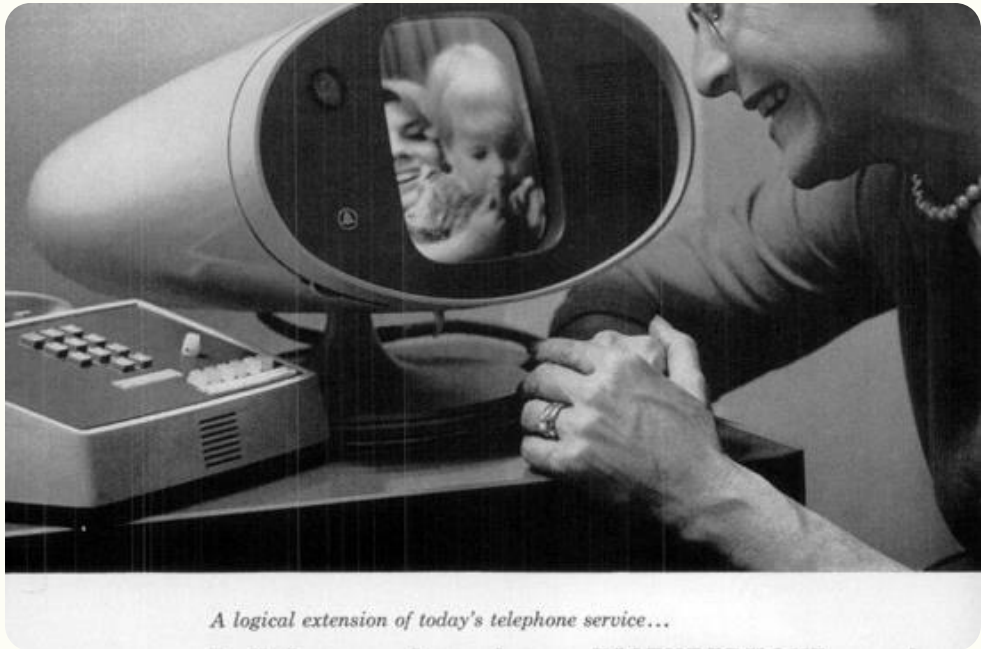
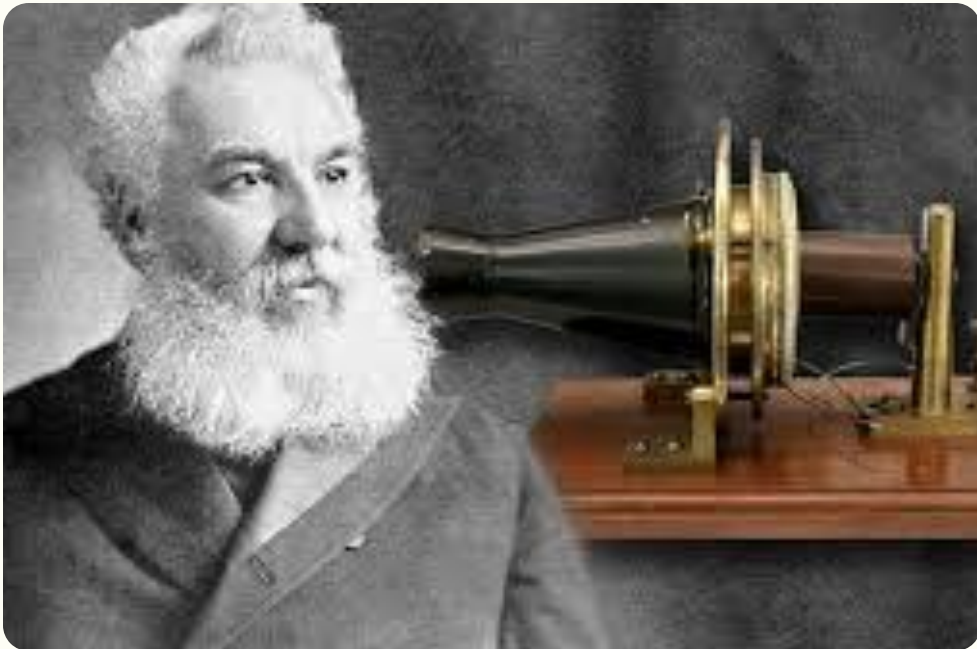
Counseling, Mental Health, & Addiction

It's important to connect with other professionals who serve the Deaf and Hard of Hearing, CILs should coordinate with, not duplicate the services already offered by Deaf-specific organizations. Cil's may even land a contract in the process

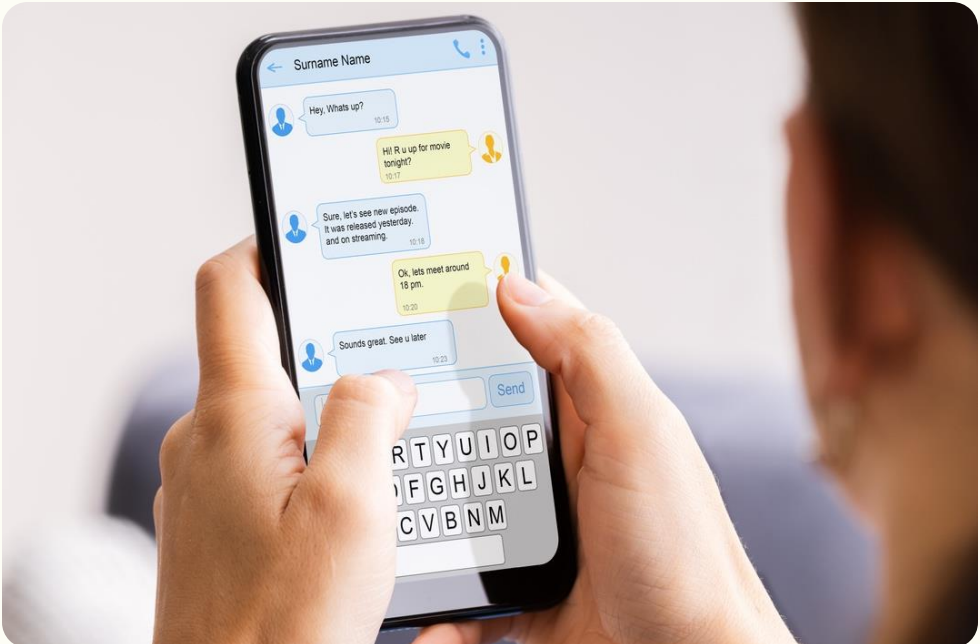


Cool Technology from the Deaf

Telephone



Text Telephone Invention



Conclusion

- **Start small: even one ASL user makes a difference**
- **Build trust through visibility & direct access**
- **Partner with Deaf leaders and organizations**
- **Ensure services are culturally and linguistically accessible**



**Thank you for working
toward a future where Deaf
consumers can live
independently—on their
own terms.**



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**THANK
YOU!**

Q&A IF TIME