

WEBVTT

1 "Michelle sanko" (4194989824)

00:00:06.024 --> 00:00:10.884

Good afternoon. Uh, welcome. And thank you for calling into sickness autism awareness series.

2 "Michelle sanko" (4194989824)

00:00:11.214 --> 00:00:21.804

My name is Michelle, and I'm a care manager for the autism specialty team here at Cigna, and the format of this call your line will remain muted throughout the entirety of the seminar.

3 "Michelle sanko" (4194989824)

00:00:22.164 --> 00:00:28.674

Any questions received will be through the Webex platform and will be answered at the end of the.

4 "Michelle sanko" (4194989824)

00:00:29.310 --> 00:00:43.975

Seminar, however, you will see them populate within the slide or panel on the Webex there will be an option at the end to complete a short survey as well the handle it for today's seminar is also available online at W. W. W.

5 "Michelle sanko" (4194989824)

00:00:43.975 --> 00:00:58.825

dot Sigma dot com. Backslash. Autism, you can scroll to the concurrent topic section in the middle of your page, and click on today's topic, labeled increasing autonomy and independence for young adults, or, of course, follow along throughout the Webex presentation.

6 "Michelle sanko" (4194989824)

00:00:59.310 --> 00:01:12.330

Please note that not all policies cover today's topic. So for more specific information of what your policy covers, please contact the autism team by calling the number on the back of your insurance card.

7 "Michelle sanko" (4194989824)

00:01:12.330 --> 00:01:16.620

Today I have the pleasure of introducing Eric Brandenburg.

8 "Michelle sanko" (4194989824)

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He is the education program director of the autism Society of Minnesota.

9 "Michelle sanko" (4194989824)

00:01:21.355 --> 00:01:32.095

He has a bachelor of science and child psychology from the University

of Minnesota, twin cities, and a master of Arts and special education, the autism spectrum disorders from the University of Saint Thomas.

10 "Michelle sanko" (4194989824)

00:01:32.545 --> 00:01:46.525

Additionally, Eric has extensive experience working with individuals on the autism spectrum, multiple settings and capacities, coordinate, and implementation of evidence based practices and delivering trainings on a variety of topics. So.

11 "Michelle sanko" (4194989824)

00:01:46.620 --> 00:01:49.380

That being said, I'm going to hand it on over to Eric.

12 "Eric Ringgenberg" (1926797056)

00:01:50.725 --> 00:01:55.645

All right, thank you. And thank you. Everyone for joining for this session. As mentioned.

13 "Eric Ringgenberg" (1926797056)

00:01:55.645 --> 00:02:06.505

My name is Eric Greenberg I'm the education program director for the autism Society of Minnesota, and in this session, we're going to be going to be covering a few different objectives.

14 "Eric Ringgenberg" (1926797056)

00:02:07.045 --> 00:02:20.545

We're going to start by reviewing some important considerations regarding the transition to adulthood. We will then also review some considerations for how to provide support that promotes independence and.

15 "Eric Ringgenberg" (1926797056)

00:02:20.640 --> 00:02:25.410

Closed by sharing some resources that can be used for continued learning.

16 "Eric Ringgenberg" (1926797056)

00:02:26.455 --> 00:02:38.605

To give just a little bit more information about our organization, the autism Society of Minnesota, or awesome as we finally like to go by is a nonprofit located in the Twin cities of Minnesota.

17 "Eric Ringgenberg" (1926797056)

00:02:38.995 --> 00:02:50.605

Our mission is based around pillars of advocacy education, support, collaboration and community building in addition to trainings, such as today.

18 "Eric Ringgenberg" (1926797056)

00:02:50.880 --> 00:03:02.520

There's a number of other programs services resources that we provide throughout the state and throughout the year. And even if you are not a.

19 "Eric Ringgenberg" (1926797056)

00:03:02.520 --> 00:03:14.995

Person who lives in the state of Minnesota know that on our website, we have a lot of useful information and resources and I'd encourage you, if you'd like to find out more or get in touch with us, uh,

20 "Eric Ringgenberg" (1926797056)

00:03:15.025 --> 00:03:26.725

visit our website a dot Org to get more information and to see what else we have going on. A lot of our sessions are held virtually such as today's.

21 "Eric Ringgenberg" (1926797056)

00:03:26.725 --> 00:03:32.515

And so again, even if you're not in the state of Minnesota, there may be other things.

22 "Eric Ringgenberg" (1926797056)

00:03:32.520 --> 00:03:35.160

Things that you can benefit from.

23 "Eric Ringgenberg" (1926797056)

00:03:36.325 --> 00:03:49.255

But, let's get into the content for today. So, when we think about the topic of promoting independence and entering adulthood, there's some important considerations to start with.

24 "Eric Ringgenberg" (1926797056)

00:03:49.255 --> 00:04:02.875

So, 1st, and foremost, it's important to acknowledge that while none of us are completely independent. That is a goal that we have for all individuals to the greatest extent. Possible.

25 "Eric Ringgenberg" (1926797056)

00:04:02.875 --> 00:04:05.155

So what independence means.

26 "Eric Ringgenberg" (1926797056)

00:04:05.160 --> 00:04:17.875

Someone may vary from from another person, but this is an important goal that we have for all individuals with that said this is also not something that we accomplish overnight.

27 "Eric Ringgenberg" (1926797056)

00:04:17.875 --> 00:04:31.315

So, this is a progression that throughout childhood into adolescence, and as we move towards entering adulthood, these are skills that are developed over quite an extensive period of time.

28 "Eric Ringgenberg" (1926797056)

00:04:31.345 --> 00:04:35.155

And so, 1 of the main things that will come back to.

29 "Eric Ringgenberg" (1926797056)

00:04:35.160 --> 00:04:47.339

Momentarily is the idea that, um, it's important to start thinking about this as early as possible, but it's also never too late to begin doing. So as well.

30 "Eric Ringgenberg" (1926797056)

00:04:47.694 --> 00:04:57.234

But as we move towards those goals, and those outcomes, there's a couple of important skill sets that we are developing along the way.

31 "Eric Ringgenberg" (1926797056)

00:04:57.264 --> 00:05:08.484

So initially a lot of that has to do with self awareness beginning to understand who you are as an individual, your own emotions, thoughts, values,

32 "Eric Ringgenberg" (1926797056)

00:05:08.694 --> 00:05:16.734

and beginning to think about how those things influence what you do and what goals you may want to identify.

33 "Eric Ringgenberg" (1926797056)

00:05:17.634 --> 00:05:24.744

As we grow in increase in self awareness, we then move forward skills of self advocacy.

34 "Eric Ringgenberg" (1926797056)

00:05:25.074 --> 00:05:35.214

So the ability to speak up for yourself, the things that are important to you or not important to you, and to begin to advocate for things that you find meaningful.

35 "Eric Ringgenberg" (1926797056)

00:05:36.444 --> 00:05:50.724

The final step then is beginning to enter into that realm of self determination. So, being able to develop that internal locus of control and understand that we have some ability to control our own life.

36 "Eric Ringgenberg" (1926797056)

00:05:50.754 --> 00:05:58.914

Our plans reach goals that we may have. And others can support us in those endeavors as well, but.

37 "Eric Ringgenberg" (1926797056)

00:05:59.189 --> 00:06:08.099

To use a metaphor, we are kind of the captain of our ship, um, and we can steer the course of where we want to head. So, again.

38 "Eric Ringgenberg" (1926797056)

00:06:08.099 --> 00:06:18.984

This is, uh, these are important goals what independence means to anyone might vary and not look the same, but these are things that develop and progress over time.

39 "Eric Ringgenberg" (1926797056)

00:06:19.224 --> 00:06:28.224

Uh, in a matter of years not months, not weeks. And so that's why it's important that we start focusing on them as soon as possible.

40 "Eric Ringgenberg" (1926797056)

00:06:30.299 --> 00:06:39.084

The other important thing to acknowledge is that that transition towards adulthood or into adulthood has changed over time.

41 "Eric Ringgenberg" (1926797056)

00:06:39.144 --> 00:06:50.064

And so, especially in the last several decades, the last half century, there's been a lot of changes that have been taken place with respect to the lives of youth.

42 "Eric Ringgenberg" (1926797056)

00:06:50.094 --> 00:06:58.074

And young people, and so, whereas previously, the transition to adulthood was really viewed as more of, uh.

43 "Eric Ringgenberg" (1926797056)

00:06:58.824 --> 00:07:12.834

As stated a transition between adolescents and adulthood now, this is a prolonged more complex period of time that, for many really does constitute a separate period of the life.

44 "Eric Ringgenberg" (1926797056)

00:07:12.834 --> 00:07:15.714

Course not merely just a transition.

45 "Eric Ringgenberg" (1926797056)

00:07:15.714 --> 00:07:28.074

So, when we think about adult status, especially in our culture and society, again, this involves accepting responsibility for oneself as we just mentioned.

46 "Eric Ringgenberg" (1926797056)

00:07:28.619 --> 00:07:43.254

And making independent decisions, but there's also often times a, a very big piece that is a financial part of becoming self sustaining, um, and a relatively autonomous adult individual.

47 "Eric Ringgenberg" (1926797056)

00:07:44.934 --> 00:07:57.444

So, there's many considerations that go along with this independent living and where I or someone that I love is going to live, especially as they enter this period employment,

48 "Eric Ringgenberg" (1926797056)

00:07:57.474 --> 00:08:10.134

what they're going to do for work and how they'll earn an income healthcare and being able to access that and get what you need to stay healthy, different services and supports, that might be needed,

49 "Eric Ringgenberg" (1926797056)

00:08:10.524 --> 00:08:13.314

or will be accessed. And also.

50 "Eric Ringgenberg" (1926797056)

00:08:13.649 --> 00:08:22.499

And his recreation and leisure, what will you do for fun fulfillments to have an overall quality of life that you desire.

51 "Eric Ringgenberg" (1926797056)

00:08:24.684 --> 00:08:38.634

The challenge, as we think about autism specifically is not that artistic individuals aren't able to reach those outcomes, but in comparison to many, both, disabled and non disabled peers,

52 "Eric Ringgenberg" (1926797056)

00:08:38.934 --> 00:08:52.404

we do see reduced outcomes unfortunately, for many individuals within the autism community. So this was a study that was now done a handful of years ago, but I like to reference it for a.

53 "Eric Ringgenberg" (1926797056)

00:08:52.499 --> 00:09:06.504

Couple of reasons, uh, 1 of which this was a National longitudinal study so it had a pretty sizable sample from all across the country and what they were doing was looking at as youth, exit,

54 "Eric Ringgenberg" (1926797056)

00:09:06.504 --> 00:09:20.994

high school and exit the school system again not only just comparing disabled individuals to non disabled, but what this study did is they

looked at across some of those categories of special education,

55 "Eric Ringgenberg" (1926797056)  
00:09:21.024 --> 00:09:22.404  
including autism.

56 "Eric Ringgenberg" (1926797056)  
00:09:22.499 --> 00:09:24.179  
But also.

57 "Eric Ringgenberg" (1926797056)  
00:09:24.804 --> 00:09:35.934  
Learning impairments emotional, behavioral disorder, 1 or 2 others.  
How do individuals that are qualified for special education under  
these different categories?

58 "Eric Ringgenberg" (1926797056)  
00:09:36.294 --> 00:09:43.584  
Fair as they exit the, the school system and enter those 1st, few  
years of adulthood. And so.

59 "Eric Ringgenberg" (1926797056)  
00:09:44.099 --> 00:09:48.149  
Based on that study, uh, this is what they found.

60 "Eric Ringgenberg" (1926797056)  
00:09:48.149 --> 00:09:51.659  
And while not listed specifically know that.

61 "Eric Ringgenberg" (1926797056)  
00:09:51.659 --> 00:10:02.664  
Uh, as we compare autism to some of those other categories, for most  
of these data points, autism was was the lowest or 1 of the lowest in  
comparison.

62 "Eric Ringgenberg" (1926797056)  
00:10:02.694 --> 00:10:08.904  
So, um, an unfortunate reality is even before that point of exiting  
the school system.

63 "Eric Ringgenberg" (1926797056)  
00:10:09.654 --> 00:10:22.434  
It was only a little over half of youth that had a transition plan in  
place within their or individualized education program. So that is  
something that is required.

64 "Eric Ringgenberg" (1926797056)  
00:10:23.064 --> 00:10:37.854  
They are they have a right to receive, but even before kind of leaving  
those school doors so to speak, um, there's no guarantee that some of

these things that are meant to promote success after school are,

65 "Eric Ringgenberg" (1926797056)

00:10:37.854 --> 00:10:39.144

or are not in place.

66 "Eric Ringgenberg" (1926797056)

00:10:39.954 --> 00:10:49.914

Similarly, this study found that again, a little over half of, of these individuals with had worked for pay at some point.

67 "Eric Ringgenberg" (1926797056)

00:10:50.214 --> 00:10:55.523

And so that doesn't mean they were currently employed or that that was, um, you know.

68 "Eric Ringgenberg" (1926797056)

00:10:56.399 --> 00:11:10.769

Part time or full time number of hours, but just at some point they had worked for pay. And as I think many of us can appreciate that's a big piece of enter in adulthood is having or, um.

69 "Eric Ringgenberg" (1926797056)

00:11:11.124 --> 00:11:18.954

Getting that sort of work 1st, hand, work experience a little over a 3rd, we're considered disconnected,

70 "Eric Ringgenberg" (1926797056)

00:11:18.954 --> 00:11:29.214

so no job no education after high school we're kind of just stagnating and didn't have prospects for what to do next, um, a little under 2 thirds.

71 "Eric Ringgenberg" (1926797056)

00:11:29.244 --> 00:11:40.674

I had at least 2 or more than 2 health or mental health conditions. So that's a common challenge for many youth with autism. And as they move through adulthood, some of.

72 "Eric Ringgenberg" (1926797056)

00:11:40.769 --> 00:11:44.999

Co, occuring conditions and diagnoses.

73 "Eric Ringgenberg" (1926797056)

00:11:46.164 --> 00:11:58.704

19 had ever lived independently. I think that's becoming more the norm across the board is not moving out on your own quite as early as maybe in the past.

74 "Eric Ringgenberg" (1926797056)



00:11:58.734 --> 00:12:10.524

But again, at some point, that's usually a goal many people have and maybe most concerning is our knowledge base of these sort of things virtually ends at the age of 25.

75 "Eric Ringgenberg" (1926797056)

00:12:10.524 --> 00:12:14.784

and so, since this report was published there. there

76 "Eric Ringgenberg" (1926797056)

00:12:14.999 --> 00:12:24.714

Have been a number of other studies, and individuals that have tried to account for that kind of black hole of research and knowledge,

77 "Eric Ringgenberg" (1926797056)

00:12:24.924 --> 00:12:39.654

but it's much fewer and far between as we compare children and youth with autism to research on artistic adults and kind of knowing how to address some of these challenges that many

78 "Eric Ringgenberg" (1926797056)

00:12:39.654 --> 00:12:42.204

individuals and families may encounter.

79 "Eric Ringgenberg" (1926797056)

00:12:44.814 --> 00:12:53.184

So, with that in mind, let's think, for a minute about kind of what might be happening that's leading to some of those challenges we just looked at.

80 "Eric Ringgenberg" (1926797056)

00:12:53.244 --> 00:13:05.364

Um, and if you do familiarize yourself with any of the research or literature around these topics, it's not uncommon to encounter what's often referred to as a service cliff as you see here.

81 "Eric Ringgenberg" (1926797056)

00:13:05.364 --> 00:13:12.774

But let's define a little bit further what we actually mean when we use that terminology in childhood.

82 "Eric Ringgenberg" (1926797056)

00:13:12.869 --> 00:13:20.759

Especially in a school based settings of someone in high school, or some sort of educational transition program.

83 "Eric Ringgenberg" (1926797056)

00:13:21.414 --> 00:13:34.554

That is a very adult driven sort of system that falls under the legislation of the individuals with disabilities, education act or so,

as I just mentioned,

84 "Eric Ringgenberg" (1926797056)

00:13:34.554 --> 00:13:48.984

we're using things like special special education, disability criteria through that. We can become eligible for special education, services and due process.

85 "Eric Ringgenberg" (1926797056)

00:13:49.674 --> 00:13:50.634

With that comes.

86 "Eric Ringgenberg" (1926797056)

00:13:50.759 --> 00:14:00.324

Accommodations and modifications different support services, uh, if you violate some sort of student code of conduct, um,

87 "Eric Ringgenberg" (1926797056)

00:14:00.354 --> 00:14:11.934

we can engage in what's called a manifestation determination to see if your disability is what led to that issue or challenge, um, which can mitigate some of the potential consequences.

88 "Eric Ringgenberg" (1926797056)

00:14:12.204 --> 00:14:20.304

But again, I think the biggest thing here is this is a very adult driven system of services and supports what.

89 "Eric Ringgenberg" (1926797056)

00:14:20.759 --> 00:14:33.114

Someone leaves those sort of settings and moves into kind of the adult world, so to speak again, another metaphor here, it's a, it's a whole new ballgame.

90 "Eric Ringgenberg" (1926797056)

00:14:33.144 --> 00:14:40.194

So, whether that is through post secondary education, or, uh, different means of employment.

91 "Eric Ringgenberg" (1926797056)

00:14:40.559 --> 00:14:51.719

Now, what is not governing this is but the Americans with Disabilities act or the, and so now it's all.

92 "Eric Ringgenberg" (1926797056)

00:14:51.719 --> 00:15:02.814

Hinges on that medical diagnosis that may or may not have been present, but that qualification for special education. No longer serves a whole lot of purpose.

93 "Eric Ringgenberg" (1926797056)

00:15:03.324 --> 00:15:11.304

The ADA can protect you from discrimination and it can ensure equal access, but in this realm,

94 "Eric Ringgenberg" (1926797056)

00:15:11.304 --> 00:15:21.324

this is where we're really focusing slowly on accommodations meaning we're really not modifying the expectations whether those are academic.

95 "Eric Ringgenberg" (1926797056)

00:15:21.719 --> 00:15:33.774

Behavioral other sorts of codes of conduct and again here, I think the most meaningful thing is now this is a very self directed system to navigate.

96 "Eric Ringgenberg" (1926797056)

00:15:33.804 --> 00:15:48.654

And so, if what someone was used to is adults driving this and making these decisions, and really kind of leading this process that can be a very significant change.

97 "Eric Ringgenberg" (1926797056)

00:15:48.684 --> 00:15:51.384

And that's part of what we need to try to.

98 "Eric Ringgenberg" (1926797056)

00:15:51.719 --> 00:15:53.759

Start accounting for.

99 "Eric Ringgenberg" (1926797056)

00:15:53.964 --> 00:16:06.654

As we move towards this transition and potential, uh, service cliff so that someone doesn't enter that sort of area and not have any sort of experience or knowledge to fall back on.

100 "Eric Ringgenberg" (1926797056)

00:16:06.984 --> 00:16:08.994

But it's also important to know that.

101 "Eric Ringgenberg" (1926797056)

00:16:09.269 --> 00:16:23.874

When once someone becomes, uh, their own legal adult and Guardian, unless specific specific steps are taken, uh, either through legal guardianship or things like signing, um,

102 "Eric Ringgenberg" (1926797056)

00:16:24.024 --> 00:16:35.514

release of information rights, uh, parents, those who may have

previously had a lot to do with medical care, uh, educational support et cetera.

103 "Eric Ringgenberg" (1926797056)

00:16:35.874 --> 00:16:46.554

Now no longer have that legal right again, unless specific steps are taken. So when we use that term service cliff, that's really what's kind of happening.

104 "Eric Ringgenberg" (1926797056)

00:16:46.554 --> 00:16:55.974

And that's what families and individuals are kind of moving through as some of these challenges, uh, commonly arise.

105 "Eric Ringgenberg" (1926797056)

00:16:58.619 --> 00:17:11.154

Another important area that often times will lead to potential challenge, or kind of get in the way of progress or reaching. Some of these goals has to do with adaptive behavior.

106 "Eric Ringgenberg" (1926797056)

00:17:11.184 --> 00:17:16.134

So these are skills that are essential to independent, functioning.

107 "Eric Ringgenberg" (1926797056)

00:17:16.469 --> 00:17:27.564

And really what this means is that ability to translate your cognitive potential, or your IQ into meaningful, flexible, adaptive, real world skills.

108 "Eric Ringgenberg" (1926797056)

00:17:27.624 --> 00:17:41.154

And so there's many of which, that fall under this category. But again, these are things that are learned and performed by people in their everyday lives are and are very important to independent, functioning.

109 "Eric Ringgenberg" (1926797056)

00:17:42.234 --> 00:17:55.974

And so this accounts, for things like conceptual skills, many social skills, but especially these very practical skills of daily living, and with autism,

110 "Eric Ringgenberg" (1926797056)

00:17:56.334 --> 00:18:04.704

being a condition, that often leads to more rigidity in how someone may do a certain skill,

111 "Eric Ringgenberg" (1926797056)

00:18:04.704 --> 00:18:11.394

or the ability to generalize skills across different settings or use them in slightly different ways that.

112 "Eric Ringgenberg" (1926797056)  
00:18:11.489 --> 00:18:14.579  
Different times, uh, this is really where.

113 "Eric Ringgenberg" (1926797056)  
00:18:14.579 --> 00:18:18.149  
The condition itself can once again, uh.

114 "Eric Ringgenberg" (1926797056)  
00:18:18.174 --> 00:18:31.164  
At times impede progress, or get in the way of that goal of autonomy and independence and so it's not being able just to do these things but again,

115 "Eric Ringgenberg" (1926797056)  
00:18:31.374 --> 00:18:39.204  
being able to do them in a relatively flexible manner and so the example that I like to use to illustrate this.

116 "Eric Ringgenberg" (1926797056)  
00:18:39.449 --> 00:18:46.289  
Let's say that at school at home, we're working with someone on, um.

117 "Eric Ringgenberg" (1926797056)  
00:18:46.554 --> 00:18:53.634  
Money skills, so the ability to to use money currency to make purchases, et cetera.

118 "Eric Ringgenberg" (1926797056)  
00:18:53.634 --> 00:19:06.354  
So, we've been practicing that, maybe in the classroom or at home and now we want to get out into the community, um, and really put these into practice in the real world sort of situation.

119 "Eric Ringgenberg" (1926797056)  
00:19:06.354 --> 00:19:15.024  
So, let's put ourselves in that scenario of, you know, we go to the convenience store or the drug store wherever, and we give someone.

120 "Eric Ringgenberg" (1926797056)  
00:19:15.329 --> 00:19:26.639  
You know, a 10 dollar bill and say, I want you to go in there and pick out a couple of items and then go up to the checkout and purchase them. And so.

121 "Eric Ringgenberg" (1926797056)  
00:19:27.864 --> 00:19:39.174

When that happens, you know, they pick something and a couple of items, and the, the total amount comes out to 4 dollars and 63 cents. Right?

122 "Eric Ringgenberg" (1926797056)  
00:19:39.174 --> 00:19:51.624

And so the cashier is counting out the change, but they don't happen to have a 5 dollar bill in the cash register. So they give them 5 ones and the correct number of coins.

123 "Eric Ringgenberg" (1926797056)  
00:19:51.624 --> 00:19:54.924

And the individual looks at them and says. says

124 "Eric Ringgenberg" (1926797056)  
00:19:55.109 --> 00:20:03.779

You didn't give me the right amount of change and they look back and say, what are you talking about? I gave you 5 dollars and however many sense.

125 "Eric Ringgenberg" (1926797056)  
00:20:03.779 --> 00:20:11.784

What may have happened there is out of convenience practicality. Really? No kind of specific intense.

126 "Eric Ringgenberg" (1926797056)  
00:20:12.144 --> 00:20:23.664

If every time we've practiced that skill in some sort of scenario we just happen to every time. The change is 5 dollars give them a 5 dollar bill. Right?

127 "Eric Ringgenberg" (1926797056)  
00:20:23.694 --> 00:20:33.774

But here was the case where instead of a 5 dollar bill, they got 51 dollar bills that's that ability to use certain skills in a very flexible. flexible

128 "Eric Ringgenberg" (1926797056)  
00:20:33.779 --> 00:20:41.129

Adaptive sort of manner and so that's kind of an, uh, an example rather again, not of.

129 "Eric Ringgenberg" (1926797056)  
00:20:41.394 --> 00:20:48.804

Inherently being able to demonstrate these skills, but enabled the ability to be a bit of flexible in how they are used.

130 "Eric Ringgenberg" (1926797056)  
00:20:49.224 --> 00:20:59.784

We will never be able to kind of cover every single scenario that is

that is out there in terms of what someone might encounter. So really, this is trying to find a balance of.

131 "Eric Ringgenberg" (1926797056)

00:21:00.029 --> 00:21:09.984

Accounting for some different things that may be considered and practicing them beforehand, but once again also teaching someone those advocacy skills.

132 "Eric Ringgenberg" (1926797056)

00:21:10.014 --> 00:21:23.334

So when a situation like, that does come up, they have someone that they can turn to, or they have those skills needed to say, I need help figuring out how to kind of get through this given scenario.

133 "Eric Ringgenberg" (1926797056)

00:21:23.334 --> 00:21:29.934

So, hopefully, that gives you a little more of an idea of what it is we're referring to when we talk about.

134 "Eric Ringgenberg" (1926797056)

00:21:30.029 --> 00:21:39.084

Some of these different things and so as we seek to reach some of those goals, I described of self awareness, self, advocacy,

135 "Eric Ringgenberg" (1926797056)

00:21:39.084 --> 00:21:47.574

self determination and then also broadly to begin promoting the use of these different adaptive behaviors.

136 "Eric Ringgenberg" (1926797056)

00:21:48.204 --> 00:21:52.764

Again, start as early as possible, but it's never too late to do.

137 "Eric Ringgenberg" (1926797056)

00:21:52.764 --> 00:22:06.594

So try to focus on and teach those real world skills and as much as possible get out into the community to use them and to have those different community based experiences.

138 "Eric Ringgenberg" (1926797056)

00:22:06.924 --> 00:22:17.874

Because again, we're not going to account for every scenario that might arise, but the more we get out and do things, the more situations we can encounter, and with a little bit of guidance.

139 "Eric Ringgenberg" (1926797056)

00:22:17.879 --> 00:22:23.249

Or support, we can talk about, here's how we, you know.

140 "Eric Ringgenberg" (1926797056)

00:22:23.249 --> 00:22:33.714

Account for this kind of unexpected change or this wasn't something we we had planned for but Here's what the thought process is for how we're going to work through this.

141 "Eric Ringgenberg" (1926797056)

00:22:34.584 --> 00:22:39.834

Um, with the remainder of the time, I'm going to talk a little bit about how using.

142 "Eric Ringgenberg" (1926797056)

00:22:40.139 --> 00:22:48.959

Visual supports can promote independents and also be useful for generalizing skills across different environments.

143 "Eric Ringgenberg" (1926797056)

00:22:50.034 --> 00:22:59.364

Before we do that though there's 1 other important topic that we need to describe related to these things. And that is disclosure.

144 "Eric Ringgenberg" (1926797056)

00:22:59.574 --> 00:23:01.434

So, when we use that term here,

145 "Eric Ringgenberg" (1926797056)

00:23:01.824 --> 00:23:16.254

what we're often really referring to specifically is sharing some sort of personal information often about yourself and your disability with someone for the purpose of receiving accommodations

146 "Eric Ringgenberg" (1926797056)

00:23:16.254 --> 00:23:18.504

support, or just mutual.

147 "Eric Ringgenberg" (1926797056)

00:23:18.959 --> 00:23:23.549

Dandy and so there's a couple of different types, uh, that we will talk about.

148 "Eric Ringgenberg" (1926797056)

00:23:24.084 --> 00:23:34.524

There's very formal types of disclosure, so these are the sort of things that you might have to do once you go to college or post secondary education,

149 "Eric Ringgenberg" (1926797056)

00:23:35.124 --> 00:23:44.874

you enroll with the disability service office to be able to get some sort of a combination in a classroom based setting.



150 "Eric Ringgenberg" (1926797056)

00:23:45.534 --> 00:23:48.804

Again, that's something that is no longer adult driven.

151 "Eric Ringgenberg" (1926797056)

00:23:48.804 --> 00:24:03.174

That's something that the student themselves as to not only initiate, but really kind of be able to get through that process and know what to do what to say very similarly in areas of employment.

152 "Eric Ringgenberg" (1926797056)

00:24:03.204 --> 00:24:15.174

This would mean going to HR or human resources and very formally stating and there's often some paperwork that might accompany it. But the shared.

153 "Eric Ringgenberg" (1926797056)

00:24:15.179 --> 00:24:18.059

Uh, features here are, um.

154 "Eric Ringgenberg" (1926797056)

00:24:18.059 --> 00:24:24.059

Disclosing information about yourself and, uh, oftentimes a condition you have.

155 "Eric Ringgenberg" (1926797056)

00:24:24.504 --> 00:24:39.324

For the purpose of of being able to utilize different rights you have under ADA, but without going through that process, not only will you not receive those accommodations, but you also won't be able to use, um,

156 "Eric Ringgenberg" (1926797056)

00:24:39.354 --> 00:24:42.204

that legislation to, um.

157 "Eric Ringgenberg" (1926797056)

00:24:42.479 --> 00:24:50.579

So, to kind of fight for your rights, if you do experience any sort of discrimination bias, et cetera.

158 "Eric Ringgenberg" (1926797056)

00:24:51.714 --> 00:24:57.834

There's also many common scenarios of more informal or soft disclosure.

159 "Eric Ringgenberg" (1926797056)

00:24:57.834 --> 00:25:11.094

So we'll talk about when and where that may happen, but there's less

formality to it, but also can often be very useful and beneficial. There's also nondisclosure because disclosure is a choice.

160 "Eric Ringgenberg" (1926797056)

00:25:11.339 --> 00:25:21.749

And no, 1 should really have to if they don't want to share confidential personal information, especially with someone that they may not have.

161 "Eric Ringgenberg" (1926797056)

00:25:21.749 --> 00:25:33.564

Uh, rapport or trust and so when it comes to what information to share again, this is a personal decision of whether to share when to share what to share,

162 "Eric Ringgenberg" (1926797056)

00:25:34.164 --> 00:25:37.164

depending on these situation and your preferences.

163 "Eric Ringgenberg" (1926797056)

00:25:37.439 --> 00:25:51.389

Sometimes this will include a specific label or diagnosis. So someone saying I have autism I am artistic, many other diagnosed conditions that also may be applicable.

164 "Eric Ringgenberg" (1926797056)

00:25:51.894 --> 00:26:02.634

Or sometimes we focus more on an area of need so maybe we don't want to disclose the these specific diagnoses, or, as we know with autism.

165 "Eric Ringgenberg" (1926797056)

00:26:03.114 --> 00:26:17.004

Because that can mean so many different things, even if we do share that label, we usually have to get a little more specific. Insane. What is it that needs some support or comedy? A combination? So, maybe that is.

166 "Eric Ringgenberg" (1926797056)

00:26:17.604 --> 00:26:29.724

That someone has trouble focusing when it's noisy and so they would like, the accommodation of being able to take a test or exam, um, in a more private sort of area, or at work.

167 "Eric Ringgenberg" (1926797056)

00:26:29.964 --> 00:26:44.904

Um, they need to be able to, um, once again, have kind of their own focus area, or be able to use some sort of headphones of 1, sort form or nature in order to get their job done. Um.

168 "Eric Ringgenberg" (1926797056)

00:26:45.654 --> 00:26:54.624

They need to be able to move their body throughout the day in order to stay regulated. So periodically they need the opportunity to take that regulation break.

169 "Eric Ringgenberg" (1926797056)

00:26:54.714 --> 00:27:03.354

Um, and so these are the sort of things that we may need to be able to advocate for in these different settings again.

170 "Eric Ringgenberg" (1926797056)

00:27:03.354 --> 00:27:11.784

If we haven't practiced them if this person hasn't had to use those skills before we're trying to be proactive in, um.

171 "Eric Ringgenberg" (1926797056)

00:27:12.089 --> 00:27:18.329

Helping them to get to a point where they know and our confidence in their ability to do. So.

172 "Eric Ringgenberg" (1926797056)

00:27:19.409 --> 00:27:31.704

So some considerations as we teach and talk about this skill again, hopefully, before someone gets to the point of adulthood and having to do these things in an independent manner,

173 "Eric Ringgenberg" (1926797056)

00:27:32.364 --> 00:27:45.624

there's trade offs and there's considerations in in navigating this topic. So, while disclosure can help people understand you and can allow you to ask for accommodations. Um, those are positives.

174 "Eric Ringgenberg" (1926797056)

00:27:45.624 --> 00:27:49.404

This also may help change in a broader sense. How people.

175 "Eric Ringgenberg" (1926797056)

00:27:49.434 --> 00:28:01.404

View autism or disability overall on the other hand, once you disclose, you can't undisclosed, so you can't take it back. Once you share that information. It is out there.

176 "Eric Ringgenberg" (1926797056)

00:28:02.064 --> 00:28:05.634

Unfortunately there still are many stereotypes.

177 "Eric Ringgenberg" (1926797056)

00:28:05.639 --> 00:28:08.844

Stigma misconceptions attached to disability.

178 "Eric Ringgenberg" (1926797056)

00:28:09.054 --> 00:28:22.764

So, if the person that you are disclosing to happens to hold some of those perspectives or viewpoints or opinions, um, there is a chance that disclosing could potentially lead to something negative.

179 "Eric Ringgenberg" (1926797056)

00:28:22.854 --> 00:28:26.454

And people may see you differently, which, um.

180 "Eric Ringgenberg" (1926797056)

00:28:26.759 --> 00:28:35.009

I find value in people being able to be their authentic selves, but also, um, that can be a lot of challenge. If.

181 "Eric Ringgenberg" (1926797056)

00:28:35.009 --> 00:28:42.779

Um, that's the scenario you're trying to navigate, especially on a regular basis and so again, it's way in.

182 "Eric Ringgenberg" (1926797056)

00:28:42.779 --> 00:28:57.539

Do I want to what does that look like? But disclosure is a very important piece of helping adults with disabilities and autism specifically enter adulthood with the skills. They need to be successful.

183 "Eric Ringgenberg" (1926797056)

00:29:00.149 --> 00:29:08.249

So, when it comes to, especially some of those more soft or informal types of disclosure.

184 "Eric Ringgenberg" (1926797056)

00:29:08.249 --> 00:29:13.889

Seeing, as we talked more specifically already about formal sorts of disclosure.

185 "Eric Ringgenberg" (1926797056)

00:29:13.889 --> 00:29:18.719

This could be with friends, family, uh, a romantic partner.

186 "Eric Ringgenberg" (1926797056)

00:29:20.034 --> 00:29:31.224

Maybe it's not formally to instructors, but it might be classmates along with HR. Maybe it's your Co workers also in the community.

187 "Eric Ringgenberg" (1926797056)

00:29:31.254 --> 00:29:39.714

There's lots of important things, especially with emergency responders, having a plan for how you're going to share any. Um.

188 "Eric Ringgenberg" (1926797056)

00:29:40.019 --> 00:29:53.819

Needed information, especially of a medical sense should some sort of emergency arise as well as other service providers or neighbors? And so there's no 1 way to go about this there's no.

189 "Eric Ringgenberg" (1926797056)

00:29:53.819 --> 00:29:55.944

Inherently right or wrong way to do.

190 "Eric Ringgenberg" (1926797056)

00:29:55.944 --> 00:29:56.454

So,

191 "Eric Ringgenberg" (1926797056)

00:29:57.204 --> 00:30:11.394

but it is important to talk about these things and to think through what is my plan or how am I going to go about this given some of these different individuals and scenarios again for that purpose of mutual

192 "Eric Ringgenberg" (1926797056)

00:30:11.394 --> 00:30:13.224

understanding and support.

193 "Eric Ringgenberg" (1926797056)

00:30:15.384 --> 00:30:23.244

Finally, let's get into talking a little bit further specifically about visual supports, which is 1, but definitely not.

194 "Eric Ringgenberg" (1926797056)

00:30:23.244 --> 00:30:34.824

The only way we can see to provide support really across any timeline of life. But also specifically in adulthood here.

195 "Eric Ringgenberg" (1926797056)

00:30:35.129 --> 00:30:47.724

So, when we say visual supports what this means can mean, a lot of different things. Um, but really at the, at the core of it, we're taking things out of the abstract.

196 "Eric Ringgenberg" (1926797056)

00:30:47.724 --> 00:30:57.774

So, out of the brain, and the working memory out of just our verbal language and interactions, and getting it down on something concrete.

197 "Eric Ringgenberg" (1926797056)

00:30:58.049 --> 00:31:07.434

Something physical that can be referenced as needed to provide information about an activity, a routine and expectation, et cetera.

198 "Eric Ringgenberg" (1926797056)

00:31:07.854 --> 00:31:19.464

And so some common examples can include things like visual cues, visual schedules, different work systems, graphic organizers scripts again.

199 "Eric Ringgenberg" (1926797056)

00:31:19.794 --> 00:31:27.954

It's not that there's a writer wrong way to do it, but visual supports go along, uh, hand in hand with promoting.

200 "Eric Ringgenberg" (1926797056)

00:31:28.074 --> 00:31:32.994

Autonomy and independence, and I'll talk a little bit further about that in just a moment.

201 "Eric Ringgenberg" (1926797056)

00:31:33.354 --> 00:31:45.684

But this also accounts for many of the potential challenges that accompany things like autism as well as ADHD when it comes to those, the verbal interaction,

202 "Eric Ringgenberg" (1926797056)

00:31:45.684 --> 00:31:48.744

and back and forth and that ability to mentally.

203 "Eric Ringgenberg" (1926797056)

00:31:49.439 --> 00:32:01.649

To be able to hold things and remember it in our working memory to be able to create that mental image of what to expect. Especially when it's something we haven't encountered before.

204 "Eric Ringgenberg" (1926797056)

00:32:01.649 --> 00:32:16.374

These are also reasons why visual supports are very important, and also very effective. These are things that often are used and can be beneficial again and earlier periods in life too.

205 "Eric Ringgenberg" (1926797056)

00:32:16.434 --> 00:32:27.714

And so I think sometimes we can get in the mindset of well, now that someone's in adult, we don't need to do that anymore or they shouldn't need to use that anymore, et cetera.

206 "Eric Ringgenberg" (1926797056)

00:32:28.254 --> 00:32:40.884

It may have to be structured a bit differently. A lot of the examples, if you just Google, autism, visual supports are going to come across as something that is very kind of kid focused.

207 "Eric Ringgenberg" (1926797056)

00:32:41.214 --> 00:32:46.914

And so it may we may have to get creative in that implementation and kind of, uh.

208 "Eric Ringgenberg" (1926797056)

00:32:47.244 --> 00:32:57.114

Grow it up, so to speak so that someone doesn't feel that we're being kind of condescending or belittling, but there's no reason why someone, uh,

209 "Eric Ringgenberg" (1926797056)

00:32:57.174 --> 00:33:08.844

on the autism spectrum in adulthood can't benefit from similar strategies that were effective earlier in life. We just may have to use it in a slightly different sort of manner.

210 "Eric Ringgenberg" (1926797056)

00:33:10.944 --> 00:33:22.494

Here is why, when we think about independence within this context, visual supports are critically important. So, what you see here is what's referred to as a prompting hierarchy.

211 "Eric Ringgenberg" (1926797056)

00:33:22.494 --> 00:33:34.914

So, as if we give someone a prompt or a directive, or if we are kind of trying to redirect someone's focus and attention or completing some sort of task,

212 "Eric Ringgenberg" (1926797056)

00:33:34.974 --> 00:33:39.024

there's multiple ways we can go about that. So, at the top.

213 "Eric Ringgenberg" (1926797056)

00:33:39.119 --> 00:33:50.004

We have doing so, independently without any assistance at the very bottom, we have a full physical prompt so we're doing hand over hand assistants, things of that nature,

214 "Eric Ringgenberg" (1926797056)

00:33:50.244 --> 00:33:55.074

which are needed sometimes for some individuals and some, um.

215 "Eric Ringgenberg" (1926797056)

00:33:56.304 --> 00:34:09.864

Some sort of scenarios, but the idea here is, as we move from top to bottom, we are becoming more invasive and so we want to try to stick to the least intensive prompting. That is possible.

216 "Eric Ringgenberg" (1926797056)

00:34:09.864 --> 00:34:22.194

So, there's this dynamic of, as we move up or down where they're getting more invasive or more independent, independent, those things kind of work opposite 1, another.

217 "Eric Ringgenberg" (1926797056)

00:34:23.159 --> 00:34:29.399

The key thing that I want to point out here, though is other than someone being independent.

218 "Eric Ringgenberg" (1926797056)

00:34:29.904 --> 00:34:44.184

At the top, the only other option that doesn't inherently necessitate another human being from being physically present is some sort of visual cue or prompt. If I want to gesture.

219 "Eric Ringgenberg" (1926797056)

00:34:44.304 --> 00:34:57.594

If I want to prompt verbally if I want to model and demonstrate, even if I need to give handover hand physical assistance, all of those things require another person to be present.

220 "Eric Ringgenberg" (1926797056)

00:34:57.744 --> 00:34:59.394

And so what happens.

221 "Eric Ringgenberg" (1926797056)

00:34:59.399 --> 00:35:14.274

If someone isn't able to be there, or I think more commonly, what happens if we want to fade that sort of interpersonal assistance, where, maybe it's that 1 to 1 para in school or maybe it's that,

222 "Eric Ringgenberg" (1926797056)

00:35:14.364 --> 00:35:26.784

uh, providing in home support or, um, moving out and living outside of the family home, et cetera again that doesn't mean someone has to be completely independent.

223 "Eric Ringgenberg" (1926797056)

00:35:27.029 --> 00:35:29.214

But I think sometimes this is where,

224 "Eric Ringgenberg" (1926797056)

00:35:29.244 --> 00:35:42.684

in teams and families and individuals kind of get stuck because without that sort of visual support that we can leave behind if we try to fade those other forms of support.

225 "Eric Ringgenberg" (1926797056)



00:35:43.019 --> 00:35:54.089

We kind of metaphorically pull the rug out from some 1 and we go from having some sort of support to no support at all when we can do these things.

226 "Eric Ringgenberg" (1926797056)

00:35:54.744 --> 00:36:07.374

In tandem with some sort of visual prompt or visual support, that is something that can we can leave behind can be present, even in the absence of another person.

227 "Eric Ringgenberg" (1926797056)

00:36:07.374 --> 00:36:14.424

So, there may be some teaching and some practice that goes along before that person exits the scenario.

228 "Eric Ringgenberg" (1926797056)

00:36:14.724 --> 00:36:23.784

But that's critically why we can find ways to implement and provide visual supports that is directly connected to this.

229 "Eric Ringgenberg" (1926797056)

00:36:24.089 --> 00:36:27.509

Or these goals of promoting independence.

230 "Eric Ringgenberg" (1926797056)

00:36:29.574 --> 00:36:36.684

And so, it's beyond the scope of this session to get Super in depth with going through some of these things.

231 "Eric Ringgenberg" (1926797056)

00:36:36.684 --> 00:36:45.474

But to leave you with at least a couple of examples here, uh, on the on the left hand side is using some sort of calendar or planner.

232 "Eric Ringgenberg" (1926797056)

00:36:45.474 --> 00:36:58.764

And that's something that most of us use in our personal or professional lives, because we all just have some sort of finite amount of resources that allow us to keep track and self manage and.

233 "Eric Ringgenberg" (1926797056)

00:36:59.004 --> 00:37:10.224

Remember all the things we have to do the difference being here is not solely just kind of buying someone that planner and saying here you go, start using this for a while.

234 "Eric Ringgenberg" (1926797056)

00:37:10.224 --> 00:37:14.154

We're probably going to have to help them learn how to do so

independently.

235 "Eric Ringgenberg" (1926797056)

00:37:14.154 --> 00:37:28.734

So, we might have to, um, maybe even use our own and say, this is how I go about using this to help myself stay organized and in a guided kind of scaffolding manner, helping someone to begin doing.

236 "Eric Ringgenberg" (1926797056)

00:37:28.979 --> 00:37:38.964

For themselves as well, I may have to check in and follow up and make sure every week. Hey, did you fill that out? Did you do the things you were supposed to do?

237 "Eric Ringgenberg" (1926797056)

00:37:38.964 --> 00:37:50.304

So, it's not as simple as just pointing it out or saying, you know, here it is, if they, if they had the skills to do. So, they probably would have done that for themselves already.

238 "Eric Ringgenberg" (1926797056)

00:37:50.574 --> 00:37:58.974

So, it's not only helping to identify those sort of tools that again. Any of us can benefit from, but also giving the guidance.

239 "Eric Ringgenberg" (1926797056)

00:37:58.979 --> 00:38:05.669

And feedback to help someone be able to begin and move towards using those things independently.

240 "Eric Ringgenberg" (1926797056)

00:38:06.384 --> 00:38:18.354

So that would be an example of different scales of, like, a schedule, a planner, a calendar, et cetera on the right hand side here. This would be more of a task analysis.

241 "Eric Ringgenberg" (1926797056)

00:38:18.354 --> 00:38:29.994

So, again, this would be something that we could print out. I believe this example is something that's more on an app on, like a phone or an iPad, but the idea being here.

242 "Eric Ringgenberg" (1926797056)

00:38:30.625 --> 00:38:42.145

1, option would be again my, my, my mom, my dad, my sibling comes over for in order for me to be able to do my laundry,

243 "Eric Ringgenberg" (1926797056)

00:38:42.145 --> 00:38:50.035

because while I kind of know what to do if I mix up the steps and

don't get them in the right order that makes a difference between.

244 "Eric Ringgenberg" (1926797056)

00:38:50.340 --> 00:39:04.915

Having clean or dirty clothes. So, 1 option would be. I only do laundry when someone is there to help me. Here's an example of that middle ground. Once again of someone doesn't have to be there for it to happen.

245 "Eric Ringgenberg" (1926797056)

00:39:05.155 --> 00:39:12.475

But I also have some sort of support to make sure that I do it the right way. And so for, um.

246 "Eric Ringgenberg" (1926797056)

00:39:12.780 --> 00:39:21.360

Laundry for hygiene, for cooking for cleaning, we can develop different visual supports along these lines of.

247 "Eric Ringgenberg" (1926797056)

00:39:21.360 --> 00:39:31.675

Especially things that have a sequence, or an order of steps that we need to go through in order to, to accomplish that task. This would be the sort of tool.

248 "Eric Ringgenberg" (1926797056)

00:39:31.705 --> 00:39:39.415

Um, that could look many different ways, but could accomplish some of these goals, um, that we are discussing.

249 "Eric Ringgenberg" (1926797056)

00:39:42.570 --> 00:39:53.455

Additional supports that we might consider again to promote independence to the greatest extent possible, but also acknowledge that oftentimes support of 1 way shape,

250 "Eric Ringgenberg" (1926797056)

00:39:53.455 --> 00:40:01.735

or form needs to also be present even without some sort of legal guardianship.

251 "Eric Ringgenberg" (1926797056)

00:40:02.695 --> 00:40:10.975

Anyone also can choose to voluntarily participate in a number of different services, whether that's money management,

252 "Eric Ringgenberg" (1926797056)

00:40:11.215 --> 00:40:23.845

different waiver or case management services things like in home care when it comes to food, prescription, delivery, direct deposit bill pay

again,

253 "Eric Ringgenberg" (1926797056)

00:40:23.845 --> 00:40:32.275

these are all things that we can support someone in setting up, so that as independent as possible, they can manage some of these tasks that.

254 "Eric Ringgenberg" (1926797056)

00:40:32.280 --> 00:40:36.750

That go along with being a more independent adult um.

255 "Eric Ringgenberg" (1926797056)

00:40:36.750 --> 00:40:45.535

There's a number of other things, but just consider what is the area of support needed? What are the options that might be available?

256 "Eric Ringgenberg" (1926797056)

00:40:45.715 --> 00:40:55.105

And what are the things that are least dependent on, uh, another person kind of being presence in order for it to, uh, to occur.

257 "Eric Ringgenberg" (1926797056)

00:40:55.380 --> 00:41:05.640

For these topics, there's a number of different resources out there that you can go to for additional information and support.

258 "Eric Ringgenberg" (1926797056)

00:41:05.640 --> 00:41:09.900

So, the 1st, 1, I want to point out to you is the.

259 "Eric Ringgenberg" (1926797056)

00:41:10.675 --> 00:41:15.265

Job accommodation, network, or the ask Jan dot Org website.

260 "Eric Ringgenberg" (1926797056)

00:41:15.895 --> 00:41:23.635

This is great when it comes to accommodations, both for individuals, or even employers um,

261 "Eric Ringgenberg" (1926797056)

00:41:23.725 --> 00:41:36.175

it also has lots of things that talk about things related to disclosure and requesting those accommodations. You can search through these things based on a specific diagnoses.

262 "Eric Ringgenberg" (1926797056)

00:41:36.355 --> 00:41:39.805

You can also search through them based on kind of need.

263 "Eric Ringgenberg" (1926797056)

00:41:39.925 --> 00:41:52.165

Or supported accommodation so, this is a very reputable, uh, free sort of resource that again, when it comes to workplace accommodations that are also often,

264 "Eric Ringgenberg" (1926797056)

00:41:52.165 --> 00:42:00.265

very transferable to post secondary settings, disability, employment issues. Uh, this is a great place to go.

265 "Eric Ringgenberg" (1926797056)

00:42:00.895 --> 00:42:15.085

When it comes to those sort of things within the state of Minnesota, we have disability hub and if you're not in, or within the state of Minnesota, there's likely something comparable in your state as well.

266 "Eric Ringgenberg" (1926797056)

00:42:15.445 --> 00:42:30.415

But this is a free statewide resource network. That helps you problem solve navigate systems plan for your future, especially when it comes to things like health, housing, independence and money and so those are other great things.

267 "Eric Ringgenberg" (1926797056)

00:42:30.565 --> 00:42:41.005

Get connected with to help someone understand what sort of resources are out there to support them as they enter adulthood and become more independent.

268 "Eric Ringgenberg" (1926797056)

00:42:41.515 --> 00:42:48.385

So, again, if you are not Minnesota specific, I'd encourage you to look for something comparable in your area as well.

269 "Eric Ringgenberg" (1926797056)

00:42:48.870 --> 00:42:53.640

And then finally, we have a lot of resources we've developed.

270 "Eric Ringgenberg" (1926797056)

00:42:53.640 --> 00:43:03.055

Uh, that goal under our celebrating interdependence campaign. So this is something we've been doing for the last year and a half 2 years.

271 "Eric Ringgenberg" (1926797056)

00:43:03.055 --> 00:43:10.975

So, uh, again, to promote the idea that independence to the greatest extent, possible is often a.

272 "Eric Ringgenberg" (1926797056)

00:43:11.515 --> 00:43:20.545

Priority sort of goal for most individuals and families, but we also get there through independent interdependence with 1 another.

273 "Eric Ringgenberg" (1926797056)

00:43:20.545 --> 00:43:34.825

So, if you go to our website and specifically finds this link here of celebrating interdependence, you'll find a lot of resources that we've developed or that are out there that go under headers,

274 "Eric Ringgenberg" (1926797056)

00:43:34.825 --> 00:43:41.245

such as healthy relationships, strong families, connected communities and then independent.

275 "Eric Ringgenberg" (1926797056)

00:43:41.250 --> 00:43:43.560

An inter, dependence.

276 "Eric Ringgenberg" (1926797056)

00:43:43.560 --> 00:43:57.720

And again, if you have other questions, or want to get to know awesome a little bit closer, we have our Web site, social media as well as other points of contact that you see here.

277 "Eric Ringgenberg" (1926797056)

00:43:57.720 --> 00:44:12.270

But we have about 15 minutes remaining so I know there's some questions that have been coming in. So, uh, Michelle, if you can help kind of guide us through those, what are some of the questions that have come up during the session?

278 "Michelle sanko" (4194989824)

00:44:14.340 --> 00:44:22.230

Yeah, definitely. So there's quite a few questions, which is great. We always like the participation. It looks like.

279 "Michelle sanko" (4194989824)

00:44:22.230 --> 00:44:26.820

I'll kind of go through again, but I think 1 of the main.

280 "Michelle sanko" (4194989824)

00:44:26.820 --> 00:44:36.180

Themes for the questions would be just being able to advocate for themselves, whether that's being able to.

281 "Michelle sanko" (4194989824)

00:44:36.180 --> 00:44:42.090

No, 1 to ask for help, but also there was a question regarding.

282 "Michelle sanko" (4194989824)

00:44:42.090 --> 00:44:53.845

You know, kind of defending or needing to defend, which seems kind of silly but like you said, everyone's different, their diagnosis for either within the,

283 "Michelle sanko" (4194989824)

00:44:53.965 --> 00:45:07.255

the workforce or also just in personal relationships. So it's kind of loaded. But it sounds like just how to advocate or how to help our help out and help them advocate for themselves.

284 "Michelle sanko" (4194989824)

00:45:07.560 --> 00:45:10.800

Especially when they're in a more independent setting.

285 "Eric Ringgenberg" (1926797056)

00:45:11.215 --> 00:45:20.245

Yeah, well those are all good questions again, you know, like I mentioned, this is a process, so it's not something we're going to get to overnight.

286 "Eric Ringgenberg" (1926797056)

00:45:20.305 --> 00:45:34.165

If we have a little more time to work with to start getting towards those goals, it can be as simple as just starting out by making sure that that your child, or whoever it is, you're supporting,

287 "Eric Ringgenberg" (1926797056)

00:45:34.765 --> 00:45:40.795

gets those opportunities, like many of their peers just to make choices especially.

288 "Eric Ringgenberg" (1926797056)

00:45:40.800 --> 00:45:42.690

Those ones that are just like.

289 "Eric Ringgenberg" (1926797056)

00:45:42.690 --> 00:45:46.500

Subjective open ended, you know, sometimes it's.

290 "Eric Ringgenberg" (1926797056)

00:45:46.525 --> 00:45:57.715

Almost like, well, that doesn't matter, but that's the point is we all get to this point of, of being able to make very high stakes choices, because over many years,

291 "Eric Ringgenberg" (1926797056)

00:45:57.715 --> 00:46:02.995

we get thousands and thousands of opportunities to make really low

stakes choices.

292 "Eric Ringgenberg" (1926797056)

00:46:02.995 --> 00:46:15.715

And so, I think sometimes in just trying to get kind of from day to day, or if there are different communications sort of challenges that also impede that kind of opportunity.

293 "Eric Ringgenberg" (1926797056)

00:46:16.050 --> 00:46:19.320

It can start out just being as simple as things like.

294 "Eric Ringgenberg" (1926797056)

00:46:19.320 --> 00:46:32.245

Today, do you want to wear the blue, short, or the red shirt instead of just making that choice for someone do you want to have the Cheerios or the Apple jacks and so it can start out just as basic as that.

295 "Eric Ringgenberg" (1926797056)

00:46:32.365 --> 00:46:43.885

But what that teaches someone, and what that is building is again, that understanding that I can have preferences of things that I like or or maybe don't like as much.

296 "Eric Ringgenberg" (1926797056)

00:46:44.190 --> 00:46:50.185

The choices I make impact the outcomes and kind of the things that I get to do.

297 "Eric Ringgenberg" (1926797056)

00:46:50.575 --> 00:47:02.845

Um, so that's kind of where we can start from again, especially if we have a bit of a longer runway to work towards those sort of goals. Um, as we move on, or if we.

298 "Eric Ringgenberg" (1926797056)

00:47:03.445 --> 00:47:16.585

Maybe don't have as much time to work with, um, you know, there's a lot of resources and kind of guides out there that have to do with those topics of self awareness, self, advocacy,

299 "Eric Ringgenberg" (1926797056)

00:47:16.825 --> 00:47:18.655

and self determination.

300 "Eric Ringgenberg" (1926797056)

00:47:18.895 --> 00:47:33.025

Um, and so if someone is still in the school system and on an, those are things that can and should be talked about at those meetings and



incorporated into.

301 "Eric Ringgenberg" (1926797056)

00:47:33.120 --> 00:47:39.870

Those goals, and so if they're not, you know, speak up and say this is something that I want to make sure.

302 "Eric Ringgenberg" (1926797056)

00:47:39.870 --> 00:47:43.620

We are forgetting about and is is getting targeted.

303 "Eric Ringgenberg" (1926797056)

00:47:43.620 --> 00:47:54.270

But, again, it's helping someone to better understand who they are. Uh, and, and not forgetting about strengths and assets that that that they have. But also.

304 "Eric Ringgenberg" (1926797056)

00:47:54.565 --> 00:48:06.175

It does have to do as well with coming to terms with understanding the nature of their own disability, which isn't always an easy conversation to have.

305 "Eric Ringgenberg" (1926797056)

00:48:06.355 --> 00:48:17.725

But again, there's a lot of resources out there that can help you to navigate those sort of discussions with an individual. So that they can get to the point of, of being able to.

306 "Eric Ringgenberg" (1926797056)

00:48:19.020 --> 00:48:31.585

Communicate and navigate those things in a relatively independent manner um, when it comes to the experience of someone kind of questioning or, um, you know,

307 "Eric Ringgenberg" (1926797056)

00:48:31.585 --> 00:48:41.425

kind of not believing that someone may have a disability. Um, no, that that's actually not a common experience.

308 "Eric Ringgenberg" (1926797056)

00:48:41.455 --> 00:48:48.955

Unfortunately, especially for people that identify as having what's often referred to as an invisible disability.

309 "Eric Ringgenberg" (1926797056)

00:48:49.020 --> 00:48:54.510

Um, so whereas some conditions are very apparent and and.

310 "Eric Ringgenberg" (1926797056)

00:48:54.510 --> 00:49:05.935

Um, you know, physically observable, oftentimes things like autism, ADHD dyslexia or other learning disabilities.

311 "Eric Ringgenberg" (1926797056)

00:49:06.175 --> 00:49:16.225

Those are not things that you can really kind of observe about someone, you know, if you just put 2 people next to each other, you can't look at them and kind of know.

312 "Eric Ringgenberg" (1926797056)

00:49:16.255 --> 00:49:24.415

Oh, this person has a disability and so unfortunately, I wish it wasn't the case, but that's something that many people.

313 "Eric Ringgenberg" (1926797056)

00:49:24.510 --> 00:49:34.170

With those identities encounter at 1 time or another, and there can be kind of some gas lighting that goes along with that. Um.

314 "Eric Ringgenberg" (1926797056)

00:49:34.170 --> 00:49:39.630

You know, again, there's a lot of resources out there that can help. Um.

315 "Eric Ringgenberg" (1926797056)

00:49:39.655 --> 00:49:54.655

Maybe not only for you to navigate how to have those sort of conversations, but I think more so to give someone else information and resources that help them to better understand that.

316 "Eric Ringgenberg" (1926797056)

00:49:55.195 --> 00:50:08.125

Invisible disabilities exist that just because someone doesn't quote unquote look, disabled doesn't mean that they may not experience challenge and just in general,

317 "Eric Ringgenberg" (1926797056)

00:50:08.155 --> 00:50:20.995

even if someone doesn't have a diagnosed disability that doesn't mean that you can't encounter some sort of challenge. We all have things that we are good at, and, you know, might come more easily.

318 "Eric Ringgenberg" (1926797056)

00:50:21.325 --> 00:50:24.685

We also all have things no matter if we identify as.

319 "Eric Ringgenberg" (1926797056)

00:50:24.930 --> 00:50:39.810

And disabled or not, that are things that we struggle with, we might

need support with. Um, and so that's the other thing too that I think we all can strive to promote and that's really what we're trying to really, um.

320 "Eric Ringgenberg" (1926797056)

00:50:39.810 --> 00:50:46.080

Encapsulate in that celebrating inter dependence campaign and so.

321 "Eric Ringgenberg" (1926797056)

00:50:46.080 --> 00:50:53.850

Hopefully, that gives a couple of of thoughts and kind of talking points. Um.

322 "Eric Ringgenberg" (1926797056)

00:50:54.870 --> 00:51:03.720

But Michelle, were there any others that that maybe I didn't quite get to, or others that have come in? Since since we started here.

323 "Michelle sanko" (4194989824)

00:51:03.720 --> 00:51:13.560

So there are 2 more that are a little bit different than the self advocacy piece. 1 would be um.

324 "Michelle sanko" (4194989824)

00:51:13.560 --> 00:51:19.165

1 listener says that their daughter has a fear of driving, but she does want to start to learn.

325 "Michelle sanko" (4194989824)

00:51:19.525 --> 00:51:31.615

So, any, if you have any resources on that, and helping that independence and autonomy, and then the other 1 was regarding an adult who is non verbal,

326 "Michelle sanko" (4194989824)

00:51:31.615 --> 00:51:36.775

but also has severe behavioral and medical concerns. And how to.

327 "Michelle sanko" (4194989824)

00:51:37.200 --> 00:51:43.830

Increase autonomy and independence within the community, or just even getting them out into the community.

328 "Eric Ringgenberg" (1926797056)

00:51:43.830 --> 00:51:55.885

Um, with those traits, um, well, for the for the driving question, that's 1 that comes up fairly regularly. Um, depending on where this person is situated.

329 "Eric Ringgenberg" (1926797056)

00:51:55.885 --> 00:52:05.485

I do know if they happen to be more local here in the Twin cities. The courage Kenny center has, um.

330 "Eric Ringgenberg" (1926797056)

00:52:06.120 --> 00:52:15.450

Driving services, we actually did a skill shop with their instructor just a couple of months ago. Um, so if you happen to be in the Twin cities area.

331 "Eric Ringgenberg" (1926797056)

00:52:15.450 --> 00:52:23.670

Look into the courage Kenny center, and they have a lot of resources and kind of.

332 "Eric Ringgenberg" (1926797056)

00:52:23.670 --> 00:52:28.350

Assessments to help determine, um.

333 "Eric Ringgenberg" (1926797056)

00:52:28.350 --> 00:52:41.575

If driving is is there is a kind of realistic option and if so, how to go about working towards obtaining a permit and or license, if you're not in the area, you know,

334 "Eric Ringgenberg" (1926797056)

00:52:41.575 --> 00:52:48.085

I would do some more research just Google. Um, I would think that if if you have.

335 "Eric Ringgenberg" (1926797056)

00:52:48.360 --> 00:52:55.230

A more local, you know, kind of autism society, or maybe even potentially through.

336 "Eric Ringgenberg" (1926797056)

00:52:55.230 --> 00:53:05.215

Cigna, that might not be something they can provide, but they might be able to connect you with, um, resources that may or may not be covered under your policy.

337 "Eric Ringgenberg" (1926797056)

00:53:05.365 --> 00:53:18.295

So, I'd say, do a little research reach out to entities that might be able to help. You do so, um, but there are things out there that can help you to navigate that sort of challenge. Um.

338 "Eric Ringgenberg" (1926797056)

00:53:18.600 --> 00:53:26.760

For the other scenario of an individual where we're trying to get out

and do those sort of community based.

339 "Eric Ringgenberg" (1926797056)

00:53:27.055 --> 00:53:39.235

Sessions where we can work on some of those skills, but there's different skill deficits and kind of behaviors that sometimes lead to those not going as we may have hoped.

340 "Eric Ringgenberg" (1926797056)

00:53:40.375 --> 00:53:42.835

That's where I'd encourage you really to kind of.

341 "Eric Ringgenberg" (1926797056)

00:53:44.940 --> 00:53:55.260

You know, kind of start small and specific. Also don't be afraid if there is a place that you go to, where it goes. Well, you have success. It's enjoyable.

342 "Eric Ringgenberg" (1926797056)

00:53:55.260 --> 00:53:59.575

You know, start their start with what's working start with what is manageable,

343 "Eric Ringgenberg" (1926797056)

00:53:59.575 --> 00:54:14.185

and try to build up in small increments from there for any sort of outing things that you can consider in order to create a bit of structure around what to expect and to promote it going

344 "Eric Ringgenberg" (1926797056)

00:54:14.185 --> 00:54:25.255

well, um, that would be things like, kind of making a schedule of Here's what we're gonna do. Here's what's gonna happen a social narrative. So that's.

345 "Eric Ringgenberg" (1926797056)

00:54:25.260 --> 00:54:37.075

A short written story that also often has pictures that accompany it. That helps someone to understand. Once again. Here's what I can expect. Here's what's going to happen.

346 "Eric Ringgenberg" (1926797056)

00:54:38.215 --> 00:54:44.815

That's where we can also sometimes get into the expected behaviors while we're there.

347 "Eric Ringgenberg" (1926797056)

00:54:45.270 --> 00:54:53.910

As needed kind of here are the unexpected behaviors, or if these things happen, this is kind of the cause and effect.

348 "Eric Ringgenberg" (1926797056)

00:54:54.325 --> 00:55:05.485

But doing some of those sort of other strategies to help someone once again, understand, you know, what to anticipate how to guide their behavior.

349 "Eric Ringgenberg" (1926797056)

00:55:05.815 --> 00:55:14.905

Those are some of the 1st go to's when we think about promoting success in new environments or across environments and again,

350 "Eric Ringgenberg" (1926797056)

00:55:15.205 --> 00:55:23.905

don't be afraid to start small and kind of with what's working and build from there. And so again, we talked about a lot of.

351 "Eric Ringgenberg" (1926797056)

00:55:23.910 --> 00:55:32.160

These pieces have to do or start out with with making choices. So that's another thing to think about is is.

352 "Eric Ringgenberg" (1926797056)

00:55:32.160 --> 00:55:44.220

As you're able to kind of solicit that input from the individual themselves in, what do you want to do? Where do you want to go? Not only does that hopefully make that.

353 "Eric Ringgenberg" (1926797056)

00:55:44.220 --> 00:55:50.520

I would even go a little bit better, but again, we're, we're offering them that autonomy to say.

354 "Eric Ringgenberg" (1926797056)

00:55:50.520 --> 00:56:02.040

You get to kind of choose, you know, maybe once a week for an hour where it is, you would want to go and we can provide some structure around that. Um.

355 "Eric Ringgenberg" (1926797056)

00:56:02.040 --> 00:56:08.790

But that would be my advice for that scenario at least, at least kind of starting out here.

356 "Michelle sanko" (4194989824)

00:56:11.760 --> 00:56:25.410

Perfect and I know we're kind of running out of time. So I just want to thank you Eric for coming and attending writing so much information regarding such a valuable topic topic. Um.

357 "Michelle sanko" (4194989824)

00:56:25.410 --> 00:56:36.205

If you have questions about therapies discuss today are questions we weren't able to answer due to time, please contact the autism team here at Sigma you can call the number on the back of your insurance card.

358 "Michelle sanko" (4194989824)

00:56:36.565 --> 00:56:50.305

And then also, I know there's a few questions regarding the recording that will be available online at W. W. W. dot Cigna dot com. Backslash autism once that's finalized. I think that's taking a few days at this point.

359 "Michelle sanko" (4194989824)

00:56:50.605 --> 00:56:55.105

So just keep an eye on that. And then please make sure to mark your calendars to join us.

360 "Michelle sanko" (4194989824)

00:56:55.675 --> 00:57:10.645

On Thursday, March, 9th, where we'll be discussing toilet training and autism, there will also be a survey available momentarily. So feel free to stay on to be able to answer those questions. And again, thank you so much for attending today.

361 "Michelle sanko" (4194989824)

00:57:10.645 --> 00:57:11.065

today