# EQUALITY WHEEL: PEOPLE WITH DISABILITIES AND THEIR CAREGIVERS

## NONVIOLENCE

#### NEGOTIATION AND FAIRNESS:

Discussing the impact of the caregiver's actions with the person. Accepting change. Compromising. Seeking mutually satisfying resolutions to conflict. Using positive reinforcement to affect change.

#### NON-THREATENING BEHAVIOR:

Creating a safe environment through words and actions. Treating property, pets, and service animals with care. Having no weapons on the premises.

### CHOICE AND PARTNERSHIP:

Listening to the person. Acting as agent of person rather than agency. Sharing caregiving responsibilities with other caregivers and family. Being a positive, non-violent role model. Encouraging the person to speak freely and to communicate with others. Focusing on the person's abilities and maximizing their independence.

## ECONOMIC EQUALITY:

Acting responsibly as fiscal agent. Developing a plan where access to money or property is not contingent on appropriate behavior. Having purchasing decisions represent preferences/needs of the person. Advocating and brokering all possible resources of the person. Sharing and explaining financial information. EQUALITY with interdependence

## DIGNITY AND RESPECT:

Encouraging positive communication. Honoring culture, tradition, religion, and personal tastes. Allowing for differences. Developing service and behavior program collaboratively.

## INVOLVEMENT:

Encouraging personal relationships. Assisting in gaining access to information and employment. Facilitating involvement within residence and job site. Encouraging contact with the case manager or advocate.

#### HONESTY AND ACCOUNTABILITY:

Admitting being wrong. Understanding that everyone has feelings. Being flexible in policies and practices. Using positive behavioral practice. Communicating openly and truthfully. Acknowledging that abuse is never an acceptable practice.

### RESPONSIBLE PROVISION OF SERVICES:

Using medications properly. Maintaining and using equipment in timely and appropriate manner. Encouraging access to and use of adaptive equipment. Showing sensitivity to the person's vulnerability when providing care.

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