

Can You Hear Us Now?:

Project Values, Definitions, Actions, and Outcomes

Building trust with community members is important for our project’s success.

The purpose of this paper is to:

- list and define our project’s values;
- give examples of what we will do to earn trust; and,
- share what we aim to do by the end of our project.

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Value 1. Partnership and Participation

Definition

- **To work with people from the community who use their knowledge and skills to be active members of the project team.**

Actions

- ✓ We make meaningful connections with people in the community, including individuals with lived disability experience, family members, and caregivers.
- ✓ We honor their experiences, values, and local knowledge.
- ✓ We work to learn what community partners know and value.
- ✓ We get help from community health workers and leaders.
- ✓ We listen to what our partners say. Our communication is open and respectful.
- ✓ We include community members as true partners in our work and in making decisions.
- ✓ We give our partners a chance to give their ideas during team meetings. Our partners share their thoughts to help the team reach their goals.
- ✓ We treat research partners and all community members with respect.
- ✓ We make sure that being part of the study is good for the people who participate and community, including family members and support persons.



Value 2. Inclusion and Acceptance

Definition

- o To welcome, include, accept, and respect different groups of people.

Actions

- ✓ We value different beliefs and values.
- ✓ We listen and learn from different communities.
- ✓ We work to know what is important to the people we work with
- ✓ We work to know what they believe and accept how that shapes who they are and what they do.
- ✓ We remember that one person's beliefs or experiences are not always those of other people that are like them in some ways.
- ✓ We are ready to accept and accommodate the different experiences that different people have had.
- ✓ We understand that race, gender, disability, class and other differences can shape what people believe and do about their health.
- ✓ We realize that everyone's experiences are different, even if they are from the same group. One individual may not reflect the whole community.
- ✓ When we say things like "adults with intellectual disability" or "community," we are aware that not all people are the same in those groups.
- ✓ Even if belonging to the same group, some people's experiences may better fit the goals of the study than others.



Value 3. Belonging

Definition

- To support people in feeling like they belong as part of the project.

Actions

- ✓ We value people from different groups.
- ✓ We value the opportunity to learn from people with different experiences.
- ✓ We make sure people with intellectual disability have a strong voice in the goals and ways of doing the research.
- ✓ We do things so people feel like they belong in the group.
- ✓ We help people feel like they belong on the research team.
- ✓ We know that people may think about the world in a different way than us, and that is fine.



Value 4. Transparency

Definition

- To be open and honest.

Actions

- ✓ We speak truth about what the project is trying to do.
- ✓ We do not hide any information even if it is negative or uncomfortable.
- ✓ We share what we learn along the way.
- ✓ We use words that people can understand.
- ✓ We are ready to explain using examples and different words.



Value 5. Accountability

Definition

- **To be responsible for what we do, whether it is good or not so good.**

Actions

- ✓ We share what the goals are with everyone.
- ✓ We take responsibility for what we do, the good and the not so good.
- ✓ We update how we share responsibilities.
- ✓ We share who makes decisions.
- ✓ We share what community members do to help the research team.
- ✓ We share what the researchers will do to give back to the community.
- ✓ We welcome questions and answer them.
- ✓ We update everyone on our project along the way.
- ✓ We explain how community leaders help with the research.
- ✓ We are here to support project partners.



Value 6. Strength-Based

Definition

- To pay attention to and talk about the things that people are good at.

Actions

- ✓ We ask people about how they see themselves.
- ✓ We measure and focus on people's strengths – not just their challenges.
- ✓ We recognize that a person's disability or condition is not a weakness.



Value 7. Adaptability

Definition

- To be able to change how things are done when needed.

Actions

- ✓ We listen to what people say and change what we are doing when needed.
- ✓ We make sure that the changes are needed and helpful.
- ✓ We continue to listen and respond in a timely manner.



Value 8. Equity and Social Justice

Background

All people have worth and deserve opportunities to succeed.

Yet, throughout history, some groups of people have been denied opportunities because others have seen them as less worthy. This is unfair and unjust.

To achieve equity and justice, we must:

- **Understand the needs of each person.**
- **Help each person get opportunities *and* supports that meet their needs.**
- **Fix problems - *in a timely manner* - that stop people from getting opportunities and supports.**

Definition

- **To treat others the way *they* want to be treated and give everyone what they need to be successful.**

Actions

- ✓ We recognize that some people have it better than others just because of who they are.
- ✓ We work to achieve equity and justice by giving all people opportunities.
- ✓ We recognize that people may treat other people unfairly because of their backgrounds or conditions, such as living in poverty or having a disability.
- ✓ We seek to understand why society treats people viewed as different worse.
- ✓ We recognize that everyone should have the power to choose what they want to do and who they want to be.
- ✓ We work to support everyone have the power to choose what they want to do and who they want to be.



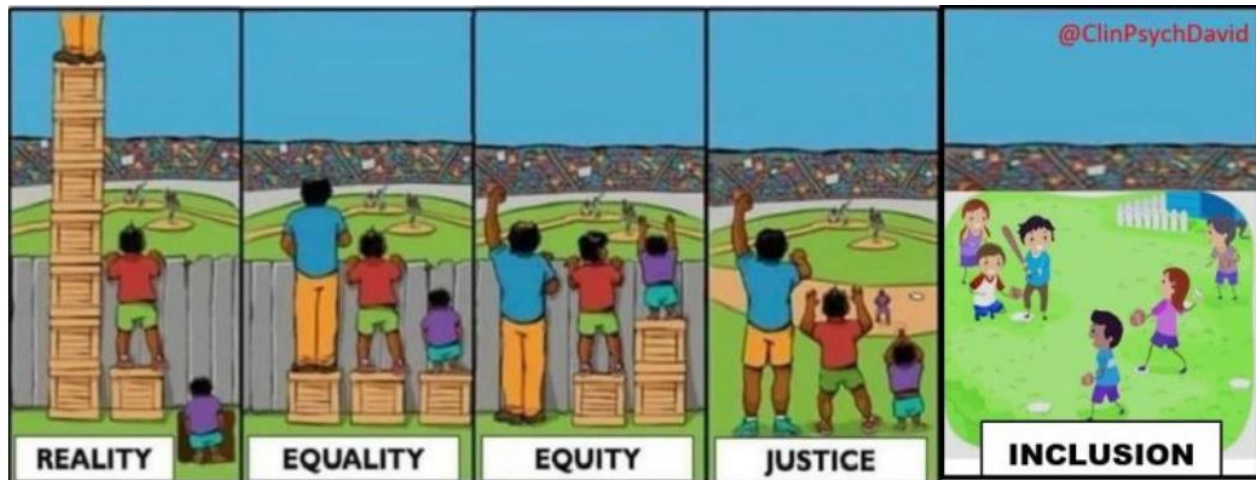
- ✓ We make sure that people from all communities have the same chance to participate in – and benefit from – our research.
- ✓ We work with our partners to learn about things that are unfair and make health worse for some people.
- ✓ We work with our partners to share what we learn about problems.
- ✓ We use what we learn from our research to:
 - o support respect for all people and abilities;
 - o help create changes that make health better for all people; and
 - o make things better for people with intellectual disability and mental health concerns.
- ✓ We always remember that the goal of this research is to know more about what it is like for people with intellectual disability and mental health concerns from different backgrounds, races, and communities.

**Equity and justice is hard to understand. To learn more, see the pictures and video on the following pages.*



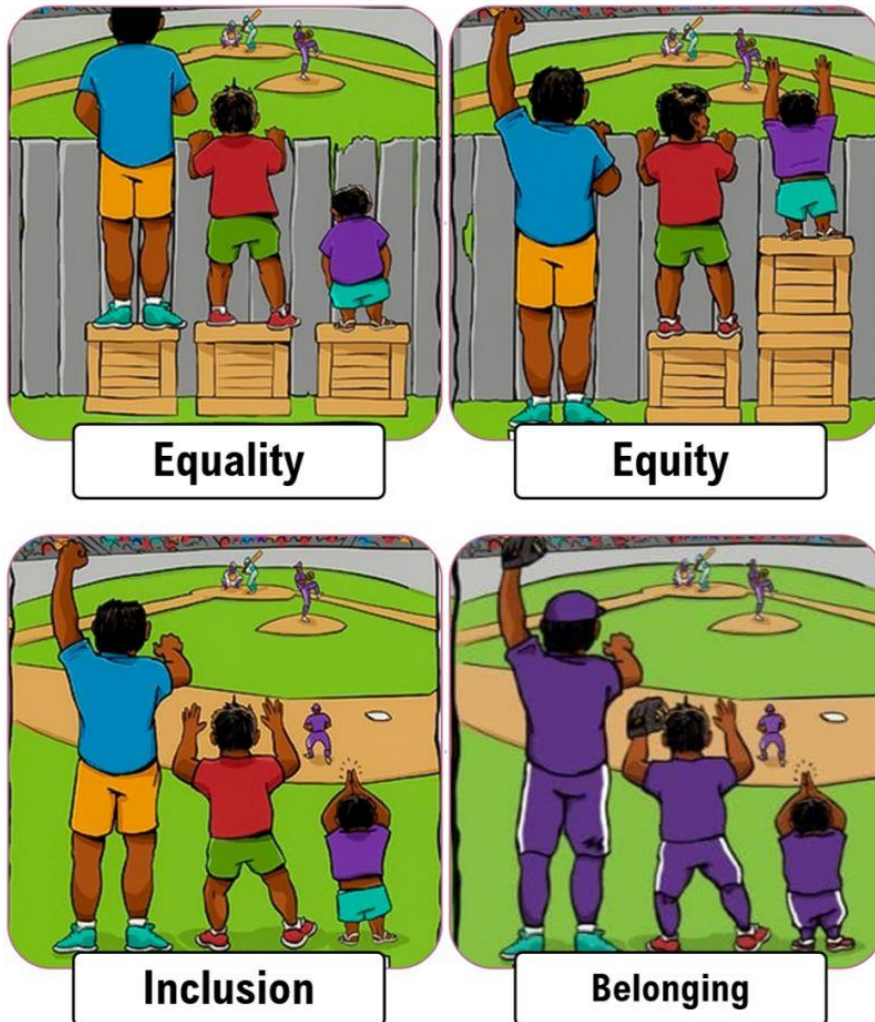
Support: Equity, Social Justice, Inclusion, and Belonging

Picture 1



- o **In reality**, people are treated differently based on who they are.
 - o Some people get more support and opportunity than others.
 - o Some get supports and opportunities that meet their needs.
 - o Some face barriers to getting supports and opportunities.
- o **Equality** is treating everyone the same, but everyone has different needs.
- o **Equity** is helping each person get needed supports and opportunities.
- o **Justice** is removing barriers so each person can meet their own needs.
- o **Inclusion** is giving everyone opportunities to be involved and participate.

Picture 2

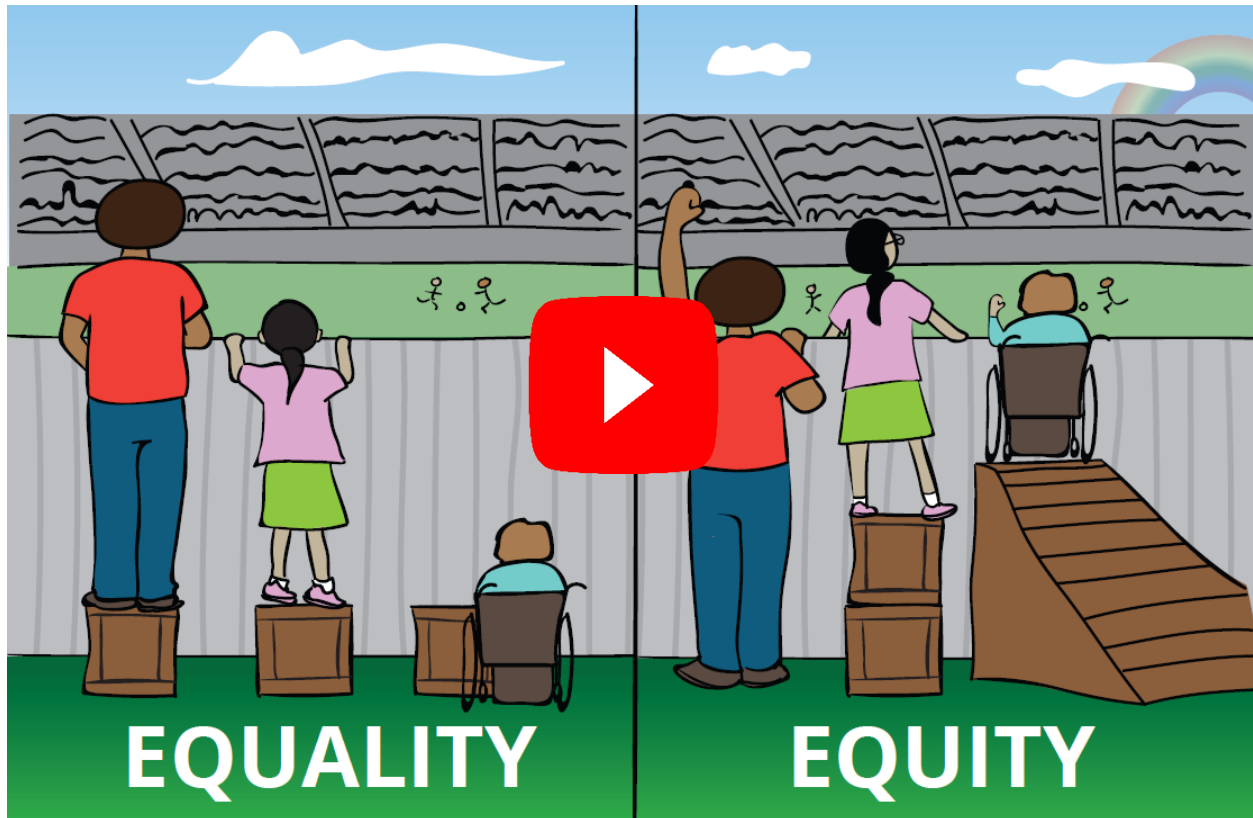


- o **Equality:** To treat everyone the same – even if they have different needs.
- o **Equity:** To give everyone what they need to be successful.
- o **Inclusion:** To welcome, include, accept, and respect different people.
- o **Belonging:** To support people in feeling like they belong together and have opportunities to help the group succeed through meaningful involvement.

Video

Equity vs. Equality (Beyer High YouTube, 2020):

https://youtu.be/X0N22PMdF1U?si=KnD1fzU8z2_1EvQu



Project Outcomes

The goal of our project is to improve health and quality of life for adults with intellectual disability (ID) and mental health needs.

What do we want to do by the end of our project?

- ❖ Share what we learn about how often adults with ID from different backgrounds, races, and cultures also have mental health concerns.
- ❖ Share information about the unmet mental health needs of adults with ID.
- ❖ Make truthful and useful mental health surveys for all people with ID.
- ❖ Make a therapy program for adults with ID and anxiety, who worry a lot, which respects people from different backgrounds, races, and cultures.
- ❖ Include diverse study participants in all of our research studies.
- ❖ Ensure meaningful participation of people with ID in all studies and outcomes.
- ❖ Foster community ownership and participant belonging into our research.
- ❖ Build stronger relationships with diverse communities and groups of people.



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Funding Statement and Recommended Citation

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