



"My daughter attended the WAGES meeting and learned a great deal about **advocating for herself** at work. She felt so comfortable and **supported when asking questions!** It is a fantastic opportunity for adults with special needs!"

## What You Say... Does It Really Matter?

MAUREEN WESTCOTT, EXECUTIVE DIRECTOR

Disability terms have been updated over the years so that "Educable Mentally Retarded, Moron, Cripple" are no longer used (thankfully!). However, these changes have not been assimilated by the community to the degree they should be. Have you ever had someone use the term "mentally retarded" (the "R" word) to describe someone, and when corrected, hear comments about "political correctness?" When a term that was once medically based becomes a slur, it is time to take it out of common usage.

In 2010, Rosa's Law was signed, changing "mental retardation" in specified Federal laws to "intellectual disability," and "a mentally retarded individual" to "an individual with an intellectual disability." In 2011, PA passed legislation changing the Mental Health and Mental Retardation Act of 1966 to update the language. Although the R-word was stripped from most federal statutes, there are more than two dozen instances where the term appears in U.S. code. Mark Pocan [D-WI-2] has introduced "Words Matter Act of 2022," a bipartisan bill to update these laws with the term "intellectual disability."

Some terms used like "special needs" do not offer the protections provided by law, such as the Americans with Disabilities Act (ADA). Having a "disability" does provide that legal access or accommodations.

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# EXTRA<sup>™</sup> GIVE



**FRIDAY,  
NOVEMBER 18, 2022**

Your support during ExtraOrdinary Give is essential so please give to The Arc and encourage those in your network to do the same. This year, the stretch pool donation is based on "unique donors," not a percentage of the pool, so it is critical to have as many people as possible choose our agency.

<https://www.extragive.org/organizations/arc-lancaster>

# Save the Dates!

## Spring Auction & Gala - Saturday, May 6, 2023

We have begun collecting auction items for our Hybrid Online and In-Person Auction. Please contact us to ensure appropriateness before dropping items off at our office. We appreciate your donations! Event details coming soon.



## Golf Tournament - Monday, October 2, 2023

Join us at Bent Creek Country Club next October, and bring your friends! This is an opportunity to play on a private course. The event will include lunch, dinner, raffles, contests, and prizes...oh and of course beer and golf! Interested in being a sponsor? Contact us now at [info@thearclancleb.org](mailto:info@thearclancleb.org) or 717-394-5251 for more information. Golfer registration and event details coming soon.

## OUR MISSION

**Empowering people with Intellectual and Developmental Disabilities (IDD) and Autism and their families to lead full, satisfying, independent lives of their choice.**

### What You Say...Does It Really Matter?

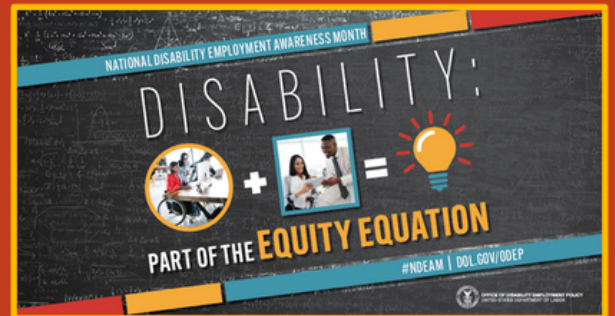
Maureen Westcott, Executive Director

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We need to make sure the terms we use do not have a negative connotation aligning supports with a burden. We are asking that society look for ways people with disabilities can participate in the same ways as those without disabilities.

The Arc Lancaster Lebanon is evaluating our programs to make sure we stay current. We have revamped our curriculum for the DAT program, previously known as Disability Awareness Training and then changed to Disability Acceptance Training (because you can be aware but not accepting). The program title is now Diverse Abilities Training. We have changed the materials to reflect a more positive view of disabilities. For example, we no longer do "simulations" which can cause the recipients to feel sorry for a person with a disability. Instead, our focus is on what society can do to be more inclusive. For example, does someone have limited language skills? Think of the QR code now found on menus that allows the choices to be brought to a device which would read the item aloud.

Words matter and the terms used DO make a difference!



October is National Disability Employment Awareness Month. The Employment Coalitions in Lancaster and Lebanon Counties recognized those who have shown outstanding accomplishments in the area of employment.

## Lancaster County 2022 Employment Winners

<b>Employee of the Year Award:</b>	Jared Slagle
<b>Newcomer Award:</b>	Maurice Riggins
<b>Progress Award:</b>	Lynsi Szymanski

**Employer of the Year Awards:**  
Oregon Dairy  
Primitives By Kathy  
Tiny Town

**Employment Specialist of the Year Award:**  
Kell Stiner, Vista Autism Services



# Member Highlight

This past June, **Board Member Alison Andersen** attended the 2022 Special Olympics USA Games in Orlando, Florida where she competed in Bocce Ball. More than 5,500 athletes and coaches and 125,000 spectators attended the Games. Team Pennsylvania consisted of 121 athletes and 33 coaches from 14 sports. After first gathering at Penn State University to practice, Team PA left on Saturday, June 4th to head to Orlando.

Alison competed in Bocce, capturing a gold medal in the teams competition, a silver medal in the doubles competition, and fourth place in the singles competition. She appreciated the opportunity to compete in Bocce and make new friends. When not competing, Alison enjoyed staying at a Disney resort and spending two days in two of the Disney parks, Magic Kingdom and Animal Kingdom. Alison had fun with her teammates, whether competing, visiting the parks, swimming, or shopping.



Alison summed up her experience perfectly with "It was a great time!" The Arc Lancaster Lebanon appreciates that Alison serves on our Board of Directors and brings her perspective to our agency.



## We're Here for You!

"One of the biggest obstacles regarding having a child with special needs is the lack of information. It is nice to know that **when I have questions, I can ask The Arc and they will help me find an answer** or direct me to where I can look for one."



## Pulling Back the Curtain... Health Disparities for People with Disabilities



More than 400 individuals participated in a recent study through local and regional interviews, surveys, and meetings. These individuals came from diverse racial, ethnic, and rural populations and represented people with lived experience of a disability. Caretakers and family members of those with a disability, as well as professionals in support fields, also participated. Read the COVID Healthcare Disparities Report on our website or call the office to have a copy mailed to you.



## 2022-2023 Board Members

**Lorita Valente\***, Chair, Luthercare for Kids  
**Michelle Butler\***, Vice Chair, Magnolias of Lancaster  
**Josh Stoudt**, Treasurer, Assured Partners  
**Ina Hosszu\***, Secretary, Family Representation  
**Alison Andersen\***, Cocalico Biologicals  
**Brittany Beals**, TW Ponessa  
**Kerri Clauser**, Pine Grove Area School District

**Dave Dietrich**, Strategic Equity Management  
**Lucy Dowd\***, Lucy Dowd Law  
**Amanda Katchur\***, Community Services Group  
**Bill Mahan\***, Family Representation  
**Yvonne Tejada\***, ERM  
**Maureen Westcott\***, Executive Director

\*Has a family member or is a person with a disability



# The Arc®

## Lancaster Lebanon

116 W. Airport Road, Suite A  
Lititz, PA 17543

Return Receipt Requested



October Sib Talk



October WAGES

## YOUR TEAM AT THE ARC

**Maureen Westcott**  
Executive Director

**Amy Austin**  
Program Manager

**Amy Fisher**  
Advocacy & Family Support

**Marilyn Vizcaino**  
Community Outreach

**Michelle Meck**  
Administrative Assistant

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Español!

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## Ways to Support The Arc

### Become a Member

Your membership supports our programs for Lancaster and Lebanon residents with Intellectual and Developmental Disabilities and Autism and their families. Learn more at [www.thearcclancle.org/membership](http://www.thearcclancle.org/membership).

### Make a Donation

Donate online at [www.thearcclancle.org/support](http://www.thearcclancle.org/support), or mail a check made payable to "The Arc Lancaster Lebanon."

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**Eat at Knight & Day or Park City Diners** and when you pay your bill, let them know you want to make a donation for "The Arc." A donation will be made to us and doesn't add to your bill.



Remember  
for your  
**HOLIDAY  
SHOPPING!**