

Recommended Training for YMCA Staff

| Training/Resource | Recommended For | Reporting | |
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| | | # staff completed | Roles of staff |
| <p>Communicating With and About People with Disabilities</p> <p>Source: CDC Type: PDF Approx. Length: 5 min read</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Understanding “People- first” language • Communicate respectfully with people with disabilities • Address stereotypes, offensive language, and negative portrayals of people with disabilities. <p>Communicating With and About People with Disabilities (PDF)</p> | All staff (front desk staff, instructors, admin, etc.) | | |
| <p>Introduction to Intellectual Disabilities</p> <p>Source: Special Olympics through SOLearn Type: Video Training Approx. Length: 45 mins</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Define intellectual disability (ID) • Describe the causes of ID • Understand how to communicate effectively with individuals with ID • Address the health needs and explain the causes for unmet needs of individuals with ID <p>Special Olympics: Online Learning Portal (link to register)</p> | All staff (front desk staff, instructors, admin, etc.) | | |
| <p>Inclusive Fitness</p> <p>Source: Special Olympics through SOLearn Type: Video Training Approx. Length: 35-40 mins</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Describe cognitive, behavioral, social and communicative qualities associated with ID • List factors that contribute to health disparities among people with ID • Summarize most reported barriers to physical activity. | Fitness Instructors; Program Facilitators | | |

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| <ul style="list-style-type: none"> • Understand effective communication • Address barriers through adaptation related to motivation, communication, and program design. <p>ACE Continuing Education Platform (link to register)</p> | | | |
| <p>Creating an Inclusive Fitness Club and Sector</p> <p>Source: IHRSA Global Health and Fitness Association Type: PDF Approx. Length: 30 mins</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Support your inclusive mission with your policies • Provide training so staff are prepared to welcome all people • Programming meets the needs of specific groups • Spaces, equipment, and classes cater to a wide range of people • Marketing imagery reflects diversity and inclusion • Collaboration with community groups and input from people with disabilities <p>Creating an Inclusive Fitness Club and Sector (Link to download PDF)</p> | <p>Executive Directors; Administrators</p> | | |
| <p>Responsive Practice: Accessible and Adaptive Communication</p> <p>Source: Missouri Disability & Health Collaborative Type: Interactive Approx Length: 45-60 min</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Describe disparities in health experienced by people with disabilities; • Recognize barriers people with disabilities face when accessing health care & preventive services; and; • Acquire strategies & approaches to provide disability-competent, responsive care <p>Responsive Practice: Accessible and Adaptive Communication Training</p> | <p>All staff (front desk staff, instructors, admin, etc.)</p> <p>Fitness Instructors; Program Facilitators</p> | | |