





- **FLIC will be closed** on Thursday, November 26 and Friday, November 27 in celebration of Thanksgiving. 🦃

- **Are you passionate about disability advocacy?** Sign up to receive Action Alerts from our Statewide Systems Advocate, Andrea! Actions typically take fewer than five minutes to complete and focus on local, state, and federal policies. Email Andrea at **andrea@fliconline.org**.

- **A turkey, some stuffing, and some gravy walked into a bar.** The bartender looked up and said, “Sorry, we don't serve food here.” The gravy replied, “That's okay. We're just here to get sauced.”

- The **Parkinson’s Caregiver Support Group** meets in person, 12-1pm, on the first and third Tuesday each month, in the FLIC conference room. For more information, email Carol Grove at **carolgrove6115@gmail.com**.

- **Hear it? Help change it.** Calling someone “retarded” because he or she made a mistake, did something foolish, or didn't understand something is demeaning to people with intellectual and

developmental disabilities. The word has a long history of being used to ridicule and exclude people with disabilities. It's not just an insult. It's a slur.

- You can **contact FLIC** by calling 607-272-2433 or by emailing the general mailbox at **info@fliconline.org**.

“I am always astonished when people are astonished, because for me this is absolutely normal.”

— **Andrea Bocelli**, blind Italian tenor and internationally acclaimed opera and classical crossover singer, when discussing people's surprise that he enjoys horseback riding, cycling, and water-skiing



Join Our New Consumer-Directed Personal Care Assistance Program (CDPAP) Peer Support Group!

After a lot of feedback over the last few months, we're answering the call to have a CDPAP Peer Support Group!

Beginning on November 10th from 3-4pm via Zoom, any CDPAP consumer and/or their designated representative can join the group to connect with others in the program and discuss the difficulties and benefits of having home care services.

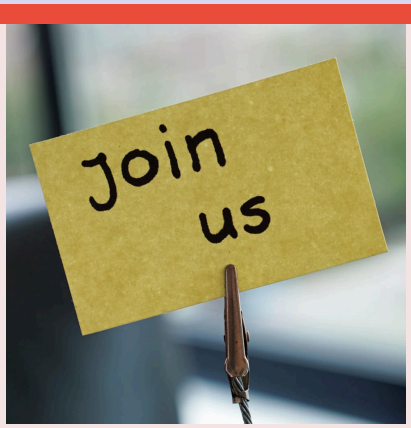
Co-led by FLIC Staffer Erin Vallely and MSW Intern Kaylee Bullock, the group will kick off with social time and a discussion about CDPAP Consumer Rights and Responsibilities. Future topics will be directed by group participants.

Erin brings her 28 years of consumer-directed aide management experiences and ensures participants leave each session with the knowledge and tips they need to successfully navigate their personal support network.

The CDPAP Peer Support Group will meet once a month via Zoom on the 2nd Tuesday of the month. Register or ask questions by emailing

Erin Vallely your full name at **erin@fliconline.org**.

Upcoming Community Reads Discussion



Join Andrea and Mason, FLIC staff, for a Community Reads discussion of the book Demystifying Disability by Emily Ladau from **5:30-7pm on November 11**, at Ulysses Philomathic Library. This book is a great resource to learn more about the basics of disability, history of the disability rights movements, and practical tips so that you can show up as an effective support and ally.

Participants will read the book on their own, and then come together at UPL to enjoy an evening of snacks and discussion around the fireplace. FLIC staff will have some discussion questions prepared, but please bring any questions and thoughts you may have, as well.

FLIC and UPL have copies of the book available if needed. Please reach out to Andrea at **Andrea@FLIConline.org** if you need another format for the book or have any accessibility needs related to this event.

Every Voting Location Has a Machine That Helps People with Disabilities Mark a Paper Ballot



You have a right to vote privately and independently, and every voting location has a Ballot Marking Device (BMD), which is a machine that helps people with disabilities mark a paper ballot.

There are different types of BMDs; Tompkins County uses the ClearMark system. **ANYONE can request to use a BMD at a polling site, not just voters with disabilities.** After voting,

please consider completing **FLIC's Voting Survey** to share about your experience! This will help us to plan future advocacy and education activities.

If you encountered any issues voting, we encourage you to contact the following resources. You are welcome to contact us here at FLIC if you would like any assistance with getting connected.

- **Tompkins County Board of Elections: (607) 274-5522**
- **TC Board of Elections Website**
- **Disability Rights New York: 1(800) 993-8982**
- **NYS Attorney General: Hotline: 1-866-390-2992**
- **NYS Attorney General Online Complaint Form**
- **Election Protection Hotline: (866)687-8683**
    - **hotline@866ourvote.org**
    - Webchat: 866ourvote.org

Additional Resources:

- **13 Things Voters with Disabilities Need to Know**
- **Voting Rights Fact Sheet**
- **How to File a HAVA Complaint Video**
- **Information on Voting Machines in Tompkins County (including ClearMark Ballot Marking Device)**

The origins of "Nothing About Us Without Us"



The slogan "Nothing about us without us" belongs to the broader disability rights movement and is widely used by disabled people's organizations.

In essence, **it means no policy, law, or decision affecting people with disabilities should be made without their direct participation and leadership.**

The idea traces back to the Polish-Lithuanian Commonwealth's 1505 Nihil novi constitution, phrased in Polish as "Nic o nas bez nas," which prohibited the king from passing new laws without the consent of parliament's chamber of nobles.

The phrase was adopted globally by disability rights activists in the 1990s and explored by activist and writer James I. Charlton in his 2000 book Nothing About Us Without Us: Disability Oppression and Empowerment.

Activists use the slogan to reject paternalistic charity models, arguing that disabled people are the true experts on their own lives, needs, and accommodations, and must lead decisions affecting them.



Have You Seen a Green Lanyard with Yellow Sunflowers? Here's What It Means



The Hidden Disabilities Sunflower is an international program designed to help people with disabilities that aren't immediately apparent communicate that they may need a little extra patience, understanding, or assistance; it allows someone to discreetly communicate their needs without having to explain their disability to a stranger.

People with hidden disabilities can voluntarily wear a green lanyard decorated with bright yellow sunflowers. The sunflower serves as a recognizable signal to trained employees and others who understand the program.

For example, someone wearing the lanyard might:

- Need additional time to process information or follow instructions.
- Experience sensory overload in noisy or crowded environments.
- Have difficulty standing in long lines.
- Need directions repeated or explained differently.
- Experience chronic pain, fatigue, anxiety, or another condition that isn't visible.

The program is not restricted to one type of disability. People with autism, ADHD, epilepsy, hearing impairments, chronic illnesses, neurological conditions, mental health conditions, and many other nonvisible disabilities may choose to participate.

How do you get a sunflower lanyard?
We have some lanyards in the FLIC office, so feel free to stop in if needed. Other participating organizations distribute them free of charge, as well. You can also purchase sunflower products through the **official Hidden Disabilities Sunflower store**.

To learn more about the program, visit
https://hdsunflower.com/us/

Remember, wearing a sunflower doesn't automatically guarantee special accommodations, priority service, or expedited security. Its primary purpose is to encourage recognition and appropriate support.

When you see someone wearing the sunflower, be patient, respect their privacy, and offer assistance without assuming what they need.



In-Home Help/ Caregiving Services offered by FLIC

The Registry

The Registry is a program that matches people in Tompkins County who need in-home workers with individuals who are willing and able to work in people's homes.

The Registry is a list of in-home caregivers who have been screened through a face-to-face interview and whose references have been verified.

The Registry list includes individuals who are licensed and/or certified, such as RNs, LPNs, and CNAs. It also includes people who are willing to help with laundry, housekeeping, errands, grocery shopping and cooking.

The care recipient and the aide reach an agreement about pay rate and timing of payment.

The Registry Program is made possible by funding from Tompkins County Office for the Aging (COFA) and New York State Office for the Aging (SOFA).

For more information about The Registry contact Cheryl at **Cheryl@fliconline.org** 607.272.2433 ext. 206

Expanded In-Home Services for the Elderly Program (EISEP)

EISEP is for people 60 years old or older who do not qualify for Medicaid, live in Tompkins County and need housekeeping or personal care services.

The cost of the program is based on monthly income, on a sliding scale for people who are not eligible for Medicaid.

A nurse from Tompkins County Office for the Aging can discuss your eligibility for assistance in your home. To set up an assessment, contact their offices at 607-274-5482.

After authorized to start, FLIC receives information from Tompkins County Office for the Aging. A consumer application and signed agreement with FLIC must be turned in prior to beginning care.

Personal assistants need to complete an application and have all paperwork submitted before starting work. Paychecks are issued to caregivers by FLIC in collaboration with COFA.

For more information about EISEP contact Cheryl at **Cheryl@fliconline.org** 607.272.2433 ext. 206

Consumer Directed Personal Assistance Program (CDPAP)

CDPAP gives Medicaid-eligible people choice and control over their in-home care. Through CDPAP, you may be able to choose, hire, train, schedule, and supervise your own Personal Assistant. This may include a friend, family member, or other person of your choice, if they meet program requirements.

Participants must be able to direct their own care or have a designated representative who can assist with this responsibility.

FLIC is an approved CDPAP facilitator and partners with Public Partnerships LLC, better known as PPL, the statewide FI (fiscal intermediary) for New York State CDPAP. We help Consumers

and Personal Assistants with registration, onboarding, technical assistance, and ongoing support.

We also provide Home Care Recipient Support Services through funding from the NYS Department of Health. These services help people who use CDPAP, or who may be eligible for CDPAP, stay safe, informed, and supported at home.

For more information about CDPAP assistance contact Brenda at **brenda@fliconline.org** 607.272.2433 ext. 250

Accessible Fall Fun Around Ithaca

🍂 **Take in the foliage at Taughannock Falls State Park**
The amazing overlook can be enjoyed without hiking the gorge, and the park also describes the ¾-mile Gorge Trail as relatively flat and accessible.
The overlook has an EnChroma viewer designed to help people with color-vision deficiency experience the fall colors.

🌳 **Go leaf-peeping at Cornell Botanic Gardens**
The gardens around the Nevin Welcome Center and the F. R. Newman Arboretum are beautiful in October.
The Welcome Center is fully accessible, a wheelchair is available on request, and the arboretum has paved paths and numerous places to park near points of interest.

🍁 **Roll, stroll or bike the waterfront**
Cayuga Waterfront Trail is a flat, paved, multi-use trail.
It connects several Ithaca attractions, so visitors can make the outing as short or long as they want.

🦕 **Spend a rainy fall day with dinosaurs**
Museum of the Earth has wheelchair ramps and accessible exhibits, and it offers Sensory Friendly Hours on the third Sunday of each month as well as Mask Mondays on the third Monday.

🎨 **See some art — and the fall view from Cornell**

Herbert F. Johnson Museum of Art is free, elevator-accessible, and has wonderful views over Ithaca and Cayuga Lake. ASL interpreters can be requested for lectures, tours and other events.

🛝 **Have a picnic by Cayuga Lake**

Stewart Park has accessible pathways, picnic area and an inclusive accessible playground.

💦 **Go waterfall sightseeing**

The main falls at Buttermilk Falls State Park can be seen just a short distance from the parking area.

**Accessibility needs vary and accommodations change, so please call your destination to be sure they can meet your needs.*



Awareness Spotlight

November Is
National Family Caregivers Month

National Family Caregivers Month is observed every November to recognize the dedication of people who provide unpaid care and support to loved ones with disabilities, chronic illnesses, or age-related needs. The month raises awareness of the physical, emotional, and financial challenges caregivers often face while celebrating their important contributions.

How can you show support? Instead of simply telling a caregiver, "Let me know if you need anything," offer one specific act of assistance. For example, volunteer to pick up groceries, deliver a meal, or handle an errand. Small, practical gestures can give caregivers valuable time to rest and recharge.

Increased Awareness is a Powerful Tool.

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Thoughts to Share?

Voice (607) 272-2433
Video (607) 216-9683
Fax (607) 272-0902
info@fliconline.org

Office Hours:
Monday-Friday
9:00am-5:00pm
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