**Recommended Training for YMCA Staff**

|  |  |  |  |
| --- | --- | --- | --- |
| **Training/Resource** | **Recommended For** | **Reporting** | |
| **# staff completed** | **Roles of staff** |
| **Communicating With and About People with Disabilities**  **Source:** CDC  **Type:** PDF  **Approx. Length:** 5 min read  **Learning Objectives:**   * Understanding “People- first” language * Communicate respectfully with people with disabilities * Address stereotypes, offensive language, and negative portrayals of people with disabilities.   [Communicating With and About People with Disabilities](https://www.cdc.gov/ncbddd/disabilityandhealth/pdf/communicating-with-people.pdf) (PDF) | All staff (front desk staff, instructors, admin, etc.) |  |  |
| **Introduction to Intellectual Disabilities**  **Source:** Special Olympics through SOLearn  **Type:** Video Training  **Approx. Length:** 45 mins  **Learning Objectives:**   * 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   Special Olympics: Online Learning Portal (link to register) | All staff (front desk staff, instructors, admin, etc.) |  |  |
| **Inclusive Fitness**  **Source:** Special Olympics through SOLearn  **Type:** Video Training  **Approx. Length:** 35-40 mins  **Learning Objectives:**   * 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. * Understand effective communication * Address barriers through adaptation related to motivation, communication, and program design.   [ACE Continuing Education Platform](https://www.acefitness.org/continuing-education/course/4a5xv6yyw/special-olympics-inclusive-fitness-training/)  (link to register) | Fitness Instructors; Program Facilitators |  |  |
| **Creating an Inclusive Fitness Club and Sector**  **Source:** IHRSA Global Health and Fitness Association  **Type:** PDF  **Approx. Length:** 30 mins  **Learning Objectives:**   * 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   [Creating an Inclusive Fitness Club and Sector](https://www.ihrsa.org/publications/creating-an-inclusive-fitness-club-and-sector-an-ihrsa-e-book/)  (Link to download PDF) | Executive Directors; Administrators |  |  |
| **Responsive Practice: Accessible and Adaptive Communication**  **Source:** Missouri Disability & Health Collaborative  **Type:** Interactive  **Approx Length:** 45-60 min  **Learning Objectives:**   * 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   [Responsive Practice: Accessible and Adaptive Communication Training](https://unh.az1.qualtrics.com/jfe/form/SV_3KH769aNL18oYXc?RID=MLRP_9sOE0NK6q89Gixw&Q_CHL=email) | All staff (front desk staff, instructors, admin, etc.)  Fitness Instructors; Program Facilitators |  |  |