**Recommended Training for YMCA Staff**

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| **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 |  |  |