



COMMUNITY NEWSLETTER

LITTLE RED HEN

Supportive Employment for Adults with Developmental Disabilities

501(c)(3) Non-Profit Corporation

Special Edition

AUTISM ACCEPTANCE



April, also known as Autism Acceptance Month, is an incredibly important month here at Little Red Hen. Given that we serve both adults and children with disabilities, including autism, we recognize just how impactful the autism awareness movement can be.

To do our part this month, we'd like to invite you to our annual Autism Carnival. Join us for a little fun in the park at Sycamore Field on Sunday, April 16th, from 10 am to 1 pm. The carnival will be completely free and happen directly after and in partnership with The Yellow Door's Walk for Autism.

Our goal is to raise awareness and provide education. We want the whole community to learn, grow and have fun.

The activities will include a super fun bounce house, face painting, storm troopers, princesses, carnival games, and sensory stations! We hope to see you there, all ages are welcome and of course, make sure to bring your kids along.

Our carnival, sponsored in part by local businesses is an important way in which the community supports Little Red Hen's Children's Programs. Thank you to Edward Jones for covering the cost of all tickets.

The Lifespan Center features a lending library where you can find excellent resources for autism education. Ask a representative at the carnival for more information. Or visit littleredhen.org.

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Thank You to Our Supporters



Far Northern
Regional Center



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Mission Statement

Little Red Hen is a 501(c)(3) non-profit organization serving children and adults with developmental disabilities. Our six Chico retail locations provide employment that is not subminimal wage. Our retail and horticulture departments employ 175 developmentally disabled adults, supported through the sales of items. 100% of our sales/donations benefit quality programs for children and adults with developmental disabilities like Autism, Cerebral Palsy, Down Syndrome, and other cognitive disabilities.

Stores

Floral 959 East Ave | 530.894.0040
Kitchen 959 East Ave | 530.894.1300
Nursery 189 E Eighth St | 530.891.9100
Gift 897 E 20th St | 530.897.0100
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SPECIAL EDITION

Autism Acceptance

By Garrett G.

In 1943, a young boy was diagnosed with autism, something that is far from unheard of today. However, the boy, 10-year-old Donald Triplett, was the first person to ever be officially diagnosed with autism. This set the stage for a world of changes that would follow in the way we, as a society, treat people with developmental disabilities.

Today, 80 years after Triplett was diagnosed, programs in the United States of America and all over the world have been created to help provide for people with disabilities, including autism. Organizations such as the Autism Society, founded in 1965, have been built in order to raise autism awareness and acceptance.

The Autism Society describes itself as "the oldest and largest grassroots Autism organization" and one that "serves over half a million people per year." In April 1970, the Autism Society held the first national Autism Awareness Month.

Resources for people with autism and awareness of Autism Spectrum Disorder (ASD) have only grown since then, as have the terms in which we refer to people with disabilities.

According to the Authentic Self Advocacy Network (ASAN), some groups, led by people with autism,

began referring to Autism Awareness month as "Autism Acceptance Month" in 2011. The goal of changing Autism Awareness Month to Autism Acceptance Month is to reframe the language and ideas that are associated with the month. The hope is that Autism Acceptance Month will promote just that: acceptance.

The ASAN explains that "autism acceptance emphasizes that autistic people belong — that we deserve welcoming communities, inclusive schools and workplaces, and equal opportunities."

In recent years, the Autism Society began referring to April as "Autism Acceptance Month" as well and has urged the United States Government to officially adopt the name change.

Autism acceptance is about emphasizing that people are who they are, and we should accept and support that.

Autism Spectrum Disorder:

(ASD) A developmental disability that manifests before the age of 3. It is caused by specific brain functions that differ from people without autism, however according to the CDC, there are several causes for Autism, and many are unknown or still being researched.

Little Red Hen



AUTISM CARNIVAL



**Bounce House, Face Painting,
Storm Troopers, Princesses,
Carnival Games & Sensory Fun!**

Sunday, April 16 / 10am-1pm



Sycamore Field @ One Mile



WWW.LITTLEREDHEN.ORG

Sponsored by

Edward Jones®

AUTISM CARNIVAL

Walks For Autism

By Newsletter Staff

Little Red Hen is proud to once again partner with The Yellow Door and help bring you this year's Chico Walks for Autism event. Join us at Sycamore Field in Chico, California, on April 16th.



Registration opens at 8:30 am, and at 9 am we will kick off a three-mile walk, the goal of which is to raise money for autism support, awareness, and acceptance groups.

In previous years, the walk has helped to support organizations such as the Northern California Autism Symposium and The Yellow Door Cares.

You can register online at the Chico Walks for Autism 2023 Eventbrite page. Registration costs between \$20-30.

After the walk, you will find yourself at our Autism Carnival. The carnival will open at 10 am, and will run until 1 pm, and will feature a variety of family friendly activities.

We hope to see you there!

Thank you For Sponsoring us

To us here at Little Red Hen, community is everything. We wouldn't be able to help as many people as we can without the support of all of Little Red Hen's friends. Our annual Autism Carnival has always been a great opportunity for us to get engaged with the community, and it's made possible by our sponsors. We would like to give a huge thanks to the financial services company **Edward Jones**.

Our friends at Edward Jones have been kind enough to sponsor our carnival for the second year in a row, and we could not be more grateful!

Edward Jones offered to cover the cost of everyone's tickets, allowing each and every carnival goer to play games to their hearts content for FREE!

Thank you to Edward Jones and all the other businesses that have been kind enough to sponsor the 2023 Autism Carnival.

We hope everyone enjoys the carnival, and has a great Autism Acceptance Month!

Autism Carnival Sponsors

The logo for Edward Jones, featuring the name 'Edward Jones' in a serif font on a yellow background.



The Christenson Family



NEWS

Major Money

By Newsletter Staff

Major funds are being directed towards disability-related efforts. This money is supposed to be aimed at developing positive change. \$100 million is being donated by a few different federal agencies so scientists can conduct more research about how autism impacts the various people diagnosed with it, something that is incredibly important.

Sarah W. at our vintage store feels happy knowing that this money is being donated to a good cause. Sarah also believes that the employment capabilities

of adults with autism spectrum disorder could be researched more, but hopefully the \$100 million can help a little with that.

Some adults with disabilities make what is called "sub minimum wage," meaning they make slightly below the minimum wage. Several states across the country allow for this, and many are determined to put a stop to this practice. Some federal programs are giving at least \$177 million to 14 states to help bridge the gap between minimum and sub minimum wage jobs.

The idea is that this money will be used to develop employment programs that ensure adults with developmental disabilities are paid what they deserve.

Little Red Hen is, of course, a strong proponent of the idea that everyone deserves employment, everyone deserves the right to support themselves, and everyone should be paid fairly.

We hope these moves are signals that even greater growth is yet to come.

Autism Programs

By Jodi D, Julian P, and Juan Pe.

Programs for helping people with autism navigate their world appear to be growing more plentiful with each passing year. These programs are as varied and diverse as the people that they have been built to serve, and they not only help those individuals in their day-to-day lives but also in connecting to the greater world.



One United States-based program, Autism Double-Checked, is dedicated to making the air travel industry more autism-friendly.

In three steps, they aim to help people with autism navigate the wider world nearly flawlessly.

Step one is, of course, autism awareness. In order for everyone to feel united and supported, it is critical that we understand one another's needs.

Step two is readiness, and step three is double-checked, hence their name, Autism Double-Checked. The program accomplishes these steps by teaching people on the autism spectrum how to navigate airports and hotels, as well as how to deal with issues that might arise during a trip. This gives people the time to practice over and over until they feel confident. Autism Double-Checked also works to determine which museums, theme parks, and other attractions are autism-friendly.

If any program is serious about

making the invisible visible, it's the Sunflower Program, founded in the UK in 2016. The concept has grown to a global scale, but its aim is simple. Travelers with disabilities that might not be immediately visible at first glance can wear sunflower-themed lanyards to unobtrusively signal that they might need some support in certain situations.

A variety of resources have been designed to help support people with autism, as well as their loved ones.

One platform, the Coach in the Kitchen Cookbook, features 290 pages of easy-to-follow recipes. These recipes were designed to help people with autism feel empowered in the kitchen while also making some delicious meals.

Autism STATS

By Jodi D.

In 2020, the Autism and Developmental Disabilities Monitoring (ADDM) Network collected data about autism rates throughout the United States. The data showed that 1 in 36 kids is diagnosed with autism spectrum disorder (ASD). The results, released recently, showed that 27.6% of

eight-year-old kids in the United States were diagnosed with autism. The state with the highest diagnosis rate is California, with a rate of 44.9%



Throughout the United States, the ADDM found that boys were nearly four times as likely to be diagnosed with ASD than girls.

The previous study, conducted in 2016, found that 1 in 54 children were diagnosed with autism.

Representation

By Julian P. and Juan Pe.

Representation across television, film, and general media has become an important priority in society, and there is a push underway to explore and expand the amount of representation people with disabilities receive.

Nielsen, a major television ratings tracking organization, is setting out to specifically track the representation that people with disabilities receive in modern television, as reported by Disability Scoop.

The goal is to find out information such as how often people with disabilities appear on television, whether or not the actors portraying people with disabilities actually have disabilities, if those disabilities are portrayed positively or negatively, and what disabilities are depicted.

Several people at Little Red Hen, including HOME store employee Jodi D., are excited to hear the

news. "I think it's great that they are getting representation. I think it's excellent," Jodi shared.

Several people at Little Red Hen, including HOME store employee Jodi D., are excited to hear that representation will be increased for people with disabilities. "I think it's great that they are getting representation. I think it's excellent." Jodi and many others hope that the more an audience is exposed to people with disabilities, the more tolerant, patient, and understanding that audience will become. A recent PBS documentary was designed to do just that.

The Public Broadcasting Service documentary *In a Different Key* tells the story of Donald Triplet, the first person to ever be diagnosed with autism. According to the documentary, Triplet's parents nearly gave up on him; however, they chose to fight for their son,

which led to a revolution in the way we treat disabilities as a society.

A Little Red Hen team member, Juan Pe., reviewed the documentary and highly recommends that you check it out because it is a fascinating glimpse into how autism affects families in positive and negative ways.

Several films centered on people with disabilities have recently hit theaters. "An Irish Goodbye" is a 2022 Academy Award-winning film that focuses on the story of a man with Down syndrome rekindling a brotherhood. The film, starring James Martin, received an Oscar for Best Live Action Short Film. The film *Champions* spotlighting the story of a team of players with intellectual disabilities.

These recent films and documentaries, as well as the efforts of Nielsen Tracking, could go a long way toward increasing inclusion.

Language

By Chelsea O. and
Bailey W.

When it comes to Little Red Hen, our company prioritizes the fact that everyone, regardless of whether or not they have a disability, is a person first and foremost. We are proud to say that each and every person is unique in every aspect, including their disabilities, and that those of us with disabilities help make a positive impact on the company and our community by helping to educate the people around us. In order to emphasize how important we all are on an individual basis and to highlight what we all bring to the table, Little Red Hen chooses to use "person first language."

Talking about autism and other disabilities can be challenging for some because they aren't aware of what phrases or language to use. For those who are closely tied to the world of disabilities, terms like IDD (intellectual and developmental disabilities) roll right off the tongue. However, many people who are not as exposed to or knowledgeable about disabilities can often be unsure of what terms to use. Honestly, while some terms like IDD are widely accepted, opinions vary on whether others are appropriate.

If you are unsure whether or not a term like autistic is appropriate to use, then your best course of action is to ask someone what they feel comfortable being referred to as. For the most part, there are two main approaches.

Some Key Terms:

Intellectual Disability: An intellectual disability (often shortened to IDD) is defined by the CDC "as a term used when there are limits to a person's ability to learn at an expected level and function in daily life."

The level of the disability varies from person to person, but it NEVER means that the person is unintelligent or dumb.

Developmental Disabilities: A developmental disability is defined as a condition that arises due to "Developmental disabilities are a group of conditions due to an impairment in physical, learning, language, or behavior areas."

A developmental disability manifests during a child's developmental period for a variety of reasons.

Person first language

Of course, asking people what their preferences are and how they describe themselves is important, and their wishes should always be respected. Little Red Hen chooses to use person-first language as a general rule because it promotes the idea that we are all people first. An example of this would be referring to an employee as an "employee with autism rather than an autistic employee." People's first language can build culture

and inclusion in the workplace as well as in the community. However, it is not the only school of thought.

Identity first

Some people, including many self-advocates, prefer Identity first language. With this approach, the goal is to recognize people's identities, including their disabilities. Some prefer identity-first language because they want to be acknowledged for who they are in their entirety; they don't want to hide or ignore a part of themselves. This would mean saying an "autistic employee" as opposed to an "employee with autism".

In the workplace

Both perspectives are clearly equally valid. What is important is that people choose how they are referred to on an individual basis; only that can guarantee that they feel safe, comfortable, and accepted. This is an ever-evolving discussion, and we can do our part by promoting knowledge. Sharing information in appropriate ways in the workplace can be a great way to promote inclusion.



Autism Acceptance

Disability Language Examples

OH,
THEY'RE
AUTISTIC



Identity First Language

OH, THEY
HAVE
AUTISM



Person First Language

FOR MORE
AUTISM
RESOURCES AND
INFORMATION
VISIT:
LITTLEREDHEN.ORG

♥ *Gift Certificates* ♥

PURCHASE IN STORE OR ONLINE

H O U R S

GIFT

MON-THU 8AM-5PM
FRI-SUN 9AM-5PM

HOME

MON-SUN 9AM-5PM

KITCHEN

MON-SUN 9AM-5PM

NURSERY

MON-SUN 9AM-5PM

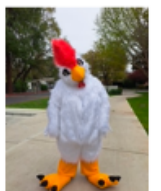
VINTAGE

MON-SUN 9AM-5PM

FLORAL

MON-SAT 9AM-5PM

Meet our
Official Mascot:



Designed and Hand Crafted by the talented Cheyene R.