

## Kathie Snow

Since the *way we think* drives the *way we act*, Kathie believes real change can only occur if we first acquire new attitudes and perceptions about individuals with disabilities. Kathie is the parent of two young adults, one of whom has a disability diagnosis, and she combines her earlier career in the media with personal experiences in the disability arena to ignite positive and long-lasting change.

Kathie also believes the inclusion of people with disabilities can best be accomplished when they move from clienthood to citizenship, and replace traditional “special” and segregated services with assistance from the abundant supply of natural supports and generic services that exist in every community. And everyone has an important role to play in this effort!

In lively and insightful workshops in more than forty states and in Canada, Kathie questions today’s conventional wisdom, suggests alternatives to traditional services for people with disabilities, and covers a variety of topics including: People First Language, developing new attitudes and perceptions, using natural supports and generic services to create inclusive communities, cooperative advocacy, inclusive education, legislative issues, effective partnerships, systems change, empowerment, disability history, and more. While she’s been a “trainer” for 15 years, she still considers herself a “student”—learning from individuals with disabilities, family members, and others who attend her presentations and touch her life in a variety of ways.

Kathie is the author of *Disability is Natural: Revolutionary Common Sense for Raising Successful Children with Disabilities*—now in its second edition. Her book, the companion video/DVD, a variety of articles, and an assortment of bright, colorful, and positive “Disability is Natural” products are featured on her website ([www.disabilityisnatural.com](http://www.disabilityisnatural.com)). Several universities are using *Disability is Natural* as a textbook, and articles from her “Revolutionary Common Sense” web page and her free E-Newsletter are frequently reprinted in other publications and websites. She created the Bowl of Apples logo (featured on many of her products) as a way to illustrate a new way of thinking: just as apples are natural, disability—like gender, ethnicity, and other characteristics—is a natural part of life. (This paradigm shift is included in the Federal Developmental Disabilities Act.) Kathie is also the author of the widely-disseminated “People First Language” article.

A graduate of the first class of Texas Partners in Policymaking (a disability leadership training program) in 1991, Kathie now presents at Partners programs in many states and provides technical assistance to many Partners coordinators. In addition, she presents keynotes and workshops at international, national, and state conferences, and has coordinated conferences and developed training curriculum.

Native Texans, Kathie and her family have resided in the Colorado mountains since 1991. Before the births of her children, she was a broadcast television writer, producer, and director and a print journalist. She’s energetic, positive, and determined to help create a society in which all are valued and all belong.

**Kathie Snow**

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