



PREPARED BY
ARIZONA DEVELOPMENTAL
DISABILITIES PLANNING COUNCIL
(ADDPC)



<https://addpc.az.gov>

Introduction

The Arizona Developmental Disabilities Planning Council serves Arizona residents with intellectual and developmental disabilities (I/DD) along with their families, providing original research, education, advocacy, and financial support that encourages Arizonans with I/DD to advocate for themselves and create more inclusive communities.

Our mission: We develop and support capacity building and systemic change to increase inclusion and involvement of people with developmental disabilities in their communities through the promotion of self-determination, independence, and dignity in all aspects of life.

Our vision: One community working together to achieve full inclusion and participation of people with developmental disabilities.

During 2020 the Arizona Developmental Disabilities Planning Council focused on three goal areas: Self Advocacy, Employment, and Inclusion. Here are some of the activities and projects accomplished during 2020.

Self-Advocacy

One of the greatest barriers to self-advocacy continues to be society's low expectations of self-advocates' ability to make decisions for themselves. To that end, the Council continued to advocate for expanded use of supported decision-making throughout the state to ensure people with I/DD can make their own decisions and be educated on how they can make the best decisions for themselves using trusted supports. Advocates sought passage of legislation that was intended to formalize this process and lead to more widespread adoption of SDM to ensure that self-advocates have the resources they need to live self-determined lives.

The Council continued to assist self-advocates to speak up for themselves with projects that involved the importance of voting, self-advocacy starting at a young age, advocacy in the tribal communities across Arizona, and a variety of other projects that helped debunk myths about the capabilities of self-advocates and encouraged communities to embrace the slogan "nothing about us without us."

Self-Advocacy Activities:

School Participatory Budgeting: A project that involved five school districts' entire student bodies (Chandler Unified School District, Mesa Public Schools, Phoenix Union High School District, Sunnyside Unified School District, Queen Creek Unified School District) where students decided how to spend a certain amount of money in their school. A student steering committee that included special education students helped identify potential initiatives, developed solutions to everyday problems, and worked with the local County Recorder's office to bring in real voting equipment which students used to vote for the idea they supported. This project spread to other schools, led to a manual that was disseminated internationally on how to include Special Education students, and won an Arizona State University (ASU) School of Public Affairs President's Medal for Social Embeddedness, presented by ASU President Michael Crow.

Arizona Voters with Disabilities Toolkit: ADDPC staff and Arizona State University MSW interns developed a toolkit on voting participation for persons with disabilities in partnership with the Arizona Disability Voter Coalition (AZDVC). This toolkit consisted of information on how to register to vote, voting by mail, statutory requirements, and how to contact the County Recorder's office, along with other resources.

Native American Disability Law Center (NADLC): Grant funding was focused on supporting the Equal Native Youth Voices program serving Navajo youth with I/DD to increase their understanding of their legal rights and to develop skills to speak up for themselves, make their own decisions, and respectfully advocate in their communities. NADLC worked with students in the Exceptional Student Services (ESS) program at Greyhills Academy High School in Tuba City, AZ. Ten youth participated in the fall semester of 2019 and 13 students participated in the spring semester of 2020. Students with I/DD learned about how to speak about their disability; how to speak up for their choices and decisions in school, at IEP meetings, and at home; how to pursue future opportunities for attending college or gaining employment; how to ask for appropriate accommodations; and how to effectively communicate with teachers and other adults.

COLLABORATION: ARIZONA DEVELOPMENTAL DISABILITIES NETWORK (ADDN) & STATEWIDE PARTNERS

At the outset of the COVID-19 pandemic, ADDPC and fellow DD Network members created a statewide collaboration to advocate for better access to healthcare and address issues within the disability community.

Members included: Arizona Developmental Disabilities Planning Council, Arizona Center for Disability Law (ACDL), Arizona Employment First, Institute for Human Development-NAU, The Arc of Arizona, University of Arizona Sonoran Center for Excellence in Developmental Disabilities.

During 2020, this group facilitated a total of 14 webinars on timely issues selected by the ADDN and partnering agencies. These town hall meetings were open to all community members; topics included the impact of COVID-19 on the disability community, managing benefits and finances during COVID-19, maintaining mental health during a pandemic, and living as a person of color with I/DD during COVID-19.

ADDPC also supported its partners in seeking improvements to Arizona's crisis standards of care, ensuring persons with disabilities were not discriminated against when healthcare resources were limited.

Employment

ADDPC completed seven activities to support competitive integrated employment for people with disabilities. Twenty-four Employment First partners collaborated to advocate for and implement policies that supported competitive integrated employment for individuals with I/DD. Employment First is a systems change initiative that can require years to implement. Through ADDPC's support, the Arizona Employment First initiative made significant strides this year.

Partners continued to increase employment awareness for individuals with disabilities by educating self-advocates, families, agency representatives, educators, employers, and policymakers on the benefits of employing individuals with disabilities. They provided training and resources to advance competitive integrated employment in communities across the state.

Employment Activities:

Northern Arizona University's Institute for Human Development (IHD) Supporting Inclusive Practices in Colleges (SIP-C): This project applied the principles of inclusion and self-determination to develop successful transition practices and promote quality inclusive postsecondary supports for students with disabilities in Northern Arizona. During FFY20 project personnel provided consistent services and supports to four participants. One student managed a full-time academic course load (12 credit hours), one student managed a part-time course load (6 credit hours), and two students managed one class (3 credit hours). Decisions concerning the number of courses were made by the students, in consultation with Disability Resource Advisors from Coconino Community College, individuals within the student's support network, and their Educational Coach.

The University of Arizona's Sonoran Center for Excellence in Developmental Disabilities (UCEDD) Job Coach Training Project: This project addressed the need for training of employment support professionals through a series of three training sessions focused on knowledge gains, resource sharing, problem solving, and intensive skill development related to implementation of supported and customized employment services. The training emphasized application of specific techniques in the areas of job development, employer relationships, and job creation, and highlighted the Assessment and Discovery process contributing to a good job match. During FFY20 the Sonoran UCEDD conducted four Session I trainings for 103 individuals participated virtually, developed Session II Assessment/Discovery & Job Development and Session III Job Training hands-on training for delivery in a virtual format. Participants received information to prepare them for taking the Certified Employment Support Professional (CESP) credential, data assessing participant competency gains were collected, and data assessing satisfaction and impact were collected.

Arizona Employment First Website: ADDPC awarded a contract to the University of Arizona Sonoran UCEDD to update and improve the functionality of the Arizona Employment First website, a critically needed resource to help increase public awareness of the Employment First initiatives in the state. The Arizona Employment First website was launched to coincide with October 2019's National Disability Employment Awareness Month. The Arizona Employment First website is maintained and sustained by the Sonoran UCEDD.

Beacon Group Encore Project: Customized employment services to the underserved populations of Transition-aged Youth with Intellectual/Developmental Disabilities (TAYIDD) provided in the metro Tucson area. Youth are typically expected to meet the cultural norm of starting their employment history in high school or shortly after graduating high school. However, it is not uncommon for TAYIDD, with or without Arizona Long Term Care System (ALTCS) support, to be overlooked during this critical time due to a perceived lack of abilities and/or lack of access to proper service supports. Five high schools in Tucson partnered with Beacon Group and provided referrals for TAYIDD to participate in the Encore Project.

The project provided support with obtaining minimum wage employment for at least 10 hours a week, building up to 20 hours per week post-high school. During FFY20 the Encore Project provided services to twelve of the fifteen intended participants. Five individuals obtained employment. Of the five, three achieved the targeted outcome of working 20 hours per week. In addition, five individuals met their targeted outcome of being employed for more than 90 days.

Inclusion

ADDPC provided small grant funding to five organizations that were able to conduct a training, symposium, conference, or virtual training to combined audiences of 1,312 self-advocates, family members, and professionals. In addition, the Council leveraged \$50,000 in funding with The Arc of Arizona and the Arizona Community Foundation to provide small grants that addressed social isolation issues of people with Intellectual and Developmental Disabilities (I/DD) resulting from the COVID-19 pandemic.

Inclusion Activities:

ADDPC Website: Upgraded Council's website to make it more accessible and inclusive for everyone. The project included Google translation and web accessibility tools to ensure access to populations who are blind/low vision.

Strengthening Disability Service Coordination for Arizona's Military Families: What Families and Policy

Makers Need to Know: This research project was completed by ADDPC staff and an Arizona State University MSW intern alongside Arizona's Division of Developmental Disabilities (DDD) who met with active-duty military families on a local military base. Military families that include individuals with disabilities are confronted with many different barriers accessing I/DD services when relocating from

one state to another. The Exceptional Family Member Program (EFMP), available through all United States military branches, supports military families with special medical or educational needs. EFMP connects families with services available at their duty station, providing information, referrals, and non-clinical case management. Yet, even with all this support, families are still left with many gaps.

Military service requires frequent transfers from one military installation to another. A family may rely on a particular set of Medicaid services in one state but may find themselves with far more limited services after moving to another state. Expedited state eligibility determinations, increased pre-relocation support from EFMPs, portability of Medicaid-funded supports and services, and prioritization of this population at a Congressional level would ensure that service members' family members with disabilities receive all the care they need. The ongoing lack of this assistance, however, makes the situation problematic for many military families.

Adaptive Recreation: ADDPC funded a collaboration with Northern Arizona Adaptive Sports Association (NAASA) and the Institute for Human Development (IHD) at Northern Arizona University. During FFY20, 57 individuals participated in either accessible snow skiing or snowboarding at Arizona Snowbowl, near Flagstaff, as part of this program. Major tasks funded by ADDPC included purchasing new adaptive skiing/snowboarding equipment and selecting and preparing instructors for adaptive instructor certification (4 of the 5 ski instructors chosen for this project were certified through Professional Ski Instructors of America). Findings indicate positive impacts for those who participated in terms of overall happiness, confidence, and feeling more included in the community. Ninety-five percent of respondents to the four-month post-participation follow up survey indicated they intend to return to Snowbowl and their participation had positively impacted their lives. One participant's family said, "The individuals' capabilities sometimes exceed our imagination and having the right people in place at NAASA to help us see that has been such a game-changer."

Agency Funding

In Federal Fiscal Year 2020, ADDPC allocated \$1,765,912 to support programs and operations.

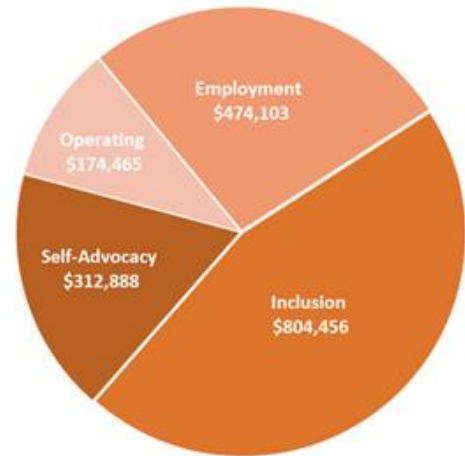
General Operations 9.9 % \$174,465

Employment 27% \$474,103

Inclusion 46% \$804,456

Self-Advocacy 18% \$312,888

2020 Expenditures per Goal Area



Council Member (September 2020)

List of 2020 Council Members

John Black, Chair
Advocate

Melissa Van Hook, Vice-
Chair Parent/Family
Advocate

Maureen Casey
Parent/Family Advocate

Michael Coen
Representative, Dept. of
Economic Security-Division
of Aging & Adult Services
(DES-DAAS)

Monica Cooper
Self-Advocate

Megan Cox
Sibling/Family Advocate

Steve Freeman
Parent/Family Advocate

George Garcia
Self-Advocate

Traci Gruenberger
Representative, Mosaic Arizona (Nonprofit
Organization/Provider)

Matthew Isiogu
Representative, Arizona
Health Care Cost
Containment System
(AHCCCS)

Angelina James
Parent/Family Advocate

Katharine Levandowsky
Representative,
Arizona Dept. of Health Services (ADHS)

Scott Lindbloom
Self-Advocate

Kristen Mackey
Representative,
Dept. of Economic
Security-
Rehabilitation
Services Administration
(DES-RSA)

Ray Morris
Parent/Family Advocate

Janna Murrell
Parent/Family Advocate

Wendy Parent-Johnson
Representative,
University of
Arizona-Sonoran
UCEDD

J.J. Rico
Representative, Arizona Center for Disability Law
(Protection and Advocacy Agency)

James Rivera
Representative,
Arizona Department of
Education (ADE)

Kelly Roberts
Representative,
Northern Arizona
University-
Institute for
Human
Development

Staff

Erica McFadden, Executive Director

Marcella Crane, Contracts Manager

Lani St. Cyr, Fiscal Manager

Michael Leyva, Contract/Grants Coordinator

Sarah Ruf, Community Relations Specialist

Jason Snead, Program Project Specialist II

Julie Whitaker, Program Project Specialist II