

Arizona Developmental Disabilities Planning Council
Annual Planning Retreat
Small Group Discussion Transcripts

Council members worked in three small groups to address the following question: *What can the Council do, fund, and or support to achieve this goal in the next five years?* Following is a transcript of their notes for each the three goal areas.

Goal Area: Employment

Objective 1: *Increase awareness of the employment potential of people who have developmental disabilities among individuals themselves, their families, employers, a wide variety of professionals who provide support, and the public.*

- Educate re: employment opportunities
 - Family members
 - Person
 - School personnel
 - Employers
 - Service providers
 - Community
- Employment skills in addition to living skills
 - *Continue WIIN funding
 - *Market success stories
 - Education
 - Employment
- Employment—obtain/retain/start
 - *Mentor programs—person and employers/self-employment
 - Peer mentors
 - *Untapped Arizona
 - *Start up dollars and/or guidance—groups like SCORE
 - *Seed dollars—micro loans—“venture capital”
- *Contract with community embedded leaders to advocate
- *Dollars to support Employment First
- *Compile an employment/self-employment resource site
- *Self-employment “Rep Payee”/business support conduit

Objective 2: *Promote/support the acquisition of job readiness and technical skills that people who have developmental disabilities require for competitive, integrated employment and/or self-employment (consistent with informed choice) by working with individuals from an early age, their families, and those who provide education/support to them.*

- Supporting/Funding→Drive outcomes of Employment First *et al.*
- Fund—Program that educates business/industry committed to employing the DD community
- Fund—Individual/org that would educate individuals with DD on creating self-employment plan
 - Work exploration
 - Local company/organization

- Rural/unserved
- Fund—Programs that result in certification/license
- Fund—Self-advocates within communities
- Fund—Acquisition of technical skills

Objective 3: Foster job creation, hiring, retention, promotion, and self-employment.

- Support person without time limits
- Look at what has worked/not worked
 - Balanced approach:
 - Businesses
 - Service providers
 - Make certain advocating for an accommodation when “demanding” something
 - How to convince business person to do the right thing?
- *Continue to support efforts of Untapped AZ and BLN, WIIN
- *Engage the Human Resources sector
- *Self-employment
 - Identify real world examples of successful SE
 - Expand “Best Practices in SE”
 - Develop Peer2Peer aspect of SE
 - Raise awareness of SE tools on Untapped AZ website
 - Better educate VR counselors about SE
 - Identify SE partners and start collaboration
- Reach out to Tribal VR programs
 - Are individuals doing job creation and retention?
 - Do they have the requisite skills to do this well?
 - Private sector
 - Public sector (including government agencies)
- *No one willing to take on the need to develop the soft socialization skills needed
 - Social coaches?
 - Disseminate DDD Career Prep/Readiness service, Transition to Employment service
- Make Business Start-Up more user friendly

Goal Area: Self-Advocacy/Self-Determination

Objective 1: Support opportunities for people who have developmental disabilities to prepare and support their peers who wish to promote the positive perception and inclusion of people who have developmental disabilities, particularly those from unserved/underserved populations.

- Training programs
 - Leadership
 - Different levels
 - Led by and support by people who have developmental disabilities
 - What skills set do they have?
 - Age appropriate
 - Curriculum
 - Providing appropriate structure

- Facilitate discussions and logistics
- Provide resources
- Tap into resources from other groups
 - National organizations
 - Support groups
- Engage impassioned participants

Objective 2: *Support and expand participation of people who have developmental disabilities in cross-disability, culturally diverse leadership coalitions and groups that address issues of importance to people who have developmental disabilities.*

- Identify—Contact org/support groups
 - AZPIL graduates
 - Support groups
 - Navajo Nation Adv Council
 - Commissions on disability issues
- Cross Disability
 - Schools
 - Providers
 - Create
 - Match.com for disability
 - Leaders with new individuals
- Fund leadership institute cross disability
- Fund board leadership training (nonprofit alliance)
- Leadership assessment—then institute—youth focus, mentoring
- Youth projects

Objective 3: *Establish and promote the success of a collaborative, culturally competent self-advocacy coalition that is led by individuals who have developmental disabilities and that includes representatives of unserved/underserved populations, by providing funding, technical assistance, and supports.*

- Can we incorporate leadership to have federal funding for training
 - Inside of and/or outside of Arizona
 - Go to those locations
 - Talk to SA groups: What has been done in the past (prior Self-Advocacy Coalition)
 - How can we do something like this
- Look at groups outside of disability arena that built coalitions (that are more advanced than we are)
 - How did they build it?
 - Leadership training?
- Can we pay self-advocates as trainers/consultants
- There needs to be an outside agency to be the fiscal agent (People First of AZ, OASYS)
- Representing unserved/underserved
- Support areas outside of Maricopa County
- We do not want to lose those groups
- Form an alliance
 - A group of SA willing to be trained

- Need an overarching larger group to address statewide needs/coordination
- National/Youth Leadership Network did exist
- National/Pennsylvania YL Forum
- Partner with AZ Youth Leadership Forum (SILC)
- Coordinate with CILS
- Fund Summit to address/bring together
- Expand YLF to all ages
- Partner with The Arc
- How can we use social networking/social media
- Access to technology after high school
- Leverage Youth Action Council and AZTAP

Goal Area: Inclusion

Objective 1: *Build communities of support for people of all ages who have developmental disabilities, especially those who are unserved/underserved.*

Group 1

- Allay fears and pre-judgments that exist about people with disabilities
- Require DDD to specify inclusion in contracts
 - Measurements
 - Objectives
- Develop a plan
- Gather data from families about barriers
- Train people about tolerance of differences
- Train parents about inclusion goals

Group 2

- *Council is hub of inclusion
 - Information clearinghouse—i.e., rec programs, arts, sports, etc.
 - Identify and share best practices
- *All Council contracts have an inclusion expectation
- *Create a scholarship fund to cover/offset a portion of class/program fees
- *An informal rideshare or social media meet-up groups (common interest) esp. in rural areas
- *Educate on accessibility and remove barriers through mediation on resources available to provide for inclusion
- *Training for emergency responders
- *Identify champions coming out of DCS to transition successfully—employment, etc.

Group 3

- PBIS Project: Expand it into communities/homes
- Early Childhood Education: “Inclusive Schools”
- Support municipalities/towns on how to be more inclusive: A community of inclusion
- Disabilities in the LGBT community

- Look for ideas about inclusion
- Model after things that have already happened
- How to go into organizations of our allies to partner and learn from their civil rights movements
 - Look into minority community within disability community
- Transgender issues
- Religions (outreach should include Muslims)
- Doing education in communities where there have already been champions
- Social Security—negative rules around relationships and partnerships
- Spiritual minorities—how would we reach out?
- Need to build more training programs to teach future citizens about diversity
- Disability history education in the schools
- Legislation to require

Objective 2: Identify and address barriers to inclusion for people of all ages who have developmental disabilities, especially those who are unserved/underserved.

Group 1

- Collaborate with other agencies
- Research types of barriers
 - Groups
 - Families
- Identify unserved/underserved
- Training
- Develop a plan

Group 2

- Same ideas as under Objective 1
- Education of first responders/law enforcement about disability and behavior
- How to find disconnected youth
- Go outside of disability community
- Infiltration—Council reps serve on other non-disability councils
- More videos showing PWDD doing things not expected