

ARIZONA: ANNUAL PROGRAM PERFORMANCE REPORT

SECTION I: IDENTIFICATION

1. State/Territory

ARIZONA

2. Fiscal Year

2023

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SECTION II: COMPREHENSIVE REVIEW AND ANALYSIS

Adequacy of health care and other services, supports and assistance that individuals with developmental disabilities in Intermediate Care Facilities (ICF) receive.

<p>Expanding on its commitment to authentic community options, and further reducing its reliance on Intermediate Care Facilities, Arizona remains a leader among all states in ensuring individuals with I/DD who are recipients of state-funded supports have choices regarding their residential, day activity, employment, and health care services. Although the Hacienda HealthCare ICF remains in operation and is still the primary facility of its kind in the state, it is a much altered facility from five years earlier, with an entirely new operations and governance team and far stricter oversight from several state agencies. It also is home to fewer than 40 residents - a minute fraction of the state's overall I/DD population. A state-introduced plan from the mid-2010s to establish a network of private ICFs across the state has been abandoned in favor of better and more effective forms of community placement, even for individuals with exceptional care needs. The result is improved care for those relatively few residents whose circumstances truly rise to the level of requiring an ICF and far greater options for the vastly larger number of individuals who receive LTSS.</p>
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Adequacy of health care and other services, supports, and assistance that individuals with developmental disabilities served through home and community-based waivers receive.

The aftereffects of the COVID-19 pandemic are proving to be more significant challenges than first expected for Arizona's I/DD community and, even more acutely, the system that provides supports and services for people with I/DD.

By most measures, the state remains a responsive and respected location in which to receive I/DD services - at least, for those who qualify. Unfortunately, despite its longstanding "no waiting lists" reputation, Arizona is more and more a state that cannot fully meet its own standards for service and support delivery. Formal waiting lists may not exist, but de facto waiting lists - those resulting from a shortage of direct support and direct care personnel; lack of capacity in providers' programs (often due to lack of staff); system inadequacy, especially in rural and isolated areas of the state; and turnover within the ranks of support coordinators (case managers) in the Division of Developmental Disabilities (DDD) - are increasingly common.

As detailed in the FFY 2022 PPR, Arizona shares a common nationwide problem - difficulty recruiting, hiring, and retaining high quality direct support professionals and direct care workers. The reasons for this are manifold, but at the root are two primary causes: money and opportunity.

The provider network in Arizona has rebounded but still not fully recovered from the pandemic, which drained it of thousands of support and care workers. Service providers struggle in many parts of the state to keep their doors open, either because they cannot meet basic expenses or because they cannot retain the staffing necessary to operate programs with required staff-to-member ratios. Urban and rural settings alike face this predicament and, to a greater or lesser degree depending upon the location, for the same reasons. With DSP/DCW wages stagnated and few obvious opportunities for professional growth in the face of uncertain future funding, many otherwise qualified candidates choose to work in other industries that offer stability, growth, and, in most cases, far fewer demands.

At the same time, change remains a constant among support coordinators at DDD. Stable relationships between support coordinators and LTSS recipients are key to successfully meeting the community's needs, but in recent years many experienced SCs have retired or taken other positions in state government. DDD has struggled with hiring and retention alongside providers: The average tenure of new support coordinators is less than two years. Laments about frequent change in SC assignments are commonplace, as are complaints that new SCs are insufficiently trained and often not knowledgeable about basic elements of their work, further diminishing their value to members.

The state's failure to increase its investments in the DD service system was particularly disappointing this year, when optimism ran high that the state's new Governor would recognize the necessity of increasing funding. Yet despite a strong and growing economy, one that rebounded quickly from COVID, and an unparalleled, unlikely-to-be-seen-again opportunity to complement ARPA funds with state appropriations to ensure the long-term health of the system, neither the Governor's office nor the Legislature proposed any meaningful investments in system improvements during the 2023 legislative session. This action had a whiplash effect on service recipients and providers, coming as it did in the wake of a relatively sizeable, if still not wholly adequate, \$57 million increase in state funding the prior year.

As a result, ARPA funds represented the only enhancements to wages, programs, or maintenance. These funds are limited in duration, expressly prohibited from being used or portrayed as ongoing wage increases and generally unavailable for facilities upgrades. Yet no plan was expressed by either

executive or legislative leadership with respect to funding increases in subsequent years, following the expiration of ARPA spending authority. (Indeed, the Division of Developmental Disabilities SFY 2025 budget proposal, to be included in the Governor's budget package introduced early in the 2024 legislative session, seeks only the barest increases to cover caseload growth; no request is made for funding to meet the other critical needs long recognized by the state, service providers, and advocates.)

Absent in many conversations is the additional consideration that Arizona's minimum wage, which was increased through voter initiative in 2018, is due for its annual adjustment on January 1, 2024 - raising personnel expenses for providers yet again and placing additional pressure on the state to proactively address the potential staffing disaster this could precipitate.

This comes at the same time a rate rebase study is being concluded, with results expected for release in February 2024. The most recent rebase, from 2018, concluded funding for Arizona's system was approximately \$450 million short of the system's actual need. This current study will almost certainly demonstrate the combination of increased costs and lack of legislative action has widened the gap even farther.

To the state's credit, some efforts have been undertaken to address the staffing crisis in the DD system. During 2023, DDD and the Arizona Health Care Cost Containment System (AHCCCS), the state Medicaid agency, instituted a new program to attract early-career workers into the field. Known as the AHCCCS Health Care Career Education Scholarships, this award program covers student tuition, books, course fees, health and safety requirements, and other needed resources for students pursuing a career in Home and Community Based Services (HCBS) Career Education and Training and Behavioral Health. Eligible programs include Advanced Caregiver; Direct Care Worker; Disabilities Specialist; Occupational Therapy Assistant; Physical Therapy Assistant; Speech Language Pathologist Assistant; and more. Awards are primarily focused on supporting students at the state's community colleges.

In addition, the state is actively promoting the National Alliance of Direct Support Professionals (NADSP) E-Badge Academy program with providers statewide, through which DSPs can earn and display digital badges that recognize skills and knowledge. The badges are based on NADSP's National Direct Support Competencies, which outline the core knowledge, skills, and values that DSPs should possess. Through the E-Badge Academy, DSPs can complete a series of online courses and assessments to demonstrate their capability in each competency area. Once they have earned a badge for a particular skill, the user can add it to their online portfolio and share it with others as a way to showcase their expertise.

Finally, as a result of its success in meeting the need for attendant care and habilitation providers during the pandemic, AHCCCS and DDD applied to CMS in 2023 to make permanent the Parents as Paid Caregivers for Minor Children program. While some argue this is not a strategic long-term solution to the staffing crisis, it filled a sizeable gap caused by COVID lockdowns and parental concerns about outsiders entering their homes to provide services during periods of high transmission. Extended temporarily with the use of ARPA funds, it is now expected CMS will allow it to become a permanent fixture in 2024 after parent advocates demonstrated its popularity across the state and enlisted the provider community to push for its adoption.

Proposed programs to address behavioral health and crisis response among the I/DD population, including a Positive Behavior Support (PBS) training curriculum for family members/caregivers and for DSPs employed by provider agencies, as well as Dual Diagnosis training for BH providers that

subcontract with the managed care plans serving the LTSS population, remain under development by DDD, AHCCCS, and others. Initial rollout, which was originally planned for 2023, is now anticipated for early in calendar year 2024, but uptake across the state is expected to take a minimum of several years.

In the meantime, ADDPC and its partner organizations will continue efforts to bring issues of behavioral health and appropriate crisis care to the forefront of conversations related to this community. Arizona faces a dire need for experienced and well trained BH professionals who understand the challenges faced by individuals with I/DD. Scarcity of mental health professionals, in general, is a problem felt in many areas of the state. The situation is more acute for individuals with I/DD, a large percentage of whom have co-occurring mental health diagnoses but have limited options for professional care. As a result, most rely upon primary care providers or mental health professionals without I/DD expertise.

Moreover, the state's crisis response system must significantly improve its ability to appropriately serve individuals with I/DD who experience crisis. To better understand the extent of the problem in light of numerous reports of mistreatment or physical harm resulting from intervention by crisis responders who were not properly trained or had insufficient experience to support individuals with I/DD, ADDPC worked during FFY 2023 to develop a statewide survey of the I/DD community focused on their experiences with the behavioral health and crisis response systems. That survey was launched in December 2023 and results will be provided in the FFY 2024 PPR.

To combat instances of abuse, neglect, and exploitation among vulnerable and at-risk adults, in 2023 AHCCCS and other state agencies initiated the long-awaited public awareness campaign recommended in 2019 by the Governor's Abuse & Neglect Prevention Task Force. The campaign, known as "Speak Up AZ!" and funded through the state's ARPA allocation, includes 30-second TV ads featuring Gov. Katie Hobbs and print, social media, and outdoor billboard advertising, all of which direct viewers to a telephone hotline and website for reporting of suspected or actual abuse and additional information. The campaign launched in mid-calendar year 2023; no results have been reported publicly to date.

Significant legislation related to individuals with I/DD introduced in 2023:

-- HB 2064 (passed into law) - expanded the definition of "person with a total and permanent disability" for the purpose of the property tax exemption for persons with total and permanent disabilities to mean a person who is unable to engage in any substantial gainful activity by reason of any physical or mental impairment that is expected to last for a continuous period of at least 12 months or result in death within 12 months as certified by a "competent medical authority".

-- HB 2166 (passed into law) - beginning July 1, 2024, requires "behavioral-supported group homes" that are operated in Arizona by a service provider and that are under contract with the Arizona Department of Economic Security to be licensed by the Arizona Department of Health Services (ADHS). Further requires that each resident's behavioral treatment plan is developed and monitored by a clinical professional with specified qualifications, requiring direct care staff in a behavioral-supported group home to have specified training and experience, and ensuring that each client has an integrated treatment plan.

-- HB 2198 (passed into law) - permits the state Industrial Commission to appoint a guardian ad litem to represent the best interests of a minor or incapacitated person when that person is a claimant for workers' compensation or death benefits. Deletes authorization for the Commission to appoint a trustee to appear for the minor or incapacitated person.

-- HB 2559 (passed into law) - directs the Arizona Department of Child Safety (DCS) to determine eligibility for benefits administered by the Social Security Administration (SSA) or the U.S. Department of Veterans Affairs (VA) for all children in DCS care and apply for those federal benefits on the children's behalf if they are deemed eligible. One of the options DCS must consider for the child is an Achieving a Better Life Experience (ABLE) account, or any other trust account determined not to interfere with Social Security or the asset limitations for any other benefit program. The legislation will help ensure youth moving from foster care into adulthood will have some level of personal assets available to assist them in this transition.

-- SB 1411 (defeated in legislature) - would have required that a parent who is the primary caregiver of a minor child receiving DDD services shall "automatically and immediately" become the guardian of that child on the child's 18th birthday. If a parent who is the primary caregiver did not wish to automatically and immediately become the guardian on the child's 18th birthday, the parent must notify the Dept of Economic Security at least six (6) months prior to the child's 18th birthday. If a minor child who is receiving developmental disabilities services is capable of expressing the child's preference as to who will become the child's guardian on the child's 18th birthday, the child's preference is required to take priority.

-- SB 1291 (passed into law) - recognizes Support Decision-Making and enacts various changes to statutes relating to protective proceedings, including a prohibition on the court appointing a conservator or entering a protective order for a person unless the subject of the protective order has appeared before the court either in person or by virtual means. Adds a new article to Title 14 regulating "supported decision-making agreements" and allows an adult to voluntarily enter into a supported decision-making agreement with a supporter under which the adult authorizes the supporter to provide supported decision-making and assist the adult in specified tasks.

-- SB 1315 (passed into law) - requires that emergency response plans developed by school district governing boards are required to address how the school and emergency responders will communicate with and help students with disabilities. This is first-of-its-kind legislation in Arizona, taking into account the unique needs of students with disabilities during emergency situations.

-- SB 1710 (passed into law, as amended) - In a county with a population of less than 500,000 persons, a petition for court-ordered mental health treatment may be accompanied by the affidavits of one physician and either one physician assistant who is experienced in psychiatric matters or one psychiatric and mental health nurse practitioner who conducted an independent evaluation, instead of two physicians.

-- SCR 1012 (required no legislative action) - affirms the support of the members of the Legislature for Employment First, for the provision of services and support to persons who have disabilities, and for strengthening efforts to collaborate and increase employment opportunities for these individuals.

SECTION III: STATE PLAN IMPLEMENTATION

A. Introduction	Provide an executive summary with cohesive information that provides an overview of the report including, but not limited to the following: (1) targeted areas of emphasis, (2) strategies used to implement activities; (3) significant accomplishments and/or barriers to OMB Approval 0985-0033 Expiration: 11/30/2024 state plan implementation; (4) needs requiring state plan amendments.
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Efforts to advance the State Plan goals of ADDPC continued apace in FY 2023, with ample occasions to expand the Council's impact in each of its five Goal areas. Through the diligence of staff, Council members, and ADDPC's collaborators and grantees across the state, a substantial amount of work defined in the Council's State Plan was accomplished. At the same time, some unanticipated opportunities arose to tackle issues related either to the work plan or to areas of critical need in the I/DD community. The Council did everything possible to rise to the occasion, to offer the best service it could to the community, and to contribute its knowledge, expertise, and resources toward improving the quality of life of Arizonans with disabilities.

Challenges were definitely present during this year. As mentioned in the prior year's PPR, for the FY 2022-2026 State Plan ADDPC expanded its Goal areas from three to five, expecting to thereby better address the range of critical issues identified in the plan development process. This expansion was accompanied by a larger number of activities to support the Goals. In practice, however, it became almost instantly clear that this expansion may have been a case of too much, too fast for ADDPC's staff, which was both too small and, in some cases, not ideally expert enough to manage everything laid out on the plate in front of it. With the departure of one staff member during the final quarter of the fiscal year and no replacement immediately available, that individual's work was spread across several others. This simply increased the demands on an already thinly stretched crew. Several adjustments were necessary, including postponing some activities scheduled for 2023 into 2024 or later.

In addition, in several instances, work that had been supported through several years of funding to a particular grantee was brought to an end in favor of issuing a new contract to a different organization. While not a preferable course of action, especially in light of the time and money invested by the Council in the original grantees' work, evaluation of results showed that continued expenditures to those grantees was unlikely to yield the results expected by ADDPC and, most important, was unlikely to create the necessary benefits for the state's I/DD community. Moving forward, staff and Council members will be cognizant of the need to remain appropriately engaged with grantees - and to require adequate evidence of project progress - to guarantee work is proceeding in the fashion and at the pace it should.

Throughout the various projects, and depending upon the particular focus of the work, multiple strategies were used: training, outreach, technical assistance, supporting & educating communities, interagency collaboration & coordination, barrier elimination, system design and redesign, coordination with related councils, committees & programs, and informing policymakers.

ADDPC's work in FY 2023 continued to center on the following five Goals:

- Self-Determination
- Meaningful Careers
- Inclusion with Engagement
- Safety
- System Access and Navigation

Activities were conducted through contracts with recognized experts in specialized fields, as well as public and private agencies such as universities or non-profit organizations, and frequently included the leadership or assistance of ADDPC staff. The methods employed to complete plan activities included research, network development, education and outreach, events and programs, and pilot projects, among others. The year saw a more balanced combination of in-person and virtual plan activities than was the case in the prior two years. Key achievements of the year, broken out by Goal

area, are as follows:

Self-Determination

* Creating a statewide self-advocacy network and promoting self-advocate engagement:

-- ADDPC maintained funding of a statewide, cross-disability self-advocacy coalition, led by self-advocates. Through this funding, ADDPC helped increase self-advocacy efforts in AZ. Southwest Institute for Families & Children (SWI) was funded to establish and expand the coalition, with support activities to include peer-to-peer mentoring, leadership training, strengthening local advocacy groups, and creating opportunities for appointments to cross disability boards. SWI built upon its first-year activities to maintain or expand the statewide network and support a total of 8 local advocacy groups with 61 members, from multiple areas of the state, including tribal and border communities. SWI failed to conduct adequate project evaluation and data collection, however, and funding of the project was discontinued at the end of the cycle and a new award was made to The Arc of Arizona. Highlights of SWI's work included establishing bimonthly Zoom meetings on leadership development, issue and goal planning, bylaws development, use of social media, and membership/coalition building. Training provided each self-advocacy group information to help them establish their own peer-to-peer mentoring program. SWI also facilitated the Self-Advocates Conference held in April 2023 via Zoom with 72 participants attending. The theme was "We fall, fight, and rise as one across Arizona." -- On at least 5 occasions with the government and the public, ADDPC secured a role for self-advocates to be involved in conversations about policies that affect their lives. These included: 1) April 2023 Medicaid Redetermination town hall hosted by U.S. Department of Health and Human Services (HHS) Secretary Xavier Becerra at the Ability360 Center in Phoenix, in-person community discussion on the upcoming end of the COVID-19 Public Health Emergency, the restarting of AHCCCS eligibility redeterminations, and what was being done to help eligible Arizona residents keep health coverage. 2) March 2023 stakeholders meeting with state Sen. Justine Wadsack regarding a guardianship bill she sponsored (SB 1411) which would have enacted severe new guardianship policies without regard to due process. The stakeholders meeting eventually led to Sen. Wadsack's support of a bill recognizing Supported Decision-Making as an alternative to guardianship (SB 1291). The SDM bill passed the legislature and was signed by the Governor in June. 3) March 2023 letter to the Governor explaining issues with proposed mental health legislation related to Arizona State Hospital (ASH), the state's public mental health facility. Self-advocates spoke with Governor's Health and Human Services advisor. Most of the I/DD and mental illness community opposed this bill, agreeing that it would not address existing problems at ASH. A version of the bill that made small improvements to the facility's operations was eventually signed by the Governor in June. 4) April 2023 Senate floor reading of State Sen. Steve Kaiser's Senate Concurrent Resolution to his colleagues affirming that every person, regardless of ability, should have the right to pursue meaningful work that is essential to individuals with disabilities in Arizona. SCR 1012 had binding effect upon the laws of the state but raised awareness of the important role working individuals with I/DD can play in the state's workforce. 5) June 2023 Legislative Town Hall on SB 1291, related to the guardianship process and meaningful alternatives, offered legislators' perspectives on the bill and allowed public comment regarding both the guardianship/conservatorship and SDM provisions. ADDPC, Arizona Center for Disability Law, and Ability360 representatives spoke on the importance of self-determination for individuals with disabilities. SB 1291 was signed by the Governor in June 2023.

* Increasing opportunities for participation by self-advocates, family members, and caregivers:

-- The Transition AHEAD Roundtable (TAR) was funded for a 3rd year to purposefully engage both young adults with I/DD and their families in collaborative activities with Sonoran Center staff and staff from other organizations. Five key areas were covered: Employment, Healthcare, Education & Training, Relationships & Community, and Independent Living. Through the process the young adults

identified their strengths, key goals, and meaningful supports to help achieve their desired level of independence. Together with their family members and the Transition AHEAD multidisciplinary team, participants developed a set of "next steps" to greater independence. After participating in the Roundtable, youth and their families received a customized report on specific content-area recommendations to help them along in their transition process. Participants represented a broad diversity of circumstances, backgrounds, ethnicities, and cultures - Native American, Hispanic, Black, and White; those who live in rural and urban areas; several exited from foster care; ages ranging from 14 to 22, and youth identified as having an intellectual and/or developmental disability, with co-occurring reports of anxiety, difficulty with communication or social interactions, behavioral complications, mobility difficulties, and other cognitive issues.

-- Arizona Center for Disability Law's (ACDL) second year of the Special Education Advocacy Program (SEAP) addressed needs faced by students with I/DD, along with their families/caregivers, to understand their rights in the special education system. Work continued in three main areas: Basic TA, Complex TA, and trainings to the larger community that met the needs of students with I/DD. SEAP gave priority to youth in foster care and/or the juvenile justice system, as well as those impacted by the Covid-19 pandemic. By the end of Year 2, 109 families/individuals benefited from Basic TA, while 39 individuals/families received more intensive Complex TA. Twelve (12) training sessions were given to various groups on a child's right to special education and the various school issues that can impact their educational services. Community partners supporting SEAP included the AZ Dept of Education, Dept of Child Safety, and Administrative Office of the Courts. More than 260 professionals attended a training, one of which was conducted entirely in Spanish. Family members reported high marks for effectiveness of the information, the attorneys that were involved in the individual cases, and the trainers, stating, among other things, they "feel equipped to more effectively advocate for themselves/their child at school."

-- ADDPC approved four grants under its Conference & Training Sponsorships, three of which resulted in events being held: Sonoran UCEDD funding supported a one-day conference on IDD/Aging/Dementia: Screening, Support Adaptation & Access to a Support Network to disseminate accurate information, discuss available tools, and present resources for caregivers/support teams who care for people with I/DD and are affected by dementia. Multiple community partners were involved; Special Olympics AZ (SOAZ) offered its Athlete Leadership Professional Development Conference, where Special Olympics athletes learned personal and professional leadership skills to utilize their voices to undertake meaningful leadership roles, influence change, and create inclusive communities. Four (4) sessions were offered with 19 athletes attending; The Opportunity Tree, a residential and day services provider for people, hosted 4 online sessions for people with disabilities, parents, families, guardians, and the community at large on sexuality and sexual health. Topics included understanding healthy boundaries; healthy sexuality and healthy relationships; internet, social media, and communications; and how to recognize sexual abuse. Due to limited staff and other priorities, Spina Bifida Association of AZ notified ADDPC in the first quarter of the contract period that they could not fulfill their contract or expend the grant funds.

-- ADDPC published 3 messages regarding Supported Decision-Making: 1) "Supported Decision-Making is now a legally recognized alternative to guardianship in AZ" (Executive Director's message, July 2023 newsletter). 2) "Home Runs and Wild Pitches" (legislative update, July 2023 newsletter). 3) "Governor Hobbs signs Supported Decision-Making legislation!" (July 2023 newsletter article).

Meaningful Careers

* Supporting career outcomes of transition-aged youth:

-- ADDPC created a "Pathways to the Future" plain language resource series for transition-aged youth and their families to introduce them to potential career pathways. Two documents ("Career and

Technical Education" and "Apprenticeships: Earn While You Learn") were created in easy read format. Materials were reviewed and praised by AZ Dept of Education and AZ Apprenticeship office; both were also translated into Spanish and shared throughout the state.

-- The Center for the Future of Arizona (CFA) at Arizona State University was funded to partner with Arizona Town Hall on a community engagement project focused on more successful transitions of young people with disabilities into postsecondary education and career pathways, based on their dreams, desires, and strengths. Community members gathered to share data around issues impacting the transition of young people with disabilities; engage leaders from multiple sectors to understand issues of equitable access; give voice to young people with disabilities, and their families, in generating solutions starting at earlier ages; and identify areas of opportunity where CFA, Arizona Town Hall, ADDPC and other stakeholders could partner to act on identified priorities. Eight (8) meetings and convenings were held with key stakeholders resulting in a summary report. ADDPC's Meaningful Careers Committee will review and act upon the report to ensure young people with disabilities have equitable access to opportunity in postsecondary and career pathways.

-- Recognizing that participation in dual enrollment programs increases high school graduation and postsecondary education enrollment, ADDPC contracted with Think Inclusion to develop a roadmap for enhancing the inclusion of students with disabilities in dual enrollment programs. The project included the creation of two policy briefs: "Dual Enrollment: Smoothing the Transition to Postsecondary Education for Students with Disabilities" and "College-Based Transition Services: Dual Enrollment for Students with IDD". In FFY 2024, the Council will develop an implementation plan for the recommendations identified in the policy briefs.

-- Fourth and final year funding was granted to the Supporting Inclusive Practices in Colleges (SIP-C) project at Northern Arizona University's Institute for Human Development. This college-based program assists students with I/DD to attend post-secondary education with the supports needed to succeed. A key objective in 2023 was replicating and sustaining the program model throughout the state of Arizona. After ADDPC funding ends, SIP-C will continue its collaborations with partnered institutions of higher education: Northern Arizona University, Coconino Community College, and Northland Pioneer College while also initiating pilot activities at Mohave Community College and Arizona Western College in Yuma. To date, SIP-C has completed intake applications for 47 individuals with I/DD (IFA 1.1); 11 individuals have exited the program; 25 individuals are receiving Vocational Rehabilitation services; and 24 individuals are enrolled in postsecondary education during the Fall 2023 semester. One student earned a Bachelor of Arts degree from Northern Arizona University and three students have received 2-year degrees (Associate of Arts) from Coconino Community College.

-- ADDPC undertook an evaluation of Arizona's Vocational Rehabilitation program through a contract with University of Massachusetts Boston's Institute for Community Inclusion. With a goal to understand how well Arizona's VR program is helping transition-age youth with I/DD. ICI conducted 56 interviews (professionals including Exceptional Student Services staff from the Dept of Education, local transition staff, state VR administrators, local VR transition counselors, Pre-ETS and VR employment vendors, and statewide employment/transition advocates, family members, and individuals with I/DD), including several who were part of a Spanish-language disability support group, to address disparities in outcomes across different populations. The information informed recommendations to improve Arizona's VR system, included in ICI's final report titled "Analysis of Vocational Rehabilitation Services for Transition-Aged Youth with Intellectual and Developmental Disabilities in Arizona" and a plain language summary of important information.

* Increasing awareness of, engagement in, and promotion of integrated, competitive, inclusive career opportunities for working age individuals with I/DD:

-- ADDPC maintained its emphasis on expanding Employment First principles in Arizona, developing messaging for policy makers, media, and the business community to create awareness and help build

support for Employment First. This included language for an Employment First Concurrent Resolution introduced in the 2023 Legislative Session.

-- The Council coordinated activities to promote National Disability Employment Awareness Month (NDEAM) in October 2022, in collaboration with DD Network partners, Vocational Rehabilitation, and Arizona APSE. The NDEAM campaign included: a Federal Business Tax Incentives Policy Brief and media release prepared specifically for Arizona Chambers of Commerce; production and promotion of 3 new employment videos that featured self-advocates in executive and management positions; 4 training webinars; a blog on the ADDPC website about removing employment barriers for people that have disabilities and have criminal records; a Governor's NDEAM Proclamation; and a NDEAM media release celebrating the contributions of Arizona's workers with disabilities. Post-event survey comments were overwhelmingly positive.

* Increasing awareness of families and caregivers of the career potential of individuals with I/DD:

-- To increase awareness and understanding of the ABLE program and accelerate the number of people in Arizona who participate, ADDPC staff produced an easy read resource titled "What I Can Do" to actively promote establishing ABLE accounts. Staff also coordinated stand-alone events at high schools in the Phoenix and Tucson areas to share information.

-- ADDPC produced an easy read resource that addressed misconceptions about reduction in benefits for working adults with I/DD and focused on the benefits of employment. With the Arizona Disability Benefits 101 as a reference guide, ADDPC created an easy read resource titled "More Money. More Options. More Independence" as part of the "Pathways to the Future" series. The resource will be promoted on the ADDPC website and shared through multiple online and in-person communication channels.

-- Two additional easy read "Pathways to the Future" resources were created, "Transition Plans" and "Starting Your Own Business", to help individuals and families make informed decisions about future planning regarding postsecondary education and employment opportunities. ADDPC will develop a tool kit based on the "Pathways to the Future" series and develop a plan to promote and distribute the materials.

-- "Employment at the Intersection of Disability and Criminal Justice", a blog written to coincide with NDEAM activities and raise awareness about removing employment barriers for individuals with disabilities that have criminal records, was featured in the October 2022 ADDPC newsletter and uploaded to the ADDPC website. The purpose was to address the variety of factors at the program level that can facilitate successful employment for incarcerated people transitioning back to their communities. Helping individuals with criminal records obtain jobs, and keep them gainfully employed, goes a long way toward reducing Arizona's recidivism rate. A significant number of men and women transitioning out of jail and prison into communities need services for behavioral health and physical health conditions. Many of these individuals exiting the criminal justice system have intellectual and developmental disabilities. ADDPC will explore working in this area as a promising practice during FFY 2024.

Inclusion with Engagement

* Developing and strengthening more inclusive, engaging, culturally attuned, and linguistically competent processes and practices:

-- With the Sonoran UCEDD, ADDPC co-led a collaboration with the state Refugee Resettlement agency to create documents explaining eligibility for state DD services and outlining the culture/expectation of disability employment in the U.S. They will be finalized in FFY 2024 and translated into at least 6 key languages spoken by refugees in Arizona, as well as being presented in video format with voice translation to ensure accessibility for individuals unable to access or read

written materials.

-- Two video blogs, featuring experts on sex education/healthy relationships for persons with I/DD and service animals, were translated into Spanish for posting on the Council's website and YouTube channel. -- ADDPC became a founding partner in the SABE-SARTAC Plain Language Project led by staff and 4 self-advocates at the Sonoran UCEDD.

-- The Sonoran UCEDD received Council funding for its continuing medical education (CME) program to support effective communication between individuals with I/DD and clinical staff, and promote self-advocates' decision-making, within the health care system. Twenty-eight (28) short videos were created in English and Spanish and captioned. The videos are also available in American Sign Language with English/Spanish captions. The following topics were covered: 1. Describe health care self-advocacy; 2. Identify your needs when it comes to health care; 3. Value your health and your health care rights; 4. Prepare for health care visits; 5. Make decisions about health care; and 6. Make decisions about health care in collaboration with supporters. The How to Speak Up for Yourself resources were shared nationally with the Association of University Centers for Disability (AUCD) network, and with the Public Health is For Everyone: Inclusive Planning Toolkit for Public Health Practitioners as well as the Sonoran Center's newsletter and a promotional email disseminated statewide. Moreover, in September 2023, the project leaders conducted a session about I/DD for first year students at the UA College of Medicine, which included one of the steering committee members talking about her health care concerns.

-- The Disability Data Hub, designed in 2022 and located on the ADDPC website, offers state- and county-specific disability statistics in a user-friendly dashboard format. It originally included only broad disability data from the U.S. Census Bureau's American Community Survey and American Housing Survey but during 2023 ADDPC finalized a Data Sharing Agreement with the AZ Dept of Economic Security to source state-level I/DD data collected by the DES Division of Developmental Disabilities (DDD). Currently being maintained and updated by Dr. Alex Kurz, a researcher at Arizona State University's Mary Lou Fulton Teachers College and founder/senior lead investigator of educational consulting firm Impact Analytica, the Data Hub moving forward will allow for a focus on statewide and county-by-county I/DD data on who is provided supports and services from the state. ADDPC extended funding to allow Dr. Kurz to update the dashboard's six domains as disability data becomes available. As datasets are updated, Dr. Kurz will conduct webinar training sessions on how to use the Data Hub and track website usage and specific questions from users.

-- Over the year, constituent calls are tracked and addressed by staff to help them address their questions. During 2023, ADDPC responded to dozens of inquiries, including: 1) Questions from Catholic Charities Community Services about coordinating disability services and income qualifications to help a refugee mother with her daughter's medical needs; 2) A request for assistance from the Arizona Commission for the Deaf and the Hard of Hearing regarding assistance for a person who has Down syndrome, is hard of hearing, and needs hearing aids; 3) Contact about challenges securing DDD eligibility from a member of the Hopi Tribe in Northern Arizona, on behalf of her daughter, who is 12 years old and autistic with ADHD; 4) Referral from a staff member at First Place AZ, a residential life skills, employment, and education training program located in Phoenix, of parents of a First Place resident, who had questions regarding ABLE accounts and their potential impact on public benefits; 5) A call for information from a pediatric service provider in rural Yucca, AZ, regarding DDD grants to help families; 6) Questions from a DDD employee about changing table laws in Arizona; 7) An out-of-state inquiry regarding the process to become a state-approved vendor so a company can continue to provide services in AZ to clients who move from California to Arizona. In each case, staff were able to either provide the necessary answers or refer the inquiry to an appropriate source of information in the state.

* Championing strategies or initiatives to address transportation-related challenges that affect

individuals with I/DD in rural/tribal communities:

-- ADDPC helped convene a rural-urban working group to identify opportunities for improvements in transportation and create a policy brief for dissemination to local leaders. The Northern Arizona Council of Governments (NACOG) and National Center for Applied Transit Technology (N-CATT) were involved in conversations regarding assisting individuals with disabilities, including I/DD, with transportation in rural communities in Arizona. A Healthcare & Transportation Taskforce, led by partners with expertise, resources, and networks within the systems that deliver healthcare, transportation, insurance coverage, technology, and other critical social infrastructure in Arizona, will be responsible for ongoing coordination of three pilot projects. Representation from statewide partners will be sought. To leverage funding to support the projects, ADDPC is providing expertise so that Maricopa Association of Government (MAG) can apply for external funding. In July of 2023, ADDPC supported Age Friendly Arizona's efforts to launch People-Oriented Transportation Linkages for Underserved Communities (POTLUCK) to address the lack of access to medical care and transportation statewide and implement solutions that can benefit communities across Arizona and the country. ADDPC staff will participate throughout the two years of the project. ADDPC's Research and Communication Specialist will dedicate his expertise and approximately five (5) percent of his time to supporting the efforts of MAG staff and other project collaborators.

* Championing promising or best practice practices that promote expanded inclusion and engagement of individuals with I/DD in their communities:

-- ADDPC committed to creating at least 4 videos to promote engagement by persons with I/DD in their communities. Each video featured the Council's Research and Communication Specialist (a self-advocate) and at least one other self-advocate. Each is also posted on the ADDPC's YouTube page: 1) Katherine McLaughlin, sexuality and disability professional with Elevatus Training, regarding sexual health and healthy relationships in the I/DD community. 2) Stephanie Miller and David Carey, Arizona Statewide Independent Living Council (AZSILC), regarding emergency preparation planning for individuals with disabilities. 3) George Garcia, Southwest Institute for Families and Children (SWI), regarding Supported Decision-Making. 4) George Garcia, SWI, regarding traveling with a disability. 5) Thomas McDonald, ASU Master of Social Work student and diagnosed with Charcot-Marie-Tooth Disease, discussing how to advance the work of the state's self-advocacy movement.

-- Beginning in 2021, ADDPC updated and disseminated resources to support the creation of effective Emergency Operations Plans (EOPs) for students in K-12 education. The goals were to increase awareness of inclusive EOPs and to ensure students who have disabilities in school communities are included in emergency planning and preparation. In the 2023 legislative session, state Sen. Eva Diaz sponsored SB 1315 in response to the Council's report. The bill requires inclusion and participation of students with disabilities and their parents in development of emergency response plans at all public schools across the state and addresses how school and emergency personnel will communicate with and aid students with disabilities in the event of an emergency.

-- The Council approved a scope of work and grant funds to address the needs and concerns of individuals with I/DD who are parents or who desire to be parents in the future. A grant solicitation was issued in Spring 2023 and three grants were approved in July 2023. Further details on each grant and their project outcomes will be reported in the FFY 2024 PPR.

-- ADDPC coordinated 7 events to champion/support and disseminate promising or best practices projects and/or produce new information: 1. December 2022 - Partnered with Dr. Kelly Ramella to conduct a presentation on inclusive recreation; 2. January 2023 - Panel presentation for Sonoran UCEDD Public Health Class, "A Lived Experience", in Tucson (Pima County). Four (4) self-advocates spoke, including a council staff member; 3. December 2022 - SDM and Employment presentation with AZ APSE. A council staff member and the VP of Arizona APSE conducted an in-person presentation at the inaugural Disability Pride event in Tucson; 4. March 2023 - "Sticks and Stones: Empowering Youth

to Address Bullying and Intimidation", a webinar hosted by Rev. Nicholas Love and Gina Griffiths from World Institute on Disability, discussing steps to stop bullying within the disability community; 5. March 2023 - "Making the Shift: Seeing disability as something you have to seeing disability as part of who you are", a webinar presented by Gabrielle Ficchi Ph.D., LPC, LPCS, MA, CRC, about encouraging and helping youth and young adults with disabilities to reach their full potential; 6. August 2023 - ADDPC staff members presentation to the Pacific ADA Conference held in Phoenix on aspects of the Americans with Disabilities Act (ADA) that affect individuals with I/DD; 7. September 2023 - ABLE presentation, Innovation Tech High School, Tucson, hosted by ADDPC, Arizona ABLE, Pima County School Superintendent's Office, Raising Special Kids, and Tucson Unified School District for students and parents.

Safety

* Strengthening, modifying, or assisting in the creation of policies or practices that improve abuse response, trauma informed approaches, and prevention efforts:

-- No decision has been made on plans to develop or support development of internet safety training for individuals with I/DD and their caregivers/support personnel. Initial discussions were held with Arizona Coalition to End Sexual and Domestic Violence (ACESDV). Exploration of the concept is ongoing.

-- ACESDV continued training to service providers for people with I/DD to increase knowledge on identifying, intervening, and reporting on sexual assault among people with I/DD. Training sessions were free of charge, 4-hours in duration, and course and resource materials were updated with input by ADDPC and The Arc of Arizona. Course content included: Sexual Violence 101; Introduction to Addressing Sexual Violence in I/DD Populations; Introduction to Disability and I/DD; Mandatory Reporting and Retaliation; Sexual and Domestic Violence among Children with I/DD. Final reporting and demographics showed participation from all 15 Arizona counties.

-- Prevent Child Abuse Arizona and Differently Abled Mothers Empowerment Society (DAMES) Charities Inc. created child abuse prevention strategies that targeted families of children with disabilities, including parents and grandparents, and organizations that serve the disability community. DAMES created PowerPoint presentations and workbooks to supplement the Strengthening Families Protective Factor to showcase how each of the five protective factors pertains to families of children with disabilities. Modifications included creation of a new program called The Grandparent Connection, supplemented with text, film, and audio examples from the disability community and aspects of the Independent Living philosophy. Prevent Child Abuse Arizona and DAMES produced media (flyers, social media posts) for The Grandparent Connection. Organizations trained included a range of I/DD service providers, sexual violence responders, and relief agencies, with participation from Chief Clinical Officers, senior program managers, team leads, supervisors, therapists, parent educators, family support specialists, and ABA therapists.

-- The Arc of the US's National Center on Criminal Justice and Disability (NCCJD) was funded for a second year to continue implementation of the Sexual Violence & I/DD Response Network's strategic plan. During year 2, the collaborative adopted a new name, the Arizona Sexual Violence and Disability Network, to reflect its emphasis on a cross-disability approach, and focused on recruiting more diverse membership, supporting the ongoing work of the Network's workgroups, consulting with an equity organization and building on strong community contacts, including increasing representation from self-advocates and individuals from the Native American/American Indian community. The Network also hosted the inaugural Sexual Violence & Disability Conference on September 14, 2023.

-- ADDPC continues to participate as a member of the state's 988 Advisory Committee to ensure perspectives of I/DD community are represented in ongoing rollout activities for the crisis response system. In response to numerous complaints about confiscation of AAC devices from individuals by

group home, healthcare, and behavioral health facilities, ADDPC and ACDL created a legal guidelines document that was distributed to multiple state agencies serving persons with I/DD, as well as the managed care organizations serving the LTSS population. The document was also shared with other advocacy organizations, the Arizona Peace Officers Standards and Training (AZPOST) administration, and the media statewide.

-- ADDPC's Behavioral Health and Crisis Response committee helped update the state's policy regarding transportation of individuals with I/DD who are experiencing a crisis event to provide them treatment. In October 2022, following Council advocacy, state Medicaid and DDD policies were revised. Appropriately trained representatives of first responder and healthcare agencies may now provide transportation of individuals for treatment; no longer are law enforcement officers required.

-- ADDPC continued its partnership in the Grand Canyon Collaborative, supported by a grant from the U.S. Department of Justice, Office of Violence Against Women, "Education, Training, and Enhanced Services to End Violence Against Women with Disabilities Grants Program". The Collaborative is comprised of ACESDV, ADDPC, Arizona Center for Disability Law, Arizona Statewide Independent Living Council, The Arc of Arizona, and Arizona Center for the Deaf and the Hard of Hearing. The project entered its final year of phase 1 funding in 2023.

-- Council staff worked with a professor of Forensic Psychology at Embry-Riddle Aeronautical University in Prescott to assist with a policy brief regarding the treatment of people with I/DD in the AZ correctional system. The brief will explain why this issue is important for the I/DD community, how the existing system works, the gaps within the system, and recommendations to address identified gaps.

* Strengthening trauma-informed approaches or improving behavioral health (BH) access and delivery to individuals with I/DD:

ADDPC's behavioral health and crisis response core group, a subset of the Council's Behavioral Health Committee, created a survey with a market research firm to explore the perspectives of individuals with I/DD, and their caregivers, who have had experiences with the behavioral health and crisis response systems. The goal is to understand the needs, issues, and obstacles that people in the I/DD community face when interacting with these systems. Findings from the survey will be used to develop policy and practice recommendations for improvement of these systems so they more appropriately - and safely - serve individuals with I/DD requiring behavioral health care and/or crisis services.

-- ADDPC remained involved with the Arizona Developmental Disabilities Safety Coalition, whose mission is to promote collaboration between individuals, families, and community partners to maximize safe and successful outcomes, increase awareness and improve community interactions between individuals with I/DD and first responders. The Council helps facilitate meetings and provides a policy update at each one. Among its priorities, the Coalition wishes to put more emphasis on educating law enforcement about the unique needs of individuals with I/DD. The Council is concerned with the interaction between people with I/DD and law enforcement, and is advocating for more training for law enforcement to help them interact appropriately with people with I/DD. Recent interactions between law enforcement and individuals with I/DD, in several areas of the state (including Tucson, Phoenix, and Flagstaff), resulted in physical injury or death for those individuals. The Council and DD Safety Coalition will continue to work with law enforcement agencies to help avoid similar situations in the future.

System Access and Navigation

* Ensuring individuals with I/DD and their families have access to pertinent information that assists them in navigating transition points:

To expand access to information by developing or augmenting communication strategies, Council

engaged in multiple activities, including:

1. Coordination with Sonoran UCEDD staff to develop key messaging for DDD members regarding the state's post-pandemic Medicaid redetermination process, ensuring recipients with I/DD retained coverage.
2. ADDPC staff consulted with representatives of DDD and the Maricopa Association of Governments (MAG) on creation of a training curriculum to assist provider, social service, and first responder agencies in understanding and meeting the shelter needs of unhoused individuals with I/DD in the City of Phoenix and surrounding communities. The collaboration will continue and is expected to result in a final product in FFY 2024.
3. The Council Executive Director facilitated a panel of state and private sector policy leaders at July 2023 Arizona Autism Coalition conference to educate attendees about effectively influencing disability policy through advocacy and self-advocacy.
4. ADDPC's monthly newsletter expanded its content to offer a broader range of information on Council activities, key disability issues, and activities being undertaken by other disability service and advocacy entities.
5. The System Access and Navigation Committee continued work to develop a "how-to guide" for navigating Arizona's service system for families and individuals moving to Arizona from out of state. The initial iteration of this online resource was categorized by age of the individual with a disability - birth to 5 years, K-12, young adult to middle age, and aging/elder. By end of FFY 2023, the first 3 segments of the project were effectively completed; the aging/elder segment remains under development. Final resources will be placed on the ADDPC website in FFY 24.

* Improving access to needed services and information for people with I/DD, their families, and their support systems within underrepresented communities:

- Staff collaborated with AHCCCS and University of Arizona on strategies to expand capacity for the Rural Health Program. ADDPC served in multiple capacities in collaborations addressing health equity and rural health issues for individuals with disabilities.
- With the Center for Rural Health at the University of Arizona's College of Public Health, the Council was among the grant-wide partners for the "Advancing Health Equity, Addressing Disparities" (AHEAD AZ) project.
- Council staff served on the Community Advisory Board of the "My Health, My Choice" Native American Cancer Prevention project at Northern Arizona University, educating Native women with I/DD on the importance of routine cancer screenings and treatment.
- ADDPC was a founding participant in the Rural Health Equity Collaborative formed by the AZ Statewide Independent Living Council and funded through the Arizona Dept of Health Services with federal COVID-19 response funding.
- The Council ED served as community co-chair for the NIH-funded Arizona Community Engagement Alliance (AZ CEAL) collaborative (since renamed the Health Equity Partnership of Arizona, or HEPA). In FFY 2023, AZ CEAL/HEPA expanded its focus to embrace a greater number of underserved communities and populations statewide.
- ADDPC provided funding to the University of Arizona's Sonoran UCEDD for research on the Arizona refugee community to understand the lived experiences of refugees who interact with agencies and organizations or have had challenges accessing services. Focusing on Tucson and Phoenix, the primary resettlement areas, policy surveillance looked at state and federal policies related to refugees with disabilities. The Sonoran Center conducted research with refugee resettlement agencies and culturally- and ethnically based community organizations. The research team conducted interviews in 11 languages, completing a wide range of organizational, operational, and research related activities. The final report, due in January 2024, will include an executive summary written in plain language (based on the languages of the interviewees) and specific issue briefs, as necessary.

* Targeted Disparity Focus: Increasing meaningful employment opportunities for transition age youth with I/DD from the Navajo Nation, and Support for Native American communities in AZ:

The Native Disability Center provides a Native-focused program to increase knowledge of disability services, advocacy, and programs available to the 22 federally recognized Tribal communities in Arizona and off-reservation urban communities with significant Native American populations. With year 2 funding from ADDPC, the project initiated foundational activities to establish its presence in Arizona's Tribal communities and incorporated many activities that are cognizant and respectful of their culture and language. During year 2, the project held 10 webinars/training sessions on various topics for Native American communities, targeting professionals, persons with a disability and I/DD and their families to participate.

Staff have conducted on-site visits to 10 tribal communities: the Tohono O'odham Nation, the Pascua Yaqui Nation, the Navajo Nation, the Salt River Pima-Maricopa Indian Community, the White Mountain Apache Nation, the San Carlos Apache Nation, the Hopi Nation, Tucson Urban Native Community, and Phoenix Urban Native Community. A key aspect in the Native Center is the Sonoran UCEDD's commitment to supporting the Targeted Disparity mandate, increasing meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation. Since the advent of the Circle of Indigenous Empowerment (CIE), including projects under the Native Center, the transition and employment outcomes for Navajo youth with disabilities has progressed. Key highlights include:

- Groundwork was laid for future pre-ETS activity on the Navajo Nation. Meetings and activities took place to introduce more pre-ETS sites on the Navajo Nation reservation, including start-ups at the remote communities of Kayente and Chinle, to help alleviate some capacity issues.
- The Sonoran UCEDD's Navajo Nation Partnership worked closely with the Office of Special Education and Rehabilitation Services and local schools to build capacity for providing transition services and work-based learning (WBL) opportunities that prepare and support Native youth with disabilities for post-secondary education and employment after graduation.
- Staff continued to meet with schools on the Navajo Nation via Zoom and in-person visits to expand WBL to Kayenta and Chinle, and additional future schools in Tuba City or Ganado were discussed to expand the Targeted Disparity project.
- During June 20th - June 26th, Diverse Ability Incorporated conducted the Indigenous Arizona Youth Leadership Forum (AZYLF) in Tsaile, AZ, at Dine College, with six youth participants from the Baboquivari School District/Tohono O'odham Tribal Nation and one student from Holbrook School District/Navajo Nation. Native AZYLF youth leaders served as facilitators. Curriculum and presentations for the AZYLF for Indigenous Youth covered the same topics as all AZYLF events but included content specific to the Native American culture and history. For the graduation ceremony tribal members wore or carried something of cultural significance to mark the occasion and spoke about their positive experience and the impact AZYLF had on them.

ADDPC's annual report is provided to all required governmental agencies per the Executive Order (EO 2020-04) reauthorizing the Council. In addition, it is available in electronic format on ADDPC's website and in print to any member of the public, upon request. Currently it is not adapted into a plain language or easy read version; while this was planned to become standard practice in FY 2023, staffing changes required that it be delayed until the following year. Because the Council's website is accessible, annual reports and most other documents posted on the site have a "read aloud" function.

No state plan amendments are required at this time. Several changes were made to ADDPC's work

plan prior to the 8/15/23 deadline and certain activities were move from FY 2023 into FY 2024 and/or FY 2025, but no other changes of any significance are anticipated.

Cultural Diversity

Describe the Council's overall efforts to address the needs of individuals with developmental disabilities and their families of a diverse culture through its state plan supported activities.

ADDPC is working diligently to expand the diversity of its program and policy efforts in light of growing diversity within the state of Arizona. Admittedly, this state does not experience the range of population diversity seen in many larger, more cosmopolitan locations. But the influx of immigrants and refugees in recent years, along with residents transplanted from other states, has made a significant contribution to the changing cultural and ethnic mix.

In its effort to be culturally responsive, the Council is more intentional than in the past about examining the impact of grants and staff-led projects on various audiences. In fact, annual plan review routinely entails discussion of the ways in which projects can address recognized needs in different cultural communities. To ensure ADDPC is meeting its obligations, as best it can, to all Arizonans with I/DD, staff and Council members spend significant time considering the opportunities available for leadership and partnership on such projects.

Council projects to reach a broad and diverse audience in Arizona include:

-- Co-leadership of the Refugees with Disabilities Roundtable, a coalition of organizations working to ensure the needs of refugees with I/DD and other disabilities are recognized and addressed. Roundtable members include nearly two dozen state agencies, non-profit organizations, university and UCEDD representatives, and community-based organizations. Needs range from basic awareness of service systems and resources available to knowing the best means of navigating these systems and utilizing services in an effective manner. During FFY 2023, the Sonoran UCEDD at the University of Arizona conducted a Council-funded statewide study, Elevating Refugee Perspectives about Disability Services in Arizona, to elicit the lived experiences of refugees with disabilities, their caregivers, and the professionals who assist them regarding refugees' knowledge about, access to, and utilization of the state's disability supports and services. In addition, a subgroup of Roundtable members, including ADDPC, created a series of one- to two-page overviews addressing the culture of employment for persons with disabilities in the United States. With Council funding, these documents will be translated into 6 of the languages most spoken by refugees in the state; ADDPC, Sonoran UCEDD, Institute for Human Development (IHD) at Northern Arizona University, and Refugee Resettlement Program staff began additional work to create video versions of the overviews for those with low literacy. Once completed in 2024, all videos will be available on demand through Roundtable partners' social media channels.

-- Support for broader availability of resources in the languages spoken by non-refugee members of the disability community. Often simply being able to understand relevant information is the foremost barrier, so particular emphasis is placed on translation of documents and videos into the languages most spoken by the various cultural and ethnic groups represented. Outreach to the state's large Spanish-speaking population is an obvious point of emphasis and ADDPC's commitment to these individuals was reinforced during 2023, as the Council ensured written materials (including a new series of 6 short informational briefs related to employment and transition) were fully translated into Spanish. In addition, monthly "advocacy corner" videos included in English in the Council's newsletter were subsequently created in Spanish and ASL versions and posted on the Council's YouTube channel.

Other languages were not served to the same degree in the past year but are likely to move up the Council's priority list in coming years. Additional information is included in the State Plan Implementation Progress Report.

-- Funding of the Native Center for Disabilities at the Sonoran UCEDD. ADDPC provided the startup funding for this innovative program designed to serve Arizona's 22 federally recognized Native American tribes by responding in an individualized way to the needs and concerns of Native Americans with disabilities regardless of their background. The Council is committed to continuing its support, which includes Native Center work to address the Council's Targeted Disparity mandate. Additional information is included in the State Plan Implementation Progress Report.

-- Final year funding of the Sonoran UCEDD's Transition AHEAD Roundtable (TAR) project targeting transition-age youth from Tribal and other underserved backgrounds. Providing 1-to-1 and small group mentoring that identifies personal and professional goals of students with disabilities, then develops action plans to achieve them, TAR has been an exceptional example of outcomes-focused outreach to traditionally underserved populations. Additional information is included in the State Plan Implementation Progress Report.

-- The Institute for Human Development at Northern Arizona University undertook its fourth and final year of work on the Council-funded Supporting Inclusive Practices in College (SIP-C) program, through which students with intellectual or developmental disabilities were provided the assistance and training needed to help them receive post-secondary education. Focusing on the communities of northern and western Arizona, SIP-C participation included intentional outreach to, and participation of, tribal and minority students whose higher education prospects had previously seemed a distant prospect. Additional information is included in the State Plan Implementation Progress Report.

-- Inclusion of the deaf and hard of hearing communities remains a key concern for ADDPC. To that end, the Council make provision for ASL interpretation for the committee meetings of various grantees during FFY 2023, without subtracting the cost from the grant awards. ADDPC also underwrote the 50 percent of the cost for ASL and CART services at the June 2023 African American Conference on Disabilities presented by the Arizona Center for Disability Law.

-- Work to meet the Self-Advocacy mandate includes funding to develop a statewide, cross-disability network of self-advocacy organizations. New successes were realized in the inclusion of diverse cultural groups during the year, with organizations growing rapidly in the communities of Nogales, a town on the US-Mexico border whose population is more than 90 percent Spanish-speaking, and Tuba City, on the Navajo Reservation near the Arizona-Utah state line. Other self-advocacy groups around the state include members from a variety of cultural backgrounds.

One cultural group receiving little attention from the Council to date, but needing significant attention in coming years, is the I/DD-LGBTQIA+ community. Persons with I/DD who also identify as gay, lesbian, or non-binary have been slow to bring attention to themselves in Arizona. Because of this there has been no large-scale movement to understand and address their unique needs. Yet acts of bullying and harassment toward individuals in this community have grown in number and severity, leading the Council to host an entire webinar session on the subject. This alone is not sufficient, however; as we work to reduce instances of abuse, neglect, and exploitation of at-risk individuals, ADDPC, DD Network partners, and other organizations must also give more prominence to the needs of persons with I/DD who have non-traditional gender identities.

As stated in the FFY 2022 PPR, the Council membership, although relatively diverse with respect to culture, ethnicity, and gender identity, needs to represent more geographic areas of the state. It also can be more reflective of the growing racial and ethnic makeup of Arizona. Hampering this effort in 2023 was an unprecedented backlog of applications in the state's Office of Boards and Commissions, resulting in some appointments and re-appointments to the Council to be delayed up to 15 months.

Council staff and leadership continue to communicate with Boards and Commissions on a regular basis but have yet to see progress in moving forward the applications of numerous prospective members.

B. Evaluation of State Plan Implementation	In this section report on the evaluation activities conducted and results.
B1. Evaluation Activities	Describe the evaluation activities undertaken during the fiscal year being reported, including evaluation activities conducted to strategically assess the overall progress and direction of the state plan implementation.

The evaluation methods employed by ADDPC remain largely the same as described in the FFY 2022 PPR: Evaluation of Council and Council-funded activities occurs on a regular basis, both formally and informally. Detailed evaluation and data collection requirements are written into every contract or grant issued by the Council. These requirements are based on the performance measures set forth in the state plan, which themselves reflect the requirements established by OIDD. A variety of inputs are sought, including but not necessarily limited to meeting the scope of work requirements; empirical and anecdotal outcomes data; participant/registrant numbers and demographic information; interim reports; supplemental materials produced to support project activities; and final reports that detail outcomes, products, policy changes effected, and participant satisfaction.

ADDPC staff routinely meet with grantees/contractors to assess the status of projects, address barriers, and provide TA, as needed. This practice became more rigorous in FY 2023 due to Council disappointment with the quality of data being submitted by previous grantees. Data collection and performance self-evaluation results from funding recipients in prior years too often included no pre-and/or post-event surveys, insufficient demographics data, or, in some cases, not enough substance to allow for a comprehensive assessment of the project's impact.

More substantive reporting requirements were instituted in 2023. In prior years, numerous grantees failed to conduct a satisfaction survey, properly gather enough information or the right performance measures from participants, or comprehensively report project results. The inconsistency of reporting and failure to report particular types of required information too often rendered data meaningless for the purposes of understanding project impact. Starting this year, grantees were required to use an approved measurement tool to capture participant satisfaction metrics. Overall impact was also more intensively addressed in reporting documents, with detailed follow-up from Council staff to secure additional information, as needed.

Council staff continue to meet at least quarterly to review AWP progress. Between these meetings, however, staff members with responsibility for overseeing grants/contracts or Council-led projects remain in contact with grantees and project partners as necessary to ensure work is proceeding as it should - and to provide TA or corrections when needed. The Council's Executive Committee and the full Council receive a formal update on the status of grants, contracts, and staff-led projects at each Council meeting (five times per year), as well as in intermittent communications between meetings. Funding decisions to award for more than one year are based in part on data collection and outcomes of a given project, but such decisions also involve considerations of the sustainability of the project and adherence to the fiscal aspects of the contract such as appropriate use of funds and compliance with overall grant management protocols.

It must be stated that, in general, ADDPC staff and leadership are not satisfied with the quality or quantity of data collected by grantees nor, in too many cases, from projects overseen by staff. This is an area of great concern because it affects the Council's ability to evaluate and report on the projects being funded, which in turn limits ADDPC's ability to ascertain the true impact of Council activities. In addition, too much of what is received is anecdotal. While participant testimonials have value, they cannot replace other forms of data for the purposes of evaluating project activities in full. Although, as mentioned, steps have been taken to require and receive more substantive data from grantees, still more can - and must - be done. ADDPC is currently assessing different platforms for collecting project information that will allow for better outcomes measurement, comparison over time, and impact analysis. The Council's Grants Manager is also taking steps to improve the requirements for reporting on specific PMs (SC 2.1, 2.2, 2.3, and 2.4) that historically have been given too little attention by the Council's grantees.

The Council continues to assert that many activities conducted by ADDPC cannot be classified under existing Performance Measures and therefore cannot be evaluated for their effectiveness in furthering the mission and purpose. Some means should be devised for capturing the impact of newsletters, policy briefs, advocacy alerts, social media posts, and other forms of communication that are not part of grant-funded projects but which play an essential role in Councils' engagement with the community at large. At this time their impact cannot be accurately assessed except in very rare instances.

B2: Evaluation Results	Report the broad results of the evaluation activities described above (B1), including a broad assessment of the overall progress of Council supported activities.
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During FY 2023, a total of 498 self-advocates, 395 family members/caregivers, and 1,642 professionals or other community members participated in Council-supported activities. ADDPC continued to conduct various activities online, as did grantees, to take advantage of the many benefits afforded by this technology - geographic reach, elimination of travel-related expenses, and ease of scheduling among them. As the state moved more aggressively (and gleefully) away from pandemic-related precautions, however, the prevalence of in-person events increased. This had many benefits of its own, including better interpersonal communication, deeper exploration of event topics, and better opportunities to capture participant feedback for the purposes of reporting. Because gathering more valuable data from a larger share of participants was a fundamental improvement sought in 2023, the movement toward a larger number of in-person events was a welcome change.

For both staff-led and funded projects, ADDPC measures progress against goals using a simple guide: no progress, slight progress, satisfactory progress, or excellent progress. Outcomes and evaluation results for each of the Goal areas are as follows:

- Self-Determination: Self-Determination objectives covered a wide range, from coalition building to trainings to legal advocacy. Progress was considered excellent, with passage of Supported Decision-Making legislation being the highlight of the year and serving as the primary policy change to report. Overall, Self-Determination activities involved 291 self-advocates, 229 family members, and 434 professionals or other members of the general public. Of those reporting geographic information, more than one-fifth reside in rural areas with slightly less than 80 percent from urban areas. This generally representative of the state's urban-rural divide, with approximately 80 percent of the state's total population residing in one of its two urban centers, the Phoenix and Tucson metropolitan areas. To a far greater degree than was the case in the prior two years, in-person activities were a prominent

feature of this goal area, although virtual and hybrid events were still common. Work under this goal area included 11 collaborations, an increase over the prior year; 2 promising or best practices were supported; and 2 policy improvements were achieved. A new contract was issued to increase Supported Decision-Making outreach, awareness, and adoption. Although this contract did not take effect until 07/01/23, it was preceded by passage of the SDM legislation that made the project even more timely and relevant.

- Meaningful Careers: ADDPC's objectives under this goal area supported a variety of employment- and transition-focused projects designed to prepare individuals with I/DD for careers beyond the K-12 education system and to educate employers about the advantages of hiring people with disabilities. These included post-secondary education opportunities, skills training for technology careers, individualized supports, and education about coordinating public benefits with employment.. During the fiscal year, these programs reached 61 self-advocates, 42 family members, and 147 other members of the public. Four promising or best practices were supported, and 1 policy improved as a result of the 10 collaborative activities. For the second consecutive year, very little demographic information was collected about participants in Meaningful Careers activities - partially because ADDPC did not institute adequate requirements for data collection on the registration pages for webinars and other online events, but also because key projects conducted under this Goal involved research that did not directly involve a large number of members of the I/DD community. New policies have already been put into place to ensure better data collection for online activities in the year ahead. On the whole, satisfactory progress was made against expectations and both the Council and its outside partners are enthusiastic about building upon what was learned in 2023.

- Inclusion with Engagement: ADDPC worked under this Goal to remove barriers to true inclusion in communities for people with I/DD by increasing the accessibility and cultural appropriateness of resources, expanding representation of self-advocates from diverse populations in advisory or decision-making roles, better serving the needs of refugees, and addressing transportation and recreation challenges that stand in the way of being fully active. These activities met the standard for excellent progress, involving 55 self-advocates, 80 family members, and 293 additional public participants over a span of 26 collaborations. One policy change resulted from these efforts, 4 promising or best practices were created, and 1 promising practice was implemented. Collaborators and participants alike indicated overwhelming satisfaction with the opportunities provided to them.

- Safety: Activities under the Safety goal in large part focused on addressing abuse, neglect, and exploitation of at-risk individuals in Arizona and, most especially, those with I/DD, but it also includes work to support dually diagnosed individuals (I/DD and mental illness) experiencing crisis and persons with I/DD who are incarcerated. A total of 21 self-advocates, 26 family members, and 312 other members of the public were reported as project participants in FY 2023. Objectives were focused toward influencing public policy, but the nature of the work required that a long-term approach be taken. In this year one policy improvement was realized across the 9 collaborations; 2 promising or best practices were supported. Policy change/improvement will be seen in future years as current projects gather additional data to support policy recommendations at the state and local level. Overall, satisfactory progress was achieved in this fiscal year.

- System Access and Navigation: Work in this area was targeted toward making it easier for persons with I/DD and their caregivers to obtain and utilize resources to support their needs and aspirations, as well as to fill gaps by creating key resources that do not currently exist. Particular attention was given to recognizing and addressing the important transitional stages in the lives of individuals with I/DD. This goal area also included projects serving Tribal communities and the Council's Targeted

Disparity mandate, which focuses on challenges facing the state's transition-age Native American youth. Activities involved 70 self-advocates, 18 family members, and 456 others; 9 collaborations; and support for 2 promising or best practices. There are no policies associated with the activities. Progress was excellent, bearing in mind that the majority of work under this Goal area will not be achieved for at least another year.

B3. Lessons Learned and Future Work of the Council

Report on how the Council will use lessons learned from state plan implementation and the data gathered from the evaluation activities to move forward the work of the Council.

If the past year reinforced anything for ADDPC, it is the importance of advocacy, in a variety of forms and formats, to bring about meaningful change for the I/DD community. While this message seems self-evident, it is sometimes easy to forget that all of the Council's activities, whether undertaken by staff or outside entities receiving Council funds, are advocacy-based. Each is designed to effect improvements in opportunity, inclusion, and equity. And each must be viewed through the lens of advocacy to evaluate its purpose, effectiveness, and prospects for continuation.

Rarely is ADDPC alone in its work, nor should it be. Partnership and collaboration provide a chance to utilize skills, expertise, and networks that no single organization possesses. The result is greater reach and greater impact. For this reason, ADDPC is grateful for its DD Network relationships, the wide range of partners located around the state, and the growing strength of this collective whole. FFY 2023 results made clear how continuing to grow the network of collaborators can have significant impact.

It also demonstrated the importance of holding ourselves and our partners - especially those funded by the Council - accountable for results. Not every project will succeed in achieving its goals and objectives. Falling short, or even failing altogether, can feel devastating and demoralizing. Yet failure can also be tremendously instructive if evaluated in the right way. A key is making certain accurate, quality information is collected and analyzed so ADDPC and its partners can understand what worked and what did not. The Council has an obligation to seek the best and most worthwhile results from each of its activities. But whether successful beyond hope or well short of the mark, we also have an obligation to learn from the work done so future work can build upon it.

As examples, two key activities were forced to pause for the majority of 2023 in order to provide the Council a chance to re-evaluate the approaches being taken to achieve success. Funded projects focused on growing the state's self-advocacy network and on expanding awareness of Supported Decision-Making were determined to be falling far short of expectations. Although some valuable work had been done, results were more anecdotal than empirical and even these results were not sufficient; the necessary data were not available to adequately evaluate the prospects for successful outcomes.

Rather than continue along this path, the Council decided to end funding earlier than anticipated for the organization leading these two projects and to issue a new solicitation with revised expectations and enhanced requirements for data collection and outcomes reporting. The time required to conduct the solicitation and review process resulted in new contracts not being issued until the final quarter of the fiscal year. But the result already has been performance by the new contractor that far exceeds that of the previous one.

ADDPC remains committed to improving its reach to diverse communities throughout the state, brought to pass by both direct interaction with these communities and support of their needs through grant-funded projects and programs. Progress seen in the work of the past year is encouraging: A view of the diverse ethnic and cultural representation in Council-led or Council-supported activities shows growth toward greater engagement. While more can, and will, be done, ADDPC will continue to be more proactive on this front, requiring more of grantees and of itself. Efforts mentioned earlier to create resources that are culturally appropriate and accessible to a broader range of groups serve as just one example. With limited staff and a large geographic area to cover, it continues to be imperative that the Council involve multiple partners in accomplishing this work.

C. Input on National Priorities	
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ADDPC recommendations for areas requiring attention by ACL and OIDD have not changed since the FY 2022 PPR:

- Healthcare that is appropriate for individuals with I/DD is an urgent need in Arizona and across the nation. In each of the fields of physical, oral, and mental health, too little is done to ensure clinicians have the necessary knowledge, training, and incentives to provide high quality care for individuals with unique needs. Instead, they are typically treated by general practitioners who are underequipped for this task. And circumstances are especially dire in rural or isolated communities where far fewer care resources can be found, in general, much less those designed to serve a specialized population. The prevalence of clinicians who simply refuse to treat patients with disabilities is abhorrent. Steps must be taken to prepare a larger and more dedicated body of medical professionals who are proficient in serving patients with I/DD, using mandatory courses in medical schools, financial incentives, CME exemptions or enhancements, or other means. The federal government has the power to play a key role in this.

- Prevention of and response to abuse, neglect and exploitation remains an area that is much talked about but little improved, despite the frequency with which individuals with I/DD are victims of these crimes. This area must become a priority for the entire I/DD community, at all levels and in both the public and private sector. ADDPC submitted comments and recommendations on this topic as part of the FY 2021 PPR. We reiterate our contention that valuable information already exists to assist state and federal entities in improving circumstances for this at-risk population. We also emphasize the need to address creation and implementation of meaningful national standards for Adult Protective Services, standards to which agencies can be held accountable and for which they are adequately funded.

- Issues related to aging need to be addressed in a serious way in order to head off a crisis for both family and professional caregivers. The I/DD population is living longer than ever before, yet systems in general have not evolved to accommodate the different modes of service delivery aging will necessitate. Associated with a larger, more elderly I/DD population are almost innumerable concerns: provision of age-appropriate basic services, healthcare, and housing; the ability, or inability, of family caregivers to continue providing care in later life; the emotional and physical toll of transitioning from a family home or individualized living arrangement to a congregate setting due to deteriorating health or death/infirmity of a caregiver; questions related to financial planning and availability of resources

to sustain individuals over a longer lifespan; and design of publicly-funded supports and services to meet the changing needs that accompany aging - to name a very few. In most states, neither government nor private service systems are up to the task of maintaining individuals' engagement with their communities, providing for their evolving healthcare needs, or meeting the financial obligations that will accompany elderhood. The AoD-funded "Bridging Aging and Disability Networks" project is a definite step in the right direction and has the potential to bring about significant improvements in the states where the Community of Practice is established. But a more comprehensive nationwide approach will be needed if true systemic change is to be realized.

SECTION IV: STATE PLAN IMPLEMENTATION PROGRESS REPORT

Planned Goals

Goal 1: Self-Advocacy/Self Determination

Section IV: A

Area of Emphasis	Planned for this Goal	Areas Addressed
Quality Assurance	Yes	Yes

Strategies	Planned for this Goal	Strategies Used
Outreach	Yes	Yes
Training	Yes	Yes
Technical Assistance	Yes	Yes
Supporting and Educating Communities	Yes	Yes
Interagency Collaboration and Coordination	Yes	Yes
Coordination with Related Councils, Committees and Programs	Yes	Yes
Barrier Elimination	Yes	Yes
Systems Design and Redesign	Yes	Yes
Coalition Development and Citizen Participation	Yes	Yes

Intermediaries and Collaborators	Planned for this Goal	Actual
State Protection and Advocacy System	Yes	Yes
University Center(s)	Yes	Yes
State DD Agency	Yes	Yes
Other Collaborators	Yes	Yes

Goal Narrative

ADDPC's support for the self-advocacy mandate is designed to ensure self-advocates can have choices and live more self-determined lives. Two objectives are established, with the first objective to address the DD Act mandate of establishing and expanding a coalition of self-advocates and to impart leadership skills they can apply to their own lives. The second objective allows ADDPC to fund various programs that directly increase the skills, knowledge, and ability of self-advocates to lead more self-determined lives. Both objectives bring self-advocates together with community partners to voice what they want for their lives, including what is best for them in school, transition planning, job searching, independent living and social activities. The work to promote and strengthen self-advocacy is accomplished through their collective input and working collaboratively with stakeholders who support advocacy efforts. In the 2023 PPR, several projects from 2022 continued in their final year, or are newly funded. These summaries show progress in meeting each objective that supports the goal.

To ensure work was done for each objective, the Council allocated staff to manage a project and/or set aside funding that is made available through various grant solicitations. Grant funds were allocated to address most activities under each objective and some grantees are funded for multiple years. It is noted in the PPR if the project is in its final year of ADDPC funding. Every project that has a formal contract in place is required to submit quarterly reports that detail the progress in meeting the scope of work requirements and to submit additional feedback if requested by staff. Once a project is complete and there are good outcomes, the grantee will be invited to a future meeting of the full Council to give a presentation. Ongoing monitoring methods are in place such as review of all reports, responding to and tracking changes to any contract amendments, and monitoring and auditing fiscal reports and fiscal reimbursements to ensure costs align with the approved project and are allowable under federal law. Staff develop the narrative report templates that include specific performance measures and demographic data grantees are required to gather. Grantees are also encouraged to track other data that may be of significance to their unique project. Finally, ongoing technical assistance is provided by Council staff through the end of the project to ensure its success.

Objective 1: The Council will strengthen a program that results in the creation of a statewide self-advocacy network led by persons with I/DD that will support self-advocates to become leaders and provide peer-to-peer mentoring, and increase the number of self-advocates who participate in cross-disability, culturally diverse leadership coalitions and groups so they are able to express themselves, make their own decisions, and lead more self-determined lives.

3. This objective is:	Individual & Family Advocacy
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4. This objective is:	Ongoing
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5. This objective is:	
Fulfilling a Self-Advocacy DD Requirement	Yes
Targeted disparity	No
DD Network Collaboration	No

A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation:	Implementation
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7. Provide an overall description of this effort:	The Council funded Southwest Institute for Families and Children (SWI) for a final year to carry out the self-advocacy mandate. During the contract period, staff provided ongoing technical support to the project staff and feedback on the narrative reports and communicated various ways SWI could improve outreach efforts and retention of self-advocates to fully participate in the program. With the limited success of SWI's efforts, and Council input to go into a new direction, staff developed a new scope of work to support the mandate and a issued a competitive solicitation. After the application review process, the Council approved a new contract with The Arc of Arizona. Due to the timing of when the contract began, The Arc of Arizona's outcomes and project summary will be reported more thoroughly in the 2024 PPR.
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
Grantee will address all three self-advocacy mandates and target a minimum of 50 self-advocates involved in coalition development..	Yes
A minimum of 5 opportunities will be given to self-advocates to speak about issues that impact their lives.	Yes

10. The report should include the following:	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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1) Southwest Institute for Families & Children (SWI) was funded to establish and expand a statewide self-advocacy coalition, with support activities that include peer-to-peer mentoring, leadership training, strengthening local advocacy groups, and creating opportunities for appointments to cross disability boards. The grantee's first-year deliverables included: Maintaining a statewide coalition of self-advocates known as Self-Advocacy Solutions, providing self-advocates with leadership training, strengthening local self-advocacy groups, developing peer-to-peer mentoring to support self-advocacy groups, and holding a year-end conference for self-advocates to share ideas on leadership and self-determination skills, lessons learned, and future activities to undertake. SWI built upon first year activities to maintain or expand the statewide network and support local advocacy groups, however, SWI struggled to do comprehensive project and evaluation data collection to assess the effectiveness of the project or determine if self-advocates are satisfied. Highlights include -Set up bimonthly Zoom meetings, referred to as "Let's Talk." T/TA was provided to various self-advocates on leadership development, issue or goal planning, bylaws development, effective use of social media, and membership/coalition building. -Worked with 8 groups comprised of approximately 61 self-advocates (IFA 1.1 -61) participating overall in at least one activity led by SWI and, of that number, 34 self-advocates having participated in some form of leadership development training. In addition, as part of the federal requirement, 9 self-advocates were actively participating in a local community board or committee. The coalition's member groups & average number of self-advocates that participated in at least one activity, along with the geographic area served, are: Inclusive Empowerment Network: 5 self-advocates (Maricopa County); People First of AZ/Phoenix: 15 self-advocates (Maricopa County); Special Olympics AZ: 12 self-advocates (3 communities in various Arizona counties); Northern AZ Tribal Disability Coalition: 17 self-advocates (Coconino & Navajo Counties); People First of Southern Arizona: 2 self-advocates (Pima County); Self-Direction of Nogales: 10 self-advocates (Santa Cruz County). SWI supported and increased the number of self-advocates participating in Self-Advocacy Solutions. SWI worked with the Sonoran UCEDD to develop and implement a board leadership training program where members learned Robert's Rules of Order, the purpose of serving on boards/commissions, roles of officers, and being an active listener. Information on opportunities to serve were promoted on various websites. SWI promoted peer-to-peer mentoring for self-advocates, as part of their leadership development, using training developed by Ability360, the CIL located in Phoenix. Training provided each self-advocacy group information to help them establish their own peer-to-peer mentoring program. SWI overall Demographic data from their work other than the Conference shows the following: IFA 1.1 -61; Male 37; Female 24; Urban 34; Rural 27; White: 25; African Am. 8; American Indian 17; Hispanic: 10; Two or more races: 1; SC 1.5 -1. SWI also facilitated the Self-Advocates Conference held in April 2023 via Zoom with 72 participants attending. The theme was "We fall, fight, and rise as one across Arizona." The conference was organized by self-advocates from the coalition and the Sonoran UCEDD. They also selected the conference theme, advertising, presenters, and schedule of conference breakout sessions. In addition to those from Arizona, panelists came from Georgia, New Jersey, and Arkansas and discussed the status of their self-advocacy groups in their states and how AZ's SA group can grow and bring new self-advocates to the effort. Each local SA group also presented its own work, what they have been working on in their community, and how others can join their work. Demographic data from SWI's Conference attendees shows: IFA 1.1 -23 self-advocates; IFA 1.2 -9 family members; SC 1.4 -29 were professionals; and 11 other participants did not identify a category. Male 21; Female 49; Other 2. White: 41; African Am. 6; American Indian 6; Asian 3. 2) On at least 5 occasions with the government and the public, secure role for self-advocates to be involved in conversations about what policies affect their lives. 1) April 2023 - ADDPC was represented on a panel of disability and benefits leaders at a Medicaid Public Health Emergency Unwinding/Medicaid Redetermination event hosted by U.S. Department of Health and Human Services (HHS) Secretary Xavier Becerra at the Ability360 Center in Phoenix. The event was an in-

person community discussion on the upcoming end of the COVID-19 Public Health Emergency, the restarting of AHCCCS eligibility redeterminations, and what was being done to help eligible Arizona residents keep health coverage. The Council's Executive Director, the state Medicaid director, and a self-advocate gave tips to others about how to navigate the Medicaid system. A Q&A session gave self-advocates and professionals a chance to ask questions to individuals on the panel to better inform themselves and the individuals they represent. Fifty-two (52) people attended, including 13 self-advocates. PMs: IFA 1.1 -13; SC 1.5 -1. 2) March 2023 - Stakeholders meeting, Arizona State Capitol, Senate Building. State Sen. Justine Wadsack called a stakeholder meeting during the 2023 legislative session after receiving numerous concerns about a bill she sponsored (SB 1411) regarding guardianship. If enacted, the bill would have required every person receiving services from the state's DDD to "automatically and immediately" be placed under the guardianship of their parent(s), effective on their 18th birthday. Stakeholders were able to convince the senator of the dangers presented by her bill and successfully secured her commitment to amend the language to focus on better education related to guardianship and its responsibilities. More than 30 people attended the meeting, representing various advocacy organizations. Although SB 1411 died during the session, it sparked conversation about Supported Decision-Making (SDM) and eventually led to Sen. Wadsack's support of a bill recognizing SDM as an alternative to guardianship (SB 1291). The SDM bill passed the legislature and was signed by the Governor in June. PMs: SC 1.5 -1. 3) March 2023 - Letter sent to the Governor explaining issues with proposed mental health legislation; self-advocates spoke with Governor's Health and Human Services advisor regarding Legislation proposed in the 2023 legislative session (SB 1710). Bill would have made significant changes relating to the governance of Arizona State Hospital (ASH), the state's public mental health facility. It would establish a 5-member Arizona State Hospital Governing Board and transfer responsibility for administering the hospital to the Board, from the Arizona Department of Health Services. Most of the I/DD and mental illness community opposed this bill, agreeing that despite existing and long-running problems with ASH, it would not truly address those problems. Among the main concerns was the original bill's addition of new beds at the facility, which was interpreted as an effort to increase the population of persons with dual I/DD-SMI diagnoses. Following discussions with the Governor's office involving stakeholders, and through the amendment process, this provision as well as others were stricken from the bill. A version that did not create a new governing board and did not increase I/DD beds, but that made small improvements to the facility's operations, was eventually signed by the Governor in June. PMs: SC 1.5 -1; SC 1.2-1; SC 2.1-1; SC 2.1.1-1. 4) April 2023 - Self-advocates attended Senate floor reading of SCR 1012. State Sen. Steve Kaiser presented a Senate Concurrent Resolution to his colleagues affirming that every person, regardless of ability, should have the right to pursue meaningful work that is essential so that individuals with disabilities in Arizona can thrive. The first few lines of Sen. Kaiser's resolution articulate a goal that should be obvious to anyone and yet remains frustratingly elusive: "Every Arizonan should have the opportunity to participate in the workforce, including those who have disabilities." SCR 1012 was not a piece of legislation, with no binding effect upon the laws of the state. It did, however, provide an opportunity to raise awareness of the important role working individuals with I/DD can play in the state's workforce. Sixteen (16) people attended the reading, - 6 self-advocates and 10 professionals (9 males, 6 females, and 1 transgender male). PMs: IFA 1.1 -6; Males - 9; Females -6; SC 1.5 -1. 5) June 2023 - Legislative Town Hall on Guardianship Process and Meaningful Alternatives, Walter Cronkite School of Journalism and Mass Communication, ASU, Phoenix. Senate Bill 1291 (Conservatorship; guardianship; policies; procedures) was discussed at a Legislative Town Hall meeting, organized by stakeholders and the bill's sponsors. Held to offer legislators' perspectives on the bill and allow public comment regarding both the guardianship/conservatorship and SDM provisions. The Council's Executive Director, along with representatives of the Arizona Center for Disability Law and Ability360, was asked to speak on the importance of self-determination for individuals with disabilities. SB 1291 was signed by the Governor in June 2023. The public and media

attention garnered through the Town Hall event contributed to the bill's passage. A ceremonial signing event took place at the Governor's office on September 5, 2023. PMs: SC 1.5 -1; SC 1.2-1; SC 2.1-1; SC 2.1.1-1.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will support initiatives that provide individuals with I/DD the leadership skills and knowledge to speak on topics that are important to them.	Yes

13. Progress towards achieving outcomes for overall objective:

The self-advocacy mandate addressed by the SWI project was not moving ahead as the Council had anticipated, even with ongoing TA provided by ADDPC staff. Program staff felt they could not adequately show improvements in meeting the requirements of the grant. Furthermore, the lack of survey information to determine if self-advocates were positively impacted by their participation in leadership development training showed the gaps in program design and implementation. After much discussion internally and with Council members, the Council approved new funding and a new grant solicitation to be released in the Spring of 2023. One application met the requirements of the scope of work and showed promising strategies to comply with the Council's self-advocacy mandate. We anticipate the work undertaken by the new grantee, The Arc of Arizona, will show significant improvements in working with self-advocates, providing outreach to unserved/underserved communities, peer-to-peer mentoring, leadership development, organizing local community boards, and tracking required evaluation and satisfaction responses by the participants. The Arc of Arizona's project was awarded in July, thus the ADDPC will provide a narrative of their first-year progress in the FFY 2024 PPR. ADDPC staff continue to work with community partners for self-advocates to have meaningful participation in public policy. This may include educating legislators or public advocacy and helping them to engage with local community groups that they are interested in.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

None provided.

Objective 2: The Council will increase opportunities for participation by self-advocates, families, caregivers and others who support them, through Council led funding of programs that directly increases the skills, knowledge and ability of self-advocates to lead more self-determined lives.

3. This objective is: Individual & Family Advocacy

4. This objective is: Ongoing

5. This objective is:	
Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No
DD Network Collaboration	Yes

A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation:	Implementation
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7. Provide an overall description of this effort:	<p>Several projects are reported in the broad-based objective that increases self-advocacy efforts, educates families and caregivers, community partners and others. The Council approved continued funding for the Arizona Center for Disability Law (ACDL), Arizona's Protection and Advocacy agency for its Special Education Advocacy Program (SEAP) and to the University of Arizona Sonoran UCEDD for its Transition AHEAD Roundtable (TAR) project. Both showed meaningful outcomes in their program design and statements from participants in the TAR project showed the significant impact it had on families, teachers and the individual students who participated. Funding for Supported Decision-Making ongoing training did not receive a fourth year of funding; however, the disability community came together to ensure that state SDM legislation was finally passed and signed into law by Governor Hobbs this past summer. This was a long-term investment by ADDPC starting in 2018 to ensure Arizona would pass SDM legislation so that guardianship is no longer considered the only option for persons with a disability or I/DD when turning 18. The Council remained active in educating the community on SDM. In addition, with Council support and funding a new competitive solicitation was released and ADDPC awarded new funding to The Arc of Arizona to carry out certain activities under the scope of work. More on their accomplishments will be reported in FFY 24. Lastly, we continue to support smaller organizations that hold annual trainings and conferences for the disability community. Four grants were awarded, but only 3 of the organizations could implement their conference. The Council will assess if this is the best use of funds in the upcoming development of the five-year plan. We fully want families, teachers, self-</p>
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	advocates and others to learn from one another and from so many organizations that are doing amazing work every day to support individuals with I/DD and their families.
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
Fund a final fifth year to support SDM that includes a minimum of 6 trainings to families and professionals on how to develop a SDM plan.	NO
Fund a minimum of four grantees under the Conference Sponsorship, to provide training/education to a minimum of 50 self-advocates, 50 family members, and 100 professionals. will be awarded under Conference Sponsorships RFGA to educate the DD community	Yes
Fund the P/A for the SEAP (Legal Advocacy) project that targets TA to families on special education issues; a minimum of 50 basic TA, 15 complex TA and 5 trainings.	Yes
Fund and monitor the TAR project by UA Sonoran UCEDD, minimum target is 20 person-centered plans with high school students with an IEP.	Yes

10. The report should include the following:	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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The Transition AHEAD Roundtable (TAR), funded for a 3rd year, was a day-long, one-on-one transition planning experience designed to purposefully engage both young adults with I/DD and their families in collaborative activities with Sonoran Center staff and staff from other organizations. The Roundtable addressed five key areas - Employment, Healthcare, Education & Training, Relationships & Community, and Independent Living - culminating in a brief Roundtable presentation led by the young adults about what they have identified as their strengths, as well as key goals and meaningful supports they desire to help achieve their desired level of independence. The overall process was intended to help each emerging adult begin to achieve outcomes that connect to their own life

aspirations. It also helped adults in their lives identify opportunities and actions they, too, can take to support those goals. As a result, each young adult, together with their family member and the Transition AHEAD multidisciplinary team, developed a set of "next steps" to greater independence in mutually identified areas. After participating in the Roundtable, youth and their families received a customized report to help them along in their transition process; reports addressed next steps and provided specific content-area recommendations that were individualized to the young adult. The reports were also shared with their teachers. Multiple partners included staff from the Sonoran UCEDD, Tohono O'odham Community College Disability Resource Center, DDD, an Ability360 benefits specialist, an Independent Living representative, Vocational Rehabilitation, and an advocate from Raising Special Kids. TAR was funded for three years and served a total of 46 youth and families, inclusive of those who identify as Native American or Hispanic, live in rural and urban areas, exited from foster care, and range in age from 14 to 22. Year 3 data shows 20 youth were recruited from 8 different sites, including a school on a Native American reservation and youth with I/DD in the foster care system. Their ages ranged from 13 to 22, with an average age of 16. Fourteen (14) participants were male and 6 were female; 17 lived in Urban areas; and 3 lived in rural communities. While 10 participants (50%) identified as White, 5 (25%) identified as Hispanic, 3 (15%) identified as Native American, and 2 (5%) identified as Black/African American. Youth also identified as having an intellectual and/or developmental disability, with co-occurring reports of anxiety, difficulty with communication or social interactions, behavioral complications, mobility difficulties, and other cognitive issues. PMs: IFA 1.1 -20; IFA 1.2 -20; SC 1.3.4 -1; SC 1.3 -1; SC 1.5 -1; SC 2.2 -1; SC 2.1.4 -1; Male 14; Female 6; Urban 17; Rural 3; White: 10; Hispanic 5; Native American 3; Black 2. Arizona Center for Disability Law (ACDL) was approved for second-year funding to continue SEAP to address the gaps and needs faced by students with I/DD, along with their families/caregivers, to understand their rights in the special education system. In the second year of funding, ACDL continued work in three main focus areas: Directly providing Basic TA or Complex TA to families and trainings to the larger community that meet the needs of students with I/DD. SEAP provided TA and resources to the target group, giving priority to youth in foster care and/or the juvenile justice system, as well as those impacted by the Covid-19 pandemic. By the end of Year 2, ACDL provided Basic TA to 109 families/individuals, and Complex TA to 39 families/individuals. ACDL also provided a total of 12 training sessions to various groups on a child's right to special education and the various school issues that can impact their educational services. Multiple partners in the community supported SEAP, including the state Dept of Education, Dept of Child Safety and Administrative Office of the Courts. The total number of professionals attending a training was 261 (SC. 1.4). The 12 training sessions took place throughout the year in person or online. One training was conducted in Spanish. An average of 15 participants attended each training session with positive overall feedback. Community groups participating included Pima County Juvenile Court, AZ Commission for the Deaf and the Hard of Hearing, Arizona Public Defenders Office, Pilot Parents of Southern Arizona, Casa Grande High School Transition Fair, Gila County CASA, and the FosterEd Conference on the Rights of Foster Youth with Disabilities Facing School Discipline. Feedback was provided from 7 surveys submitted to ACDL three months after a Complex TA was closed. Family members reported high marks for effectiveness of the information, the attorneys that were involved in the individual cases, and the trainers. They also responded that they "feel equipped to more effectively advocate for themselves/their child at school." One recipient stated in the survey the ACDL attorney "took the time to explain everything, very good communications, and the attorney was knowledgeable and effective." The six other responding families also stated they were satisfied with this project. Feedback provided in surveys after each training showed participants either agreed or strongly agreed that the training was relevant and informative; that the participant had a better understanding of the educational rights of students with disabilities after the training; that the information would be used to advocate for a child's rights; and finally, that they would recommend this training to others. SEAP is funded for a final year in FFY 2024

because it is a promising program showing real results for families and students receiving the Free and Appropriate Public Education at their school. Total PMs: IFA 1.1 -148; IFA 1.2 -148; SC 1.4 -261; SC 1.5 -1; SC 1.3.2 -1; SC 1.3 -1; SC 2.2 -1; SC 2.1.4 -1. Basic TA Demographic: White 80; Black 12; American Indian/Alaskan 6; Asian 1; Native Hawaiian 1; Two or more 10. Female 32; Male 78; Urban 110; IFA 1.2 -109. Complex TA Demographic: White 29; Black 3; American Indian/Alaskan 1; Native Hawaiian 1; Two or more 5; Female 11; Male 28; Urban 1; Rural 1; IFA 1.2 -39. ADDPC approved four grants under the Conference & Training Sponsorships. Three of the grants completed their work. Sonoran Center funding supported a one-day conference on IDD/Aging/Dementia: Screening, Support Adaptation & Access to a Support Network. The purpose of this conference was to disseminate accurate information, discuss available tools, and present resources for caregivers/support teams who care for people with I/DD and are affected by dementia. Multiple community partners were involved, including Copa Health, DDD, Pima Council on Aging, OakWood Creative Care, Alzheimer's Association Southwest Desert Chapter, and Hospice of the Valley. Demographic data showed 248 people registered, however, only 180 people participated in the conference. Specific numbers reported include: PMs: IFA 1.2 -46; SC 1.4 -134; SC 1.5 -1; Male: 27 / Female: 152 / Other: 1; Urban: 123 / Rural: 49 / Unknown: 8; White: 91; Black: 15; American Indian: 11; Hispanic: 24; Asian: 7; Native Hawaiian: 1; Two or more: 17; Race Unknown: 14. The satisfaction survey responses from 56 individuals showed that 49, or 88%, were Very Satisfied with the Conference. Special Olympics AZ (SOAZ) - Athlete Leadership Professional Development Conference, provided Special Olympics athletes new personal and professional leadership skills that they can apply in their home, their teams as athletes, and their own communities. The training empowered athletes to utilize their voices and abilities to undertake meaningful leadership roles, influence change, and create inclusive communities. Athletes met on October 15, 2022, and learned from other athletes and self-advocates about public speaking, elevator speeches, and media training. A total of 4 sessions were offered with 19 athletes attending. PMs: IFA 1.1 -19; IFA 1.2 -1; SC 1.4 -5; SC 1.5 1; Male: 8 / Female 11; Urban: 10 / Rural: 9; White: 11; Black: 1; Hispanic: 7. 89% of participants responded to a survey and participants reported an increase in how comfortable and confident they felt in public speaking, advocating for yourself, writing a speech, and meeting new people. The Opportunity Tree, a residential and day services provider for people with I/DD, hosted 4 online information sessions for people with disabilities, parents, families, guardians, and the community at large on sexuality and sexual health. The speaker, from Elevatus Training, addressed topics such as understanding healthy boundaries; healthy sexuality and healthy relationships; internet, social media, and communications; and how to recognize sexual abuse. One training took place in April 2023, with the remaining held in September 2023. Final data shows a total of 11 participants attended one of the workshops. This included five (5) professionals, one (1) self-advocate and five (5) family/caregivers. Demographic data include the following: White 2; Hispanic 4; Male 2; Female 4; Urban 6. Due to limited staff and other priorities, Spina Bifida Association of AZ notified ADDPC in the first quarter of the contract period that they could not fulfill their contract or expend the grant funds. ADDPC published 3 messages regarding Supported Decision-Making: 1) "Supported Decision-Making is now a legally recognized alternative to guardianship in AZ" (Executive Director's message, July 2023 newsletter). 2) "Home Runs and Wild Pitches" (legislative update, July 2023 newsletter). 3) "Governor Hobbs signs Supported Decision-Making legislation!" (July 2023 newsletter article).

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will support projects that help individuals with I/DD lead more	Yes

self-determined lives, and families and professionals have information to use.	
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13. Progress towards achieving outcomes for overall objective:	
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<p>The Council supported four ongoing projects that provided persons with I/DD, their families and caretakers, and professionals with ongoing information that increases their knowledge and ability to provide self-advocates meaningful opportunities to lead more self-determined lives and increase their ability to learn and grow in topics that are important to the disability community. These funded projects are considered opportunities for participation and serve to connect them to new information. Annually, the Council funds organizations under the Conference & Training Sponsorships competitive solicitation, with three of the four 2023 awardees completing their conference/training. Topics the Council supported included Dementia and the aging I/DD population, with resources for caretakers and professionals; supporting self-advocates to learn leadership and communication skills through Special Olympics activities; and expert-led teaching for family members with Elevatus Training on sexuality and sexual health for the I/DD population. As Supported Decision-Making (SDM) legislation was debated in the Arizona Legislature, the Council supported grassroots efforts by self-advocates to become involved in contacting their legislator and to testify for passage of the bill. The Executive Director also published several blogs about SDM featured in our newsletter and was on-hand with other self-advocates and disability professionals when Governor Hobbs signed SB 1291 into law. This makes Arizona the 21st state to have SDM enacted as an alternative to guardianship. The Council continues to support educating the community on this option as a viable means for persons with I/DD to live independently with the support they need to thrive. Second year funding to support the Special Education Advocacy Program (SEAP), conducted by the Arizona Center for Disability Law, and third and final year funding for Transition AHEAD Roundtable (TAR) at the Sonoran UCEDD proved to be successful. SEAP works with families that are frustrated and lost about how to ensure their child receives their rights in special education in a school system that does not always prioritize the needs of the student with I/DD. Families call ACDL and under the SEAP grant receive immediate resources to help them answer their questions, or if the case is more complex and needs an attorney to advocate on their behalf, those cases as well are handled but on a longer term to resolve them satisfactorily for all the parties involved. The third component of SEAP helped educate professionals around the state, by offering training on the federal law that provides students with I/DD Free and Appropriate Education (FAPE). SEAP also was instrumental in working with underserved groups, such as those students with I/DD in the foster care and/or in the juvenile justice system. The Sonoran UCEDD received final year funding to replicate a best practice program from the UCEDD in South Dakota, TAR, that involved 20 students with I/DD (of which 10 were minorities), to be actively involved in a roundtable discussion to develop their life goals in transitioning from school to other opportunities of their choice and to secure the support to succeed. Schools, families, and community organizations involved commented on how TAR changed the outlook of the student with I/DD and how they can be more involved in a positive way. Each of these programs succeeded in furthering the Self-Determination Goal to enhance self-advocates' lives by prioritizing their choice and understanding of what is best for them. Families now have multiple resources available to them, including in Spanish for Spanish speaking families, and professionals are more confident in how they can play a supportive role.</p>

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

TAR Project/ Stories: Parent Testimonies: - "Thank you for taking the time to listen to me a few days before the roundtable and encouraging me. Please extend my sincere thanks to everyone I spoke with during the roundtable. If you have time, can you please email the contact information of everyone I spoke with during the roundtable. I'm eager to begin conversations with those folks regarding the future of my son. Again, thank you for the work you do. It changes lives in very real ways. It matters." - "I've recommended it to so many people! I appreciate the follow up. It was nice to get the report and have someone to talk to about these topics." - "[My son] has come a long way since he started. He was pretty much stuck in a mode until last year, and now he's finally coming out. Sometimes, it feels like he's wanting to catch up and that's why he wants to try different things now. At times, he finds it more difficult or not as interesting as he thought, but going through this program is going to benefit him more because it came to him at a time where he's open to everything." Teacher testimonies: - "You're doing a good job. Students learn to express themselves. They talk about their job interest, and they are guided on how to achieve it through trainings given to them." - "A student just participated in the roundtable a couple of days ago, but they were very eager to talk about how they had planned for next steps and as well as talk about the information they learned. It is good for students to have time and resources to think about what they would like to do in the future, after graduation, and the support that students and families have available to them in the community. Often, there are questions that come up, especially with social security, that we as educators might not have the answers to, so it is helpful for students to be able to talk to someone who can either answer those questions or who has the means to direct students and families to someone who can support." - "I had nine families participate in the Transition Ahead Roundtable and I am blown away by the information, support, and connections our families have made through this process. Each family has walked away feeling supported, ready to take the next steps, and with a better understanding of what life after high school can look like for their child. As an educator, I am so thankful to partner with the Transition Ahead Roundtable as another support for our families and students as they plan for post-secondary. There are many misconceptions and a lot of fear surrounding the transition from high school to adulthood for individuals with disabilities. The TAR process helps to clarify misconceptions and ease the fears that families and students feel. I cannot recommend this enough to other schools as they support families through the transition process. I look forward to partnering again with TAR this year!" Youth Stories: - D. participated with her mother in the Transition AHEAD Roundtable as an 11th grader in 2022. Her interests included going to college and becoming a veterinarian. During a follow-up interview 3 months later, her mother reported that they had started looking into resources available at local colleges to plan for a better transition after graduation. - A. participated in the Roundtable with his parents right after his 8th grade promotion. He will be starting high school with new goals that were set during the Roundtable and his teachers have received a copy of his materials and are ready to help him move forward with his goals. Over the Summer break, A. took the initiative and met with a representative at his local One-Stop to talk about when he can start participating in their teen work program. When he starts high school, he'll be eligible to participate in the work program and will register with VR for more assistance. - H. and A. both participated in the Transition AHEAD Roundtable with their parents after being referred by their teachers. Over the Summer, H. and A. also participated in a paid Summer Work program at a local mini-golf facility. H. truly enjoyed his experience and would like to find more jobs that are similar in the future. A. also enjoyed working and appreciated her new skills but would rather find another type of job in the future. SEAP/Stories: "Damien" is a 9-year-old elementary school student in a rural part of Arizona. At the time of SEAP's initial involvement in Damien's case, he

qualified for an IEP under the eligibility categories of Hearing Impairment and Other Health Impairment. On August 8, 2023, local police came to Damien's home and told his parent that they had determined through his IP address that Damien had hacked into the school's Class Dojo application and was messaging parents, pretending to be an adult school staff member. Damien was messaging the parents of other students who had bullied him because of his disability and race, telling the parents their children were bad and should be punished. Messages escalated and Damien made statements that were interpreted as threats. As a result, the school moved to long-term suspend Damien from school. A manifestation determination review was conducted, and the school determined that Damien's behavior was not related to his disabilities, even though his parent provided the school with a 2022 psychological evaluation from Damien's behavioral health provider that diagnosed Damien with F91.1 Conduct disorder, childhood onset type; F90.2 Attention-deficit/hyperactivity disorder, combined presentation; and F34.1 Persistent depressive disorder. The district conducted a long-term suspension hearing and decided to suspend Damien from school for 180 days. Because Damien had an IEP, he remained entitled to receive the services in his IEP in an interim alternative educational setting. The district placed Damien in an online school setting. SEAP became involved in Damien's case after he had been in online school for about 3 weeks. Damien's parent called the SEAP program for help because she believed the manifestation determination decision was wrong, that the school had failed to adequately address the bullying Damien had experienced for over a year before this incident despite reports of the bullying being made to school leaders regularly, and that Damien's educational needs were not being met in the online setting. The SEAP program wrote a demand letter to legal counsel for the school district explaining parent's position and requesting the school district either 1) reverse the findings of the manifestation determination and return Damien to his original educational placement without delay, or 2) immediately schedule and hold a new manifestation determination review, at which ACDL would be representing Damien. The letter also requested Damien's educational records from the district. The school district's legal counsel initially deflected, stating that there was an IEP meeting already scheduled for Damien and that he believed the district would resolve the parent's concerns at that meeting. The district's legal counsel did not attend the meeting, but the SEAP attorney did. The meeting was frustrating and disappointing-the IEP team focused only on amending Damien's IEP to reflect his new placement in online school and refused to revisit the manifestation determination decision or his long-term suspension. After the IEP meeting, the SEAP attorney followed up with the district's counsel via email, explaining what happened in the IEP meeting and that our concerns had not been resolved. The SEAP attorney and the district's attorney had a phone call the following week, and the district's counsel agreed he would work with the school to reverse the manifestation determination decision and reverse the long-term suspension. Damien was permitted to return to on-campus learning about a month after his initial suspension. There was a school re-entry meeting for Damien that the SEAP attorney attended, where a safety plan was developed, and accommodations were put into place to help Damien feel safe at school and understand who he could talk to at school if he was bullied. Additionally, the school district agreed to conduct a reevaluation of Damien to update his IEP to better reflect his needs. The SEAP program has agreed to participate in a MET/IEP meeting for Damien to review the results of his reevaluation and ensure an appropriate new IEP is developed for him. As a result of the complex technical assistance provided by the SEAP program, Damien has been able to return to his regular classroom at school, the inappropriate suspension has been expunged from his discipline records, and additional data is being collected so the school can better meet Damien's needs going forward.

Section IV: B

Individual & Family Advocacy Performance Measures

Race and Ethnicity

Race/Ethnicity	#	%
White alone	289	60.59%
Black or African American alone	47	9.85%
American Indian and Alaska Native alone	44	9.22%
Hispanic/Latino	50	10.48%
Asian alone	11	0.63%
Native Hawaiian & Other Pacific Islander alone	3	0.63%
Two or more races and Race unknown	33	6.92%
Gender	#	%
Male	224	43.16%
Female	295	56.84%
Other	0	0%
Category	#	%
Individual with DD	291	55.96%
Family Member	229	44.04%
Geographical	#	%
Urban	309	79.23%
Rural	81	20.77%

I. Output Measures

Objective	Performance Measure: IFA 1.1 People with DD who participated in activities	Performance Measure: IFA 1.2 Family members
The Council will strengthen a program that results in the creation of a statewide self-advocacy network led by persons with I/DD that will support self-advocates to become leaders and provide peer-to-peer mentoring, and increase the number of self-advocates who participate in cross-disability, culturally diverse leadership coalitions and groups so they are able to express themselves, make their own decisions, and lead more self-determined lives.	103	9
The Council will increase opportunities for participation by self-advocates, families, caregivers and others who support them, through Council led funding of programs that directly increases the skills, knowledge and ability of self-advocates to lead more self-determined lives.	188	220

Total # of Output Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1
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II. Outcome Measures

Performance Measures	Percent (%)
IFA 2.1 Percent of people with DD	0
IFA 2.2 Percent of family members who increased advocacy	0

Sub-Outcome Measures: The number (#) of people who are better able to say what they want/say what is important to them.

Projects	# People with Developmental Disabilities	# Family Members
The Council will strengthen a program that results in the creation of a statewide self-advocacy network led by persons with I/DD that will support self-advocates to become leaders and provide peer-to-peer mentoring, and increase the number of self-advocates who participate in cross-disability, culturally diverse leadership coalitions and groups so they are able to express themselves, make their own decisions, and lead more self-determined lives.	0	0
The Council will increase opportunities for participation by self-advocates, families, caregivers and others who support them, through Council led funding of programs that directly increases the skills, knowledge and ability of self-advocates to lead more self-determined lives.	0	0
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	0	0

Sub-Outcome Measures: The number (#) of people who are participating in advocacy activities.

Projects	# People with Developmental Disabilities	# Family Members
The Council will strengthen a program that results in the creation of a statewide self-advocacy network led by persons with I/DD that will support self-advocates to become leaders and provide peer-to-peer mentoring, and increase the number of self-advocates who participate in cross-disability, culturally diverse leadership coalitions and groups so they are able to express themselves, make their own decisions, and lead more self-determined lives.	0	0
The Council will increase opportunities for participation by self-advocates, families, caregivers and others who support them, through Council led funding of programs that directly increases the skills, knowledge and ability of self-advocates to lead more self-determined lives.	0	0

Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	0	0
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Sub-Outcome Measures: The number (#) of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions.

Projects	# People with Developmental Disabilities	# Family Members
The Council will strengthen a program that results in the creation of a statewide self-advocacy network led by persons with I/DD that will support self-advocates to become leaders and provide peer-to-peer mentoring, and increase the number of self-advocates who participate in cross-disability, culturally diverse leadership coalitions and groups so they are able to express themselves, make their own decisions, and lead more self-determined lives.	9	-1
The Council will increase opportunities for participation by self-advocates, families, caregivers and others who support them, through Council led funding of programs that directly increases the skills, knowledge and ability of self-advocates to lead more self-determined lives.	0	0
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	0	0

II. Outcome Measures

Satisfied	Percent (%)
IFA 3 The percent of people satisfied with a project activity	0
IFA 3.1 Percent of people with DD satisfied with activity	0
IFA 3.2 Percent of family members satisfied with activity	0

Section IV: C

Systems Change Performance Measures

SC 1: Output Measures

Objective	
The Council will strengthen a program that results in the creation of a statewide self-advocacy network led by persons with I/DD that will support self-advocates to become leaders and provide peer-to-peer mentoring, and increase the number of self-advocates who participate in cross-disability, culturally diverse leadership coalitions and groups so they are able to express themselves, make their own decisions, and lead more self-determined lives.	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	2
SC 1.3.1 Number of promising practices created	-1

SC 1.3.2 Number of promising practices supported	-1
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1
SC 1.3 Number of promising and/or best practices created and/or supported	-1
SC 1.4 Number of people trained/educated	29
SC 1.5 Number of Systems Change activities with other organizations	6

Objective	
The Council will increase opportunities for participation by self-advocates, families, caregivers and others who support them, through Council led funding of programs that directly increases the skills, knowledge and ability of self-advocates to lead more self-determined lives.	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	-1
SC 1.3.2 Number of promising practices supported	1
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	1
SC 1.3 Number of promising and/or best practices created and/or supported	2
SC 1.4 Number of people trained/educated	405
SC 1.5 Number of Systems Change activities with other organizations	5

Systems Change SC 2: Outcome Measures

Outcome Measures	Number (#)
SC 2.1 - Efforts that led to improvements	2
SC 2.2 - Efforts that were implemented	2

III. Sub-Outcome Measures

Objective	Number (#)
The Council will strengthen a program that results in the creation of a statewide self-advocacy network led by persons with I/DD that will support self-advocates to become leaders and provide peer-to-peer mentoring, and increase the number of self-advocates who participate in cross-disability, culturally diverse leadership coalitions and groups so they are able to express themselves, make their own decisions, and lead more self-determined lives.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	2
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	-1

Objective	Number (#)
The Council will increase opportunities for participation by self-advocates, families, caregivers and others who support them, through Council led funding of programs that directly increases the skills, knowledge and ability of self-advocates to lead more self-determined lives.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	-1

SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	2

Goal 2: Meaningful Careers/Employment

Section IV: A

Area of Emphasis	Planned for this Goal	Areas Addressed
Employment	Yes	Yes

Strategies	Planned for this Goal	Strategies Used
Outreach	Yes	Yes
Training	Yes	Yes
Technical Assistance	Yes	Yes
Supporting and Educating Communities	Yes	Yes
Interagency Collaboration and Coordination	Yes	Yes
Coordination with Related Councils, Committees and Programs	Yes	Yes
Barrier Elimination	Yes	Yes
Systems Design and Redesign	Yes	Yes
Coalition Development and Citizen Participation	Yes	Yes
Informing Policymakers	Yes	Yes

Intermediaries and Collaborators	Planned for this Goal	Actual
State Protection and Advocacy System	Yes	Yes
University Center(s)	Yes	Yes
State DD Agency	Yes	Yes
Other Collaborators	Yes	Yes

Goal Narrative
<p>Advocates for persons with I/DD no longer believe employment is out of reach. Persons with I/DD want to attend college, explore alternative career paths, obtain, and retain positions where they earn competitive pay and have the opportunity for advancement. If they need resources, these should be readily available. The expanded goal is to ensure resources and support are readily available to persons with I/DD to reach their postsecondary education and career dreams.</p> <p>ADDPC works in partnership with the AZ DD Network, APSE, Employment First, Division of Developmental Disabilities, Vocational Rehabilitation, Department of Education, AZ ABLE, Office of Apprenticeship, business community, schools, and other stakeholders on multiple activities, initiatives, and projects to ensure youth and young adults with I/DD, their families, and those that support them, are aware that post-secondary education and career choice are options for them. Individuals with I/DD are encouraged to have conversations with their families, those that support them, school counselors, and others on what continuing education and meaningful employment may</p>

look like. ADDPC believes this conversation should begin at an early age so there are champions in place to advocate and assist them on their journey.

The activities included in the Meaningful Careers goal are a continuation of the work ADDPC set forth in the previous five-year plan. The goal has evolved to ensure persons with I/DD should be employed in a job that offers competitive pay, recognition, support, and opportunity for advancement and promotion. ADDPC will continue to collaborate with multiple stakeholders on viable and evidence-based programs that promote postsecondary education and competitive integrated employment for individuals with intellectual and developmental disabilities.

Objective 1: The Council will support career outcomes of transition-aged youth (ages 14-22) with I/DD increasing their awareness of an access to the education and training (e.g. credentialing, professional development, life, job and technical skills training) required for integrated competitive, inclusive employment.

3. This objective is:	System Change
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4. This objective is:	Ongoing
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5. This objective is:	
Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No
DD Network Collaboration	Yes

A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation:	Implementation
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7. Provide an overall description of this effort:	Two Systems Change projects were conducted for transition-aged youth with I/DD - Communities at the Center (also commonly referred to as Raising Expectations) and an intensive study of Arizona's Vocational Rehabilitation program and policies - both designed to help improve career outcomes. Additional activities included increasing awareness of postsecondary opportunities for students with I/DD, access to peer mentoring, and experiencing collegiate life and independence. Individuals and families increased their knowledge of alternative career pathways including Apprenticeships and Career and Technical Education (CTE) programs.
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
Plain language resources are created and shared.	Yes
Participants in the town hall will hear from experts and advocates to learn about career exploitation activities.	Yes
Dual enrollment resources are created for students, families, transition specialists and educators.	Yes
Think College expands to other community colleges in unserved areas and 5 enrolled self-advocates have more supports to attend college.	Yes
One research report is issued to the Council on the state's voc. rehab. system and includes recommendations for improvement.	Yes

<p>10. The report should include the following:</p>	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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Activity 1 - Plain Language Resources: ADDPC created a "Pathways to the Future" series of resources for transition-aged youth and their families to introduce them to career pathways they may wish to consider and experiment with, and numerous options for education and employment while providing focus and structure to the process of identifying their educational and career goals. "Career and Technical Education" and "Apprenticeships: Earn While You Learn" were created in easy read format for accessibility and ease of understanding. "Career and Technical Education" was reviewed by the Arizona Department of Education and "Apprenticeships: Earn While You Learn" was reviewed by the Arizona Apprenticeship Office. Both agencies enthusiastically endorsed the materials and praised ADDPC for producing them. Both resources were translated into Spanish. These resources were shared with families, schools and other professionals that support students with I/DD to assist them to explore career pathways, helps prepare them for their future career goals, and provide opportunities for these students with I/DD to see how the skills and knowledge they were developing in school relate to a range of career options. Strategies Used: Outreach, Supporting and Educating Communities, Interagency Collaboration and Coordination. PMs: SC 1.5 -1. Activity 2 - Town

Hall/Career Exploration Activities: ADDPC funded Arizona State University's Center for the Future of Arizona (CFA) to partner with Arizona Town Hall on a community engagement project designed to bring visibility, spark dialogue, and motivate action to ensure more successful transitions of young people with disabilities, driven by their dreams, desires, and strengths, into postsecondary education and career pathways. The project brought together the community to do the following: Bring trusted data to inform and prompt dialogue around issues impacting the transition of young people with disabilities into postsecondary education and career success; engage cross-sector leaders to understand the challenges in and opportunities for advancing equitable access, and surface opportunities for action; amplify the voices of young people with disabilities themselves, and their families, in generating solutions with a focus on starting the conversation at earlier ages; and identify areas of opportunity where CFA, Arizona Town Hall, ADDPC and other stakeholders could partner to support priorities, whether through additional data, engagement, or resources. Over the course of the grant period, CFA and Arizona Town Hall hosted 8 meetings and convenings with key stakeholder audiences and produced a report (submitted on 9/30) that summarized the key research, perspectives from community conversations, and takeaways from the yearlong process. ADDPC's Meaningful Careers Committee will review the report and work with stakeholders to activate community-led solutions to ensure young people with disabilities have equitable access to opportunity in postsecondary and career pathways. Strategies Used: Outreach, Supporting and Educating Communities, Interagency Collaboration, Coordination, Coalition Development & Citizen Participation, and Informing Policymakers. PMs: IFA 1.2 -20; SC 1.5 -1. Activity 3 - Dual Enrollment Resources: A solid research base demonstrates that participation in dual enrollment programs increases high school graduation and postsecondary education enrollment but very little has been done to enhance the participation of students with disabilities. A recent study by the Helios Education Foundation in Arizona found that although the average participation rate in dual enrollment for all students is 24%, the participation rate for students with disabilities was so low it couldn't even be reported. ADDPC contracted with a local firm, Think Inclusion, with specific expertise in Arizona education policy to develop a roadmap of policies and practices that can facilitate the inclusion of students with disabilities in dual enrollment programs. The project was divided into two activities and included the creation of two policy briefs. The first brief, "Dual Enrollment: Smoothing the Transition to Postsecondary Education for Students with Disabilities", addressed some of the issues facing all students with an Individualized Education Program (IEP), primarily transition planning. The second, "College-Based Transition Services: Dual Enrollment for Students with IDD", focused on the specific strategy of leveraging college-based transition programs for students with intellectual and developmental disabilities at community colleges. In FFY 2024, the Council will develop an implementation plan for the recommendations identified in the policy briefs. Strategies Used: Supporting and Educating Communities, Interagency Collaboration and Coordination, Barrier Elimination, Systems Design and Redesign, Coalition Development and Citizen Participation. PMs: SC 1.5 -1. Activity 4 - SIP-C/Think College: ADDPC provided fourth and final year funding to the Supporting Inclusive Practices in Colleges (SIP-C) project at NAU/IHD, a college-based program to assist students with I/DD to receive post-secondary education with the supports to succeed. Grant funds have been used to provide tuition assistance, staff to travel to un/underserved zone areas spanning 53,000 square miles in northern Arizona and provide professional development opportunities to SIP-C staff. A key primary objective this past year was replicating and sustaining the program model throughout the state of Arizona. To achieve this objective, the SIP-C team devised a comprehensive research plan that involved comparing their current program strategies and activities with other inclusive Post-Secondary Education transition programs. After Council funding ends, SIP-C will continue its collaborations with partnered institutions of higher education: Northern Arizona University, Coconino Community College, and Northland Pioneer College while also initiating pilot activities at Mohave Community College and Arizona Western College in Yuma. The expected

outcomes of the grant activities include the development of an inclusive PSE workbook and the acquisition of additional funding to support future program participants across the state of Arizona. To date, SIP-C has completed intake applications for 47 individuals with I/DD (IFA 1.1); 11 individuals have exited the program; 25 individuals are receiving Vocational Rehabilitation services; and 24 individuals are enrolled in postsecondary education during the Fall 2023 semester. One student has earned a Bachelor of Arts degree from Northern Arizona University and three students have received 2-year degrees (Associate of Arts) from Coconino Community College. SIP-C staff conducted six professional training sessions for 67 professionals (SC 1.4). The SIP-C program director hosted six student sessions on topics related to college readiness and one summer workshop on socialization and dating. Seven students attended the Socialization and Dating Summer Workshop. The contract will end on December 31, 2023, with a final report and survey data to be submitted. Strategies used: Outreach, Training, Supporting and Educating Communities, Interagency Collaboration and Coordination, Barrier Elimination, Systems Design and Redesign, Coalition Development and Citizen Participation. PMs: IFA 1.1 -47, SC 1.3.2 -1, SC 1.4 -67, SC 1.5 -1, SC 2.1 -1, SC 2.1.3 -1. Activity 5 - Voc. Rehab Research: ADDPC provided funding to the University of Massachusetts Boston Institute for Community Inclusion (ICI) to evaluate Arizona's Vocational Rehabilitation program. The goal of the work was to understand how well Arizona's VR program is doing helping transition-age youth with intellectual and developmental disabilities. ICI conducted a total of 56 interviews with former and current VR staff, clients, state agencies, and stakeholders to help identify why disparities in outcomes exist across different populations. 29 professionals were interviewed for the report and included Exceptional Student Services staff from the Department of Education, local level transition education staff, state VR administrators, local level VR transition counselors, Pre-ETS and VR employment vendors, and statewide advocates of employment and transition services. 18 family members (IFA 1.2), and 9 individuals with I/DD (IFA 1.1) were interviewed, including several who were part of a Spanish-language disability support group. ICI examined successful practices, and identified barriers to improving employment outcomes for youth with I/DD. The information, in conjunction with a review of national level best practices, was used to inform recommendations to improve Arizona's VR system. ICI produced a comprehensive report titled "Analysis of Vocational Rehabilitation Services for Transition-Aged Youth with Intellectual and Developmental Disabilities in Arizona" and a plain language summary of important information. The report was divided into two sections: 1. Three key periods of transition & 2. Overarching issues. The findings highlighted strengths, weaknesses, and 48 recommendations. On December 12, 2023, ADDPC's Meaningful Careers Committee endorsed the final report and recommended that agency leaders from Vocational Rehabilitation, Division of Developmental Disabilities, Arizona Department of Education, and representatives from Arizona Employment First and ADDPC assign staff to formulate plans to work on implementing the recommendations. Strategies Used: Outreach, Interagency Collaboration and Coordination, Barrier Elimination, Systems Design and Redesign, Informing Policymakers. PMs: IFA 1.1 -9, IFA 1.2 -18, SC 1.3.2 -1, SC 1.5 -1.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
More youth ages 14-22 with disabilities will have options to education and jobs and will receive education and training to help them get well-paying, integrated employment.	NO

13. Progress towards achieving outcomes for overall objective:

ADDPC is working long term to meet this objective as it designated as systems change. During the past year, progress was made in meeting this objective with additional policy briefs, resource materials, and two comprehensive research studies that engaged multiple stakeholders that are invested in providing career exploration opportunities for students with I/DD. This work will lead to further discussions by ADDPC and its Meaningful Careers committee to continue to collaborate with other state agencies and partners to implement the findings from both the CFA and ICI research reports.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

NAU/IHD: SIP-C success stories - Story #1: TH is a SIP-C student from the White Mountain Apache Reservation who has Cerebral Palsy and is non-verbal. The nearest community college campus is 20 miles away from the community where TH lives. Due to economic and social barriers, TH cannot afford to purchase Wi-Fi. His SIP-C Education Coach helped TH get connect with the College & Career Preparation (CCP) Division at Northland Pioneer College. CCP provided a Wi-Fi hotspot, and due to funding from the Arizona Developmental Disabilities Planning Council, SIP-C provided a laptop for TH to take to two remedial college courses in Fall 2022. Unfortunately, the Wi-Fi hotspot couldn't provide reliable services in the mountain community where TH lives. After several attempts to stay on track with his courses, TH decided to drop both courses and work with his education coach to find housing in Show Low, Arizona, so he could attend college in person, for the spring 2023 semester. Despite numerous attempts to secure housing, TH didn't qualify for the scarce housing resources available, and he was also priced out of the market for a rental. Utilizing SIP-C's community partnerships the education coach was put in communication with student services personnel at Tohono O'odham Community College. TOCC is a two-year college for individuals from all walks of life who want to further their education. TOCC primarily serves the residents of the Tohono O'odham Nation, but anyone pursuing a higher education is welcome to attend. TH applied for TOCC and was accepted as a new student and offered free housing and tuition to attend in the Fall 2023 semester. TH is currently a full-time student at TOCC and meets with his SIP-C education coach and TOCC Disability Resource Coordinator, together, twice a week. Combined with a weekly check in with the resident advisor at TOCC, TH is receiving holistic services to maintain academic success and overall quality of life. Story #2: After successfully graduating at the top of his class in his Google IT certificate program, DM decided to continue his education and pursue an Associate of Applied Sciences (AAS) in Computer Technology at Coconino Community College. DM had consistently made strides each semester throughout his Google IT certificate program, but his person-centered plan included a goal of him becoming a leader in the field of computer technology. To assist DM in building his leadership skills, DM's SIP-C education coach asked if he would be interested in becoming a peer mentor for a SIP-C student. DM agreed and asked the education coach if he could receive college credit instead of pay. The education coach helped DM set up a meeting with his academic advisor to discuss the possibility of utilizing the mentorship opportunity to gain internship credit and build his leadership experience for his resume. The academic advisor agreed to support DM and his education coach in finding out if internship credit would be an option, but the computer technology department ultimately declined offering DM internship credit for his peer mentorship. Despite this, DM was still interested in becoming a peer mentor for the Fall 2023 semester and excited at the prospect of assisting other students with intellectual disabilities to enter college. DM worked with his education coach to develop

a plan that worked with his schedule to mentor a new SIP-C student, who recently graduated from high school and is interested in pursuing a technology program through their community college. DM is currently meeting with his mentee biweekly and his education coach weekly on top of his busy schedule as a college student, friend, community member, and proud son. DM has come a long way from almost backing out of college the day before his first semester to now having completed his Google IT certificate program, aiming high to complete an AAS degree, and giving back to his community as a peer mentor. SIP-C is honored to have DM as one of its students and looks forward to seeing him accomplish his goals and dreams. Cassandra Huntley, Lead Peer Mentor I was told about the opening for the SIP-C Peer Mentor position by one of my instructors after I wrote an assignment in his class about my experience with a child from my church who had a disability. The experience with that boy was what got me thinking about working with individuals with disabilities in the first place, and it was cool for me to see how it led down this unexpected path of finding out about (and being hired for) the job I'm doing now. And it's a path I expect to continue, as since then, I've figured out that I want to go into Speech Language Pathology (which was not my original plan in starting college). Something I've found rewarding is the rapport, and what I look at as friendships, which students I work with and I have been able to build. Of course, there's still that element of professionalism, but when a student decides to share their art or their personal views on various topics, it's a great feeling knowing that they want to share those things and that I've been able to be sort of an extra outlet for them to do so. I'm not the most outgoing person myself, and so having this responsibility to reach out to other students and try to help them and form these connections has really been helpful for me as well in trying to grow my interpersonal skills.

Objective 2: In collaboration with self-advocates, DD network partners, employment-related coalitions, professionals who provide support, employers, state agencies, and other key stakeholders, the Council will increase awareness of, engagement in, and promotion of integrated, competitive, inclusive career opportunities for working age individuals (ages 22+) with I/DD.

3. This objective is:	System Change
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4. This objective is:	Ongoing
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5. This objective is:	
Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No
DD Network Collaboration	Yes

A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation:	Implementation
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<p>7. Provide an overall description of this effort:</p>	<p>In partnership with a coalition of stakeholders, ADDPC conducted activities to increase awareness of employment issues and garner support for Employment First. Activities included communication, education, capacity building, and policy advocacy, as well as providing training to employment support professionals and community stakeholders. One project, partnering with the Association of People Supporting Employment First (APSE) Arizona Chapter on a pilot project, was delayed. Information on federal tax incentives to employ people with disabilities was made available in simple and clear language. Ongoing discussions to expand pathways to postsecondary education for students with I/DD increased and involved stakeholders statewide.</p>
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
Arizona APSE chapter takes leadership role to implement standards of service.	NO
New ideas are discussed and an action plan is developed to increase post-secondary options for students with I/DD.	Yes
Employment First stakeholders will meet to discuss options for creating a strategy for action and an Employment First Office.	Yes

<p>10. The report should include the following:</p>	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits. (b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative. (c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative. (d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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To support Employment First, ADDPC secured professional assistance to facilitate communication among stakeholders and other employment partners; develop messaging for policy makers, media, and the business community to create awareness and help build support for Employment First; develop language for an Employment First Concurrent Resolution for the 2023 Legislative Session; and

assist the Council in its efforts to advance Employment First in partnership with the existing EF Core Team and organizational structure. ADDPC coordinated activities to promote National Disability Employment Awareness Month (NDEAM) in October 2022, in collaboration with DD Network partners (Arizona Center for Disability Law, NAU-IHD, Sonoran UCEDD), Vocational Rehabilitation, and Arizona APSE. A statewide NDEAM campaign led by ADDPC included dissemination of a Federal Business Tax Incentives Policy Brief and media release prepared specifically for Arizona Chambers of Commerce; production and promotion of 3 new employment videos that featured self-advocates in executive and management positions; presentation of 4 training webinars to 115 participants; posting a blog on the ADDPC website about removing employment barriers for people that have disabilities and have criminal records; issuing a Governor's NDEAM Proclamation; and distributing a NDEAM media release which celebrated the diverse contributions of Arizona's workers with disabilities and described the coordinated activities to educate and increase awareness of disability employment in Arizona. Four webinars were presented: "Profile Matrix" (October 5), "Reasonable Accommodations" (October 12), "Whose Fault" (October 19), and "Pick a Disability" (October 26). A total of 115 individuals participated in the training webinars: 80 identified as Professionals, 8 identified as Other, 5 identified as Self-Advocates with a Disability, 4 identified as Family Members, and 18 identified as Unanswered. Over 95% of attendees enjoyed the webinars and rated them as helpful and good or great. Twenty-three (23) individuals responded to a post-event survey. Comments included: "I will share the information with coworkers." "Advocate for individuals with disabilities and their ability to be employed." "Will help to prepare my JRT clients for the interview process." "I will better serve my clients." "Be more mindful of people's needs." "Continue to be open to persons with disabilities being able to work in a job that may been off limits in the past." "Information will be shared with Tribal Vocational Rehabilitation." Strategies Used: Outreach, Training, Technical Assistance, Supporting and Educating Communities, Interagency Collaboration and Coordination, Barrier Elimination, Systems Design and Redesign PMs: SC 1.3.2 - 1, SC 1.4 - 80, SC 1.5 - 1, IFA 1.1 - 5, IFA 1.2 - 4.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will work with individuals with I/DD and numerous groups of stakeholders to ensure that adults with I/DD, ages 22+, will know about and get hired into well-paying jobs.	NO

13. Progress towards achieving outcomes for overall objective: |

ADDPC is working long term to meet this objective, identified as a system change effort. During the past year, progress was made in meeting this objective by supporting Think Inclusion, which convened 2 groups of parents, educators, and community leaders to address the challenges and opportunities to bring best and promising practices at their schools to support students with I/DD to complete college and find meaningful employment. ADDPC is also part of the Employment First stakeholder advisory group, currently working to establish policy and parameters for Arizona to be a demonstrably Employment First state. An awareness campaign will assist with educating policymakers and the media to help build support, while an Employment First Concurrent Resolution was introduced in the Arizona Legislature when it convened in January 2023. ADDPC's participation with AZ APSE will address the use of evidence-based national standards of practice for providers. This activity was moved to FFY 2024, however, ongoing discussions were held on how this can be addressed.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).	
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<p>Success Story/ACDL DD Network Collaboration The Arizona Center for Disability Law (ACDL), Sonoran Center for Excellence in Disabilities, Arizona Developmental Disabilities Planning Council, and the Institute for Human Development are partner organizations that, together, form the Arizona Developmental Disabilities Network (ADDN) or the DD Network. The partners work collectively and collaboratively to foster the independence, advocacy, and community integration of individuals with developmental disabilities. Over the years, the DD Network has collaborated on several projects, including National Disabilities Employment Awareness Month (NDEAM). ACDL helped fund the production of three employment videos that featured self-advocates in executive and management positions. ACDL also took part in virtual training sessions as either a host, moderator, or presenter. The DD Network is a much-needed collaboration as advocates for the disability community.</p>
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Objective 3: Annually the Council will champion and support activities that increase awareness of families and caregivers of the career potential of individuals with I/DD and address systems change to ensure that career potential is an outgoing dialogue beginning in early childhood.

3. This objective is:	System Change
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4. This objective is:	Ongoing
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5. This objective is:	
Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No
DD Network Collaboration	Yes

A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation:	Implementation
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7. Provide an overall description of this effort:	Collaboration with agencies and stakeholders to produce easy read materials to educate on programs that help to increase quality of life, help to increase employment opportunities, reduce reliance on public benefits, increase independence, and assist with transition planning. Increase
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	awareness of individuals with disabilities that have criminal records and help reduce barriers to employment.
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
New resources on ABLÉ accounts and DB101 are created and shared.	Yes
New plain language information and resources are created and shared.	Yes
One report is developed for the Council and for sharing with stakeholders on barriers to employment for individuals with I/DD that have a criminal record.	Yes

10. The report should include the following:	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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Achieving a Better Life Experience (ABLE) accounts are tax-advantaged savings accounts that allow eligible individuals with disabilities to save for disability related expenses without jeopardizing essential public benefits such as SSI and Medicaid. To increase awareness and understanding of the ABLE program, and to accelerate the number of people in Arizona who participate, ADDPC collaborated with the Arizona ABLE office and targeted people with developmental disabilities, primarily high school students and their families. Staff produced an easy read resource titled "What I Can Do" to actively promote establishing ABLE accounts. ADDPC staff also coordinated stand-alone events at high schools in the Phoenix and Tucson areas to conduct information sharing and created partnership opportunities. Information was distributed through ADDPC's social media including its website, Facebook, and Twitter/X. One of the biggest reasons individuals with disabilities do not seek employment is because they worry that they will lose needed benefits. But this fear is often based on misinformation. ADDPC produced an easy read resource that addressed misconceptions about reduction in benefits for working adults with I/DD and focused on the benefits of employment. With the right kind of training, preparation, and workplace accommodations, people with disabilities can have successful careers. Work will not only let them earn their own money, but also give them independence from public benefits. With the Arizona Disability Benefits 101 as a reference guide,

ADDPC created an easy read resource titled "More Money. More Options. More Independence" as part of the "Pathways to the Future" series. Plans are to actively promote the resource on the ADDPC website, share through social media (Facebook and Twitter/X), distribute at stand-alone events, and share with DD network partners. Strategies Used: Outreach, Supporting and Educating Communities, Interagency Collaboration and Coordination. PMs: SC 1.5 -1. As the Council staff broadened outreach and attendance at events, such as transition fairs and conferences, staff identified the need to develop additional resources for distribution. The "Pathways to the Future" series was developed and branded. Two additional easy read resource materials were created: "Transition Plans" and "Starting Your Own Business". The intent of these materials is to spark interest and a desire to learn more, and to help individuals and families make informed decisions about future planning regarding postsecondary education and employment opportunities. ADDPC will develop a tool kit based on the "Pathways to the Future" series, produce additional resources in FFY 2024, and develop a plan to promote and distribute the materials. Strategies Used: Outreach, Supporting and Educating Communities, Interagency Collaboration and Coordination. PMs: SC 1.5 -1. "Employment at the Intersection of Disability and Criminal Justice" was a blog written to coincide with NDEAM activities and raise awareness about removing employment barriers for individuals with disabilities that have criminal records. The blog was featured in the October 2022 ADDPC newsletter and uploaded to the ADDPC website with an approximate distribution of 4,780 listserv subscribers. Approximately 100 individuals viewed the blog on the ADDPC website. The blog points out that a variety of factors at the program level can facilitate successful employment for incarcerated people transitioning back to their communities: training and job placement, jobs with potential for promotion, educational opportunities, and partnering with neighborhood organizations to ensure there are adequate job opportunities available when people return. However, Arizona does not currently have any services focused on working with adults with cognitive, intellectual and/or developmental disabilities on reentry to the workforce after incarceration. Given the number of individuals with disabilities that interact with the criminal justice system, the lack of reentry services specifically designed for this demographic is a legitimate concern. Establishing and strengthening tailored services for individuals with disabilities with a criminal record, including education and job-related assistance, can tremendously improve reentry outcomes and can greatly improve someone's quality of life, help reduce recidivism, and address the workforce shortage. ADDPC staff will explore partnering with the Arizona Reentry Program and Arizona Department of Corrections to connect individuals with criminal records to resources to help them live successful, crime-free lives. Helping individuals with criminal records obtain jobs, and keep them gainfully employed, goes a long way toward reducing Arizona's recidivism rate. Arizona Health Care Cost Containment System (AHCCCS), Arizona's Medicaid agency, has partnered with state and county governments to improve coordination within the justice system and create more cost effective and efficient ways to transition people leaving the criminal system. A significant number of men and women transitioning out of jail and prison into communities need services for behavioral health and physical health conditions. Many of these individuals exiting the criminal justice system have intellectual and developmental disabilities. ADDPC will explore working in this area as a promising practice during FFY 2024. Strategies Used: Outreach, Supporting and Education Communities, Barrier Elimination, Interagency Collaboration and Coordination. PMs: SC 1.3.2 -1, SC 1.5 -1.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will support career talks with young kids and their families, so	Yes

that they know that individuals with I/DD can options in their careers.	
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13. Progress towards achieving outcomes for overall objective:	
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ADDPC and its Meaningful Careers Committee will continue to implement activities to support the third objective, identified as a system change effort. During the past year, progress was made in meeting this objective through collaboration with the Arizona ABLE Program to offer training sessions to various groups that raised awareness and understanding of how these accounts are established and increased the number of people in Arizona who took advantage of them. ADDPC will also continue to develop resources on self-employment and engage with the AHCCCS and the Department of Corrections on finding ways to assist those adults with I/DD who also have a criminal record to have community support and resources they need to transition into society upon release from incarceration. Multiple collaborators are engaged in these activities and are finding unique ways to address these hard issues.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).	
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None provided

Section IV: B

Individual & Family Advocacy Performance Measures

Race and Ethnicity

Race/Ethnicity	#	%
White alone	0	0%
Black or African American alone	0	0%
American Indian and Alaska Native alone	0	0%
Hispanic/Latino	0	0%
Asian alone	0	0%
Native Hawaiian & Other Pacific Islander alone	0	0%
Two or more races and Race unknown	0	0%
Gender	#	%
Male	0	0%
Female	0	0%
Other	0	0%
Category	#	%
Individual with DD	61	59.22%
Family Member	42	40.78%
Geographical	#	%

Urban	0	0%
Rural	0	0%

I. Output Measures

Objective	Performance Measure: IFA 1.1 People with DD who participated in activities	Performance Measure: IFA 1.2 Family members
The Council will support career outcomes of transition-aged youth (ages 14-22) with I/DD increasing their awareness of an access to the education and training (e.g. credentialing, professional development, life, job and technical skills training) required for integrated competitive, inclusive employment.	56	38
In collaboration with self-advocates, DD network partners, employment-related coalitions, professionals who provide support, employers, state agencies, and other key stakeholders, the Council will increase awareness of, engagement in, and promotion of integrated, competitive, inclusive career opportunities for working age individuals (ages 22+) with I/DD.	5	4
Annually the Council will champion and support activities that increase awareness of families and caregivers of the career potential of individuals with I/DD and address systems change to ensure that career potential is an outgoing dialogue beginning in early childhood.	0	0
Total # of Output Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

II. Outcome Measures

Performance Measures	Percent (%)
IFA 2.1 Percent of people with DD	-1
IFA 2.2 Percent of family members who increased advocacy	-1

Sub-Outcome Measures: The number (#) of people who are better able to say what they want/say what is important to them.

Projects	# People with Developmental Disabilities	# Family Members
The Council will support career outcomes of transition-aged youth (ages 14-22) with I/DD increasing their awareness of an access to the education and training (e.g. credentialing, professional development, life, job and technical skills training) required for integrated competitive, inclusive employment.	-1	-1

In collaboration with self-advocates, DD network partners, employment-related coalitions, professionals who provide support, employers, state agencies, and other key stakeholders, the Council will increase awareness of, engagement in, and promotion of integrated, competitive, inclusive career opportunities for working age individuals (ages 22+) with I/DD.	-1	-1
Annually the Council will champion and support activities that increase awareness of families and caregivers of the career potential of individuals with I/DD and address systems change to ensure that career potential is an outgoing dialogue beginning in early childhood.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

Sub-Outcome Measures: The number (#) of people who are participating in advocacy activities.

Projects	# People with Developmental Disabilities	# Family Members
The Council will support career outcomes of transition-aged youth (ages 14-22) with I/DD increasing their awareness of an access to the education and training (e.g. credentialing, professional development, life, job and technical skills training) required for integrated competitive, inclusive employment.	-1	-1
In collaboration with self-advocates, DD network partners, employment-related coalitions, professionals who provide support, employers, state agencies, and other key stakeholders, the Council will increase awareness of, engagement in, and promotion of integrated, competitive, inclusive career opportunities for working age individuals (ages 22+) with I/DD.	-1	-1
Annually the Council will champion and support activities that increase awareness of families and caregivers of the career potential of individuals with I/DD and address systems change to ensure that career potential is an outgoing dialogue beginning in early childhood.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

Sub-Outcome Measures: The number (#) of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions.

Projects	# People with Developmental Disabilities	# Family Members
The Council will support career outcomes of transition-aged youth (ages 14-22) with I/DD increasing their awareness of	-1	-1

an access to the education and training (e.g. credentialing, professional development, life, job and technical skills training) required for integrated competitive, inclusive employment.		
In collaboration with self-advocates, DD network partners, employment-related coalitions, professionals who provide support, employers, state agencies, and other key stakeholders, the Council will increase awareness of, engagement in, and promotion of integrated, competitive, inclusive career opportunities for working age individuals (ages 22+) with I/DD.	-1	-1
Annually the Council will champion and support activities that increase awareness of families and caregivers of the career potential of individuals with I/DD and address systems change to ensure that career potential is an outgoing dialogue beginning in early childhood.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

II. Outcome Measures

Satisfied	Percent (%)
IFA 3 The percent of people satisfied with a project activity	-1
IFA 3.1 Percent of people with DD satisfied with activity	-1
IFA 3.2 Percent of family members satisfied with activity	-1

Section IV: C

Systems Change Performance Measures

SC 1: Output Measures

Objective	
The Council will support career outcomes of transition-aged youth (ages 14-22) with I/DD increasing their awareness of an access to the education and training (e.g. credentialing, professional development, life, job and technical skills training) required for integrated competitive, inclusive employment.	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	-1
SC 1.3.2 Number of promising practices supported	1
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1
SC 1.3 Number of promising and/or best practices created and/or supported	1
SC 1.4 Number of people trained/educated	67
SC 1.5 Number of Systems Change activities with other organizations	5

Objective	
In collaboration with self-advocates, DD network partners, employment-related coalitions, professionals who provide support, employers, state agencies, and other key stakeholders, the Council will increase awareness of, engagement in, and promotion of integrated, competitive, inclusive career opportunities for working age individuals (ages 22+) with I/DD.	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	-1
SC 1.3.2 Number of promising practices supported	2
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1
SC 1.3 Number of promising and/or best practices created and/or supported	2
SC 1.4 Number of people trained/educated	80
SC 1.5 Number of Systems Change activities with other organizations	2

Objective	
Annually the Council will champion and support activities that increase awareness of families and caregivers of the career potential of individuals with I/DD and address systems change to ensure that career potential is an outgoing dialogue beginning in early childhood.	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	-1
SC 1.3.2 Number of promising practices supported	1
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1
SC 1.3 Number of promising and/or best practices created and/or supported	1
SC 1.4 Number of people trained/educated	-1
SC 1.5 Number of Systems Change activities with other organizations	3

Systems Change SC 2: Outcome Measures

Outcome Measures	Number (#)
SC 2.1 - Efforts that led to improvements	1
SC 2.2 - Efforts that were implemented	-1

III. Sub-Outcome Measures

Objective	Number (#)
The Council will support career outcomes of transition-aged youth (ages 14-22) with I/DD increasing their awareness of an access to the education and training (e.g. credentialing, professional development, life, job and technical skills training) required for integrated competitive, inclusive employment.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	-1
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	1
SC 2.1.4 Number of implemented promising or best practices	-1

Objective	Number (#)
In collaboration with self-advocates, DD network partners, employment-related coalitions, professionals who provide support, employers, state agencies, and other key stakeholders, the Council will increase awareness of, engagement in, and promotion of integrated, competitive, inclusive career opportunities for working age individuals (ages 22+) with I/DD.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	-1
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	-1

Objective	Number (#)
Annually the Council will champion and support activities that increase awareness of families and caregivers of the career potential of individuals with I/DD and address systems change to ensure that career potential is an outgoing dialogue beginning in early childhood.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	-1
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	-1

Goal 3: Inclusion with Engagement

Section IV: A

Area of Emphasis	Planned for this Goal	Areas Addressed
Quality Assurance	Yes	Yes
Education and Early Intervention	Yes	Yes
Child Care	Yes	Yes
Health	Yes	Yes
Employment	Yes	Yes
Housing	Yes	Yes
Transportation	Yes	Yes
Recreation	Yes	Yes
Formal and Informal Community Supports	Yes	Yes

Strategies	Planned for this Goal	Strategies Used
Outreach	Yes	Yes
Training	Yes	Yes
Technical Assistance	Yes	Yes
Supporting and Educating Communities	Yes	Yes
Interagency Collaboration and Coordination	Yes	Yes
Coordination with Related Councils, Committees and Programs	Yes	Yes
Barrier Elimination	Yes	Yes

Systems Design and Redesign	Yes	Yes
Informing Policymakers	Yes	Yes

Intermediaries and Collaborators	Planned for this Goal	Actual
State Protection and Advocacy System	Yes	Yes
University Center(s)	Yes	Yes
State DD Agency	Yes	Yes
Other Collaborators	Yes	Yes

Goal Narrative
<p>Inclusion with Engagement is a statement of commitment to go beyond the mere placement of individuals with I/DD in community-based settings. Far too often, these placements are nothing more than another form of isolation, an extension of institutionalization into busier surroundings. Instead, through this goal, the ADDPC envisions community inclusion that offers a plethora of opportunities for people with disabilities to be active participants in the life of their community, to contribute to the social fabric, and to be afforded the means to take advantage of opportunities by having adequate accommodations that conform to their unique needs.</p> <p>Moreover, through this goal, the ADDPC is stating a commitment to recognize needs and opportunities will vary from location to location, culture to culture. Given Arizona's diversity - its numerous distinct Tribal communities, extensive Hispanic/Latino population, and growing number of refugees from many parts of the world, to name but a few - ADDPC and its grantees will pursue objectives that seek to account for the range of cultural, ethnic, linguistic, geographic, and other backgrounds within our state. In doing so, we will prioritize outreach and resource creation that offers accessibility and engagement to the greatest possible number of people.</p>

Objective 1: In coordination with state agencies, the DD Network, and other key stakeholders, the Council will develop and strengthen more inclusive, engaging, culturally attuned, and linguistically competent (including plain language) processes, and practices that support the inclusion and engagement of individuals with I/DD throughout Arizona.

3. This objective is:	Capacity Building
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4. This objective is:	Ongoing
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5. This objective is:	
Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No
DD Network Collaboration	Yes

A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation:	Implementation
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7. Provide an overall description of this effort:	<p>The first objective is meant to be a broad statement that shows partnership with other groups and DD stakeholders to work on a wide number of activities that are culturally responsive to the communities the Council serves. ADDPC developed four activities to support this objective, and each was successful in providing culturally responsive and timely information to stakeholders' requests. The Disability Data Hub, during the second year of funding, expanded to include state I/DD data from the Division of Developmental Disabilities. This required a signed agreement to share non-identifiable information on who has I/DD and receives LTSS in Arizona. This will enhance the experience for users who are trying to find specific I/DD data in our state. These objectives also build community capacity by developing health care videos featuring self-advocates, so that others can learn how to advocate for their own health care needs. Staff received multiple constituent calls asking for assistance, and with many of the calls, staff could immediately provide the caller with the necessary contact or referral; several examples are highlighted to showcase the variety of calls the ADDPC receives. Lastly, staff developed two documents for Arizona's refugee resettlement agency that will be translated into 6 languages in 2024. Arizona is home to many refugees resettling; that requires multiple state, local and nonprofits working together to provide them the right information and support they need.</p>
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
One competitive RFGA to support healthcare translation for self-advocates will be released, and award made. In addition, a vendor will develop a plain language guide for use.	Yes
Staff will assist constituent calls from individuals with I/DD, their families or professionals on what resources are available, or provide technical assistance. Can include working with other state agencies, and community providers.	Yes
The Community Inclusion project is maintained and will include additional and applicable state DD data.	Yes

<p>10. The report should include the following:</p>	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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ADDPC co-led a project with the Sonoran UCEDD, collaborating with the state Refugee Resettlement agency and other stakeholders, to create two documents: 1 explaining eligibility for state DD services and the other outlining the culture/expectation of disability employment. These documents are to be finalized in FFY 2024 and translated into at least 6 key languages spoken by refugees in Arizona. The documents will also be presented in video format with voice translation to ensure accessibility for individuals unable to access or read written materials. In addition, 2 video blogs, featuring experts on sex education/healthy relationships for persons with I/DD and service animals, were translated into Spanish for posting on the Council's website and YouTube channel. ADDPC became a founding partner in the SABE-SARTAC Plain Language Project being led by staff and 4 self-advocates affiliated with the Sonoran UCEDD at University of Arizona. PMs: IFA 1.1 -4, IFA 1.2 -1, SC 1.3.1 -1, SC 1.5 -1. The Sonoran UCEDD received year 2 funding to finalize a continuing medical education (CME) program for primary care providers to communicate effectively with individuals with I/DD to promote their decision-making within the health care system. Self-advocates also learn tips on how to communicate with their primary care providers. The overall theme of the videos is "How to Speak Up for Your Health: Role Models Share Their Stories." Twenty-eight (28) short videos with self-advocates were created in English and Spanish and captioned. The videos are also available in American Sign Language with English/Spanish captions. Project leaders formed a five-member steering committee made up of self-advocates (IFA 1.1 -5) that provided oversight of the project, starred in the videos, approved all content for the videos, and provided feedback on best ways to disseminate through the university, collaborators, and social media. The following learning objectives were covered in the videos, which are 3-5 minutes in length: 1. Describe health care self-advocacy; 2. Identify your needs when it comes to health care; 3. Value your health and your health care rights; 4. Prepare for health care visits; 5. Make decisions about health care; and 6. Make decisions about health care in collaboration with supporters. On the day of recording, the team reviewed the developed outline with the self-advocate, made any necessary revisions, and then used the learning objectives to guide the discussion (for example, "Tell us how you describe health care self-advocacy"). Videos were broken up by learning objective to make them quick to view and to share. Videos were captioned in English and Spanish. The UCEDD's Communication team developed a 4-week social media campaign featuring each self-advocate, with an introduction in English and Spanish. Following the promotional campaign, the Sonoran Center invited social media followers to submit their own videos, recorded on their phone or computer, for sharing on social media. They could also share on their own social media feed and tag

the Sonoran Center or submit them to the Sonoran Center for posting on the Center's feeds (with permission). In addition to the social media campaign, the How to Speak Up for Yourself resources were shared nationally with the Association of University Centers for Disability (AUCD) network, and with the Public Health is For Everyone: Inclusive Planning Toolkit for Public Health Practitioners. Locally, the resources have been shared in the Sonoran Center's newsletter and in a promotional email disseminated to the Center's statewide mailing list, which includes disability organizations throughout Arizona. Key staff will continue to track website and social media metrics (YouTube, Instagram, Facebook) to measure the reach of the videos. They will also track the frequency of self-advocates' video submissions to the campaign (videos that tag the Sonoran Center and/or videos that are sent to the Sonoran Center for sharing). Moreover, in September 2023, the project leaders conducted a session about I/DD for first year students at the UA College of Medicine, which included one of the steering committee members talking about her health care concerns. PMs: IFA 1.1-5; SC 1.5-1; SC 1.3.2 -1; SC 1.3 -1; SC 2.2 -1; SC 2.1.4 -1. The Disability Data Hub (version 1.0) was designed in 2022 to provide journalists, grant writers, or other community members with an accessible way to gather current information about Arizonians with disabilities, review state- and county-level differences, and examine trends over time. The initial iteration of the Data Hub in 2022-2023 included only broad disability data from the U.S. Census Bureau's American Community Survey and American Housing Survey, and it required ADDPC to address three ongoing needs: (a) maintenance, (b) annual updates, and (c) refinements based on community feedback and newly released data by the U.S. Census Bureau. The Disability Data Hub is currently being maintained and updated by Dr. Alex Kurz, a researcher at Arizona State University's Mary Lou Fulton Teachers College and founder/senior lead investigator of Impact Analytica. Impact Analytica (IA) is an educational consulting firm specializing in research, program evaluation, data visualization, and cost reporting. The Disability Data Hub is located on the ADDPC website. It offers state- and county-specific disability statistics in a user-friendly dashboard format, with 12 dashboards grouped thematically around six domains: Demographics, Income, Education, Employment, Housing and Transportation. During the contract period, Dr. Kurz, with assistance from ADDPC, finalized a Data Sharing Agreement with the AZ Dept of Economic Security to source local data collected by the DES Division of Developmental Disabilities (DDD). Moving forward, this will allow for a focus on statewide and county-by-county I/DD data collected by DDD on who is provided LTSS in the state. A new funding contract was approved by ADDPC that will allow Dr. Kurz to update the dashboard's six domains as disability data becomes available and he will continue to work with ADDPC and DDD to facilitate discussion of specific Arizona disability data to host onto the Data Hub, by creating a new dashboard for DES datasets. Once the datasets are updated, Dr. Kurz will plan for webinar training sessions on how to use the Data Hub and track website usage and specific questions from users. PMs: SC 1.5 -1; SC 1.3.2 -1; SC 1.3 -1. Over the year, constituent calls are tracked and addressed by staff to help them address their questions. Briefly identified are 7 calls and ADDPC's response: 1) ADDPC staff spoke with Karim Moabi, Special Medical Coordinator at Catholic Charities Community Services, about coordinating disability services and income qualifications to help a refugee mother with her daughter's medical needs. The family needed to obtain services from DDD and AHCCCS. The situation was referred to Leah Gibbs, Administrator of DDD's Office of Individual and Family Affairs (OIFA), Valleywise Hospital (Maricopa County public health facility), and ACDL. PMs: SC 1.5 -1; IFA 1.2 -1; IFA 1.1 -1. 2) Christy Abrams, Hard of Hearing Specialist with the Arizona Commission for the Deaf and the Hard of Hearing contacted ADDPC regarding assistance for a person who has Down syndrome. The individual is hard of hearing and needs hearing aids. Ms. Adams inquired about helpful resources. She was referred to Down Syndrome Network Arizona and GiGi's Playhouse in Scottsdale. Council staff suggested the National Down Syndrome Society may have scholarships available. Also referred to Arizona Technology Access Program (AzTAP). PMs: SC 1.5 -1; IFA 1.1 -1. 3) Kykotsmovi, Hopi Tribe, Northern Arizona. ADDPC was contacted by Ursula J. McLean on behalf of her daughter, who is 12 years old and autistic with ADHD.

The parent applied for ALTCS for her daughter but has been denied repeatedly for a variety of reasons. Staff informed Ms. McLean that a member who is with DDD should communicate their concerns to the assigned Support Coordinator. As an alternative, members/caregivers may call DDD Customer Service with their concerns and Customer Service can accept a grievance. PMs: IFA 1.2 -1; IFA 1.1 -1; SC 1.5-1. 4) ADDPC staff were contacted by staff member Natasha Grant from First Place AZ, a residential life skills, employment, and education training program located in Phoenix. Rick and Amy Clegg, parents of a First Place resident, had questions regarding ABLE accounts because their daughter was going back to work, and they did not want her to lose her public benefits. This family was referred to attorney Robert Fleming, the chair of the AZ ABLE oversight committee, for further guidance. PMs: SC 1.5 -1; IFA 1.2 -2; IFA 1.1 -1. 5) Contacted by Tricia McNeil, a Board-Certified Pediatric Specialist at Therapy Accomplished, LLC, in Yucca, AZ. She stated Mohave County was looking for DDD grants to help families. DDD provides two sources of grant funding - the grant diversion program and the Arizona Child Care Assistance Provider (AZCAP) Grant. Both are one-time lump sum payments. PMs: SC 1.5 -1. 6) ADDPC was contacted by Maria Smith, who works for DDD. Maria had questions about changing table laws in Arizona. Council staff spoke to Ms. Smith about current legislation and some of the advantages of changing tables in public areas, as well as other accessible equipment. Also discussed were some of the barriers that businesses say they incur in making things accessible. PMs: SC 1.5 -1. 7) Council was contacted by Hrachia Stepanyan from Game Gen in Redondo Beach, CA, a company that has a self-determination program funded by the state. One of its students wants to move the Arizona. They inquired about how to register as vendor so the company can continue to provide services in AZ to current and new clients. No PMs for this call/activity.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will work with state agencies, DD partners and stakeholders to ensure information and resources for the DD community is easily understandable, translated, and useful.	Yes

13. Progress towards achieving outcomes for overall objective:

ADDPC is a leader in providing vital information to refugees unfamiliar with the state's disability service system and the culture around individuals with disabilities. The Council's leadership and funding of document/video translations and its proactive development of new resources is opening new pathways of opportunity to recent arrivals from a variety of other nations. The Council finalized funding with UA Sonoran UCEDD to complete its Continuing Medical Education videos focused on self-advocates advocating for themselves on their own medical care. Results were exemplary and the products are being utilized in multiple ways to promote medical student education as well as self-determination in the healthcare environment. UA project staff continue to evaluate the effectiveness of the videos. The contract to Dr. Alex Kurz of Impact Analytica to update and maintain the Data Hub was extended for an additional year and a Data Share Agreement was reached with DES-DDD to incorporate state-level I/DD data into the existing body of federal disability data analyzed and visualized on the Data Hub. In addition to managing the data dashboards, Dr. Kurz responds to inquiries from multiple parties (community, researchers, policymakers, etc.) on how to most effectively use the data. Council staff serve as a central source of information to members of the

public seeking guidance regarding resources available through the I/DD service system and agencies offering assistance in specific areas of need. Earlier in FFY 23, staff consulted with a vendor who could develop a plain language guide for the Council to use and to share. Due to procurement rules, however, the Council was unable to enter into a contract with this specific vendor. The Council may consider other options for this activity.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

None available.

Objective 2: In coordination with state and local agencies, community collaboration, tribal leaders, local community members, and other key stakeholders, the Council will champion or support at least one strategy or initiative to address transportation-related challenges impacting individuals with I/DD's inclusion and engagement in rural and/or tribal communities.

3. This objective is: Capacity Building

4. This objective is: Ongoing

5. This objective is:

Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No
DD Network Collaboration	Yes

A demonstration project of New Approaches to Services and Supports No

A demonstration of projects or activities No

6. Stage of Implementation: Implementation

7. Provide an overall description of this effort:

In partnership with key stakeholders in both rural and urban communities, ADDPC staff is working to develop a strategy for creation of improved transportation infrastructure and expanded transportation options for individuals with disabilities who reside in rural and/or isolated areas of the state. This work will continue into the foreseeable future and may serve as an opportunity to leverage Council

	involvement to secure foundation funding that will underwrite the costs of strategy development.
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
A workgroup will be convened to address how transportation can be improved in rural areas.	Yes

10. The report should include the following:	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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One of ADDPC's activities under this objective was to convene a working group in a rural area to identify opportunities for improvements in transportation and create a policy brief for dissemination to local leaders. Council staff continued to have meetings with the Northern Arizona Council of Governments (NACOG), which led to a connection with the National Center for Applied Transit Technology (N-CATT). These conversations resulted in further talks regarding assisting individuals with disabilities, including I/DD, with transportation in rural communities in Arizona. Meetings were held at the Maricopa Association of Governments (MAG). Through exploration of priorities, it was determined there is a need for a Healthcare & Transportation Taskforce because of a lack of coordination in current systems. The Taskforce is a statewide effort led by partners with expertise, resources, and networks within the systems that deliver healthcare, transportation, insurance coverage, technology, and other critical social infrastructure in Arizona. The Taskforce will be responsible for ongoing coordination of three pilot projects - identifying opportunities, incorporating resources, and aligning existing practices and initiatives. As a core group, MAG and NACOG will continue to lead these efforts but will request more representation from statewide partners to share resources and sustain them. The hope is for transportation companies to develop relationships from across the state allowing them to communicate with each other. Council staff will continue to participate in these meetings. In hopes of leveraging funding to support the projects, ADDPC is providing expertise so that MAG can apply for funding through a grant with the Harry and Jeanette Weinberg Foundation. The application for this grant was submitted but a decision is still pending. In July of 2023, ADDPC supported Age Friendly Arizona's efforts to launch People-Oriented Transportation Linkages for Underserved Communities (POTLUCK) to address the lack of access to

medical care and transportation statewide and implement solutions that can benefit communities across Arizona and the country. ADDPC believes POTLUck has tremendous potential and should be employed at the earliest opportunity. As a result, ADDPC staff will participate throughout the two years of the project. ADDPC's Research and Communication Specialist will dedicate his expertise and approximately five (5) percent of his time to supporting the efforts of MAG staff and other project collaborators. This staff member, a self-advocate, is well-versed in a range of disability-related transportation and healthcare issues both personally and professionally, having been involved with work on these topics in both Texas and Arizona. PM: SC 1.5 -1.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will work with stakeholders to improve transportation services for vulnerable populations that reside in unserved/underserved areas.	Yes

13. Progress towards achieving outcomes for overall objective:

Significant progress has been made in identifying the key barriers to transportation access for persons with I/DD and other disabilities in the many affected areas of Arizona. Much more work remains and collaboration is ongoing. A key obstacle to making even greater strides is the delay in receiving a decision on the foundation funding proposal submitted by the task force. If approved, this funding will enable certain partners to dedicate a higher percentage of their time to project activities and likely result in speedier results.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

None provided.

Objective 3: Annually, the Council will champion or support and disseminate at least three promising or best practice projects and/or produce new information or data that promotes expanded inclusion and engagement of individuals with I/DD in their communities.

3. This objective is: Capacity Building

4. This objective is: Ongoing

5. This objective is:	
Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No

DD Network Collaboration	Yes
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A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation:	Implementation
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7. Provide an overall description of this effort:	<p>Collaboration with key experts and self-advocates to develop and disseminate written, video, webinar, and live presentation resources to increase awareness of inclusive practices, inclusion and engagement opportunities, and person-centered perspectives. The activities under this objective are intended to increase public awareness of the capacity and capabilities of individuals with I/DD to be active participants in their communities over a wide array of activities, as well as the importance of ensuring individuals' needs are at the forefront of planning for community life and engagement. Through this objective, ADDPC is supporting programs and creating resources that expand knowledge and acceptance among self-advocates, advocates, professionals, and communities at large of person-centeredness; the necessity of choice; essential supports for living full, safe, and self-determined lives; and options for participating in accessibility-focused recreational activities.</p>
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
Create at least four videos on topics of interest to individuals to I/DD to promote engagement in their communities.	Yes
Conduct an annual survey of members of the disability community to understand how well the Council is doing; and to gather input on how to increase impact by recalibrating efforts to align with member voice.	NO
Develop and disseminate resources to support creation of an effective emergency operations plan for students K-12.	Yes
The Council will fund grants to support women with disabilities on pregnancy and parenting, with resources and training.	Yes

<p>10. The report should include the following:</p>	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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Create at least four videos on topics of interest to individuals with I/DD to promote engagement in their communities. Self-Advocates to participate in videos. The Council collaborated with five self-advocates to create 5 videos on topics of interest to people with I/DD. Each video is posted on ADDPC's YouTube page and featured in our newsletter. Council staff member Jason Snead, who is also a self-advocate, participated in each video. 1) Interview with Katherine McLaughlin, sexuality and disability professional with Elevatus Training, regarding sexual health and healthy relationships in the I/DD community. Created December 2022; distributed via YouTube and ADDPC newsletter. 2) Discussion with Stephanie Miller and David Carey of Arizona Statewide Independent Living Council (AZSILC) regarding emergency preparation planning for individuals with disabilities. Distributed in February 2023 ADDPC newsletter, permanently available on YouTube. 3) Overview of Supported Decision-Making with George Garcia of Southwest Institute for Families and Children (SWI). Released in the April 2023 ADDPC newsletter, permanently available on YouTube. 4) Conversation about traveling with a disability featuring George Garcia. Released in the July ADDPC newsletter, also permanently available on YouTube. 5) Exploration of how to advance the state's self-advocacy movement with Thomas McDonald, a self-advocate with Charcot-Marie-Tooth Disease. Released in the September ADDPC newsletter, also on YouTube. 2 Spanish language videos are complete. "Frequently Asked Questions Regarding Service Animals" and "Parenting with a Disability" were completed in April 2023 and posted on Council's YouTube site. PMs: IFA 1.1 - 6; SC 1.5 - 5; Male 4; Female 2. Update and disseminate resources to support the creation of an effective emergency operations plan for students K-12. In August 2021, the Council issued "No One Left Behind: School Emergency Planning & Students Who Have Disabilities", prepared by Kelly Carbello, MSW, of Just Kelly Consulting, LLC, and Fabiola Cervantes, MSW, an ADDPC/ASU intern. The goals of the report were to increase awareness of inclusive Emergency Operations Plans (EOPs) in school communities, advocate for statewide policies and procedures that align with best practices and ensure students who have disabilities in school communities were included in planning and preparation for emergencies. In the 2023 state legislative session, state Sen. Eva Diaz sponsored SB 1315 in response to the Council's report. This bill requires the inclusion and participation of students with disabilities and their parents in the development of emergency response plans at all public schools across the state. The bill additionally requires these plans to address how school and emergency personnel will communicate with and aid students with disabilities in the event of an emergency. ADDPC's Research and Communication Specialist testified before the Senate Education committee to inform legislators on

the shortcomings of current policies as well as what the Council's report recommended. As a wheelchair user, he included his personal story, as well. The bill passed the legislature and was signed into law by Governor Hobbs in May 2023. PMs: SC 1.2 - 1; SC 1.3.2 - 1, SC 1.3 - 1; SC 1.5 - 1; SC 2.1 - 1; SC 2.1.1 - 1. The Council approved a scope of work and grant funds to address the needs and concerns of individuals with I/DD who are parents and those individuals with I/DD who desire to be parents in the future. A grant solicitation was issued in Spring 2023 and three grants were approved in July 2023. Further details on each grant and their project outcomes will be reported in the FFY 2024 PPR. Two projects are delayed until FFY 2024, as noted to ACL in the updated work plan. These include conducting a survey of the disability community and funding NAU/IHD's AzTAP project. Finalizing details could not be done by September 30, 2023. The Council will champion or support and disseminate at least three promising or best practices projects and/or produce new information. ADDPC coordinated 7 events to support this activity and noted is not all demographic data is captured for each event: 1. December 2022 - Partnered with Dr. Kelly Ramella, Clinical Associate Professor and Coordinator, Recreational Therapy Program, Arizona State University, to conduct a presentation on inclusive recreation at the school's, "Make It Count" Conference held on October 22, 2022. PMs: SC 1.5 - 1; SC 1.4 - 25; Urban 22; Rural 3 (Apache, Cochise, Navajo). 2. January 2023 - Presentation for Sonoran UCEDD Public Health Class, "A Lived Experience", in Tucson (Pima County). Panel discussion for public health disability course with Sonoran UCEDD. Four (4) self-advocates spoke, including a council staff member. The presentation was virtual for seven medical students. PMs: IFA 1.1 - 4; SC 1.5 - 1; SC 1.4 - 7; Urban 7. 3. SDM and Employment presentation with AZ APSE. A council staff member and the VP of Arizona APSE conducted an in-person presentation at the inaugural Disability Pride event in Tucson (Pima County), where they talked about their employment experiences as a self-advocate and job coach, respectively. PMs: SC 1.5 - 1; IFA 1.1 - 2; SC 1.4 - 2; Female 3; Male 1; Urban 4. 4. March 2023 - "Sticks and Stones: Empowering Youth to Address Bullying and Intimidation" was a webinar hosted by Rev. Nicholas Love and Gina Griffiths from World Institute on Disability. They discussed steps to stop bullying within the disability community through the exploration of intersectionality and empowering youth. The presenters gave personal examples on how they dealt with intimidation, especially relating to individuals with disabilities who were also part of the LGBTQ+ community. Demographic data was captured at registration (n155) and not during post-event survey; thus, the number of individuals that registered is higher than the number that attended the ADDPC sponsored event. PMs: SC 1.5 - 1; IFA 1.1 - 9; IFA 1.2 - 11; SC 1.4 - 117; Rural 9 (Apache, Cochise, Navajo, Santa Cruz); Urban 85. White 69; Black 20; Hispanic 36; Asian 4; Native Hawaiian 2; American Indian 13; Two or more 9. Female 127; Male 25. 5. March 2023 - "Making the Shift: Seeing disability as something you have to seeing disability as part of who you are" was a webinar presented by Gabrielle Ficchi Ph.D., LPC, LPCS, MA, CRC. The presentation was about encouraging and helping youth and young adults with disabilities to reach their full potential. Dr. Ficchi identifies as a disabled woman. She is a licensed therapist as well as a certified rehabilitation counselor, with 10 years of both teaching and counseling experience. A total of 168 people registered for this webinar, while 138 attended. The Council received 55 post-event survey responses. Answers to the question "How will use the information gained in the webinar?", included: - "By using person-first language when dealing with individuals with disabilities. Sharing the resources and creating awareness in my community, at my workplace, etc." - "I truly value the discussion points provided by the speaker with her open and honest first-person knowledge and perspective on so many societal and life topics, including her preference of terms (Disabled vs. Handicapped) and how she embraces her disability. I will carry this information forward in my professional and social life." Demographic data was captured at registration (n168), and not during post-survey; thus, the number of individuals that registered is higher than the number that attended the ADDPC sponsored event. PMs: SC 1.5 -1; IFA 1.1 -16; IFA 1.2 -32; SC 1.4 -120; Urban 88; Rural 4 (Cochise, Navajo, Santa Cruz). White 89; Black 15; Hispanic 30; Asian 4; American Indian 14; Two or more 11. Female 137; Male 24. 6. August 2023 - Presentation to

the Pacific ADA Conference held in Phoenix. Two ADDPC staff members discussed the different aspects of the Americans with Disabilities Act (ADA) that affect individuals with I/DD, followed by a discussion between the presenters and audience members about their questions related to ADA accommodations, myths and facts about the law, and where it does and does not apply. This was a hybrid conference with both in-person and virtual attendees. The session had more than 60 attendees, with 22 post-session survey responses received. Demographic for attendees was not captured. Survey comments included: - "This presentation was great, it was funny and informative!" - "The focus on the range and types of services was helpful and important content. The presenters' styles were a good contrast and made the session engaging." - "Jon and Jason really provided great insights and info into the I/DD community and the services they provide and the challenges they face." PMs: SC 1.5 - 1. 7. September 28, 2023 - ABLE presentation, Innovation Tech High School, Tucson (Pima County). ADDPC, Arizona ABLE, Pima County School Superintendent's Office, Raising Special Kids, and Tucson Unified School District hosted a presentation on Achieving a Better Life Experience (ABLE) accounts for students and parents. Four (4) post-event survey responses were received, with comments such as: - "I thought it was well planned out." - "It seemed to go well, I can't think of any improvements right now." Demographic data was captured at registration (n65), and not during post-survey; thus, the number of individuals that registered is higher than the number that attended the ADDPC sponsored event. PMs: SC 1.5 - 1; SC 1.3.2 - 1; SC 1.3 - 1; IFA 1.1 - 5; IFA 1.2 - 35; SC 1.4 - 22; Urban 52; Rural 1. Males 16; Female 46. White 34, Black 1, Hispanic 20, Asian 1; American Indian 2; Native Hawaiian 1; Two or more 1.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will fund projects that support persons with I/DD and the community and stakeholders that promote inclusion in their programming for the I/DD community.	Yes

13. Progress towards achieving outcomes for overall objective:

ADDPC far exceeded its initial goals in this area. In addition to creating 5 videos featuring self-advocates speaking on timely topics, the Council successfully advocated for improvements to the statewide K-12 school system's processes for developing emergency operations plans (EOPs). The former have been posted in both English and Spanish on the Council's YouTube channel for access by any interested viewer; the latter resulted in legislation that requires involvement of, and communication with, students with disabilities and their families in EOP creation. The Council issued three contracts to conduct research and implementation projects focusing on supports for individuals with I/DD who are or wish to become parents. ADDPC staff planned and/or participated in a variety of outreach events to offer community members information on resources, services, legal protections, and inclusive practices. Feedback from attendees was overwhelmingly positive.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

None to provide

Section IV: B

Individual & Family Advocacy Performance Measures

Race and Ethnicity

Race/Ethnicity	#	%
White alone	192	51.06%
Black or African American alone	36	9.57%
American Indian and Alaska Native alone	29	7.71%
Hispanic/Latino	86	22.87%
Asian alone	9	0.80%
Native Hawaiian & Other Pacific Islander alone	3	0.80%
Two or more races and Race unknown	21	5.59%
Gender	#	%
Male	70	18.18%
Female	315	81.82%
Other	0	0%
Category	#	%
Individual with DD	55	40.74%
Family Member	80	59.26%
Geographical	#	%
Urban	257	93.45%
Rural	18	6.55%

I. Output Measures

Objective	Performance Measure: IFA 1.1 People with DD who participated in activities	Performance Measure: IFA 1.2 Family members
In coordination with state agencies, the DD Network, and other key stakeholders, the Council will develop and strengthen more inclusive, engaging, culturally attuned, and linguistically competent (including plain language) processes, and practices that support the inclusion and engagement of individuals with I/DD throughout Arizona.	13	5
In coordination with state and local agencies, community collaboration, tribal leaders, local community members, and other key stakeholders, the Council will champion or support at least one strategy or initiative to address transportation-related challenges impacting individuals with	-1	-1

I/DD's inclusion and engagement in rural and/or tribal communities.		
Annually, the Council will champion or support and disseminate at least three promising or best practice projects and/or produce new information or data that promotes expanded inclusion and engagement of individuals with I/DD in their communities.	42	75
Total # of Output Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

II. Outcome Measures

Performance Measures	Percent (%)
IFA 2.1 Percent of people with DD	-1
IFA 2.2 Percent of family members who increased advocacy	-1

Sub-Outcome Measures: The number (#) of people who are better able to say what they want/say what is important to them.

Projects	# People with Developmental Disabilities	# Family Members
In coordination with state agencies, the DD Network, and other key stakeholders, the Council will develop and strengthen more inclusive, engaging, culturally attuned, and linguistically competent (including plain language) processes, and practices that support the inclusion and engagement of individuals with I/DD throughout Arizona.	-1	-1
In coordination with state and local agencies, community collaboration, tribal leaders, local community members, and other key stakeholders, the Council will champion or support at least one strategy or initiative to address transportation-related challenges impacting individuals with I/DD's inclusion and engagement in rural and/or tribal communities.	-1	-1
Annually, the Council will champion or support and disseminate at least three promising or best practice projects and/or produce new information or data that promotes expanded inclusion and engagement of individuals with I/DD in their communities.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

Sub-Outcome Measures: The number (#) of people who are participating in advocacy activities.

Projects	# People with Developmental Disabilities	# Family Members
In coordination with state agencies, the DD Network, and other key stakeholders, the Council will develop and	-1	-1

strengthen more inclusive, engaging, culturally attuned, and linguistically competent (including plain language) processes, and practices that support the inclusion and engagement of individuals with I/DD throughout Arizona.		
In coordination with state and local agencies, community collaboration, tribal leaders, local community members, and other key stakeholders, the Council will champion or support at least one strategy or initiative to address transportation-related challenges impacting individuals with I/DD's inclusion and engagement in rural and/or tribal communities.	-1	-1
Annually, the Council will champion or support and disseminate at least three promising or best practice projects and/or produce new information or data that promotes expanded inclusion and engagement of individuals with I/DD in their communities.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

Sub-Outcome Measures: The number (#) of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions.

Projects	# People with Developmental Disabilities	# Family Members
In coordination with state agencies, the DD Network, and other key stakeholders, the Council will develop and strengthen more inclusive, engaging, culturally attuned, and linguistically competent (including plain language) processes, and practices that support the inclusion and engagement of individuals with I/DD throughout Arizona.	-1	-1
In coordination with state and local agencies, community collaboration, tribal leaders, local community members, and other key stakeholders, the Council will champion or support at least one strategy or initiative to address transportation-related challenges impacting individuals with I/DD's inclusion and engagement in rural and/or tribal communities.	-1	-1
Annually, the Council will champion or support and disseminate at least three promising or best practice projects and/or produce new information or data that promotes expanded inclusion and engagement of individuals with I/DD in their communities.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

II. Outcome Measures

Satisfied	Percent (%)
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IFA 3 The percent of people satisfied with a project activity	-1
IFA 3.1 Percent of people with DD satisfied with activity	-1
IFA 3.2 Percent of family members satisfied with activity	-1

Section IV: C

Systems Change Performance Measures

SC 1: Output Measures

Objective	
In coordination with state agencies, the DD Network, and other key stakeholders, the Council will develop and strengthen more inclusive, engaging, culturally attuned, and linguistically competent (including plain language) processes, and practices that support the inclusion and engagement of individuals with I/DD throughout Arizona.	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	1
SC 1.3.2 Number of promising practices supported	2
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1
SC 1.3 Number of promising and/or best practices created and/or supported	3
SC 1.4 Number of people trained/educated	-1
SC 1.5 Number of Systems Change activities with other organizations	9

Objective	
In coordination with state and local agencies, community collaboration, tribal leaders, local community members, and other key stakeholders, the Council will champion or support at least one strategy or initiative to address transportation-related challenges impacting individuals with I/DD's inclusion and engagement in rural and/or tribal communities.	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	-1
SC 1.3.2 Number of promising practices supported	-1
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1
SC 1.3 Number of promising and/or best practices created and/or supported	-1
SC 1.4 Number of people trained/educated	-1
SC 1.5 Number of Systems Change activities with other organizations	1

Objective	
Annually, the Council will champion or support and disseminate at least three promising or best practice projects and/or produce new information or data that	

promotes expanded inclusion and engagement of individuals with I/DD in their communities.	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	1
SC 1.3.1 Number of promising practices created	-1
SC 1.3.2 Number of promising practices supported	2
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1
SC 1.3 Number of promising and/or best practices created and/or supported	2
SC 1.4 Number of people trained/educated	293
SC 1.5 Number of Systems Change activities with other organizations	16

Systems Change SC 2: Outcome Measures

Outcome Measures	Number (#)
SC 2.1 - Efforts that led to improvements	1
SC 2.2 - Efforts that were implemented	1

III. Sub-Outcome Measures

Objective	Number (#)
In coordination with state agencies, the DD Network, and other key stakeholders, the Council will develop and strengthen more inclusive, engaging, culturally attuned, and linguistically competent (including plain language) processes, and practices that support the inclusion and engagement of individuals with I/DD throughout Arizona.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	-1
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	1

Objective	Number (#)
In coordination with state and local agencies, community collaboration, tribal leaders, local community members, and other key stakeholders, the Council will champion or support at least one strategy or initiative to address transportation-related challenges impacting individuals with I/DD's inclusion and engagement in rural and/or tribal communities.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	-1
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	-1

Objective	Number (#)
Annually, the Council will champion or support and disseminate at least three promising or best practice projects and/or produce new information or data that promotes expanded inclusion and engagement of individuals with I/DD in their communities.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	1

SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	-1

Goal 4: Safety

Section IV: A

Area of Emphasis	Planned for this Goal	Areas Addressed
Quality Assurance	Yes	Yes
Health	Yes	Yes
Formal and Informal Community Supports	Yes	Yes

Strategies	Planned for this Goal	Strategies Used
Outreach	Yes	Yes
Training	Yes	Yes
Technical Assistance	Yes	Yes
Supporting and Educating Communities	Yes	Yes
Interagency Collaboration and Coordination	Yes	Yes
Coordination with Related Councils, Committees and Programs	Yes	Yes
Barrier Elimination	Yes	Yes
Systems Design and Redesign	Yes	Yes
Coalition Development and Citizen Participation	Yes	Yes

Intermediaries and Collaborators	Planned for this Goal	Actual
State Protection and Advocacy System	Yes	Yes
University Center(s)	Yes	Yes
State DD Agency	Yes	Yes
Other Collaborators	Yes	Yes

Goal Narrative
<p>Persons with I/DD are among the most at-risk members of our society - often extremely vulnerable and subject to abuse, exploitation, neglect, physical and emotional violence, and other forms of maltreatment at rates several to many times greater than those for the population as a whole. ADDPC's Safety goal was established to address these issues through engagement of a diverse, informed, and dedicated array of disability advocates and self-advocates, family members and caregivers, service providers, abuse and crisis response professionals, state agencies, healthcare organizations, law enforcement, and others who play a role in ensuring the well-being of the I/DD community.</p> <p>The work under this goal is to be accomplished through a combination of grant-funded projects and collaborations led by or involving ADDPC staff. In each case, the focus is on generating greater societal awareness of the challenges encountered and dangers face by persons with I/DD in preventing or</p>

responding to incidents of abuse, neglect, or exploitation; creating knowledge and resources that can be utilized to enhance protections while maintaining the personal freedoms and community inclusion of persons with disabilities; ensuring approaches are trauma informed and culturally sensitive, recognizing the diversity of the state; and establishing standards to be implemented through legislative action or adopted as organizational policy to guarantee equity and justice for persons with I/DD who experience threats to their safety or are subject to acts of physical, sexual, or emotional violence, exploitation, or neglect.

ADDPC recognizes this is a long-term effort, not a set of activities that will result in transformation of systems in a single, or even a few years. The Council foresees dedicating resources throughout the current State Plan, and likely into the next, to maintain progress in addressing these critical safety issues.

Objective 1: In collaboration with self-advocates and key community stakeholders (e.g. state agencies, the legal/judicial system, law enforcement, domestic violence response, schools, behavioral health professionals, and other community-based organizations), the Council will strengthen, modify, or assist in the creation of at least two policies or practices that improve abuse response, trauma informed approaches, and prevention efforts.

3. This objective is:	System Change
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4. This objective is:	Ongoing
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5. This objective is:	
Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No
DD Network Collaboration	Yes

A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation:	Implementation
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7. Provide an overall description of this effort:	This objective was developed to support collaborative efforts with state agencies, community organizations, and people with I/DD who have experiences and expertise that can contribute to creating or modifying two policies or practices that will reduce the instances of abuse and neglect against persons with I/DD of all ages, while improving the system that supports them. Council support will be directed toward organizations working to address systemic change;
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	ongoing development of a statewide network of organizations and individuals working to prevent or respond to abuse involving individuals with I/DD; and education of I/DD and related professionals to enhance awareness of the signs of abuse, prevention strategies, reporting and investigation procedures, and trauma-informed approaches to meeting the needs of survivors. Several funded projects are in the implementation stage and Council staff are engaged in collaborations with outside partners. The work is ongoing, with limited policy-related results reportable at this time.
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
Renew funding for up to three grantees that will provide training and share information on abuse/neglect prevention and response to individuals with I/DD, families and caregivers, and disability advocates and professionals.	Yes
Resources created in plain language will educate and promote the safety of individuals with I/DD.	Yes
Continue to work with the state's DD service agency on improving one policy or procedure to protect people with I/DD from abuse and neglect.	Yes
Establish and maintain a collaboration charter among the partners that will create and share information on abuse/neglect.	Yes
Review previous research on this topic and how current information can be gathered for report.	Yes

10. The report should include the following:	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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The Council is still seeking input to develop or support development of internet safety training for individuals with I/DD and their caregivers/support personnel. Training should specifically address grooming, boundaries, and safety in commonly used apps and sites. Also, it should include ASL and other languages. Staff had initial discussions with Arizona Coalition to End Sexual and Domestic Violence (ACESDV) regarding their interest, however, they were unable to take on this project in FFY2023. Exploration of the concept is ongoing; funds are budgeted to support development of the tool in FFY2024. No PMs. Through a separate grant, ACESDV utilized funds to offer continued training to service providers for people with I/DD. The goal of this project was to increase knowledge among service providers on identifying, intervening, and reporting on sexual assault among people with I/DD. The training sessions were free of charge, 4-hours in duration, and course and resource materials were updated with input by ADDPC and The Arc of Arizona to ensure terms and descriptions of people with I/DD were accurate. Each training session was recorded, and participants filled out a satisfaction survey to gauge their understanding and usage of the information. The course content included the following: Sexual Violence 101; Introduction to Addressing Sexual Violence in I/DD Populations; Introduction to Disability and I/DD; Mandatory Reporting and Retaliation; Sexual and Domestic Violence among Children with I/DD. During this contract period, ACESDV held 3 training sessions, one virtual and two in-person; scheduled three-month follow-up evaluations for training participants to determine how the training impacted service providers' work; and presented at the inaugural AZ Sexual Violence & Disability Network Conference. Final reporting and demographic numbers showed participation from all 15 Arizona counties. PMs: IFA 1.2 - 2; SC 1.4 - 132; SC 1.3.2 - 1; SC 1.3 - 1; SC 1.5 - 1; SC 2.2 - 1; SC 2.1.4 - 1. Urban 104; Rural 30. All other demographic data is anonymous and not captured for ADDPC. A survey was sent to participants three months after their attendance at one of the training sessions. Sixteen (16) responses to the survey were received. ACESDV learned that 87.5% reported the training was good or excellent. Prevent Child Abuse Arizona and Differently Abled Mothers Empowerment Society (DAMES) Charities Inc. created child abuse prevention strategies that targeted families of children with disabilities, including parents and grandparents of children with disabilities, and organizations that serve the disability community. Each of these three target populations is currently underserved in child abuse prevention efforts. DAMES created 7 PowerPoint presentations and 6 workbooks to supplement the Strengthening Families Protective Factor to showcase how each of the five protective factors pertains to families of children with disabilities. These included modifications of each session and the creation of a new program called The Grandparent Connection. The material was supplemented with text, film, and audio examples from the disability community. Presentations also included aspects of the Independent Living philosophy. Prevent Child Abuse Arizona and DAMES produced media (flyers, social media posts) for The Grandparent Connection. Final data showed all the training hours were completed by Care 4 the Caregivers, a subsidiary of DAMES Charities Inc. In total, 15 protective factors training sessions were conducted and 2 After-the-Diagnosis courses were taught. Over 110 practitioners were trained with 78 of them completing the survey that followed. In total, 15 organizations were trained. Listed are a few: Southwest Autism Research and Resource Center (SARRC), Southwest Human Development, Arizona Complete Health Avondale Resource Center, Arizona Children's Association, Buckeye Family Resource Center, Catholic Charities of Central and Northern Arizona, and Native Health. Those who participated in the training included Chief Clinical Officers, senior program managers, team leads, supervisors, therapists, parent educators, family support specialists, and ABA therapists. PMs: IFA 1.1 - 3; IFA 1.2 - 13; SC 1.4 - 78; SC 1.3.2 - 1; SC 1.3 - 1; SC 1.5 - 1; SC 2.2 - 1; SC 2.1.4 - 1. Male: 1 / Female: 77. Urban: 60 / Rural: 17. White: 35; Black: 2; American Indian: 2; Hispanic: 30; Two or more: 8. Also, 100% of people with I/DD and family members stated in a survey they were satisfied with the training. The Arc of the US's National Center on Criminal Justice and Disability (NCCJD) was funded for a second year to continue to partner with The Arc of Arizona to implement the Sexual Violence & I/DD Response Network's strategic plan and build the Network's sustainability. During the year, this

collaborative formally adopted a new name, the Arizona Sexual Violence and Disability Network, to reflect its emphasis on a cross-disability approach to addressing the epidemic of sexual violence. Year 2 also focused on recruiting new members to provide increased diversity in membership, supporting the ongoing work of the Network's workgroups, consulting with an equity organization and building on strong community contacts, including increasing representation from self-advocates and individuals from the Native American/American Indian community. The Network also hosted the inaugural Sexual Violence & Disability Conference on September 14, 2023. Demographic data from the conference shows 120 persons attended, with 100 professionals (SC 1.4), 9 self-advocates (IFA 1.1) and 11 family members (IFA 1.2). Captured data also shows 97 were female and 22 were males, 1 was binary; 3 individuals were from out-of-state, the remaining from across Arizona. The Network included an Executive Committee that met quarterly and 5 workgroups addressing Training and Prevention, School Abuse Prevention Best Practices, Trauma-Informed Care Access, Tribal Resources, and Criminal Justice. Approximately 129 members participated in Network activities. A survey was sent to each of the Network members and 55 members responded. Demographic data of the respondents showed the following: Female 44; Male 9; Self-Advocates 9; Professional 44; and AZ county breakdown shows 43 from Maricopa, 9 from Pima, 2 from Pinal, 1 from Coconino and 1 from Yuma. Hispanic 11; White 30; Black 3; East Asian 3; South Asian 3; American Indian 1; Did not respond 3. ADDPC continues to ensure DDD members are informed of the resources that are available to them when they feel a threat to their safety, by participating as a member of the state's 988 Advisory Committee to ensure perspectives of I/DD community are represented in ongoing rollout activities for the crisis response system. This includes tracking system usage by DDD members and others with I/DD diagnosis, utilizing data provided by Arizona's Medicaid agency and contracted crisis providers. In response to numerous complaints about confiscation of AAC devices from individuals by group home, healthcare, and behavioral health facilities, the Council and its partners created a legal guidelines document that was distributed to state Medicaid, DD, and health agencies, as well as the managed care organizations serving the LTSS population. This document was also shared with other advocacy organizations, the Arizona Peace Officers Standards and Training (AZPOST) administration, and the media statewide. PMs: SC 1.5. ADDPC's Behavioral Health and Crisis Response committee led the charge to update and improve the state's policy regarding transportation of individuals with I/DD who are experiencing a crisis event to provide them treatment. Prior to October 2022, these individuals could only be transported by law enforcement officers, the vast majority of whom have no experience or training working with persons with I/DD. As a result of Council advocacy, in October 2022 state Medicaid and DDD policies were revised in the interest of safety for these individuals. From that time forward, appropriately trained representatives of first responder and healthcare agencies may now provide transportation of individuals for treatment; no longer are law enforcement officers required. PMs: SC 1.5 - 1; SC 1.1 - 1; SC 2.1 - 1; SC 2.1.1 - 1; SC 2.1.2 - 1. ADDPC continued to act as a partner agency in the Grand Canyon Collaborative, a project supported by a grant from the U.S. Department of Justice, Office of Violence Against Women, "Education, Training, and Enhanced Services to End Violence Against Women with Disabilities Grants Program". The grant, awarded to the ACESDV, entered its final year of phase 1 funding during FFY 2023. The Grand Canyon Collaborative is comprised of ACESDV, ADDPC, Arizona Center for Disability Law, Arizona Statewide Independent Living Council, The Arc of Arizona, and Arizona Center for the Deaf and the Hard of Hearing. As a partner in the Collaborative, ADDPC committed to 1) Assist in providing collaboration with perspectives from people with intellectual and developmental disabilities and 2) Proactively participate in all phases of the project. PM: SC 1.5 - 1. Council staff are working with Diana Orem, professor of Forensic Psychology at Embry-Riddle Aeronautical University in Prescott, to assist with the writing of a policy brief regarding the treatment of people with I/DD in the AZ correctional system. The brief will explain why this issue is important for the I/DD community, how the existing system works, and the gaps within the system. Lastly, it will provide recommendations to address identified gaps. Dr. Orem interviewed a forensic

psychologist working in the AZ correctional system in Yavapai County, two individuals from the Maricopa County Public Defender's Office, & others. SC 1.5 - 1.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will reduce the risk of abuse and neglect against individuals with I/DD and improve the systems to work towards prevention and response.	Yes

13. Progress towards achieving outcomes for overall objective:

The Internet Safety Training concept is part of ongoing discussions on who is best to carry out this work. ADDPC anticipates a contract to be in place during FFY 24. With respect to the work conducted by the Grand Canyon Collaborative, they met every 2 weeks and conducted a needs assessment through surveys, focus groups and interviews. In March the Collaborative started distributing surveys and held virtual interviews on April 9 and 10th. An assessment tool was completed to assist in surveys and interviews. ADDPC staff helped facilitate virtual interviews, ensuring compliance with informed consent requirements. The interviews conducted with survivors of sexual violence revealed their level of awareness of various services available to them. Some survivors mentioned specific organizations such as a center for sexual assault (RAINN), The Arc of Arizona, and Terros Health. Awareness of these services came through different channels, including referrals from friends, libraries, phonebooks, state directories, trauma counselor referrals, and healthcare providers. The survivors expressed the importance of being greeted in a welcoming and supportive manner upon accessing services. Victim Service Providers reported some encounters with survivors with disabilities and acknowledged the importance of providing appropriate support. However, they expressed a need for more resources, training, and specific guidance in working with individuals with disabilities. The Grand Canyon Collaborative received 101 responses for the Disability Service Provider survey. Regarding training, the survey asked whether the respondents had received adequate training to recognize signs of sexual violence. The majority indicated that they had received adequate training, while a small portion had not received any training at all. The survey further inquired about the timing or frequency of the training received to recognize signs of sexual violence. The responses varied, with different timeframes mentioned, such as every 3 years, every 5 years, and 2 years ago, and some indicated they had not received any training. The presence of written policies and procedures guides staff used when responding to clients who have experienced sexual violence was assessed, however, 38% of respondents said that they did not have policies and procedures about survivors with disabilities. The findings report included recommendations for the next steps and requests for additional funding for 2024. OVW instructed the Collaborative to move ahead as if additional funding was already approved, although no official word had been received as of the end of FFY 2023. ADDPC continues to be fully engaged in this work. To promote a more balanced and fair criminal justice system in Arizona, the final policy brief completed by Dr. Orem will be centered on three areas: 1) Creation of a community court designed to handle cases involving individuals with I/DD; 2) Consideration of an incarcerated person's initial court appearance as a critical point in the case so the Public Defender's office can make sure individuals with I/DD receive the appropriate accommodations; and 3) Expansion of sex education classes designed for individuals with I/DD to help them avoid interacting with the Arizona justice system in the first place. The Council will review her findings in FFY 24. ACESDV received a third-year

grant into FFY 24 to continue their training sessions for professionals and caregivers/families to increase their knowledge on identifying, intervening, and reporting on sexual assault among people with I/DD. The contracts to Prevent Child Abuse AZ and The Arc of the US both ended on September 30, 2023. The Council will move in a new direction with the work The Arc of the U.S. and the Network collaborated on. The Council and staff remain fully committed to this goal and remain optimistic with the work that has been done to date and new relationships forming on this topic.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

Feedback from Prevent Child Abuse AZ participants: "I liked all the resources and knowledge given to help families better understand how to provide the best care for their children." "I enjoyed learning about disabilities in a new way. I appreciated the cultural awareness components and the videos that were incorporated. Additionally, I appreciated both instructors' professionalism, knowledge, application, and passion for this population and area of need. I feel there was so much to learn and unlearn. It was very insightful and helpful for my personal and professional development." "I enjoyed the opportunities for participation and reflection were balanced and kept engagement high! I also appreciated the materials that we can keep and use." "I liked taking the time to reflect on the resources we are already using as an organization and areas that we can improve." "Very good information that can be used for all my families I visit, whether they have children with disabilities or not. I sent the website to a mom dealing with understanding a diagnosis immediately." "I enjoyed learning all of the resources that the website has to offer and getting ideas from other professionals on how to implement tools." "Learning about the organization itself! Not only for the families I work with but also in my personal life. I shared the information with my friend whose child was recently diagnosed with autism." "I appreciated the emphasis on stressors and stress families go through and how to support them." "I enjoyed learning about allowing children with disabilities take risks and their right to fail and succeed." "Presentation was remarkable, very informative! Opened my eyes to various topics." "The training was very informative especially in learning how to support families with disabilities especially the statistics and organization of protective factors."

Objective 2: By FFY 2026, in collaboration with key behavioral health stakeholders, the Council will champion and support at least one initiative, that strengthens trauma-informed approaches or improves behavioral health access and delivery to individuals with I/DD.

3. This objective is:	System Change
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4. This objective is:	Ongoing
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5. This objective is:	
Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No
DD Network Collaboration	Yes

A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation:	Implementation
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7. Provide an overall description of this effort:	ADDPC and its community partners recognize numerous shortcomings in the systems nominally designed to serve individuals with I/DD who experience behavioral health challenges and trauma, including crisis incidents requiring response from trained professionals. Work in this area is designed to evaluate the extent of need for education, training, and policy change (up to and including legislation); the specific system shortcomings most likely to do harm to individuals with I/DD experiencing crisis; and the potential for system enhancements to improve statewide provision of behavioral health services for persons with I/DD and BH needs. In FY 2023 the Council embarked upon several projects to identify the scope of these systemic failings, generate widespread awareness of the issue and support for improvements, determine practicable solutions, and design a course of action to ensure solutions can be implemented broadly and effectively. A great deal of work remains to be done and this continues to be a priority for the Council in FY 2024.
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
The Council and partner will develop a series of three resources that will explain how to improve crisis response for individuals with I/DD, families and community providers.	NO
Share information and /or provide training to first responders on best practices for investigations of, response to, and responding to abuse/neglect.	NO

10. The report should include the following:	(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits. (b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system
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	<p>change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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Following conversations with managed care, behavioral health, crisis response, and disability services agencies from across Arizona during the first half of 2023, the behavioral health and crisis response core group, a subset of the Council's Behavioral Health Committee, worked with Phoenix-based Noble Predictive Insights, a market research firm, to create a survey focused on exploring the perspectives of individuals with I/DD, and their caregivers, who have had personal experiences with the state's behavioral health and crisis response systems. Work on the survey was initiated in Summer 2023 and draft versions were still under review by the BH/crisis core group at the end of the fiscal year. The goal of this survey is to understand the needs, issues, and obstacles that people in the I/DD community face when interacting with the state's behavioral health and crisis systems. Findings from the survey will be used to develop policy and practice recommendations for improvement of these systems so they more appropriately - and safely - serve individuals with I/DD requiring behavioral health care and/or crisis services. Survey results are expected in early 2024, with Council staff developing a report and recommendations immediately thereafter. PMs: SC 1.5 - 1. The Arizona Developmental Disabilities Safety Coalition's mission is to promote collaboration between individuals, families, and community partners to maximize safe and successful outcomes, increase awareness and improve community interactions between individuals with I/DD and first responders. Members include the Autism Society of Greater Phoenix, two managed-care organizations (Mercy Care and UnitedHealthcare), several representatives of the DDD communications team, one DDD justice liaison, a chief advisor for a behavioral health consulting firm, a Police Investigative Specialist from the Chandler Police Department and two licensed clinical psychologists from Maricopa and Yavapai counties. The Coalition provides tools to support first responders in safely interacting with the I/DD community. ADDPC regularly participates with other collaborators at quarterly DD Safety Coalition meetings. The Council helps facilitate meetings and provides a policy update at each one. Among its priorities, the Coalition wishes to put more emphasis on educating law enforcement about the unique needs of individuals with I/DD. The Council is concerned with the interaction between people with I/DD and law enforcement, and is advocating for more training for law enforcement to help them interact appropriately with people with I/DD. At the Coalition's meeting on August 16, 2023, an officer of the Chandler Police Department gave a presentation on the training and role of a Drug Recognition Expert (DRE). During the presentation Officer Cuthbertson mentioned that there was no specific training on developmental disabilities in the training course, and when asked why not, the officer could not answer. This presentation was provided upon request of Coalition members in the aftermath of the Connor Leibel case, where a DRE-trained officer with the Buckeye (AZ) PD mistook an individual with autism to be on drugs and a physical altercation resulted. This presentation, which included mention of the fact that DRE training involves no information about distinguishing between individuals with I/DD and those who may be under the influence of substances, reinforced the lack of appropriate training resources in use today. In the coming year, ADDPC will continue to advocate for programs like "Be Safe!" that encourage common understanding between responders, especially law enforcement, and civilians. In addition to the Connor Liebel incident, other recent interactions between law enforcement and individuals with I/DD, in several areas of the state (including Tucson,

Phoenix, and Flagstaff), resulted in physical injury or death for those individuals. The Council and DD Safety Coalition will continue to work with law enforcement agencies to help avoid similar situations in the future. PMs: SC 1.5 - 1.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will support efforts to ensure that systems of care for individuals with I/DD make policy or procedure changes to ensure people with IDD are free from abuse/neglect.	Yes

13. Progress towards achieving outcomes for overall objective:

Some degree of progress was seen in this area during 2023, although much more must be done to adequately address the issue. ADDPC's behavioral health/crisis response core group continued its work with leadership in state and private agencies, including crisis providers and MCOs serving the I/DD community, to remedy shortcomings that stand in the way of safe and effective crisis response. The group additionally tackled the overarching need for well-trained, experienced mental health professionals to serve the I/DD community in all corners of the state. Meetings with the governor's policy advisors for health and human services focused on operation of the Arizona State Hospital and proposed legislation to increase the number of I/DD beds permanently available at ASH - a prospect deeply opposed by most disability advocates - and resulted in protections for the I/DD community against overuse of involuntary commitment. To better understand the full scope of needs related to crisis response and behavioral health, the Council began work in FY 2023 to create and distribute a statewide survey seeking the perspectives and lived experiences of individuals with I/DD who have used BH and/or crisis services, as well as their caregivers. Completion of the survey instrument and distribution to stakeholders did not occur until the first quarter of FY 2024. Results will be reported in the next PPR. A policy change was achieved when, in October 2022, the state's Medicaid and DD agencies collectively distributed policy clarifications related to the transportation of LTSS members experiencing crisis and requiring hospitalization. The policy update removed the requirement for law enforcement to provide such transportation and instead made it possible for crisis response professionals to act as transporters, vastly improving the prospects of incident de-escalation.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

None provided.

Section IV: B

Individual & Family Advocacy Performance Measures

Race and Ethnicity

Race/Ethnicity	#	%
White alone	39	58.21%
Black or African American alone	3	4.48%
American Indian and Alaska Native alone	1	1.49%
Hispanic/Latino	18	26.87%
Asian alone	6	0%
Native Hawaiian & Other Pacific Islander alone	0	0%
Two or more races and Race unknown	0	0%
Gender	#	%
Male	32	12.03%
Female	234	87.97%
Other	0	0%
Category	#	%
Individual with DD	21	44.68%
Family Member	26	55.32%
Geographical	#	%
Urban	240	83.62%
Rural	47	16.38%

I. Output Measures

Objective	Performance Measure: IFA 1.1 People with DD who participated in activities	Performance Measure: IFA 1.2 Family members
In collaboration with self-advocates and key community stakeholders (e.g. state agencies, the legal/judicial system, law enforcement, domestic violence response, schools, behavioral health professionals, and other community-based organizations), the Council will strengthen, modify, or assist in the creation of at least two policies or practices that improve abuse response, trauma informed approaches, and prevention efforts.	21	26
By FFY 2026, in collaboration with key behavioral health stakeholders, the Council will champion and support at least one initiative, that strengthens trauma-informed approaches or improves behavioral health access and delivery to individuals with I/DD.	-1	-1
Total # of Output Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

II. Outcome Measures

Performance Measures	Percent (%)
IFA 2.1 Percent of people with DD	-1

IFA 2.2 Percent of family members who increased advocacy	-1
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Sub-Outcome Measures: The number (#) of people who are better able to say what they want/say what is important to them.

Projects	# People with Developmental Disabilities	# Family Members
In collaboration with self-advocates and key community stakeholders (e.g. state agencies, the legal/judicial system, law enforcement, domestic violence response, schools, behavioral health professionals, and other community-based organizations), the Council will strengthen, modify, or assist in the creation of at least two policies or practices that improve abuse response, trauma informed approaches, and prevention efforts.	-1	-1
By FFY 2026, in collaboration with key behavioral health stakeholders, the Council will champion and support at least one initiative, that strengthens trauma-informed approaches or improves behavioral health access and delivery to individuals with I/DD.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

Sub-Outcome Measures: The number (#) of people who are participating in advocacy activities.

Projects	# People with Developmental Disabilities	# Family Members
In collaboration with self-advocates and key community stakeholders (e.g. state agencies, the legal/judicial system, law enforcement, domestic violence response, schools, behavioral health professionals, and other community-based organizations), the Council will strengthen, modify, or assist in the creation of at least two policies or practices that improve abuse response, trauma informed approaches, and prevention efforts.	-1	-1
By FFY 2026, in collaboration with key behavioral health stakeholders, the Council will champion and support at least one initiative, that strengthens trauma-informed approaches or improves behavioral health access and delivery to individuals with I/DD.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

Sub-Outcome Measures: The number (#) of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions.

Projects	# People with Developmental Disabilities	# Family Members
In collaboration with self-advocates and key community stakeholders (e.g. state agencies, the legal/judicial system, law enforcement, domestic violence response, schools, behavioral health professionals, and other community-based organizations), the Council will strengthen, modify, or assist in the creation of at least two policies or practices that improve abuse response, trauma informed approaches, and prevention efforts.	-1	-1
By FFY 2026, in collaboration with key behavioral health stakeholders, the Council will champion and support at least one initiative, that strengthens trauma-informed approaches or improves behavioral health access and delivery to individuals with I/DD.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

II. Outcome Measures

Satisfied	Percent (%)
IFA 3 The percent of people satisfied with a project activity	-1
IFA 3.1 Percent of people with DD satisfied with activity	-1
IFA 3.2 Percent of family members satisfied with activity	-1

Section IV: C

Systems Change Performance Measures

SC 1: Output Measures

Objective	
In collaboration with self-advocates and key community stakeholders (e.g. state agencies, the legal/judicial system, law enforcement, domestic violence response, schools, behavioral health professionals, and other community-based organizations), the Council will strengthen, modify, or assist in the creation of at least two policies or practices that improve abuse response, trauma informed approaches, and prevention efforts.	
SC 1.1 Number of policy/procedures created/changed	1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	-1
SC 1.3.2 Number of promising practices supported	2
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1

SC 1.3 Number of promising and/or best practices created and/or supported	2
SC 1.4 Number of people trained/educated	312
SC 1.5 Number of Systems Change activities with other organizations	7

Objective	
By FFY 2026, in collaboration with key behavioral health stakeholders, the Council will champion and support at least one initiative, that strengthens trauma-informed approaches or improves behavioral health access and delivery to individuals with I/DD.	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	-1
SC 1.3.2 Number of promising practices supported	-1
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1
SC 1.3 Number of promising and/or best practices created and/or supported	-1
SC 1.4 Number of people trained/educated	-1
SC 1.5 Number of Systems Change activities with other organizations	2

Systems Change SC 2: Outcome Measures

Outcome Measures	Number (#)
SC 2.1 - Efforts that led to improvements	1
SC 2.2 - Efforts that were implemented	2

III. Sub-Outcome Measures

Objective	Number (#)
In collaboration with self-advocates and key community stakeholders (e.g. state agencies, the legal/judicial system, law enforcement, domestic violence response, schools, behavioral health professionals, and other community-based organizations), the Council will strengthen, modify, or assist in the creation of at least two policies or practices that improve abuse response, trauma informed approaches, and prevention efforts.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	1
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	2

Objective	Number (#)
By FFY 2026, in collaboration with key behavioral health stakeholders, the Council will champion and support at least one initiative, that strengthens trauma-informed approaches or improves behavioral health access and delivery to individuals with I/DD.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	-1
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	-1

Goal 5: System Access & Navigation

Section IV: A

Area of Emphasis	Planned for this Goal	Areas Addressed
Education and Early Intervention	Yes	Yes
Health	Yes	Yes
Employment	Yes	Yes
Housing	Yes	Yes
Transportation	Yes	Yes
Formal and Informal Community Supports	Yes	Yes

Strategies	Planned for this Goal	Strategies Used
Outreach	Yes	Yes
Training	Yes	Yes
Technical Assistance	Yes	Yes
Supporting and Educating Communities	Yes	Yes
Interagency Collaboration and Coordination	Yes	Yes
Coordination with Related Councils, Committees and Programs	Yes	Yes
Barrier Elimination	Yes	Yes
Coalition Development and Citizen Participation	Yes	Yes

Intermediaries and Collaborators	Planned for this Goal	Actual
State Protection and Advocacy System	Yes	Yes
University Center(s)	Yes	Yes
State DD Agency	Yes	Yes
Other Collaborators	Yes	Yes

Goal Narrative
<p>The fifth goal, System Access and Navigation, is meant to address the gaps in easily accessing information, resources, or services for persons with I/DD and their families throughout the life span. Although there are many agencies and organizations that work with the disability community and have programs geared to persons with I/DD and/or their families, and despite the fact that a great deal of collaboration occurs, too much of this work is still conducted in silos; collaboration and sharing of resources can still be difficult or hard to find in plain language or in consumer's native language. This makes it especially challenging for anyone seeking to become familiar with the "system", especially for persons with I/DD and families. It can be even more difficult for individuals to secure the information, resources, or services they require, and from the proper source. The Council's three objectives and activities are meant to address this lack of cohesion and to provide a way for information to be more streamlined, easily accessible, accurate and current.</p> <p>This past year, the ADDPC continued to work on several activities to meet the goal. Staff and Council members who participate on the committee provided input on this goal and activities, in addition to</p>

the ongoing support of a college intern who continued to help finalize a web-based resource guide for families moving to Arizona on how to navigate Arizona's service systems. Staff supports many of the activities listed under the goal and is now well positioned to report on significant outcomes. The Targeted Disparity project is under the third objective and is a focus of the larger project undertaken by the UA Sonoran UCEDD, the Native Center. The Targeted Disparity focus is to increase meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, and family resources.

It is important to note that the work under this goal is both designated as Capacity Building and Systems Change. Multiple partners are engaged with the ADDPC, including the DD Network, other disability organizations, state agencies, and persons with I/DD and their families and caregivers. Their feedback, and participation from those who access the disability system, provides first-hand knowledge of what works and what doesn't, and gives credence to the need for the ADDPC to address this goal.

Objective 1: Annually, the Council will champion and support at least one initiative to ensure individuals with I/DD and their families have access to pertinent information that assists them in navigating transition points (including ages 18,-22, and 50 thru end of life).

3. This objective is:	Capacity Building
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4. This objective is:	Ongoing
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5. This objective is:	
Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No
DD Network Collaboration	Yes

A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation:	Implementation
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7. Provide an overall description of this effort:	ADDPC recognizes its responsibility to address how reliable, accurate, and current information can be gathered and shared within the disability population, especially in unserved and underserved communities. An area of particular need is access to resources that serve individuals through key transition points in life. Through a variety of means and mediums, the Council makes available essential
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	information to help persons with I/DD and their caregivers understand how to navigate the often-confusing service system to ensure their supports and services are optimally serving them. The Council also educates community members on effective disability advocacy and is working to develop an online tool that assists in identifying and accessing resources that are pertinent to specific transition points in the lives of individuals with disabilities.
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
Four communication strategies and resources in concert with other partners, will be enhanced for families and individuals with I/DD.	Yes
One How To Guide will be developed and shared about how to navigate the DD system for families that move to AZ.	Yes
Feedback from research from 18-22 young adults with I/DD will provide a roadmap on what specific resources they need to make choices and inclusive in their communities.	Yes
Feedback from research from 50+ adults with I/DD will provide a roadmap on what accurate, specific and useful information they need to make the best decisions in their life.	Yes

10. The report should include the following:	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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Expand access to information by developing or augmenting communication strategies: 1. The Council coordinated with Sonoran UCEDD staff to develop key messaging for DDD members regarding the state's post-pandemic Medicaid redetermination process, ensuring recipients with I/DD retained coverage. Information was disseminated to members and their representatives electronically (e-mails, newsletters, social media) and in-person during required quarterly planning meetings. 2. ADDPC staff

consulted with representatives of DDD and the Maricopa Association of Governments (MAG) on creation of a training curriculum to assist provider, social service, and first responder agencies in understanding and meeting the shelter needs of unhoused individuals with I/DD in the City of Phoenix and surrounding communities. Although not completed in FFY 2023 due to competing priorities within DDD, the collaboration will continue and is expected to result in a final product in FFY 2024. The curriculum will help responders identify appropriate shelters and other temporary housing options for this population. Already a request has been received from the state Dept of Housing to incorporate the information into its training resources. 3. The Council Executive Director facilitated a panel of state and private sector policy leaders at July 2023 Arizona Autism Coalition conference focused on educating attendees on effective systems for influencing disability policy through advocacy and self-advocacy. 4. ADDPC's monthly newsletter expanded its content to offer a broader range of information on Council activities, key disability issues, and activities being undertaken by other disability service and advocacy entities. 5. Work continued on developing a "how-to guide" for navigating Arizona's service system for families and individuals moving to Arizona from out of state. The Council's System Access and Navigation Committee and a university intern created the initial iteration of this online resource linking visitors to a range of services, supports, and agencies serving the disability community, categorized by age of the individual with a disability - birth to 5 years, K-12, young adult to middle age, and aging/elder. The intent is to assist families and/or individuals moving from outside Arizona to understand eligibility criteria to receive disability services in this state and identify the appropriate sources of assistance at each age level to ensure families and persons with disabilities can access the services that meet their needs. By end of FFY 2023, the first 3 segments of the project were essentially completed; the aging/elder segment remains under development and will be completed in FFY 2024. Once finalized, resources will be placed on the ADDPC website for use by all interested parties. Council committee members and staff will develop a dissemination plan to generate awareness and utilization of resource; staff and/or interns will update information on the site, as needed. PMs: SC 1.5 - 5; SC 1.3.1 - 1; SC 1.3 - 1.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will collaborate with stakeholders to enhance the ability for families and individuals with I/DD to use and find resources they need.	Yes

13. Progress towards achieving outcomes for overall objective:

Tasks under this objective were a mixed bag of results in FY 2023. The Council successfully partnered with the Sonoran UCEDD and DDD to create messaging about Medicaid redetermination following the end of the Public Health Emergency that was appropriate to the I/DD community. The Council Executive Director led a panel training on disability advocacy and the Council continued to professionalize its communications by improving the content and quality of its monthly newsletter. Work on the "how-to" guide continued throughout the year but was not completed and therefore will continue into FY 2024. Significant progress was made by the interns working under the direction of ADDPC's System Access and Navigation Committee, but the scope of resources to be included in the guide has grown much larger than originally anticipated. In addition, it has proven more challenging than expected to find resources relating to aging individuals with I/DD, thus that segment of the project has been a source of delay. Plans still include translation of the resource into Spanish once the

design and layout are finalized. Council staff also began work to support local governments in addressing the needs of unhoused individuals who also have I/DD, but that work was delayed because of other priorities at the agency coordinating the project. ADDPC stands ready to re-engage with the project when it resumes in 2024.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

None available.

Objective 2: Annually, the Council will champion and support at least one initiative, policy, or practice that improves access to needed services and information for people with I/DD, their families, and their support systems within underrepresented communities (e.g. Spanish speaking, Native American, refugee, rural).

3. This objective is: Capacity Building

4. This objective is: Ongoing

5. This objective is:

Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	No
DD Network Collaboration	Yes

A demonstration project of New Approaches to Services and Supports No

A demonstration of projects or activities No

6. Stage of Implementation: Implementation

7. Provide an overall description of this effort: ADDPC is aware of and sensitive to the many health and service disparities experienced by Arizona residents with I/DD in rural, isolated, and un- or underserved areas of the state, and individuals who are part of marginalized or underserved populations. This objective focuses on addressing those disparities by increasing the capacity of organizations or collaboratives serving these individuals to offer meaningful supports; improve access to care; expand opportunities for inclusion; and provide culturally informed assistance that promotes successful outcomes in education,

	employment, healthcare, and other social determinants of health (SDOH).
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
Outreach methods will increase access to services and information to rural (unserved and underserved) communities.	Yes
The Council will award funding to a partner that will conduct a statewide analysis of the support, services and gaps in serving the Refugee population that lives in AZ.	Yes

10. The report should include the following:	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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Continue to collaborate with AHCCCS and University of Arizona on identified strategies to expand capacity for Rural Health Program. ADDPC served in multiple capacities in collaborations addressing health equity and rural health issues for individuals with disabilities. With the Center for Rural Health at the University of Arizona's College of Public Health, the Council was among the grant-wide partners for the "Advancing Health Equity, Addressing Disparities" (AHEAD AZ) project, supporting efforts by state agencies, local health departments, healthcare providers, and non-governmental organizations to expand equitable health services into isolated areas of the state. Council staff served on the Community Advisory Board of the "My Health, My Choice" Native American Cancer Prevention project at Northern Arizona University, educating Native women with I/DD on the importance of routine cancer screenings and treatment, with emphasis on cervical and breast cancers as these are most undertreated among this community. ADDPC was a founding participant in the Rural Health Equity Collaborative formed by the AZ Statewide Independent Living Council and funded through the Arizona Dept of Health Services with federal COVID-19 response funding. And the Council ED served as community co-chair for the NIH-funded Arizona Community Engagement Alliance (AZ CEAL) collaborative (since renamed the Health Equity Partnership of Arizona, or HEPA), which activated community response to the pandemic among at-risk populations and was instrumental in sponsoring dozens of vaccination events under the leadership of Mayo Clinic, Arizona State University, Northern

Arizona University, and University of Arizona. In FFY 2023, AZ CEAL/HEPA expanded its focus to embrace a greater number of underserved communities and populations statewide. PMs: SC 1.5 - 1. ADDPC provided funding to the University of Arizona's Sonoran UCEDD for research on the Arizona refugee community, to understand the agencies and legislative policies related to supporting refugees with I/DD, and to understand the lived experiences of refugees who interact with agencies and organizations or have had challenges accessing services. The focus was on Tucson and Phoenix, the primary resettlement areas, and the policy surveillance focused on state and federal policies related to refugees with disabilities. To gain information about the lived experience of refugees in Arizona, the Sonoran Center conducted research with refugee resettlement agencies and culturally- and ethnically based community organizations in the Tucson and Phoenix areas. To gain information about the lived experience of refugees in Arizona, the Sonoran Center conducted research with refugee resettlement agencies and culturally and ethnically based community organizations in the Tucson and Phoenix areas. The research team conducted interviews in 11 languages. The Sonoran Center completed the following: 1. Established a 9-person Community Advisory Board (CAB) including refugee and disability service providers, as well as individuals with lived refugee experience, to facilitate outreach, assist with data collection, and oversight in regular meetings throughout the year; 2. Engaged the Advisory Board and their networks in Group Concept Mapping and identified issues related to accessing disability services for refugees; 3. Learned from refugees with lived experiences about their challenges accessing disability services, successful service connections, and opportunities for improvement; 4. Conducted policy surveillance at the Arizona agency level and with regard to legislative policies across the U.S. to describe processes, gaps, and best practices for full inclusion of refugees in disability services; 5. Presented the project "Elevating Refugee Perspectives about Access to Disability Services in Arizona" at the Northern Arizona University-Institute for Human Development Evidence for Success Conference on June 22, 2023. As a result of needing extra time to receive additional data, the Sonoran Center received a no-cost extension on this project to December 31, 2023. A final report and executive summary will be submitted in January 2024, then the report and recommendations will be reviewed by the Council and a decision will be made on how to move forward. The final report will include an executive summary written in plain language (based on the languages of the interviewees), and will include specific issue briefs, as necessary. Strategies used: Outreach, Supporting and Educating Communities, Interagency Collaboration and Coordination, Coalition Development and Citizen Participation, Barrier Elimination, Systems Design and Redesign, Demonstration of New Approaches to Services and Supports. PMs: SC 1.5 - 1.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The DD community and stakeholders will collaborate to ensure certain groups of individuals or rural areas of the state have needed information and resources.	Yes

13. Progress towards achieving outcomes for overall objective:

The Rural Health Equity Collaborative completed its work in FY 2023 with creation of an action plan for improving service to at-risk individuals in the future. The plan was formalized and submitted to the AZ Dept of Health Services (ADHS). As this initiative was funded with pandemic relief funds, however, it is unclear whether or not the Collaborative will have a life from this point forward. The Council

includes a representative of ADHS who happens to be employed in the agency's Health Equity division, so ADDPC staff will remain engaged on this topic in hopes of securing further opportunities to expand the work. Council funding supported work done by the Sonoran UCEDD to investigate the lived experiences of refugees with disabilities and their interactions with the support and service systems in Arizona. The project was initially planned for completion by the end of FY 2023 but was granted a no cost extension through 12/31/23. Final results will be reported in the FY 2024 PPR. Council representation furthered the work being done by other health equity and rural health collaboratives. While not possessing clinical, community health, or social work expertise, staff nonetheless were able to offer the perspectives of the I/DD community during consideration of the stakeholders most affected by health inequity and most likely to be negatively impacted by the lack of access to appropriate health care in rural and isolated areas of the state.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

None available.

Objective 3: Targeted Disparity Objective: By FFY 2026, the Council will strengthen a program that increases meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, direct services, and family resources.

3. This objective is: Capacity Building

4. This objective is: Ongoing

5. This objective is:

Fulfilling a Self-Advocacy DD Requirement	No
Targeted disparity	Yes
DD Network Collaboration	No

A demonstration project of New Approaches to Services and Supports	No
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A demonstration of projects or activities	No
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6. Stage of Implementation: Implementation

7. Provide an overall description of this effort: The University of Arizona Sonoran UCEDD continued its partnership with Arizona's tribal communities under the

	<p>Native Disability Center contract. The Council may support this project for a full five years, because the need of the community is so great and the Sonoran UCEDD staff is fully committed to working with all 22 federally recognized tribes in Arizona to develop culturally relevant disability and I/DD information geared toward their communities. As of September 30, 2023, Sonoran UCEDD staff met with 10 tribal communities and fully integrated the Target Disparity as a key focus in year 2 under their larger initiative - Circle of Indigenous Empowerment (CIE) projects, of which the Native Disability Center is part. This past year, staff undertook a number of activities to address the Targeted Disparity initiative of strengthening a program that increases meaningful employment opportunities for Navajo youth between the ages of 14-22. Several partnerships with Project SEARCH and Arizona Youth Leadership Forum are participating in this work and key staff will be hired in 2024 to ensure the overall program stays on course.</p>
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Outputs Achieved	
8. Expected Outputs	9. Outputs Achieved
One tribal initiative, that respects their history, language and culture will be supported.	Yes

<p>10. The report should include the following:</p>	<p>(a) A narrative progress that cohesively describes the activities that were implemented toward achieving the objective, including how the identified strategy was used, how the activity was implemented, challenged to achieving the objective and unexpected benefits.</p> <p>(b) For system change activities, include a description of the stage of implementation (Planning, initiation, implementation, outcome/fully integrated) of the system change initiative.</p> <p>(c) All narratives must describe what numbers make up the performance measures number for the activities being reported in the narrative.</p> <p>(d) A summary of evaluation activities to monitor progress and impact of council supported activities for the objective; data collected during the year, data sources, and data collection methods; (logic model and evaluation plan may be attached to the report)</p>
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<p>The mission of the Native Disability Center is to provide a Native-focused program to increase knowledge of disability services, advocacy, and programs available to the 22 federally recognized Tribal communities in Arizona and off-reservation urban communities with significant Native American populations. (SC 1.3.4 -1; SC 1.3 -1; SC 1.5 -1; SC 2.2 -1; SC 2.1.4 -1). With initial funding in Year 1 and continued funding in Year 2, the project continued to build relationships with Arizona's Native</p>

American Tribal members, by initiating foundational activities to establish its presence in Arizona's Tribal communities and incorporating many activities that are cognizant and respectful of their culture and language. The Native Disability Center is built to serve, and continues to partner with, multiple Tribal communities, federal, state, and local agencies, and community organizations. The program focuses on sustaining this project with the guidance of the Tribal communities involved and with ongoing support by the Sonoran UCEDD staff. Activities included talking circles, monthly webinar presentations, quarterly newsletters, and outreach efforts that led to face-to-face meetings with 10 Tribal communities to communicate the intent of the project. There were also outreach efforts to partner with federal, state and community organizations about the need to support Tribal communities. For example, the Sonoran UCEDD formed a partnership with the U.S. Department of Labor, Division of Indian and Native American Programs (DINAP), to develop national technical assistance training materials. This work will continue in the next year as well as creating additional awareness and resources for certain specific disabilities, including autism, comorbid mental health with developmental disabilities, Traumatic Brain Injury (TBI) and Fetal Alcohol Spectrum Disorder (FASD). These resources will include informative materials, training modules for caregivers and professionals, and online platforms for sharing experiences and knowledge. During year 2, the project held 10 webinars/training sessions on various topics for Native American communities, targeting professionals, persons with a disability and I/DD and their families to participate. (Please note that the actual number of people that registered is higher than the participants that attended.) The topics of the webinars/trainings and the actual numbers of participants is as follows: Enhancing Employment Resources through Braiding and Partnerships: 47 Tribal Vocational Rehabilitation: 82 Medical and Public Health Impact of Disability in Indian Country: 146 Film Screening: Remember the Children: 175 Taking Care of Your Health: Cancer Screenings: 49 Legal Aspects of Disability and Employment: 55. Inclusive Post-Secondary Program: 66 State Tribal Liaisons and Support for Traditional Care: 56 A Journey of Brain Injury from Indigenous and Rural Perspective: 99 Advancing Health Equity through Local Health Department and Tribal Partnerships: 35 PMs Information: The number of participants that provided demographic data is lower than the total number of people that did attend a webinar/training session. This snapshot shows 56 were Self-Advocates/Individuals with a Disability (IFA 1.1); 18 were Family Members/Caregivers (IFA 1.2); 456 were Professionals (SC 1.4); and 157 were Tribal Affiliated. Asian 13; Black 17; Hispanic 48; Native American 116; Native Hawaiian/Pacific Islander 2; Other identity 15; Other 1. Approximately 97% of survey respondents stated their knowledge and/or skills increased due to attending an event by the Sonoran UCEDD. Staff have conducted on-site visits to 10 tribal communities thus far. These included the Tohono O'odham Nation, the Pascua Yaqui Nation, the Navajo Nation, the Salt River Pima-Maricopa Indian Community, the White Mountain Apache Nation, the San Carlos Apache Nation, the Hopi Nation, Tucson Urban Native Community, and Phoenix Urban Native Community. This dedication by the Sonoran UCEDD staff to meeting Tribal families and professionals and meeting the communities where they are has been instrumental in the program's success to date. A key aspect in the Native Center is the Sonoran UCEDD's commitment to supporting the Targeted Disparity mandate, through which ADDPC will strengthen a program that increases meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, and resources. Since the advent of the Circle of Indigenous Empowerment (CIE), including projects under the Native Center, the transition and employment outcomes for Navajo youth with disabilities has progressed through the creation and maintenance of participation in pre-Employment Transition Services (Pre-ETS), Project SEARCH, school pilot site partnerships, and Tribal/State Vocational Rehabilitation employment supports. The Center does this by leveraging the funding and staffing across the Native Center (ADDPC), Coordination of Pre-ETS (AZ DES-RSA VR), Navajo Nation Partnership for Transition Services for Youth with Disabilities within Schools (Dine OSERS) and Finds Their Way: Communities for Youth Transition (ACL AoD DNCE Projects of National Significance)

projects. Key highlights include: - The Sonoran Center's Employment team laid groundwork for future pre-ETS activity on the Navajo Nation. In February 2023, a vocational specialist/job coach was hired in Window Rock to support schools to develop and implement work-based learning (WBL) opportunities for youth. On-campus work experiences began with Window Rock High School. The school currently has one paraprofessional learning from and working alongside this job coach and the school is hoping to hire additional paraprofessionals. The project will expand service to Kayenta with Monument Valley High School in the future. - Continued meetings and activities took place to introduce more pre-ETS sites on the Navajo Nation reservation, including discussions of start-ups at the remote communities of Kayente and Chinle. This model will help to alleviate some strain with capacity issues as state staffing can be utilized to increase service in the area. Window Rock High School WBL: During spring semester 2023, 3 students participated in WBL and 3 students are currently participating in WBL during the 2023-2024 school year, with the plan to add 2 more youth when staffing allows. Three Navajo youth participated in a paid summer work program in Window Rock. - Through the UCEDD's Navajo Nation Partnership, staff worked closely with the Office of Special Education and Rehabilitation Services and local schools to build capacity for providing transition services and work-based learning (WBL) opportunities that prepare and support Native youth with disabilities for post-secondary education and employment after graduation. Braided funding from pre-ETS and the Navajo Nation supported the development and implementation of WBL in Navajo Nation high schools. Window Rock High School is working on hiring new staff to support WBL (the project may use contract funds to add a stipend or increase the wage to see if it helps with recruitment). The school is interested in developing a Project SEARCH site, and next steps will be to identify a business and support program implementation. - Staff continued to meet with schools on the Navajo Nation via Zoom and in-person visits to expand WBL to Kayenta and Chinle, and additional future schools in Tuba City or Ganado were discussed to expand the Targeted Disparity project; however, meetings with key staff had not yet taken place. - The Navajo Nation is a pilot site in the Finds Their Way project. Implementation looked to expand upon pre-ETS activities happening between the Sonoran Center and the Navajo Nation/Window Rock school district to engage a more indigenized approach to transition services. This worked in alignment with pre-ETS and Navajo Nation Partnership efforts. - During June 20th - June 26th, Diverse Ability Incorporated conducted the Indigenous Arizona Youth Leadership Forum (AZYLF) in Tsaille, AZ, at Dine College. There were six youth participants from the Baboquivari School District/Tohono O'odham Tribal Nation and one student from Holbrook School District/Navajo Nation. Three Native AZYLF youth leaders served as facilitators for the Indigenous AZYLF. The curriculum and presentations for the AZYLF for Indigenous Youth covered the same topics as all AZYLF events, but additionally included content specific to the Native American culture and history. Other topics included learning about self-determination, self- and systems advocacy, informed decision-making, leadership, disability history and culture, disability pride, and engagement in the disability community. It also featured presentations on: Vocational Rehabilitation, Voter Rights and Engagement, Financial Literacy, Supported Decision-Making, and Least Restrictive Legal Options when Turning 18, Health, Safety, and Self-Advocacy in Relationships, Personal Emergency Preparedness, and Assistive Technology. All participants completed an independent living assessment and a Person-Centered Plan, created a resume, and completed a mock job interview. For the graduation ceremony tribal members wore or carried something of cultural significance to mark the occasion and spoke about their positive experience and the impact AZYLF had on them. - A major addition to programming of Finds Their Way during this reporting period was the implementation of a webinar series to provide a 'safe space' virtual forum for indigenous youth to meet and learn about various topics based on Diverse Ability Incorporated curriculum, as well as provide an opportunity for questions to be answered. The series, titled "Youth-to-Youth: Voices on Advocacy and Strength Building", had its first meeting on September 6. Total PMs for Targeted Disparity - 7 Navajo youth. Overall PMs combined.

Expected Outcomes Achieved	
11. Expected Outcomes	12. Outcomes Achieved
The Council will support Arizona's tribal communities with culturally competent information and resources that address their needs.	Yes

13. Progress towards achieving outcomes for overall objective:

The UA Sonoran UCEDD had two setbacks during the contract period: the executive director for the Native Disability Center left a few months after being hired and the project was overseen by other Sonoran UCEDD staff and primarily by the Sonoran UCEDD Executive Director, Wendy Parent-Johnson. The project continued and thrived under Wendy's guidance as she physically traveled to 10 tribal communities and conducted almost a dozen webinar trainings prior to her departure to a new job position in Virginia in August 2023. With key staff leaving or positions hard to fill, ADDPC has received assurances that the project is a priority for the university, and they have a personnel plan to implement in the early quarter of 2024. Despite these two personnel concerns, the Council continues to support the Native Disability Center and the Targeted Disparity initiative.

14. Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., became better advocates for themselves and others, became more connected to the community).

None provided.

Section IV: B

Individual & Family Advocacy Performance Measures

Race and Ethnicity

Race/Ethnicity	#	%
White alone	0	0%
Black or African American alone	17	7.52%
American Indian and Alaska Native alone	130	57.52%
Hispanic/Latino	48	21.24%
Asian alone	13	0.88%
Native Hawaiian & Other Pacific Islander alone	2	0.88%
Two or more races and Race unknown	16	7.08%
Gender	#	%
Male	9	64.29%
Female	5	35.71%
Other	0	0%
Category	#	%

Individual with DD	70	79.55%
Family Member	18	20.45%
Geographical	#	%
Urban	0	0%
Rural	14	100.00%

I. Output Measures

Objective	Performance Measure: IFA 1.1 People with DD who participated in activities	Performance Measure: IFA 1.2 Family members
Annually, the Council will champion and support at least one initiative to ensure individuals with I/DD and their families have access to pertinent information that assists them in navigating transition points (including ages 18,-22, and 50 thru end of life).	-1	-1
Annually, the Council will champion and support at least one initiative, policy, or practice that improves access to needed services and information for people with I/DD, their families, and their support systems within underrepresented communities (e.g. Spanish speaking, Native American, refugee, rural).	-1	-1
Targeted Disparity Objective: By FFY 2026, the Council will strengthen a program that increases meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, direct services, and family resources.	70	18
Total # of Output Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

II. Outcome Measures

Performance Measures	Percent (%)
IFA 2.1 Percent of people with DD	-1
IFA 2.2 Percent of family members who increased advocacy	-1

Sub-Outcome Measures: The number (#) of people who are better able to say what they want/say what is important to them.

Projects	# People with Developmental Disabilities	# Family Members
Annually, the Council will champion and support at least one initiative to ensure individuals with I/DD and their families have access to pertinent information that assists	-1	-1

them in navigating transition points (including ages 18,-22, and 50 thru end of life).		
Annually, the Council will champion and support at least one initiative, policy, or practice that improves access to needed services and information for people with I/DD, their families, and their support systems within underrepresented communities (e.g. Spanish speaking, Native American, refugee, rural).	-1	-1
Targeted Disparity Objective: By FFY 2026, the Council will strengthen a program that increases meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, direct services, and family resources.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

Sub-Outcome Measures: The number (#) of people who are participating in advocacy activities.

Projects	# People with Developmental Disabilities	# Family Members
Annually, the Council will champion and support at least one initiative to ensure individuals with I/DD and their families have access to pertinent information that assists them in navigating transition points (including ages 18,-22, and 50 thru end of life).	-1	-1
Annually, the Council will champion and support at least one initiative, policy, or practice that improves access to needed services and information for people with I/DD, their families, and their support systems within underrepresented communities (e.g. Spanish speaking, Native American, refugee, rural).	-1	-1
Targeted Disparity Objective: By FFY 2026, the Council will strengthen a program that increases meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, direct services, and family resources.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

Sub-Outcome Measures: The number (#) of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions.

Projects	# People with Developmental Disabilities	# Family Members
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Annually, the Council will champion and support at least one initiative to ensure individuals with I/DD and their families have access to pertinent information that assists them in navigating transition points (including ages 18,-22, and 50 thru end of life).	-1	-1
Annually, the Council will champion and support at least one initiative, policy, or practice that improves access to needed services and information for people with I/DD, their families, and their support systems within underrepresented communities (e.g. Spanish speaking, Native American, refugee, rural).	-1	-1
Targeted Disparity Objective: By FFY 2026, the Council will strengthen a program that increases meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, direct services, and family resources.	-1	-1
Total # of Sub-Outcome Respondents (The total number of respondents should be the number of people from each category that responded to a survey/evaluation)	-1	-1

II. Outcome Measures

Satisfied	Percent (%)
IFA 3 The percent of people satisfied with a project activity	-1
IFA 3.1 Percent of people with DD satisfied with activity	-1
IFA 3.2 Percent of family members satisfied with activity	-1

Section IV: C

Systems Change Performance Measures

SC 1: Output Measures

Objective	
Annually, the Council will champion and support at least one initiative to ensure individuals with I/DD and their families have access to pertinent information that assists them in navigating transition points (including ages 18,-22, and 50 thru end of life).	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	1
SC 1.3.2 Number of promising practices supported	-1
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1
SC 1.3 Number of promising and/or best practices created and/or supported	1
SC 1.4 Number of people trained/educated	-1
SC 1.5 Number of Systems Change activities with other organizations	6

Objective	
Annually, the Council will champion and support at least one initiative, policy, or practice that improves access to needed services and information for people with I/DD, their families, and their support systems within underrepresented communities (e.g. Spanish speaking, Native American, refugee, rural).	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	-1
SC 1.3.2 Number of promising practices supported	-1
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	-1
SC 1.3 Number of promising and/or best practices created and/or supported	-1
SC 1.4 Number of people trained/educated	-1
SC 1.5 Number of Systems Change activities with other organizations	2

Objective	
Targeted Disparity Objective: By FFY 2026, the Council will strengthen a program that increases meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, direct services, and family resources.	
SC 1.1 Number of policy/procedures created/changed	-1
SC 1.2 Number of statutes/regulations created/changed	-1
SC 1.3.1 Number of promising practices created	-1
SC 1.3.2 Number of promising practices supported	-1
SC 1.3.3 Number of best practices created	-1
SC 1.3.4 Number of best practices supported through Council activities	1
SC 1.3 Number of promising and/or best practices created and/or supported	1
SC 1.4 Number of people trained/educated	456
SC 1.5 Number of Systems Change activities with other organizations	1

Systems Change SC 2: Outcome Measures

Outcome Measures	Number (#)
SC 2.1 - Efforts that led to improvements	-1
SC 2.2 - Efforts that were implemented	1

III. Sub-Outcome Measures

Objective	Number (#)
Annually, the Council will champion and support at least one initiative to ensure individuals with I/DD and their families have access to pertinent information that assists them in navigating transition points (including ages 18,-22, and 50 thru end of life).	
SC 2.1.1 Policy, procedure, statute, regulation improvements	-1
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	-1

Objective	Number (#)
Annually, the Council will champion and support at least one initiative, policy, or practice that improves access to needed services and information for people with I/DD, their families, and their support systems within underrepresented communities (e.g. Spanish speaking, Native American, refugee, rural).	
SC 2.1.1 Policy, procedure, statute, regulation improvements	-1
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	-1

Objective	Number (#)
Targeted Disparity Objective: By FFY 2026, the Council will strengthen a program that increases meaningful employment opportunities for transition age youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, direct services, and family resources.	
SC 2.1.1 Policy, procedure, statute, regulation improvements	-1
SC 2.1.2 Policy, procedure, statute, regulation implemented	-1
SC 2.1.3 Number of improved promising or best practices	-1
SC 2.1.4 Number of implemented promising or best practices	1

SECTION V: COUNCIL FINANCIAL INFORMATION

Council is its own DSA?	No
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1. Fiscal Year	2021
2. Reporting Period	10/01/2019 - 9/30/2020
3. Total Federal Fiscal Award for Reporting Year	\$1535342
4. State Funds Contributing to Council State Plan Activities	\$
5. Additional Council Funds Used for Other Activities	\$59162.51
6. Federal Share of Expenditures	\$1535342
7. Federal Share of Unliquidated Obligations	\$0
8. Unliquidated Balance of Federal Funds	\$0.00
9. Match Required	\$288663.62
10. Match Met	\$338851.98
11. Match Unmet	\$-50188.36

1. Fiscal Year	2022
2. Reporting Period	10/01/2020 - 9/30/2021
3. Total Federal Fiscal Award for Reporting Year	\$1500930
4. State Funds Contributing to Council State Plan Activities	\$

5. Additional Council Funds Used for Other Activities	\$72479.19
6. Federal Share of Expenditures	\$1317087.08
7. Federal Share of Unliquidated Obligations	\$183842.92
8. Unliquidated Balance of Federal Funds	\$-0.00
9. Match Required	\$192732.72
10. Match Met	\$233685.3
11. Match Unmet	\$-40952.58

1. Fiscal Year	2023
2. Reporting Period	10/01/2021 - 9/30/2022
3. Total Federal Fiscal Award for Reporting Year	\$1501328
4. State Funds Contributing to Council State Plan Activities	\$
5. Additional Council Funds Used for Other Activities	\$29048.12
6. Federal Share of Expenditures	\$269200.09
7. Federal Share of Unliquidated Obligations	\$656388.79
8. Unliquidated Balance of Federal Funds	\$575739.12
9. Match Required	\$2329.49
10. Match Met	\$2763.65
11. Match Unmet	\$-434.16

Dollars leveraged for the reporting year being reported	
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SECTION VI: MEASURES OF COLLABORATION

<p>5. Identify the critical issues or barriers affecting individuals with developmental disabilities and their families in your State that the Council and the PA, the Council and the UCEDD, the Council and other collaborators may have worked on during the reporting period.</p> <p>ADDPC and its DD Network partners further strengthened their bonds in 2023 through intensive work on a handful of key issues. Once again, the unique expertise offered by each partner proved a great advantage in addressing the topics at hand, and once again the Network was able to bring about meaningful, if not total, improvements in each area.</p> <p>Since FFY 2022, the Council has taken a leading role in addressing the failure of the state's behavioral health and crisis response systems to adequately serve individuals with I/DD. Work in 2023, which included staff from ADDPC and the Arizona Center for Disability Law (ACDL), focused more intentionally on identifying the agencies and leaders within these systems who could bring about substantive change, including improving training and response standards for medical, law enforcement, and call center personnel.</p> <p>Also in the area of safety for the I/DD community, ADDPC and all its DD Network partners continued their leadership within the AZ Sexual Violence & Disability Network (formerly the Sexual Violence & I/DD Response Network). The Council funded a second year of organizing and strategic planning work</p>
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for the Network, led by The Arc of US's National Center for Criminal Justice and Disability; each of the UCEDDs and ACDL played key roles on at least one of the Network's five work groups.

Increasing employment opportunities and long-term employment outcomes for individuals with I/DD is an ongoing collaboration between ADDPC and its DD Network partners. To this end, work on National Disability Employment Awareness Month in October 2023 offered an ideal opportunity for partners to coordinate efforts for greatest impact. The primary events of the month were in the form of webinars addressing self-determination and employment. Several months of planning and outreach were required, with each entity, which included AZ APSE and several service providers along with ACDL and the UCEDDs.

Expanding cultural literacy within the disability advocacy and service sectors also remained a high priority, with the Sonoran UCEDD and Institute for Human Development at Northern Arizona University playing especially prominent roles in the work to reach diverse groups, such as Native American tribes and refugee communities. ADDPC originally organized work on refugee outreach in 2018 and has continued its leadership function with funding and staff time dedicated to ensuring access to and navigation of the service system is available to all who need supports, regardless of their background, culture, language, or any other potential barrier. This work is ongoing and will be supported by the Council into the foreseeable future.

As is to be expected, DD Network collaboration in the area of self-advocacy and self-determination was foundational during the past year. This took the form of advocacy on policy issues such as guardianship and Supported Decision-Making (see the example cited in the following section) as well as work in healthcare (creation of CME videos for use by medical students and self-advocates to increase self-determination in the healthcare environment, a project funded by ADDPC and conducted as a partnership between representatives of the two UCEDDs) and education (the Special Education Advocacy Program at ACDL, utilizing Council funding).

Funding from ADDPC was instrumental in allowing many of these efforts to move forward. Additional information regarding funded projects is provided in the State Plan Implementation sections.

6. Area of Emphasis

Identify the Area of Emphasis collaboratively addressed by the DD Council and Collaborators

Area of Emphasis	Areas Addressed
Quality Assurance	Yes
Education and Early Intervention	Yes
Employment	Yes
Housing	Yes
Transportation	Yes
Quality of Life	Yes
Assistive Technology	Yes
Cultural Diversity	Yes
Other - Leadership	Yes
Other - System Accessibility/Navigation	Yes
Other - Safety	Yes
Other - Inclusion	Yes

7. 3. The report should include a narrative progress report that cohesively describes the activities that were implemented by the Council and the P&A, the Council and the UCEDD, the Council and other collaborators DD Network. For at least one of the issues-barriers identified above describe:

Several critical issues remained on the state's radar from prior years, along with an array of ways in which the Council and the DD Network could work together toward fulfilling our common mission. In addition to the activities outlined in the prior section, the Network and various outside partners were the moving force behind a webinar series in March to promote Developmental Disabilities Awareness Month, utilizing key staff from each organization to manage the technological, logistical, and promotional aspects of the events. ADDPC staff and Council members led breakout sessions and/or served on panels at conferences hosted by both IHD and ACDL; Council staff were guest presenters on topics including self-advocacy/advocacy, SDM, and public policy on at least four occasions in classes at the University of Arizona taught by Sonoran UCEDD faculty; Council funding supported expansion of post-secondary education opportunities provided through the Supporting Inclusive Practices in Education (SIP-C) project implemented by IHD; and ACDL and UCEDD leaders participated as speakers in webinars or conference programs hosted by ADDPC throughout the year.

Among the most pressing concerns for the Council and the DD Network for at least the last half decade has been the prevalence of guardianship in Arizona and the state's failure to adopt Supported Decision-Making as a statutorily recognized alternative. The issue came to the fore early in the 2023 legislative session, as a bill was introduced to "automatically and immediately" place all individuals receiving LTSS under a parent's guardianship on the member's 18th birthday. The bill stemmed from a contentious personal history between the bill's sponsor, a state Senator who is stepparent to a young woman with multiple disabilities, and the state's Division of Developmental Disabilities (DDD). It also demonstrated extensive misunderstanding of both the purpose and processes of guardianship, as well as a disregard for due process.

As this legislation represented a reversal of many decades of work to increase self-determination for persons with I/DD and was a denial of basic civil rights for this community, ADDPC, the Arizona Center for Disability Law (ACDL), and the state's two UCEDDs, along with more than two dozen advocacy groups and individuals, undertook a campaign to educate both the bill sponsor and the larger legislative body about the importance of guardianship reform rather than its expansion. The general ignorance about guardianship among elected officials was an impediment to their understanding of why moves to increase its use could be so harmful.

Following a series of individual conversations between advocates and the sponsoring Senator, ADDPC and ACDL organized a stakeholder meeting with the sponsor and other leaders within her caucus. Approximately 35 individuals from the disability community attended, including all DD Network partner organizations, service providers, advocacy organizations, and self-advocates. The spirited discussion was, in the end, an opportunity to show legislators why guardianship should be the final option considered, rather than the first. In addition to offering a venue to lay out the legal difficulties involved with the sponsor's proposal, the meeting gave advocates an opportunity to demonstrate the passion they hold for improvements to the guardianship system - especially as it affects individuals with disabilities, whose perspectives have historically have not been given equal consideration with those of prospective guardians.

The outcome of the stakeholder meeting was an agreement by the bill sponsor to make amendments to the legislation that would shift its focus to guardianship education for members and their

caregivers, conducted as part of quarterly and annual planning meetings with DDD support coordinators. It had significant additional benefits, as well: The meeting educated her on how encouraging self-determination and limiting the imposition of guardianship promotes personal autonomy and restricts the interference of government in the lives of private citizens, both of which are foundational concepts to this legislator.

Although unforeseen at the time, these interactions gave rise to the Senator's full-throated support for legislation introduced later in the session that made changes to the guardianship/conservatorship system and recognized SDM in state law. A managing attorney from ACDL and ADDPC's executive director, along with the CEO of the CIL based in Phoenix, were invited by legislators to speak at a Legislative Town Hall hosted by the Senator and several colleagues in June to help educate community members about self-determination and SDM. Less than a week later, the legislation passed; it was signed by the Governor later that month.

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