

**SELF-ADVOCACY:** ESTABLISH, STRENGTHEN, AND EXPAND SELF-ADVOCACY ACTIVITIES AMONG PERSONS WITH DEVELOPMENTAL DISABILITIES SO THEY WILL BECOME EMPOWERED TO BE SELF-DETERMINED.

- ❖ **Objective 1:** Support or collaborate on at least 3 initiatives or policies that remove barriers and facilitate the ability of self-advocates to have their voices heard and acted upon, so they are able to express themselves, make decisions for themselves and be protected from abuse, neglect, and exploitation.

**ACTIVITIES**

- Continue to financially support at least two leadership trainings throughout the state and renew funding in 2020 for the trainings to continue through 2021.

\$ Year 2 grant funding in the amount of \$100,000 for projects starting July 1, 2020-June 30 2021

- Work with APS, DDD, self-advocates and others to strengthen the system of prevention, reporting, and trauma-informed care

- ❖ **Objective 2:** Support the participation of persons with I/DD in cross disability, culturally diverse leadership coalitions, groups, and civic and political life, which addresses issues of importance to persons with I/DD

**ACTIVITIES**

- Educate at least 10 civic and political organizations on how to create inclusive boards/commissions/opportunities for people with disabilities to engage.
- Develop and execute a plan to reach underserved people with disabilities through a Get Out the Vote campaign
- Complete research on how participation in participatory budgeting affects SPED students. (This is the process by which self-students vote on how to spend money in their schools)' and if positive outcomes, renew funding for 2021 in 2020.

\$ Grant funding in the amount of \$50,000 for the renewal of the project year 2 starting July 1, 2020-June 30 2021

- ❖ **Objective 3:** Establish and promote the success of one or more collaborative, culturally competent self-advocacy coalitions that are led by individuals who have I/DD and that includes representatives of unserved/underserved populations, by providing funding, technical assistance, and supports

**ACTIVITIES**

- Implement a long-term plan with self-advocacy groups to help coordinate them into a statewide advocacy organization.

- ❖ **Objective 4:** Expand opportunities for self-advocates to be their own guardians through limited guardianships and supported decision-making.

**ACTIVITIES**

- Create a supported decision-making coalition and a strategic plan to advance supported decision making in AZ.

**EMPLOYMENT:** INCREASE AWARENESS OF THE EMPLOYMENT POTENTIAL OF PEOPLE WHO HAVE DEVELOPMENTAL DISABILITIES, LINK THEM TO RESOURCES NEEDED TO ACHIEVE THEIR EMPLOYMENT POTENTIAL, AND FOSTER JOB CREATION, HIRING, RETENTION, PROMOTION, AND SELF-EMPLOYMENT.

- ❖ **Objective 1:** In Collaboration with self-advocates, DD network partners, Employment First Core Team, professionals who provide support, and stakeholders, Arizona will become an Employment First State through the development, implementation and promotion of policies and practices that support integrated employment opportunities for people with disabilities.

**ACTIVITIES**

- Conduct 1 Employment media campaign in October in partnership with stakeholders.
- Promote new Employment First Website.
- Create resource materials for individuals, families, those that provide support, and employers.
- Collaborate with coalition of stakeholders. Promote leadership & accomplishments of Employment First Coalition.
- Collaborate and complete one activity with parents of youth that will promote career exploration activities among young adults with DD

\$ 25,000 taken from 2020 to be implemented by July 1, 2020- June 30, 2021. Concept formulation based on family input.

- Pilot a laboratory/clinic for youth about to transition to adulthood to get the help of different disciplines – rehab, counseling, special education, public health, etc. to develop a plan for the future – also to get students at the university level working with students with I/DD to achieve greater independence. Utah State developed this type of collaboration

\$ \$50,000 Sonoran UCEDD for a year 1 transition clinic awarded sometime in FFY 20 (October 1, 2019 – September 30, 2020) with 2020 funds.

- Provide assistance and support to Association for People Supporting Employment First (APSE) state chapter.

❖ **Objective 2:** Increase the array of quality life, job and technical skills trainings required for competitive employment, including self-employment for people with disabilities; promote education, credentialing and professional development for employment consultants and job developers.

#### ACTIVITIES

- Evaluate impact of targeting customized employment (Partnership with VR).
- Oversee awarded model program(s) and Tempe BEST program to strengthen workforce and increase employment rates for people with disabilities. Target clients in the second listed award is not served by DDD or VR or other state agencies and targets training businesses not covered by other grants. Plans to renew both grants in FFY 2020.

\$ Tempe BEST (project year 2 October 1, 2019- September 30, 2020) - \$124,700, no extensions. This is using FFY 19 money. If a 3<sup>rd</sup> year renewal is expected, it can come out of FFY 2020 funds for FFY 2021 with a step-down amount of \$100,000. No extensions.

\$ Grants awarded for customized employment training (renewed for a 2<sup>rd</sup> year, July 1, 2020-June 30, 2021) - \$125,000. Like the BEST project, the renewal is funded with FFY 19 funds.

- Identify best practice employment and training projects and disseminate to the community.
- Develop a demonstration project(s) with a post-secondary institution that would provide programs for IDD and other disabilities in Arizona to help them succeed (like Think College, Project Focus, etc...) and then renew that program.

\$ Post-secondary education grant renewed year 2, July 1, 2020-June 30, 2021 - \$100,000

- Conduct employment research to improve employment and retention outcomes of transition aged youth
- Partner with Division of Developmental Disabilities (DDD), Vocational Rehabilitation (VR), and Arizona Association of Providers for People with Disabilities (AAPPD) to create and administer model Job Coach and Job Developer Training program.

❖ **Objective 3:** Promote job creation, hiring, retention, entrepreneurship, and employment awareness best practices to improve employment outcomes for people with disabilities.

#### ACTIVITIES

- Strengthen employer engagement in AZ
- Identify new communities for training based on Yuma pilot project, including building partnerships with university career centers.
- Share research finding from the Institute for Community Inclusion (ICI) economic analysis research project - getting people with disabilities employed in Arizona.

---

**INCLUSION:** MOTIVATE COMMUNITIES AND AGENCIES TO INCLUDE PEOPLE OF ALL AGES WHO HAVE DEVELOPMENTAL DISABILITIES IN ALL ASPECTS OF COMMUNITY LIFE BY SUPPORTING PROGRAMS, CHANGING POLICIES/PROCEDURES, AND REMOVING SYSTEMIC BARRIERS TO MAXIMIZE SELF-DETERMINATION AND DIMINISH DISCRIMINATION, NEGLECT, ABUSE AND EXPLOITATION.

❖ **Objective 1:** In coordination with DDD, the DD Network, and Raising Special Kids, lead the effort to build a Statewide Community of Practice (COP) that drives system change towards more inclusive culturally and linguistically competent processes and policies across Arizona (This is part of a 5 year project funded by Georgetown University)..

#### ACTIVITIES

- Explore, develop/support and adopt approaches for working effectively with culturally and linguistically diverse communities
- Attend at least four trainings/conferences to acquire knowledge.
- Roll out a CoP dedicated to cultural and linguistic competency and culture change.
- Make website accessible and use of social media tools culturally and linguistically competent.
- Convene refugee stakeholder group to improve coordination of disability service with refugee resettlement.

❖ **Objective 2:** The council will support or collaborate on at least 3 initiatives or policies that remove barriers and that will lead to systemic change, training, and/or awareness of discrimination, abuse, neglect and/or exploitation of individuals with I/DD.

#### ACTIVITIES

- Improve crisis response to individuals with I/DD
- Identify gaps and improve the Protection & Advocacy system for people with I/DD
- Conduct study of sexual abuse and I/DD with coalition of agencies and stakeholders

❖ **Objective 3:** Identify and decrease barriers to community life for people who have developmental disabilities throughout their lifespan by targeting community members, families, and individuals with DD through outreach, education, linkage to community resources, and community engagement activities that promote inclusion.

#### ACTIVITIES

- Release findings of housing and transportation best practices and begin to move towards system improvement
- Provide or support 10 trainings and conferences to self-advocates and their families to help them overcome barriers to community living

*\$ Conferences/Trainings grant renews every year. Note: These are projected to be awarded \$75,000 using FFY 2018 money. FFY 2020 grants and trainings will have to begin in FFY 2019 to obligate FFY 2018 by the deadline. Renewal for the following year 2021 in the amount of \$50,000 to come out of 2020 funds. Absolutely no extensions for these grants.*

- Collaborate with agencies and universities to determine best practices to address direct care worker shortage
- Work with organizations or groups on at least six different occasions to overcome barriers and/or ensure the needs of people with DD and their families are included in programming, services, and/or policies
- Work with Arizona communicators to change the language and images used about people with disabilities and incorporate them more frequently in their programming
- Create a community inclusion index that measure AZ indicators that evaluate progress
- Collect information on best practices in inclusion and put information out on social media and website.
- Continue to work with early childhood programs to promote inclusion through year 1 of both programs and then renew based on performance.

*\$ Autism Play (year 2, 1/1/2020 – 12/31/2021) – \$50,000 FFY 2020 funding*

*\$ ADE Inclusive Preschool (year 2, 12/20/19- 12/19/2021) - \$50,000 FFY 2020 funding renewal*

- Create more inclusive recreational programs. Oversee grant award made in FFY 19 and renew the program(s) in FFY 2020 pending performance.

*\$ Grant renewal year 2, July 1, 2020- June 30, 2021 using \$150,000 FFY 2020 funding. First year administered at the end of FFY 19 and will oversee project in FFY 2020.*

*\$ ASU school inclusion program (year 2) - \$120,000 with FFY 2020 funding. This was a project that came out of the fall 2018 RFI process. It was tabled pending there was money to spend. This systems change project requested 2 years of funding. The first year starts July 1, 2019 – June 30, 2020 using FFY 19 money. The goal is to create inclusive recreation programs at the middle school level that can be replicated in other schools. This includes art and music, and other extra-curricular activities.*

- Conduct at least 2 educational sessions with the general public to identify and address barriers to community inclusion for people with I/DD