

1. Provide a summary of the first year of funding. In the summary, provide a description of SWI's efforts to increase self-advocacy in AZ per the three mandates the DD Act requires. In your summary the following must be addressed:
  - a. What training or leadership training model was used?

To develop the statewide coalition, SWI used the self advocacy development toolkit created by Self Advocates Becoming Empowered. SWI also used its own toolkit created in a previously funded grant by the ADDPC known as SPEAK. Through the use of those toolkits, SWI was able to create a statewide coalition comprised of self advocates and allies. The coalition known as Self Advocacy Solutions meets on the third Friday of every month. Over the course of the year, the coalition developed its bylaws, established a scholarship program for self advocacy groups, and created recruitment applications for the coalition.

The same curriculum used to create the coalition has been provided to self advocacy groups receiving scholarship funds. Self advocacy groups are encouraged to use the curriculum as a guide to develop their groups. To date, self advocacy groups have used the curriculum to develop bylaws, teach their members the purpose and role of officers, and to develop strategic plans.

Through the Let's Talk bimonthly zoom meetings, SWI has provided presentations on various parts of the curriculum including leadership development, strategic plans, and coalition building. Self advocates participate in the bimonthly zoom meetings and share their experiences and concerns in developing their self advocacy groups.

- b. What areas of the state have a local, established self-advocacy group led by self-advocates?

There are currently eight self advocacy groups throughout the state of Arizona. In Phoenix Arizona, there is the Inclusive Empowerment Network, People First of Arizona, and SELF. In Tuba City Arizona, there is the Northern Arizona Tribal Disability Coalition. In Nogales Arizona there is Self-Direction. The three Athletic Leadership Councils are situated by region and they include Northwest Arizona, central Arizona, and Southeast Arizona.

- c. What is the number of active SA groups that meet on a regular basis?

Self Advocacy Solutions is currently working with eight self advocacy groups. They include: People First of Arizona, Inclusive Empowerment Network, Self-Direction, SELF, Northern Arizona Tribal Disability Coalition, and three Athletic Leadership Councils.

- d. What is the number of active SA members that regularly participate in SA activities?

There are currently 71 members that regularly participate in self advocacy activities.

- e. What is the number of individual SA that have participated in leadership training?

Each self advocacy group is at a different level when it comes to providing leadership training to their members. With that said, 34 self advocates have had some form of leadership training.

f. What is the number of individual SA that are on any type of community board?

Currently nine members from the various self advocate groups are part of some type of community board or advisory committee.

2. What barriers were encountered during the first year of the project and what strategies were used to overcome them?

Our biggest barrier faced during the first year of the project was the pandemic. Because of the pandemic, we were not able to meet in person as a coalition or with any of the self advocacy groups. The pandemic also caused us to change our plans and hosting a statewide self advocacy conference.

To overcome the challenges of the pandemic, we decided to have our meetings online. Self advocacy groups started meeting online as well as our statewide coalition meetings were held online. Furthermore, instead of hosting our self advocacy conference in person, the conference was held virtually. While this was our only real solution to overcoming the barrier of the pandemic, it was not the best solution. Many self advocates have limited access to technology to participate in virtual meetings. Those that do have access to technology, often find it difficult to use without some assistance. This made it difficult to meet and accomplish the work of establishing a statewide coalition.

3. What strategies and activities will SWI propose to meet the three mandates per the DD Act? Consider the following:

i. How will SWI support one statewide self-advocacy organization, led by self-advocates?

SWI will continue to support a statewide self advocacy coalition by supporting our currently established coalition known as Self Advocacy Solutions. During our first year, Self Advocacy Solutions worked on developing bylaws, membership recruitment committee, a self advocacy conference committee, and a scholarship review committee. Everything developed was spearheaded by self advocates. Currently, Self Advocacy Solutions meets on the third Friday of every month to discuss upcoming events and issues facing people with disabilities in Arizona.

To continue the support of a statewide self advocacy coalition, SWI will continue to work with self advocates in facilitating and running day-to-day operations of Self Advocacy Solutions. This will include organizing meetings, managing social media, and handling all paperwork and registration requirements to events the coalition may want to attend.

While a statewide self advocacy coalition has been established, in order to be successful, self advocates from around the state must be able to work together on common goals. To this end, SWI will work with the coalition to adopt a unified strategic plan in which all self advocacy organizations will work together to accomplish the approved goals and objectives. All eight self advocacy groups will be invited to Phoenix Arizona for a two day strategic planning and technical assistance conference in which members will work on a self advocacy coalition strategic plan. The strategic plan will outline the goals of the coalition, set objectives to meet

those goals, and allow the self advocacy groups to determine how each group can contribute to accomplishing each objective.

The strategic planning and technical assistance conference will also include a servant leadership training provided by Teresa Moore. The idea behind servant leadership is that leadership is there to serve the people rather than the people are there to serve leadership. By working with the people to improve their lives, everyone in the group benefits including leadership. This is an important lesson to learn as people become leaders within their own self advocacy groups. As part of the servant leadership training, participants will learn the benefits of listening to their fellow group members as well as choosing strategic goals and objectives that are based on the needs of their group members.

Aside from hosting an in person strategic planning and technical assistance meeting, Self Advocacy Solutions will host a second annual online self advocacy conference. Our first online self advocacy conference had over 180 participants register for the conference that provided 14 different presentations on a variety of topics chosen by self advocates in the conference planning committee. Building upon the success of last year's self advocacy conference, the conference will once again invite presentations on a variety of issues that are important to self advocates including employment, education, housing, healthcare, and self advocacy. Furthermore, each self advocacy group will have an opportunity to present information about their group in an effort to recruit new participants.

After the first online self advocacy conference, it was important to continue the conversation going so Self Advocacy Solutions created Let's Talk! a zoom chat held twice a month on the second Friday and fourth Friday from 1 PM to 2 PM. In these chats, everyone is invited to learn and discuss different topics and issues important to people with disabilities. In particular, presentations regarding self advocacy group development have been mainly covered. This includes self advocacy skill development, purpose of officer roles, and discussions about coalition building. Participants have been able to share information about how their self advocacy groups work and have been able to learn from the experiences of other self advocacy groups.

For year two, we plan to continue Let's Talk as it has allowed people to learn from each other and speak to self advocates from around the state. Furthermore, self advocacy groups will be invited to present and host conversations about issues that are important to them. This will allow participants to learn about issues affecting people with disabilities in communities that may not always be known to people around the state.

- ii. How will SWI enhance and increase a peer-to-peer mentoring and leadership training to grow self-advocacy in AZ?

Peer mentoring is a great opportunity to welcome new members into the self advocacy movement. Often times, people join self advocacy groups because they otherwise live socially isolated lives and are looking for friendship and social interaction. Because of such isolation, many times people who are new to self advocacy groups are not aware of services or resources they can use to increase their quality of life.

To help welcome new members into the self advocacy movement, SWI will provide training to each self advocacy group to help establish their own peer mentorship program. To do so, SWI will use its own peer mentorship training program developed with Ability360. The training program will help each self advocacy group develop its own peer mentorship program with its current members as the first class of peer mentors. The program is designed to have peer mentors partner up with mentees and help them accomplish a personal goal chosen by the mentee such as learning to speak up for themselves, learning how to use public transportation, or any other goal in which the mentor has the knowledge and experience to assist. Self advocacy groups will be able to advertise their peer mentorship program in their communities to help people with disabilities develop skills and potentially become self advocacy group members.

iii. How will SWI promote self-advocacy members to serve on any local community board?

Serving on local community boards and advisory committees is a great way for self advocates to ensure their voices are heard when it comes to receiving services or supports. To promote self advocate involvement, it is important that self advocates have a basic understanding of what will be required of them when being part of a board or committee. SWI will work with the Sonoran UCEDD to develop and implement a board leadership training program. In this training, self advocates will learn the following:

- the importance of self advocacy
- being an active listener
- what makes a good leader
- purpose of boards and committees
- the roles of officers
- Roberts rules of order
- finding boards and committees that are a good match

SWI is partnering with the Sonoran UCEDD to develop the curriculum. The Sonoran UCEDD has extensive knowledge in developing programs geared towards creating a more inclusive environment for people with intellectual and developmental disabilities. The staff working on the curriculum will include people with intellectual and developmental disabilities to ensure the curriculum is accessible and takes into consideration everything people with disabilities need to ensure they are able to fully participate on any boards or committees they may choose to join.

Once the curriculum is developed, SWI will offer the board leadership training program to the self advocacy organizations that are part of Self Advocacy Solutions. Classes will be provided both virtually and in person. The curriculum will also be provided to the self advocacy groups so that they may teach the curriculum to any future self advocacy group members.

To further increase the participation of people with disabilities on boards and committees, SWI will create a resource page on the Self Advocacy Solutions webpage where self advocates will be able to see what opportunities are available in joining boards and committees. Working with our partners, we will constantly seek out and advertise opportunities to our members.

Educating boards and committees to be inclusive and accessible is just as important as educating people with disabilities to be on boards and committees. To this end, SWI will create and distribute informational pamphlets and presentations to organizations on how their boards and committees can be inclusive and accessible for people with disabilities. Often times, boards and committees may include people with disabilities but do not have an environment in which people with disabilities are able to fully participate or contribute. By educating organizations to be inclusive and accessible, people with disabilities will be able to fully participate and provide the perspective and voice of people with disabilities.

iv. What technical assistance from consultants and/or the ADDPC will be needed in the second year of programming/funding?

SWI will receive technical assistance and consultation from Self Advocates Becoming Empowered (SABE) and the Sonoran UCEDD. Both organizations have years of experience and technical knowledge in developing and implementing programs for people with intellectual and developmental disabilities.

SABE is a national self advocacy group for people with disabilities and led by people with disabilities. Its members include people with disabilities throughout the United States that are strong self advocates firmly believe in the self advocacy movement. SABE is a strong believer in developing and empowering self advocacy groups to help advocate on behalf of people with disabilities. One of the programs SABE currently has is the Self Advocacy Resource and Technical Assistance Center (SARTAC). Through SARTAC, SABE will provide technical assistance to self advocacy groups and our statewide self advocacy coalition as we work on developing strategic plans. Each self advocacy group will have the opportunity to work with SARTAC members to receive guidance and feedback as they work on developing their strategic plan. Furthermore, SARTAC members will provide presentations on self advocacy group development through Let's Talk.

The Sonoran UCEDD will also work with SWI as we develop a board leadership training curriculum. The Sonoran UCEDD has expertise knowledge in developing programs and curriculum based on best practices for people with intellectual and developmental disabilities. SWI will work closely with the Sonoran UCEDD to develop a board leadership curriculum that will help participants understand the purpose for joining boards and advisory committees as well as how to best participate once being accepted on a board or committee.

v. Which new community groups will SWI outreach to for support and/or to grow the number of self-advocacy efforts? What strategies will be used to gain their participation and collaboration?

Self Advocacy Solutions has recently provided a scholarship to a Native American lead self advocacy group out of Tuba City Arizona. The group is comprised of with a variety of disabilities but mainly those with visual disabilities. Reaching out to the Native American population is very important to the self advocacy movement since it due to their lack of resources and a remote location their voices are rarely heard within the self advocacy community. SWI will work with the Northern Arizona Tribal Disability Coalition and their sponsoring

organization Assist to Independence to increase the self advocacy efforts among Native Americans in northern Arizona.

Our efforts to increase the participation and collaboration among the Native American population is starting to show progress by including the Northern Arizona Tribal Disability Coalition self advocacy group in the Self Advocacy Solutions statewide coalition. With that said, much remains to be done if we would like to increase the self advocacy movement among the Native American population. To do so, SWI plans to work with the self advocacy group to develop their own peer mentorship program. The peer mentorship program will allow the self advocacy group to work with people with disabilities in the community to become more independent and in turn potentially grow their self advocacy group.

SWI will also work with the self advocacy group and Assist to Independence to identify methods in which we can assist in growing the self advocacy movement among the Native American population. Working with people who reside on the reservations in northern Arizona tend to have unique barriers such as lack of transportation, lack of communication infrastructure, and cultural barriers that can affect the growth of the self advocacy movement. SWI will work to identify such barriers and strategize with the self advocacy groups to overcome such barriers.

4. What evaluation process will be in place to monitor for outputs and outcomes? What benchmark data will be tracked?

To evaluate the progress of self advocacy groups, each group will provide a quarterly report. The quarterly report allows the self advocacy groups to report the status of their strategic plan, the amount of meetings held during the quarter, the participation rate of self advocates, and any barriers they may be facing. SWI works directly with each self advocacy group to monitor the progress of the group. If the group reports any problems they may be facing in developing their group, SWI works with the group to identify strategies and provide technical assistance to overcome such barriers.



## **Summary of Key Staff and Consultants**

### **Southwest Institute for Families and Children**

George Garcia

George Garcia is Executive Director of Southwest Institute for Families and Children (SWI) and is the lead program coordinator for the self advocacy coalition grant. George's role will be to oversee all aspects of the program to ensure grant objectives and deliverables are met. George will also be the lead person working with our grant partners and consultants to develop and deliver curriculum to the self advocacy groups.

Juliana Huereña

Juliana Huereña is the operational manager of SWI and will co-manage the self advocacy coalition program with George Garcia. Juliana's main role will be to coordinate with the self advocacy groups in scheduling transportation and logistics for the self advocacy conference and the leadership and technical assistance conference. Juliana will also assist in developing and delivering the curriculum to the self advocacy groups.

Bill Lucero

Bill Lucero is SWI staff who will provide support in all aspects of the program. Bill will mainly assist in developing graphic design for all documents, online newsletters, and social media posts created for the Self Advocacy Solutions statewide self advocacy coalition. Bill will also be in charge of ensuring all documents created on behalf of Self Advocacy Solutions and SWI are accessible.

### **Self Advocates Becoming Empowered**

Self Advocates Becoming Empowered (SABE) is a nationwide self advocacy organization comprised of people with disabilities, in particular those with intellectual and developmental disabilities. SABE is working with self advocacy groups throughout the country to develop and strengthen their abilities through their program Self Advocacy Resource and Technical Assistance Center (SARTAC). Through SARTAC, SABE will provide technical assistance to the self advocacy groups and to Self Advocacy Solutions as they work to develop strategic plans. Furthermore, SABE will provide presentations regarding self advocacy issues through the Let's Talk bimonthly zoom chats hosted by Self Advocacy Solutions.

### **The Sonoran UCEDD**

The Sonoran UCEDD is a University Center for Excellence in Developmental Disabilities whose vision is to ensure that individuals with intellectual and developmental disabilities have the supports they need to fully take part in the life of our community. To that end, the Sonoran UCEDD will work with SWI to develop and implement a board leadership program that will be provided to Arizona's self advocacy groups. The UCEDD will also assist in organizing and hosting our second annual online self advocacy conference.

**Teresa Moore**



Teresa Moore is a leader in the national self advocacy movement with years of experience working on developing self advocacy coalitions on a national and state level. Teresa will provide expertise in further developing Arizona's statewide self advocacy coalition. Furthermore, Teresa will provide leadership training to the self advocacy groups through the servant leadership model.

## Budget Narrative

### Self Advocacy Coalition Budget Form 2022-2023

Budget Category	Requested ADDPC Funds	Non-Federal Cash Match	Non-Federal In-Kind Match	Total Program Cost
Personnel/Salaries	35,200		12,500	47,700
Fringe Benefits	2,692.80		956.25	3,649.05
Supplies I Operating Expenses	5,000		0	5000
Travel	0		0	0
Rent or Cost of Space	0		0	0
Contracted Services Professional Services	16,703.44		15,000	31,703.44
Administrative /Indirect Costs	0		0	0
<b>TOTAL</b>	<b>\$59,596.24</b>		<b>28,456.25</b>	<b>\$88,052.49</b>

It is understood that Non-Federal Funds identified in this budget will be used to match only ADDPC Federal Funds, and will not be used to match any other Federal Funds during the period of the ADDPC funded Project

Additional description and background information shall be included as a budget narrative, including for match. The contractor agrees to submit additional background information to the ADDPC upon request.

George Garcia

Name of certifying Official

Executive Director

Title of Certifying Official

602-235-0354 extension 801

G.Garcia@SWIfamilies.org

Phone

Email

## Self Advocacy Coalition Budget Narrative 2022-2023

### Personnel \$41,500

#### **George Garcia \$20,000 with an additional \$3,100 in-kind = \$16,900**

Project Director, George Garcia, MSW 0.33 FTE (\$20,000) salary for one year x \$60,000/annual wage to serve as the senior administrator, provide programmatic oversight, develop, implement, and evaluate self advocacy coalition committee, self advocacy groups and self advocacy conference.

#### **Juliana Huereña \$9,800 with an additional \$3,100 in-kind = \$12,900**

Operation manager to project- Juliana Huereña, MT-BC, .24 FTE (\$10,900) salary for one year x \$45,000. Participate with Garcia to develop, implement, and evaluate self advocacy coalition committee, self advocacy groups and self advocacy conference.

#### **Bill Lucero \$4,900**

Program aide, Bill will provide technical assistance in program implementation and graphic design.

#### **Priscilla Perkins \$500 with an additional \$6,300 in kind**

Priscilla Perkins will provide bookkeeping and financial support for the project, 0.11 (\$5,300) X \$50,000/annual wage to maintain the financials and HR for the project.

#### **Fringe Benefits \$2212.68**

Employee Related Expenses -SWI has a formula that yields the following: **7.65%** which includes FICA 6.2%, Medicare 1.45%,

**George Garcia \$20,000 X 7.65% = \$1,530**

**In kind \$3,100 X 7.65% = \$237.15**

**Juliana Huereña \$9,800 X 7.65% = \$749.70**

**In kind \$3,100 X 7.65% = \$237.15**

**Bill Lucero \$4,900 X 7.65% = \$374.85**

**Pris Perkins \$500 x 7.65% = 38.25**

**In kind Pris Perkins \$6,300 x 7.65% = \$481.95**

**Rent or cost of space \$0**

**Contracted Services / Professional Services \$16,703.44**

**Self Advocacy Conference \$3500**

Conference expenses that include the AV equipment rental, printing and accessible accommodations.

**Leadership Training and Technical Assistance Conference \$13,203.44**

<b>10 people 5 rooms per group</b>	<b>Hotel 2 nights \$151/night \$170 w/tax</b>	<b>Mileage 0.585 /mile</b>	<b>Government rate Meals Dinner on your own Sat and Sun \$31 X 2 x 10</b>	<b>Conference meals Friday dinner, Saturday breakfast and lunch, and Sunday breakfast and lunch</b>
Northern Arizona Tribal Disability Coalition	1,700	219.2 miles X .585 X 2 both directions X 2 drivers = 512.92	620	
Self-Direction	1,700	181.9 miles X .585 X 2 both directions X 2 drivers = 425.64	620	
Special Olympics	1,700	219.2 miles X .585 X 2 both directions X 2 drivers = 512.92	620	
PFAZ, Tucson Only 2 rooms	680	191.96 Greyhound bus fare for 3 people	620	
IEN				
The Arc of Tempe				
SWI staff				
<b>60 total</b>	<b>5,780</b>	<b>1,643.44</b>	<b>2,480</b>	<b>1800</b>

**Supplies \$5000**

writing materials for the self advocacy groups, notebooks, Self Advocacy Solutions branded swag.

**In kind** support from both **SONORAN UCEDD and SABE** in the amount of **\$10,000**

**In kind** from **SONORAN** (\$5000) provide support in developing board leadership training for self advocates. Will also provide support in organizing and hosting self advocacy conference.

**In kind** from **SABE** (\$5000) will provide technical assistance to self advocacy groups. Will work with Self Advocacy Solutions to develop a strategic plan. Will also provide presentations for Let's Talk.

**In kind Teresa Moore for Moore Advocacy Consulting** will provide in kind consulting services on self advocacy coalition development and recruitment for the amount of **\$5,000**

Bernard Baker, Region 6, President  
Vicki Wray, Region 3, Vice President  
Eric McVay, Region 8, Secretary  
Darren Morris, Region 9, Treasurer  
David Taylor Jr., Region 6, Sergeant at



Jason Billehus, Region 1  
Roger Crome, Region 4  
Melody Cooper, Region 5  
Anne Fracht, Region 8

Ryan Duncanwood, Region 2  
Diana Mairose, Region 5  
Gary Rubin, Region 7  
Nancy Ward, Region 9

May 12, 2022

Southwest Institute for Families and Children, SWI  
PO Box 33274  
Phoenix, AZ 85067

Re: Self Advocacy Coalition

Dear George Garcia:

I am writing this letter of support for Southwest Institute for Families and Children, SWI as they continue to work with the Arizona statewide self advocacy coalition known as Self Advocacy Solutions. Over the last year and a half, Self Advocacy Solutions has created a statewide coalition led by and for self advocates in Arizona. The coalition has helped fund 8 self advocacy organizations throughout the state, hosts zoom meetings to discuss important issues affecting people with disabilities, and had a successful self advocacy conference for people with intellectual and developmental disabilities.

Self Advocates Becoming Empowered supports SWI their efforts in bringing together all self advocacy groups to work together on a statewide strategic plan. SABE will support this effort by providing advice and guidance to the self advocacy groups through experts on our project SARTAC, a national Self Advocacy Resource and Technical Assistance Center. We will also provide advise and guidance to increase participation in the Let's Talk meetings and will provide self advocacy related presentations and talks. In total, our participation will be given as an in-kind match totaling \$5,000.

SABE's mission is to ensure that people with disabilities are treated as equals and that they are given the same decisions, choices, rights, responsibilities, and chances to speak up to empower themselves; opportunities to make new friends, and to learn from their mistakes.

We believe having a strong statewide self advocacy coalition is important to strengthening the advocacy efforts of people with intellectual and developmental disabilities. We support SWI in their work as their efforts ensuring individuals with intellectual and developmental disabilities have the supports they need to live in their communities.

Sincerely,

*BERNARDBAKER*

Bernard Baker, President  
Self Advocates Becoming Empowered

May 9, 2022

To George Garcia:

I am writing this letter of support for Southwest Institute for Families and Children (SWI) as they continue to work with the Arizona statewide self-advocacy coalition known as Self Advocacy Solutions. Over the last year and a half, Self Advocacy Solutions has established itself as a statewide coalition led by and for self-advocates in Arizona. To date, the coalition has helped fund eight self-advocacy organizations throughout the state, hosts bimonthly zoom meetings to discuss important issues affecting people with disabilities, and facilitated a successful self-advocacy conference specifically geared towards people with disabilities, in particular those with intellectual and developmental disabilities. The result of this work has helped Self Advocacy Solutions bring self-advocates together to form one unifying voice in their efforts to advocate for the rights of people with disabilities.

While SWI has been able to successfully establish a statewide self-advocacy coalition, much work remains to be done to strengthen the coalition as well as its members and self-advocacy groups throughout Arizona. As SWI continues to work with the coalition, we support their upcoming efforts in bringing together all self-advocacy groups to work together on common goals, facilitate leadership trainings, and host a second annual self-advocacy conference. To that end, the Sonoran UCEDD will work with SWI by participating as an allied organization in the coalition, provide advice and guidance as they implement their work plan, support development and implementation of board and committee member training, and support self-advocates in our organization as they attend all meetings and events hosted by Self Advocacy Solutions. In total, our participation will be given as an in-kind match totaling \$5,000.

The Sonoran UCEDD is a federally funded University Center for Excellence in Developmental Disabilities established in 2006. The goal of the Sonoran UCEDD is to ensure full community participation by individuals with developmental disabilities through: 1) Interdisciplinary training of students and service professionals on developmental disabilities, 2) Research and analysis aimed at developing new knowledge on disability which can be translated into model programs and public policy initiatives, 3) Technical assistance and information sharing for the community at large on disability best practices and new information, and 4) Exemplary services and model program development to enhance and expand the systems of support for people with developmental disabilities

Strengthening the voice of people with intellectual and developmental disabilities is key to establishing a more inclusive society. We believe having a strong statewide self-advocacy coalition is essential to strengthening the advocacy efforts of people with intellectual and developmental disabilities. We support SWI in their work as their efforts fall in line with our stated goal of ensuring people with disabilities have the supports they need to fully take part in the life of our community.

Sincerely



Wendy Parent-Johnson, Ph.D.  
Professor & Executive Director