

*Note: This plan may change due to Covid-19. Grantees may require extensions or be unable to expend funds. In addition, budget cuts or another emergency may require ADDPC to re-visit this plan.

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 2021 for the trainings to continue through 2022.

\$ Year 2 grant funding for Native American Disability Law Center and the Arizona Peer & Family Coalition in the amount of \$48,300 for projects starting July 1, 2020-June 30, 2021. Renewed for a 3rd year.

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

Renewal for Community Options slated for \$50,000. Sonoran UCEDD Additional Sex Abuse Research \$100,000.

- Pilot a 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

\$ Sonoran UCEDD in year 1 of Transition in Action project awarded in the amount of \$49,297. Year 2 renewal slated for \$120,000 from 1/1/21-12/31/21.

- ❖ **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.
- Disseminate research findings from IHD voter study to remove barriers to voting for people with I/DD.
- Help support Get Out the Vote for 2020 election.
- 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 2022 in 2021.

\$ Grant funding in the amount of \$60,000 for the renewal of the project year 2 starting July 1, 2020-June 30 2021. Year 3 renewal projected.

- ❖ **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.

\$ Grant funding in the amount of \$100,000 to build a statewide Self Advocacy Coalition starting July 1, 2020-June 30 2021. To be renewed for the same amount in year 2 from July 1, 2021 – June 30, 2022.

- ❖ **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.

\$60,000 for year 3 of SDM using 2020 funds starting October 1, 2020- September 30, 2021.

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.
--Roll out data from CRA, transition study, stories, apprenticeship fact sheet
- 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 Summit/Town Hall with stakeholders, business leaders, agency staff, parents of youth, and youth with I/DD that will promote career exploration activities among young adults with DD

\$ 25,000 taken from 2020 funds. Concept formulation based on family input.

- Advocate and collaborate with stakeholders for Employment First legislation to establish and operate an Office of Employment First for three years.

- ❖ **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 2021.

\$ Tempe BEST (project year 3 October 1, 2020- September 30, 2021) - \$124,700, no extensions.

\$ Grants awarded for customized employment training - (Beacon project renewed for a 2rd year, August 1, 2020-July 31, 2021) - \$70,200.

- 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 (NAU-IHD) Think College Year 2 award starts January 1, 2021- December 31, 2022 using \$100,000, with planned year 3 renewal.

- Based on feedback and surveys (conducted during FY2020 Job Coach Trainings) partner with Sonoran UCEDD to create and administer additional trainings and tool kits for DDD support coordinators and service providers to improve skills, improve service quality and employment outcomes for people with disabilities.

\$50,000 ISA with Sonoran UCEDD

- Evaluate employment service models developed and implemented during Covid-19. Convene roundtable with AHCCCS, DDD, Employment First, and VR on what they learned about employment service delivery during the Covid-19 pandemic. Develop joint plan to share and implement lessons learned and best practices.

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

ACTIVITIES

- Identify strategies to strengthen employer engagement in AZ
- Identify new communities for self-employment training based on Yuma pilot project, including building partnerships with university career centers and rural tribal communities.
- Convene meetings with Arizona Apprenticeship Office and Department of Education to discuss strategies to increase participation of students and young adults with disabilities in apprenticeship and Career & Technical Education (CTE) programs. Both are viable programs and underutilized due to common barriers to participate.
- Convene stakeholders to strategize on developing a plan to remove employment barriers for individuals with disabilities that have criminal records. Publish a brief on the topic.

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. **Specifically, meet with underserved communities in Yavapai, Navajo, Gila, and Mohave Counties.**
 - Grow CoP dedicated to cultural and linguistic competency and culture change.
 - **Learn about the needs of the Spanish-speaking community and develop and implement plan for statewide outreach.**
 - 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 response of the criminal justice system to individuals with I/DD
- Identify gaps and improve prevention efforts and the reporting and response system for people with I/DD

\$ Fund \$100,000 of abuse prevention trainings throughout the state -New RFGA

- ❖ **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

- Provide or support 10 trainings, 2 webinars, and conferences to self-advocates and their families to help them overcome barriers to community living

\$ Conferences/Trainings grant in the amount of \$50,000.

- 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
 - **Some barriers to address include developing a process for people with disabilities to use to access the request to speak system at the legislature, expediting DDD & ALTCS enrollment for active military families, disseminating DDD troubleshooting information on key issues, and pushing forward emergency shelters/supported housing for victims with I/DD whose caregivers are perpetrators.**
- Roll out the 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.
- **Work with the ACDL, the Sonoran UCEDD and other partners to address issues that foster care youth with I/DD experience**

\$ Project to be awarded at \$100,000

- 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- 12/31/2020) – \$45,500 Not renewing

\$ ADE Inclusive Preschool year 2, 12/20/2019- 12/19/2020 Not renewing

- Create more inclusive recreational programs. Oversee grant award made in FFY 19 and renew the program(s) in FFY 2021 pending performance.
- **Conduct research to support inclusive extra-curricular programs in schools.**

\$ City of Nogales (\$27, 000).

\$ NAU-Adaptive Recreation renewal \$50,000

\$ ASU school inclusion program - \$120,000 year 2, July 1, 2020 – June 30, 2021

- Conduct at least 2 educational sessions, research, and disseminate info for the general public to identify and address barriers to community inclusion for people with I/DD. **Issues still to be researched include people with I/DD who were incarcerated, homelessness and I/DD, the digital divide and how it directly impacts rural communities in AZ and the I/DD community.**
- **Complete 5-year plan and submit AIDD.**

\$ 76,200 facilitator/research contract with Flanagan Hyde