



FULL COUNCIL MEETING

Friday, September 20, 2019

10:00 A.M. – 12:00 P.M.

ADDPC Office, 3839 N. 3rd Street, Suite 306
Phoenix, AZ 85012

COUNCIL MEMBERS PRESENT

John Black, Chairperson
Melissa Van Hook, Vice-Chair
Michael Coen
Monica Cooper
Jason Snead
George Garcia
Katharine Levandowsky (by phone)
Kristen Mackey (by phone)

Scott Lindbloom (by phone)
John Eckhardt (by phone)
J.J. Rico (by phone)
Traci Gruenberger

COUNCIL MEMBERS ABSENT

Maureen Casey
Angelina James
Matthew Isiogu

Janna Murrell
Ray Morris
David Copins

ADDPC STAFF PRESENT

Erica McFadden, Executive Director
Lani St. Cyr
Julie Whitaker

Marcella Crane
Mike Leyva
Sarah Ruf

GUESTS

Michele Stokes
Anne Atkins
Wendy Parent Johnson

Heidi Reid
Lidia Terrazas
Kelly Roberts (by phone)

A. Call to Order

The meeting was called to order by John Black, chair of the ADDPC at 10:02 a.m. He welcomed all members, staff, and guests. All attendees proceeded to introduce themselves.

B. Minutes Approval – June 28, 2019

One clerical change was offered by Melissa Van Hook and staff will update the minutes. A motion was made by Michael Coen to approve the minutes with the change. Monica Cooper seconded the motion. The motion carried.

C. Fiscal Summary and Update

Lani St. Cyr gave an overview of three financial documents. The ADDPC Financial Update showed there is a little under \$8,000 in FY 2017 funds to liquidate by the end of September. It showed FY 2018 funds were fully obligated and there is approximately \$756,800 to be liquidated by September 30, 2020. The award amount for FY 2019 increased by \$39,974 from \$1,443,070 to \$1,843,044 due to a \$2 million re-allotment from Puerto Rico. This leaves approximately \$845,000 in FY 2019 funds to be obligated by September 2020.

The Council Funded Project document showed there are 13 new contracts based on what was voted on at the June meetings. The contracts consisted of three self-advocacy projects: participatory budgeting through ASU; leadership training through Native American Disability Law Center and leadership training through Arizona Peer and Family Coalition. Two employment projects: employment training program through Beacon Group and transition research through Sonoran UCEDD. Two inclusion projects: sex abuse research through Improvement Assurance Group and inclusive recreation through ASU. Finally, six different conference sponsorships were also funded.

Finally, the Budget Recommendation document showed items to be funded in the next year with FY 2018, 2019, and 2020 funds. The Transition in Action Clinic project has moved under the Self-Advocacy goal instead of under Employment and the Community Options self-advocacy training project has been added to the budget with renewal funding as well. It was noted the FY 2020 amount was only an estimate, as Councils have not been notified of award amounts. It is assumed there will be Continuing Resolution funding for the October 1, start of the new fiscal year, and will likely run through Thanksgiving. No action was taken on this item.

D. Grants Committee Approvals Renewals – No Vote

Erica McFadden gave an overview of the two grant applications that applied for year 2 funding, City of Tempe and Southwest Institute for Families. Both were approved by the Grants and Executive Committees, as reported in the minutes. Erica briefly updated the full Council on both projects; no formal vote by the full Council was necessary.

The City of Tempe's BEST program is requesting \$124,731, to change the city's inclusion culture and language competency and create a municipal model that can be shared and replicated by other cities. In the first year, Tempe has been able to change and enhance their

hiring policies to be more inclusive. City departments have agreed to provide in-kind supports and to explore strategies for hiring. The City has also formed multiple new community partnerships and strengthened existing ones. To date there are 17 applicants classified as either active or in process with the program, four of which are in the interview process.

In the second year, the BEST program would like to: increase the applicant pool to 20 or more, hire at least 6 applicants, request four City paid positions, develop materials in Spanish, and share the program with other municipalities, agencies and others. They will hold a "Disability Inclusion Listening Session", to get feedback from the public, partners and staff on how to be more inclusive. They are also planning two Public Works Apprenticeship opportunities in fleet management and solid waste. Surveys will be created and sent to the supervisors and support agencies within the BEST program. The City of Tempe has become Arizona's First Employment city and it is with anticipation that this program can be replicated within other Arizona communities.

Southwest Institute for Families (SWI) collaboration with the Arizona Center for Disability Law (ACDL) and the Arc of Arizona to address Supported Decision Making. The amount requested for year 2 is \$59,243. SWI has developed a two-year strategic plan, established and convened an advisory committee to provide input and guidance on project objectives. They have conducted forums and interviews of individuals with I/DD, families, caregivers, and other stakeholders to discuss concerns about supported decision making and the use of legal guardianships and drafted a White Paper on the findings. The white paper is expected to be delivered to the ADDPC by September 30, 2019. They have created three separate curriculum teaching Supported Decision Making geared towards: individuals with I/DD, their families and caregivers; social service providers, educators and medical providers; and legal professionals and will include legal education credits. Finally, they have had discussions with key Arizona Legislators to begin drafting legislation and seek key sponsors for the upcoming 2020 legislative session.

In year two they plan on finalizing the strategic plan, seeking additional sources of funding to support the project, and conducting six trainings to educate the public about Supported Decision Making. There will be two in-person trainings conducted in three locations (Flagstaff, Phoenix, and Tucson) and they will use the curriculum developed in the first year. They will also develop online versions of the curriculum using short videos and educate Arizona legislators to pass legislation recognizing support for Supported Decision Making as a less restrictive alternative to guardianship.

New Proposals/RFGAs – Vote Required

NAU/IHD: Post-Secondary/Coconino Community College Project; Requested Amount \$99,996

NAU was the only proposal received under the competitive RFGA for a Think College model program and was not evaluated by an outside committee. The Grants committee determined that further clarification was needed before a final vote could be taken and had several

clarifications for Kelly Roberts, UCEDD Director at NAU/IHD. Erica stated this proposal was developed from a model program at the University of Hawaii and would be adjusted to fit the inclusive setting Coconino Community College would offer and utilize the resources already available. The long-term goal of this project is to establish a sustainable program that supports students with intellectual and developmental disabilities to attend and succeed in post-secondary education, leading to attainment of a meaningful credential and/or diploma and improved employment and independent living outcomes. Each student would identify their own educational attainments and would be matched with a peer.

It was mentioned the project would influence more than the four individuals with I/DD going through the program, but over 200 (approx. 206) including faculty, staff and mentors would be exposed to the project. There was further discussion around the peer mentoring portion of the proposal, the budget and where costs were identified, and NAU was providing matching dollars.

Chairperson John Black called for a motion to approve the NAU's applications for the Think College project, year 1 for \$99,996. The motion was made by Jason Snead; seconded by Melissa Van Hook. The motion carried.

City of Nogales: Recreation Project – Playground Updates; Requested Amount \$27,000

The City of Nogales Parks and Recreation applied under the grant solicitation Recreation and their unique proposal garnered support by both staff and the evaluation committee. They are requesting funds to update a community park that was built in 1981 to be ADA compliant and to enhance and install playground equipment that is accessible for individuals with disabilities. All the funds used are approved under the OMB equipment limit and are considered supplies. Various playground equipment (for purposes of this grant, costs are less than \$5,000) include rubber ground cover, playground shade, large adaptive shades, large wheelchair swings, an accessible sensorial education station, multidirectional ramps and wide arched bridges with railings.

Other key points that were made is the large community support and the City of Nogales is seeking financial support from the other sources that will culminate in over \$1 million dollars to update this park. The city states they anticipate to have the final design plans done and presented to their city council by March/April 2020 and they feel confident the purchase and liquidation of the grant dollars can occur by September 30, 2021. Due to the planning schedule by the city, ADDPC staff spoke with our federal technical assistance, and they stated they would consider the purchase of the equipment to be the completion of the project and would expect continued monitoring and reporting until the installation is complete.

Due to the larger scope and multiple phases of the project, we have left the contract period to be determined. For both 2019 and 2020 funds, the work must be completed by September 30, 2021. Currently, the city anticipates purchasing the equipment by September 2020 and for the installation to be completed between July-December of 2021.

Chairperson John Black called for a motion to approve the City of Nogales application for the recreation/playground project, for \$27,000. The motion was made by Michael Coen; seconded by Monica Cooper. The motion carried.

UA/Sonoran UCEDD: Job Developer Certification Program; Requested Amount \$50,000

Erica McFadden stated the Sonoran UCEDD is proposing a series of trainings for job coaches that will emphasize customized employment and the role of the job coach. They will include a job development and workplace assessment and look at: employer relationships, job carving, supports and accommodations, addressing problem behaviors and Using technology. The trainings will be split up in 3 two-day sessions and will be provided in four locations around the state: Tucson, Yuma, Flagstaff, and Phoenix. There will be twelve trainings in total for approximately 320-360 participants. The participants may include: Job coaches, rehabilitation counselors, tribal VR staff, educators, and other employment personnel who will receive certificates of completion and continuing education hours. They will also receive information to prepare for the Certified Employment Support Professional Credential. Monthly technical assistance will be provided through webinars Pre and post competency assessment measures will be taken as well as training satisfaction and impact data. The amount being proposed for this project is \$50,000.

Chairperson John Black called for a motion to approve the Sonoran UCEDD application for the project, for \$50,000. The motion was made by George Garcia; seconded by Jason Snead. Kristen Mackey abstained. The motion carried.

E. Community Options – Self Advocacy RFGA; Requested Amount \$50,000

Marcella Crane provided an overview of the revised proposal submitted by Community Options. The proposal is seeking to conduct sex education training to adult self-advocates using a promising practice curriculum “Meaningful Life/Meaningful Love”.

The original proposal submitted under the Self-Advocacy RFGA has been reviewed and clarified multiple times over the last few months and the revised and scaled down proposal in front of the full Council members is to take a final vote on their best and final offer. The proposal is now for \$50,000 to conduct training in Phoenix only, targeting 8 self-advocates and 8 staff from providers to go through 2-day training on the curriculum. Thereafter, up to 20-25 self-advocates will go through an 11 week training on the topics offered in the curriculum. The training and curriculum was developed by a person with disability, Elevatus Training, LLC, and has taken place in Utah and in Minnesota. Pre and Post tests will be conducted for each participant to gain their understanding of the topics and Elevatus will offer quarterly technical assistance to the trainers. Trainers will individualized the training for each self-advocate, based on their understanding of the topics.

It was mentioned that Raising Special Kids offers sex ed. training but for family members and it is not led by self-advocates. There is a huge gap in this state to offer factual sex ed in schools and especially for the disability community. If funded, this will start the conversation among persons with disabilities to help them understand what a healthy relationship is, how to address abuse, communicate with your partner, etc. Other questions and comments were made, and staff will ensure that the Terms and Conditions in the award letter will address how to report abuse if it is disclosed during the training.

Chairperson John Black called for a motion to approve Community Option's proposal for \$50,000. The motion was made by Jason Snead. The motion was seconded by George Garcia. The motion carried.

Expanded Inclusive Recreation in Schools; Requested Amount \$65,000

Erica McFadden provided the Council with an update on ASU's Therapeutic Recreation Project at two middle schools in Phoenix. The project was just recently funded \$120,000 and an additional request of \$65,000 is needed to keep up with demand as there is a lot of enthusiasm and support. The enhanced monies of \$65,000, if awarded by the Council, will be added to their one-year ISA contract. Funds would go towards ½ cost toward programming, ¼ cost toward program evaluation and ¼ cost toward CREST report. Erica stated that the intensity of programming at both schools is much larger than anticipated and a lot more students than we expected (720 in total) are participating. Erica stated that the Project Director, Kelly Ramella, will provide additional cost associated with programming research (playground scan), however, in light of the intensity of programming and the need for additional support in the schools, the Council should know that the need for the enhancement funds is due to both unexpected intensity of service and alteration in research methods.

John Black called for a motion to approve the additional funds to support ASU's recreation project. The motion was made by Monica Cooper and seconded by Jason Snead. The motion carried.

G. Setting Policy Agenda - Feedback

Erica shared that the the Arizona Advisory Committee to the U.S. Commission on Civil Rights will be hosting a briefing on the topic of subminimum wages for disabled persons on Friday, October 18, 2019, at the Sandra Day O'Connor College of Law. DD Network partners were asked to make formal statements. Before ADDPC submitted comments, she wanted to get the feedback of the Council. J.J. Rico stated that they were going to come out in opposition saying that it is an outdated practice that does not support competitive, integrated employment. George Garcia sated opposition. Monica Cooper asked why there was a need for it, and Jason Snead thought we should oppose it. Krsiten Mackey also said they do not fund subminimum wage and they were in opposition as well. Erica stated that there were very few subminimum wage earners in Arizona and they were being phased out over time, but if we were asked to make a statement, what would we say? J.J. Rico suggested we introduce the Full Council Meeting

report the Council funded a few years ago on this issue. Erica could cite that report. Erica said we could say that the subminimum wage is an outdated method and that there currently exists alternative options to train people with disabilities, such as stipends and apprenticeship programs. There also needs to be a higher priority placed on supporting providers to expand opportunities in integrated, supported employment. J.J. Rico made a motion for the Council (ADDPC) to make a statement that the Council believes that the subminimum wage is an outdated method, and that emphasis should be placed on using current available training options, as well as better supporting providers that are facilitating integrated, competitive employment. George Garcia seconded. The motion unanimously carried.

H. Supporting Employment First Ad-Hoc Committee

Melissa Van Hook covered all the recently funded employment projects and thanked the committee members and staff for their diligence to support the City of Tempe, Beacon Group, and the Sonoran UCEDD research on transition services. She is looking forward to the work each will be doing in the upcoming year and will provide updates to the Council.

I. 2020 Workplan – Final Review and Approval

Erica McFadden discussed the 2020 Workplan and the new changes in a document, discussing the new activities in Yellow/Red. The 2020 Workplan will go into effect October 1, 2019 – September 30, 2020, but the council is already working on many of these activities. Highlights from the workplan include the following:

- a. Sonoran UCEDD's new project idea "Transition Clinic" is a draft work plan but a full proposal will be developed by Wendy Parent Johnson. Wendy briefly provided the Council; an overview – a one-day comprehensive individualized education program for kids that will be leaving school soon. It involves education, independent living, employment, health. Emphasis on health, wellness, self-advocate peer mentor. Agenda for individual and family. It has a development action plan that addresses the goal of the individual after they leave school. They monitor the individual over time and the information from the monitoring can inform future IEP and exit planning meetings. Benefits counseling is also a piece of it. ABLE ACCOUNTS and supported decision making are also part of it. Banner Health is interested in doing something like this, realizing that education and health are important components that need to be addressed as early as possible. Wendy received feedback that the age needs to be dropped to 16-26 (originally it was for 18-21 year olds). Most of the referrals were senior year of high school. We all know that the earlier we start the better. 14 is certainly a good time, make the younger age an option. We are leaving the transition planning clinic in the plan.
- b. Supported Decision Making: listed in the 2020 Workplan to be renewed for a third year.
- c. Working with refugee agencies to create FAQ sheet for special education.
- d. We are removing the direct care workforce issue.
- e. Council would like to address foster care youth with I/DD and discuss how to partner with the Sonoran UCEDD and other organizations.
- f. Staff is working diligently on the AZ Adult Protective Services report, to be released soon.
- g. We continue to work with DDD/ other agencies and legislators on a multiple of issues.

John Black called for a motion to accept the 2020 Workplan. Scott Lindbloom made the motion and it was seconded by Monica Cooper. The motion carried.

J. October 4 Event Overview

Sarah Ruf provided an overview of the day's event for the 10th Anniversary of the Council. It will be held at Ability 360, from 10:30 AM – 2:30 PM, with lunch being provided. The theme is celebrating our success and a few presentations on integrated employment. All the Council members have been invited, however if anyone is not able to attend, to please let staff know. We're currently at 98 individuals RSVP'd.

K. Call to the Public

No comments were made by the public.

L. Adjourn

Motion to adjourn was made by Scott Lindbloom. The motion was seconded by Monica Cooper. The motion carried. The meeting adjourned at 11:55 AM.

Dated this 24th day of September, 2019
ADDPC