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NATIVE AMERICAN
DISABILITY LAW CENTER

DEVELOPMENTAL DISABILITIES
BASIC SUPPORT AND ADVOCACY

YEAR THREE RENEWAL APPLICATION

SUBMITTED TO
THE ARIZONA DEVELOPMENTAL DISABILITIES
PLANNING COUNCIL

2012

Summary of current contract, objectives and performance measures.

The Native American Disability Law Center has contracted with the Developmental Disabilities Planning Council to address the Housing Area of Emphasis, Objective #2, as outlined in the RFGA. Our goal in Year Two is to ensure that individuals with developmental disabilities in Northern Arizona have better access to affordable and accessible housing.

Our objectives in the second year are to 1) continue to work to improve the Navajo Housing Authority's policies, procedures and application process to make their programs and services easier to access, and conduct a Navajo housing needs assessment of NHA programs available to people with developmental disabilities and publicize the results of the assessment; 2) provide assistance to people with developmental disabilities to help them negotiate the NHA application process and obtain housing; and 3) conduct a Hopi housing needs assessment, research Hopi housing programs, develop relationships and lay the groundwork for the Law Center to begin to work toward making Hopi housing programs more accessible to people with developmental disabilities. All components of the Year Two program are on schedule except for the Navajo housing needs report, which was delayed due to problems obtaining enough survey responses to gauge how well the NHA is serving Navajo people with disabilities. The Law Center obtained a sufficient number of responses in the past quarter, and is currently finalizing the report and preparing it for publication. Once it is published, we will publicize its results as outlined in our Year Two implementation plan.

The Law Center has conducted the following activities to address the Year Two goal and objectives:

Navajo Housing Authority

Revision of NHA Policies/Procedures

The Law Center sent comments on the NHA's draft Public Rental Policy to the housing authority on November 30, 2011. The eight-page submission discussed the Law Center's serious concerns that the draft policy did not incorporate the numerous changes that NHA had agreed to in the Voluntary Compliance Agreement (VCA) entered into with HUD. In Year 2 the Law Center again asked the NHA for its time frame for releasing the draft policy for public comment and submitting it to the NHA Board for approval. To date, NHA has not responded the Law Center's comments or request for information.

In March 2012, Law Center staff happened to notice that NHA had posted on its website a "draft" of their Rental Policy and was inviting public comment. The Law Center received no formal notice of this from the NHA. Law Center staff and the Navajo Nation Advisory Council on Disabilities compared the draft policy posted on the NHA's website to the previous draft on which the Law Center made comments (see attached memo). The website version of the Public

Rental Policy does not incorporate the agreements made in the VCA and includes only minor changes relating to the Law Center's comments.

Law Center staff drafted and submitted a Letter to the Editor of the Navajo Times informing the public that NHA was accepting public comment and urging people with disabilities, family members and disability service providers to submit their comments regarding the proposed changes. The letter was published on March 29, 2012 (copy attached). The Law Center also forwarded the draft NHA Rental Policy to DNA-People's Legal Services and asked DNA to submit comments.

Housing Clients

Individual Cases:

The Law Center is currently providing direct assistance to a number of people with disabilities to help them access suitable housing. However, the vast majority of these cases are not funded by this grant as the clients are either not an Arizona resident or they are not a person with a developmental disability. Currently, one housing case is being funded by this project and two others have been identified as possibly falling under this grant.

Systemic Issues:

In January 2012, the Law Center was contacted by a community activist. She informed us that as part of NHA's Renovation Plan, numerous families that included people with disabilities were being displaced from NHA rental housing and left homeless. Further, NHA was not providing relocation assistance as mandated under federal law and pursuant to NHA's own requirements. Law Center staff contacted DNA in Window Rock and Chinle, and DNA agreed to collaborate with the Law Center to address the relocation issue. This collaboration includes fact finding and legal research regarding the rights of those being displaced, and efforts to publicize the plight of the families and inform them of their rights. Law Center and DNA staff continue to work with the clients to seek a resolution to their concerns.

Hopi Tribal Housing Authority

The Law Center has been working with the Hopi Office of Special Needs to strategize how to best develop contacts and begin to work with the Hopi Tribal Housing Authority (HTHA) to make its programs more accessible to people with disabilities. They decided to start by scheduling a meeting with HTHA Executive Director Jamie Navenma. During the second quarter the Law Center was unsuccessful in conducting such a meeting due to Mr. Benally's health problems and a cancellation by the HTHA. The Law Center conducted a phone conference with Mr. Navenma in the third quarter, in which he committed to work with the Law Center and share the HTHA's policies and procedures. Unfortunately, those documents were not forthcoming and the HTHA Director cancelled meeting dates thereafter. Mr. Benally persisted,

and he and Eva Sekayumptewa of the Hopi OSN were successful in meeting with Mr. Navenma recently. They reviewed with him the results of the Law Center's Hopi housing survey, and hope to gain his agency's cooperation so that Hopi people with disabilities can better access the HTHA's services.

Hopi Needs Assessment

Using surveys and a focus group, the Law Center conducted an assessment of the housing needs of Hopi people with disabilities and how well the HTHA is meeting those needs. We then drafted a report (attached). Once the report is finalized, we will publicize the results of the report and submit it to the Hopi Advisory Group on Disabilities and the Hopi Tribal Government in the last quarter of our Year Two program.

Barriers

One barrier that the Law Center continues to encounter involves getting the cooperation of the Navajo and Hopi housing authorities. Tribal bureaucracies often resist change and are slow to implement the type of reforms proposed herein. Both the NHA and the HTHA have cancelled or attempted to cancel a number of the meetings that we have scheduled with them so far. We recently met with the Executive Director of the HTHA and shared the results of our Hopi housing needs survey. He was responsive to our concerns, and we are hopeful that we will gain the agency's cooperation in addressing the issues revealed by the survey results in the current quarter.

When our efforts to work with the Navajo Housing Authority to improve their policies and procedures were met with resistance by the NHA, we decided to try a different strategy. We have surveyed the Navajo public on how the NHA treats and serves people with disabilities using written surveys and focus groups, and drafted a report summarizing the results (attached). The report was delayed because of problems obtaining an adequate number of survey responses, but it is now complete. Once the report is finalized, we will publicize the results and submit the report to HUD and to the Navajo Nation President and Council. We hope that this will put pressure on the NHA to cooperate with our efforts to improve their policies and practices as they relate to people with disabilities.

Provide your overall goal for the proposed program.

In Year Three of this program, the Law Center will address Goal Three of the Arizona Developmental Disabilities Planning Council's 2011-2016 Five Year State Plan. Our goal is to provide individuals with developmental disabilities in Northern Arizona, their families and the persons who support them with information that promotes informed decision making about their choices and their quality of life, and to educate tribal government officials on the needs of people with developmental disabilities and how they can better address those needs.

Provide up to three Objectives that support your overall Goal.

For the third year of this program, our objectives will be to 1) work with the Navajo Nation Advisory Council on Disabilities and ASSIST! to Independence to conduct outreach and education aimed at increasing awareness of the needs of Navajo people with developmental disabilities and the resources available to them that can improve their quality of life; and 2) work with the Hopi Advisory Group on Disabilities and the Hopi Office of Special Needs to conduct outreach and education aimed at increasing awareness of the needs of Hopi people with developmental disabilities and the resources available to them that can improve their quality of life.

For objective one, our performance measures will be the number of meetings we have with the Navajo Nation Advisory Council on Disabilities and ASSIST!, the number of outreach events we conduct on the Navajo Nation in Northern Arizona and the number of participants at those events, the number of meetings and correspondence we have with representatives of the Navajo Nation, and the number of informational materials we develop and distribute. For objective two, our performance measures will be the number of meetings we have with the Hopi Advocacy Group on Disability and the Hopi OSN, the number of outreach events we conduct on Hopi and the number of participants at those events, the number of meetings and correspondence we have with representatives of the Hopi Tribe, and the number of informational materials we develop and distribute.

Describe the chosen strategy that will be implemented and how this relates to the current needs as it relates to services for the target population. Describe how the chosen strategy is culturally competent, age appropriate and gender responsive. Discuss how the target population will be recruited and retained for the program. How will input from the target population be used to achieve program objectives?

This program targets Native Americans with developmental disabilities who live on or near the Navajo and Hopi reservations in Northern Arizona. Native Americans have the highest rate of disability of any racial/ethnic group.[1] According to the Navajo government, over 24% of Navajo people living on the Navajo Nation are disabled.[2] Thirty-nine percent of Navajos with disabilities report having a physical disability. The disability rate among Navajos between the ages of 16 and 64 is 27.5% while the national rate in the same age group is 18.6%. Seventy-four percent of the Navajo population over age 25 has not graduated high school. Nearly 43% of Navajos have incomes below the poverty line, and the per capita income is $7,269, compared to a per capita income of $20,275 for Arizona as a whole. Over 60% of homes lack telephone service, 32% lack plumbing facilities, and 28% lack complete kitchens.

1 U.S. Department of Education, Disability Statistics Abstract, January 1996.
2 Navajo Nation Data from the US Census 2000, Support Services Department, Division of Economic Development, Navajo Nation.

The Hopi Reservation is located in the high desert of northeastern Arizona and is surrounded by the Navajo Nation. According to the 2000 U.S. Census, 6,836 people live on the Hopi Reservation, and 21% percent of those over age five report having a disability.[3] Over 60% percent of Hopi people with a disabilities age 16-64 are unemployed. Thirty-three percent of the Hopi population over age 25 has not graduated high school. Nearly 42% of Hopis have incomes below the poverty line, and the per capita income is $7,803, compared to a per capita income of $20,275 for Arizona as a whole. Nearly 50% of homes are heated with coal or wood, 40% lack plumbing facilities, 35% lack complete kitchens, and 34% lack telephone service.

Poverty, unemployment, the lack of public transportation, low levels of education, inadequate housing and sanitation, and inadequate funding for federal health care are all current problems for the Law Center's clients. These problems contribute to a lack of services to meet the health, educational and social service needs of all people residing in and near the Navajo and Hopi communities, particularly those with disabilities. They also fundamentally impair the ability of people with disabilities to achieve independence, fully participate in their communities, and reach their maximum potential.

In 2007, the Law Center conducted a comprehensive needs assessment that included an extensive survey of over 2000 Native Americans with disabilities and their families. The Law Center also conducted ten focus groups across our service area. One focus group was held at Toyei Industries, a Navajo Nation institution that serves people with developmental disabilities. The surveys and focus groups were intended to identify the legal and advocacy service needs of individuals with disabilities within the community. People with disabilities said that they want the Law Center to spend more time reaching out to them, to tribal leaders, and the broader community either in person or through public service announcements. One of the top priorities for survey respondents was that the Law Center help people to understand their rights and the resources available to them, and to train them to be better self advocates. To increase community understanding and awareness and reduce stigmatization and discrimination, focus group participants also wanted the Law Center to train local leaders about the rights of people with disabilities and encourage leaders to be more responsive to their needs. The Law Center resurveyed its client community in 2011 using written surveys and focus groups. Over half of the focus group participants identified increasing the community's understanding of the rights of people with disabilities and the resources available to them as a priority. Thus, this program will respond to stated needs within the Law Center's client community.

To address these needs, Law Center Community and Government Liaison Hoskie Benally will continue to work with and provide technical assistance to the Navajo Nation Advisory Council on Disabilities (NNACD) and the Hopi Advisory Group on Disabilities. Current NNACD initiatives include making Navajo government buildings and tribal polling places accessible to

3 Census 2000.

people with disabilities, increasing the number of accessible buses in the Navajo Transit system and increasing transit routes that serve people with disabilities, and improving access to the services of the Navajo Housing Authority. The Hopi Advisory Group is working toward becoming recognized as an official advisor to the Hopi Tribe on the needs of Hopi people with disabilities, setting up a tribal trust fund that would make grants to benefit people with disabilities, making tribal buildings more accessible, and improving the HTHA's supports and services for people with disabilities.

As part of this program, the Law Center will conduct outreach to Native Americans with developmental disabilities across our Northern Arizona service area to inform them of their rights, the services and supports available to them and how to access those services and supports. To increase awareness of the needs of Native people with disabilities and the issues that they face, the Law Center will work with its partners to organize and conduct Navajo and Hopi disability awareness events. Such events will include annual disability awareness conferences, disability awareness walks and a Hopi Special Needs Day to honor Hopi people with disabilities and celebrate their achievements. The Law Center will recruit and retain participants by advertising our outreach events through flyers, radio and newspaper announcements, newspaper articles and Letters to the Editor. ASSISTI to Independence and the Hopi Office of Special Needs have committed to help advertise our outreach events and refer potential participants. We will distribute and collect consumer satisfaction surveys at all outreach events, and use the feedback we receive to improve future events.

The Law Center will also develop and distribute informational materials to educate Native people with disabilities on their rights and on the resources available to them in the community and from their tribal, state and federal governments. We will mail copies of the materials to our partners and to disability service providers across Northern Arizona for distribution to their clients. We will make the informational materials available at all of our trainings, and distribute copies at events such as the Navajo and Hopi disability awareness conferences and the Hopi Special Needs Day. In addition, Law Center Advocate Stenson Lee will visit institutions and group homes that house people with developmental disabilities to conduct presentations and distribute the informational materials.

The Law Center will advertize the availability of the educational materials by distributing press releases to area newspapers and radio stations and posting the materials to our website www.nativedisabilitylaw.org. Articles and Letters to the Editor published in the Navajo Times and the Navajo-Hopi Observer will detail the supports and services available to people with developmental disabilities in Northern Arizona, and advertise the availability of the materials developed under this program. Readers and listeners will be given our toll-free number and told to call to request that a copy of the materials be mailed to them.

The Law Center's work to conduct outreach to and educate Navajo and Hopis with developmental disabilities, their families, service providers and government representatives will benefit people of all ages and of both genders. Our outreach and education will be culturally competent, as both Hoskie Benally and Stenson Lee are Native American and both speak fluent Navajo. The Law Center will also perform outreach on the Hopi reservation. The Hopi Advisory Group on Disabilities and the Hopi Office of Special Needs will help the Law Center to organize and conduct Hopi outreach events. If necessary, Hopi language translation will be provided at the events. However, according to the U.S. Census, of the Hopi population 65 years and older, 95% speak Hopi, but a full 92% say they also speak English "well" or "very well".

Describe if any training will be needed for existing and/or new staff. How and when will this training be delivered? Will ongoing training be required by your organization for staff?

Hoskie Benally and Stenson Lee both have extensive experience working with the Navajo and Hopi disability communities and will not require training to implement this program's goals and objectives.

Describe the role of key staff involved in the program.

Most of the activities in the second year of this program will be implemented by Community and Government Liaison Hoskie Benally and Advocate Stenson Lee. They will be assisted and their work supervised by Co-Director Therese Yanan, who will also oversee evaluation and reporting activities. Director of Administration & Finance Becky Mix will be responsible for managing the program's finances and reporting to the DDPC on use of their funds. Grants Specialist Chris O'Shea-Heydinger will prepare and submit narrative reports of the program's progress.
See Personnel Staff Overview, attached.

Describe your effort to involve and increase community collaboration in your program. How has the community supported your efforts and program? Provide two letters of support.

The Law Center has well established relationships with our collaborators: the Navajo Nation Advisory Council on Disabilities, the Hopi Advisory Group on Disabilities, ASSIST! to Independence and the Hopi Office of Special Needs.

The Navajo Nation President appoints Navajo Nation Advisory Council on Disability (NNACD) members to advise the Navajo government on matters impacting the disability community. The Advisory Council consists of Navajos with disabilities, their family members and service providers. The Law Center provides legal and technical assistance to the Advisory Council and Hoskie Benally, the Law Center's Community & Government Liaison, currently serves as the Advisory Council's President. The Hopi Advisory Group on Disabilities is a group of people with disabilities, family members and service providers that is supported by the Law Center and the Hopi Office of Special Needs. They are currently working to be formally recognized as an

advisor to the Hopi Tribe on the needs of Hopi people with disabilities. Both the NNACD and the Hopi Advisory Group will collaborate with the Law Center to ensure the success of this program by helping to organize and conduct disability awareness events, and by reviewing and providing input on our education and outreach materials. They will also join the Law Center's meetings with tribal representatives to address how the Navajo Nation and the Hopi Tribe can better meet the needs of Native people with developmental disabilities.

The Law Center will also partner with ASSIST! to Independence, the Navajo Nation's Independent Living Center. ASSIST! is community-based, American Indian owned and operated non-profit agency located in Tuba City, Arizona. ASSIST! and the Law Center have partnered on a number of education efforts, training Native Americans with disabilities about the support services available in their community and how advocate on their own behalf to obtain those services. ASSIST! will help to distribute the Law Center's informational materials and to organize and publicize our disability awareness events. A support letter from ASSIST! is attached.

The Hopi Office of Special Needs (OSN) advocates on behalf of individuals with disabilities to ensure equal access to employment, education, housing, public safety, communication and recreation supports and services so that they may have the opportunity to realize their full mental and physical potential. The Law Center works closely with the Hopi OSN to serve the needs of Hopi people with disabilities. The Hopi Office of Special Needs has committed to help the Law Center to understand the housing needs of Hopi people with developmental disabilities, and to help conduct and advertise Hopi disability awareness events. A letter of support from OSN Director Eva Sekayumptewa is attached.

In addition, the Law Center has two Hopi women on its Board of Directors, Rhonda Taliswaima and Twila Pochoema. Both women are parents of children with disabilities and are active members of the Hopi disability community. Ms. Taliswaima, a former Director of the Hopi Office of Special Needs, is a founding member of Parent to Parent, a support group for Hopi parents of children with disabilities. She is currently a social worker at the Hopi Indian Health Service. Ms. Pochoema was a founding member of the Turtle Nation Partnership, a grassroots disability advocacy group on the Hopi Reservation. The Law Center will use its connections with Parent to Parent, the Turtle Nation Partnership and the Hopi Indian Health Service to connect with Hopi people with developmental disabilities and provide them with information that will support their decision making.

Discuss your evaluation plan for ongoing monitoring. Which types of evaluation methodologies will be utilized (surveys, questionnaires, focus groups, pre/post tests, other)?

The Law Center will use surveys and our online case management program, the Disability Advocacy Database (DAD), to monitor and evaluate this program. All participants at outreach

events will be asked to complete a Consumer Satisfaction Survey, and their responses will be used to alter future events and improve the program. The Law Center will also use surveys to assess the effectiveness of the educational materials developed as part of this program. The Law Center will include a survey and a return envelope with each copy of the materials that we distribute. The survey will ask Navajo and Hopi readers to report back to the Law Center on their experience in using the materials, such as whether they found the materials helpful, whether the information was clear and easy to understand, whether it increased their knowledge of the services and supports available to them, and whether they had accessed, or planned to access, any of the supports outlined in the materials.

All activities performed and outcomes achieved as part of this program will be recorded in the Law Center's online case management software, DAD. The Law Center will use DAD to track the activities performed under this proposal separately from services provided under other funding. This online system will track the number of participants at outreach events, the number of meetings and the amount of time spent at each meeting, the number of informational materials disseminated, and all correspondence partners, government representatives and service providers. The Law Center can generate reports from our online case management system and create summaries of program activities to allow an objective third party observer to evaluate the outcomes of our program.

Who will be conducting the evaluation? What is the plan for collecting, analyzing, and reporting the data and to whom is it reported? How will the information be used?

The Law Center's Executive Director, Therese Yanan, will have overall responsibility for evaluation of this program. She will supervise evaluation activities conducted by Law Center employees Stenson Lee and Hoskie Benally, who will be responsible for collecting and tabulating the survey responses, and reporting the results to the Developmental Disabilities Planning Council. Results of the surveys will be used to improve the Law Center's educational materials and future outreach events. Ms. Yanan will be able to monitor all activities performed as part of this program by reading employees' entries into the Law Center's online case management program. She will also meet with employees as needed to advise them and to monitor their progress on program objectives.

EXHIBITS

EXHIBITS A & B

Budget Narrative

Personnel/Salaries:

The project budget includes personnel salary costs for six individuals, all of whom are current employees of the Native American Disability Law Center (the 'Law Center'). The appropriate staff member, hours allocated and salary expense as allocated to each segment of the project are noted in the grid below.

Project Component and Hours by Staff	Hoskie Benally, Community & Gov't Liaison	Stenson Lee, Advocate	Charlotte John, Admin Asst	Therese Yanan, Director Attorney	Chris O'Shea Heydinger, Grants Specialist	Becky Mix, Director Admin/ Finance
NHA/Hopi Coordination	432	0	32	0	0	0
Awareness Events	120	216	12	36	0	0
Program Reports	0	0	28	24	40	0
Fiscal Management	0	0	0	0	0	72
Total Hours	552	216	72	60	40	72
Total Salary	$12,917	$3,638	$856	$2,325	$1,300	$2,422
Rate	$23.40	16.85	$11.88	$38.75	$32.51	$33.62
TOTAL Personnel						$23,458

Fringe Benefits

Fringe benefit expense include the Law Center's share of federal and state payroll taxes and employee group health insurance, employee dental insurance, employee life insurance, employee pension plan. The Law Center's group insurance provides for single and family coverage. Fringe benefits amount to $10,908 for the project and were calculated using 46.5% of project salary costs. The fringe benefit percentage utilized in this project budget was determined by using the ratio of fringe benefits to salary expense as compiled in the Law Center's most recent audited financial statement.

The premium cost for employee insurance coverage is paid by the Law Center. The cost of family health insurance coverage is subsidized and family coverage for dental or life is paid fully by the employee. A 403(b) pension plan provides an employer contribution of 6% to participating employees' accounts.

Supplies

A total expense of $1,463 has been budgeted for supplies. The supplies expense budget includes $420 for disposable office supplies such as paper, envelopes, files, pens, and printer ink.

Postage has been budgeted at a total of $43. This will cover the cost of mailing an estimated 96 pieces of mail at $0.45 per envelope, approximately 8 mailings each month during the project.

Computer software expense in the amount of $1,000 for a Windows Eyes program and installation of the program is included in supplies expense. This is a screen reader program for Microsoft Windows which converts components of the Windows operating system into synthesized speech. The Community/Government Liaison, Mr. Hoskie Benally, is visually impaired. The software will enhance the project as lead by Mr. Benally to more fully utilize Word and other Microsoft documents and aid communication via email.

Travel

Travel costs are budgeted based on the number of miles of staff travel for each segment of the project. Expense for travel mileage is expected to cost $4,773 for this project. Mileage expense has been budgeted at $.445 per mile per the State of Arizona Travel policy. Mileage expense is budgeted for monthly meetings with Navajo Nation and Hopi representatives. Mileage expense will also be incurred at awareness events on the Hopi and Navajo Nation. Travel from separate locations is required from the Law Center's two offices in Gallup and Farmington, New Mexico; whenever possible the staff will car pool.

1. Meetings on the Hopi and Navajo Nation.
    a. A total of $3,770 is budgeted for mileage expense to travel from Farmington to Window Rock, Arizona and Moenkopi, Arizona each month of the project. A total of 3,168 miles is budgeted for the trips to Window Rock and 5,304 miles is budgeted for the trips to Hopi.
2. Travel to awareness events.
    a. A total of $314 is budgeted for mileage expense to travel from Farmington to Window Rock and Moenkopi. Miles are estimated at 706 for these trips.
    b. $689 is included for mileage expense for travel from Gallup to awareness events in Window Rock and Hopi. This mileage expense is calculated as 1,548 miles.

Rent

Rental space has been budgeted at $2,521 for this project. The amount of rent expense is based on actual occupancy expense a portion of which has been allocated to this project using the percent of direct staff expense dedicated to this project to total organizational staff expense.

Other

The other expense line item in the budget includes $2,600 for a driver/personal attendant for the Community & Government Liaison, Mr. Hoskie Benally. This expense is necessary because this staff member has a visual impairment. The driver/personal attendant will drive to each of monthly meetings

on the Hopi and Navajo Nation. The driver/personal attendant will also be required for the two awareness activities involving Mr. Benally in Window Rock and Moenkopi. Total hours for the attendant are estimated at 260 hours including the drive time to and from Farmington, New Mexico. The personal attendant is typically reimbursed at $10 per hour.

Indirect

The Law Center is requesting reimbursement at 5% for indirect expenses or $2,474. The indirect expenses are administrative expenses that will be required to complete the project. The percentage of reimbursement for indirect expenses is calculated using direct staff expense as the numerator and total organization staff expense as the denominator. We have budgeted $23,458 for this project and total wages for the organization are $464,732 which provides a 5% rate. Please see below for these details:

	Project Budget 5%
Internet	$ 133
Telephone	389
Copier Rental	361
Financial Audit and Bookkeeping	603
Library	126
Insurance, General Business/Malpractice	235
National Disability Rights Network Dues	627
	$ 2,474

Match

The Law Center serves Native Americans with developmental disabilities in some of Arizona's poorest counties. All of our clients live in a Rural Poverty Area as defined by the U.S. Census. As such, we are required to provide a 10% match of the total cost of this program, or $4,820. This amount is included in the budget line items detailed above, and is taken from our cash reserves. The cash reserves are made up of attorney's fees that the Law Center has won while litigating in court to protect the rights of Native Americans with disabilities.

EXHIBIT C

Implementation Plan

The following form may be reproduced with word processing software or another form may be created that contains all the information requested.

Type of Activities	Person Responsible	Date Activity Will Be Completed/Timeline	Type of Support Documentation
Meet with Navajo Nation Advisory Council on Disabilities (NNACD) to plan and implement program.	Hoskie Benally, Community Liaison; NN Advisory Council on Disabilities	Monthly, ongoing	Sign-in sheet on file; activities recorded in Disability Advocacy Database.
Meet with Hopi Advisory Group on Disabilities (HAGD) and Hopi Office of Special Needs to plan and implement program.	Hoskie Benally, Community Liaison; Hopi Advisory Group on Disabilities	Monthly, ongoing	Sign-in sheet on file; activities recorded in Disability Advocacy Database.
With Navajo program partners, identify a disability issue on which Navajo people with disabilities, their families, service providers and government representatives need information/education.	Hoskie Benally, Community Liaison; NN Advisory Council on Disabilities; ASSIST!	July20, 2012	Meeting notes on file; activities recorded in Disability Advocacy Database.

With Hopi program partners, identify a disability issue on which Hopi people with disabilities, their families, service providers and government representatives need information/education.	Hoskie Benally, Community Liaison; Hopi Advisory Group on Disabilities; Hopi Office of Special Needs	July 31, 2012	Meeting notes on file; activities recorded in Disability Advocacy Database.
With input from Navajo partners, research issue, develop Navajo information/education materials; layout materials and have 3000 copies printed.	Hoskie Benally, Community Liaison; Therese Yanan, Dir. of Program Svcs NN Advisory Council on Disabilities; ASSIST!	September 28, 2012	Materials on file; activities recorded in Disability Advocacy Database.
With input from Hopi partners, research issue, develop Hopi information/education materials; layout materials and have 1000 copies printed.	Hoskie Benally, Community Liaison; Therese Yanan, Dir. of Program Svcs Hopi Advisory Group on Disabilities; Hopi Office of Special Needs	September 28, 2012	Materials on file; activities recorded in Disability Advocacy Database.
Post Navajo and Hopi materials to website, develop and distribute press releases advertising availability of materials.	Chris O'Shea Heydinger, Grants Specialist	October 1, 2012	Links to materials on website; press releases on file; activities recorded in Disability Advocacy Database.

Distribute educational materials and surveys– deliver copies to all DNA Legal Services offices, ASSIST! to Independence, Hopi OSN, all disability supports/services providers in Northern Arizona.	Stenson Lee, Advocate; Hoskie Benally, Community & Government Liaison; Support Staff	Begin October 1, 2012 - Ongoing	Dates and numbers of copies delivered on file; activities recorded in Disability Advocacy Database.
Write two newspaper articles or Letters to the Editor describing contents of Navajo and Hopi materials and how to obtain them.	Hoskie Benally, Community Liaison; Therese Yanan, Dir. of Program Svcs	October 8, 2012 April 30, 2013	Letters or articles on file; activities recorded in Disability Advocacy Database.
Submit announcement to area radio stations describing contents of Navajo and Hopi materials and how to obtain them.	Hoskie Benally, Community Liaison	October 8, 2012 April 30, 2013	Text of announcements on file; activities recorded in Disability Advocacy Database.
Work with NNACD to organize, advertise and conduct Navajo Disability Awareness Conference and Walk; distribute Navajo educational materials. Distribute and collect consumer satisfaction surveys.	Hoskie Benally, Community Liaison; NN Advisory Council on Disabilities	October 31, 2012	Agenda on file; activities recorded in Disability Advocacy Database.

Work with Hopi OSN to organize, advertise and conduct Hopi Special Needs Day; distribute Hopi educational materials. Distribute and collect consumer satisfaction surveys.	Hoskie Benally, Community Liaison; NN Advisory Council on Disabilities; Hopi Office of Special Needs	October 31, 2012	Agenda on file; activities recorded in Disability Advocacy Database.
Conduct outreach to people with developmental disabilities to inform them of their rights and the services and supports available to them and how to access those services and supports; distribute educational materials; distribute and collect consumer satisfaction surveys.	Stenson Lee, Advocate	Quarterly	Dates and summaries of institutional visits and other outreach activities recorded in Disability Advocacy Database.
Develop plans to address current NNACD initiatives including making public buildings, polling places, transit system and housing services more accessible to people with disabilities.	Hoskie Benally, Community Liaison; NN Advisory Council on Disabilities	November 30, 2012	Plans on file; activities recorded in Disability Advocacy Database.

Develop plans to address current HAGD initiatives including making public buildings and housing services more accessible to people with disabilities; becoming an official advisor to the Hopi Tribe and setting up a Hopi Disability Trust Fund.	Hoskie Benally, Community Liaison; Hopi Advisory Group on Disabilities	November 30, 2012	Plans on file; activities recorded in Disability Advocacy Database.
Implement NNACD plans for making public buildings, polling places, transit system and housing services more accessible to people with disabilities.	Hoskie Benally, Community Liaison; NN Advisory Council on Disabilities	Begin December, 2012 - Ongoing	Meeting dates on file; activities recorded in Disability Advocacy Database.
Implement HAGD plans for making public buildings and housing services more accessible to people with disabilities; becoming an official advisor to the Hopi Tribe, setting up a Hopi Disability Trust Fund.	Hoskie Benally, Community Liaison; Hopi Advisory Group on Disabilities	Begin December, 2012 - Ongoing	Meeting notes on file; activities recorded in Disability Advocacy Database.

Educate members of Navajo Nation Council on need for accessible public buildings, polling places and transit system by presenting before relevant committees.	Hoskie Benally, Community Liaison; NN Advisory Council on Disabilities	Begin January, 2013 - Ongoing	Meeting notes on file; activities recorded in Disability Advocacy Database.
Educate members of Hopi Tribal Council on need for accessible public buildings and housing services, and for a disability trust fund by presenting before relevant committees.	Hoskie Benally, Community Liaison; Hopi Advisory Group on Disabilities	Begin January, 2013 - Ongoing	Meeting notes on file; activities recorded in Disability Advocacy Database.
Meet with Navajo tribal representatives responsible for accessibility of public buildings, polling places and transit system.	Hoskie Benally, Community Liaison; NN Advisory Council on Disabilities	Monthly, January-May 2013	Meeting notes on file; activities recorded in Disability Advocacy Database.
Publicize current status of accessibility of Navajo public buildings, polling places and transit system via radio and newspapers.	Hoskie Benally, Community Liaison; Chris O'Shea Heydinger, Grants Specialist	Monthly, March-May 2013	Press releases, letters and articles on file; activities recorded in Disability Advocacy Database.
Meet with Hopi tribal representatives responsible for accessibility of tribal buildings and housing services.	Hoskie Benally, Community Liaison; Hopi Advisory Group on Disabilities	Monthly, January-May 2013	Meeting notes on file; activities recorded in Disability Advocacy Database.

Publicize current status of accessibility of Hopi tribal buildings and housing services via radio and newspapers.	Hoskie Benally, Community Liaison; Hopi Advisory Group on Disabilities; Hopi Office of Special Needs	Monthly, March-June 2013	Press releases, letters and articles on file; activities recorded in Disability Advocacy Database.
Meet with representatives of Hopi Tribal Chairman's Office to discuss appointing HAGD as official advisory group and setting up Disability Trust Fund.	Hoskie Benally, Community Liaison; Hopi Advisory Group on Disabilities; Hopi Office of Special Needs	February, 2013 April, 2013 June, 2013	Meeting notes on file; activities recorded in Disability Advocacy Database.
Collect educational material surveys and analyze survey responses.	Support Staff	Quarterly	Survey responses and report on file; activities recorded in Disability Advocacy Database.
Prepare and submit program reports to DDPC with copies of consumer satisfaction surveys.	Chris O'Shea Heydinger, Grants Specialist	Quarterly	Reports on file; activities recorded in Disability Advocacy Database.
Prepare and submit financial reports to DDPC	Becky Mix, Director of Administration and Finance	Quarterly	Reports on file; activities recorded in Disability Advocacy Database.

THE HOPI TRIBE

Leroy Shingoitewa
Chairman

Herman Honanie
Vice-Chairman

Office of Special Needs
Vocational Rehabilitation & Early Intervention Programs

May 15, 2012

Marcella Crane, Contracts Manager
Developmental Disabilities Planning Council
1740 West Adams, Suite 201
Phoenix, AZ 85007

RE: Developmental Disabilities Basic Support and Advocacy Grant Program

Dear Ms. Crane;

The Hopi Office of Special Needs fully supports the Native American Disability Law Center's application for funding to provide information and education to Native Americans with disabilities in Northern Arizona. The Office of Special Needs advocates on behalf of individuals with disabilities to ensure equal access to employment, education, housing, public safety, communication and recreation supports and services so that they may have the opportunity to realize their full mental and physical potential. The Office of Special Needs often collaborates with the Native American Disability Law Center to protect and promote the rights of Hopi people with disabilities.

Funding from the Developmental Disabilities Planning Council will allow the Law Center to conduct outreach to Native people with developmental disabilities and to provide them, their families and persons who support them with reliable information that will allow them to make informed decisions and improve their quality of life. The Office of Special Needs will further the success of this program by helping to distribute the educational materials that the Law Center develops. We will also help the Law Center to understand the needs of Hopi people with developmental disabilities, and help the Law Center to establish contacts within the Hopi Tribe in order to work with them to provide information to Hopi people with developmental disabilities.

The Law Center provides vital advocacy and education that can make real change in the lives of Native Americans with development disabilities. I give their proposed information program my fullest support.

If you have any questions, please contact me at (928) 734-3411.

Sincerely,

Eva Sekayumptewa, Director
Office of Special Needs

ASSIST! to Independence
P.O. Box 4133
Tuba City, Arizona 86045
www.ASSISTtoIndependence.org

Marcella Crane, Contracts Manager
Developmental Disabilities Planning Council
1740 West Adams, Suite 201
Phoenix, AZ 85007

RE: Developmental Disabilities Basic Support and Advocacy Grant Program

Dear Ms. Crane;

ASSIST! to Independence fully supports the Native American Disability Law Center's application for funding to provide information and education to Native Americans with disabilities in Northern Arizona. ASSIST! is a community based, American Indian owned and operated non-profit agency that was established by and for people with disabilities to help fill some of the gaps in service delivery. We are located on the western edge of the Navajo Reservation in Tuba City, Arizona. ASSIST! and the Law Center have partnered on a number of education efforts, training Native Americans with disabilities about the support services available in their community and how advocate on their own behalf to obtain those services.

Funding from the Developmental Disabilities Planning Council will allow the Law Center to continue to conduct outreach to Native people with developmental disabilities and to provide them, their families and persons who support them with reliable information that will allow them to make informed decisions and improve their quality of life. ASSIST! will further the success of this program by helping to distribute information and materials that the Law Center develops. ASSIST! will also help to promote the Law Center's outreach efforts and will refer clients with developmental disabilities to the Law Center for training and assistance.

The Law Center provides vital advocacy and education that can make real change in the lives of Native Americans with development disabilities. I give their proposed information program my fullest support.

Sincerely,

Mary Bradley

Fiscal Finance Officer

cc/mkb

Phone: 928-283-6261 • Fax: 928-283-6284 • Toll Free: 888-848-1449 • E-mail: assist01@frontiernet.net

EXHIBIT E

Personnel Staff Overview

STAFF MEMBER	BACKGROUND AND EXPERTISE OF PERSONNEL
Name: Stenson Lee Title: Advocate	Advocate Stenson Lee will conduct outreach and education to people with developmental disabilities who reside in institutions. Mr. Lee is a Navajo tribal member who has worked for the Law Center for the past 5 years. He speaks fluent Navajo and has college degrees in education and management.
Name: Hoskie Benally Title: Community & Gov't Liaison	Community & Government Liaison Hoskie Benally will work with our partners to implement this program. Mr. Benally is a Navajo tribal member who became blind as a youth due to a degenerative eye disease. He has worked with the Law Center since 2006 and has a long history of community organizing.
Name: Therese Yanan Title: Executive Director	Executive Director Therese Yanan will supervise Ms. Perkey, Mr. Lee and Mr. Benally. Ms. Yanan is an attorney with twenty years' experience who is licensed to practice law in Arizona, New Mexico, Utah, and the Navajo Nation. Ms. Yanan has successfully coordinated staff efforts to fulfill the requirements of numerous grants and contracts.
Name: Chris O'Shea Heydinger Title: Grants Specialist	Grants Specialist Chris O'Shea Heydinger will monitor the progress of the program and submit narrative reports to the Council. She is an attorney and grant writer with over 15 years' experience in project management and reporting.
Name: Becky Mix Title: Director of Admin/Finance	Director of Administration & Finance Becky Mix will be responsible for managing the program's finances and reporting to the DDPC on use of their funds. Ms. Mix is a CPA with over 20 years of experience managing public grants and contracts.

ATTACHMENTS

Navajo Housing Authority Public Rental Policy and Procedures
From: Megan Healy

Re: Consideration of the Law Center's suggestions and comments.

Questions: 1) Is the version of the policy on the website the same as the previously reviewed one? 2) If not, has the NHA incorporated any of the VCA requirements? 3) Have any of the Law Center's recommendations been included in the most recent policy?

ISSUE ONE:
The version of the policies from the website is NOT the same as the previously reviewed & highlighted one. It is largely the same, but there are several differences, most non related to disabilities or accommodations.

The relevant additions to the new version (related to disability & grievance policies) are:

1) Section III(A), p. 7: Application Procedure now includes a requirement that the application conatin all "indentifying information of the name and contact telephone number of the Section 504 Coordinator, the TDD/TTY number for visual or hearing impaired applicants, requests for reasonable accommodation, and declaration of disability."
2) Section XII (E), p.43: Decision of the Hearing Officer, now includes an entire new section, as follows:
    a. "1. The hearing officer shall render a decision within three (3) days after hearing.
        i. a. for criminal activities that fall under the "One Strike, You're Out" policy described in Section VIII, at the conclusion of the hearing;
        ii. b. for all other grievances, within five (5) days after the hearing.
    b. 2. The decision of the hearing officer shall be the final administrative decision and shall be binding on all parties.
    c. 3. A copy of the written decision shall be given to the tenant, a copy filed in the tenant's NHA file, and a copy sent to the Director of the Housing Management Division."
3) Section XIII, Definition of Terms, Disabled Person – p.48, the definition has been revised to read: "An individual with a disability is defined by the ADA as a person ho has a physical or mental impairment that substantially limits one or more major life activities; or a person who has a history of record of such an impairment; or a person perceived by others as having such an impairment. Notwithstanding any other provision of law, no individuals shall be considered a person with disabilities for purposes of eligibility for NHA housing solely on the basis of any drug or alcohol dependence."

OTHER CHANGES: not directly related to the recommendations, but differences between the old and new versions that may be relevant:

1) Section I. L is now "Amendments/Waiver," instead of "Amendments"
2) Section II (B)(1)(a)(3) Background Checks/Rental History eligibility reviews now includes evictions due to "other reasons"
3) Section II(B)(2)(c) Criminal History checks will now be obtained annually, by the applicant or the NHA.
4) Section III(E)(1)(b)(5) has been added: "A statement that the units will be offered on a first come first served basis."
5) Section III(E)(1)(c) has been added: "If a unit is not available for the family, a statement will be issued that the applicant will be placed on a waiting list and will be notified of an available unit when one becomes available."
6) Section III(E)(2) added
7) Section III(E)(2)(b): Updated applications will occur "annually" instead of "every January to November."
8) Section IV (A)(1)(2), "sex" has been changed to "gender"
9) Section IV(A)(3)(e), annual travel allowance has been changed from previous $1,300.00 to just $25.00. (this seems like a typo – perhaps intended the $25 limit to be something other than "annually")
10) Section IV(A)(6) – p.16 – included flexible income determination for utilities depending on income and season.
11) Re-determination of Tenant Eligibility (Section unmarked): (A)(2)(b) has been added: "NHA reserves the right to conduct a recertification at any time to verify the continued eligibility of the tenant or the correct monthly payment"
12) As above, (A)(3)(a)(6) & (7) have been added- failure to respond to scheduled recertification, rent is adjusted; tenants are notified in writing of any payment adjustment within 10 days.
13) As above, (A)(4) is new, regarding NHA employees or Board of Commissioners who are tenants.
14) Section VI(I) eliminates sentences that declared that unauthorized vehicles would be towed at tenant's expense.
15) Section VII(C) changed receipt of payments from specification that they are "hand delivered or mailed" to just "received."
16) Section XII Grievance Policy, (D)(6)(a), availability of documents, adds provision that any docs the tenant wants are made at the tenant's expense at $0.25/page.
17) Section XIII(A) eliminated specifications of members of the family who are eligible for adjusted income
18) Section XIII – new definition of Displaced Person and of Family
19) Section XIII – included definition of "Indian Area"
20) Section XIV, Preference Definitions, eliminated (A)(2), Domestic Violence, and A(8), Inaccessibility of Unit.

ISSUE TWO:
Based on my review & understanding of the documents, the website version of the Public Rental Policy and Procedures does not incorporate the VCA.

ISSUE THREE:
The website version HAS included the following recommendations in part:

1) Recommendation 1(e), the new changes to the application do include a request for a reasonable application. However, the changes also request a "declaration of disability," which per the recommendations the Law Center submitted, an applicant is never required to tell the NHA that they or anyone in their household has a disability or what the disability is.
2) Recommendation 1(f): it appears that the request for reasonable accommodation will now be on the application form itself.

Other changes relevant to the recommendations:

3) Recommendation 1(w): the new changes to the Decision of the Hearing Officer section is now "binding."

LETTERS...

NHA updating public rental policy

According to their website the Navajo Housing Authority is updating its public rental policy and is inviting public comment.

The Native American Disability Law Center has submitted quite a number of suggested revisions to NHA's rental policy in order to advance the rights of those with a disability, whether physical or mental, for easier access to housing services, to ensure the availability of disability accommodated units and to ensure non-discrimination against those with a disability.

The law center provides education, advocacy and free legal services to Native Americans with disabilities. We would urge persons with a disability, family members, care providers and disability service providers to submit their comments regarding the proposed changes.

The draft public rental policy may be downloaded from NHA's website at http://www.nooghah.org under the programs tab, public rental.

NHA is accepting written comments at their local housing management offices or the Housing Management Division at P.O. Box 4980, Window Rock, AZ 86515.

If you would like more information on the law center's suggested revisions or on the rights of the disabled, please call 800-862-7271 or 505-566-5880.

Debora Perkey, Attorney
Native American
Disability Law Center
Farmington, N.M.

Native American Disability Law Center

NAVAJO HOUSING NEEDS SURVEY AND FOCUS GROUPS

May 2012

About the Law Center:

The Native American Disability Law Center is a non-profit organization that works to protect the legal rights of Native Americans with disabilities in the Four Corners area of Arizona, Colorado, New Mexico and Utah. The Law Center also works to ensure that Native Americans with disabilities have access to justice and are treated equally in their communities and nations.

Access to housing has consistently been identified as a major concern to Native Americans with a disability in the Four Corners area.

In June, 2007, the Native American Disability Law Center (Law Center) conducted a comprehensive Needs Assessment in an effort to identify the most pressing needs of Native Americans with disabilities in the Four Corners region. This Needs Assessment consisted of sending out over 2,000 surveys to persons with disabilities, and conducting nine focus groups composed of individuals with disabilities, family members and service providers.

The Needs Assessment identified access to housing as one of the most important issues facing individuals with disabilities in our service area. The focus group participants consistently stated that housing issues were the most important problem facing people with disabilities. Those surveyed also indicated that one of their highest priorities was the lack of accessible housing. Survey and focus group participants all documented frustration with the Navajo Housing Authority, especially with the application process.

Following are some of documented concerns resulting from the survey and focus groups:

- the top issue raised by the focus groups was lack of access to adequate housing;
- 35% of survey respondents did not have a place to spend the night in the previous year;
- 48% of survey respondents with a physical disability were homeless at one time or another; and
- 67% of the focus group participants reported facing continual discrimination and felt that they are not understood by their communities and tribal leaders.

The 2007 Needs Assessment identified that housing is a huge barrier, regardless of disability. The barriers facing those applying for housing services, the significant

percentage of Navajos with disabilities, and the high unemployment and poverty rate on the Navajo Nation demonstrates the great need to simplify and increase access to housing services.

The Law Center conducted a similar Needs Assessment in 2011 including surveys and focus groups. Very similar results were obtained, with housing being one of the top concerns for both survey and focus group participants.

2011-2012 HOUSING NEEDS SURVEY

Following up on the concerns raised in the 2007 and 2011 Needs Assessments, the Law Center developed and distributed a Housing Needs Survey in 2011-2012. Reported below are the results obtained solely by those who identified as Navajo.

Survey Participants

The vast majority of the respondents, over 83%, were a person with a disability. A small number were service providers, family members and care givers for persons with a disability.

The following responses relate to the person with the disability. As the survey focused on those persons often the most in need of housing, namely those currently living in group homes and institutions, the participants are not necessarily reflective of the Navajo population in general. Fifty percent reported to be between 26 - 45 years old, 37% were 46 – 64, and only slightly less than 4% were 65 or older. About 42% live in group home, 23% in an institution, 17% with family, and 8% live in their own home. Regarding the primary disability, 70.4% reported a developmental disability, 16.7% reported mental illness, 7.4% were visual impaired or deaf, and 9.3% reported as other.

Survey Results

HOUSING FOCUS GROUPS

The Law Center facilitated three focus groups to the individuals with disabilities and their caregivers. They were held at the Chinle Community Center in Chinle, Arizona on September 21, 2011, at the Dine Bii Association for Disabled Citizens in Tuba City, Arizona on November 29, 2011, and at the Window Rock Education Complex on December 07, 2011.

The discussion was centered around the following three questions:

1. What are the biggest issues for people with disabilities concerning appropriate housing services;

2. How can service providers assist people with disabilities to obtain NHA or Public Rental Housing; and

3. How can family members or care-takers assist people with disabilities to obtain NHA or Public Rental Housing.

The groups' responses indicate that access to NHA housing services is an ongoing issue for many Navajo people with disabilities. The barriers to accessing appropriate housing that were identified by the participants include:

- NHA staff are not trained in working with persons with developmental disabilities; they discount the hardships that persons with a disability and persons with a developmental disability face.
- NHA staff do not fully explain the process to applicants.
- NHA procedures are another barrier in that no one follows through with requests; there does not appear to established procedures or timelines for responses to requests.
- There are no established NHA procedures that would allow for other outside agencies that have the funds and resources to make housing physically accessible provide that assistance directly to NHA residents.
- One participant stated the biggest issue for people with disabilities who want to obtain an NHA home is paperwork and their policies. They feel frustrated with many questions and documents that needed to be submitted. They also believe that many times NHA misplaces files and people have to wait and wait for a home. Many of the people have to go through lot of paper work and it takes years to get a house. It is a frustrating process and many of our people give up because of their policies and rules. When a person with disabilities requests a public rental or scattered home they place them on waiting list and they have to reapply each year to update their personal records.
- Another participant stated it takes years to get a home on the reservation. The housing application is also too hard. NHA places you on the waiting list and it is on-going process to update the application and personal records.
- Another person stated I tried to ask for a home through the NHA many times, but the application process and paperwork is too much. Many of our people with disabilities are not educated or go on their own to apply for public rental or a house. The housing services are very hard to deal with especially if you're in a wheelchair.
- Another individual with disabilities stated that many times the housing programs are set up with their own rules and regulations. People are given the run-around to gather information and many times they give up. The housing application should be made differently for people with disabilities. People with disabilities do not have transportation and it is hard to get around. The housing services places you on a waiting list and reapplying is a headache.

- One participant stated that NHA housing has strict rules and many have trouble obtaining homes. The NHA services for maintenance and weatherization are also a problem. Participant stated people with disabilities have the biggest problem obtaining services from NHA and feels frustrated with their rules and policies.

- Another person stated it takes years to seek assistance for a home on the reservation. The housing application is also too hard. NHA places you on the waiting list and it is on-going process to update the application and personal records.

- The biggest concern is that many of our people with disabilities do not know their legal rights and the grievance process. Others are not being provided accommodations related to their disabilities.

- A care provider stated that NHA and housing programs are set up with their own rules and policies. Many are being ignored and placed on a waiting list for years to obtain a home. The housing services, tribal government and community people do not support people with disabilities to obtain a house or public rental. There is too much red-tape, favoritism among our own people and don't care attitude toward one another.

Participants made the following suggestions as to how NHA could better assist people with disabilities to obtain access to housing:

- Training: would like to see a week-long disability awareness training for NHA staff; should be a trained person in each office; need to better collaborate with other service providers to know what resources are available. Does not believe a centralized system would work; would result in more delays.

- Agency directors need to be involved.

- Would like to see 504 Coordinator doing more.

- Training should also include contractors, maintenance workers, law enforcement, doctors, home care providers, service providers, emergency preparedness taskforce, CHR

- Need to follow thru: if make a promise, don't break the promise.

- Improve process

- Need to understand needs of their clients.

Findings and Recommendations:

1. Finding and applying for home ownership or public rental through NHA presents a deep challenge for many individuals with disabilities.

2. The NHA housing services takes too long and keeping up with the application process is extremely difficult.

3. Economic and income difficulties exist for individuals with disabilities that often prevent them from owning or renting an NHA home.

4. Family members of individuals with disabilities are unsure or uneducated on how to help their disabled family members.

5. Greater outreach and education is needed. Assistance is needed in completing the application and related documents.

6. The application process should be simplified.

7. There needs to be greater awareness of the barriers facing those with disabilities and greater understanding of and compassion for the challenges they face.

8. There is a need for training, awareness, and outreach to people with disabilities, their caregivers and service providers about their rights.

Native American Disability Law Center

HOPI HOUSING NEEDS SURVEY AND FOCUS GROUPS

May 2012

Access to housing has consistently been identified as a major concern to Native Americans with a disability in the Four Corners area.

In June, 2007, the Native American Disability Law Center (Law Center) conducted a comprehensive Needs Assessment in an effort to identify the most pressing needs of Native Americans with disabilities in the Four Corners region. This Needs Assessment consisted of sending out over 2,000 surveys to persons with disabilities, and conducting nine focus groups composed of individuals with disabilities, family members and service providers. A relatively high number of persons completing the survey identified themselves as Hopi and one of the focus groups was held in the Hopi community of Second Mesa, Arizona. The Needs Assessment identified housing as one of the major issues facing individuals with disabilities in our service area.

Following are some of documented concerns resulting from the survey and focus groups:

- the top issue raised by the focus groups was lack of access to adequate housing;
- 35% of survey respondents did not have a place to spend the night in the previous year;
- 48% of survey respondents with a physical disability were homeless at one time or another; and
- 67% of the focus group participants reported facing continual discrimination and felt that they are not understood by their communities and tribal leaders.

The Law Center conducted a similar Needs Assessment in 2011 including surveys and focus groups. Very similar results were obtained, with housing being one of the top concerns for both survey and focus group participants.

HOPI HOUSING NEEDS SURVEY

Following up on the concerns raised in the 2007 and 2011 Needs Assessments, the Law Center developed and distributed a Housing Needs Survey in 2011-2012. Reported below are the results obtained solely by those who identified as Hopi.

Survey Participants

The survey participants were fairly evenly distributed between persons with a disability, parents or guardians of persons with a disability, other family members, and service providers.

The following responses relate to the person with the disability. Thirty-eight percent reported to be less than 18 years of age, 52% were between 18-64 years old, and 10% were 65 or older. About 55% live with family and 36% live in their own home. Regarding their primary disability, 45% reported a developmental disability, 10% reported mental illness, 20% were visual impaired, and 40% reported as other.

Survey Findings

Over 45% of the survey respondents reported being denied housing services at some time. The income requirement was stated as the main reason for being denied housing services; several did not know why they were denied housing. About half of those that applied for housing from Hopi Tribal Housing Authority thought the application process was too complicated, too long or involved too much paperwork. Of those that responded, half felt they were or may have been discriminated against.

Most striking are the responses to the questions regarding knowledge of the process and the right to obtain reasonable accommodation based on their disability. Over three-quarters (76.2%) did not know that at the time they applied for housing services, they had a right to request reasonable accommodations related to their disability. The same number did not know there was a grievance process if they were denied housing or had other problems. Of those currently in tribal housing, only three responded that accommodations are being provided related to their disability, one of which stated that it was provided by an outside organization, and one who stated that it was not satisfactory.

HOUSING FOCUS GROUP

Focus Group Participants

On February 28, 2012, a focus group was conducted in Hopi, Arizona, at the Hopi Cultural Center. Participants of this focus group were eight individuals from the Hopi community that included four persons with a disability, two family members, and two service providers. The purpose of this focus group was to seek input from Hopi community members of the status of accessibility of housing services for Hopis with a disability. The participants were asked to respond to 3 questions:

1. What are the major needs and issues of Hopis with a disability in accessing housing services?

2. Do disability service providers have the knowledge to assist a person with a disability to access housing services? and

3. Do family members or care takers have the knowledge to assist in seeking housing services?

Focus Group Findings

After an approximate two-hour discussion with all participants having the opportunity for expressing their comments and concerns, the following concerns were identified. It should be noted that the identified concerns may not be completely factual but are the opinions and concerns of the focus group participants and can be used for future clarification and education.

- There is significant lack of information and education from Hopi Tribal Housing Authority (HTHA) that results in service providers and community members not being knowledgeable of how to access housing services for a person with a disability. There has been no constructive approach taken by anyone or an organization addressing this major issue. Accessing housing services requires a person to visit a number of Hopi agencies and it is up to the individual to personally coordinate between such agencies. The process for home ownership is that first a person must be approved for land from their specific village government, second they must inform HTHA of this approval and then HTHA conducts the process to determine eligibility, third if eligible then the person must seek funding through the Hopi Credit Union for approval of construction funds, and fourth upon approval of funding HTHA will notify Hopi Contractors for home construction. It seems that HTHA does not provide funding for HUD houses.

- There are 12 different village governments with some village governments not being part of the Hopi central government. Each village has a Chief and some Chiefs are reluctant to grant requested land for home construction, in that, they fear that if a person does not meet required payments then the home and related land will be taken over by HUD. In reality, such adverse situations will result in having home payment transferred to a family member or clan relative.

- Many families still live in small adobe homes that are overcrowded with extended relatives residing in a given home. The Hopi Tribe is growing in population and housing will become a greater issue and need. Those living in the outlying areas of a village have to haul water for their personal use. The Environmental Health Department of IHS must provide approval for construction of water lines and plumbing systems and there is currently a ten-year waiting period. Frequently, right of way issues for water and electric lines may arise other community members may not want to grant such right of way to cross their property.

- In the Tuba City area, subdivisions have been constructed for HUD homes but such homes are poorly constructed and are not disability accommodated. Requests for maintenance and repairs result in long waiting periods before being provided and HTHA does not provide disability related modifications. It has been noticed that on the Hopi Tribal Council meeting agenda, that there is some conversation about creating a subdivision for HUD homes on land west of the Hopi Cultural Center in Hopi.

- There are 40 public rental units in Winslow, Arizona about 60 miles from the Hopi reservation. If a person desires to seek such rental units they have to relocate to the Winslow community. It is thought that there are only two disability accommodated units.

About the Law Center:

The Native American Disability Law Center is a non-profit organization that works to protect the legal rights of Native Americans with disabilities in the Four Corners area of Arizona, Colorado, New Mexico and Utah. The Law Center also works to ensure that Native Americans with disabilities have access to justice and are treated equally in their communities and nations.