NATIVE AMERICAN

SELF-ADVOCACY PROJECT

GRANT APPLICATION
ADDPC-FFY14-GP-00
COMPREHENSIVE EDUCATION PROJECT TO
PROMOTE SELF-ADVOCACY & INFORMATION

SUBMITTED TO
THE ARIZONA DEVELOPMENTAL DISABILITIES
PLANNING COUNCIL

AUGUST 27, 2014

ARIZONA
DEVELOPMENTAL
DISABILITIES
PLANNING COUNCIL℠

September 25, 2014

Ms. Therese Yanan
Native American Disability Law Center
3535 East 30th Street, Suite 201
Farmington, NM 87402-8820

Subject: Proposal in response to RFGA ADDPC-FFY14-GP-00
Comprehensive Education Projects to Promote Self-Advocacy and Information

Dear Ms. Yanan,

All applications received under RFGA ADDPC-FFY14-GP-00 have been reviewed and your application is considered to be susceptible for an award pending further clarification. Please provide a written response to the following question to me, via email, by 3:00 P.M., Thursday, October 2, 2014.

1. In review of your entire proposal, is the requested dollar amount adequate to complete the tasks and objectives, as set forth in your application? The NADLC shall respond in one of two ways:
    a. No changes are necessary and for the ADDPC to accept proposal and requested dollars as Best and Final. Or
    b. The NADLC may submit a revised Budget Summary and Budget Narrative, ensuring the required Match dollars are provided as either Cash or In-kind. If this option is exercised by NADLC, provide a brief narrative explaining what would be the program enhancements.

The Evaluation Committee will review your responses and further consider your application. If you have any questions, don't hesitate to contact me at (602) 542-8976 or by email at mcrane@azdes.gov

Sincerely,

Marcella Crane

Marcella Crane
Contracts Manager

State of Arizona
Developmental Disabilities Planning Council
1740 West Adams, Suite 201
Phoenix, AZ 85007
602-542-8970

Contractor Name: The Native American Disability Law Center, Inc.

Project Name: Native American Self-Advocacy Project Project/Contract Number: ADDPC-FFY14-GP-00

Service Start Date: 10/1/2014 Service End Date: 9/30/2015

Budget Category	Description	Requested Funds	Non-Federal Cash Match	Non-Federal In-Kind Match	Total Program Cost
Salaries	Please see Budget Narrative	31,009.04	-		31,009.04
Fringe Benefits		15,557.49	-		15,557.49
Supplies		465.81			465.81
Staff Travel		11,027.92	-		11,027.92
Rent or Cost of Space			3,906.42		3,906.42
Equipment		-	-		-
Contracted Services		1,500.00			1,500.00
Indirect Costs		722.20	2,793.69		3,515.89
Total Costs		60,282.46	6,700.11	-	66,982.57

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

Therese E. Yanan
Name of Certifying Official

Co-Director of Program Services
Title of Certifying Official

Signature

27-Aug-14
Date

NATIVE AMERICAN SELF-ADVOCACY PROJECT

BUDGET NARRATIVE (Revised)

Personnel/Salaries

The Personnel line item covers salaries for Law Center staff currently employed by the Law Center. Total expense of $31,009.04 is included in the budget.

The Law Center's Advocate, Stenson Lee, will organize and conduct trainings and outreach. Mr. Lee will provide 38.56% of an FTE toward this project at $17.02 an hour for a total cost of $14,059.31. Alexis De La Cruz, staff attorney, will provide 16.44% of an FTE at $18.33 an hour at a total cost of $6,456.69; Ms. De La Cruz will work with Mr. Lee to conduct the trainings, present at the conferences and conduct outreach. Therese Yanan, Co-Director Program Services, will help to organize and present at the two disability awareness conferences planned on the Navajo and Hopi Nations. Therese will provide 6.25% of an FTE at $39.14 an hour for a total cost of $5,240.65. Hoskie Benally, Community & Government Liaison, will assist with organizing and presenting at the two disability conferences and conduct outreach. Mr. Benally will provide 4.23% of an FTE at $23.63 an hour or $2,142.08 to the project. Yolanda Sandoval, Senior Advocate, will assist with organizing the conferences and present at the two conferences. Ms. Sandoval will provide 2.31% of an FTE at $20.46 an hour for a total of $1,011.46. Marlene Lewis, Accountant, will prepare monthly financial statements and invoices for the project. Ms. Lewis will provide 3.46% of an FTE at $16.48 an hour at a total cost of $1,222.16. Becky Mix, Co-Director Finance & Administration will provide .29% of an FTE at $32.00 per hour and a total cost of $197.76. Administrative support will be provided by Ms. Gloria Gray, 1.23% of an FTE at $9.79 an hour for a total cost of $257; Ms Valerie Johnson, 1.03% of an FTE at $11.33 an hour for a total cost of $250.90; Ms. Charlotte John, 0.67% of an FTE at $12.00 an hour for a total cost of $171.03.

Fringe Benefits

Fringe benefits expense in the amount of $15,557.49 is included in the budget. Fringe benefits are calculated as 50.17% of Personnel/Salary expense for this project. These expenses include Social Security at 6.2% of wages at a cost of $1922.06; Medicare at 1.45% of wages at a cost of $449.63; State Unemployment Insurance and Workers' Compensation Insurance expense at 0.81% and a cost of $251.17. Family medical, dental and vision insurance together with long term disability and life insurance are provided at no cost to each employee who works 20 hours or more a week. Group insurance represents 34.83% of personnel wages and costs $10,800.45. Additionally, the Law Center provides contributions to a 403(b) retirement plan. The contributions represent 6.88% of personnel wages at a cost of $2,134.18.

Contractual Services

The Law Center will provide $1,500 in total for stipends to enable participation.

The individual with a developmental disability nominated for the Navajo Nation Advisory Council may need a personal care attendant to enable them to participate. The Law Center will provide $50 per meeting as a stipend for that personal care attendant (PCA) to support the individual's attendance at the meetings. The Law Center estimates that the Advisory Council will meet ten times per year for a total of $500 in stipend expenses for the PCA.

The Conference Panels will be comprised of self-advocates and parent advocates who will share their advocacy experiences. The Law Center will offer a stipend to panel participants in order to defray expenses of attending. The stipend offered is expected to be $50 per advocate or parent advocate. The Law Center is planning for one panel of 5 self-advocates and one panel of 5 parent advocates at the annual Navajo Disability Conference and the annual Hopi Disability Conference, for a total of 20 panel participants. With a stipend of $50 per panel participant the total for the conference stipends will be $1000 in stipend expenses.

Supplies

This line item includes expenses in the amount of $465.81 for expendable office supplies such as paper, toner, pens, pencils, folders, note pads, name tags, etc to be used for the project.

Staff Travel

This line item covers travel costs for staff to organize and participate in the trainings, conferences and outreach events. Travel costs include mileage ($8,297.92), meal per diem ($2,250) and lodging ($480) using current Arizona Accounting Manual rates or Law Center rates whichever is lower. Arizona Government rates were obtained at http://www.gao.az.gov/publications/SAAM/Supp_I_trvrates-012308.pdf.

	Mileage Cost @ $0.445 per mile	**Per Diem @$30.00 per day**	**Hotel Per Diem @$60 per day**
DDD, Chinle AZ 10 meetings	$792.10 (1780 x .445)	$300.00 ($30 x 10)	
Monument Valley HS, Kayenta AZ 10 meetings	$1,406.20 (3160 x .445)	$300.00 ($30 x 10)	

Hopi Ofc Special Needs Kykotsmovie AZ 10 meetings	$1,139.20 (2560 x .445)	$300.00 ($30 x 10)	
Training Chinle AZ 4 sessions	$715.56 (1608 x .445)	$240 ($30 x 4 x 2 staff)	
Training Kayenta AZ 4 sessions	$961.20 (2160 x .445)	$240 ($30 x 4 x 2 staff)	
Training Kykotsmovie AZ 4 sessions	$854.40 (1920 x $.445)	$240 ($30 x 4 x 2 staff)	
Window Rock AZ NN Conference	$116.15 (261 x $.445)	$90 ($30 x 3 staff)	
Kykotsmovie, AZ Hopi Conference	$196.69 (442 x $.445)	$90 ($30 x 3 staff)	$120 ($60 x 2)
Outreach events	$1420.44 (3192 x $.445)	$270 ($30 x 3 x 3 staff)	$120 ($60 x 2)
Bi-annual meetings	$695.98 (1564 x $.445)	$180 ($30 x 3 x 2)	$240 ($60 x 2 x 2 mtgs)
TOTAL	**$8,297.92**	**$2,250**	**$480**

Rent

Rental space has been budgeted at $3,906.42 for this project. The amount of rent expense is based on actual occupancy expense. A portion of actual office occupancy expense has been allocated to this project using the percent of direct staff expense dedicated to this project compared to budgeted staff expense. This expense will be provided by the Law Center under the cash match, using non-Federal funds.

Administrative/Indirect Costs

The indirect expenses are administrative expenses that will be required to complete the project. The Law Center will utilize space and certain equipment costs at its office in Farmington and Gallup New Mexico. The percentage of project expense is calculated using direct staff hours as the numerator and total budgeted organization hours as the denominator. This project has 7.82% of the expenses below allocated utilizing the indirect cost allocation factor. The Law Center plans to utilize nonfederal cash to provide all expenses with the exception of the expense for the financial audit ($722.20) in order to meet 10% matching portion required under this application.

	Requested Funds	Non-Fed Match	Project Budget 8.25%
Telephone/Internet		$ 617.58	$ 617.58
Audit	$722.20	40.00	762.20
PC Support		281.43	281.43
Insurance/Dues		1,244.92	1,244.92
Equipment Lease		609.76	609.76
	722.20	2,793.69	$3,515.89

Match

We are required to provide a 10% match of the total cost of this program, or $6,700.11. This amount will be provided through cash reserves held by the Law Center. Reserves allocated for use under this project contain non-federal cash accumulated through private donations and program income. Program income is composed of attorney's fees won in court to protect the rights of Native Americans with disabilities. The $6,700.11 cash match is composed of expenses noted previously in this narrative and summarized below.

Rent/Cost of Space	3,906.42
Administrative/Indirect	2,793.69
Total	$6,700.11

NATIVE AMERICAN SELF-ADVOCACY PROJECT

EXECUTIVE SUMMARY

The Native American Disability Law Center, Inc. (the Law Center) is a nonprofit organization incorporated in Arizona that provides free legal assistance, advocacy and education to Native Americans with disabilities. Our clients live on or near the Navajo Nation and Hopi reservation in northern Arizona, northern New Mexico, and southern Utah. The Law Center staff provide advice and representation in areas that include civil rights, special education, housing, health care, employment, rights to services, and rights in care facilities. We also conduct extensive community education and training for individuals with disabilities, their families, caregivers and service professionals. Our services empower Native Americans with disabilities to live independent lives in their own communities.

The Native American Disability Law Center now applies to the Arizona Developmental Disabilities Planning Council for $51,488 in funding to promote self-advocacy of young Native Americans with developmental disabilities, between 16 and 25 years old. The project will increase the self-advocacy skills of the young Native Americans through direct education and training, but also by increasing the support they receive from their family and their community. The Law Center's project focuses on regular meetings during which the young Native Americans will learn their rights, identify issues that interest them, and develop self-advocacy skills through role playing and practice. Stenson Lee, an educator and advocate, will provide this on-going training and support. Training and support to the parents of the young people being trained by Mr. Lee will also be provided by Mr. Lee and Alexis DeLaCruz, one of the Law Center's attorneys. That training will focus on developing the parents' advocacy skills, while also encouraging them to support their children's self-advocacy. Hoskie Benally, the Law Center's Community and Government Liaison, will support the nomination of an individual with a developmental disability to the Navajo Nation Advisory Council on Disabilities and support his/her involvement as necessary. The Law Center will encourage others with disabilities and their families to become self-advocates by conducting panel discussions at the annual Navajo and Hopi Conferences. These panels will be comprised of advocates and focus on the barriers, challenges and successes of advocating. Finally, the Law Center will increase awareness of the rights of those with disabilities and reach those not already connected with the disability community by participating in three non-disability related public education events.

The Law Center will collaborate with the Navajo Nation Advisory Council on Disabilities (the Advisory Council), the Hopi Office of Special Needs (OSN), the Arizona Division of Developmental Disabilities (DDD), and the Kayenta Unified School District (KUSD) to implement this project. The Law Center will work with the Advisory Council and the Hopi OSN to include panels of self-advocates at each of their annual conferences. The Law Center will also work with the Advisory Council to support the nomination and participation of a member with a developmental disability. And the OSN, DDD and KUSD will help the Law Center identify young people with developmental disabilities and their families to participate in on-going self-advocacy and education sessions.

This project will increase the number of people with developmental disabilities and their families who identify as self-advocates.

NATIVE AMERICAN SELF-ADVOCACY PROJECT
METHODOLOGY

Part 3:Tasks

1. Applicants shall detail proposed activities that are evidence based and/or a best practice model, targeting self-advocates, family members, and/or stakeholders in the community seeking to increase/improve their knowledge and skills in advocacy efforts, or to increase/improve their knowledge and skills on topics that are of importance to the developmental disability community.

The Law Center actively participates in the Navajo and Hopi communities and has for the past twenty years. In the past we have supported and fostered self-advocacy groups. We are planning a new approach with this project that supports family members, but focuses the resources on young adults with developmental disabilities. In our experience working with adults with developmental disabilities living in group homes and institutional settings, they may have been living in these settings for many years, and therefore, have difficulty imagining an independent life in their home communities. While we will continue working with adults, by focusing on young people, this project will foster and support self-advocacy skills that will help young people to remain independently living in their communities and exercising self-determination.

The Law Center proposes a multi-faceted project to improve self-advocacy skills among young people with developmental disabilities and their families. The Law Center will:

a. Identify and support a Navajo with a developmental disability to join the Navajo Nation Advisory Council on Disability.
b. Identify young people with developmental disabilities in the Chinle, Kayenta and Hopi communities and help them develop self-advocacy and leadership skills.
c. Train the parents and family members of these young people to develop advocacy skills and support their children's self-advocacy efforts.
d. Provide panel discussions on self-advocacy at the annual Navajo and Hopi Disability Conferences.
e. Conduct three outreach activities at general public events to broaden awareness outside the existing disability community.

The Law Center has a presence in all of the congregate care settings for adults with disabilities and many contacts within the larger community. Using these resources, the Law Center will work with the Navajo Nation Advisory Council on Disability (the Advisory Council) to identify an adult with a developmental disability as a possible nominee to the Advisory Council. Mr. Benally, the Law Center's Community and Government Liaison, will meet with the individual and talk with him or her about the Advisory Council, its work, and the nomination process. If the person is interested in joining the Advisory Council, Mr. Benally will help him/her to complete and submit the nomination form. Once the individual is appointed to the Advisory Council, Mr. Benally will meet with him/her and provide an orientation to the Advisory Council's role on advising the Navajo Nation on policies impacting Navajos with disabilities. Mr. Benally will also offer to mentor the new Advisory Council member, so s/he can understand the Advisory

Council's work on several outstanding initiatives but also develop strategies to ensure that s/he is a full and active participant of the Advisory Council.

The project will specifically focus on developing the self-advocacy and leadership skills among young Native Americans with developmental disabilities. Stenson Lee, one of the Law Center's Advocates, will provide the training and support for young people ages 16 to 25 years old. The Law Center will use an existing self-advocacy curriculum that is evidenced based and incorporates best practices, but Mr. Lee will revise it so that it is culturally relevant and applicable to Navajo and Hopi communities. Mr. Lee will work with the project's partners to publicize the project. Mr. Lee will work with the Hopi Office of Special Needs (Hopi OSN) to identify young Hopis with developmental disabilities, the Chinle Office of the Arizona Division of Developmental Disabilities (Chinle DDD) to identify individuals in Chinle, and the Kayenta Unified School District (KUSD) to identify high school students with developmental disabilities in Kayenta to develop three different community based groups. Participation will be absolutely voluntary. After identifying potential participants, Mr. Lee will meet with them in the different communities and introduce the Law Center and the project, emphasizing the project's goal of helping them to develop self-advocacy and leadership skills. Mr. Lee will then start meeting with the participants on a monthly basis. The meetings will be located in Chinle, Kayenta and Hopi and the time and location will be selected by the participants to ensure that it is convenient for them. While the Law Center plans that these meetings will be held primarily in groups, the participants will select individual goals on which to focus. The groups will focus on developing a common set of skills and understanding, but then will support each other on achieving individual goals. Mr. Lee will use his understanding of the community, teaching experience combined with best practices, including modeling, role-playing and prompts, to teach advocacy skills. The participants will set personal goals to work on in between meetings and will have ready access to Mr. Lee for help and advice between meetings.

The Law Center will also provide four training sessions to the participants' parents and family members. These trainings will focus on providing information but also developing advocacy skills. The training will combine lectures and supplementary materials with role-playing and individual participation so that the parents and family members can develop concrete advocacy skills but also to support the young person's advocacy efforts. Mr. Lee will be working with Alexis DeLaCruz, one of the Law Center's attorneys, on these trainings. The trainings will not only emphasize the family's developing advocacy skills, but also the importance of supporting the self-advocacy skills the project's participants are developing.

The Law Center has rarely helped individual clients who did not already know exactly what they wanted to achieve or the fact that they were being denied a reasonable and required service. Many times these clients hesitate to disagree with proposed services or request needed ones. In our experience, there are many reasons for this hesitation but many times it is fear or the belief that the service delivery system is aligned against them. In order to encourage more self-advocacy across the community, this project will include panel discussions among community members who have successfully advocated for themselves, their family members and the community. Navajos and Hopi with disabilities and parents of children with disabilities will make up the panels. Through a series of guided questions, the panel members will describe their hesitations to engage in advocacy, their successful efforts, and their challenges. This discussion

will also include conference audience participation. Those attending the conferences will have the opportunity to question the panel members, share experiences, and explore advocacy approaches. These panels will be conducted at the annual Navajo and Hopi Disability Conferences. The Advisory Council, the organizer of the Navajo Disability Conference, and the Hopi OSN, the organizer of the Hopi Disability Conference, have already committed to including these panels on their conference agendas.

In addition to working with existing contacts and those already connected to the disability community, the Law Center proposes attending three non-disability related events. The Law Center staff would use these events to provide information and reach out to those in the community with disabilities but who may not be connected with the Law Center or the broader disability community.

2. Applicants shall have the ability and capacity to target areas of state that normally are not represented. Various outreach methods shall be described with emphasis on reaching underserved/unserved populations.

The Law Center serves Native Americans with disabilities across northern Arizona, especially those living on the Hopi Reservation and the Navajo Nation. These communities are typically considered underserved/unserved populations. The Law Center has worked within the Navajo and Hopi communities for twenty years and serves clients across the region. The Law Center's staff is primarily Native American and all staff have developed and maintained close community contacts.

3. Applicant shall develop and implement activities that are culturally, linguistically responsive, age appropriate and sensitive to the persons they will serve.

The primary activities proposed by this project will be carried out by Stenson Lee and Hoskie Benally, both of whom are enrolled members of the Navajo Nation and speak fluent Navajo.

Hoskie Benally, the Law Center's Community and Government Liaison, became blind when he was 22 due to a degenerative eye disease. As a member of the disability community, Mr. Benally has a personal understanding of the needs of individuals with disabilities and an inherent understanding of the communities' cultural considerations and views. Mr. Benally has a Bachelors' Degree in Sociology. He has worked with the Law Center since 2006 and has a long history of community organizing and leadership.

Since 2009, Mr. Benally has worked with the Navajo Advisory Council and been its President. Mr. Benally was instrumental in the passage of the Navajo Vulnerable Adult Protection Act, which addresses the abuse and neglect of adults with disabilities. He coordinated the assessments of Navajo and Hopi public buildings and voting sights that documented the lack of basic physical accessibility that inhibits Navajos and Hopis with disabilities from accessing public services. And Mr. Benally worked with the Navajo Nation Office of Special Education and Rehabilitation Services counseling individual clients with disabilities on making vocational choices. His experience guiding individuals with disabilities and community organizing gives him the skills to mentor the new member of the Navajo Advisory Council.

Stenson Lee is one of the Law Center's Advocates and regularly visits the institutions and group homes within the Navajo and Hopi communities. He has regular contact with adults with significant disabilities living in these settings and communicates with them regularly. Mr. Lee is also a certified and experienced teacher. In an earlier project, he worked with area schools and presented a curriculum to students without disabilities to increase their sensitivity and understanding of the challenges facing individuals with disabilities. This project included selecting an existing curriculum, altering it to ensure that it was culturally appropriate, coordinating services with various schools, and presenting the curriculum. Mr. Lee also provided a pre and post test to assess the results of the curriculum. This experience makes Mr. Lee uniquely qualified to work with adults and students with developmental disabilities and help them develop self-advocacy skills.

The Law Center's staff have worked in the Hopi community for 20 years, but will also work closely with the Hopi OSN to ensure that services are provided in a culturally and linguistically appropriate manner.

4. Applicants shall have the ability to partner with other community stakeholders that will support the ADDPC Objectives. Applicants must describe these partnerships and how they will support the proposed project. As part of developing community partnerships, each funded applicant shall agree to meet bi-annually with other funded applicants to share their program, best practices and lessons learned.

The Law Center worked with four community partners and stakeholders to develop this project that addresses all four objectives identified by the Arizona Developmental Disabilities Planning Council. This project will enhance the leadership capacity of self-advocates by working directly with individuals with developmental disabilities to develop their advocacy skills; build the capacity for self-advocacy in northern Arizona, specifically on the Hopi reservation and the Navajo Nation; provide reliable information on a variety of topics that are identified by those participating in the project; and provide information, education and support for Native Americans with developmental disabilities and their families, a traditionally underserved population.

The Law Center reviewed this project with the Chinle DDD, the KUSD, the Hopi OSN and the Advisory Council. These agencies were asked for their assessment on the proposed project, whether alterations were necessary to improve its success, and if they were interested in participating. Ernest Dale, Jr., the Chinle Office Supervisor of the Human Services Unit, approved the proposed project and thought it would be helpful for DDD's clients. He verbally committed to informing his client base and helping the Law Center identify potential participants. Evangeline Wilkinson, the Assistant Superintendent with the KUSD, verified that KUSD is interested in participating in this project and making it available to their students. The letter of support from Ms. Wilkinson is attached. The Hopi OSN, with which the Law Center has a long-term partnership, also reviewed the proposed project, recommended that the Law Center expand the age range to the current proposed 16 to 25 year old participants, and agreed to work with the Law Center. The letter of support from Eva Sekayumptewa, the Director of the Hopi OSN, is attached. The Advisory Council has also committed to supporting the proposed project

by supporting the nomination to the Advisory Council of an individual with a developmental disability and including the proposed self-advocacy panels in the next annual Navajo Disability Conference. The Advisory Council's resolution of support is attached.

5. Applicants shall describe how the chosen strategies and implemented activities are part of an ongoing and comprehensive program for participants for the duration of the contract period.

To implement this project the Law Center will use training and technical assistance, outreach, supporting and educating communities, and interagency collaboration and coordination. The Law Center's service area is approximately the size of West Virginia. Scarce resources and vast distances in this region support this combination of strategies. By working with the Hopi OSN, the Chinle DDD Office and the KUSD, the Law Center will have local contacts to help identify the participants and encourage their ongoing participation. The regular meetings of the Advisory Council and the community based participant groups will provide consistent training and technical assistance that will support the development of self-advocacy skills within the community. The Law Center also anticipates that this project will reach individuals who have not previously been involved in the disability community's initiatives.

Mr. Benally will be informally training the Advisory Council member during their mentoring sessions and providing technical assistance to encourage and support his/her participation during Advisory Council meetings and activities. During the monthly meetings, Mr. Lee will be training participants by providing them with specific information on a variety of topics that they need to advocate for themselves, but also by providing them with the opportunities to practice their advocacy skills. He will also be available between meetings to provide technical assistance by answering questions and encouraging them to use their advocacy skills. A similar approach will be used by Mr. Lee and Ms. DeLaCruz when training the participants' parents and family members. These trainings will focus on providing specific, usable information about their legal rights and the service delivery system, while also using interactive role-playing and participation to develop specific advocacy skills. The self-advocacy panels at the annual Navajo and Hopi Disability Conferences will expand awareness and reach other members of the community. The panels will focus on Navajos and Hopis with disabilities and their families supporting other to begin advocating for themselves.

The entire project relies on community education and support and interagency collaboration. Without the support and involvement of the Chinle DDD Office, the KUSD, the Hopi OSN and the Advisory Council, the Law Center would have difficulty in achieving the project's goals. This project also relies on the consistent involvement of all involved with an emphasis on working directly with individuals so that they can develop self-advocacy and leadership skills over the upcoming year.

Evaluation Narrative

6. Applicant shall describe their efforts to develop and administer ADDPC's evaluation survey's and how data will be collected, analyzed and used to make changes in any part of program design or implementation.

i. Accomplishments and Possible Barriers

Accomplishments

The project will identify individuals with developmental disabilities and their family members and help them develop concrete advocacy skills. The Law Center's staff will help these participants identify specific individualized goals and plan steps to achieve them. The Law Center will also organize and conduct self-advocacy panels to encourage those who are uncomfortable advocating for themselves and their family members to learn from other members of their community and recognize their potential as advocates. The Law Center will reach those with disabilities in the community previously unaware of the disability community.

Possible Barriers

The most significant possible barrier is if the Law Center is unable to identify young people in Hopi, Chinle and Kayenta who want to participate in the self-advocacy training. While the Law Center has firm commitments from community partners to help identify participants, participation is totally voluntary. The Law Center will encourage participation by organizing the trainings around the convenience of the participants.

ii. Evaluation Process

All the Law Center staff directly working on the project will be involved with the evaluation process. Mr. Benally and Mr. Lee will complete an initial assessment of the participants' skills at the beginning of the project. The assessment will evaluate if the participants already identify their goals and needs, participate in meetings by informing others of their goals and needs, and obtain their goals and needs. Mr. Benally and Mr. Lee will then develop plans for each participant to help him/her build on existing skills and to develop expanded advocacy skills At each meeting or training, Mr. Benally and Mr. Lee will informally "check in" with participants to see if any alterations or changes need to be made to better meet the participants' expectations. The participants will also complete the Short Term Outcome Post Survey.

If the Advisory Council member wants to meet with Mr. Benally for mentoring, then Mr. Benally will help him/her develop goals for each meeting. He will then track whether these goals are achieved and address possible barriers if they are not achieved. Similarly, Mr. Lee will help the participants and their parents and family members set advocacy goals and track whether these goals are achieved. In July 2015, all participants will be given the Intermediate Term Outcome Post Survey and the AIDD Consumer Satisfaction Survey. All of those attending the annual Navajo and Hopi Disability Conferences will be given the Short Term Outcome Post Survey and the AIDD Consumer Satisfaction Survey. In March 2015, 30% of those attending the Navajo Disability Conference will be mailed the Intermediate Term Outcome Post Survey with an enclosed self-addressed stamped envelope. In June 2015, 30% of those attending the Hopi Disability Conference will be mailed the Intermediate Term Outcome Post Survey with an enclosed self-addressed stamped envelope.

iii. Outputs and Outcomes

Outputs

a. The number of meetings attended by the Navajo Nation Advisory Council member supported by the project.
b. The number of young people with developmental disabilities participating in the self-advocacy training.
c. The number of parents and family members attending the four advocacy training sessions.
d. The number of people attending the self-advocacy panel discussions at the annual Navajo Nation Disability Conference.
e. The number of people attending the self-advocacy panel discussions at the annual Hopi Disability Conference.
f. The number of people spoken to and the number of brochures distributed at the general public events.

Outcomes

a. The Navajo Nation Advisory Council member supported by the project will advocate twice for a position that s/he supports.
b. The Navajo Nation Advisory Council member supported by the project will participate in one community event supporting the people with disabilities.
c. 50% increase in the number of young people with developmental disabilities who identify themselves as self-advocates.
d. 75% of young people with developmental disabilities participating will identify at least one occasion where they advocated for themselves.
e. 50% increase in the number of parents or family members who feel they can advocate for their child or family member with a developmental disability.
f. 50% of parents or family members will identify at least one occasion where they advocated for their child or family member with a developmental disability.
g. Reach new members of the public otherwise unfamiliar with the Law Center or the disability community.

iv. Information Analysis

Therese E. Yanan, the Law Center's Co-Director of Program Services, will analyze the information collected. In addition to meeting periodically with the participants and attending the annual Navajo and Hopi Disability Conferences to obtain informal input on the project's progress, Ms. Yanan will evaluate the survey results and compile the pre and post-test results. She will develop visual representations of the results (ie: bar graphs) to demonstrate the project's results. She will also review the results on a regular basis to ensure that the project is on track to meet its goals. If it does not appear to be on track, then Ms. Yanan will meet with the project's staff to discuss alternatives or alterations that are necessary to achieve the goals.

v. Funding for the Evaluation

The Law Center requests funding to support the evaluation process and the estimated costs are included in the budget and explained in the budget narrative.

Resolution & Letters of Support

NNACOD #003-08-14

Navajo Nation Advisory Council on Disabilities
Resolution of Support

The Navajo Nation Advisory Council on Disabilities (NNACOD) supports the Native American Disability Law Center's application to the Arizona Developmental Disability Planning Council for funding to help people with developmental disabilities and their families to improve and expand their knowledge and self-advocacy skills and to empower them to make informed choices.

WHEREAS, the Navajo Nation Advisory Council on Disabilities, under Title 13 of the Navajo Nation Code, is designated as the official Council for Navajos with disabilities. As such, the NNACOD is responsible for ensuring that individuals with disabilities shall have equal access to employment, education, housing, public safety, communication, recreation, medical treatment, and socialization opportunities on the Navajo Nation. The NNACOD further promotes awareness that individuals with disabilities should have the opportunity to realize their potential to the full extent of their mental and physical capabilities.

WHEREAS, 30% of the 250,000 Navajo population have a disability.

WHEREAS, the Native American Disability Law Center, Inc. is the primary provider of free direct legal assistance, advocacy, and education services to Navajos with disabilities in the Four Corners region.

WHEREAS, the NNACOD will collaborate with the Native American Disability Law Center to ensure the success of this grant program by:

a. Helping to support a Navajo with a developmental disability to join the NNACOD and advocate for himself or herself and others with developmental disabilities.
b. Including a panel comprised of Navajos with disabilities to share their self-advocacy experiences during the annual Navajo Disability Conference.
c. Including a panel comprised of Navajo families of people with disabilities to share their self-advocacy experiences during the annual Navajo Disability Conference.

Approved and Adopted on : August 13, 2014, with a **Vote of 05 in favor; 0 opposed and 1 abstained** at a Dully Called meeting of the NNACOD with an official presence of a quorum.

Hoskie Benally, Jr. President – NNACOD

Sylvia McKinley, Vice President-NNACOD

Kayenta Unified School District

August 24, 2014

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

RE: Self-Advocacy Program for Students with Developmental Disabilities

Dear Ms. Crane:

The Kayenta Unified School District (KUSD) fully supports the Native American Disability Law Center's application for funding to provide self-advocacy training and education to high school students with disabilities in Northern Arizona.

The KUSD will further the success of this program by identifying and supporting young people with disabilities to participate in the self-advocacy training. The Law Center's program based on long term training and role playing will give students the information and opportunity to learn self-advocacy skills that will benefit them throughout their lives. We fully support this program and look forward to working with the Law Center to make it a success.

If you have any questions, please contact me at 928-697-2062.

Sincerely,

Evangeline Bradley-Wilkinson

Evangeline Bradley-Wilkinson
Associate Superintendent of Support Programs

THE HOPI TRIBE

Herman G. Honanie
Chairman

Alfred Lomahquahu, Jr.
Vice Chairman

Office of Special Needs
Vocational Rehabilitation & Early Intervention Programs

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

RE: Developmental Disabilities Self-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 self-advocacy training 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.

The Office of Special Needs will further the success of this program by helping to identify and support young Hopis with disabilities to participate in the self-advocacy training. We will also work with the Law Center to provide sessions on self-advocacy at our annual disability rights conference. 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 self-advocacy program my fullest support.

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

Sincerely,

Eva Sekayumptewa, Manager
Office of Special Needs

DEPARTMENT OF ECONOMIC SECURITY
Your Partner For A Stronger Arizona

Janice K. Brewer
Governor

Clarence Carter
Director

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

RE: Self-Advocacy Program

Dear Ms. Crane:

The Arizona Division of Developmental Disabilities (DDD) fully supports the Native American Disability Law Center's application for funding to provide self-advocacy training and education to Native Americans with disabilities in Northern Arizona. The DDD provides services to individuals with developmental disabilities so that they can live independently and fully participate in their communities.

The DDD will help this project by identifying and supporting young people with developmental disabilities to participate in the self-advocacy training. I support the proposed project based on long-term training and skill development and think it will help our clients and their families. We look forward to working with the Law Center to achieve its success.

If you have any questions, please contact me at (928) 674-8010.

Sincerely,

Ernest Dale, Jr., Supervisor
Human Services Unit

Division of Developmental Disabilities
PO BOX 2150~~~Highway 191 Building 739A, Chinle, AZ 86503
Telephone (928) 674-8325 • Fax (928) 674-3757• www.azdes.gov

NATIVE AMERICAN SELF-ADVOCACY PROJECT
Timeline of Major Activities

Type of Activities	Person Responsible	Date Activity Will Be Completed/ Timeline	Type of Support Documentation
Identify & meet with a person with a developmental disability to be nominated to the Navajo Nation Advisory Council.	Hoskie Benally, Community Liaison Stenson Lee, Advocate	October 31, 2014	Nomination Form submitted to Navajo Nation President. Activities recorded in Disability Advocacy Database.
Select Training Materials & modify as necessary to make culturally appropriate & relevant.	Stenson Lee, Advocate Therese Yanan, Co-Director of Program Services	October 31, 2014	Training Materials. Activities recorded in Disability Advocacy Database.
Meet with Chinle DDD to coordinate the project & discuss ublicizing it to DDD clients.	Stenson Lee, Advocate Therese Yanan, Co-Director of Program Services	October 31, 2014	Documentation confirming meeting & agreement. Activities recorded in Disability Advocacy Database.
Meet with Kayenta Unified School District to coordinate the project & discuss working with Monument Valley High School.	Stenson Lee, Advocate Therese Yanan, Co-Director of Program Services	October 31, 2014	Documentation confirming meeting & agreement. Activities recorded in Disability Advocacy Database.
Meet with Hopi Office of Special Needs to coordinate the project & discuss publicizing it to OSN clients.	Stenson Lee, Advocate Therese Yanan, Co-Director of Program Services	October 31, 2014	Documentation confirming meeting & agreement. Activities recorded in Disability Advocacy Database.
Meet with Advisory Council nominee/member to provide orientation on the Navajo Nation Advisory Council & offer ongoing mentoring.	Hoskie Benally, Community Liaison	November 30, 2014	Orientation materials. Activities recorded in Disability Advocacy Database.

Meet with Chinle DDD clients to introduce self-advocacy project.	Stenson Lee, Advocate	November 30, 2014	Self-Advocacy Introductory materials. Activities recorded in Disability Advocacy Database.
Meet with Monument Valley High School students to introduce self-advocacy project.	Stenson Lee, Advocate	November 30, 2014	Self-Advocacy Introductory materials. Activities recorded in Disability Advocacy Database.
Meet with Hopi OSN clients to introduce self-advocacy project.	Stenson Lee, Advocate	November 30, 2014	Self-Advocacy Introductory materials. Activities recorded in Disability Advocacy Database.
Meet with Advisory Council nominee for mentoring if needed.	Hoskie Benally, Community Liaison	December 31, 2014	Activities recorded in Disability Advocacy Database.
Meet with Chinle DDD clients to begin self-advocacy training & education.	Stenson Lee, Advocate	December 31, 2014	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Provide Parent Training in Chinle to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	December 31, 2014	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.

Meet with Monument Valley High School students to begin self-advocacy training & education.	Stenson Lee, Advocate	December 31, 2014	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Provide Parent Training in Kayenta to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	December 31, 2014	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Meet with Hopi OSN clients to begin self-advocacy training & education.	Stenson Lee, Advocate	December 31, 2014	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Provide Parent Training in Hopi to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	December 31, 2014	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Advocacy Sessions at Navajo Disability Conference.	Hoskie Benally, Community Liaison Yolanda Sandoval, Senior Advocate Therese Yanan, Co-Director of Program Services	December 31, 2014	Training materials. Short Term Outcome Post Survey. AIDD Consumer Satisfaction Survey. Activities recorded in Disability Advocacy Database.

Provide outreach & information at general public event.	Hoskie Benally, Community Liaison Stenson Lee, Advocate Alexis DeLaCruz, Attorney	December 31, 2014	Outreach Materials. Activities recorded in Disability Advocacy Database.
Meet with Advisory Council member for mentoring if needed.	Hoskie Benally, Community Liaison	January 31, 2015	Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Chinle DDD clients.	Stenson Lee, Advocate	January 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Provide Parent Training in Chinle to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	January 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Monument Valley High School students.	Stenson Lee, Advocate	January 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.

Provide Parent Training in Kayenta to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	January 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Hopi OSN clients.	Stenson Lee, Advocate	January 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Provide Parent Training in Hopi to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	January 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Participate in one general public event to distribute information about disability rights and the service delivery system.	Stenson Lee, Advocate Hoskie Benally, Community Liaison Alexis DeLaCruz, Attorney	January 31, 2015	Distribution of information material and brochures. Activities recorded in Disability Advocacy Database.
Meet with Advisory Council member for mentoring if needed.		February 28, 2015	Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Chinle DDD clients.	Stenson Lee, Advocate	February 28, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.

Continue self-advocacy training & education with Monument Valley High School students.	Stenson Lee, Advocate	February 28, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Hopi OSN clients.	Stenson Lee, Advocate	February 28, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Meet with Advisory Council nominee for mentoring if needed.	Hoskie Benally, Community Liaison	March 31, 2015	Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Chinle DDD clients.	Stenson Lee, Advocate	March 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Provide Parent Training in Chinle to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	March 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Monument Valley High School students.	Stenson Lee, Advocate	March 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.

Provide Parent Training in Kayenta to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	March 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Hopi OSN clients.	Stenson Lee, Advocate	March 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Provide Parent Training in Hopi to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	March 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Provide outreach & information at general public event.	Hoskie Benally, Community Liaison Stenson Lee, Advocate Alexis DeLaCruz, Attorney	March 31, 2015	Outreach Materials. Activities recorded in Disability Advocacy Database.
Distribute Intermediate Term Outcome Post Survey to Attendees of Navajo Disability Conference & Analyze the results.	Therese Yanan Co-Director of Program Services	March 31, 2015	Intermediate Term Outcome Post Survey.
Meet with Advisory Council member for mentoring if needed.	Hoskie Benally, Community Liaison	April 30, 2015	Activities recorded in Disability Advocacy Database.

Continue self-advocacy training & education with Chinle DDD clients.	Stenson Lee, Advocate	April 30, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Monument Valley High School students.	Stenson Lee, Advocate	April 30, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Hopi OSN clients.	Stenson Lee, Advocate	April 30, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Advocacy Sessions at Hopi Disability Conference.	Hoskie Benally, Community Liaison Yolanda Sandoval, Senior Advocate Therese Yanan, Co-Director of Program Services	April 30, 2015	Training materials. Short Term Outcome Post Survey. AIDD Consumer Satisfaction Survey. Activities recorded in Disability Advocacy Database.
Meet with Advisory Council nominee for mentoring if needed.	Hoskie Benally, Community Liaison	May 31, 2015	Activities recorded in Disability Advocacy Database.

Continue self-advocacy training & education with Chinle DDD clients.	Stenson Lee, Advocate	May 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Provide Parent Training in Chinle to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	May 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Monument Valley High School students.	Stenson Lee, Advocate	May 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Provide Parent Training in Kayenta to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	May 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Hopi OSN clients.	Stenson Lee, Advocate	May 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.

Provide Parent Training in Hopi to parents of self-advocacy program participants.	Stenson Lee, Advocate Alexis DeLaCruz, Attorney	May 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Participate in one general public event to distribute information about disability rights and the service delivery system.	Stenson Lee, Advocate Hoskie Benally, Community Liaison Alexis DeLaCruz, Attorney	May 31, 2015	Distribution of information material and brochures. Activities recorded in Disability Advocacy Database.
Meet with Advisory Council member for mentoring if needed.	Hoskie Benally, Community Liaison	June 30, 2015	Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Chinle DDD clients.	Stenson Lee, Advocate	June 30, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Monument Valley High School students.	Stenson Lee, Advocate	June 30, 2014	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.

Continue self-advocacy training & education with Hopi OSN clients.	Stenson Lee, Advocate	June 30, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Meet with Advisory Council member for mentoring if needed.	Hoskie Benally, Community Liaison	July 31, 2015	Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Chinle DDD clients.	Stenson Lee, Advocate	July 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Monument Valley High School students.	Stenson Lee, Advocate	July 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.
Continue self-advocacy training & education with Hopi OSN clients.	Stenson Lee, Advocate	July 31, 2015	Self-Advocacy training materials. Short Term Outcome Post Survey. Attendance Sheets. Activities recorded in Disability Advocacy Database.

Provide outreach & information at general public event.	Hoskie Benally, Community Liaison Stenson Lee, Advocate Alexis DeLaCruz, Attorney	July 31, 2015	Outreach Materials. Activities recorded in Disability Advocacy Database.
Distribute Intermediate Term Outcome Post Survey to Attendees of Hopi Disability Conference & Analyze the results.	Therese Yanan Co-Director of Program Services	July 31, 2015	Intermediate Term Outcome Post Survey.
Meet with Advisory Council member for mentoring if needed.	Hoskie Benally, Community Liaison	August 30, 2015	Activities recorded in Disability Advocacy Database.
Meet with Advisory Council member for mentoring if needed.	Hoskie Benally, Community Liaison	September 30, 2015	Activities recorded in Disability Advocacy Database.
Participate in one general public event to distribute information about disability rights and the service delivery system.	Stenson Lee, Advocate Hoskie Benally, Community Liaison Alexis DeLaCruz, Attorney	September 30, 2015	Distribution of information material and brochures. Activities recorded in Disability Advocacy Database.
Prepare and submit program reports to DDPC with copies of consumer satisfaction surveys.	Therese Yanan, Co-Director of Program Services	Quarterly	Reports on file; activities recorded in Disability Advocacy Database.
Prepare and submit financial reports to DDPC	Becky Mix, Co-Director of Administration and Finance Marlene Lewis, Accounting Technician	Quarterly	Reports on file; activities recorded in Disability Advocacy Database.

State of Arizona
Developmental Disabilities Planning Council
1740 West Adams, Suite 201
Phoenix, AZ 85007
602-542-8970

Contractor Name: The Native American Disability Law Center, Inc.

Project Name: Native American Self-Advocacy Project Project/Contract Number: ADDPC-FFY14-GP-00

Service Start Date: 10/1/2014 Service End Date: 9/30/2015

Budget Category	Description	Requested Funds	Non-Federal Cash Match	Non-Federal In-Kind Match	Total Program Cost
Salaries	Please see Budget Narrative	22,783.00	-		22,782.78
Fringe Benefits		11,105.65	-		11,105.65
Supplies		357.45			357.45
Staff Travel		11,027.92	-		11,027.92
Rent or Cost of Space			2,481.43		2,481.43
Equipment		-	-		-
Contracted Services		1,000.00	500.00		1,500.00
Indirect Costs			2,232.76		2,232.76
Total Costs		46,274.02	5,214.19	-	51,487.99

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

Therese E. Yanan
Name of Certifying Official

Co-Director of Program Services
Title of Certifying Official

Signature

27-Aug-14
Date

NATIVE AMERICAN SELF-ADVOCACY PROJECT

BUDGET NARRATIVE

Personnel/Salaries

The Personnel line item covers salaries for Law Center staff currently employed by the Law Center. Total expense of $22,782.78 is included in the budget.

The Law Center's Advocate, Stenson Lee, will organize and conduct trainings and outreach. Mr. Lee will provide 30.19% of an FTE toward this project at $19.86 an hour for a total cost of $10,688.38. Alexis De La Cruz, staff attorney, will provide 11.44% of an FTE at $15.63 an hour at a total cost of $3,830.31; Ms. De La Cruz will work with Mr. Lee to conduct the trainings, present at the conferences and conduct outreach. Therese Yanan, Co-Director Program Services, will help to organize and present at the two disability awareness conferences planned on the Navajo and Hopi Nations. Therese will provide 4.81% of an FTE at $38 an hour for a total cost of $3,913.85. Hoskie Benally, Community & Government Liaison, will assist with organizing and presenting at the two disability conferences and conduct outreach. Mr. Benally will provide 4.23% of an FTE at $22.94 an hour or $2,079.69 to the project. Yolanda Sandoval, Senior Advocate, will assist with organizing the conferences and present at the two conferences. Ms. Sandoval will provide1.35% of an FTE at $19.86 an hour for a total of $572.84. Marlene Lewis, Accountant, will prepare monthly financial statements and invoices for the project. Ms. Lewis will provide 2.88% of an FTE at $16.00 an hour at a total cost of $988.80. Becky Mix, Co-Director Finance & Administration will provide .29% of an FTE at $32.00 per hour and a total cost of $197.76. Administrative support will be provided by Ms. Gloria Gray, 0.95% of an FTE at $9.50 an hour for a total cost of $192.57; Ms Valerie Johnson, 0.78% of an FTE at $11.00 an hour for a total cost of $184.68; Ms. Charlotte John, 0.54% of an FTE at $11.65 an hour for a total cost of $133.90.

Minimal Staff Support

Do Not a Personnel Review Page

Fringe Benefits

Fringe benefits expense in the amount of $11,105.65 is included in the budget. Fringe benefits are calculated as 48.75% of Personnel/Salary expense for this project. These expenses include Social Security at 6.2% of wages at a cost of $1,412.53; Medicare at 1.45% of wages at a cost of $330.35; State Unemployment Insurance and Workers' Compensation Insurance expense at 0.81% and a cost of $184.54. Family medical, dental and vision insurance together with long term disability and life insurance are provided at no cost to each employee who works 20 hours or more a week. Group insurance represents 33.4% of personnel wages and costs $7,609.45. Additionally, the Law Center provides contributions to a 403(b) retirement plan. The contributions represent 6.89% of personnel wages at a cost of $1,568.78.

Contractual Services

The Law Center will provide stipends to enable participation. The individual with a developmental disability nominated for the Navajo Nation Advisory Council may need a personal care attendant to enable them to participate. The Law Center will provide $50 per

meeting as a stipend for that personal care attendant (PCA) to support the individual's attendance at the meetings. The Law Center estimates that the Advisory Council will meet ten times per year for a total of $500 in stipend expenses for the PCA.

The Conference Panels will be comprised of self-advocates and parent advocates who will share their advocacy experiences. The Law Center will offer a stipend to panel participants in order to defray expenses of attending. The stipend offered is expected to be $50 per advocate or parent advocate. The Law Center is planning for one panel of 5 self-advocates and one panel of 5 parent advocates at the annual Navajo Disability Conference and the annual Hopi Disability Conference, for a total of 20 panel participants. With a stipend of $50 per panel participant the total for the conference stipends will be $1000 in stipend expenses.

The total for stipends will be $1500. The Law Center will provide $500 of the $1,500 in stipend expense as a portion of the non-Federal cash match.

Supplies

This line item includes expenses in the amount of $357.45 for expendable office supplies such as paper, toner, pens, pencils, folders, note pads, name tags and other items to be used the trainings and conferences.

Staff Travel

This line item covers travel costs for staff to organize and participate in the trainings, conferences and outreach events. Travel costs include mileage ($8,297.92), meal per diem ($2,250) and lodging ($480) using current Arizona Accounting Manual rates or Law Center rates whichever is lower. Arizona Government rates were obtained at http://www.gao.az.gov/publications/SAAM/Supp_I_trvrates-012308.pdf.

	Mileage Cost @ $0.445 per mile	**Per Diem @$30.00 per day**	**Hotel Per Diem @$60 per day**
DDD, Chinle AZ 10 meetings	$792.10 (1780 x .445)	$300.00 ($30 x 10)	
Monument Valley HS, Kayenta AZ 10 meetings	$1,406.20 (3160 x .445)	$300.00 ($30 x 10)	
Hopi Ofc Special Needs Kykotsmovie AZ 10 meetings	$1,139.20 (2560 x .445)	$300.00 ($30 x 10)	
Training	$715.56	$240	

Chinle AZ 4 sessions	(1608 x .445)	($30 x 4 x 2 staff)	
Training Kayenta AZ 4 sessions	$961.20 (2160 x .445)	$240 ($30 x 4 x 2 staff)	
Training Kykotsmovie AZ 4 sessions	$854.40 (1920 x $.445)	$240 ($30 x 4 x 2 staff)	
Window Rock AZ NN Conference	$116.15 (261 x $.445)	$90 ($30 x 3 staff)	
Kykotsmovie, AZ Hopi Conference	$196.69 (442 x $.445)	$90 ($30 x 3 staff)	$120 ($60 x 2)
Outreach events	$1420.44 (3192 x $.445)	$270 ($30 x 3 x 3 staff)	$120 ($60 x 2)
Bi-annual meetings	$695.98 (1564 x $.445)	$180 ($30 x 3 x 2)	$240 ($60 x 2 x 2 mtgs)
TOTAL	**$8,297.92**	**$2,250**	**$480**

Rent

Rental space has been budgeted at $2,481.43 for this project. The amount of rent expense is based on actual occupancy expense. A portion of actual office occupancy expense has been allocated to this project using the percent of direct staff expense dedicated to this project compared to budgeted staff expense. This expense will be provided by the Law Center under the cash match, using non-Federal funds.

Administrative/Indirect Costs

The indirect expenses are administrative expenses that will be required to complete the project. The Law Center will utilize space and certain equipment costs at its office in Farmington and

Gallup New Mexico. The percentage of project expense is calculated using direct staff hours as the numerator and total budgeted organization hours as the denominator. This project has 4.97% of the expenses below allocated utilizing the indirect cost allocation factor. The Law Center plans to utilize nonfederal cash to provide these expenses in order to meet 10% matching portion required under this application.

	Project Budget 4.97%
Telephone/Internet	392.30
Audit	484.16
PC Support	178.17
Insurance/Dues	790.80
Equipment Lease	387.33
	$2,232.76

Match

We are required to provide a 10% match of the total cost of this program, or $5,199. This amount will be provided through cash reserves held by the Law Center. Reserves allocated for use under this project contain non-federal cash accumulated through private donations and program income. Program income is composed of attorney's fees won in court to protect the rights of Native Americans with disabilities. The $5,214.19 cash match is composed of expenses noted previously in this narrative and summarized below.

Contractual Services	500.00
Rent/Cost of Space	2,481.43
Administrative/Indirect	2,232.76
Total	$5,214.19

Applicants Background Information Form

Complete each Item, using attachments where necessary and label your response "Applicant's Background Information Form". Attachments shall indicate the item number and heading being referenced as it appears below. Failure to make full and complete disclosure may result in the rejection of your application as unresponsive.

1. Contact Name for Project: Therese E. Yanan

   Organization Name: Native American Disability Law Center

   Address: 3535 E. 30th St., Suite 201, Farmington, New Mexico 87402

   Phone Number: 505-566-5880 Fax: 505-566-5889 Email: tyanan@nativedisabilitylaw.org

2. The Applicant is (check the appropriate box):

☐ Individual	☐ Corporation – For Profit	☐ Limited
☐ Partnership	X Corporation – Not for Profit	☐ Other –
☐ Limited Liability Partnership	☐ Government Entity	_____

   Year Established 2005

3. Authorized Signatory: _____ Therese E. Yanan, Co Director of Program Services
   (Name and Title of Authorized Signatory) is the signatory to this Contract on behalf of the Contractor and is responsible for the delivery of Contract Services during the term of this Contract.

	Yes	No
4. Has any Federal or State Agency ever made a finding of noncompliance with any relevant civil rights requirements with respect to your business activities? If YES, please attach an explanation.		X
5. Has the Applicant, Its major stockholders with a controlling interest, or its officers been the subject of criminal investigations or prosecutions or convicted of a felony? If YES, please attach an explanation.		X
6. Does the Applicant have sufficient funds to meet obligations on time under the Contract while awaiting reimbursement from ADDPC? If NO, please attach an explanation.	X	
7. Have any licenses ever been denied, revoked or suspended or provisionally issued within the past five years? If YES, please attach an explanation.		X
8. Have you or has your organization terminated any contracts, had any contracts terminated, had any liquidated damages assessed or been involved in contract lawsuits? If YES, please attach an explanation.		X
9. Do you, your staff, any of your relatives, or voting members of your Board of Directors maintain any ownerships, employments, public and private affiliations or relationships which may have substantial interest (as defined in A.R.S. §38-502, Conflict of Interest) in any contract, sale, purchase, or service involving the ADDPC? If YES, please attach an explanation.		X
10. Have your organization ever gone through bankruptcy? If YES, when? Include the State, District and case number.		X

NATIVE AMERICAN SELF-ADVOCACY PROJECT

Applicant's Qualifications Questionnaire

1. Briefly provide an overview of the company or entity that includes organizational Mission and Vision. Describe how your organization is involved in the developmental disability community and summarize the type of programs or services provided. Include an Organization Chart to show the lines of responsibility. (Limited to three pages, single sided with one inch margins and number 12 fonts, not including the organizational chart).

For 20 years, the Law Center has actively participated in the disability community on the Navajo Nation and in the Hopi community. The Law Center uses a combination of community education, systemic advocacy and individual case representation to address the needs of Native Americans with developmental disabilities living across northern Arizona. We have developed and maintained strong working relationships with individuals, government agencies and community groups to work toward a common goal of increasing opportunities for people with developmental disabilities to safely live and actively participate in their communities.

The Native American Disability Law Center (the Law Center) is a 501(c)(3) public, non-profit cross-disability organization that works with people with disabilities, including those with developmental disabilities, and their families. Originally established in 1994 as a project of DNA-People's Legal Services, Inc., the Law Center began operating as a separate nonprofit in 2005. The Law Center's mission is to advocate so that the rights of Native Americans with disabilities in the Four Corners area are enforced, strengthened and brought in harmony with their communities. We are focused on ensuring that Native Americans with disabilities have access to justice and are empowered and equal members of their communities and nations.

The Law Center provides legal assistance, advocacy and education in areas that include special education, employment, public benefits, abuse and neglect, and civil rights. In addition to individual and direct legal representation, the Law Center advocates to increase services and supports at the tribal, state and federal level. The Law Center also provides special education parent trainings, teaching parents and educators how to advocate on behalf of children with disabilities in the school system. The Law Center's staff regularly presents at regional and national conferences on the rights of Native Americans with disabilities and the unique intersection between federal disability law, federal Indian law, and tribal law.

An eight member Board of Directors governs the Law Center. The Board is composed predominately of Navajos and Hopis who have disabilities or parents of Native American children with disabilities. Our staff includes three attorneys, two advocates, a community and government liaison and necessary support staff. The Law Center currently receives over $900,000 in funding through federal grants, state contracts and non-profit foundation grants and contracts. The Law Center primarily receives funding through federal Protection and Advocacy grants, such as the Protection and Advocacy for Individuals with Developmental Disabilities grant administered by the Administration on Intellectual and Developmental Disabilities within the Department of Health and Human Services. The Law Center has a twenty year history and familiarity with federal and state financial and programmatic reporting requirements.

Every year the Law Center reviews its annual statement of objectives and priorities (SOP). The annual SOP is published and circulated among individuals with disabilities and others to ensure that the Law Center focuses its limited resources on the issues most important to our community and clients. The proposed interventions are also purposefully selected to balance our resources with our clients' needs. The Law Center bases the SOP on a comprehensive Needs Assessment that was initially completed in 2007 and then updated in 2011. That information is then combined with the regular input that we receive from the community during conferences, awareness activities, assessing client calls, and experience in the community. The community and our clients direct our services to the greatest extent possible.

Individuals with developmental disabilities make up one of our largest client cohorts and are also the focus of many of the Law Center's systemic or policy initiatives, such as the passage of the Navajo Adult Protection Act and the Navajo Adult Guardianship Act. Prior to the passage of these two statutes, the abuse and neglect of adults with significant disabilities who were unable to protect themselves went unreported and unaddressed. Similarly, adults with significant disabilities had guardians imposed upon them without appropriate legal protections, such as the right to notice and legal representation.

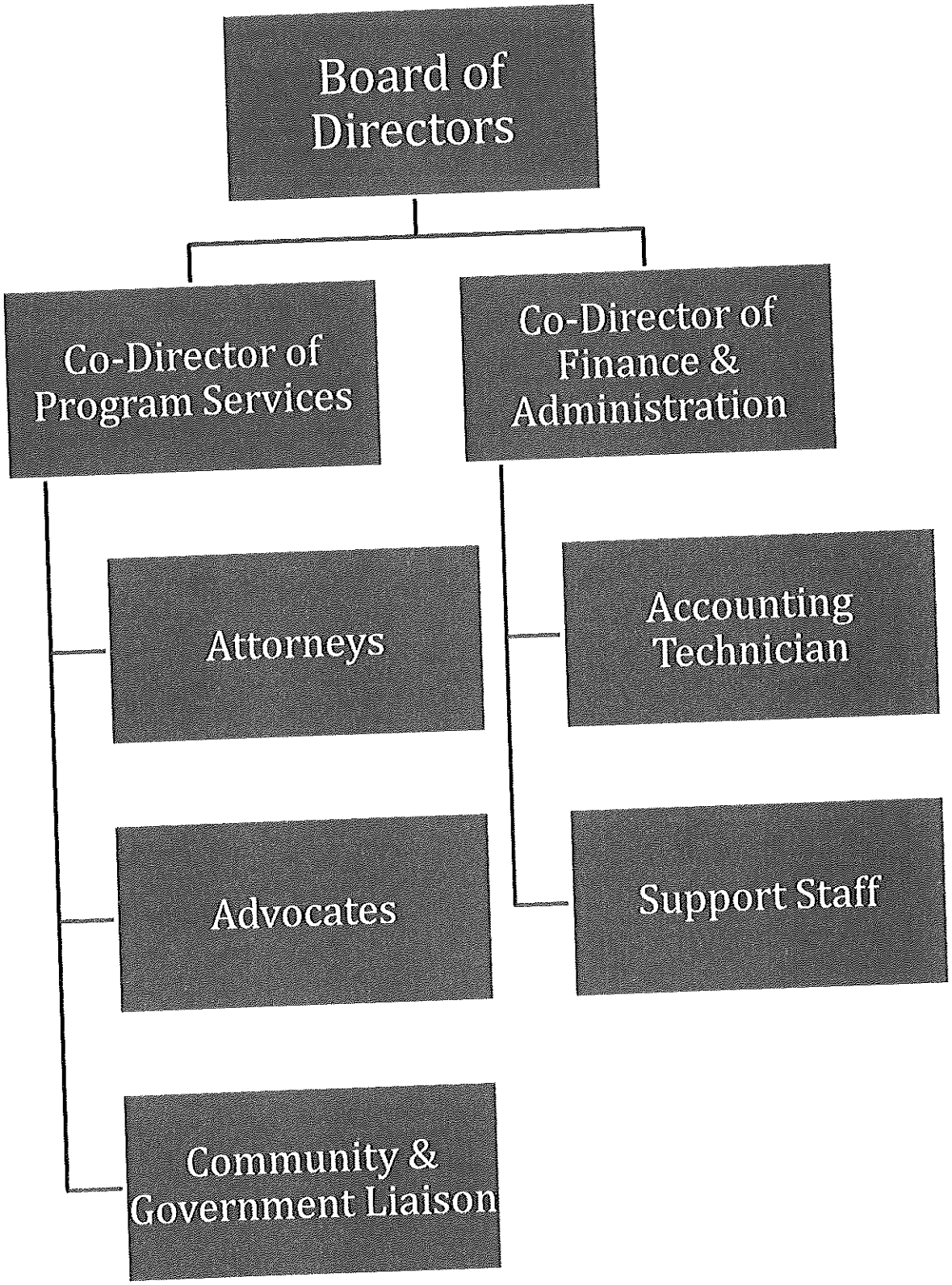
The Law Center also has developed and maintained strong relationships with community stakeholders and groups focusing on training and providing information for individuals with disabilities and their families. For the past several years, the Law Center has worked with the Hopi Office of Special Needs on the annual Hopi Disability Conference and the Navajo Nation Advisory Council on Disabilities on the annual Navajo Disability Conference. These conferences, along with other awareness activities such as the Hopi Special Needs Day, provide opportunities for the Law Center to distribute information on legal rights, advocacy efforts, and other topics. The Conferences focus on providing information to people with developmental disabilities and their families. Additionally, over ten years ago, the Law Center began its annual Steps to Success Conference that trains students with developmental disabilities, their parents and educators on their legal rights to access appropriate education services, and best practices for educating students with disabilities in the least restrictive environment. One of the unique aspects of the Steps to Success Conference is that all presentations include a student with a disability or a parent, so that the "professional" perspective is supplemented by that of the individual or family. Finally, through a grant from the Administration on Native Americans, the Law Center adapted an existing disability awareness curriculum for elementary students so that it reflected culturally appropriate perspectives on disabilities. The Law Center used this curriculum to assess students' awareness of disability issues and the traditional stories regarding those with disabilities and then provided lessons to increase that awareness. Through the use of pre and post tests, the Law Center was able to evaluate the significant increase in the students' understanding and awareness of disability issues.

Most of the Law Center's individual case work involves advocating for appropriate education services for students with disabilities. Many times these students are inappropriately segregated from their peers without disabilities or improperly excluded from schools. The Law Center has recently assisted several children with developmental disabilities to obtain appropriate nursing care in school so that they can continue to attend their home schools. The schools had refused to provide appropriate nursing services and would frequently require the parents to attend school

with their children in order for the child to attend. In all of these cases, the children's parents were compelled to keep their children home or pick them up early in the school day because of concerns that without proper nursing care and services their children would suffer significant harm. In all of these cases, through the Law Center's support, information, and advocacy, including pursuing administrative remedies, the children were able to return to school with proper medical care.

The Law Center has the reputation, experience and understanding of the developmental disability community on the Navajo Nation and within the Hopi community to conduct a successful project.

Native American Disability Law Center, Inc.
Organizational Chart



Personnel Qualifications Questionnaire

1. Name of person: Stenson D. Lee

2. Position currently held with Applicant: Advocate

3. Proposed position for contract service and percentage of time devoted to the contract service: Advocate – Mr. Lee will spend 30% of his time on this project.

4. Number of years with Applicant: 7 years and 6 months.

5. Identify the primary function(s) of this person in terms of providing services under this Contract:

Mr. Lee will work with and support people with developmental disabilities, family members, and other people who provide support to people with developmental disabilities. He will also work with people with disabilities who want to learn or increase their self-advocacy skills or who want to increase their knowledge on particular developmental disability topics. He will work with parents of student with disabilities who want to learn about or increase their self-advocacy skills to advocate for their children.

6. Briefly describe the person's work experience, job training, formal education. (do not attach resumes):

Mr. Lee obtained a Bachelors of Arts in Business Management from the University of Phoenix in 1993. He later went on to obtain a Post-Bachelors of Arts in Elementary Education from the University of New Mexico in 1997. Professionally, Mr. Lee has worked as a Navajo Courts interpreter. In the late 1990s, he worked as a Navajo Culture and Tradition teacher at Thoreau Elementary School on the Navajo Nation. Additionally, he taught at Crownpoint Community School and Crownpoint Elementary School. This experience is invaluable for this project because Mr. Lee already has experience teaching school-aged students. He also has extensive experience teaching cultural competency and sensitivity courses to the public. Currently, as an advocate with the Native American Disability Law Center, Mr. Lee monitors the investigation by the appropriate agency of all reported incidents of abuse and neglect; provides information regarding rights and services to individuals living in group homes and institutions, and assists individuals with a variety of disability related legal issues. He has the ability to employ legal case work practices and procedures and network with clients, community advocacy groups, human services agencies, various types of governing bodies, and legal entities.

Personnel Qualifications Questionnaire

1. Name of person: Hoskie Benally

2. Position currently held with Applicant: Community and Government Liaison

3. Proposed position for contract service and percentage of time devoted to the contract service:

Community and Government Liaison - Mr. Benally will spend 4% of his time on this project.

4. Number of years with Applicant: 7 years and 8 months

5. Identify the primary function(s) of this person in terms of providing services under this Contract:

1) Will identify a Person with a Developmental Disability to join the Navajo Advisory Council and will provide support to that person to encourage participation; 2) Will attend the Navajo Disability Conference and provide Self-Advocacy and Parent Advocacy Sessions. Sessions will utilize current advocates sitting on a panel and will pose a set of questions to address common challenges of learning how to self-advocate and identify rewards of self-advocacy; 3) Will attend the Hopi Disability Conference and provide Self-Advocacy and Parent Advocacy Sessions. Sessions will utilize current advocates sitting on a panel and will pose a set of questions to address common challenges of learning how to self-advocate and identify rewards of self-advocacy; and, 4) Will provide outreach and information about program services at three general Native American community public events.

6. Briefly describe the person's work experience, job training, formal education. (do not attach resumes)

Mr. Benally received basic accounting training from the Southwest Data Institute in Durango, CO, in 1970. He later went on to obtain his Bachelors of Science in Applied Sociology from Brigham Young University in 1977. Professionally, Mr. Benally has extensive experience working in and advocating for the Native American disability community in the Four Corners Region. First, from 2004 to 2006, Mr. Benally worked with Eagle Vision Consultants by reaching out to various organizations on the Navajo Nation and other Indian communities on cultural and wellness issues. He also provided cultural sensitivity training on topics such as Navajo cultural awareness, cultural differences in ethics, and the development of culturally relevant organizations. Lastly, Mr. Benally conducted intertribal sweat lodges on a regular basis for families, individuals, and organizations. In 2007, Mr. Benally began working with the Native American Disability Law Center as its Community and Government Liaison. In that role, Mr. Benally has been instrumental in coordinating the Law Center's work with Native American disability community and tribal governments. Mr. Benally conducts community organizing activities under grant contracts, ensuring that all contracted work is performed and reports are completed. He also serves as the President of the Navajo Nation Advisory Council on Disabilities.

Personnel Qualifications Questionnaire

1. Name of person: Alexis M. DeLaCruz

2. Position currently held with Applicant: Staff Attorney

3. Proposed position for contract service and percentage of time devoted to the contract service: Advocate/ Trainer – Ms. DeLaCruz will spend 12% of her time on this project.

4. Number of years with Applicant: Six months (Feb. 2014 to present)

5. Identify the primary function(s) of this person in terms of providing services under this Contract:

Ms. DeLaCruz will research, devise, and implement trainings geared towards parents of students with disabilities attending high schools located on the Navajo Nation. She will provide trainings at least three times under the contract and will help parents understand the federal special education laws that apply to their children's education. She will also help parents understand the concept of self-advocacy and how to best advocate for their children's special education services.

6. Briefly describe the person's work experience, job training, formal education. (do not attach resumes)

Ms. DeLaCruz obtained a Bachelors of Arts in Spanish Language and Literature, a Bachelors of Science in Journalism, and a minor in Ethnic Studies from the University of Colorado (Boulder) in 2005. After spending nearly three years working as the cops/ courts reporter at the *Steamboat Pilot & Today* in Steamboat Springs, CO, Ms. DeLaCruz went on to obtain her Juris Doctor from Seattle University School of Law in 2013. Ms. DeLaCruz's father is disabled and uses a wheelchair as a result of a car accident that left him a quadriplegic; this life changing event inspired Ms. DeLaCruz to go to law school to better advocate for the civil rights of people with disabilities. During law school, Ms. DeLaCruz focused on working exclusively with the disability community. She worked at the Washington Protection and Advocacy Agency, Disability Rights Washington, for nearly a year providing technical assistance and resource advocacy to the callers experiencing a wide variety of legal issues related to their disabilities. She spent one summer interning at the Alliance of People with disAbilities providing direct representation to people with disabilities pursuing legal claims under the Americans with Disabilities Act and Section 504 of the Rehabilitation Act. Both experiences included community outreach and educating community members about the rights of people with disabilities and providing additional resources for self-advocacy. Now, as an attorney with the Native American Disability Law Center, Ms. DeLaCruz is able to apply her years of experience working with people with disabilities to the Native American communities she now serves in the Four Corners Region of the Southwest. Ms. DeLaCruz is a member of the Washington and Arizona state Bar Associations and is currently awaiting results of the New Mexico and Navajo Nation Bar exams.

Personnel Qualifications Questionnaire

1. Name of person: Therese E. Yanan

2. Position currently held with Applicant: Co-Director of Program Services

3. Proposed position for contract service and percentage of time devoted to the contract service:

Project Supervisor/ Manager – Ms. Yana will spend approximately 5% of her time on this project

4. Number of years with Applicant: 20 years

5. Identify the primary function(s) of this person in terms of providing services under this Contract:

Ms. Yanan will supervise the project staff and analyze the data generated from pre/post tests and assessments and the satisfaction surveys completed at regular intervals. She will oversee changes to the project based on the results of surveys. She will also meet with the project participants to gather more information on their satisfaction with the project and attend the annual Navajo and Hopi Disability Conferences. Ms. Yanan will also be responsible for all reports and the general management of the project.

6. Briefly describe the person's work experience, job training, formal education. (do not attach resumes)

Therese Yanan received her Bachelors of Art in International Studies from Saint Joseph's College in 1987 and her Juris Doctor from Syracuse University in 1990. She is a member of the Arizona, Hopi, Navajo, New Mexico and Utah Bar Associations and has practiced in courts in all five jurisdictions. Ms. Yanan has practiced law for over 20 years, with a primary focus on disability law and Indian law. Ms. Yanan once lived in a remote area of the Navajo Nation, and has worked with the Navajo and Hopi communities for the past 20 years. She has been an attorney for and director of the Law Center since 1994. As an attorney for Native Americans with disabilities, she has an understanding of the legal issues facing people with disabilities and of the civil rights protections that are and are not available through either traditional or statutory law. Ms. Yanan has worked with grassroots coalitions of disability advocates on policy initiatives, workgroups drafting legislation for consideration by the Navajo and Hopi Tribal Councils, and community education projects to increase awareness of individuals with disabilities, their families, and service providers. Ms. Yanan has provided training at the local, regional, and national level to individuals, advocates, attorneys, and service providers. These trainings have covered an array of topics ranging from the intersection of disability, tribal, and federal Indian law and the cultural considerations of serving Native American communities, to the specific legal criteria of civil rights protections for individuals with disabilities under tribal, state, or federal law.