



FULL COUNCIL MEETING MINUTES

Friday, September 18, 2020

10:00 a.m. – 12:00 p.m.

3839 North Third Street, Suite 306

Phoenix, Arizona 85012

Pursuant to A.R.S. § 38-431.01 (G), the Arizona Developmental Disabilities Planning Council and its standing and ad-hoc committees may obtain public comment if it so desires. A formal call to the public will take place at the end of the meeting. Members of the Board may not discuss items that are not specifically identified on the agenda. Meeting was conducted by teleconference.

Council Members Present

John Black, Chairperson

Melissa Van Hook, Vice Chair

Maureen Casey

Michael Coen

Bianca Demara

George Garcia

Matthew Isiogu

Wendy Parent-Johnson

Scott Lindbloom

Kristen Mackey

Janna Murrell

J.J. Rico

Kelly Roberts

Steve Freeman

Council Members Absent

Monica Cooper

Meghan Cox

Angelina James

Ray Morris

James Rivera

Kathy Levandowsky

Council Staff

Erica McFadden, Executive Director

Marcella Crane

Michael Leyva

Sarah Ruf

Lani St. Cyr

Jason Snead

Member of the Public

Mary Mezey - City of Tempe

Frances Miller - Beacon Group

Marie Raymond - City of Tempe

Sherri Wince, DES/DDD

Sophie Legassi, United Health Care

Meghan Velasquez- Improvement Assurance Group

Cassie Beecher- Improvement Assurance Group

A. Call to Order/Welcome and Introductions

Chairperson John Black welcomed everyone to the Arizona Developmental Disabilities Planning Council (ADDPC or Council) Executive Committee meeting. The meeting was called to order at 10:04 a.m. Roll call and participant introductions were completed.

B. Minutes from May 29, 2020 Meeting:

Chairperson John Black asked members if they had a chance to review the minutes and if there were any changes. No changes were requested. John asked for a motion to accept the minutes as is. Motion was made by Maureen Casey; seconded by Steve Freeman. The motion carried.

C. Fiscal/Contract Update:

Lani St. Cyr explained that the Administration for Community Living (ACL) provided an addendum to the Grant Flexibilities Guidance Letter issued on April 28, 2020. The guidance letter distributed in April gave an automatic no-cost one-year extension for the three open grant years (FY18,19, 20). The addendum received on September 2, 2020 essentially reversed the guidance given in April. This has created a challenge for our Council, as we have been offering no-cost extensions based on the April guidance. Since April, staff has offered 11 no-cost contract extensions to grantees. Based on the new addendum to the guidance, staff has submitted a liquidation waiver request for FY18 for the four contracts that now extend beyond the original date of September 30, 2020. Staff has also submitted a grant extension letter for FY19 to extend the project period, which will allow the program work to continue through September 30, 2021, even though this extension was already granted in the original Notice of Award.

Next, the three financial documents starting with the ADDPC Financial Update were reviewed. It showed approximately \$113,175 in FY 2018 funds remaining to be spent by the end of September 2020. For FY 2019 the Council has fully obligated the funds by the original September 2020 deadline, but must ensure all work is completed by September 30, 2021. There is approximately \$532,151 remaining to be liquidated by September 30, 2021. For FY 2020 the Council has received an additional allotment in the amount of \$48,860 bringing the total award amount to \$1,536,283. There is approximately \$549,497 to be obligated by September 30, 2021. The Council has already identified projects for these funds and the work must be completed within the obligation period. The final liquidation period for FY 2020 is September 30, 2022.

The Council Funded Project document showed the list of contracts given no-cost extensions based on the April Covid-19 guidance. It was explained that the second year of the Inclusion Classroom Profile project awarded to the Department of Education would no longer be funded due to Covid-19, but that they are welcome to resume the project later. The contracts that went through the approval process and have July start dates are now reflected on the sheet.

Finally, the Budget Recommendation document showed items to be funded based on the workplan recommendations. Agenda items to be discussed were highlighted to show the availability of funds and the prior approval of the Council. A column has been added to show FY 2021 funding, currently being estimated at level funding, and shows additional renewal projects reflected in the 2021 workplan. We are anticipating a delay in funding due to the election and may not receive our 2021 funds until March of next year.

D. Grant Committee

Conference Scholarships

Marcella Crane went over Conference Scholarships already approved by the Executive Committee back in June. Not recommended for funding: Center for Outcome Analysis, Special Olympics of Arizona, and The Star Raft Project. Funded projects: Arizona Coalition to End sexual and domestic violence, Arizona Association for Supportive Child Care, Niagara University, Southern Arizona Association for the Visually Impaired, Southwest Autism Research and Resource Center, and The Arc of Arizona. These projects did not need full Council approval as they were approved by the Grants and Executive Committees.

Self-Advocacy-RFGA

Marcella Crane gave an overview of the two projects that were submitted under the Self-Advocacy Scope of Work. The two projects submitted by Southwest Institute for Families & Children (SWI) and Special Olympics of Arizona. Special Olympics of Arizona did not receive recommendation for funding.

The Southwest Institute for Families & Children (SWI) which would work with The Arc of Arizona and Self-Advocacy Solutions, a newly formed self-advocacy coalition in Arizona that is comprised of individuals and organizations interested in growing the self-advocacy movement in Arizona. Various partners are part of Self-Advocacy Solutions and include: the Arizona Autism Association, Ability 360, People First of Arizona, Youth Action Council of Arizona, People First of Tucson, as well as other individuals. The proposed project has several objectives to achieve and partners include both UCEDDs, The Arc of Arizona, and Therese Moore as a consultant. They are seeking \$84,061 with an in-kind match of \$28,920. A summary of what is proposed includes:

1. The Self-Advocacy Solutions will serve as the advisory committee to SWI and this grant and will oversee the implementation of the grant goals and objectives, provide feedback on materials created and help address barriers.
2. Develop and strengthen self-advocacy groups by working with 5 organizations or agencies that are willing to develop and/or strengthen a self-advocacy group for people with I/DD. Each organization will have up to \$2000 to use for their activities (costs must be approved by SWI and fall under the federal OMB guidance on allowable costs). SWI will oversee this reimbursement

process. Technical assistance for each self-advocacy group will be provided by (both UCEDDs) and Therese Moore.

These groups must develop a mission or vision statement, bylaws, and a strategic plan by the end of the funding year, that includes recruitment and sustainability. Each group must also address one goal with a measurable objective that is chosen by the self-advocates of an issue that is of important to them. Possible goals can address Legislation, Community Barriers, or Personal Growth and Involvement.

Self-Advocacy groups must become members of the Self-Advocacy Solutions, with at least one member from each group participating in meetings held by Self-Advocacy Solutions.

Self-Advocacy groups must try to attend the self-advocacy conference that will be held in the last quarter of the grant period. Each group will be required to participate and present information about their group and their achievement towards their stated goal and objectives.

3. The Arc of AZ, SWI and its collaborators will host a Self-Advocacy and Disability Conference during the last quarter of the funded period. The proposed conference will bring self-advocates from around the state and those are part of the self-advocacy groups to network, learn, and present their information. Presentations by key speakers will also cover topics such as healthcare, employment, social services, education, and self-advocacy skill development.

Proposed funding is allocated in staffing/personnel (including fringe benefits Travel, and Professional Services. Letters of support are included by both UCEDDs

Supported Decision Making Pilot Project- Year 3 Renewal- Southwest Institute for Families and Children

Marcella Crane gave the background of Southwest Institute for Families and Children (SWI) and how they are working with The Arc of Arizona and the Arizona Center for Disability Law to educate the community on Supported Decision Making (SDM). The purpose of this grant is to not take away the use of legal guardianship but to educate people with I/DD, their families and caregivers, medical, legal and educational professionals that SDM may be a better alternative to ensure people with I/DD retain many of their rights. Several components that are part of this grant have been implemented or will continue in the third year. They include continue meeting with the SDM Advisory Group; develop, refine and carry out online trainings to specific stakeholders; and refine proposed legislation for the upcoming January 2021 Arizona legislative session. This includes seeking sponsorship and hearings of the bill.

Progress to Date: SWI meets on a regular basis with the SDM Advisory Group – those minutes are included in their narrative reports to the ADDPC and Erica McFadden is part of this group. They have developed specialized training curriculum for the audiences of people with I/DD, their families and caregivers; medical; legal; and education stakeholders. As the Covid-19 pandemic continues, all trainings will be administered online to reach population around the state, especially in Phoenix, Tucson, and Flagstaff. During the 4th quarter of Year 2, 7 trainings are scheduled targeting each

specific group (information is posted on SWI and ADDPC's website).

Any face-to face trainings will resume once it is safe to do so under the guidance of the state's health department. Trainings will be conducted by SWI, The Arc of AZ and ACDL staff. SWI has also produced training videos and the training materials have been translated into Spanish and are either posted or being posted on SWI's website. SWI is also working with the Leti Foundation to schedule an online training for Spanish speaking families. They also plan on reaching out to the Native American community and sharing the training materials with both UCEDDs and the Native American Disability Law Center.

In terms of proposed legislation status, HB2769 was sponsored by Representative Longdon and cosponsored by John Allen and was heard in House Judiciary. The bill was amended and passed the House of Representatives. Prior to the legislative session ending due to the Covid-19 pandemic, the bill was transferred to the Senate. In the third year of the grant, this will be a priority for SWI and The Arc of AZ to help pass the bill in next legislative session. Once again, Representative Longdon has expressed interest in sponsoring the bill.

BEST-Building Employment Supports & Training-Renewal Year 3-City of Tempe

Marcella Crane gave an overview of the City of Tempe's Building Employment Support and Training (BEST) project and explained they awarded a grant to develop an integrated employment program for people with I/DD. This project has three goals: change Tempe's inclusion culture and language competency; hire six employees with developmental disabilities to increase neurodiversity; and create a municipality model to share with others for replication. Asking for \$124,731 match 92,745.

For the past 2 years, Tempe's BEST project has assisted, recruited, and screened applicants for positions within City departments; surveyed and trained City of Tempe personnel on Inclusion Culture and Language Competency; updated hiring practices that are reflective of Inclusion and cultural competencies; and created a model best practice that can be replicated in other cities. Key consultants that work with BEST staff include the Sonoran UCEDD for training and model facilitation, and Life Quest for data evaluation of all surveys.

Tempe's BEST program has created a process to recruit, screen and hire people with I/DD. To date they have had 36 applicants, with 3 hires. There are 14 applicants actively going through a review process; however due to the Covid-19 pandemic, there is a hiring freeze. Recruitments come from multiple partners, including colleges, universities, disability organizations, providers, DDD and VR. Applicants can be from other cities as well (not living within the City of Tempe).

Tempe's BEST program is recognized as Employment First Tempe. The ADA coordinator has conducted surveys and trained municipal staff on inclusion, culture change and cultural competencies. Materials are also translated into Spanish. In Year 2, over 600 employees were surveyed (results to be provided in 4th quarterly report.) and they have conducted one online training in June with 49 employees. A training scheduled in March was canceled due to Covid-19 (During year 1- 100 employees were trained). Comments have been favorable, showing Tempe employees

attitudes changing toward hiring and working with people with disabilities. BEST has also surveyed its partners/stakeholders to ensure their feedback is incorporated in the program design and implementation.

In addition, Human Resource has made systemic changes to their announcement and hiring practices to ensure people with I/DD have an opportunity to apply. Feedback from various departments ensures they find the best candidate for them and allows them be part of the hiring process.

The BEST program will be finalizing their model for use in replication by other municipalities. Arizona Employment First will provide support. One of the key issues for municipalities is to ensure adequate funding for this program.

Quarterly program reports, including an update on the Gantt chart have been received in a timely manner and speak to their narrative. Fiscal reporting is also timely and acceptable. Proposal details Year 3 staffing changes.

Encore Employment Project-Renewal

Michael Leyva shared info on Beacon project renewal and the clarifications the committee had asked Beacon for before finally recommending their renewal. They shared their Covid plan and clarified how they were indeed using the Griffin-Hammis customized employment model, and not just supported employment. The program works with transitional aged youth in Pima County. Concern from the committee was raised that they were doing more of the same work and retaining members in their center based or group supported employment activities. There were a significant number of clarifications requested by the committee, and it was clear they were trying to do things differently. The Encore Employment Project for a second year in the amount of \$70,265.96 with a match 23,421.99. In the second they plan to employ 12 individuals for at least 20 hours a week at above minimum wage. They also plan to hire additional administrative personnel as well as collaborated with different organizations around Tucson.

Motion to Approve Grants

Motion to approve The Encore Employment Project, Self-Advocacy Coalition, City of Tempe's Building Employment Support and Training and Supported Decision Making (SDM). Janna Murrell made a motion and Michael Coen seconded. JJ Rico and George Garcia abstained from Supported Decision Making (SDM). George Garcia, Kelly Roberts and Wendy Parent-Johnson abstained from Self-Advocacy Coalition. Wendy Parent-Johnson abstained from City of Tempe's BEST. Motion carried.

E. Supporting Employment First

Melissa Van Hook gave update on Employment projects thanking everybody for their dedication. She went over the job coach training project sponsored by Sonoran UCEDD that was attended by 104 individuals divided into four trainings. Focusing on customized employment, all part of Employment First strategic plan. Melissa also wanted to thank Erica and Michael for their dedication to the project. As a person on the other side Melissa can appreciate the differences these projects have made in her children's life.

Wendy Parent-Johnson is working on the exploration transition services in Arizona project which provides a state-wide assessment of transitional programs in Arizona. This program will provide recommendations and other resources.

Arizona State-Wide Summit was delayed because of Covid-19, the Council plans to allocate \$25,000 to fund the project. The hope is that it will be attended by all kinds of different stakeholders in Arizona.

F. Public Policy Committee Report

Scott Lindbloom gave an update on public policy with assistance from Marcy. Scott mentioned that he did a presentation on mental health where 87 individuals attended from across the state. Erica mentioned about a solicitation for ideas, to see if we could add anything to this current year or the upcoming year. Marcy addressed federal updates from NACDD. Action regarding schools (public policy) and request to speak (RTS) system.

G. Website update, Voting Outreach

Sarah Ruf gave an update on the website, which is up and running, however, still working on the details. She also mentioned on Tuesday, September 22 the Arizona disability network is putting on a Zoom call focused on voting access.

H. Final Review & Discussion of Draft 2021 Workplan

Erica McFadden gave an update on the plan, especially bringing attention to some revisions since made last May. The first thing is convening a roundtable post-secondary education. The second thing is translating videos. Third, put out a solicitation for support in helping facilitate sexual violence groups. Fourth, technical assistance around special education.

John Black calls for a motion on 2021 work plan. Motion made by Scott Lindbloom seconded by George Garcia. JJ Rico and Wendy Parent-Johnson abstained; motion carried.

I. Covid-19 Updates & Feedback

Erica McFadden mentioned that we are up listed on in the National Covid Response Plan put out by the NACDD. Also, visitation remains to be an issue.

J. Planning 2022-2026 Update

Meghan Velasquez and Cassie Beecher from Improvement Assurance Group present their plan to the Council. They want to create a strategic plan that drives action by using a five-step process. They are planning to include two (five stop digital roadshows) in English, Spanish and ASL. Improvement Assurance wants the Council to be engaged in the process and assist in guiding the process. Asking for four standard sessions and three extended sessions. The plan emphasizes inclusion.

K. Announcements

J.J. Rico makes an announcement regarding trainings for Pima County Sheriff's Department on the ADA law, he also mentioned that ACDL is doing CLE's regaining family rights with individuals with disabilities. Also, ACDL continues to do telemonitoring in-order to protect individuals.

Erica McFadden mentioned the research regarding the support coordinators

Kristen Mackey talked about RSA and reducing physical footprint, VR still able to provide services remotely.

L. Call to the Public

No response

M. Adjourn

John Black calls for a motion to Adjourn, Motion made by George Garcia. Seconded by Scott Lindbloom, motion carried. The meeting adjourned at 11:50AM.