

* This is a tentative workplan for 10/1/21-9/30/22 based on funding and grantee performance. After final approval by the Council, changes to the workplan will be voted on by Full Council (or Executive Committee if Full Council is unable to meet). The yellow highlighted boxes with the \$ sign next to the description highlight where funding is attached. Most activities are based on public forums held last winter/spring. The pages are divided by goals. Each goal will have associated objectives and activities.

GOAL #1 SELF-DETERMINATION: ESTABLISH, STRENGTHEN, AND EXPAND ADVOCACY AMONG AND FOR PERSONS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES (I/DD) SO THAT THEY CAN LIVE MORE SELF-DETERMINED LIVES, FULLY ENGAGED, AND INCLUDED IN ALL ASPECTS OF COMMUNITY LIFE.

❖ **GOAL #1 BUDGET AMOUNT: \$647,400**

❖ **Objective 1:** Annually, the Council will support or collaborate on at least three initiatives or policies that remove barriers and/or facilitate the ability of self-advocates to have their voices heard and acted upon, so that they are able to express themselves, make decisions for themselves, and live more self-determined lives.

ACTIVITIES

- The Council will fund at least two opportunities to train self-advocates on the how to lead more self-determined lives and on leadership development.

\$ Year 3, final year grant funding for Native American Disability Law Center and the Arizona Peer & Family Coalition (October 1, 2021- September 30, 2022) in the amount of \$48,300.

- The Council will fund at least one opportunity that helps self-advocates remove barriers and have their voices heard

\$ Sonoran UCEDD in year 2 of potential 3-year Transition in Action project (4/1/21-3/31/22) awarded in the amount of \$120,000. Year 3 renewal slated for \$120,000 from 4/1/22-3/31/23.

\$ Special Education Advocacy Project - Work with the Arizona Center for Disability Law to address for one year issues that foster care youth with I/DD experience and strengthen special education advocacy and technical assistance. \$200,000 (March 1, 2021- February 28, 2022). Expected to be offered a no-cost extension that will run through the majority of FFY 2022. Project officially started late August 2021.

---Council will continue to advocate and educate on supported decision-making through social media, e-blasts, and videos. (no funding)

-- Council will help support Get Out the Vote for 2022 election.

❖ **Objective 2:** By FFY 2026, the Council will expand Council-supported opportunities for families and other support persons to help self-advocates lead more self-determined lives.

ACTIVITIES

- Support at least one initiative that expands Supported Decision-Making in Arizona.

\$ Expand opportunities for self-advocates to be their own guardians through limited guardianships and supported decision-making. Ensure under-represented groups and the medical community are included. \$60,000 for year 4 of Supported Decision-Making Coalition starting October 1, 2021- September 30, 2022. Potential renewal of SDM scheduled for FFY 2023 for a total of 5 years pending performance and funding availability.

- Support or fund at least two opportunities for families and other support persons to be trained in helping self-advocates lead more self-determined lives

--Train families on legal advocacy (\$100,000 RFGA planned in 2022 to be executed in FFY 2023)

\$ Resume annual conferences/trainings grants (\$75,000) with families and support workers in attendance. Ensure events are culturally relevant & that there is information on rights and responsibilities in schools. Include training for community activity leaders (e.g. Boy Scouts, etc.) as an option to develop their knowledge and skills related to self-advocacy and inclusion. Ensure translators or ASL is included to ensure accessibility.

❖ **Objective 3:** By FFY 2026, the Council will increase participation of persons with I/DD in cross-disability, culturally diverse leadership coalitions and groups that address issues of importance to people with I/DD.

ACTIVITIES

- Annually, ensure that at least one minority community or minority-serving organization changes its programs, practices, or policies to ensure individuals with disabilities are included in social justice conversations and considered in planning and programming efforts. This includes Latinx organizations. (RTS, Campaign season)
- As a result of Council-led or funded activities, increase the number of people with I/DD who speak at the legislature, participate in local government, and serve in community leadership positions, task forces, and work groups, including disability-focused boards and groups

--- On at least 5 occasions with government and the general public, successfully advocate that self advocates to be involved in conversations about them

--- Request to Speak System training, education, and advocacy to increase the number of self advocates who use it through FY 2022 and FY 2023. (The Arc of Arizona & students)

\$ Grant funding for year 2 renewed in the amount of \$84,100 to build a statewide Self Advocacy Coalition starting January 1, 2022- December 31, 2022. To be renewed for the same amount in year 3 from January 1, 2023 – December 31, 2023. (Potential for 5 years, pending performance and funding availability)

\$ ASU Participatory Budgeting Project Year 3 \$60,000 final year August 1, 2021 – July 31, 2022). Then disseminate project and findings.

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GOAL #2 MEANINGFUL CAREERS: INCREASE THE CAREER POTENTIAL OF PEOPLE WHO HAVE INTELLECTUAL AND DEVELOPMENTAL DISABILITIES (I/DD) AND LINK THEM WITH RESOURCES NEEDED TO ACHIEVE THEIR CAREER GOALS.

❖ **GOAL #2 BUDGET AMOUNT: \$273,800**

- ❖ **Objective 1:** By FFY 2026, the Council will support career outcomes of transition-aged youth (ages 14-22) with I/DD, increasing their awareness of and access to the education and training (e.g., credentialing, professional development, life, job, and technical skills training) required for integrated competitive, inclusive employment.

ACTIVITIES

- Hold a series of convenings and build a collaborative to identify gaps and services that impedes expectations of youth with I/DD to have careers.
- Participate in a demonstration project with a post-secondary institution that provides programs for transition-aged youth with I/DD.

\$ Post-secondary education grant (NAU-IHD) Supporting Inclusive Practices in Colleges Project (SIP-C). Year 3 renewal/award starts January 1, 2022 – December 31, 2022 - \$100,00 pending performance and funding availability. Not expected to renew beyond 3 years.

- Conduct an intensive study of Vocational Rehabilitation (VR) programs and policies to determine current gaps in services.

\$75,000 RFGA. Single year research award.

- Facilitate and partner with DES ABLE Administrator on at least one training on Achieving a Better Life Experience (ABLE) accounts for school staff.
- Roll out report based on meetings with Apprenticeship and CTE strategy sessions.

- ❖ **Objective 2:** By FFY 2026, in collaboration with self-advocates, DD network partners, employment-related coalitions, professionals who provide support, employers, state agencies, and other key stakeholders, the Council will increase awareness of engagement in, and promotion of integrated, competitive, inclusive career opportunities for working age individuals (ages 22+) with I/DD.

ACTIVITIES

- Collaborate with and expand coalition of Employment First stakeholders to establish annual goals for increasing employment, including how to devise a strategy for how to collect information on employment outcomes across all partners and establishing an Employment First Office.
- Collaborate with Sonoran UCEDD to conduct Job Developer/Coach Training that teaches job coaches and employment support professionals how to help people with significant disabilities get jobs through customized employment (current contract ends December 2021).
- Support provider transformation activities from center-based to competitive employment.

\$50,000 Intensive Provider Transformation Training, ISA/RFGA? 1/1/2022 – 12/31/2022. 1-Year contract renewal expected.

- Update Federal Business Tax Credit/Deductions for Employing People with Disabilities policy brief and coordinate a communication and distribution/media campaign targeting Chambers of Commerce and the press to reach businesses. Ensure updated version is simple and easy to read. Mike or Jason will work on this.
- Fund NAU/IHD Technology-Enabled Employment Project.

\$ 48,800 NAU/IHD – 7/1/2021 – 6/30/2022, 1-Year project

- Convene a roundtable to share recommendations with education leaders around expanding AZ pathways to post-secondary education for students with I/DD and develop an action plan based on those discussions.

- ❖ **Objective 3:** Annually the Council will champion and support activities that increase awareness of families and caregivers of the career potential of individuals with I/DD and address systems change to ensure that career potential is an ongoing dialogue beginning in early childhood.

ACTIVITIES

- Support information sharing and training that builds families' and individuals awareness of VR eligibility criteria and the appeals process. Facilitate one statewide education event with VR.

- Collaborate with partners and feature stories about individuals with disabilities who use agency and partner resources to obtain competitive integrated employment.
- Create and release report regarding removing employment barriers for individuals with disabilities that have criminal records.
- Develop a series of Employment & Transition Webinars (based on a model created by the North Carolina DD Council - coordinated facilitated by Allan Bergman, national disabilities consultant). Suggestion for project that includes at least 4 webinars over 1 year – (Sample of topics from NC DD Council included Why Employment First Must be a Priority; Charting the Life Course and Person Centered Thinking; Transition from School to Adult Life of Post-Secondary Education; The Basics of Supported Decision Making; The Role of Assistive Technology & Devices in School, Employment, and Community Living; Building Meaningful Lives with an Integrated Meaningful Day; Think College and PSE; Customized Employment with Fidelity; Benefits Planning and Creating and ABLÉ account; Putting all the Pieces Together for Arizona Employment First. Webinars to start October 2021. Mike/Jason/Steve

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GOAL #3 INCLUSION WITH ENGAGEMENT: SUPPORT COMMUNITIES AND AGENCIES ACROSS ARIZONA TO INCLUDE AND ENGAGE PEOPLE OF ALL AGES AND BACKGROUNDS WHO HAVE INTELLECTUAL AND DEVELOPMENTAL (I/DD) DISABILITIES.

❖ **GOAL #3 BUDGET AMOUNT: \$133,000**

- ❖ **Objective 1:** By FFY 2026, in coordination with state agencies, the DD Network, and other key stakeholders, the Council will develop and strengthen more inclusive, engaging, culturally attuned, and linguistically competent (including plain language) processes, policies, and practices that support the inclusion and engagement of individuals with I/DD throughout Arizona.

ACTIVITIES

- Strengthen at least three policies and practices that expand agency and organizational best practices around language translation, linguistic accessibility, and the use of plain language/easy to read versions. Prioritize healthcare information translation

--- Work with DDD to ensure key documents are translated into Diné.

\$ Sonoran UCEDD Healthcare Decision Videos. Budgeted \$50,000 for 1 year 7/1/21-6/30/22. Look for another healthcare translation activity for 2023 that can be annual. Ensure other languages and ASL included. 3 or 4 self advocates as actors. Video production by end of grant award. (look at proposal) outcomes measures are to train professionals if distribution included this year?

\$ Train organizations, vendors, and the general public on the importance of and how to write in plain language and resources available. Ensure technical assistance included. Invite one or more of the following: state agency PIOs, agency staff, and procurement. (RFGA \$50,000. Eligible to renew for 3 years) Solicitation goes out for project start in late 2022 or early 2023.

\$ Allocate \$10,000 for interpretations/translations through a PO to expand work with refugee resettlement to ensure refugees with disabilities and non-English-speaking communities are receiving needed information and supports in their native language. This includes ASL.

- Create at least 2 plain language, topical fact sheets and empowerment tools/one-pagers that are on the website for members, providers, etc. to use and share that address issues of importance to the community (e.g., accessing transportation, hiring, etc.). Have them translated into different languages. Not activities related to refugee resettlement.

\$ Allocate \$2,000 for translations through a PO (Spanish & a few other top languages)

- Work with organizations or groups on at least six different occasions to overcome barriers and/or ensure the needs of people with DD and their families are included in programming, services, and/or policies
- Roll out (e.g, meetings, trainings, etc...) and sustain the community inclusion index that measure AZ indicators that evaluate progress

\$ 20,000 ASU to update and expand data and conduct webinars with the public on how to use the data. Also to meet with foundations to leverage funding. Students to help.

- ❖ **Objective 2:** By FFY 2026, in coordination with state and local agencies, community collaborators, tribal leaders, local community members, and other key stakeholders, the Council will champion or support at least one strategy or initiative to address transportation-related challenges impacting individuals with I/DD's inclusion and engagement in rural and/or tribal communities.

ACTIVITIES

- Improve at least one policy related to existing transportation infrastructure and services to better meet the needs of people with I/DD, e.g., work with state and local stakeholders to expand existing transportation resources focused on the elderly to include individuals with I/DD.

- ❖ **Objective 3:** Annually, the Council will champion or support and disseminate at least five promising or best practice projects and/or produce new information or data that promotes expanded inclusion and engagement of people with I/DD in their communities.

ACTIVITIES

- The Council will champion or support and disseminate at least five promising or best practice projects and/or produce new information or data that promotes expanded inclusion and engagement of people with I/DD in their communities.

--NAU-IHD Adaptive Recreation to conclude 12/1/20-11/30/21.

-- City of Nogales Adaptive Recreation – unclear if the project will be completed in FY 2022.

--Work to develop project around build/expand/support programs to educate and support women and men with disabilities on pregnancy or parenting. Ensure accessibility with project. To be implemented in 2023.

--Conduct an annual survey of members of the disability community to understand how well ADDPC is doing and to gather input on how to increase impact by recalibrating their efforts to align with member voice

\$ Create at least four videos on topics of interest to individuals with I/DD to promote engagement in their communities. Allocate \$1,000 funding for translations.

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GOAL #4 SAFETY: EXPOSE AND REDUCE INSTANCES OF ABUSE AND NEGLECT AGAINST INDIVIDUALS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES (I/DD) OF ALL AGES WHILE WORKING TOWARD A SYSTEMIC FOCUS ON PREVENTION.

❖ **GOAL #4 BUDGET AMOUNT: \$154,322**

- ❖ **Objective 1:** Annually, in collaboration with key stakeholders (e.g., state agencies, the legal system, law enforcement, domestic violence programs, schools, behavioral health stakeholders, community-based organizations) and self-advocates, the Council will strengthen, modify, or assist in the creation of at least two policies or practices that improve abuse response and prevention efforts.

ACTIVITIES

- Improve, expand, and/or conduct at least two trainings and distribute materials focused on raising awareness of all types of abuse/neglect and risk factors, prevention of abuse/neglect, and effective response to abuse/neglect.

--- Develop a Council plan for abuse awareness, reporting, safety training for self-advocates and persons with I/DD for 2023. Include internet safety training for individuals with I/DD and their caregivers/support people. Training should specifically address grooming, boundaries, and safety in commonly used apps and sites. Also should include ASL and other languages.

\$ Arizona Coalition to End Sexual & Domestic Violence training, \$27,942, 7/1/21-6/30/22. Potential for additional 2 renewals pending performance.

\$ Prevent Child Abuse Arizona, \$36,380, 7/1/21-6/30/22. Potential for 2 renewals pending performance. (Same as above)

- Identify and support at least one policy change or implementation to promote safety of people with I/DD.

- ❖ **Objective 2:** Annually, the Council will champion and support, at least two initiatives that increase access to or utilization of research-based best practices and trainings that promote safety of individuals with I/DD.

ACTIVITIES

- Expand the work of the sexual abuse prevention collaborative to include underserved populations.

--- Publish/Promote research-based trainings for prevention of abuse that day treatment, residential, and other providers as well as families and individuals with I/DD can access created by the Collaborative. Ensure multiple languages available, e.g., ASL, Spanish in the Sexual Violence & I/DD Collaborative directory.

\$ The National Arc - \$90,000 7/1/2021 – 6/30/22 (year 1)- Facilitation up to 3 years. Year 2 and 3 budgeted for step-down amounts - \$45,000 for year 2.

- Ensure DDD members know what to do if they feel unsafe and that it is established in policies, materials, and oversight. (e.g., members rights documents for DDD/AHCCCS/MCOs, etc.)

- ❖ **Objective 3:** By FFY 2026, in collaboration with key behavioral health stakeholders, the Council will champion and support at least one initiative, policy, or practice that strengthens trauma informed approaches or improves behavioral health access and delivery to individuals with I/DD.

ACTIVITIES

- Support providers and first responders in growing their knowledge and skills to work with victims or individuals with I/DD by promoting best practices for investigation of, response to, and reporting abuse/neglect through the Criminal Justice Workgroup.
- Promote more IDD trained trauma informed providers and disseminate trauma-informed counseling list.
- Improve system coordination and response for individuals with IDD in the foster care, criminal justice, and other systems. Activities include coordinating coding for individuals with DDD in the jail system so authorities are notified when they are with DDD and they are able to receive necessary services and accommodations. Research opioids and IDD impact and system response.

GOAL #5 SYSTEM ACCESS & NAVIGATION: ENHANCE, STRENGTHEN, AND EXPAND ACCESS TO ACCURATE AND USER-FRIENDLY INFORMATION AND THE SERVICES NEEDED FOR PEOPLE WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES (I/DD) TO LEAD MORE SELF-DETERMINED LIVES.

❖ **GOAL #5 BUDGET AMOUNT: \$195,000**

- ❖ **Objective 1:** Annually, the Council will champion and support at least one initiative to ensure individuals with I/DD and their families have access to pertinent information that assists them in navigating transition points (including ages 3, 6, 18, 22, 50, 65, 75+, and end of life).

ACTIVITIES

- Expand access to information by developing or augmenting communication strategies and partnerships four times a year. For example, help raise awareness of a parent support line that is staffed by parents of children with disabilities to provide mentorship and support for parents.
- Develop a “how to guide” for navigating Arizona’s service system for families and individuals moving to Arizona from out of state. Start by having students or staff research what’s out there for individuals moving from out of state.
- Develop an information & resource hub that addresses key information related to transitions and specifically addresses underserved communities.
 - Start by convening individuals with I/DD and their families/support networks to understand their lived experiences at different transitions points and get feedback to develop 1-2 fact sheets and transition resource guides (pull existing guides) that address key information for each transition point in future years.
 - Expand the transition conversation to include new diagnoses, new state residency, and refugee resettlement as recognized transitions.

- ❖ **Objective 2:** Annually, the Council will champion and support at least one initiative, policy, or practice that improves access to needed services and information for people with I/DD, their families, and their support systems within underrepresented communities (e.g., Spanish speaking, Native American, refugee, rural).

ACTIVITIES

- Collaborate with AHCCCS, U of A, and other entities to identify strategies to expand capacity in rural areas.
- Coordinate an analysis of the current system from the perspective of a refugee to identify gaps and areas for improvement.

\$ Potential funding (up to \$75,000) with an ISA or RFGA to evaluate the disability service system from the refugee perspective and include recommendations. 1 year grant.

- ❖ **Objective 3: TARGETED DISPARITY** - OBJECTIVE 3:** By FFY 2026, the Council will champion and support at least two initiatives designed to increase Native Americans with I/DD’s and their families’ access to the information and support needed to fully participate in all aspects of community life.

ACTIVITIES

- The Council will support at least 2 initiatives among Native Americans that will increase access to information and supports needed to participate in community life.

-- Autism Play project on tribal lands expiring December 31, 2021

\$ Fund an initiative for tribal members with disabilities \$120,000– get feedback on the following activities or other items to include for future years: Advocate for differentiation within and of public health measures to ensure that they are culturally attuned and inclusive of what works for different populations and Tribal Nations, allowing community members voice via a participatory process; Partner with others to advocate for the establishment of a local day program and other services and supports on tribal land. Potentially can be 3-5 year project due to system change work.

** Targeted disparity: A sub-population of people who are vulnerable to unequal treatment in housing, health, education, employment, etc... By request from the Administration for Community Living that we identify a targeted disparity, the Council has identified tribal communities with disabilities as our targeted disparity. By doing so, we leverage strategies to overcome some of these disparities. The identification of tribal communities is based on data, public input, and persistent gaps in opportunity facing this population that the Council has encountered over the years.