

For Full Council Meeting: September 18, 2020

Previously approved by the Grants Committee on June 23, 2020; and Executive Committee on June 30, 2020

Subject: Overview of Conference Sponsorship Proposals

The ADDPC released a competitive grant solicitation for applicants to propose a conference, symposium or training on any ADDPC Goal (self-advocacy, inclusion, or integrated employment). Applicants could apply for \$10k, and applications were due on May 14, 2020.

The ADDPC received 9 applications by the due date, and a review committee of council members evaluated each application. Their recommendation is as follows:

Not recommended for Funding:

- Center for Outcome Analysis
- Special Olympics of AZ
- The Star Raft Project

Recommended for funding, but with clarifications:

- 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 & Resource Center
- The Arc of Arizona

Brief Summaries:

AZ Coalition to End Sexual & Domestic Violence, \$8459

In collaboration with Ability 360 and The Arc of AZ, will provide three 8-hour workshops about the impact of violence in the I/DD community. It is expected a total 120 participants will attend (40 per event), and includes trainings for victim service providers, disability-serving organization staff, and family members and individuals with I/DD. Proposed dates for training are May, June and July 2021. Funds will be used for staff time, print materials, travel stipends for out of town participants to attend the trainings, and speaker fees.

AZ Assoc. for Supportive Child Care, \$10,000

ASCC plans to host an annual statewide early childhood conference in February 2021. The 30th Annual Celebrate the Young Child Conference will be a two-day event, a Friday networking dinner with keynote speaker and a full day conference on Saturday. The ASCC is requesting funds for the Friday pre-conference event to cover the costs for supplies and speaker fees (no meals will be paid for by ADDPC funds). ASCC will invite early childhood professionals that are not familiar with inclusion in early childhood, and family members who have children with I/DD.

Niagara University, \$9,939

NU has developed a comprehensive disability awareness training program for first responders. NU will bring this training to AZ either in a virtual remote training or in-person training. Dates will be finalized with state and local first responders' associations. Target audience includes, local and state patrol, firefighters, 911 operators/dispatchers, EMS and other first responder management. Training is not meant for family members or individuals with I/DD. Funds will be used to cover the costs of personnel, trainer, resource booklets and other training materials, and travel costs for trainer. Applicant provided additional match and clarified other concerns.

S. AZ Association for the Visually Impaired, \$10,000

SAAVI will propose an Integrated Employment theme conference "Cultivating a Culture of Strength" on May 14, 2021 in Tempe for approximately 200 for individuals who are blind or visually impaired, individuals with I/DD, employers, caregivers, families, professionals, educators and other community members. The focus is to highlight advancements gained by the blind community to provide companies with information to take an integrated approach to strength-based employment; inform consumers of their rights and responsibilities; and provide information for families, caregivers, and professionals central to integrated employment. The conference will culminate with a job fair at the end of the day, where participants will be exposed to companies with various employment options and have a chance to network. Funds will be used to cover the costs of supplies, meals, rental fee, and professional speaker.

SARRC, \$7,500

SARRC is proposed two 1-hour Inclusive Practices for Community Settings webinars for community members, interested in learning about inclusive best practices. Following each webinar, each partner leadership team will receive three 1-hour consultations with a certified BCBA to continue further discussions and application of inclusive practices in their natural environment. With funding, SARRC can continue to provide critical training on inclusive practices to community organizations and partners, ensuring that individuals with autism are meaningfully integrated into inclusive communities. Funding will be used to cover the costs of SARRC staff.

The Arc of Arizona, \$10,000

The Arc of AZ, with the Arizona Autism Coalition will host the second annual Autism and I/DD Resources Conference to be held on October 17, 2020 in Phoenix. The theme is Building a Sustainable Future, and will be geared to self-advocates, family members, caregivers, professionals, and other community stakeholders who work with individuals with I/DD. The conference will not focus on one single topic or audience segment, but instead engage the attendees on various facets of community living and possible opportunities to be inclusive and engaged. Areas of topic to be addressed include self-determination, employment, safety and security, legal and judicial issues, healthcare and oral healthcare, family and caregiver needs, behavior management practices and related professional therapy practices.

RFGA for Competitive Self-Advocacy

Southwest Institute for Families & Children: Revised Budget \$84,061; In-Kind Match \$28,920

SWI with The Arc of Arizona will work with the Self-Advocacy Solutions, a newly formed self-advocacy coalition in AZ that is comprised of individuals and organizations interested in growing the self-advocacy movement in AZ. Various partners are part of this group to include AZ Autism Assoc., Ability 360, People First of AZ, Youth Action Council of AZ, 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 AZ, and Therese Moore as a consultant. Three key objectives were outlined in their proposal to include:

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.
 - a. 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 important to them. Possible goals can address Legislation, Community Barriers, or Personal Growth and Involvement.
 - b. 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.
 - c. 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.

Overview of ADDPC Renewal Applications

Expected date of Award: October 1, 2020 – September 30, 2021

Southwest Institute for Families & Children, Year 3; Requesting \$59,243; In-Kind Match \$19,916

Background: SWI, is partnering with The Arc of AZ and the AZ Center for Disability Law to create awareness and 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 conduct online trainings to specific stakeholders; and refine proposed legislation for the upcoming January 2021 AZ legislative session. This also 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, caregivers; social service providers; medical; legal; and education stakeholders. As the Covid pandemic continues, all trainings will be administered online to reach populations around the state, especially in Phoenix, Tucson, and Flagstaff. During the 4th quarter of Year 2, 7 online 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. SWI has also produced training videos that are posted on the SWI website. These trainings will be conducted by SWI, The Arc of AZ, and ACDL staff.

Training materials have been translated into Spanish and are in the process of posting them online at SWI's website. SWI is also working with the Leti Foundation to schedule and online training for Spanish speaking families. Reaching out to the Native American community will also be conducted, and training materials will be shared 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 Representative John Allen. The bill was heard by the House Judiciary. The bill was amended and passed the House of Representatives. Prior to the legislative session ending due to the Covid pandemic, the bill was transferred to the Senate. In the third year of the grant, this will be a priority to help pass the bill in upcoming legislative session. Once again, Representative Longdon has expressed interest in sponsoring the bill.

Overview of ADDPC Renewal Applications

Expected date of Award: October 1, 2020 – September 30, 2021

City of Tempe, Year 3; Requesting: \$124,731; Cash Match: \$89,834; In-kind Match: \$92,745

Background: City of Tempe was awarded a grant to develop an integrated employment program for people with I/DD. Tempe's Building Employment Support and Training (BEST) 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.

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.

Progress to Date: 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 to date. There are 14 applicants actively going through a review process; however due to the Covid 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 (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.