

Partners in Progress: Actualizing Ideas

Community Feedback

- Avondale
- Maricopa
- Yuma
- Lake Havasu City
- Sierra Vista
- Tuba City
- South Tucson (June 2)
- Flagstaff (May 25)

Content Areas Addressed

- **Inclusion**
- **Employment**
- **Self-Advocacy/Self Determination**

Inclusion Feedback

- **Work with and through Tribal Council contractors to promote inclusion of people who have developmental disabilities.**
- **Provide a “roadmap” to identify and establish groups that are “dd friendly” to encourage social interaction among those with and without dd**

- **Find a good mentor in the community for each special needs child**
- **Establish a college student peer mentoring program for high school students so they are prepared to enter the wider society when they finish high school**

- **Expose disability as a normal part of the community via local media**
- **Encourage participation in extra-curricular activities/sports and ensure accommodations are available for those with dd**
- **Establish a buddy system program outside of school**

- **Highlight and celebrate successful persons with dd in the community**
- **Start-up information support groups, such as GANE, a Spanish speaking group in Avondale**
- **Establish supports groups for parents so they can share their issues and solutions with one another**

- **Offer community picnics for families to attend so parents and children with dd can create a social dialogue.**
- **Each community should have a community center with activities for families that include events for those with and without dd.**

- Offer YMCA's and Boys/Girls Clubs for gatherings that encourage the inclusion of those with dd.
- Better utilize the local library system

- **Centralizing services in Yuma City (as an example) makes it difficult for those with dd living in the rural/outlying areas to utilize them**
- **Provide mobile services throughout the community for people with dd**

- **Bring stakeholders together to discuss, create unity, collaborate and share best practices. Replicate the Community of Practice model used in Flagstaff.**

- **Volunteering brings kids “out of themselves” so let’s teach them the value of volunteering. Explore AmeriCorps and Service Learning programs so they become a part of something that is important to the community.**
- **Develop summer programs for youth to volunteer that includes those with dd.**

- **Navajo Nation has monies available for volunteer programs (OSERs?) but there are no takers. Suggestion was made to talk to Regina Martinez.**

- **Host Disability Awareness Conference on Navajo as there is a constant change in leadership.**
- **Work with AZ Department of Education to present Hopi & Navajo Transition Conference.**

- **Identify barriers to inclusion and establish priorities for action to eliminate each barrier.**
- **Fund, support, and engage in efforts to address identified barriers, ideally using approaches that have been found to be effective – i.e., best practices.**

- **Focus efforts on populations who are disproportionately impacted by barriers to inclusion – e.g., those with transportation issues, those from outlying areas, those with more severe disabilities.**
- **If the transportation issues aren't addressed too many people with dd will remain isolated**

Employment

- **Communication remains an issue – let's educate tribal leaders on the disability population – statistics, demographics, **level of employment**, how many are receiving services through DDD or VR, etc.**

- **Develop a program to educate Navajo employers about tax incentives and assistive technology. People within the Navajo Nation don't know they exist.**

- **ADDPC could create a sub-committee comprised of native and tribal representatives since tribal communities face specific and daunting challenges.**

- **Create internships for people with dd so they can acquire skills and determine what they can and cannot achieve in the workforce.**
- **Pair people with dd with professionals in apprenticeship programs**

- **Improve the assessment of the skills required for job matching**
- **Create and sponsor job fairs and skill building for people with dd**

- **Establish a pilot program with an employer to place people with dd into appropriate positions**
- **Partner with the Rotary/Kiwanis/local service clubs; do a presentation and ask for their assistance in developing a comprehensive employment programs for local people with dd**

- **Provide ongoing support for people with dd once they are employed, like peer mentoring and job coaching**
- **Learn about each individual's passion and encourage their interests, matching those interests with a job**

- **Schools need input from parents on job training; but some parents say schools do not listen**
- **Provide volunteer opportunities at the school or in the community for people with dd for the purpose of developing their self-confidence and job related skills**

- **Tap into local churches to provide job/skills training for people with dd.**

- **Advocate for the creation of incentives for employers and those who contribute to job development, retention, and promotion for those with dd.**

- **Establish a temp. employment agency for promoting skill sets and finding employment for people with disabilities**

Self-Advocacy

- **Assess needs and provide support for peer-led training, mentoring, and other activities that promote the acquisition of leadership skills and engagement in leadership activities among people who have developmental disabilities, particularly those from unserved/underserved populations.**

- **Teach parents how to 'let go' of their child with special needs; not to speak for them all the time**
- **Caseworkers and special ed. teachers need more time to work with and support each child with dd**

- **Establish a peer mentoring program so self-advocates with dd can help others with dd speak for themselves**
- **Develop parent training using Raising Special Kids model.**

- **Create self-advocacy training programs using the Native American Disability Law Center model.**
- **DDD should have an employee with disabilities serve as an advocate and model for others with dd.**

- **Identify people who have developmental disabilities who wish to become engaged in leadership roles through outreach to self-advocacy organizations, programs, projects, service providers, and other means.**

- **Young adults with dd need to meet with others who share common experiences to help them build confidence and trust**
- **Encourage families and schools to support self-advocacy efforts**

- **Seek technical assistance from other states that have had success in establishing a self-advocacy organization led by individuals who have developmental disabilities.**

- **Provide/support outreach and marketing efforts to identify and engage self-advocates from diverse populations throughout the state, with an emphasis on peer-to-peer approaches.**

- **Develop a social media campaign that allows people with dd the opportunity to speak for themselves.**