

SELF-ADVOCACY: ESTABLISH, STRENGTHEN, AND EXPAND SELF-ADVOCACY ACTIVITIES AMONG PERSONS WITH DEVELOPMENTAL DISABILITIES SO THEY WILL BECOME EMPOWERED TO BE SELF-DETERMINED.

- ❖ **Objective 1:** Support or collaborate on at least 3 initiatives or policies that remove barriers and facilitate the ability of self-advocates to have their voices heard and acted upon, so they are able to express themselves, make decisions for themselves and be protected from abuse, neglect, and exploitation.

ACTIVITIES

- Financially support at least two leadership trainings throughout the state.

\$ Grant Funding in the amount of \$100K (renewable)

- Work with APS, DDD, self-advocates and others to strengthen the system of prevention, reporting, and trauma-informed care

- ❖ **Objective 2:** Support the participation of persons with I/DD in cross disability, culturally diverse leadership coalitions, groups, and civic and political life, which addresses issues of importance to persons with I/DD

ACTIVITIES

- Educate at least 10 civic and political organizations on how to create inclusive boards/commissions/opportunities for people with disabilities to engage.
- Develop and execute a plan to reach underserved people with disabilities through a Get Out the Vote campaign
- Complete research on how participation in participatory budgeting affects SPED students. (This is the process by which self-students vote on how to spend money in their schools).

\$ Grant Funding in the amount of \$50,000 (renewable)

- ❖ **Objective 3:** Establish and promote the success of one or more collaborative, culturally competent self-advocacy coalitions that are led by individuals who have I/DD and that includes representatives of unserved/underserved populations, by providing funding, technical assistance, and supports

ACTIVITIES

- Implement a long-term plan with self-advocacy groups to help coordinate them into a statewide advocacy organization.

- ❖ **Objective 4:** Expand opportunities for self-advocates to be their own guardians through limited guardianships and supported decision-making.

ACTIVITIES

- Create a supported decision-making coalition and a strategic plan to advance supported decision making in AZ.

\$ 60,000 SDM RFGA (year 2)

EMPLOYMENT: INCREASE AWARENESS OF THE EMPLOYMENT POTENTIAL OF PEOPLE WHO HAVE DEVELOPMENTAL DISABILITIES, LINK THEM TO RESOURCES NEEDED TO ACHIEVE THEIR EMPLOYMENT POTENTIAL, AND FOSTER JOB CREATION, HIRING, RETENTION, PROMOTION, AND SELF-EMPLOYMENT.

- ❖ **Objective 1:** In Collaboration with self-advocates, DD network partners, Employment First Core Team, professionals who provide support, and stakeholders, Arizona will become an Employment First State through the development, implementation and promotion of policies and practices that support integrated employment opportunities for people with disabilities.

ACTIVITIES

- Conduct 1 Employment media campaign in October in partnership with stakeholders.
- Promote new Employment First Website.
- Create resource materials for individuals, families, those that provide support, and employers.
- Collaborate with coalition of stakeholders. Promote leadership & accomplishments of Employment First Coalition.
- Collaborate and complete one activity with parents of youth that will promote career exploration activities among young adults with DD

\$ 25,000 SEED money – based on family input

- Pilot a laboratory/clinic for youth about to transition to adulthood to get the help of different disciplines – rehab, counseling, special education, public health, etc. to develop a plan for the future – also to get students at the university level working with students with I/DD to achieve greater independence. Utah State developed this type of collaboration

\$ ISA \$50,000 Sonoran UCEDD

- Provide assistance and support to Association for People Supporting Employment First (APSE) state chapter.

❖ **Objective 2:** Increase the array of quality life, job and technical skills trainings required for competitive employment, including self-employment for people with disabilities; promote education, credentialing and professional development for employment consultants and job developers.

ACTIVITIES

- Evaluate impact of targeting customized employment.
- Oversee awarded model program(s) to strengthen workforce and increase employment rates for people with disabilities. Target clients in one of the awards are not served by DDD or VR or targets training businesses not covered by other grants.

\$ Tempe BEST (year 2) - \$124,700 step-down

\$ RFGA year 2 - \$125,000

- Identify best practice employment and training projects and disseminate to the community.
- Develop a demonstration project(s) with a post-secondary institution that would provide programs for IDD and other disabilities in Arizona to help them succeed (like Think College, Project Focus, etc...)

\$ RFGA year 2 - \$100,000

- Conduct employment research to improve employment and retention outcomes of transition aged youth
- Partner with Division of Developmental Disabilities (DDD), Vocational Rehabilitation (VR), and Arizona Association of Providers for People with Disabilities (AAPPD) to create and administer model Job Coach and Job Developer Training program.

❖ **Objective 3:** Promote job creation, hiring, retention, entrepreneurship, and employment awareness best practices to improve employment outcomes for people with disabilities.

ACTIVITIES

- Strengthen employer engagement in AZ

- Identify new communities for training based on Yuma pilot project, including building partnerships with university career centers.
- Share research finding from the Institute for Community Inclusion (ICI) economic analysis research project - getting people with disabilities employed in Arizona.

INCLUSION: MOTIVATE COMMUNITIES AND AGENCIES TO INCLUDE PEOPLE OF ALL AGES WHO HAVE DEVELOPMENTAL DISABILITIES IN ALL ASPECTS OF COMMUNITY LIFE BY SUPPORTING PROGRAMS, CHANGING POLICIES/PROCEDURES, AND REMOVING SYSTEMIC BARRIERS TO MAXIMIZE SELF-DETERMINATION AND DIMINISH DISCRIMINATION, NEGLECT, ABUSE AND EXPLOITATION.

- ❖ **Objective 1:** In coordination with DDD, the DD Network, and Raising Special Kids, lead the effort to build a Statewide Community of Practice (COP) that drives system change towards more inclusive culturally and linguistically competent processes and policies across Arizona (This is part of a 5 year project funded by Georgetown University)..

ACTIVITIES

- Explore, develop/support and adopt approaches for working effectively with culturally and linguistically diverse communities
 - Attend at least four trainings/conferences to acquire knowledge.
 - Roll out a CoP dedicated to cultural and linguistic competency and culture change.
 - Make website accessible and use of social media tools culturally and linguistically competent.
 - Convene refugee stakeholder group to improve coordination of disability service with refugee resettlement.
- ❖ **Objective 2:** The council will support or collaborate on at least 3 initiatives or policies that remove barriers and that will lead to systemic change, training, and/or awareness of discrimination, abuse, neglect and/or exploitation of individuals with I/DD.

ACTIVITIES

- Improve crisis response to individuals with I/DD
- Identify gaps and improve the Protection & Advocacy system for people with I/DD
- Conduct study of sexual abuse and I/DD with coalition of agencies and stakeholders

- ❖ **Objective 3:** Identify and decrease barriers to community life for people who have developmental disabilities throughout their lifespan by targeting community members, families, and individuals with DD through outreach, education, linkage to community resources, and community engagement activities that promote inclusion.

ACTIVITIES

- Release findings of housing and transportation best practices and begin to move towards system improvement
- Provide or support 10 trainings and conferences to self-advocates and their families to help them overcome barriers to community living

\$ Conferences/Trainings RFGA - \$50,000

- Collaborate with agencies and universities to determine best practices to address direct care worker shortage
- 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
- Work with Arizona communicators to change the language and images used about people with disabilities and incorporate them more frequently in their programming
- Create a community inclusion index that measure AZ indicators that evaluate progress
- Collect information on best practices in inclusion and put information out on social media and website.
- Work with early childhood programs to promote inclusion

\$ Autism Play (year 2) – \$50,000

\$ ADE Inclusive Preschool (year 2) - \$50,000

- Create more inclusive recreational programs

\$ RFGA renewal - \$150,000

\$ ASU school program (year 2) - \$120,000

- Conduct at least 2 educational sessions with the general public to identify and address barriers to community inclusion for people with I/DD