

ADDPC

Grant Proposal Narrative

Title: Communities at the Center

Start Date: 10/1/2022

End Date: 9/30/2023

Amount Requested: \$50,000

Submitted by:

- Arizona State University, Center for the Future of Arizona

Executive Summary

Center for the Future of Arizona (CFA), in partnership with Arizona Town Hall, proposes a community engagement project designed to bring visibility, spark dialogue, and motivate action to ensure more successful transitions of young people with disabilities — driven by their dreams, desires, and strengths — into postsecondary education and career pathways.

Startling trends reflecting the exclusion of young people with disabilities in postsecondary education and the workplace exist in Arizona. Mirroring national trends, young people with disabilities in Arizona are less likely to graduate from high school, enroll and obtain a degree in postsecondary education, and enter the world of work, compared to their peers without disabilities. Examples include:

- In 2020, only 68% of students with disabilities graduated in 4 years, compared to 78% statewide.
- Only 24% of 25-64 year olds with disabilities had an Associate's Degree or higher, compared with 41% of 25-64 year old's without disabilities.
- According to 2019 research published by ADDPC, only 36% of working-age individuals (ages 16-64) with a disability were employed, compared to a 72% employment rate for working-age individuals without a disability.

The critical gaps and untapped potential among young people with disabilities in our state has a significant impact on individual well-being and opportunity, as well as our state's prosperity.

CFA, in partnership with Arizona Town Hall, proposes a community engagement project to:

- bring trusted data to inform and prompt dialogue around issues impacting the transition of young people with disabilities into postsecondary education and career success;
- engage cross-sector leaders to understand the challenges in and opportunities for advancing equitable access, and surface opportunities for action;
- amplify the voices of young people with disabilities themselves, and their families, in generating solutions with a focus on starting the conversation at earlier ages; and,
- identify areas of opportunity where CFA, Arizona Town Hall, ADDPC, and others could partner to support these priorities, whether through additional data, engagement, or resources.

We respectfully request support from the Arizona Developmental Disabilities Planning Council (ADDPC) for our community engagement project to support data-driven decision-making and community-led solutions to ensure young people with disabilities have equitable access to opportunity in postsecondary and career pathways.

Project Narrative

The Need to Improve Postsecondary and Career Pathways for Young Arizonans with Disabilities

Arizona consistently ranks as one of the fastest-growing states in the nation. The availability of jobs, especially in high-demand workforce sectors, have attracted many people—yet, there are major gaps in the talent pipeline to fill these positions. To meet the demands of our state’s economy in the 21st century, Arizona needs a much higher percentage of its young people — including youth with disabilities—to realize their postsecondary and career goals. Perhaps now, more than ever before, we need to connect and transform postsecondary education and career pathways and ensure that young Arizonans with disabilities are not left behind. CFA is committed to the equitable economic advancement of *all* Arizonans.

These trends are taking shape against a national backdrop with data showing significant gaps in the transition of young people with disabilities into postsecondary education and the workplace across the nation:

- About 78% of students with disabilities in the U.S. attained a high school diploma, compared to 88% percent of their peers without disabilities.
 - In addition, the dropout rate for students with disabilities was more than double the rate for students without disabilities, 12 and 5%, respectively.
- The college enrollment gap between young adults with and without disabilities is 16%.
- Youth and young adults with disabilities are employed at a rate of 27%, which is less than the 43% rate for their peers without disabilities.
- About 20% of youth and young adults (ages 14- 24) with disabilities were neither in school nor in the labor force, compared to about 6% of their peers without disabilities.

(Cheng, L., & Shaewitz, D. (2021). The 2021 youth transition report: Outcomes for youth and young adults with disabilities. Washington, DC: Institute for Educational Leadership)

Arizona’s data mirrors national trends. Young people with disabilities in our state are less likely to graduate from high school, enroll and obtain a degree in postsecondary education, and enter the workplace, compared to their peers without disabilities.

Arizona is well positioned to make significant improvements in positive college and career outcomes for students with disabilities. CFA believes powerful change can happen when we listen and understand the assets and priorities of a community and engage in long-term partnerships that advance solutions.

Communities at the Center: Background and Context

CFA is a statewide organization that brings Arizonans together to create a stronger and brighter future for our state. CFA listens to Arizonans to learn what matters most to them, shares trusted data about how Arizona is doing, brings critical issues to public attention, and works with communities and leaders to solve public problems. Through CFA’s unique partnership with the Gallup organization and close listening to communities and leaders across the state, CFA created The Arizona We Want, a shared vision of success around what matters most to Arizonans that expresses their highest aspirations and hopes for the future.

Arizonans want a world-class education for all, to live in healthy and vibrant communities, and to have rewarding jobs that use all our talents and help our economy thrive. Arizonans are committed to stewardship of our state's natural beauty and resources for generations to come, and believe in equity and justice for all. The Arizona We Want is based on the things that bring us together as Arizonans and on which we can all agree.

As part of CFA's mission to realize The Arizona We Want, we work to empower Arizonans to engage in public problem-solving through Communities at the Center, an initiative that uses data to build community, center the voices of Arizonans, and engage Arizonans in building solutions for our state.

The Communities at the Center initiative draws upon two key tools with a proven track record of success and which will be instrumental to this collaboration—the Arizona Progress Meters and Community Conversations:

- Arizona Progress Meters, a set of dynamic tools based on trusted data, track how our state is doing on the things that matter most to Arizonans, including high-quality education for all children, access to good jobs, healthy communities, and opportunities to meaningfully participate in civic life. The 80+ metrics in the eight Progress Meters are designed to encourage the evaluation of state, county and local conditions and to compare outcomes by subgroups, including race and ethnicity, educational attainment, income, geography (i.e. urban, suburban, rural) and other key demographics where available.
- Community Conversations: The Communities at the Center team began organizing and facilitating Community Conversations with cross-sector leaders and local community members in 2019. These Community Conversations, a tested model already used in 40+ communities across the state, are proven to:
 - Engage communities in dialogue around our identify as Arizonans and the aspirations we all hold for the future of our state
 - Gain an understanding of the priorities that exist in the community, what's missing, and how we might elevate these issues to a statewide level of discussion
 - Introduce a set of fact-based tools with vetted and reliable data [*The Arizona Progress Meters*] that can help frame conversations, drive action, and measure progress
 - Identify areas of opportunity for partnership to support local community goals, such as providing localized data, planning tools, relationships, or other support

Through this investment by ADDPC, CFA can build upon this foundation through a partnership with Arizona Town Hall and engage key stakeholders to ensure more successful transitions of young people with disabilities into postsecondary education and career pathways.

Proposed Activities, 2022 – 2023

CFA proposes a community-centered approach that: brings trusted data to inform and prompt dialogue, engages leaders across sectors in conversation about the challenges and opportunities for ensuring young people with disabilities have access to opportunity in postsecondary and career, and spotlights areas for action.

CFA is well-positioned to take on this project with a strong track record of bringing data-driven decision-making to tackle public problems, building community capacity to address systemic challenges, and bringing cross-sector leaders together to collaboratively solve problems. Driven by an action-oriented agenda, CFA is deeply engaged in education innovation, workforce development, and civic engagement initiatives as key pillars of building a brighter, stronger future for our state.

Through a \$50,000 investment from ADDPC, CFA will build the foundation for collective impact through the following strategies:

1) Data:

- CFA will develop a background one-pager highlighting challenges and opportunities with the transition of young people with disabilities into postsecondary education and career mobility, drawing upon data from the Arizona Progress Meters—a set of vetted and reliable data that can help frame conversations and prompt action—and other key research sources.

2) Dialogue:

- CFA will partner with Arizona Town Hall, given their track record and deep expertise in facilitating community dialogue and generating key takeaways and recommendations.

These convenings will advance the following objectives:

Introduce data and explore issues impacting the transition of young people with disabilities into postsecondary education and career success.

Gain an understanding of the challenges and opportunities, and gaps in services that impede raising expectations, from cross-sector leaders as well as surface opportunities for action.

Amplify the voices of young people with disabilities themselves, and their families, with an emphasis on addressing these gaps early, with conversation focused on opportunities for raising expectations among families and educators of younger students with disabilities to nurture their potential, build their agency and confidence, and cultivate the skills needed for long-term success.

Identify areas of opportunity where CFA, ADDPC, and others could partner to support these priorities, whether through additional data, tools, or resources.

- CFA and Arizona Town Hall will host a series of 3-4 Community Conversations (held in-person or in some cases virtually) with key stakeholder audiences (e.g. employers, educators, young people with disabilities, and parents and caregivers particularly of elementary and middle school aged children). These conversations will emphasize engagement with the business and employer community, and will engage major metropolitan areas such as Phoenix, Flagstaff and Tucson while also reaching rural Arizona.
- CFA and Arizona Town Hall will convene, drawing upon the learnings of the first listening sessions, a collaborative-cross-sector gathering that will share out the early learnings, engage in dialogue across perspectives about challenges and opportunities, and crystalize key takeaways and opportunities for action.

- CFA will also facilitate polling and post-conversation surveys that deepen the understanding of the concerns, priorities, and opportunities for action that emerge from these conversations.
- 3) Action:
- CFA will develop an action-oriented final report to communicate the findings with a long shelf life. This will capture the data, Community Conversations themes and stories to bring more voices and perspectives to the issue, and potential areas of action where partners can come together to advance solutions.

The results of these efforts will drive toward the following outcomes:

- Bring visibility and attention to the critical issues of supporting young people with disabilities in successfully transitioning into postsecondary education and careers
- Identify and deliver data that can elevate the importance of these issues to broader dialogue
- Ensure more educators, employers, youth with disabilities, and parents/caregivers see new possibilities for the potential of young people with disabilities and understand their success as critical to our collective success
- Develop a final report that would highlight opportunities for action and position the work for longer-term impact

Looking Forward: Generate Long-Term Solutions

The one-year project outlined above would ultimately create the foundation and build civic-capacity tools and opportunities for longer-term engagement. In future engagements, depending on the partnerships, tools, and priorities surfaced throughout the process, future work with CFA might include:

- **Local & Regional Planning Efforts:** Align community areas of focus with public sector planning efforts by ensuring stakeholder priorities are reflected in long-term strategic plans, goal setting, and indicators of success.
- **Education & Workforce Strategies:** Connect to existing models for education, civic and workforce innovation underway in CFA's current areas of work with potential for more inclusive-focused pilots in areas like Arizona Pathways to Prosperity, as well as the work of key stakeholders engaged throughout the process
- **ADDPC Investments:** Surface opportunities for future investments from ADDPC in promising practices identified through the project

Project Timeline

October 2022-December 2022:

- Assemble Project Team & Kick-Off Meetings with Partners
- Stakeholder Mapping & Identifying Local Partners for Engagement
- Developing Shared Objectives
- Evaluation & Data Mapping

January 2023:

- Launch first Community Conversations
- Share Data and Discuss Priorities

- Evaluate, Reflect and Design Future Engagements

February - April 2023:

- Identify Additional Data & Partners Needed for Further Engagement
- Develop Materials & Coordination of Next Engagement
- Host 2-3 Additional Community Conversations (Target Audiences Listening Sessions)

May 2023:

- Evaluate, Reflect and Design Cross-Sector Convening
- Deeper Dive into Findings and Opportunities for Action
- Host Cross-Sector Convening
- Clarify Priorities and Opportunities for Action

June-July 2023:

- Action Planning & Report Development

July- August 2023:

- Draft Final Report Prepared and Shared for Stakeholder Input

August- September 2023:

- Complete Final Report with Stories of Impact, Promising Models, and Opportunities for Action
- Communicate Findings and Disseminate Report

Partners & Staff

This grant will engage the following members of the CFA Communities at the Center Team: Progress Meters Director, Civic Health Director, Civic Health Program Coordinator Sr. and Managing Director, Strategic Initiatives & Impact.

These staff will provide leadership on the project with the following types of activities: strategy and partnership development, program management, communications and outreach, community engagement and facilitation, roadmap development, and data delivery and evaluation. Our team brings complementary expertise in education innovation, workforce development, community and economic development, urban and regional planning, and civic engagement.

Kristi Tate, Director, Civic Health Initiatives

Kristi Tate has served in leadership roles spanning organizations focused on education, service, and civic engagement. Prior to joining the CFA team, Kristi served with the National Conference on Citizenship (NCoC), a congressionally chartered organization dedicated to strengthening civic life in America. Her focus at NCoC was on developing and leading partnerships for the Civic Health Index, which creates reports and initiatives designed to strengthen civic life in communities across the country. Before joining NCoC, she served at Georgetown University's Center for Social Justice as Director of the DC Schools Project. She has also directed programs for HandsOn Greater Phoenix and the Boys and Girls Club of Boston Charlestown Clubhouse. She has a B.A. from the University of Notre Dame and Master of Arts in Liberal Studies degree from Georgetown University, with a focus on social and public policy.

Ian Dowdy, Director, Strategic Data Initiatives

Ian Dowdy currently serves as the Director of Strategic Data Initiatives for CFA and is a certified urban planner with a diverse background working in the public sector, performing master planning and land entitlements in the private sector, and has spent the last eight years of his career in public policy surrounding conservation and sustainable economic development in the non-profit arena. In his previous position with the Sonoran Institute, Ian led the Sustainable Landscapes and Communities team that focused on improving the quality-of-life, economy, and environment of the Sun Corridor megapolitan region of Arizona which includes Phoenix, Tucson and Prescott.

As an avid hiker, backpacker, and occasional angler, Ian has explored Arizona's out-of-the-way places and is passionate about conserving resources for future generations. Recently Ian has served on various boards and commissions including the Central Arizona Conservation Alliance Steering Committee, the City of Peoria Quality of Life Commission, the Arizona Alliance for Livable Communities Steering Committee, the White Tank Mountains Conservancy Governing Board, and the Faith House Domestic Violence Shelter Advisory Committee.

Ian was honored with the 2020 Community Practitioner Award from the ASU School of Geographical Sciences and Planning.

Evelyn Casuga, Director, Community & Economic Prosperity

Evelyn has over 30 years of experience in economic and community development, leadership, and civic engagement. After 25 years, Evelyn retired in December 2014 as General Manager of Community Affairs at APS, the largest and longest serving investor-owned utility covering 11 of 15 counties in Arizona. Her area encompassed community relations, corporate contributions and volunteer programs, economic development, and strategic partnerships. She served in numerous leadership positions during her tenure at the company. Previous to APS, her roles included nearly 10 years in municipal government serving as City Manager of Eloy and Town Manager of Marana; and Manager of Community/Client Development for the Western Gateway Team, an Arizona regional economic development group, serving five West Valley communities.

Evelyn is a Certified Economic Developer (CEcD) and serves on several statewide and regional non-profit boards. She has been recognized for her efforts in community service and economic development. Evelyn received her Masters of City and Regional Planning from the University of California, Berkeley and her undergraduate degree from the University of California, Santa Cruz.

Madison Rock, Project Manager, Civic Health Initiatives

Madison Rock is a native Arizonan and self-described cheerleader for democracy. She is passionate about guiding young people through the process of self-empowerment, innovative problem solving, and developing strong, resilient communities. As the Project Manager for Civic Health Initiatives at the Center for the Future of Arizona, she supports strategies and initiatives to improve Arizona's civic health, including the school participatory budgeting program where students "learn democracy by doing" by making decisions over a portion of the district's budget. Madison has been deeply engaged with the Phoenix Union SPB model since its early adoption and has supported its scale to district-wide expansion. Madison has helped seed and support SPB processes in Chandler Unified, Sunnyside Unified, Queen Creek Unified, and Carson Jr. High. She also serves as a global mentor on School PB in the Rising Stars PB Mentorship Program. Madison graduated from Arizona State University with a bachelor's degree in Public Service and Public Policy. Her area of study focuses on sustainability, creative city development, and participatory budgeting.

CFA will partner with Arizona Town Hall as our lead partner organization:

Arizona Town Hall is a nonpartisan, nonprofit organization that educates, engages, connects, and empowers Arizonans to solve critical policy issues. Founded in 1962, Arizona Town Hall is one of Arizona's most longstanding and trusted non-partisan sources for Arizona policy solutions. National and international groups have recognized and studied the Arizona Town Hall's unique process, which builds relationships and strengthens communities while providing forums for resolving contentious and complicated issues.

Conclusion

CFA is grateful to be considered for the opportunity to partner with ADDPC to bring new data and civic engagement tools to center the community in solution-building and ensure all young Arizonans receive the support, pathways, and opportunities to thrive.

Arizona Development Disabilities Planning Council | FY23 Grant Proposal
 Arizona State University | Center for the Future of Arizona
 Program: Communities at the Center
 Dates: October 1, 2022 - September 30, 2023
 Amount: \$50,000

	Requested ADDPC Funds	Non-Federal Cash Match	Non-Federal In-Kind Match	Total Program Cost
SALARIES				
Kristi Tate Director, Civic Health Initiatives <i>Center for the Future of Arizona</i>	\$ 4,759			\$ 4,759
Madison (Nearover) Rock Project Manager, Participatory Budgeting <i>Center for the Future of Arizona</i>	\$ 3,230			\$ 3,230
Ian Dowdy Director, Strategic Data Initiatives <i>Center for the Future of Arizona</i>	\$ 5,393			\$ 5,393
Evelyn Casuga Director, Community & Economic Prosperity <i>Center for the Future of Arizona</i>	\$ 9,062			\$ 9,062
TOTAL SALARIES	\$ 22,444	\$ -	\$ -	\$ 22,444
FRINGE BENEFITS				
Kristi Tate Director, Civic Health Initiatives	\$ 1,618			\$ 1,618
Madison (Nearover) Rock Project Manager, Participatory Budgeting	\$ 1,098			\$ 1,098
Ian Dowdy Director, Strategic Data Initiatives	\$ 1,834			\$ 1,834
Evelyn Casuga Director, Community & Economic Prosperity	\$ 961			\$ 961
TOTAL FRINGE BENEFITS	\$ 5,511	\$ -	\$ -	\$ 5,511
SUPPLIES / OPERATING EXPENSES				
Materials/Supplies	\$ -			\$ -
TOTAL SUPPLIES / OPERATING EXPENSES	\$ -	\$ -	\$ -	\$ -
CONTRACTED SERVICES / PROFESSIONAL SERVICES				
Arizona Town Hall	\$ 15,000			\$ 15,000
Final Report & Roadmap Development	\$ 2,500			\$ 2,500
TOTAL CONTRACTED SERVICES / PROFESSIONAL SERVICES	\$ 17,500	\$ -	\$ -	\$ 17,500
ADMINISTRATIVE / INDIRECT COSTS				
10% sponsor limit	\$ 4,545		\$ 16,667	\$ 21,212
TOTAL ADMINISTRATIVE / INDIRECT COSTS	\$ 4,545	\$ -	\$ 16,667	\$ 21,212
TOTAL COSTS	\$ 50,000	\$ -	\$ 16,667	\$ 66,667

ADDPC
FY2023 Grant Proposal BUDGET Narrative

Program Title: Communities at the Center
Center for the Future of Arizona, Arizona State University

Amount: \$50,000

Dates: October 2022 – September 2023

Personnel/Salaries: \$22,444

This allocation includes a portion of staff time to support the following members of the Communities at the Center Team: Strategic Data Initiatives Director, Civic Health Director, Civic Health Project Manager, and Director of Community and Economic Prosperity.

These staff will provide leadership on the project with the following types of activities: strategy and partnership development, program management, communications and outreach, community engagement and facilitation, roadmap development, and data delivery and evaluation. Our team brings complementary expertise in education innovation, workforce development, community and economic development, urban and regional planning, and civic engagement.

Fringe Benefits: \$5,511

Fringe Benefits (employee related expenses) are calculated at the FY23 estimated rate of 34.0%; benefits include healthcare, dental, long-term disability, life insurance, pre-tax medical/dependent care benefits, workers' comp and unemployment insurance, FICA, personal and sick leave. Rates are federally negotiated and approved annually by Arizona State University and DHHS.

Contracted Services/Professional Services: \$17,500

Arizona Town Hall: \$15,000

A contract with Arizona Town Hall will be critical to facilitation and synthesis of the Community Conversations. AZTH is a nonpartisan, nonprofit organization that educates, engages, connects, and empowers Arizonans to solve critical policy issues. AZTH will bring its process based on respectful dialogue that values diverse perspectives, builds relationships, and fosters leadership development.

Final Report: \$2,500

These resources are critical to the following activities: delivery of tailored data for community discussion, synthesis of community priorities and opportunities for impact into roadmap for action, graphic design and web development, and communications strategy to share out the results of the project for wider adoption and impact.

Administrative/Indirect Costs: \$4,545

Funds are requested for indirect costs at the ADDPC sponsor-limited rate of 10% of the total grant request.

Non-Federal In-Kind Match: \$16,667

Matching funds in the form of uncollected indirect costs are provided by Arizona State University.