



FULL COUNCIL MEETING MINUTES

Friday, March 27, 2020

10:00 a.m. – 12:00 p.m.

3839 North Third Street, Suite 306

Phoenix, Arizona 85012

Pursuant to A.R.S. § 38-431.01 (G), the Arizona Developmental Disabilities Planning Council and its standing and ad-hoc committees may obtain public comment if it so desires. A formal call to the public will take place at the end of the meeting. Members of the Board may not discuss items that are not specifically identified on the agenda. Meeting was conducted by teleconference.

Council Members Present

John Black, Chairperson

Melissa Van Hook, Vice Chair

James Rivera

Jason Snead

George Garcia

Angelina James

Meghan Cox

J.J. Rico

Scott Lindbloom

Kristen Mackey

Monica Cooper

Wendy Parent-Johnson

Kelly Roberts

Traci Gruenberger

Council Members Absent

Michael Coen

Kathy Levandowsky

Matthew Isiogu

Ray Morris

Maureen Casey

Janna Murrell

Council Staff

Erica McFadden, Executive Director

Marcella Crane

Sarah Ruf

Mike Leyva

Lani St. Cyr

Member of the Public

Sherri Wince (DES/DDD)

A. Welcome & Introductions:

Chair John Black called the meeting to order at 10:06 a.m. Introductions were made, and a quorum was determined to be in place.

B. Minutes from January 17, 2020 Meeting:

Scott Lindbloom made the motion to approve the minutes. Monica Cooper seconded the motion. The motion carried.

C. Fiscal/Contract Update:

Lani St. Cyr explained there will likely be significant changes to the financial documents based on the impacts of the COVID-19 response. The Administration for Community Living is expected to send communication regarding Council grant awards and any adjustments that may be made to the obligation, liquidation, and project periods and which grant years will be affected. Contract amendments will likely need to be made to most of the current contracts, with many contracts adjusting activities and or needing contract extensions to complete projects. Marcella Crane has been in contact with grantees to get an idea of what changes are anticipated.

The ADDPC Financial Update reflected the full award received for FY 2020 in the amount of \$1,488,423. It also showed approximately \$400,400 in FY 2018 funds to liquidate by the end of September 2020. There is approximately \$23,600 in FY 2019 to obligate by September 2020. The Council has already identified projects for these funds. For FY 2020 there is approximately \$928,500 to obligate by September 2021. The Council has already identified projects for a majority of these funds; however, many of these projects are renewal projects and if contract extensions are granted in prior years, this will change the contract periods for subsequent years and will push many contracts outside of the current performance period.

The Council Funded Projects sheet will likely have the most adjustments moving forward, primarily with the contract periods, as we are anticipating many grantees will need contract extensions. Many of the contracts have June end dates, to allow for potential extensions through September. However, contracts ending in September, especially those identified for renewal funding, will fall outside the current project performance period if extensions are required.

D. Council COVID-19 Response:

Erica McFadden shared that the ADDPC and other DD network partners (Sonoran UCEDD, NAU IHD, The Arc of Arizona, ACDL) have come together to support the I/DD during the pandemic. She shared the following activities that have been implemented since the beginning of the crisis in Arizona:

- The ADDPC is working with AZSILC to coordinate COVID-19 response actions.
- ADDPC staff members are telecommuting; only going to office for vital operations in order to keep staff and others safe.
- We have been taking calls from the public regarding COVID-19.
- ADDPC has been in contact with the governor's office, which has a COVID-19 page; Sarah Ruf suggested that they add a disability COVID-19 resource tab.
- ADDPC shared the plain language resource from Vermont's Council - Green Mountain Self-Advocates about how to stay safe and healthy during the pandemic.
- Erica drafted and sent a letter to state agency leaders regarding the needs of individuals with I/DD during the COVID-19 pandemic and response. The letter received responses from AHCCCS and DDD.
- DDD and AHCCCS update resources and protocols as the situation develops in Arizona.

Virtual Town Halls

In partnership with the Arizona DD Network, the ADDPC is hosting a series of virtual town halls. For the first one held on March 25, 300 people were in attendance. IHD and Sonoran UCEDD are providing the Zoom platform for the virtual meetings.

The first town hall focused on questions around how to keep loved ones safe in quarantine and how staff are supposed to work with members who are sick. Some parents had not received education materials for their child to teach them at home. Additional concerns about students with disabilities who have no internet or no computer at home was a concern on how will they be taught.

There were also concerns around the shortage of supplies for group homes and day programs and group homes not having guidance about staffing issues. Since programs are only paid on utilization, some may not be able to reopen at the end of the crisis. Family members shared that they were concerned about providers coming to their home because of COVID-19.

The ADDPC will be putting out the questions that came out of the meeting and the resources that were shared in a live document.

Scott Lindbloom asked why it was necessary to have people register for the event and Erica McFadden explained that it is helpful when distributing information and resources after the meeting.

The Council will not be getting into the medical details of COVID-19, but rather focusing on the services provided because providers may need to stay home with their families and programs may be closed.

Two lawmakers were on the call- State Senator Heather Carter, State Representative Nancy Barto, and DES Director Thomas Betlach. Other states participated on the call to see how it went because they wanted to replicate in their own states.

Potential for Mini-Grants

Erica McFadden with Marcella Crane gave an overview of the potential to release a mini grant to address individuals with I/DD who are feeling socially isolated and feel high anxiety due to the pandemic. The idea was put forth and executed by the Maryland and Illinois Councils, as emergency funding to release to community-based organizations or DD providers. Funds range from \$500-\$10,000 to purchase quick items such as games, and relaxation and therapeutic items. The intent is for individuals who are home and have their schedules interrupted, can still maintain some sort of social connectedness through games on the web using Google hangout or Zoom, or use therapeutic items to calm nerves and anxiety. The way the other states have implemented the mini grant is to fund their statewide Arc, release a short application and have it due within a week. The Arc is in charge of evaluating the proposals and selecting which ones will receive funding, on a reimbursement basis, to purchase the items quickly for usage during this time. Also know that ITACC has issued a clarification in regard to how this should tie back to the State's 5-year plan. Council's that do proceed with the mini grant must ensure it relates back to our goals and objectives and that performance measures must be collected to report on, such as the number of individuals with I/DD impacted.

John Black asked what it requires for ADDPC to authorize staff to implement this for Arizona. Erica stated the Council needs to vote to approve. John black requested a motion to pursue mini grant opportunities to address COVID-19 for individuals with I/DD. Jason Snead made the motion to approve the mini grant process. Monica Cooper seconded the motion. The motion carried.

Hospital Visitation Restrictions

It's being reported that adults with I/DD that have to go to hospital are not being allowed to have family members with them. Jason Snead recognized this as a problem. J.J. Rico stated that it's a case-by-case evaluation for each person admitted to the hospital. It depends on whether the individual with I/DD has COVID-19 or the family member/caregiver is also infected. There are circumstances that allow for modification for policy in certain situations. These modifications could allow access to hospital, group home, or other facility to a family member of an individual with I/DD. ACDL is prepared to field calls regarding these cases. The ADA provides protections in these cases, but there are no guarantees that family members will be able to go with the individual. ACDL would advocate for the individual to have a hospital or other care facility allow a visitor after careful screening of the situation.

Another issue of ACDL is closely monitoring during the COVID-19 outbreak is the risks that may be brought on by social isolation because of visitor restrictions and/or facility lockdowns. These actions may put people at higher risk of abuse and neglect. ACDL is in the process of releasing a monitoring tool that allows staff to check in with people virtually. J.J. Rico asked that if anyone knows somebody who needs to be checked-in to let ACDL know and they will try to do a tele-monitoring call. ACDL staff has been asked to call their clients in hospital or group home or other facilities to check in and see what's happening behind closed doors. ACDL can still access facilities and would take necessary precautions if called to do this.

Scott Lindbloom highlighted the behavioral health aspect of this. Most behavioral health centers are letting people visit, which should be looked into.

Erica McFadden thanked the DD Network for their quick response and organizing in the face of COVID-19 to help individuals and families during this time.

Erica McFadden asked if any other members of the Council were contributing to the community during the COVID-19 pandemic. Scott Lindbloom shared that he is working with Todd Negose from Washington State and Sarah Ann Joehnk to come up with an emergency plan for COVID-19.

E. Committee Reports

Public Policy: Scott Lindbloom asked that Marcella Crane share the policy update. Ms. Crane shared that the state legislature is adjourned for the time being. As of now, they are scheduled to return April 13 and the last day for the legislative session is April 25. It's unknown if they will pick up from where they left off with all the pending legislative bills that are moving through the chambers. As of now, they have approved a "skinny" budget bill to address emergency funding to address Arizona's need for the pandemic. At the beginning of March, there were over 1600 bills dropped, but the Governor had only signed 58 into law. Ms. Crane you thanked staff members Sarah Ruf and Julie Whitaker for keeping the legislative page of our website updated. She also shared that Jon Meyers and George Garcia were pivotal in solcitating support and testimony to support HB 2769, Supported Decision-Making/Guardianship, before the session was interrupted. Despite having passed the state House, Senator Eddie Farnsworth did not have

the bill heard in his senate judiciary committee. At this point the bill is most likely dead and will have to be reintroduced in the 2021 legislative session. Council member George Garcia shared that Eddie Farnsworth will not be running for re-election, which may allow the bill to have an easier time moving ahead in the Senate next year. The bill will have to go through the entire process again if it is reintroduced. Though it seems daunting, it gives the opportunity to tighten up the language of the bill.

SB 1049 Advisory council on Aging was one of the bills that the ADDPC was tracking which passed. It moved the Advisory Council on Aging from DES oversight to the Governor's Office of Youth, Faith, and Family. SB1055 was passed, and it extends the authorization of the Arizona Commission on the Deaf and Hard of Hearing (ACDHH) until 2028. SB1623 Mental Health Omnibus Bill has over 80 different provisions to address suicide prevention and other behavioral health needs for minors and ensures that insurance claims are not denied for such services. The bill spells out various provisions for the Arizona Department of Insurance and AHCCCS to implement in their own agencies to ensure families have access to such medical and behavioral services with no insurance barriers in place.

Also important for those that have lost their job, on a temporary basis due to Covid-19, as part of the budgets that the legislature passed, it allows DES to expediate the process for those that need to apply for unemployment insurance, which the current rate in Arizona is \$240 per week. The federal package, once it passes and signed into law - will include an additional \$600 per week for those that file unemployment for four months.

Scott Lindbloom shared that he did a lot of shopping to prepare to shelter-in-place to prevent the spread of infection and offered to send people items they may need.

PR/Marketing: Sarah Ruf gave an overview of the status of two proposals received to redesign the ADDPC website. The proposals were from Parsus Analytics and Eagle Creek. Eagle Creek is based in Pierre, South Dakota and they did our current design several years ago. Their proposal did not show many alterations to our current website. The ADDPC had an in-person meeting with the other company, Parsus Analytics, and staff were impressed with their presentation. Both vendors overall cost were similar, approximately \$50,000 which is a small amount compared to other website redesigns. Staff tracks usage of our current website through Google Analytics and will be able to share the data with the website designers, so we were able to reduce the cost for creating the new website by removing the analytics line item. Parsus Analytics is a local company based in Scottsdale that has designed the AZ Commission on Deaf and Hard of Hearing website, which is very accessible. The initial timeline called for a launch date of June 30, but it has been moved to September 30 due to the pandemic. We have already started to do a website audit, which means we have been deleting old content. The total cost of the project is \$47,394 and a Council vote is necessary to move this forward.

Scott Lindbloom asked whether we could get all Council members featured on the website. Also asked for staff information to be listed so it's easier to contact them. Sarah Ruf said that Council members can be added, and that staff's information is already available on the current website.

John Black stated that the fact that Parsus is a local company and has made other accessible websites is definitely a positive and likes the idea of the Council supporting a local business in this tough economic time.

John Black asked for a motion to approve the Parsus Analytics proposal for a new ADDPC website. Monica Cooper motioned to approve. The motion was seconded by Scott Lindbloom. The motion carried.

In closing, Sarah Ruf shared that ADA 30th anniversary celebration were supposed to be organized for the summer. Angelina James had some great ideas that she shared with staff. However, the planning is on hold until further notice.

Supporting Employment: Council Vice-Chair Melissa Van Hook thanked Council staff and project partners for continuing to work so hard during this COVID-19 situation. She shared updates on the Council's numerous employment-related projects.

Beacon Group's Encore Project, funded by the Council

The Encore Project uses customized employment to develop individualized plans for 15 underserved transition-aged youth with I/DD in Pima County. The goal is to have at least 11 individuals maintaining employment at or beyond 90 days in an integrated workplace working for at least 20 hours per week, with pay at minimum wage or higher.

Beacon hired an Employment Specialist (BES) and he has completed the Association of Community Rehabilitation Educators (ACRE) certification process through Griffin-Hammis. Since the beginning of the pilot project, 9 participants have either completed or begun the discovery and informational interviewing process. Of those 9, **4 are employed**. In addition to the ACRE training, the BES is scheduled to take the CESP exam to become a certified employment support professional.

City of Tempe BEST program, funded by the Council

Tempe's Building Employment Supports and Training (BEST) program facilitates part-time employment for applicants with developmental disabilities. Job matching and guidance is provided by BEST's program coordinator. Thanks to the efforts of BEST, three individuals have been employed. BEST is working to secure funding for a City Hall position in the City Clerk's Office. The position would be for BEST applicants, and if successful, the BEST program would have its most high-profile position to date.

Job Coach Training, funded by the Council

Because of COVID-19 Job Coach Training's schedule and delivery format will be adjusted. The trainings will focus on knowledge gains, resource sharing, problem solving, and intensive skill development related to implementation of supported and customized employment services. The trainings will emphasize application of specific techniques in the areas of job development, employer relationships, job carving, and highlights the assessment and discovery process. It is anticipated 320 – 360 participants will receive a certificate of completion and continuing education hours and the information received will help prepare for taking the Certified Employment Support Professional (CESP) credential. The education and professional development of job coaches and

job developers is a milestone achievement in Arizona and will help establish a cadre of qualified employment support professionals. This was identified as a strategy and major action in the Employment First Strategic Plan.

Exploration of Transition Services in Arizona, funded by the Council

The Sonoran UCEDD has launched the *Exploration of Transition Services in Arizona* Project. The project will build on prior research to create a statewide assessment of transition services in Arizona in order to identify exemplary practices, areas of need, and recommendations for improving post-school employment rates for youth with disabilities. Information will be gathered from stakeholder groups in twelve representative school communities, statewide, using qualitative data collection strategies. The plan is to use schools of varying sizes and geographic locations including: 3 urban, 3 suburban, 3 rural, and 3 tribal schools. A statewide survey will also be conducted to gather additional information and supplement what is learned at the 12 schools.

Arizona Summit on Community Schools & Family Engagement

At the February 21, 2020, Supporting Employment First Ad-Hoc Committee meeting, the members approved a project around raising expectations and increasing family engagement. The Council will allocate \$25,000 for the project for the period July 1, 2020 – June 30, 2021. The project as presented, will be a statewide summit that provides an opportunity for participants, including legislators, change agents, and different stakeholders to come together and develop an action plan for the state.

A pre-planning committee will be formed with assistance from Employment First to ensure broad representation from diverse stakeholders. In addition to agencies and organizations serving the disability community, emphasis for pre-planning committee members will be placed on recruiting champions, leaders, and representatives from organizations that have not been included in the past, such as economic and workforce development, charter, private, trade schools, community colleges, and Vitalyst.

The Committee recommended ADDPC staff develop a Scope of Work and share with the Committee members. The goal is to have the Scope of Work completed by May 2020.

Other employment related activities

- Mike Leyva and Sarah Ruf nominated Eileen Tohonnie of Direct Center for Independence for the Marcus Harrison, Jr. Leadership award which is presented at the annual American Indian Disability Summit. We learned a few weeks ago the Summit's planning committee selected Eileen to receive the award. At the 2018 American Indian Disability Summit, our fellow Council member Angelina James received the award.
- Mike completed the write-up for the Employment section for the Comprehensive Review and Analysis (CRA), which is part of the new Five-Year State Plan staff is working on. The employment data collected will be analyzed and will be used to help develop meaningful summaries to inform the Council about services, supports, and other assistance available, and the extent of unmet needs for services to people with I/DD and their families.
- *The Power of Disability Employment: The Impact to Arizona's Economy* that was written by the Institute for Community Inclusion, University of Massachusetts Boston has been shared with

each of AZ's legislators, economic development organizations including the Arizona Commerce Authority, Arizona Chamber Executives, and the League of Arizona Cities and Towns, state agencies and advocacy groups, and the media. In addition, the Council's MSW Intern has followed up with DDD, VR, and Arizona@Work on the recommendations for each agency to increase employment for PWD.

- Melissa Van Hook shared that she is the new VR Coordinator for the Hope Group and is thrilled to provide much needed assistance to individuals and their families.
- Mike Leyva shared the Employment First website with the Council on the screen. Arizona Employment First website was created by the Sonoran UCEDD, with our funding, and launched October 30, 2019. Although the project was coordinated by Susan Voirol and the Sonoran UCEDD, it was a true example of collaboration, partners included members of the AZ EF Core Team, EF subcommittees and other partners in the EF initiative, AZ APSE Chapter members, and DD Network Partners. In addition to state agencies, independent living centers, and advocacy groups, the affiliations included parents and persons who have I/DD. The website was created to increase public awareness of EF initiatives in the state and will build essential support to develop and implement strategies for changing attitudes and culture such as employment is the first consideration and expectation for all Arizonans who have disabilities. The website is a central repository of statewide and national resources based on Employment First principles/practices and feature employment success stories and strategies.

The EF website has become a sustainable employment project as the Sonoran UCEDD will maintain website domain and keep the website updated. Wendy Parent-Johnson was recognized for making it a sustainable project. They hired a communications and marketing person who will make recommendations to enhance the website including adding features and making changes received from feedback. For example, a message will be added regarding COVID-19.

The website is intentionally in plain language in order to ensure accessibility. It's easy to read and universally designed with content vetted by partners. Website gives attention to the agencies that are providing employment services, primarily Vocational Rehabilitation, Division of Developmental Disabilities, and Arizona@Work. The website has videos about success stories and accommodations in the workplace. More videos can be seen at the Employment First YouTube page.

Developers made sure the site was compatible not only with software (like Dragon) but also with free browser extensions like Read Aloud (<https://addons.mozilla.org/en-US/firefox/addon/read-aloud/>). Developers suggested it would be helpful to have a list of free resources for anyone who might need them.

The number of visitors continues to grow. The monthly site visits grew from 401 in October (month of the launch), to 2,383 in March. This is an encouraging trend!

Scott Lindbloom asked if veterans be added to Employment First efforts? Erica McFadden explained that it is specifically for individuals with I/DD as per the Governor's Executive Order, but that Employment First has likely to have impact in the broader community of job seekers with disabilities. Kristen Mackey shared that VR works with veterans and other state programs that help veterans find employment. She also shared that she has already shared the Employment First website to DERS members.

F. Feedback on Current State Plan: What Should be Continued Over the Next 5 Years:

Erica McFadden shared information about the current plan as presented in a document. It explains broad activity areas that the Council has focused on over the last several years so that we can plan on what we are doing over the next five years. The information is divided into the Council's Goals:

Goal 1 - Self-Advocacy

Current Projects: leadership trainings, participatory budgeting in schools in partnership with Maricopa County Recorder's Office, Self-Advocacy Solutions for self-advocacy coalition building, sexual abuse trainings for individuals with disabilities, healthy relationships to prevent abuse; Transition in Action project- coordinated response for students and young adults transitioning out of school; supported decision making

Expired: Voting research project

Goal 2 – Integrated Employment

Current Projects: Support Employment First & APSE (e.g., website development), create materials for individuals and families, provider training on customized employment, increase public awareness, fund model employment programs, Think College, research gaps & publish information, self-employment (in-house)

Expired/Expiring Projects: AZ DB 101* employment & benefit training (now sustained by VR), Disability-IN (e.g., employer engagement) (low outcomes), Connecting Workers with I/DD into Direct Care Workforce (low outcomes)

Despite past projects to support the initiative, it is still a struggle to get individuals with I/DD to be in direct support professional job.

Goal 3 - Inclusion

Current Projects: Refugees with disabilities resource coordination (in-house), Safety Coalition and crisis response (collaborative, low outcomes), Community Inclusion Index (ongoing data dashboard on our website), early childhood inclusion, inclusive recreation in schools and the community, sexual abuse prevention (covers research, training, access to trauma-informed care, criminal justice, and schools), continue to educate through research and funded conferences and trainings, improve transition of active military families with I/DD into state DDD & ALTCS services

Expired/Expiring Projects: Georgetown Grant on Cultural & Linguistic Competency (remove barriers to formal services) Final year of 5-year grant/low outcomes, Positive Behaviors Interventions & Supports (PBIS), Caregiver Roadmap (future planning tool for individuals with I/DD), media training,

Foster Youth & I/DD Picture of a Life (transition youth with I/DD into adulthood in DCS system, low outcomes but informed on barriers)

The Caregiver Roadmap has been a very popular publication and we hand out many manuals (can't keep them stocked!!). The ADDPC will be hiring a facilitator to facilitate community meetings to solicit feedback as part of our development for the next Five-Year State Plan.

G. Contingency Funding Priority Setting:

These projects are either competitive solicitation or ISA possibilities. Council members voted on which projects would be considered and which wouldn't. Council Chair John Black stated that each item should be voted on individually. The vote is not to fund/obligate any of the projects, but to approve the project idea for the future consideration. Erica will still like a ranking of priority if possible.

Idea 1: Children with I/DD in Foster Care projects

John Black and Melissa Van Hook were both adamant that children with I/DD in foster care should be a priority for the Council, with a suggested \$100,000 dollars for one year. Would provide youth with I/DD in foster care to understand the supports they are entitled to. J.J. Rico shared how many layers of challenges that foster youth with disabilities face. Supporting them with IEP planning and transition planning is crucial to prevent them from ending up in the criminal justice systems. Leads to a lifetime of disadvantages. ACDL has put forth a request for information around this issue. Raising Special Kids and other groups in Arizona are addressing other issues related to foster care, but what ACDL is proposing is a new angle.

Monica Cooper motioned to approve the project idea #1. Jason Snead seconded the motion. Kristen Mackey and J.J. Rico abstained from the vote. Motion carried.

Idea #2: Abuse and Neglect Training Throughout the State

Getting abuse and neglect training to individuals, families and law enforcement. Change culture in AZ to be more trauma-informed. John Black commented that the ADDPC has been at the forefront on this issue and we should continue to move forward with these initiatives. Scott Lindbloom asked whether behavioral health could be included as part of the entities that can train people with I/DD about abuse prevention. John Black suggested that we should look into partnering with behavioral health in these initiatives. Behavioral health could apply for the grants.

Jason Snead motioned to approve project idea #2. Melissa Van Hook seconded the motion. Motion carried with Council members Scott Lindbloom voting nay and Wendy Parent-Johnson abstaining.

Idea #3: Building Inclusive Extra-Curricular Activities to Grow Leadership

Scott Lindbloom is a bowling coach and thought that having activities like bowling in schools could increase inclusion of individuals with I/DD in extra-curricular activities. Erica McFadden broadened the scope of what the project could be and made the description a little more general so that it could include activities beyond bowling. John Black highlighted the importance of participation of children in extracurricular activities. Monica Cooper concurred.

Monica Cooper motioned to approve project idea #3. Scott Lindbloom seconded the motion. Motion carried.

Idea #4: Renewing the Adaptive Skiing Project

Jason Snead shared his experience of going skiing at Arizona Snowbowl, where he received a ski lesson from the recipients of the grant, the Northern Arizona Adaptive Sports Association (NAASA). He shared that it's a good way to connect to organization and helps individuals with disabilities feel less different from other people. It's a great way to be inclusive and they had great people working up there. Jason said it was an awesome experience.

John Black stated that NAASA already has the equipment from the funding the ADDPC provided for this year, so we want to help them get more people with disabilities up to the slopes next season. Erica McFadden clarified that the projected amount for the renewal would be \$50,000.

Tracie Gruenberger motioned to approve project idea #4. Jason Snead seconded the motion. Kelly Roberts abstained, the motion carried.

H. Announcements:

John Black announced that Julie Whitaker will be leaving the ADDPC to move back to Philadelphia to be closer to family. She accepted a position with Drexel University's Autism Institute working in research and policy. Council members wished her well. Meghan Cox attended her first council meeting today and John Black extended a warm welcome to her.

I. Call to the Public:

No public provided any statements.

J. Adjourn

Scott Lindbloom motioned to adjourn the meeting. George Garcia seconded. The motion carried, meeting adjourned at 12 noon.

