

**Sonoran Center for Excellence in Disabilities  
Native Disability Center  
Year Three Proposal  
August 30, 2023**

**Executive Summary**

The Circle of Indigenous Empowerment (CIE), an integral part of the University of Arizona's Sonoran Center for Excellence in Disabilities (Sonoran Center), seeks continued support from the Arizona Developmental Disabilities Planning Council (ADDPC) to sustain and expand its Native Center initiatives. Through the unwavering backing of ADDPC, the CIE, in collaboration with Tribal Nations, aims to further develop activities fostering awareness, services, and partnerships benefiting Native communities. The CIE and the Native Center's mission centers on providing culturally sensitive programs to amplify awareness of disability services, advocacy, and support within the Native American population across Arizona. Our Indigenized approach to disability has proved to help reach our Tribal members with disabilities in rural hard-to-reach communities and villages. We established a solid digital presence because of the pandemic and continue to reach our populations through our monthly webinar series and special online events.

In its initial year, the Native Center initiated foundational activities to establish its presence. These included meetings, presentations, and outreach efforts to communicate project objectives to the community. Concurrently, partnerships with Tribal Nations, state agencies, and community organizations were cultivated, allowing for comprehensive landscape analyses of varied communities within the state. The momentum gained from these collaborations has fueled the CIE's commitment to its mission. The second year focused on implementation and expansion, manifested through talking circles, coordinated meetings, a quarterly newsletter, and a successful monthly webinar series, all geared toward addressing issues within Native American communities. Year Three is poised to build on existing partnerships while broadening outreach to new Tribal partnerships with the four main objectives of expanding outreach to new areas, building workforce resources and opportunities, form a partnership with DINAP to develop national technical assistance training materials, and create additional awareness and resources for certain specific disabilities, including Autism, comorbid mental health with developmental disabilities, Traumatic Brain Injury (TBI) and Fetal Alcohol Spectrum Disorder (FASD).

The Circle of Indigenous Empowerment (CIE), the Native American-focused Sub-Center within the University of Arizona's Sonoran Center for Excellence in Disabilities (Sonoran

Center), elicits continued support for its Native Center operations from the Arizona Developmental Disabilities Planning Council (ADDPC). Under the CIE and with ADDPC's continued support, the Native Center proposes to continue building and enhancing activities that address the intent to establish and maintain a central hub of information, trainings, and resources designed to enhance awareness, services, and supports that are responsive to, and in partnership with, Tribal Nations and members across the state. The mission of the Native Center throughout its existence has been to provide a Native-focused program to increase knowledge of disability services, advocacy, and programs available to the 22 reservation communities and off reservation urban communities with significant Native American populations. Staff have conducted on-site visits to ten tribal communities, thus far. These include the Tohono O'odham Nation, the Pascua Yaqui Nation, the Navajo Nation, the Salt River Pima-Maricopa Indian Community, the White Mountain Apache Nation, the San Carlos Apache Nation, the Hopi Nation, Tucson Urban Native Community, and Phoenix Urban Native Community. This dedication to going on reservations and meeting the communities where they are, has been instrumental in the program's success to date.

The first year of program operations laid the foundation of initial activities for framing the Native Center. Activities included meetings, presentations, and outreach that looked to increase the community knowledge of planned projects and goals of the Native Center. Simultaneously, the Native Center built and gained valuable partnerships with Tribal Nations, state agencies, and other community organizations to facilitate an enhancement of landscape analyses of different communities within the state. These invaluable partnerships have allowed for the implementation of activities geared toward the Native Center's mission. Year two continued this development with an emphasis on implementation and expansion. The Native Center continues to foster the healthy growth of Tribal and non-Tribal relations in Arizona. The Native Center has been dedicated to conducting talking circles, coordinating informal and formal meetings with partners, publishing a quarterly Native Center newsletter, and orchestrating a widely successful, monthly webinar series. All of these activities and more have focused on addressing issues within Native American communities. The Native Center's third year looks to sustain the important partnerships and operations with Tribal Nations that have been developed while expanding outreach to new Tribal partnerships in areas the Native Center has not yet made contact.

### **Year Three Plan**

Continuous evaluation of informational key stakeholder feedback, including insight from Tribal Nations and members, discussions with state agencies, and solicited commentary from the community, guides adjustments to the Native Center's program activities and

helps measure the successful impact. Being conscious of this important information gained, the Native Center proposes four objectives to accomplish the year three plan's mission.

**Objective 1: Expanding Outreach to New Areas**

Building on the successes of the first two years, Year 3 will be dedicated to expanding our outreach efforts to new regions and communities. Through strategic partnerships with local organizations, community centers, and schools, we aim to reach a wider audience of individuals with disabilities and their families. This expansion will foster greater awareness of our project's mission and services, thereby enhancing community engagement and participation. Although the Native Center has made contact and relationships with multiple Tribal Nations within Arizona, the state has 22 unique Tribal Nations, and the Native Center's strategic goal is to form partnerships with all Tribal Nations during its grant timeline.

**Objective 2: Expanding Adult Workforce Resources and Opportunities**

Year 3 will witness a significant expansion of our efforts to create diverse employment opportunities for adult individuals with disabilities. By forging partnerships with businesses, industries, and vocational training centers, we intend to join in on the conversation of tailored culturally responsive training programs that match the skills and aspirations of Tribal Nations and members. These partnerships will not only empower individuals with disabilities to gain meaningful employment but also enrich the workforce with more diverse talents. Utilizing key partnerships developed through CIE's Finds Their Way project, which focuses on Native youth with disabilities, the Native Center hopes to expand operations to include opportunities for adult Native individuals with disabilities.

**Objective 3: Collaboration with Federal Partner on Technical Assistance**

Year 3 will see a pivotal collaboration with the Department of Labor's Division of Indian and Native American Programs (DINAP) aimed at providing technical assistance on Native disability issues through a coordinated effort to increase nation-wide accessible trainings and content. By leveraging the expertise and resources of DINAP, we will enhance our ability to offer specialized support and guidance. This collaboration underscores our commitment to creating a comprehensive network of services that address the diverse needs of individuals with disabilities.

#### **Objective 4: Creating Resources for Specific Disability Populations**

Recognizing the varying needs of individuals with different disabilities, Year 3 will focus on the creation of targeted resources for individuals with specific disabilities. The Native Center hopes to include more guided resources and information for individuals with autism, comorbid mental health with developmental disabilities, traumatic brain injury (TBI) and fetal alcohol spectrum disorder (FASD). These resources will include informative materials, training modules for caregivers and professionals, and online platforms for sharing experiences and knowledge. By tailoring our efforts, we aim to empower individuals with individuals, ensuring their full participation in society.

#### **Targeted Disparity**

The Native Center is aware, and continues to update its knowledge, of the disability, poverty, education disparities and public health issues for tribes in Arizona. The reservation communities in Arizona represent rural isolation, poverty, lack of access to disability support services and the highest disability rates in the U.S. Section 21 of the Rehabilitation Act identifies American Indians/Alaska Native populations as having the highest disability rate but also as the most underserved and unserved. This results in American Indians with disabilities facing exclusion from economic self-sufficiency, independent living, and culturally appropriate support systems.

The Native Center responds to and supports the ADDPC targeted disparity goal: By 2026, the Council will strengthen a program that increases meaningful employment opportunities for transition aged youth with I/DD (ages 14-22) from the Navajo Nation by supporting a focus on training, technical assistance, direct services, and resources. Since the advent of the CIE, including projects under the Native Center, the transition and employment outcomes for Navajo youth with disabilities has progressed through the creation and maintenance of participation in pre-Employment transition Services, Project SEARCH, school pilot site partnerships, and Tribal/State Vocational Rehabilitation employment supports.

#### **Describe Barriers**

Filling the Native Center Director position continues to take considerable time to recruit and hire a qualified candidate who is Native American with disability experience and connections to Arizona Tribal communities. With the Native Center Director position still yet to be filled, several members have donated time and effort to accomplishing the Native Center projects.

The strength of partnership with Tribal Nations is directly correlated to time and energy invested within the Tribal community. The Tribal Nations have reason to be wary of outside constituents looking to create partnerships on projects and plans within their communities. It is imperative to approach each Tribal Nation with respect for traditional cultures and customs. Conducting project activities with Tribal Nations relies on calculated rationale and perspective. While this takes longer, it is a critical and essential step to build the foundation for accomplishing the important work to follow. It is always important to find a relationship when working with different Nations through a pan-Indigenous approach showing how ceremonies, philosophies, language, customs, and other commonalities that connect everyone. Furthermore, in the effort to build a sense of Nationhood, it is important to study the relationships with the Tribes as Nations to see how many nations exist in Arizona. Once the relationship with each Nation is nurtured and grown, a strong, integrated community of partners can be established to provide optimal services.

### **Community Partners**

Treva Roanhorse is our Elder Advisor and valued partner with our Finds Their Way Youth Transition program, and she adds her advice and expertise to the CIE programs. Jim Warne also provides invaluable advice and expertise as the program's Administrative Affiliate. Native Center staff have relied on collaborations with our many partners around the state affiliated with related programs including the Sonoran Center, Finds Their Way: Communities for Youth Transition, My Health My Choice, Tohono O'odham Community College Partnership, pre-Employment Transition Services, Kessler Virtual Supports, Self-Advocacy Coalition, and Employment First to gain their insights to inform development activities. New partnerships with specific involvement in year two and expanding into year three include:

- Navajo Nation Office of Special Education and Rehabilitation Services has committed funding and partnership to work with youth and adults with disabilities that need specialized culturally appropriate services and approach to ensure employment outcomes. This partnership has continued to strengthen with the development of new service models and innovative services to complement existing disability services that may be available to tribal members with a disability, including the continued expansion of pre-Employment Transition Services in multiple Navajo school systems.
- With the Native Center's strong partnership with the Navajo Nation Office of Special Education and Rehabilitation Services, expanding outreach to the Hopi Vocational Rehabilitation program have begun and look to expand in year three.

- Key meetings with staff from White Mountain Apache's Vocational Rehabilitation department and the Rainbow Treatment Center have been created and sustained through in-person visits and discussions with Jimmy Warne.
- Indigenous disability trainings have been organized with representatives from Tribal Nations, including White Mountain Apache Nation and Salt River Pima-Maricopa Indian Community. The Native Center looks to host these events on August 25, 2023 (Creative Employment for Native Individuals with Disabilities), virtually, and September 21, 2023 (Indigenous Disability 101), in person.
- Ongoing partnership building and meetings continue with the Tohono O'odham Nation through the Tribal Vocational Rehabilitation program, as well as focused efforts at the Baboquivari High School in Sells, AZ.
- Pascua Yaqui Nation's Education department continues to be a strong partnership with the Native Center as planned activities, including a community resource event on the reservation tentatively scheduled for October 21, 2023, are developed to bring awareness to Tribal members.
- Hanger, Inc., a leading manufacturer of prosthetics and orthotics, has become a close employer partner in developing a three-pronged strategy to increase the employment of Native individuals with disabilities. Hanger, Inc. shares the Native Center's vision of increasing employment through direct referrals, on-the-job training cohorts, and work-based learning opportunities for youth. Hanger, Inc., has proven to be dedicated and will, additionally, be involved in the August 25, 2023, virtual training.
- Staff have conducted on-site visits to ten tribal communities, thus far. These include the Tohono O'odham Nation, the Pascua Yaqui Nation, the Navajo Nation, the Salt River Pima-Maricopa Indian Community, the White Mountain Apache Nation, the San Carlos Apache Nation, the Hopi Nation, Tucson Urban Native Community, and Phoenix Urban Native Community. Our Tribal partners continue to grow as we build partnerships with in-person visits.

With the continued success in partnership building and joint activities being conducted with new partners gained in year two, the Native Center looks to expand upon this reach and conduct outreach and meet and greets with several tribal nations in western and northern Arizona. Native Center staff believe that the success in partnership building in year two can help be a catalyst for developing partnerships with Tribal Nations from the ground up. This calculated outreach approach will culminate into the creation of several new pilot initiatives within these tribal communities based upon the needs and requests of the Tribal community.

## **Systems Change Efforts**

All training (i.e., webinars and on-site) are developed through an indigenous lens to ensure that tribal members with disabilities and family members understand the parameters of disability that include physical, mental, emotional, and behavioral disorders that may impact full inclusion into society including education, recreation, vocation, and culture.

This approach will impact communities and individuals that want to improve their quality of life with attention to indigenous cultures and disability with cultural competence. Indigenous philosophies include: 1. Respect; 2. Inclusion 3. Family Dynamics and 4. Recruitment of Native practitioners to provide appropriate skills, knowledge, role models, and sufficient personnel to positively impact diverse and underserved communities for generations to come. Planning and development of the Native Center activities utilized the Native talking circle to facilitate needs assessment. In year two, and continuing into year three, the talking circle and intimate conversations with Tribal Nations and members will continue to be a crucial tool in guiding program operations.

## **Evaluation Findings and Feedback from People with I/DD and Family Members**

**# Individuals with Disabilities = 81**

**# Family Members = 32**

**# Professionals Trained = 631**

**# Tribal Affiliated =176**

*Note: numbers reflect only those who provided these demographic data*

Drawing from the evaluation information from webinars retrieved on August 8, 2023, 344 individuals have completed the online evaluation. Of the total responses from the evaluations, 97% of participants agreed or strongly agreed their knowledge and/or skills on topics discussed during the webinar increased due to attending the event. In addition, 97% of participants who completed the evaluation agreed or strongly agreed they were satisfied with skills and knowledge they gained from attending the webinar. Most of the participants (87%) agreed with the statement that the webinar provided information relevant to their needs.

Our Native Center webinars, which started as Arizona statewide events, have grown to a national event attended by Tribal leaders, professionals, and individuals with disabilities across the United States. This has been pivotal in helping to grow our partnerships and reach. Information and feedback were gathered for evaluation from webinar participants and talking circles, including people with disabilities and family

members. This feedback was utilized to guide year three program objectives and planned activities. Feedback had requests to increase information on specific disability populations, more discussion on employment opportunities, and further opportunities for discussion in fine tuning the process and communication for resources and services at all levels and with all agencies, including state, federal, local, Tribal, and nongovernment.

We look forward to continuing our efforts to create new opportunities for Tribal Members with disabilities, families, communities, and the partners and allies we have created through the Native Center and the Circle of Indigenous Empowerment at the Sonoran Center.



## **ATTACHMENT 1: Year Three Timeline and Implementation Plan**

### October through December 2023

- Conduct 3 monthly webinars
- Produce one quarterly newsletter
- Initiate one new Tribal Nation relationship
- Participate in one community event (e.g., training, Talking Circle, pow wow)
- Provide services for two Navajo Nation youth
- Develop one new disability specific resource (e.g., product, training, etc.)
- Submit quarterly report

### January through March 2024

- Conduct 3 monthly webinars
- Produce one quarterly newsletter
- Initiate one new Tribal Nation relationship
- Participate in one community event (e.g., training, Talking Circle, pow wow)
- Provide services for two Navajo Nation youth
- Develop one new disability specific resource (e.g., product, training, etc.)
- Submit quarterly report

### April through June 2024

- Conduct 3 monthly webinars
- Produce one quarterly newsletter
- Initiate one new Tribal Nation relationship
- Participate in one community event (e.g., training, Talking Circle, pow wow)
- Provide services for two Navajo Nation youth
- Develop one new disability specific resource (e.g., product, training, etc.)
- Submit quarterly report

### July through September 2024

- Conduct 3 monthly webinars
- Produce one quarterly newsletter
- Initiate one new Tribal Nation relationship
- Participate in one community event (e.g., training, Talking Circle, pow wow)
- Provide services for two Navajo Nation youth
- Develop one new disability specific resource (e.g., product, training, etc.)
- Submit quarterly report

**ATTACHMENT 2**

**Budget Request Form**

Contractor Name: Arizona Board of Regents, University of Arizona (PI: Jacy Farkas)

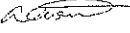
Contractor Address: 1521 E. Helen St. Tucson AZ 85721  
Street Address City State Zip

Project Name: Native Disability Center (Year 3)

Budget Category	Requested ADDPC Funds	Non-Federal Cash Match	Non-Federal In-Kind Match	Total Program Cost
Personnel/Salaries	49,564	-	-	49,564
Fringe Benefits	15,607	-	-	15,607
Supplies / Operating Expenses	2,400	-	-	2,400
Travel	5,000	-	-	5,000
Rent or Cost of Space	-	-	-	-
Contracted Services / Professional Services	36,520	-	-	36,520
Administrative / Indirect Costs	10,909	-	40,000	50,909
<b>Total Costs</b>	<b>120,000</b>	<b>-</b>	<b>40,000</b>	<b>160,000</b>

It is understood that Non-Federal Funds identified in this budget will be used to match only ADDPC Federal Funds, and will not be used to match any other Federal Funds during the period of the ADDPC funded Project.

Additional description and background information shall be included as a budget narrative, including for match. The contractor agrees to submit additional background information to the ADDPC upon request.

 Digitally signed by Allison Harte  
 Date: 2023.08.24 11:26:31 -07'00' for Sangita Judge, PhD, MBA

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Name of Certifying Official

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Vice President of Operations

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Title of Certifying Official

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520-626-6000 Phone sponsor@email.arizona.edu Email

**Native Disability Center  
Budget Narrative for Year 3**

**Personnel/Salaries**

**Jacy Farkas, Principal Investigator (1.0% FTE)**, will be responsible for project oversight, supervision, monitoring, and completion of activities as proposed. She will ensure integration of Native American Disability Center information and activities across the work of the UCEDD focused on enhancement of culturally and linguistically responsive services.

**TBH, Program Manager of Native Disability Center (75.0% FTE)**, will be responsible for overseeing the day-to-day activities of the project, visiting and developing relationships with all 22 Tribal communities, facilitating advisory council and stakeholder input, promoting the Center, responding to request received by the Center, contributing to product development, and generating additional resources.

**R. Joshua Drywater, Program Manager of Native Initiatives (6.0% FTE)**, will be responsible for overseeing employment and vocational related programming, and coordination/integration across Sonoran Center Native Initiatives' projects focused on meaningful employment opportunities for Native transition age youth with IDD.

**Elizabeth Jeffrey-Franco, Communications Director (3.0% FTE)**, will be responsible for communications, marketing, and product development in universal and culturally responsive formats.

**Ava Gutierrez, Training Assistant (3.0% FTE)**, will be responsible for coordination and logistical support of outreach and training events, maintaining registration and attendance data, coordination of interpreters and accommodations for events, triaging community requests.

**Daja Torres, Student Worker (~2.6% FTE)**, will be responsible for developing marketing and communication materials, resources, and products for sharing and dissemination.

**Fringe Benefits**

The University of Arizona defines fringe benefits as direct costs, estimates benefits as a standard percent of salary applied uniformly to all types sponsored activities, and charges benefits to sponsors in accordance with the federally-negotiated rates in effect at the time salaries are incurred. The rates used in the budget are as follows: UA Employees @ 32.0%, Student Employees @ 2.0%.

**Supplies / Operating Expenses**

**Stipends:** Stipends will be provided to Native American people with disabilities and family members for each panel, presentation, video, or webinar. (48 persons \* \$50 per person = \$2,400)

## **Travel**

In-state travel is requested to support travel around the state to visit Tribal communities and members by project staff. Costs are reimbursed at a rate of \$0.625 per mile at an estimated 6,472 miles = ~\$4,045. Additional funds are requested to support per diem and hotels for long-distance travel in Arizona estimated at 15 days per diem @ \$45 = \$675 per day and two nights of lodging @ \$140 per night. ( $\$4,045 + \$675 + \$280 = \$5,000$ )

## **Contracted Services / Professional Services**

**Consultant:** Jimmy Warne, Project Consultant (9.6% FTE), will be responsible for leading and directing project activities, functioning as liaison with urban and rural Tribal members, conducting talking circles, building Tribal liaisons, establishing provisions for on-going user input and feedback, meeting with Tribal communities to share about the Center, conducting trainings and information sharing sessions, guiding website design, and providing mentorship for leadership development. (200 hours \* \$100 per hour = \$20,000)

**Subaward with Virginia Commonwealth University:** Wendy Parent-Johnson, Subaward PI (5% FTE), will be responsible for providing guidance and continuity in building sustainability, developing relationships with Arizona Tribal members, assisting the project managers, providing training and technical assistance, advising the UCEDD on incorporating the Center into operations, and guiding implementation of the Center. ( $\$15,018$  Direct Costs +  $\$1,502$  Indirect Costs =  $\$16,520$ )

## **Administrative / Indirect Costs**

Indirect costs are budgeted at the ADDPC-stipulated rate of 10% of total direct costs. ( $\$109,091$  Direct Costs \* 10% =  $\$10,910$ )

## **Cost Match**

Cost match is committed using indirect costs foregone at the ADDPC-stipulated rate of 25% of total projects costs. ( $\$160,000$  Total Project Costs \* 25% =  $\$40,000$ )

### **ATTACHMENT 3: Key Personnel**

The Native Center Program manager will administer the project. The position is currently open via the University's employment application portal, and recruitment is underway. The program manager will be responsible for overseeing the day-to-day activities of the project, visiting and developing relationships with all 22 Tribal communities, facilitating advisory council and stakeholder input, promoting the Center, responding to request received by the Center, contributing to product development, and generating additional resources. This role will manage the listserv and website, develop the monthly newsletter, coordinate the webinar series, and complete analyses of evaluation and participant satisfaction data.

Jacy Farkas is the Assistant Director of the Sonoran Center and Principal Investigator for the project. She will be responsible for project oversight, supervision, monitoring, and completion of activities as proposed. She will ensure integration of Native American Disability Center information and activities across the work of the UCEDD focused on enhancement of culturally and linguistically responsive services. She will conduct outreach and develop partnerships, share information through state and national meetings and presentations, and contribute to product and resource development.

R. Joshua Drywater, Program Manager of Native Initiatives for the Sonoran UCEDD, will be responsible for overseeing employment and vocational related programming, and coordination/integration across Sonoran Center Native Initiatives' projects focused on meaningful employment opportunities for Native transition age youth with IDD. He will also contribute to development of disability specific resources for Native communities.

Jimmy Warne is a Project Consultant and subject matter expert who will provide guidance and inform development and implementation of the Native Center and projects within the Native Center. He will conduct outreach and function as liaison with urban and rural Tribal members, conduct talking circles, build Tribal connections, establish provisions for on-going user input and feedback, meet with Tribal communities to share about the Center, conduct trainings and information sharing sessions, guide website design, and provide mentorship for leadership development.

Wendy Parent-Johnson is the subaward Principal Investigate and Director of the Rehabilitation Research and Training Center at Virginia Commonwealth University. She responsible for providing guidance and continuity in building sustainability, developing relationships with Arizona Tribal members, assisting the project managers, providing training and technical assistance, advising the UCEDD on incorporating the Center into operations, and guiding implementation of the Center.

## ATTACHMENT 4



Wendy Parent-Johnson  
Executive Director  
Sonoran Center for Excellence in Disabilities  
University of Arizona  
1521 E. Helen St.  
Tucson, AZ 85721

Dr. Parent-Johnson,

RE: Support for the Continuation of the Sonoran Center's Native Center into Year 3

This letter is to show support for the ongoing operations of the Sonoran Center's Native Center as it looks toward the third year of impactful endeavors. The Sonoran Center's Native Center is making a significant impact bringing awareness and increases access to the vulnerable population.

Over the past two years, the Native Center has exhibited dedication to its mission of providing culturally sensitive programs to amplify awareness of disability services, advocacy, and support within the Native American population across Arizona. The commitment to excellence and innovation in the areas of resourceful webinars, resource gathering and sharing, strong partnership formation, increasing economic opportunities, and targeted programming of important Native American disability topics has not only created a positive impact but will also strengthen communities in Arizona moving forward. Their work is empowering the Native Community and creating a community to support those with disabilities. The center is a shining example of what is possible.

Your commitment to offering valuable resources and spotlighting key voices within the field has been a testament to your dedication to fostering growth and knowledge-sharing.

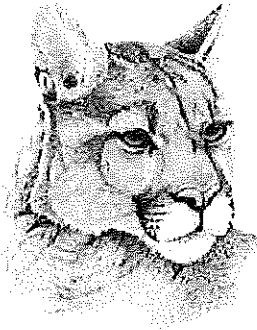
The partnerships forged by the Native Center have not only demonstrated ability to collaborate but have also proven to bring together diverse stakeholders in pursuit of shared goals; creating a community of stakeholders. This ability to unite various sectors and individuals for a common purpose showcases exceptional leadership and commitment.

Moreover, the efforts undertaken by the Native Center to increase employment opportunities will not go unnoticed. By creating avenues for professional growth and development, The Native Center will not only contribute to individual success stories but have also played a pivotal role in strengthening the workforce of our community.

Please feel free to reach out if you require any further assistance or support. We look forward to witnessing the continued success of the Native Center and its invaluable endeavors.

Sincerely,

Eric Burns, CO  
Regional Director  
Hanger Clinic  
eburns@hanger.com



# WAW GIWULK S-EDAM C U:GK MAMŞCAMAKUD

*Baboquivari Middle and High Schools*

P.O. Box 248, Sells, Arizona 85634  
(520) 719-1250



***'A-cim 'ac s-wagima.***

Wendy Parent-Johnson  
Executive Director  
Sonoran Center for Excellence in Disabilities  
University of Arizona  
1521 E. Helen St.  
Tucson, AZ 85721

Dr. Parent-Johnson,

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Moreover, the efforts undertaken by the Native Center to increase employment opportunities will not go unnoticed. By creating avenues for professional growth and development, The Native Center will not only contribute to individual success stories but have also played a pivotal role in strengthening the workforce of our community.

Please feel free to reach out if you require any further assistance or support. We look forward to witnessing the continued success of the Native Center and its invaluable endeavors.

Sincerely,

  
Nerissa Birdsell, MSE

Inclusion Teacher

(520) 719-1250 / [nbirdsell@busd40.org](mailto:nbirdsell@busd40.org)