

ONE Community

NEWSLETTER



Arizona Small Business Conference 2013

The 2013 Arizona Small Business Conference proved to be an incredibly successful outing for the Arizona Developmental Disabilities Planning Council. Attendance at the event was an important step for the Council in beginning outreach to Arizona small businesses to provide information on the benefits of hiring persons with developmental disabilities. By early morning the Council table was up and running and beginning to receive foot traffic due to an inadvertent, but rather strategic placement near the entrance of the Camelback Ballroom. With the aid of banners and informative pamphlets, the booth succeeded in promoting awareness of the Council and even gained new and potentially future-partnering contacts. Dara Johnson, Josh Snow and Larry Clausen greeted passersby and answering any/all questions regarding the Council and its role. Visitors were

encouraged to view the business advantages of a diverse work place, which created a well-defined sense of interest among those present for the event. This "networking mixer" took place for the duration of the day and included: break-out sessions for small business owners, a small business awards luncheon with keynote speakers, as well as, the expansive Camelback Ballroom lined with both established and newly-created small businesses from across Arizona. Josh, an intern for the Council, was enlisted as a mobile Council liaison who visited all exhibitor booths to introduce the work of the Council. Overall, the day was a great success for bringing awareness to the Council, showcasing the need and applicable inclusion for those with DD, as well as, creating potentially strong business relationships.



► Josh Snow, ADDPC Intern with Dara Johnson, Untapped Arizona



ONE Community **Working Together**

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Service Animal Pet Deposit Fee

[House Bill 2401](#) was signed into law by Governor Brewer on April 5, 2013. The new law revises the definitions of service animals and sets forth additional guidelines for accommodation. A recent consumer inquiry asked if under the law a landlord could charge a deposit fee for a potential tenant's service animal. The primary resource for addressing this issue is the U.S. Department of Housing and Urban Development or [HUD](#), which refers to [The Fair Housing Act](#).

The Act speaks to the responsibility of the housing provider in ensuring that compliance with the law is maintained by making reasonable accommodation in its rules, policies, practices, or services. Under the auspices of the Fair Housing Act and the [Americans with Disabilities Act](#) tenants or potential tenants **cannot be charged a pet deposit fee or be required to pay a pet-related move-in cleaning fee**. Since a service animal is defined differently from a pet property owners should familiarize themselves with the definitions that apply under both state and federal law. To speak directly with a resource in the state, please contact the following agency:

► [Arizona Fair Housing Center](#)

615 North 5th Avenue
Phoenix, AZ 85003
(602) 548-1599



Partners in Policymaking

Over the last three years, the Council has been involved with [Pilot Parents of Southern Arizona](#) in sharing sponsorship of [Partners in Policy Making \(PIP\)](#).

PIP has been around since 1987 after the [Minnesota Governor's Council on Developmental Disabilities](#) created the program to assist persons with disabilities and their families in obtaining the best possible community support services. The program has grown in its dimensions to provide additional education and now seeks to prepare persons with disabilities and their families to take the first step into self-advocacy allowing graduates of the program to become systems-change advocates and leaders of social change.

The core principles of PIP have been implemented by Pilot Parents of Southern Arizona since its inception as an international model, and each year Pilot Parents registers new participants to become involved in the 6-month, **free**, educational program. Graduates of the Arizona PIP program speak highly of their expanded expertise, having gained a sense of empowerment and access to tools that make them effective advocates. Here are a few comments made by 2013 graduates:

"Being a Partner has been a phenomenal experience. Partners in Policymaking has strengthened my advocacy skills primarily through the building of relationships. Through Partners, I have personally met and talked with professionals, advocates, parents, community leaders, board members, and congressmen whom I otherwise would not have met. I have not only names, but real people (faces and memories) to rely on, as I develop and focus on my advocacy goals." - Jill, Buckeye

"Partners has strengthened my advocacy skills by increasing my knowledge of various disabilities, and has given me the resources to find whatever information I need regarding advocating." - Lori, Glendale

"I have been overwhelmed (in a good way) by all the incredible information provided by Partners in

City of Phoenix Disability Recognition Ceremony

By Larry Clausen, Executive Director

Over the last few years I've been privileged to serve as a member of the City of Phoenix [Mayor's Commission on Disabilities Issues](#).

I've had the opportunity to participate in a number of projects leading to improvement in the quality of life of persons with disabilities in Phoenix. In October, the Commission in collaboration with the City's [Equal Opportunity Department](#) sponsored the 2013 Disability Awareness Recognition Ceremony. The event entitled "Because We Are EQUAL to the Task" was held to celebrate in part, National Disability Employment Awareness Month. The event also focused on recognizing Phoenix organizations excelling in inclusion activities providing greater opportunities for inclusion and access.

Three awards were given to employers who've demonstrated a dedication to hiring persons with disabilities. Among those recognized were [Safeway Incorporated](#), [Outback Steakhouse](#), and the [Arizona Diamondbacks](#).

In addition, awards were presented to three organizations that through their endeavors have expanded community inclusion for Phoenix residents with disabilities. Awardees included [River of Dreams](#), [Phoenix Sister Cities Commission](#), and the [US Airways Center/Chase Field Access Committee](#).



► Graduates of 2013 "Partners In Policymaking" Program

Policymaking. I feel more knowledgeable regarding strategies to help make change happen within my community and state." - Lori, Chandler

"Partners in Policymaking has given me more confidence in myself, and allowed me to be more engaged in my community as a parent of a child with special needs. I have become a source of information and resource on disability issues in my community." - Joy, Prescott

For more information, contact them at 1-877-365-7220 or go on-line www.pilotparents.org.

► Phoenix Mayor Greg Stanton greeted attendees and award recipients at the 2013 Disability Awareness Recognition Ceremony

► Matt McMahon, Outback Steakhouse, receives Excellence in Employment Award for his work in supporting employment of persons with disabilities

► Arizona Diamondbacks represented by Luis Gonzalez and Brendan Domaracki receive the Excellence in Employment Award



iCanConnect

iCanConnect is a project that promotes the National Deaf-Blind Equipment Distribution Program. Persons eligible are able to participate in a technology assistance program that addresses combined hearing and vision loss by providing equipment necessary for distance communication. Participants receive technology equipment, installation of the equipment and technical support at no cost. Equipment available includes braille devices, computers, mobile devices, telephones and signalers. As a part of the program, iCanConnect specialists work with consumers to identify, install and provide training for equipment tailored to meet individual need.

Eligibility is based on several types of evaluation criteria. The individual must:

- Have a combined hearing and vision loss verified by a doctor or professional service provider;
- Be able to be trained to use adaptive technology that makes it possible to use a telephone, computer or other communication equipment;
- Meet the program's income guidelines.

Must meet at least one of these hearing criteria:

- Chronic hearing disabilities so severe that most speech cannot be understood with optimum amplification;
- Progressive hearing loss having a prognosis leading to the above condition.

Must meet at least one of these sight criteria:

- Visual acuity of 20/200 or less in the better eye with corrective lenses;
- A field defect such that the peripheral diameter of visual field subtends at angular distance no greater than 20 degrees;
- Progressive visual loss with a prognosis leading to one or both of above conditions.



For more information call 1/800-825-4595/TTY, 1/888-320-2656 or visit www.icanconnect.org to learn more about the program, make a referral, to apply for eligibility, or to request an assessment of your needs.

Dreams & Reality

By Larry Clausen, Executive Director

I was 11 years old when 50 years ago, [Martin Luther King, Jr.](#) gave his stirring "I Have a Dream" [speech](#). Over the years, the meaning of what King spoke of hasn't lost its meaning, and continues to make me realize the road traveled and the distance left to go. The speech given on August 28,



1963, still resonates today to increasing numbers of individuals, especially those with disabilities who continue

their efforts to fulfill personal dreams by gaining access to employment, transportation, appropriate housing and education. It's easy to look at our current situation and get discouraged - after all, the statistics are grim. According to the [2011 American Community Survey](#), 11.5% of Arizona's residents have at least one disability. Of that number, only 20% are employed with the median annual income for disabled workers resting at \$19,073 with a poverty rate of 20.6%. The numbers are even worse for persons with developmental disabilities. Only 1 out of 5 persons with a developmental disability is employed, and 70% live at or below the poverty level. But yet, against this horizon come small but important gains that can inspire the dream of

Leadership Education Advocacy Partnership

equal access. In 2013, new [Section 503 Rules](#) were initiated affecting private businesses that contract with the federal government. Under the new rules, businesses will need to:

- ▶ Meet a requirement that 7% of individuals in each job group of their workforce consist of qualified individuals with disabilities;
- ▶ Meet requirements of maximizing recruitment efforts to hire and provide career advancement opportunities for persons with disabilities. Recruitment efforts must include outreach to disability organizations;
- ▶ Provide an opportunity for persons with disabilities to voluntarily self-identify to enable accurate data collection by employers to document their efforts in recruiting and hiring persons with disabilities.

This small step offers the continued hope that employment becomes more than a dream for those persons with developmental disabilities wanting and choosing to work. The inspiration created by Martin Luther King Jr. lives on as we collectively work toward opportunities and access for all.

The [Council](#) supports a financial scholarship program that offers individuals an opportunity to participate in training that expands their ability to become more effective in self-advocacy efforts. The *Leadership Education Advocacy Partnership* or [LEAP](#) defines self-advocates as **persons** advocating for themselves or **guardians** of children and adults with developmental disabilities advocating on their behalf. Project LEAP was created by the Council in response to inquiries from the community on the availability of financial support to attend workshops, seminars and conferences whose topic areas centered on self-advocacy issues. The project partner who manages LEAP is [Pilot Parents of Southern Arizona](#).

As with any scholarship program, guidelines for participation exist. They include:

- ▶ Applicants for scholarship funding must be legal residents of Arizona.
- ▶ Applicants must be a self-advocate or guardian of a child or adult with a developmental disability.
- ▶ Eligible events include conferences, seminars, workshops and training that enhances knowledge and skills related to disability issues and empowers the participant to more effectively undertake self-advocacy tasks.
- ▶ Non-eligible events include therapy, school/college courses for credit, recreational programs, summer camps and vocational training.
- ▶ Activities that are supported include local and community training, events occurring in the State of Arizona, regional state events and national events.

For more information on Project LEAP, please call Pilot Parents of Southern Arizona at (877) 365-7220 or e-mail your questions to LEAP@pilotparents.org.



Finding That Dream Job

What do I want to be when I grow up?
What are my interests related to work?
What do I need to do to get a job?
Where can I find a job? It seems like all of us have asked ourselves these questions at one time or another. Work is important and often times it defines who we are. Getting that first job or starting a new career is not always easy. But if we stay focused, determined and persevere, the rewards can be great.

Held each October, National Disability Employment Awareness Month (NDEAM) is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities. The theme for 2013 was "[Because We Are Equal to the Task.](#)"

On a more local level, several non-profit and government agencies in Maricopa County partnered to host a Pre-Employment Fair and the DREAM Job Fair to provide employment related services, resources, information and ideas on placing even more people with disabilities into meaningful long-term employment.

Representatives from partnering agencies, [Department of Economic Security Division of Developmental Disabilities, Rehabilitation Services, Gateway Community College, Gompers, Goodwill of Central Arizona, Magellan Health Services, Partners in Recovery, The Centers for Habilitation](#), and the Arizona Developmental Disabilities Planning Council, enthusiastically collaborated on creating two value added programs and events to celebrate and recognize NDEAM.

The first event was a resounding success with 280 individuals participating in the Pre-Employment Fair which focused on job readiness and preparation. Educational sessions were offered on dressing appropriately, how to prepare a résumé, how to interview, how to apply online, how to work a job fair, what are employers looking for, and what kind of jobs are available. Participants enjoyed the interactive sessions and shared how the information they received will be helpful to them as they prepare for employment. "Golden Tickets" were distributed for the DREAM Job Fair. The "Golden Tickets" provided priority



access to the Job Fair and gave those individuals an opportunity to meet with recruiters and business representatives prior to the official opening of the Job Fair. More than 500 people attended the event.

The DREAM Job Fair provided job and networking opportunities for people with disabilities. Representatives from 40 businesses representing banking, communications, customer service, healthcare, hospitality, janitorial, retail, solar and technical industries were available to share information and resources on employment opportunities.



Prescott, Arizona

By Larry Clausen, Executive Director

The 2013 Yarnell, Arizona wildfire and loss of the 19 [Prescott Hotshots](#) firefighters left an indelible mark, as we recognized the deep personal sacrifice that accompanies protecting lives and property. In trying to

understand what lays at stake when wildfires or other natural disasters threaten, I visited the Arizona Department of Health Licensing [website](#) and learned that many group and congregate residential programs are licensed in the Prescott and Prescott Valley area. For example, more than 40 licensed Group Homes for the Developmentally Disabled

Workforce Investment Act Reauthorization UPDATE

There are mixed reactions within the disability community to the news that the Workforce Investment Act Reauthorization, sponsored by disability advocate Senator Tom Harkin, is close to Senate passage ([S. 1356](#)). There are several key provisions that would add language to the Rehabilitation Act to increase competitive, integrated employment:

1. There is increased focus on employers to help address the employment gap between people with and without disabilities. States would be allowed to spend vocational rehabilitation (VR) funds on outreach, technical assistance, and other services to employers that provide opportunities for VR clients. State plans would also be required to describe how agencies will collaborate with employers to develop community-based competitive integrated employment.
2. Throughout the bill, there is a heavy emphasis on achieving competitive, integrated employment that pays at least a minimum wage. This is significantly different when compared to the current language to achieve simple "employment," which is not defined in the current Act.
3. As an alternative for youth with disabilities, S. 1356 places a heavy emphasis on transitioning current students or youth with disabilities to postsecondary education or competitive integrated employment. To fulfill this goal, each state would be required to reserve 15% of state VR grants for pre-employment transition services for young persons. It would also reserve 50% of supported employment state grant funding for services to youth with disabilities, defined as ages 24 and younger. The bill would also help set up a structure to support this renewed focus on transition by creating pre-employment transition coordinator positions at the national and local levels.

The provision that is causing contention is section 558 "Employment of individuals with disabilities at wages below minimum wage" - or what the disability community is calling section 511. While [Sam Bagenstos](#), Professor of Law at the University of Michigan, states that this section actually codifies the federal subminimum wage into the current Rehabilitation Act and allows many loopholes for workers with disabilities to be filtered into the current subminimum wage system, [Curt Decker](#), Executive Director of the National Disability Rights Network, and others suggest that this section mandates certain requirements that must be met before the subminimum wage can be paid - something current law does not provide. Thus, it gives less wiggle room for certificate holders to continue to pay subminimum wages.

A comparison of the current Rehabilitation Act and the proposed amendments can be found by contacting: [David H. Bradley, Benjamin Collins, Congressional Research Service \(CRS\), CRS Report for Congress, R43265, October 29, 2013.](#)

exist in the two communities, along with 20+ Assisted Living programs, several Skilled Nursing Facilities, 2 Behavioral Health programs and the 64 bed Pioneer Home, a nursing home program reserved for Arizona residents meeting specific requirements. The contributions of firefighters, law enforcement officers and emergency medical services

professionals are huge in ensuring that persons with developmental disabilities and their families are able to live safely in their respective communities. The Council offered its deepest sympathies to the families who experienced the personal loss of firefighters. We also offer our collective support for the residents of Yarnell, Arizona whose homes and businesses

were destroyed or damaged by the fire. Finally, we offered our ongoing thanks to the firefighters, emergency personnel and multiple government agencies involved in the continuing offensive in preventing, fighting and responding to the outcomes of wildfires in Arizona.



INTERNS IN ACTION



Meet Ryann Rooney

If you've visited our [Facebook](#) page recently you'll see the creative efforts of Ryann Rooney, our student intern. Ryann comes to us thanks to the [Interns in Action](#) program which places college students in state agencies to offer first-hand involvement with government activities. Since beginning with the Council earlier in the summer, Ryann has dedicated herself to maintaining current information on the Facebook page. Her endeavors have paid off with an increase in "likes" and viewer responses to the content. "It takes a lot of work to keep the information interesting and up-to-date, but I love the challenge of making the page appealing to visitors," says Ryann. Ryann's commitment to social media is important as the Council continues to see it as an important tool to communicate with consumers and constituents. In fact, it's hoped that during the coming year the Council will be able to expand use of other social media such as Twitter and Tumblr to expand outreach to Arizona residents in learning of their ideas and concerns.

In the meantime Ryann will continue working on her BA which she hopes to attain in Sociology with a graduation date of May 2014. She has her eye on a career in criminal justice or teaching. Regardless of her plans for the future you can keep tabs on Ryann's contributions by visiting our Facebook page (www.facebook.com/addpc) on a regular basis.