



Oregon Council on
Developmental Disabilities

Council Meeting Minutes

June 17, 2020 2-4 pm

Zoom: <http://bit.ly/2Q8tYDk>

Dial in: 720-707-2699 / Meeting ID: 998511331#

Link to meeting materials: <http://bit.ly/OCDDMeetingMaterials>

Present: Daniel Alrick, Rosa Belem Ochoa, Mack Beatty, Emily Braman, Julie Chick, Jake Cornett, Monica Cox, Ben Hoffman, Andee Joyce, Chris Knowles, Anna Lansky, Kaaren Londahl, Alice Miller, Eddie Plourde, Caitlin Shockley, Sally Simich, Noelle Siske, Jasper Smith, Nicola Spears, Lindsay Stephens, Stephanie Utzman, Che Walker, Emilie Wylde Turner, Sarah Noack, Ruth Morris

Guests: Missy Elliott (Office of Equity & Multicultural Services)

Interpreters: Becky, Joy

Staff: Melinda Benson, Sieu Inac, Beth Kessler, Ryley Newport, Dominic Paz, Trish Roussel, Carrie Salehiamin, Leslie Sutton

Absent: Paige Cassidy (resigned), Julie Farrell, Daniel Tucker, Heather Lindsey

Welcome and Introductions

Daniel Alrick called the meeting to order at 2:04 pm. Quorum is met.

Review agenda and announcements

Beth reviewed the agenda. Attendees introduced themselves by thanking Kaaren for her 8 years of service to the Council.

1.4 Become an equitable and culturally responsive organization to address issues experienced by Oregon's diverse communities: Equity Committee and Leading with Race

Racial justice and intersectionality: Group Agreements

- Listen respectfully, listen to hear and not to respond
- Speak in "I" statements
- One person should speak at a time
- Lean into discomfort
- Acknowledge that racism is a problem

- Own that we each have personal growth to do
- Stay engaged
- Speak your truth
- Speak up and step back
- Assume good intention
- Don't demand that anyone share their trauma

Equity committee Co-chairs Monica and Dominic with the help of committee member Missy offered a discussion about why this issue is so important to call out and address.

It's important that we orient ourselves to a foundational lens, a history of racism in this country, to come up with a shared vision of how to move forward.

Missy discussed vulnerability and why it is so important to have these conversations to foster racial justice. How do we lead with race to further the agenda of the Council?

The team continued with a definition of racism. Racism is defined as a system of power designed to exclude people based solely on their race. It is a system of devaluing targeted racial groups and discriminating against people because of cultural differences. Racism is connected to power.

Racism manifests itself in individual behaviors and/or acts such as racial slurs or violent acts against others. When an individual has thoughts and they act on those thoughts, that is racism.

Racism also manifests itself in institutional practices when an organization has policies and procedures that discriminate against certain populations of people.

Monica lead a review of historical events in our country based on a history of systemic racism. From Native Americans being systematically moved from their lands to brutal killings, our country was founded on white Europeans forcing their ideals and ideas on others. Today, Native Americans experience higher levels of poverty, barriers to education, mental health and medical services.

Next we must acknowledge slavery and its role in forcibly and systemically controlling and abusing African Americans. Missy reminded us that these are hard conversations that we must have in order to make lasting change.

When Oregon was founded, there was a constitutional law banning black people from living in the state. That language was not removed until 2000. A survey done at that time showed that 30% of Oregonians were opposed to removing that law. We continue to see housing discrimination for Black and Brown people throughout the State of Oregon as well as throughout the United States.

We were reminded that the Loving V. Virginia court decision was issued only 53 years ago, June 12, 1967 saying that states could not ban interracial marriages. We were also reminded that many on the Council and staff would not be here today had that decision gone a different way.

Race and disability intersect in many ways and it is our responsibility to be advocates, using the current momentum to require change.

Daniel Alrick thanked the Committee, read a quote about Hope and adjourned the meeting at 4:12 pm.

June 18, 2020 10 am-12 noon

Present: Daniel Alrick, Rosa Belem Ochoa, Mack Beatty, Emily Braman, Julie Chick, Jake Cornett, Monica Cox, Ben Hoffman, Andee Joyce, Chris Knowles, Anna Lansky, Kaaren Londahl, Alice Miller, Caitlin Shockley, Sally Simich, Noelle Siske, Jasper Smith, Nicola Spears, Lindsay Stephens, Stephanie Utzman, Che Walker, Emilie Wylde Turner, Sarah Noack

Guests:

Interpreters: Becky, Joy

Staff: Sieu Inac, Beth Kessler, Ryley Newport, Dominic Paz, Trish Roussel, Carrie Salehiamin, Dominic Paz, Leslie Sutton

Absent: Paige Cassidy (resigned), Julie Farrell, Eddie Plourde, Daniel Tucker, Heather Lindsey

Welcome and Introductions

Daniel Alrick called the meeting to order at 10:04 am. Quorum is met.

Review agenda and announcements

Daniel reviewed the agenda and Beth introduced Break Out Groups.

1.4 Equity Committee and Leading with Race- Breakout groups

Breakout group discussions including prompting questions if needed, lived experiences and/or actions to take moving forward. Shared protest link from Council Member- <https://www.portlandmercury.com/blogtown/2020/06/09/28519773/how-a-20-year-old-organized-a-peaceful-protest-in-happy-valley>

The Council's Equity committee began in 2016 right as the Black Lives Matter movement had begun. The committee wasn't very structured and with competing needs, it was hard to carve out time and resources to support the work. The committee was rebooted to be more strategic and to leverage current societal momentum to move the work forward.

DRO is working on making protests and demonstrations accessible for all who wish to participate.

Steve Hanamura will continue with his work and Focus groups this summer and have recommendations for the Council in August. We will have significant work to do at the October Council meeting regarding leading with an equity lens in the work we do. It is the intention of the committee that they aren't just doing the work but that it reflects the work of the Council. We must become fierce advocates and demand changes in the DD system itself.

Daniel Alrick thanked the Council for honest discussions and adjourned at 12:03 pm.

June 18, 2020 2-4 pm

Present: Daniel Alrick, Rosa Belem Ochoa, Mack Beatty, Emily Braman, Julie Chick, Jake Cornett, Monica Cox, Ben Hoffman, Andee Joyce, Chris Knowles, Kaaren Londahl, Alice Miller, Eddie Plourde, Caitlin Shockley, Sally Simich, Noelle Siske, Jasper Smith, Lindsay Stephens, Stephanie Utzman, Che Walker, Emilie Wylde Turner, Sarah Noack

Guests: Nick Kaasa

Interpreters: Becky, Joy

Staff: Melinda Benson, Sieu Inac, Beth Kessler, Ryley Newport, Dominic Paz, Trish Roussel, Carrie Salehiamin, Dominic Paz, Leslie Sutton

Absent: Paige Cassidy (resigned), Julie Farrell, Anna Lansky, Nicola Spears, Daniel Tucker, Heather Lindsey

Welcome and Introductions

Daniel Alrick called the meeting to order at 2:04 pm. Quorum is met. Beth reviewed the agenda.

2.1 Support OSAC to develop an infrastructure focused on systems change and policy advocacy

Riley and Eddie offered a brief overview as OSAC's Executive Director, Gabrielle Guedon gave a full Council update in February 2020. OSAC is continuing to support advocates in new virtual ways. They are working to create advocacy groups in local communities. They are also working with Leslie to assure that OSAC and Council members will be able to meet with advocacy groups as needed for the Special Legislative Session and other needs that might arise.

2.2 Develop materials that promote competitive integrated employment outcomes

Riley spoke of the work that he, Sally and Beth did to embed LifeCourse into the revised "Planning My Way to Work" transition guide that is currently delayed due to COVID. There is currently no timeline commitment for getting the transition guide out to the public. There has been work around Employment First Stakeholder's Groups as well as Nike's Supported Employment Advisory Committee.

2.6 Implement regional leadership training program for self-advocates and family members (Strong Start)

Beth talked about the fact that our work is fundamentally changing due to COVID and we need to consider how we transition our work as well. Some people struggle with technology while others thrive with it. We will also need to plan translation services differently due to COVID

challenges. Talking to experts and other groups will help us to determine how best to move forward with Strong Start. This is a Federal mandate however how we do it is up to us. OCCYSHN is using the ECHO Model of Distance Learning and has had good success with it.

2.7 Co-lead national LifeCourse Community of Practice with ODDS

Beth talked about successes including four community conversations with Nick, Ryley and Aniko. A Link to Mack's video went out with the Council Retreat notes. **Charting the LifeCourse Video Podcast sample:** <https://youtu.be/qNRqfk6KUlg> The intent of Nick doing these conversations is to fit communication with the DD community into helping others do their own trajectories. There will be a "Planning with Nick" section on the OCDD website soon.

There was a vote needed to continue funding this work. Eddie made a motion to continue spending \$6,000 this year with \$3000 coming from OCDD and \$3000 coming from Oregon DDS. Ben seconded the motion. 20 votes to approve, 0 opposed and 1 abstention. Motion carries.

2.4 Increase the capacity of community housing options for people with IDD

Leslie asked for questions regarding the housing video. **Housing policy advocacy update:** <https://www.dropbox.com/s/wlppvenmh19j5nd/Video%20Jun%2015%2C%2012%2029%2014%20PM.mov?dl=0> There were no questions or comments.

2.3 Increase access to adequate levels of EI/ECSE services

Leslie reminded the Council that they have made this a priority for decades as investing in children early is critically important to their life trajectories. There is a bittersweet success in that the Student Success Act, EI/ESCE would have expanded to serve an additional 13,583 families. However, the COVID recession has put this funding in limbo until the State can determine adequate funds are still available.

2.5 Educate policy makers, family members and self-advocates about state and federal policies, how they benefit from services, how they are impacted by changes and what they can do to promote positive change

While the 2020 Legislative session added almost \$36 million for DD Services, the session ended before they could approve the budget. OCDD is collaborating cross systems working for children. We are also working with OHA to support OHA's understanding of their obligation under ADA and the Rehabilitation Act. This work is especially important now for OHA to have a disability lens in the hospital visitors' policies they are creating. The Council worked in breakout groups to create a trajectory around "How can we mobilize our Council to be effective in the 2021 Legislative session?"

As the Council came back together, Daniel Alrick wrapped up the day with a reminder that we reconvene tomorrow morning at 10 am. Meeting adjourned at 4:02 pm.

June 19, 2020 10 am-12 noon

Present: Daniel Alrick, Rosa Belem Ochoa, Mack Beatty, Emily Braman, Julie Chick, Jake Cornett, Monica Cox, Andee Joyce, Chris Knowles, Anna Lansky, Kaaren Londahl, Alice Miller, Eddie

Plourde, Caitlin Shockley, Sally Simich, Jasper Smith, Nicola Spears, Lindsay Stephens, Stephanie Utzman, Che Walker, Emilie Wylde Turner, Sarah Noack

Guests:

Interpreters: Becky, Joy

Staff: Melinda Benson, Sieu Inac, Beth Kessler, Ryley Newport, Dominic Paz, Trish Roussel, Carrie Salehiamin, Leslie Sutton

Absent: Paige Cassidy (resigned), Julie Farrell, Ben Hoffman, Noelle Siske, Daniel Tucker, Heather Lindsey

Welcome and Introductions

Daniel Alrick called the meeting to order at 10:04 am. Quorum is met. Beth reviewed the agenda.

Legislative & Policy Update

Leslie reported on advocacy at the National level with the National Association for Councils on DD (NACDD). There is a new committee to address state budget advocacy. There is continued work on federal stimulus packages related to COVID

OSAC team members had the chance to meet with Sen. Wyden's staff to advocate for DD services and no funding cuts.

On the State level, revised policies make it easier for people to access and use technology to stay home and stay safe. Conversations are beginning about policies to support reopening Oregon using a disability lens. Further, OHA has issued hospital visitors' guidance but there is no enforcement attached so advocacy is still needed in this area.

Oregon Housing Alliance has helped to get money to help Oregonians with rent assistance, mortgage assistance and utility bill support.

Early Childhood Coalition is pushing for an Early Childhood system that works for all children and eliminates disparities and systemic racism.

Leslie is co-chair of the Human Services Coalition of Oregon Board and members met with Governor Brown to discuss budget and other areas to elevate awareness of needing a DD lens. Leslie will send out an email to the Council with the advocacy letter that was sent to Governor Brown as a follow up to that meeting.

Currently a State budget is review is exploring how bad things might get economically and how State organizations can work on reduction exercises. There will need to be a Special Session to address the budget as it stands now and to make changes as needed for the rest of the biennium. That may not happen for weeks or even months as the State is hoping more Federal money will come in before cuts are needed. It is very important for us to all stay together under common messaging about the value of DD Services.

There will be a Special Session June 24 that will potentially be 1-2 days. It will address two areas- police accountability and policy bills related to COVID. One of those bills is Legislative Concept 52 which talks about hospital visitors, crisis care guidelines and prohibiting coercion in “do not resuscitate”, “do not intubate” and POLST orders. Advocacy support needed will be listed in the Go! Bulletin. Green Mountain

Self Advocates have put together a great video- ***Know Your Rights: People with Disabilities can have a Supporter in the Hospital during COVID-19.***

https://www.youtube.com/watch?v=9y1rOWyf_XM&t=63s

They have also created “A Self Advocate’s Guide to COVID-19” <http://www.gmsavt.org/3665-2/>

1.2 Support a statewide network of family organizations to increase community integration through peer support: Oregon Consortium of Family Networks (OCFN)

There is a beautifully done video that shows the importance of OCFN.

<https://youtu.be/sm95kOfKvdg> They are an amazing reach across the state, and they are trusted among Oregon families. But there is a very real possibility that this money will be cut from the budget. All monies, \$1.3 million per biennium, come from the Office of DD Services. Only 10% of that money can be used for Council staff to support the networks. If the money goes away, the Council will lose \$64,000 in expense support. There are currently 10 organizations advocating for and connecting with families, legislative staff, etc.

Trajectory: If we lose ODDS funding for OCFN, What do you as a Council want?

*To make sure that the Legislature understand what Peer Directed Support is and why OCFN are so important and why they are so critical to continue.

*Families continuing to learn to be leaders. Sometimes what is most important to families is hearing from someone who has “walked the walk”.

*For families to be able to connect with other families and to Self-Advocates.

*Memorialize the resources so that volunteers can talk on roles if there are no funds available for paid staff.

*Define the roles of family networks, formal systems and community supports using LifeCourse to bridge gaps and strengthen all three areas.

*Use organizations together to create louder, stronger voices to stay on message.

What do you want to avoid?

*Losing the Family Network Community

*Not stop spreading the importance of Family Networks so everyone hears.

Should this funding go away, we will need to use Strong Start to further empower families and teach them to be advocates. We don’t need to change Strong Start, just help participants build communities organically and create stronger advocates.

1.3 Provide opportunities for people to learn and contribute to their communities: Better Together Grants

There have been 18 BT grant presentations throughout the State and distributions of \$1725 in Baker, Klamath, Lane and Marion Counties. There are still lots of struggles with helping people to think about using the grants in the way in which the Council had envisioned. We are currently not accepting grant proposals at this time and will ask for Council input on how to

help this work get back to its original intent.

1.1 Increase awareness of OCDD's messaging, brand identity and impact of our work

Our communications are a reflection of the work we do- our values in action. We are adapting to more virtual options, which has been a learning curve. There are so changes coming to the website to improve on making content more accessible. Lots of people come to the website just for Niko's blog so Ryley has been working to add more voices and video content.

There is also research and work being done to support translation services on Zoom meetings. As we are focused on intentionally diversifying our work and content, there will be budget implications. This will be discussed further at the August Council meeting.

1.3 Inclusive Partners

The IP team submitted a video ahead of time to discuss how they are learning to adapt their services to continue to support children, families and providers.

https://www.youtube.com/watch?v=Ysmkq4_oDu0&feature=youtu.be&app=desktop They also submitted a funny video to show the difficulties in putting together videos as they are learning how to switch to virtual platforms!

<https://www.youtube.com/watch?v=MJ8dxHgJYQA&feature=youtu.be>

As a reminder, Inclusive Partners are funded through Federal Block Grant dollars which means that the Council only has an administrative role with IP. Because childhood support, especially supporting children with higher needs, is so important, it makes sense for IP to be housed and to support the work of the Council.

Daniel Alrick wrapped up the morning session at 11:49 am reminding everyone of our final session beginning at 2 pm.

June 19, 2020 2-4 pm

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Guests: Gabrielle Guedon, Cynthia Gregory

Interpreters: Becky, Joy

Staff: Melinda Benson, Sieu Inac, Beth Kessler, Ryley Newport, Dominic Paz, Trish Roussel, Carrie Salehiamin, Leslie Sutton

Absent: Paige Cassidy (resigned), Julie Farrell, Eddie Plourde, Daniel Tucker, Heather Lindsey

Welcome and Introductions

Daniel Alrick called the meeting to order at 2:03 pm. Quorum is met. Beth reviewed the

agenda.

Business meeting

Beth went over the Budget Update. One year ago, the Council had no reserves and was spending to a deficit. There is currently a reserve in place at the end of the fiscal year June 30, 2020. The State allows that budgets may be distributed over the two-year biennium which will end in 2021. The reasons for the budget reserve are because the Council is working with one person short. It is also because virtual meetings mean that we saved money on those expenses. Another reason is that COVID delayed the in person LifeCourse and Strong Start meetings and trainings. We will be spending some of that reserve for virtual cohort development to continue forward. In August 2020, the Council will see the full budget recommendation for the next year and will be able to make changes, suggestions and approvals then.

Andee Joyce moved to approve **April 2020 Meeting Minutes** with the following corrections: Andee's name is spelled incorrectly on pages 2 & 4. Emily Braman is spelled incorrectly on page 3. AASPIRE should have two "A" s on page 4. Mack Beatty seconded the motion. 16 in favor, 0 oppose, 3 abstain. Motion to approve the April 2020 minutes carried.

Caucus Reports

Daniel Alrick reported that Self-Advocates are conducting weekly meetings to stay apprised of each other's status and working through COVID issues that might come up.

They also facilitated a virtual concert by Andee that was well received- thank you to Andee!

<https://www.youtube.com/watch?v=kIEOdFY9Fpo>

The Family Caucus is meeting every other week to support each other through successes and difficulties with distance learning and other learning curves. They have talked a lot about giving themselves grace in these crazy times. They have also talked about PSW happening/not happening and their perimeters during school hours.

Permanent Executive Director Hiring Process & Next Steps

Beth announced that she will be moving to the East Coast in December to be closer to family members. She will continue to support the Council in her current role until a new person is hired and then in her role as Community Engagement Director (CED) until staffing is stable and ready to hire for the CED position.

Leslie will be recusing herself from further discussions as she will be applying for the Executive Director position.

Search Committee is coming to this Meeting with timeline recommendations. There are two timeline options based on decisions the Council made in April. Committee is recommending option #1 for the following reasons:

- For the time being, we no longer have the option of holding in-person interviews.
- Allows for overlap in staffing for a smoother transition
- Allows that the Council staff is back to 5 before Beth moves so there is time to catch up on tasks
- Now is a very exciting time to reach potential candidates.

Anyone who is a Council Member is eligible to vote on a candidate.

Monica Cox made a motion to accept Option 1- October Hire Timeline as proposed. Julie Chick seconded the motion. 21 in favor, 1 opposed, 0 abstain.

Task	October Hire Timeline
Announcement posted and open three weeks	Week of June 22
Initial review of applications by DHS	Week of July 13
Review and Schedule first round interviews	Week of July 20
First round interviews	Week of August 3
Interview panel meets to determine finalists	After Final First Round interview
Schedule final round interviews	Week of August 10
Final round interviews with stakeholders, partners, Self-Advocates, Council Members	August 21-22 Council Meeting
Position Offered	August 2020
Negotiations complete, selection made	September 2020
Start date	September or October 2020

Look ahead:

- August 21, 2020 Virtual Council Meeting
 - 2020/21 Work Plan Review and Vote
 - 2020/21 Budget Review and Vote
 - Executive Director Next Steps and Final interviews
- 2021 Council Retreat will be moved to August due to a long legislative session

There were no Public Comments.

One-word closing round

Weight off, changes, transition, intentional, haircut, TGIF, TSW, watermelon daquiris, I'm not leaving, Bittersweet, Juneteenth, complicated, mellowness, equity, Kaaren, Beth, hope, doleful, growth, friendship, trials, change, rising, digital, stressful, nostalgic, lost, optimistic, courageous, authentic, search

Daniel Alrick adjourned the meeting at 3:24 pm.