August 2020 Council Meeting
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>9:00</td>
<td>Welcome &amp; Agenda Review</td>
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<td>Staff Transitions</td>
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<td><strong>Business Meeting:</strong></td>
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<td>• Executive Director Hiring Update</td>
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<td>• Meeting Minutes</td>
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<td>• Budget Update</td>
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<td>10:00</td>
<td>5 Year Plan Data Analysis</td>
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<td>12:00</td>
<td>Break</td>
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<td>1:00</td>
<td>What’s your why?</td>
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<td>1:30</td>
<td>Annual Workplan Review &amp; Vote</td>
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<td>3:15</td>
<td>Update on Easy Voting Guide - DRO</td>
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<td>Legislative Update - Leslie</td>
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<td>4:00</td>
<td>Closing</td>
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Thank you, Carrie!
Welcome!

- New Council staff
  - Lynn Russell, Advocacy Support Specialist
  - Contract & Operations Manager

- Guests
Business Meeting
Executive Director Hiring Update
Meeting Minutes
Budget Update
2022-2026 State Plan Preparation

Preliminary Themes
The Intersection of Disability and Race

- OCDD is committed to applying a racial equity lens to our work. To best serve communities of color and interrupt systemic and institutionalized racism, we will try to identify racialized demographic data on the following:
  - Prevalence rate of IDD by race and ethnicity
  - Poverty rates by race and ethnicity
  - Racialized engagement with service elements and categories
Recreation: Themes

Recreation, leisure, and social activities for people with IDD vary from community to community.

There is no statewide adaptive and inclusive recreation infrastructure that ensures consistent access and opportunities across regions.

Oregon State Parks as well as County and local state parks engage in multiple initiatives to increase accessibility to recreation.

Despite relative satisfaction with their level of community recreation, individuals with IDD are interested in being a part of more community groups and activities.
Self-Advocacy: Themes

The Oregon Self-Advocacy Coalition (OSAC) is operated by people with disabilities, advocates for full inclusion, and provides training and toolkits for individuals, families, and communities.

Regional groups would like more updates from OSAC.

Regional groups suggest quarterly visits from OSAC board members.

Individuals with can participate in OSAC committees to increase their engagement.
Transportation: Themes

People with disabilities use multiple methods to access transportation, including health insurance benefits, Community Transportation, Employment and Day Support Activity Transportation, all of which have payment caps.

Self-advocates in the state continue to focus on transportation issues:

- More coverage at bus stops
- More flashing beacon crosswalks
- More lighting on streets
- More flexible transportation coverage for Personal Support Workers
For self-advocates, home is more than just shelter, home is:

• A place to be yourself and be able to make your own decisions.
• Safe, secure, and stable.
• Provides community, respect, and relationships.
• Is affordable and supports financial security.
• Provides self-determination, independence, and choice.

People with disabilities consider choosing where to live and who you live with as part of a good life.

Waiting to get an apartment that meets their needs can be challenging.
Housing: Themes

Individuals with IDD and their families advocate the following housing supports:

- Improved housing information and related communication from case-managers
- Financial support for stable housing, including assistance with move-in expenses and monthly rent
- Independent living skill development and support
- Support ensuring safety, stability, and accessibility of housing infrastructure
- Smart technology for appliances and security
- Home ownership assistance
- More diverse housing options, including duplexes, triplexes, and integrated units
- More consumer choice in housing options
- More transitional housing options and trial periods for different housing contexts
- Improved cross system communication
- Increased support to navigate available resources
- Housing resources in more diverse languages to accommodate individuals from diverse culture and linguistic communities
Childcare: Themes

Inclusive Partners operates in partnership with DHS and OCDD to provide inclusive resources, technical assistance, and subsidies for childcare providers and families of children with higher needs in Oregon.

Inclusive Partner staff work offer a range of workshops to providers related to special needs and inclusive practices.
Healthcare: Themes

Children with IDD and special health care needs may face additional challenges accessing the healthcare system.

Insurance does not always cover needed services.

Coverage for services may vary by Coordinated Care Organization.

Youth with special health care needs, including those with IDD, need support to transition to adult health care.
Families of children with special needs note additional challenges including:

- Language, literacy or cultural barriers to accessing care
- Difficulty qualifying for services for children with behavioral health issues or developmental disabilities
- Accessing care or transportation to care for families living in rural Oregon

Families report the following services as hard to get:

- Allied health care
- Behavioral and mental health services
- Health supports
- Respite care
Education/Early Intervention: Themes

• Over 78,000 Oregon children in K-12 grade were identified as students experiencing disability
• From 2018-2019 1/3 of all students eligible for EI/ECSE received an adequate level of services
• Oregon school districts are funding to receive double weight for up to 11% of their population for students with disabilities, however, more than 80% of Oregon districts have identified more than 11% of their student as eligible to receive special education services
• Children with disabilities are experiencing poorer academic outcomes than their peers without disabilities
• Rural districts compete with urban districts for talent, have limited access to specialists, and more severe shortage of primary care and child-care providers
EI/ECSE programs experience the following challenges:

- Providing adequate services for increasing numbers of children referred and found eligible
- Increasing numbers of children with complex behavioral and/or mental health needs
- Persistent decreases in funding for Regional Programs for Low Incidence disabilities leading to significant reduction in services
- Inclusion for traditionally marginalized populations within Oregon
- Hiring and retaining qualified staff to provide service, particularly in rural areas
- Addressing equity within programs
- Finding inclusive placements that meet children’s needs
- Supporting community providers to meet children’s unique needs in their settings
Employment: Themes

• Self-advocates with IDD define a good life as including support to get and keep a job and working hard.

• From October 2019 to March 2020, 5,101 total individuals with IDD participated in employment services with Oregon’s Office of Development Disabilities Services, and 2,797 individuals were served with employment.

• Continued opportunities to increase collaboration between VR, the education system, and IDD providers include:
  – Reconciling Employment First and individual choice
  – Sheltered workshop closures and limited employment pathway options
  – Discovery requirements
  – Contract differences across state agencies serving people with disabilities
  – More specialized training and partnerships to serve people with IDD
Informal and formal services and supports: Themes

Developing an ISP is an important step identifying needed services and supports

The relationship with the case manager is critical to successful ISP and support access

Individuals with IDD and their families note that creating an ISP through a Person-Centered Planning process is more meaningful than creating an ISP through a needs-assessment

Individuals from diverse cultural or linguistic communities need culturally and linguistically responsive case management services

Personal Support Workers (PSW) can be critical to providing needed information and formal supports

Limited assistance in facilitating this process, including searching for, identifying, and hiring a prospective PSW

Considerable PSW turnover and instability in the workforce pipeline to find a new PSW when needed
Goal 1: By October 2021, we will demonstrate an increase in the number of people with IDD who are supported to pursue full lives as members of their communities.
Objective 1.1: Increase awareness of OCDD's messaging, brand identity and impact of our work

Staff: .3 Ryley, .1 Advocacy Support Specialist
*Will require Council member leadership

OPE: $10,000 for videos, $40,000 for Spanish translation and interpretation
*Will require funding beyond federal grant

- Promote OCDD communications and systems-change work via social media, website, videos, annual report and other events to more diverse audience
- Support people to be informed and educated advocates (ex. Policy changes, advocacy opportunities, voting, history, COVID information, self-determination)
- Pursue consultation on how to produce materials and engage with Oregonians who do not identify as White or English-speaking
1.2 Support a statewide network of family organizations to increase community integration through peer support

FTE: .05 ED, .05 Policy Director, .05 Communications Director, .1 Advocacy Support Specialist

OPE: $10,000

- Maintain connection with OCFN members through regular meetings
- Connect family leaders around shared advocacy priorities
- Pursue alternative funding sources for family networks
- Establish family leadership collaboration between Spanish speaking family leaders
1.3 Provide opportunities for people to learn and contribute to their communities

Not this Year
Objective 1.4: Become an equitable and culturally responsive organization to address issues experienced by Oregon's diverse communities

Staff: .1 ED, *Will require Council Member leadership and is embedded in work of all staff

OPE: $10,000 contractor for implementation of recommendations

- Implement strategic plan developed by Equity Committee
- Develop Equity Statement and Lens to be used by OCDD in decision-making
- Embed anti-racism and equity work into each Council meeting and initiative
- Consider recruitment and hiring practices to diversity staff, Council Members, subgrantees & contractors
- Fund advocacy efforts from DD advocates who represent BIPOC
- Implement recommendations from self-assessment
1.5 Increase the number of children with disabilities that access inclusive childcare

Staff: Inclusive Partners Team

*We administer this program, but do not determine its scope of work

- Distribute subsidy to child care provider
- Provide consultation and coaching to child care providers
- Provide information and referral to parents and other
- Outreach to identify children eligible for high need rate
- Train child care providers, EI/ECSE professionals and others to promote inclusion
August 2020 Council Meeting

2020/21 Workplan Proposal

Goal 2: By October 2021, we will demonstrate an increase in the number of policies and practices that support children and adults with IDD to access community life.
Objective 2.1: Support OSAC to develop an infrastructure focused on systems change and policy advocacy

FTE: .05 ED, .05 Communications Director, .05 Policy Director, .05 Operations Manager, .1 Advocacy Support Specialist

OPE: OSAC contract $100K

OSAC:
- Share information and resources/training to other SA groups across Oregon
- Develops advocacy priorities shared across SA groups across Oregon
- Connects SA groups across Oregon with opportunities to advocate

OCDD:
- Collaborates with OSAC to host opportunities for SA to connect across the state and identify upcoming leaders (Quarterly virtual meetings/trainings)
- Supports OSAC to engage in statewide advocacy
- Supports development of training and outreach materials
- Facilitates annual advocacy priority development
- Provide TA and professional development for OSAC staff (staff or contractors?)
2.2 Develop materials that promote competitive integrated employment outcomes

FTE: .05 Communications Director, .01 Policy Director

- Promote virtual distribution of Planning My Way to Work guide
- Collaborate with Governor's office on Affirmative Action Executive Order to include people with IDD
- Support SA leadership in Oregon and National APSE
2.3 Increase access to adequate levels of EI/ECSE services

FTE: .01 Operations Manager, .01 Policy Director

OPE: $5000

- Monitor impact of recession on EI/ECSE Funding
- Distribute newsletter and maintain social media targeting families of young children
- Continued work with the Early Childhood Coalition
Objective 2.4: Increase the capacity of community housing options for people with IDD

FTE: .1 Policy Director, .01 Operations Manager

• Support OCF Fairview Advisory Committee to leverage fund in pursuit of affordable housing options for people with IDD
Objective 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.

FTE: .3 ED, .5 Policy Director, .2 Communications, .1 Operations Manager, .1 advocacy support specialist

*Will require funding beyond federal grant

OPE: Contracts with racial/linguistic leads (consulting, outreach, and videos)

- Support the DD Coalition GO! Project
- Support OCASD to pursue cross-systems collaborations
- Monitor issues, bills, policies and rules in order to effectively educate people and amplify the voices of people with IDD and their families
- Engage in cross-systems collaborations to reduce silos within service delivery
Objective 2.7: Co-lead (Oregon’s participation in the) national LifeCourse Community of Practice with ODDS

FTE: .05 ED, .1 advocacy support specialist, .05 communications director

OPE: 10K contract with N Kaasa, 5K A Adany, 10 K video editing, captioning & translation in 1.1, 3K annual membership fee

- Planning with Nick video podcast series
- Facilitate statewide CtLC team to expand applications of CtLC in support of self-determination & empowerment
- Collaborate on racial justice conversations using CtLC
- Assist ODDS to redesign ISP process and improve case management system
Objective 2.6: Implement regional leadership training program for self-advocates and family members