

Better
together.



Oregon Council on
Developmental Disabilities

5 Year Plan

Oct 1, 2021 – Sept 30, 2026
(FFY 2022-2026)



Oregon Council on
Developmental Disabilities

Over the next 5 years, we will advance our mission, vision, and commitment to racial equity in all aspects of our work.

Our **mission** is to advance social and policy change so that all people with developmental disabilities, their families, and communities may live, work, play, and learn together.

Our **vision** is that all communities welcome and value people with disabilities and their families.

Our history matters. The Council recognizes that the disability rights movement was built on the momentum of the civil rights movement. Our commitment to **racial equity** means we must acknowledge the complex intersection of race and disability. We are compelled to interrupt systemic racism and ableism as we pursue our mission and vision.





People Goal

By 2026, the developmental disability community will be equipped to effectively and meaningfully pursue equity and inclusion in all aspects of life.

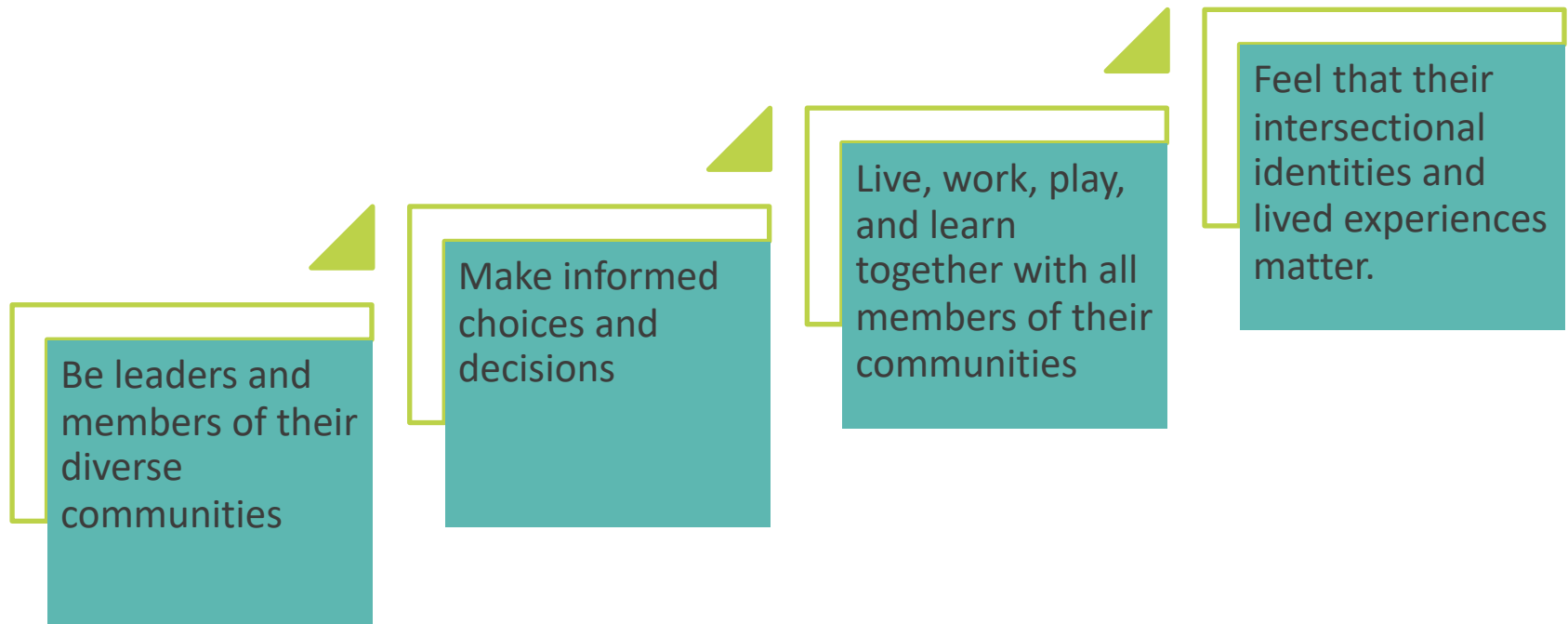
This goal is about strengthening and building the skills, knowledge, connections, and resources of people with developmental disabilities, their families, and communities. This is often referred to as capacity-building.

Throughout this work, we will intentionally engage and support Oregonians with intersectional identities and lived experiences.



Oregon Council on
Developmental Disabilities

In the big picture, when capacity is increased, people with DD will:



Along the way, we will evaluate progress toward achieving our People Goal while honoring our commitment to racial equity.



We will monitor how and with whom the Council is communicating.



We will monitor what impact people report Council efforts have had in their lives.



We will monitor who feels they have the information, skills, and connections to live the lives they want as a result of Council trainings and presentations.



Oregon Council on
Developmental Disabilities

Our
People Goal
has two
objectives.

1. Engaging diverse voices

2. Growing leadership



Objective 1: Engaging diverse voices

Council trainings, presentations, and communications efforts will reach racially, linguistically, culturally, and/or geographically diverse voices and experiences—and thereby engage the entire DD community.

Engagement with Council trainings, presentations, and communication efforts will increase among those who identify as racially, linguistically, and/or culturally diverse, and those in rural and remote areas of Oregon.

Collaborations with organizations representing racially, linguistically, culturally, and/or geographically diverse individuals and communities will increase.

Council efforts will produce culturally and linguistically responsive and relevant information and environments that encourage diverse participation.

Council staff, membership, contractors, and vendors will be representative of the diversity of Oregon.

Council staff and members will report feeling equipped to support and/or lead anti-racist work.



Objective 2: Growing Leadership

People with developmental disabilities—and their networks of support—will develop effective advocacy and communication skills.

Local family peer support groups will have access to ongoing training and technical assistance.

People with DD will have connections that strengthen community development and engage diverse voices and lived experiences.

People with DD will have access to peer-delivered training and opportunities for empowerment and control within their lives.

People providing paid and unpaid support to those with DD will encourage social connectedness, meaningful relationships, and a sense of belonging in the community.

Engagement with OSAC and family networks will increase, especially among those who identify as racially, linguistically, and/or culturally diverse, and those in rural and remote areas of Oregon.

People with DD and their families will know the history of the DD social justice movement, along with strategies to combat ableism.

People with DD and their families will use strength-based planning and problem-solving strategies to lead the lives they want.

Youth with DD will develop strength-based planning and problem-solving skills to lead the lives they want.



Systems Goal

By 2026, we will improve the ability of service systems to address embedded inequity and support the self-determination of people with developmental disabilities

This goal is about supporting advocacy to change systems that impact people with developmental disabilities, including childcare, education, employment, healthcare, human services, housing, mental health, and transportation.

Throughout this work, we are committed to interrupting systemic racism, ableism, and embedded inequities.



Oregon Council on
Developmental Disabilities

In the big picture, when systems are improved, they will:



Along the way, we will evaluate progress toward achieving our Systems Goal while honoring our commitment to racial equity.



We will monitor who is and is not engaged with our systems advocacy and what that engagement looks like.



We will monitor how systems are improved by tracking changes in policies, programs, and practices that are a result of Council efforts.



We will monitor for whom systems have changed by noticing which community members experience barriers and amplifying diverse voices.



Our
Systems Goal
has three
objectives.

1. Self Advocacy

2. Targeted Disparity

3. Integrated Services and Supports



Objective 1: Self-Advocacy

There will be regional structures to support engagement in developmental disability-related advocacy that is directed by people with DD.

There will be an increase in diverse representation of race, language, culture, geography, and age within OSAC membership.

There will be an increase in the diversity of support needs within OSAC membership.

Participation of people with DD in local advocacy, engagement, and leadership opportunities will increase.

The full membership of OSAC will develop and work toward an annually updated advocacy plan.



Objective 2: Targeted Disparity

There will be an increase in the number of racially, linguistically, and culturally diverse people with DD—and their families—who report having the information they need to access and direct services in their lives.

Collaboratively developed policy agendas will center racial, cultural, and linguistic equity in pursuit of valued community membership for all people with DD.

There will be an effective plan to engage racially and culturally diverse Oregonians in policy advocacy.

There will be people who help bridge and connect cultures (also known as Cultural Brokers) who are supported by the Council and work at the intersection of race, language, and/or developmental disabilities.

There will be culturally responsive ways for the Council to engage with racially and culturally diverse people with DD—and their families—about their lived experiences, barriers, and opportunities for change.

The Council will have new and ongoing reciprocal relationships with community groups and organizations that we are not already connected with.



Objective 3: Integrated Services and Supports

Service systems will promote access to integrated supports for people with DD to pursue the lives they want within their own communities.

People will have the information they need to navigate and access services and supports.

Systems will facilitate access to meaningful and diverse peer support.

Systems will leverage strength-based planning and problem-solving strategies to help people live the lives they want.

Children with DD will be supported to access robust inclusive education and childcare.

People with DD will have increased access to affordable, accessible housing.

People with DD will have increased access to mental health services.

People with DD will have increased access to preventative health services.

People with DD will have increased access to real jobs for real pay.

People with DD and their families will report that DD services are helping them pursue the vision they have for their lives.

Child-caring systems change policy and practice to support families with developmental disabilities.



Legislative Update

April 15, 2021



Oregon Council on
Developmental Disabilities

Agenda

- Context and goals for this session
- DD services budget
- Policy Bills of interest
- Advocacy Days



2021 Legislative Session Details

- Long session to set state budget for the next two years
- Began Jan. 19, 2021...Sine Die likely around June 28, 2021
- 2,465 bills introduced so far
- DD Coalition tracking 571 of those bills





Reinstate Regional Family to Family Networks

Family to Family Networks support 12,250 families experiencing disability, many who have barriers accessing the formal developmental disability service system. Family Networks partner with 1,800 businesses and non-profits to make Oregon communities welcoming to all people. The Networks leverage community relationships to help families find the resources, strategies and peer support they need quickly, as they wait for diagnoses or eligibility and navigate complex service systems.

Only \$1.3 million per biennium continues this essential support for families.

Establish DSP Wage Standards

Pass House Bill 2964 to finally resolve the DSP wage inequities by setting the wage for Direct Support Professionals at 150% of minimum wage going forward, stabilizing this diverse and marginalized workforce and while reducing turnover that places people with developmental disabilities at higher risk. HB 2964 is the long-term solution to a long-term issue.

Fully Fund Case Management Entities

Ensure DD Case Management Entities are fully funded. DD Case Management funding has not kept pace with increased workload over the past three biennia. Currently funded just under 74% of what the state estimates it should cost, a return to 95% of the DD workload model for operational costs and 100% of the workload model for staffing is needed to meet needs.

Develop Statewide Data System

Restore investment in a statewide, integrated data system needed to identify trends and inform policy decisions at the state and local level through one accessible system. Replace inefficient and disconnected databases used now. Provide transparency and access for people with I/DD and their families to upload records and track services through a secure online portal.

Oregon is strongest when everyone has access to the support they need when they need it.

DD Services System Essential in Oregon's Emergency Response

Disasters impact everyone in different ways.

As the smoke lifted from the devastating events that we endured in 2020, the responsiveness of the Developmental Disabilities Services System was clear.



COVID Response: **Direct Support Professionals** faced the threat of COVID every shift so people with disabilities would have the supports they need to stay healthy and safe. **Regional Family Networks** immediately began supporting families with at-home activities and reduced isolation by keeping families connected. **Case Management Entities** provided trusted information and resources to help people adapt and take necessary precautions throughout the pandemic. The state needs a **Data System** to ensure that everyone is known and supported through public health crises.



Wildfire Response: **Regional Family Networks** quickly identified the families who needed support and leverage their community connections to meet the immediate needs of families displaced from their homes. **Case Management Entities** continue to help people rebuild their lives devastated by wildfires. **Direct Support Professionals** were on the frontlines during the wildfires, taking swift action to get people with I/DD to safety, even before knowing if their own homes or families were safe. We need an accessible, connected **Data System** to further expedite our emergency response.



Systemic Inequities & Discrimination:

Many people with disabilities and their families face additional barriers to accessing services such as health care, education, and housing because of the color of their skin, the language they speak, their gender identity and/or limited resources.

People with disabilities continue to endure systemic inequities and discrimination.

A stable system of support provides a foundation on which to address these issues.

Policy Bills to Watch

DD Services

- HB 2151 – Oregon as a State Model Employer
- HB 2964 – Increase Direct Support Professional wages to 150% of minimum wage

Decision Making

- HB 2105 – Supported Decision Making in Oregon
- SB 199 – Advance Directive

Housing

- HB 2842 – Healthy Homes (home repairs!)



More Policy Bills

Health Care

- SB 567 – Health Care Discrimination

Early Childhood Education

- SB 236 – Conduct a study on the use of expulsion in preschool

K-12 Education

- SB 328 – School and district performance reports including suspension/expulsion



Learn more about advocacy!

Attend an Advocacy Day!

Sign up for the GO! Bulletin!
<https://orddcoalition.org/go-project/>

**Oregon DD Coalition**

**Oregon DD Coalition's
GO! Project**



2021 DD ADVOCACY DAYS

Join us for DD Advocacy Workshops on the 2nd Wednesdays from February to June in the 2021 Oregon Legislative Session

GO! ONLINE

February 10, March 10, April 14, May 12, June 9
10AM to 1PM

**Interact with the Oregon Developmental Disability Coalition's
GO! Project Advocacy Team**

- ✓ Learn about the Coalition's Advocacy Priority Topics
- ✓ Practice your messaging before your visits with legislators
- ✓ Discover strategies for connecting with your legislator remotely
- ✓ Wear something yellow to show unity in advocacy

Learn who your State Senator and State Representative are at
www.oregonlegislature.gov

GO! ONLINE to get your ticket for any of these DD Advocacy Days in 2021
<https://www.eventbrite.com/e/2021-go-online-dd-advocacy-days-tickets-135978785207>

Website: www.orddcoalition.org | Facebook: [@orddcoalition](https://www.facebook.com/orddcoalition)



Oregon Council on
Developmental Disabilities

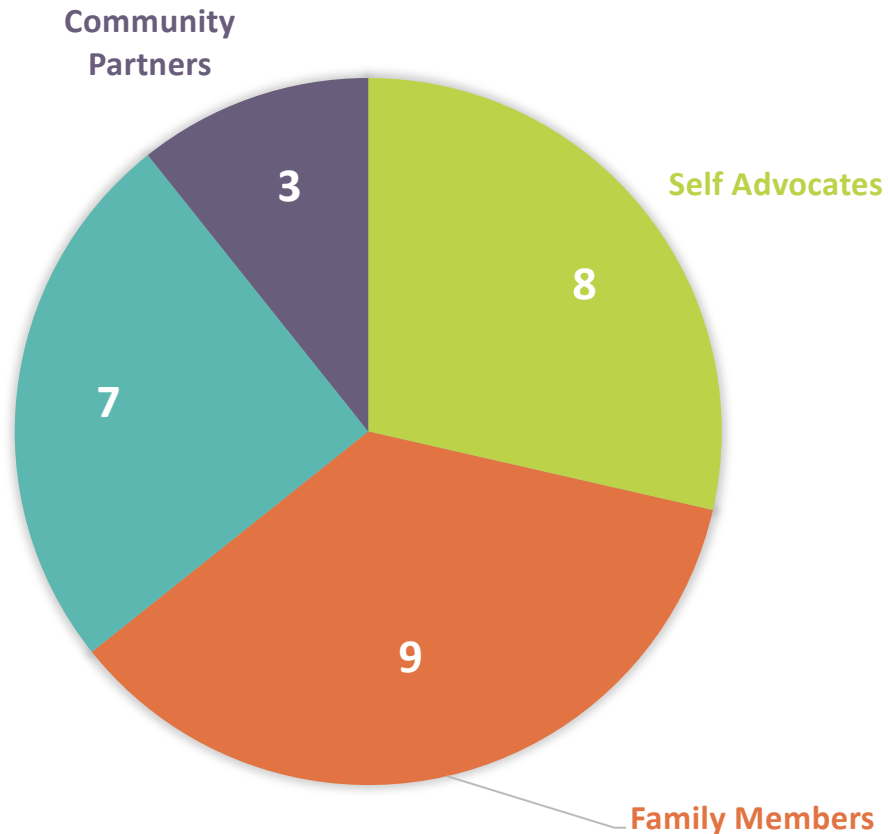
FFY 2021 Approved Budget Updated 4-6-2021		Federal Grant Only	Oct '20 Fed Grant Expen.	Nov '20 Fed Grant Expen.	Dec '20 Fed Grant Expen.	Jan '21 Fed Grant Expen.	Feb '21 Fed Grant Expen.	% of Fed Budget
Estimated income								
Federal ACL Grant								
FFY 2020 rollover (*incl add'l \$39,000 allotment fr 8-11-20)	\$144,848	\$183,848						
Estimated FFY 2021 annual award	\$813,444	\$813,444						
Subtotal	\$958,292	\$997,292						
Oregon DHS Match								
State DHS FFY 2020 match adjustment (cash)	\$0							
FFY 2021 match adjustment (cash)	\$0							
Subtotal	\$0							
Interagency Agreements								
Family Networks (last qtrly payment through 12/31/20)	\$144,106							
Inclusive Partners (ODE Grant)	\$592,041							
Autism Commission (OCASD)	\$49,025							
NCI (estimated--new contract in process)	\$11,000							
Subtotal	\$796,172							
Estimated Total income	\$1,754,464	\$997,292						
Estimated expenses								
Salary and benefits (5 Council Staff FTE) estimated at \$631,079								
Grant personnel costs paid by AIDD	\$589,676	\$589,676	\$37,968	\$39,687	\$42,023	\$43,369	\$41,710	
Personnel costs paid by IAAs	\$41,403							
Subtotal	\$631,079	\$589,676	\$37,968	\$39,687	\$42,023	\$43,369	\$41,710	34.72%
Operating expenses								
DSA (Cost Allocations)	\$0	\$0						
Out of State Travel	\$0	\$0						
Council meetings/events/stipends/mileage	\$5,000	\$5,000				\$330	\$2,987	
In State Travel	\$5,000	\$5,000	\$65	\$65		\$85	\$65	
Office expenses	\$4,000	\$4,000		\$105		\$622		
Telecommunications & Tech	\$8,000	\$8,000	\$925	\$821	\$1,137	\$743	\$493	
Dues and subscriptions (NASDDDS, LifeCourse CoP)	\$16,500	\$16,500	\$2,016					
Professional development	\$7,500	\$7,500	\$60	\$65		\$400		
Mail/postage	\$1,000	\$1,000			\$107			
Membership fees (NACDD, ORFWA)	\$6,600	\$6,600		\$210			\$200	
Sponsorships	\$2,000	\$2,000						
Subtotal	\$55,600	\$55,600	\$3,066	\$1,266	\$1,244	\$2,180	\$3,745	20.69%
Contracts and Professional Services								
Translation, captioning and interpretation	\$40,000	\$40,000	\$1,647	\$1,733	\$1,215	\$2,049	\$1,676	
Website and media	\$15,000	\$15,000		\$2,125	\$2,140	\$150		
1.1 Niko Boskovic Blog	\$3,956	\$3,956	\$839		\$600	\$300	\$300	
1.4 Implementation of Equity Comm Rec (contractor)	\$10,000	\$10,000	\$6,750					
2.1 OSAC (through 3-31-21)	\$50,000	\$50,000	\$9,583	\$8,333	\$8,333	\$8,333	\$8,333	
2.1 Proposed new OSAC contract (4/1/21 to 9/30/21)	\$50,000	\$50,000						
2.3 AEI (new 2021 contract)	\$5,000	\$5,000						
2.5 Proposed new contracts w/cultural brokers	\$0	\$0						
2.7 Nick Kaasa	\$10,000	\$10,000	\$1,171	\$567	\$930		\$604	
2.7 Graphic Recording--Aniko Adany	\$5,000	\$5,000						
Other Professional Services (using 2020 carryover)	\$0	\$0	\$2,231	\$9,139	\$6,720	\$625		
Subtotal	\$188,956	\$188,956	\$22,221	\$21,897	\$19,938	\$11,458	\$10,913	45.74%
Interagency agreements--expenditures								
Family Network contracts (8 contracts; expiring 12/31/20)	\$118,703							
Inclusive Partners agreement w/ODE (incl 5 FTE/Progr Staff)	\$592,041							
OCASD agreements with ODE & DHS	\$34,025							
National Core Indicators (NCI)	\$10,000							
Subtotal	\$754,769							
Total Estimated Expenses	\$1,630,404	\$834,232	\$63,254	\$62,850	\$63,205	\$57,006	\$56,368	36.28%
Total Estimated income	\$1,754,464	\$997,292						
Total Estimated Expenses	\$1,630,404	\$834,232	\$63,254	\$62,850	\$63,205	\$57,006	\$56,368	36.28%
Estimated Reserve/Carryover to cover lagging 2020 expenses	\$124,060	\$163,060						

Council membership shall consist of at least 60% **Self Advocates** or **Family Members**, plus representatives from **Federally Funded Agencies** (University Centers for Excellence; the state Protection & Advocacy, Disability Rights Oregon; Vocational Rehabilitation; APD/DHS; ODDS; ODE; and OHA), and **Community Partners** (non-governmental organizations).

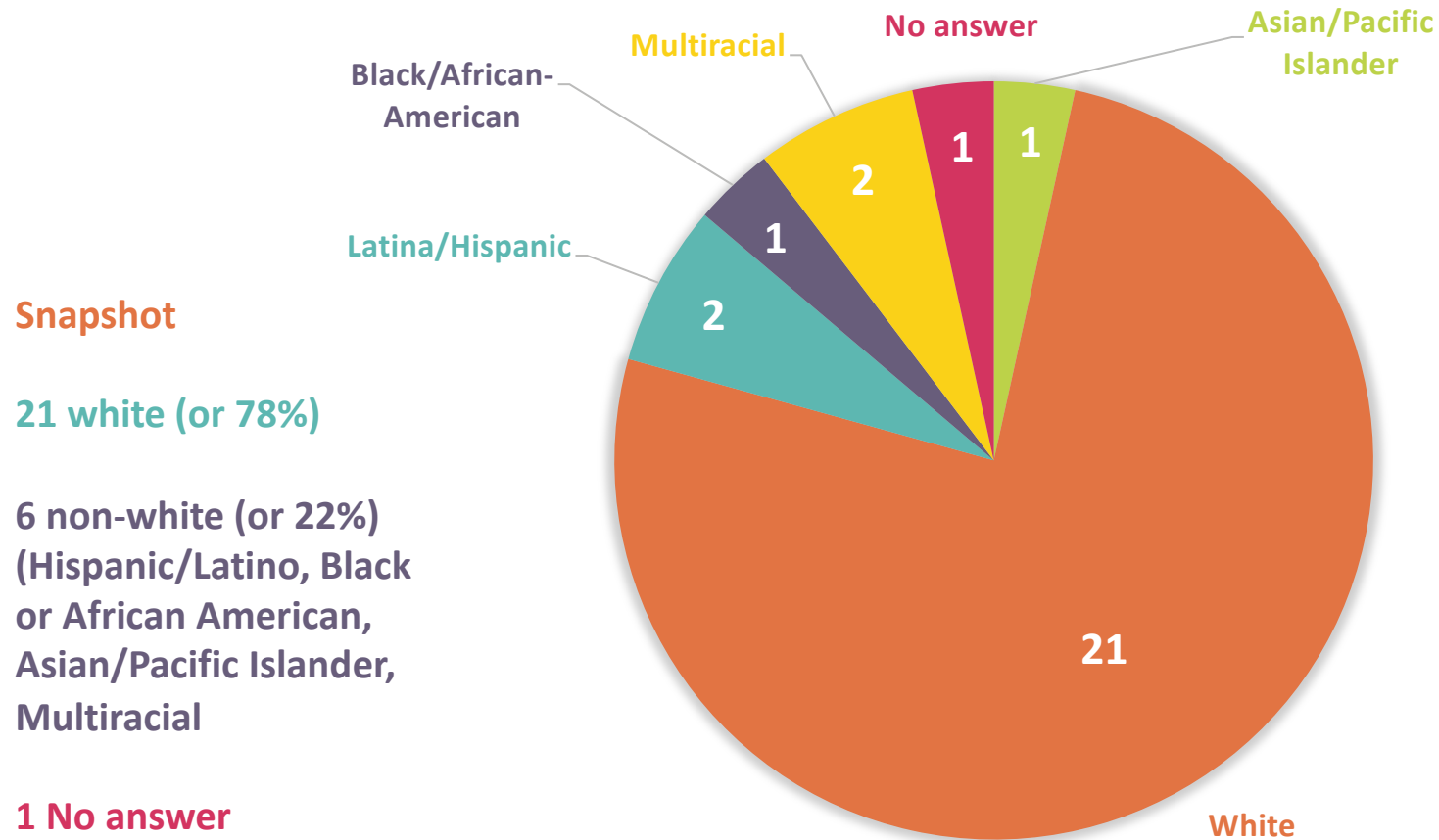
We currently have
27 council members
and **6 open positions**.

Federally Funded
Agencies

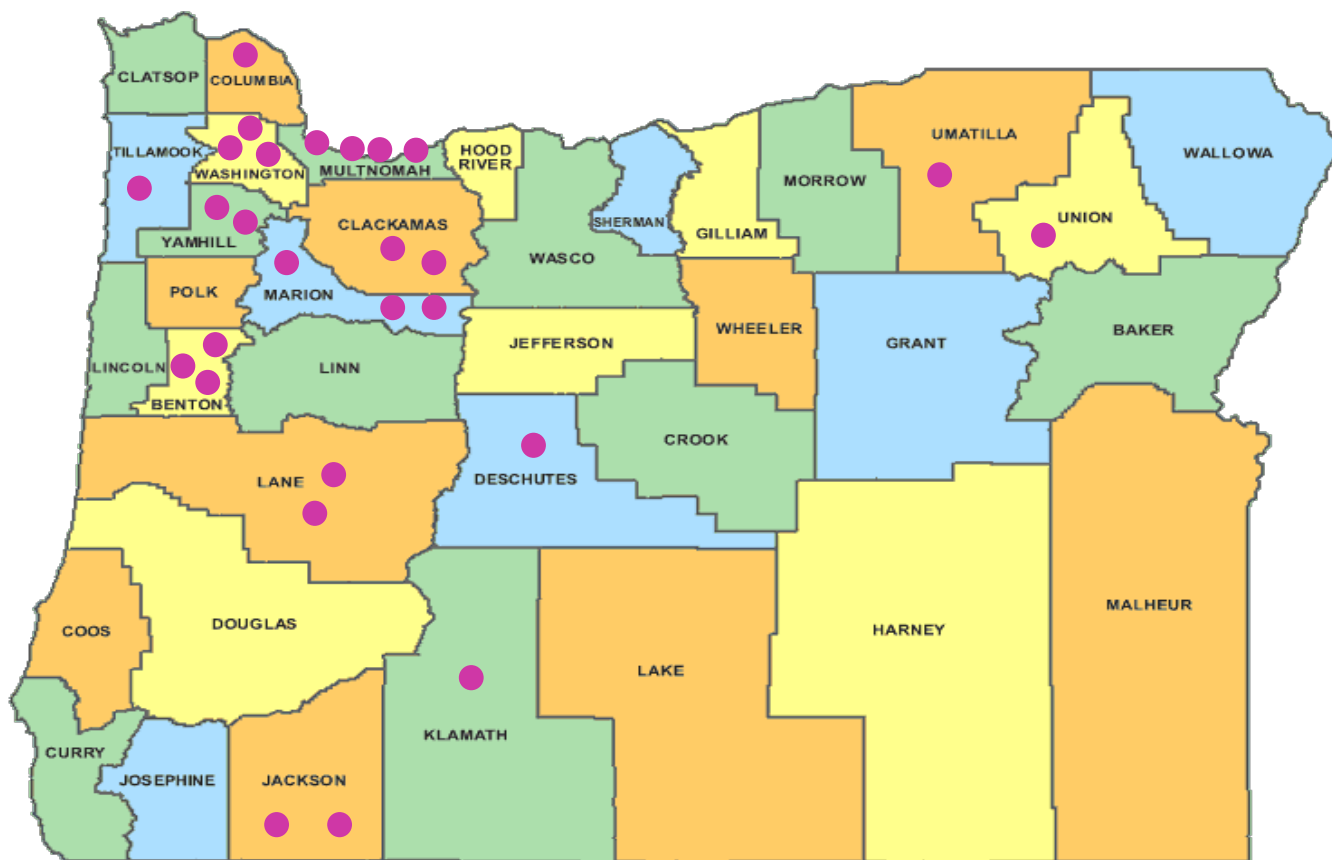
We currently have 8 Self Advocates
and 9 Family Members or
63% representation
which meets our mandate.



Council membership should represent the racial, ethnic, and geographic diversity of Oregon's population.



Council membership should represent the racial, ethnic, and geographic diversity of Oregon's population.



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Oregon Council on
Developmental Disabilities

Six Open Council Positions

Self Advocate

Oregon Health
Authority (OHA)

Family Member

Self Advocate

Aging and People
with Disabilities
(APD)

Family Member





Oregon Council on Developmental Disabilities

Proposed Bylaw Amendment

April 2021

Article 6, Section B, pertaining to the Executive Committee, is revised as follows:

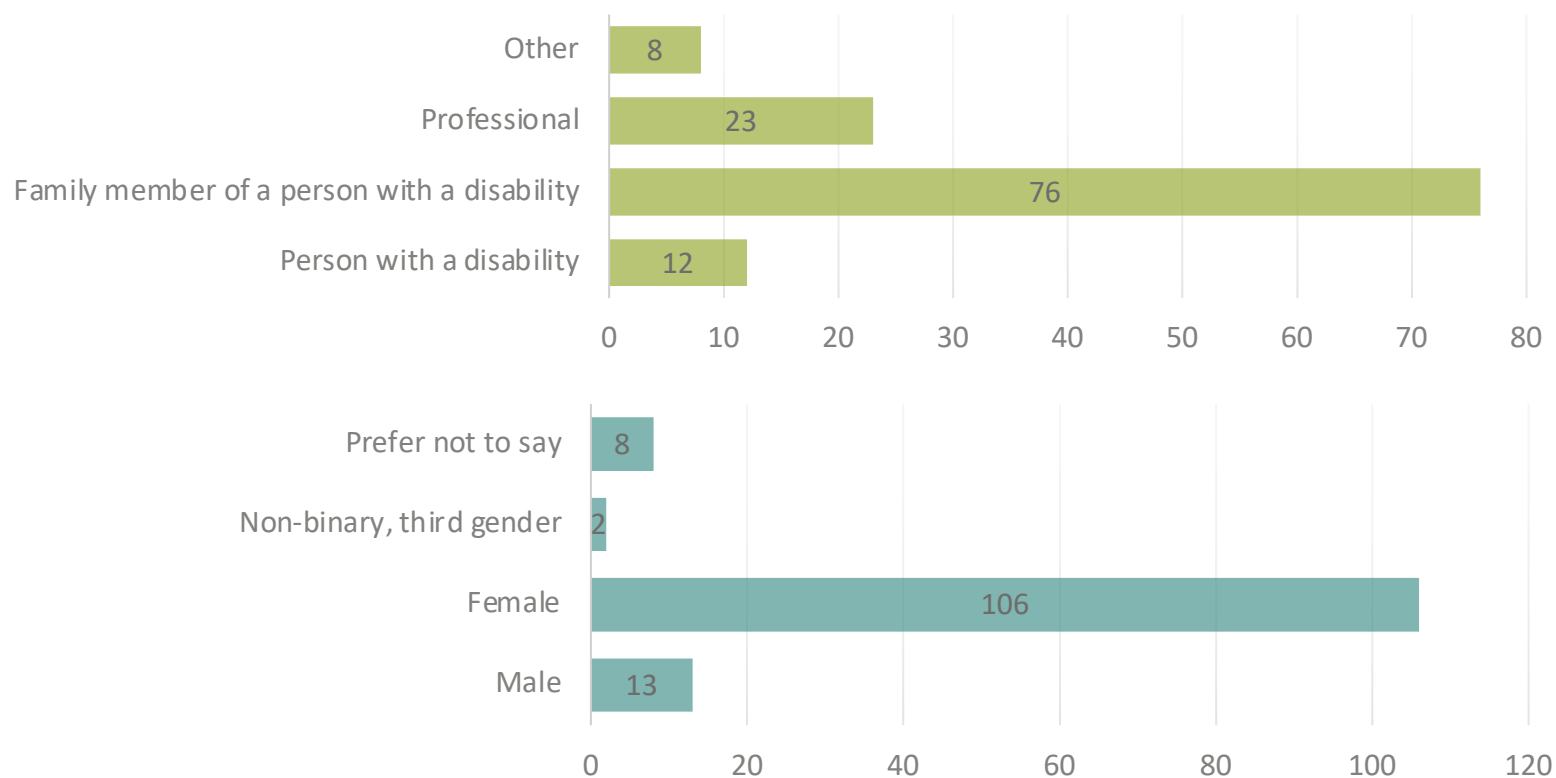
B. Executive Committee

1. Executive Committee members shall include the Council Chair, Vice Chair, and up to six additional members appointed by the Council Chair. A majority of the Executive Committee shall be comprised of self-advocates and family members, reflecting a diversity of cultures and lived experiences.
2. The Committee shall meet at least quarterly to conduct business of the Council. All business of the Executive Committee shall be conducted in compliance with the state Public Meeting law (ORS 192.630).
3. The Committee shall act on behalf of the Council when business cannot be presented to the full Council for action in a timely manner.
4. The Committee shall act only when a quorum is present in accordance with Article 7B.
5. The Committee shall provide general direction to the Executive Director.
6. The Committee shall assist the Chair and Executive Director to prepare the agenda and other materials for Council meetings.

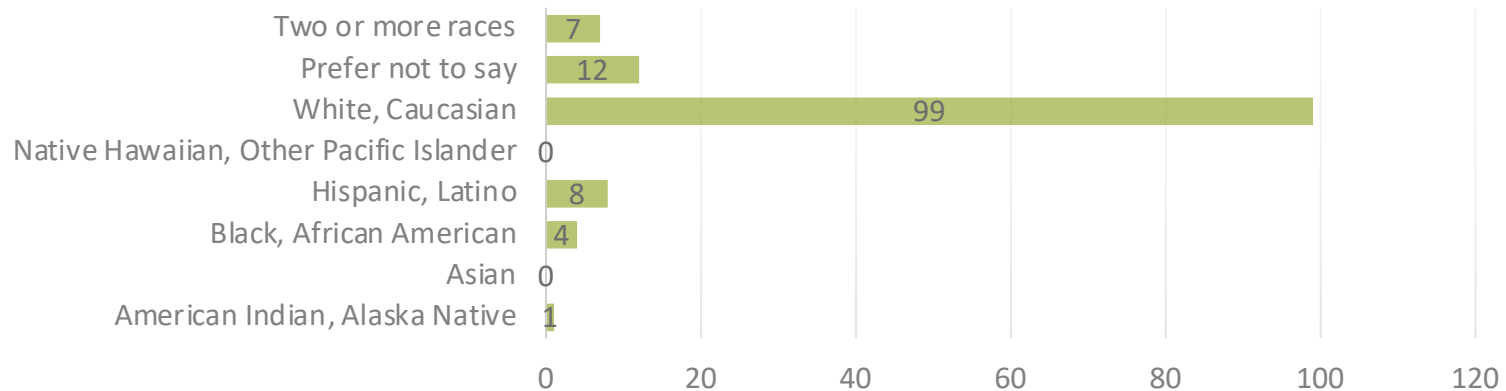
7. The Committee shall assist the Chair to monitor the Executive Director's job performance, coordinate the Executive Director annual evaluation and recruit, screen and recommend candidates for Executive Director to the full Council for ratification.
8. The Committee shall review and recommend changes (as needed) to the Council bylaws and policies.
9. The Committee shall review the quarterly budget report at each of its meetings.
10. The Committee shall oversee the development of the Council's state plan.
11. The Committee shall insure that Council membership is consistent with all applicable Federal and State mandates as well as all Council imposed requirements.
12. The Committee shall plan and engage in activities designed to support Council Members in fulfilling membership expectations.

Community Priorities Survey Results

There were 133 responses to the survey. Who answered it?



There were 133 responses to the survey. Who answered it?



There were 43 cities, both rural and urban, were represented across Oregon. Oregon has 36 counties and responses came from cities across 20 different counties with the largest number of responses coming from Washington County followed by Clackamas County, then Multnomah County.

Top three themes from Community Priorities Survey

Housing

- affordable
- accessible
- community-based
- choice and independence
- group home options

Education

- inclusive, accessible classrooms
- more integrated supports
- transition programs
- affordable higher education

Employment

- wage equality
- skills training
- inclusive, community-based
- paid advocacy opportunities




Other issues and concerns from Community Priorities Survey



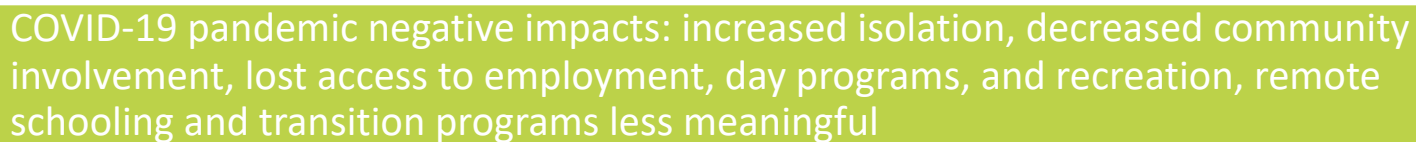
DSP/PSW staffing turnover, training, wages



Inclusive recreation options: day programs and outdoor activities



Additional funding for case management, children's IDD services, and access to finances



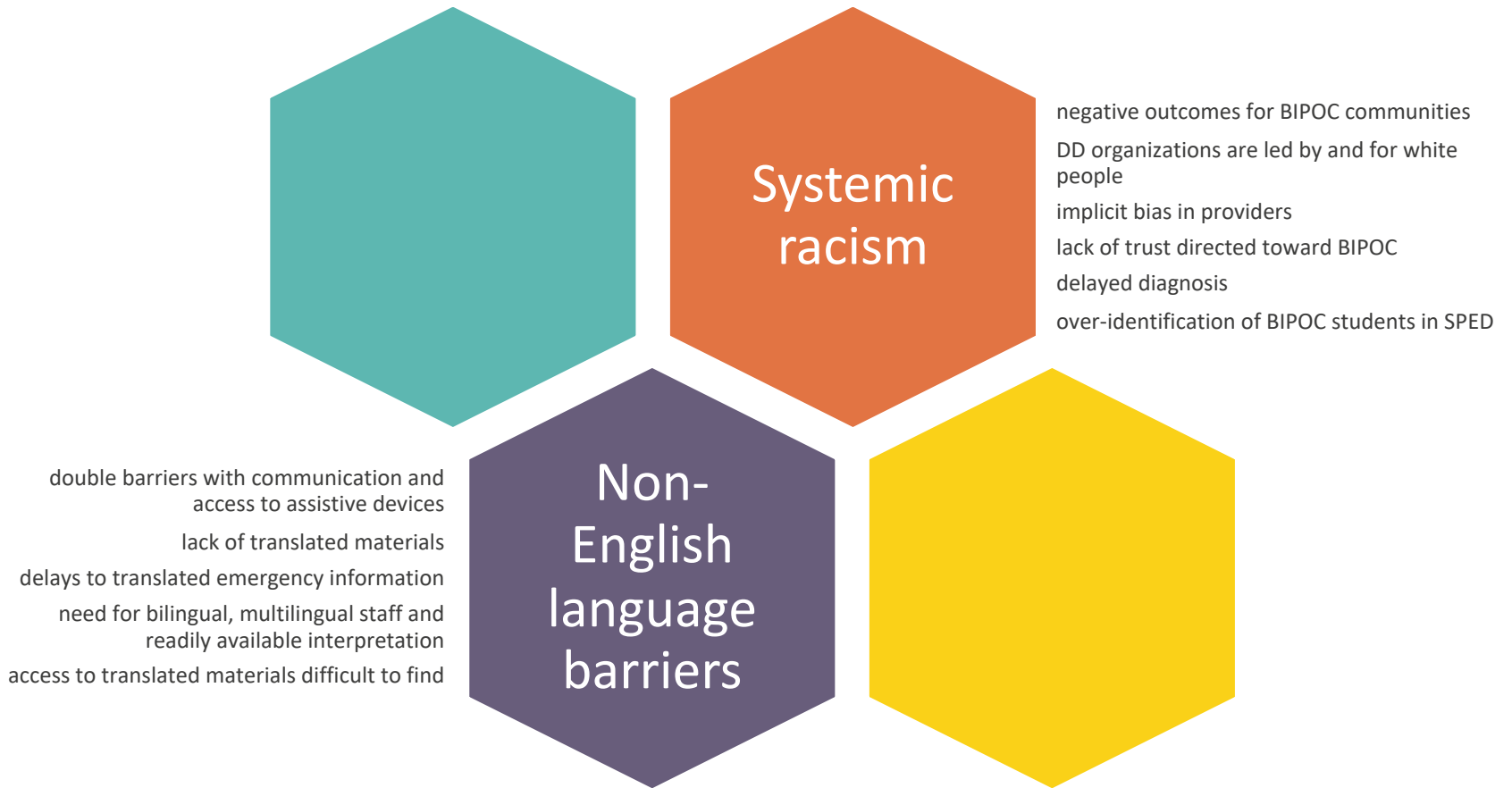
COVID-19 pandemic negative impacts: increased isolation, decreased community involvement, lost access to employment, day programs, and recreation, remote schooling and transition programs less meaningful



COVID-19 pandemic positive impacts: telehealth access, online community, digital communication options and connections



Systemic Racism and Language Barriers from Community Priorities Survey



Racial Equity Work from Community Priorities Survey

