



Board Meeting Packet

November 13-14, 2019
Premier Park Hotel
22 S Carroll St
Madison WI, 53703



Board Meeting

Premier Park Hotel • Madison, Wisconsin • November 13th-14th, 2019

TABLE OF CONTENTS

Board Meeting

- Table of Contents (2)
- Letter from the Chair (3)
- November Board Meeting Agenda (4-5)
- September 19, 2019 Board Meeting Minutes (6-7)
- 2020 Board Meeting List View (8)
- 2020 Board Meeting Calendar (9)
- 2019 Committee Assignments (10)
- Board Member Map (11)
- Board Member Expiration Chart (12)

Executive Committee

- October 1, 2019 Meeting Minutes (13)

Nominating and Membership Committee

- November Meeting Agenda (14)
- September Meeting Minutes (15-16)

Diversity Committee

- November Meeting Agenda (17)
- September Meeting Minutes (18-20)

Other

- BPDD Financial Statement (21)
- 2017-2021 State Plan (22-25)
- DRW Proposed PADD Plan (26-29)



November 8, 2019

Dear BPDD Board Members,

"One person caring about another represents life's greatest value." - John Rohn

Happy November to all! November is **National Family Caregiver Month**. While we don't need a national holiday to express our appreciation for all of the work, care, and love caregivers provide, let us take some time this month to express our gratitude to all the caregivers in our communities and throughout the state of Wisconsin. We are truly grateful for all that you do to ensure people with disabilities can live safely and productively in their homes and communities!

I want to thank all who attended and participated in the Self-Determination Conference. Once again, the conference was a huge success! We had a full house: over 600 people in attendance and almost 40 different workshop sessions. This year's theme, Back to the Future: Self-Determination Powered By Innovation!, inspired some new and innovative activities such as a scavenger hunt, technology labs, and various showcases of very good and useful phone apps among others. A special **Acknowledgement, Thank You, and Congratulations** to our BPDD staff and especially Fil for all the work, efforts and support they provided to ensure another great conference!

Our November meeting agenda has a very demanding schedule. On Wednesday, November 13th we have scheduled the New Member Orientation session from 2:30 - 3:30 p.m. for all members who need to get the orientation, however, anyone is welcome to attend. On Thursday, November 14th, the largest portion of the agenda is dedicated to our state plan discussion. Creating a state plan is one of our main responsibilities as a board. Please come prepared to participate and contribute by reviewing the meeting agenda ahead of time and studying on our current and past BPDD State Plans found on our website: <https://wi-bpdd.org/index.php/bpdd-state-plan/>

As you know, November is the month of Thanksgiving. It's the month set aside to pause and take time to reflect on all the great people and things we have to be thankful for in our lives, communities, state and country. Thus, I don't want to end this letter without taking a moment to let you know that I am truly thankful to know and to work with each one of you: Board Members and Board Staff. I am truly grateful to be able to work with and to serve people with disabilities and their families in this great state of Wisconsin. Thank you for giving me the opportunity to serve in this capacity. ¡Gracias!







In the spirit of service and thanksgiving,

Elsa Diaz-Bautista



Board Chair, Wisconsin Board for People with Developmental Disabilities

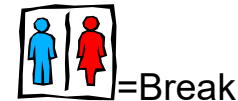
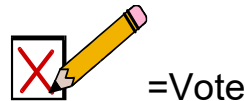
BOARD AGENDA NOVEMBER 13TH, 2019








WEDNESDAY, NOVEMBER 13, 2019

Time	Symbol	Topic	Facilitator/Presenter
2:30-3:30 PM		New Member Orientation	Elsa Diaz-Bautista, Beth Swedeen, Jenny Neugart, Jeremy Gundlach
3:30-4:00 PM		Member Caucus	All
4:00-5:00 PM		Diversity Committee	Staff: Molly Cooney
5:00 – 5:30 PM		Nominating and Membership Committee	Staff: Jenny Neugart
5:30-6:30 PM		Dinner	All
6:30-7:30 PM		Governmental Affairs	Staff: Tami Jackson

THURSDAY, NOVEMBER 14, 2019

Time	Symbol	Topic	Facilitator/Presenter
8:00-8:30 AM		Breakfast	All
8:30-9:00 AM		Board Member Responsibilities	NACDD Staff



9:00-12:00 PM		State Plan Discussion	Molly Cooney/Fil Clissa
12:00-12:45 PM		Working Lunch – Protection and Advocacy for people with Developmental Disabilities, 2020 Goals and Priorities	All/Mitch H
12:45-1:30 PM		Discussion: Creating Workgroup on Public Benefit Reform	All
1:30-2:00 PM		Circles of Life Discussion	All
2:00-2:15 PM		Public Comments	Public
2:15-3:15 PM		Business Meeting <ul style="list-style-type: none"> • Chair Report • Executive Director Report • Executive Committee • Governmental Affairs Committee • Nominating & Membership Committee • Diversity Committee • Agency Updates 	All <ul style="list-style-type: none"> • Elsa Diaz-Bautista • Beth Swedeen • Elsa Diaz-Bautista • Tami Jackson • Jenny Neugart • Molly Cooney • DHS, DPI, DWD, DRW, Waisman
		Business Meeting Action Items Motion to accept September 2019 Board Minutes	All

THURSDAY, NOVEMBER 14, 2019 CONTINUED

The November Board Meeting will be held at the Best Western Premier Park Hotel located at 22 S Carroll St Madison, WI 53703. Any Board members staying overnight will be staying at the Park Hotel. If you have any questions about the November Board meeting please contact Jeremy Gundlach at Jeremy.Gundlach@wisconsin.gov or 608-266-7826.



= Meal



=Meeting



=Presentation



=Vote



=Walking Activity



=Break

BOARD MEETING MINUTES

American Serb Hall

5101 W Oklahoma Ave, Milwaukee,
WI 53219

Present:	Chair: Elsa Diaz-Bautista Vice Chair: Greg Meyer, Barbara Beckert, Kevin Coughlin, David Pinno, Leila Solati, Liz Hecht, Rita Fuller, Kediboyne Carpenter, Lynn Stansberry-Brusnahan, Patrick Friedrich, Hector Portillo, Stephenie Mlodzik, Nathan Ruffolo, Andy Thain, Tricia Thompson, George Zaske, Ashley Mathy, Desi Kluth, Pam Delap, Pam Malin, Meredith Dressel,
Absent:	Gail Bovy, Robert Kuhr
<hr/>	
Staff Present:	Fil Clissa, Jeremy Gundlach, Tami Jackson, Beth Swedeen, Molly Cooney, Angie Tyler, Allison Kelly, Kaitlin McNamara, Jenny Neugart,

Chair Elsa Diaz-Bautista called the meeting to order at 1:35 PM.

1. Chair Report:

- Elsa gave an update on the accelerated spending workgroup's decisions over the past month. Executive committee also approved some of the proposals and staff will send out a summary to board members. Elsa talked about how the community conversation went today and how it's still a very good source of information to continue planning in the future. Barbara Beckert talked about how BPDD could partner with DRW to have advocates available so if problems arise during the conversation there are people who can help (provide intake for DRW advocacy). Elsa also brought up that our 2020 September board meeting is right before a big election so we can partner with the Disability Vote Coalition to have a voting focus.

2. Executive Director Report:

- ED Beth Swedeen discussed the draft annual report. Beth also discussed the Supported Decision-Making conference that took place on Sept 13th. There were almost 400 people in attendance and the feedback was all positive. Board members are encouraged to setup meetings with their legislators before/after the board meetings in Madison. Board staff can help set these appointments up. Jennifer Neugart brought up that Partners in Policymaking has extended the deadline for applications and asked that board members would make personal recommendations for applicants.

3. Executive Committee Report:

- Elsa talked about how board members have been assigned to committees. If board members would like to be on a different committee, they should contact Greg M or Elsa Diaz-Bautista. Board member Leila Solati will be resigning from the board after this meeting. Board Chair Elsa asked that if any board members would like something on the board agenda to contact Elsa or Greg M before the Executive Committee meetings which take place 6 weeks before the board meeting. There will be an orientation meeting for new board members, during the November board meeting.

4. Nominating & Membership Committee Report:

- Committee Chair Ashley Mathy gave an update on possible new board members for recruitment purposes. There are several board member spots available. Jenny Neugart said there are 8 applications at the governor's office but having more is always good. The governor's office will be meeting this next week to discuss appointing new members.

5. Diversity Committee Report:

- Committee Chair Andy Thain gave updates on the meeting Wednesday night. The Committee discussed board member connections with different communities. Liz Hecht brought up different state agency or other organizations websites to find demographic information from around the state. There was also a conversation about lack of resources/support for tribal communities so the committee will be working towards making connections and getting info into those communities.

6. Agency Updates:

DRW- Will be added

DPI – [See Attached](#)

DHS- [See Attached](#)

Waisman- [See Attached](#)

DVR- Will be added

7. Consumer Caucus Discussion 9:00am – 9:45am:

- The board discussed how it would like to be prepped in advance. Agreement was reached that an in-person prep meeting would be useful for all members, not just self-advocates. Additional observations:
- Hard copies and digital copies of PowerPoints handed out in advance or during presentations would be helpful.
- Stress relievers or fidgets for tables would be useful.
- Suggestion was to have it first thing on Wednesdays before diversity committee.
- Slowing down discussions and using simple, short words will be helpful.
- If there are questions that board members need to answer during a board meeting, it would be helpful to include them in the packet ahead of time so board members can come prepared.
- Remember not to use acronyms during board meetings, committee meetings, or in materials.
- Recommendation to set up board buddies between new and more experienced members, if possible, recognizing that we have many new board members.

Motion to adjourn by Leila Solati at 2:45 PM; seconded by Greg Meyer.
Unanimously passed.

Board Meeting Dates & Locations:

January 15 & 16, 2020	Department of Administration 101 E Wilson St Madison WI, 53703 *Guest Rooms at Hilton down the street
March 25, 2020	Department of Administration 101 E Wilson St Madison WI, 53703 *Guest Rooms at Hilton down the street
May 20 & 21, 2020	Department of Administration 101 E Wilson St Madison WI, 53703 *Guest Rooms at Hilton down the street
July 15 & 16, 2020	TBD – Possibly Rhinelander
September 16 & 17, 2020	TBD-Milwaukee Area
November 18 & 19, 2020	TBD

Executive Committee Meeting Dates

February 4 th , 2020	2:00-3:00 PM
April 7 th , 2020	2:00-3:00 PM
June 2 nd , 2020	2:00-3:00 PM
August 4 th , 2020	2:00-3:00 PM
October 6 th , 2020	2:00-3:00 PM
December 1 st , 2020	2:00-3:00 PM

Other BPDD Dates:

March 24, 2020	Disability Advocacy Day
May 19 th , 2020	Employment First Conference
October 26-28, 2020	Self-Determination Conference

*Dates are not final and still need approval from the Board.

January						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- BPDD Board Meeting
- BPDD Executive Committee Meeting
- Holiday

- Self-Determination Conference / Disability Advocacy Day / Employment Conference
- Partners in Policymaking
- National Election Day

Updated: 5/20/19 NF

Exec meeting dates should be scheduled 6 weeks before board mtg dates

2019-2021 Committee Assignments

Diversity committee:

1. George Zaske
2. Kedibonye Carpenter
3. **Andy Thain - Chair**
4. **Barbara Beckert – Vice Chair**
5. Daniel Parker
6. Liz Hecht
7. Rita Fuller
8. Meredith Dressel
9. Desirae Kluth
10. Pam Malin

Possible – Still waiting on confirmation

1. Gail Bovy
2. David Pinno

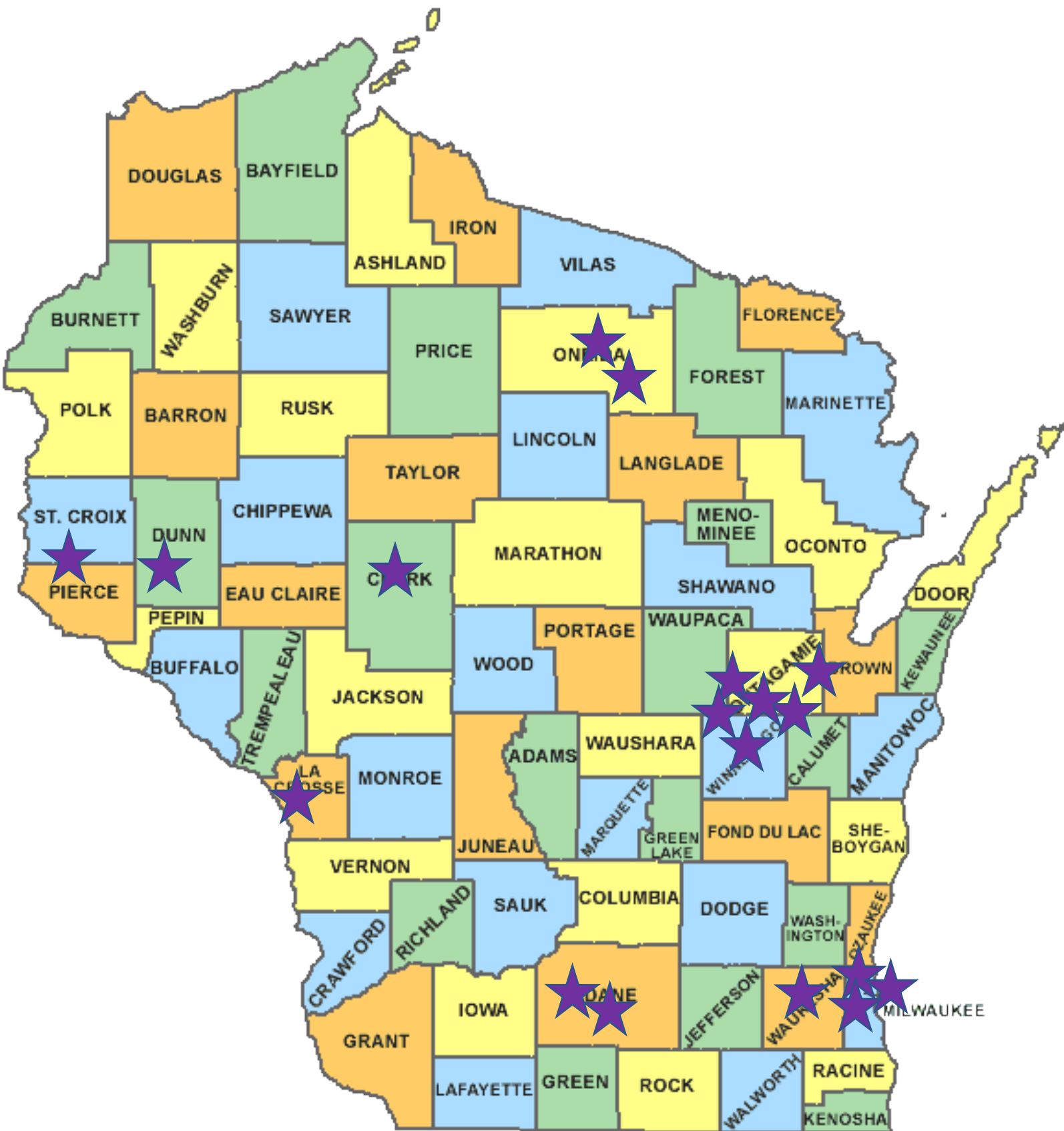
Nominating and Membership Committee:

1. **Ashley Mathy - Vice Chair**
2. Patrick Friedrich
3. Tricia Thompson
4. Nathan Ruffolo
5. Stephenie Mlodzik
6. Lynn Stansberry-Brusnahan
7. Kevin Coughlin
8. **Robert Kuhr - Chair**
9. Pamela DeLap
10. Hector Portillo
11. Greg Meyer

Possible – Still waiting on confirmation

1. Leila Solati
2. Greg Meyer

Wisconsin Board for People with Developmental Disabilities 2019 Board Member Locations



BPDD Board Members - Appointment Expirations (all expirations occur on July 1)					
2018	2019	2020	2021	2022	2023
Ramsey Lee Person with DD*	Lynn Carus Person with DD*	Robert Kuhr Person with DD*			Barbara Gadbois Parent (Was Judy Quigley, should be 2021)
Patrick Young Person with DD*	Nathaniel Lentz Person with DD*	David Pinno Person with DD*	Pam Malin Provider*		Ashley Mathy Person with DD (was Patrick Young, should be 2022)
Delores Salis Parent (was Katherine Perhach)	Wendy Ackley Parent*	Claire Bible Person with DD <i>Resigned</i>			George Zaske Parent (Was Delores Sallis, should be 2022)
Vacant Parent	Carole Stuebe Non-Profit Provider*	Lynn Stansberry Brusnahan Parent*			Elsa Diaz Bautista Parent* (should be 2021)
Greg Meyer Person with DD (was Jennifer)	Leila Solati Public Provider (was Erica – <i>Resigned</i>)		Hector Portillo Parent (was Amy Polsin)	Greg Meyer Person with DD	Leila Solati Public Provider
	Patrick Friedrich Person with DD				Patrick Friedrich Person with DD
	Vacant (was Michael) Person with DD				Andy Thain Person with DD
	Kediboyne Carpenter Parent				Kediboyne Carpenter Parent
	Gail Bovy Parent (was Kevin Fech)				Gail Bovy Parent
					Nathan Ruffolo Non-Profit Provider (was Carole)
					Jessica Nell Person with DD (was Nathaniel)
					Stephenie Mlodzik Person with DD (was Lynn Carus)
* Last Term					Pamela Delap Parent (was Wendy)
Agency Reps: UCEDD: Liz Hecht, DHS: Kevin Coughlin, DWD: Meredith Dressel, DPI: Rita Fuller, Daniel Parker, DRW: Barbara Beckert					Tricia Thompson Parent (was Camille N, should be in 2021)

Updated 10/17/19 by JNeugart

EXECUTIVE COMMITTEE MEETING MINUTES

BPDD Office and Teleconference

Present: **Chair:** Elsa Diaz-Bautista **Vice Chair:** Greg Meyer, Gail Bovy, David Pinno, Kedibonye Carpenter

Staff Liaison: Beth Swedeen, Jeremy Gundlach

Absent:

Staff Present: Beth Swedeen, Jeremy Gundlach

Meeting called to order at 2:10 pm.

1. Plan November Mtg:

2:30 – 3:30 PM	New Member Orientation
3:30 – 4:00 PM	Member Caucus
4:00 – 5:00 PM	Diversity Committee
5:00 – 5:30 PM	Nominating and Membership Committee
5:30 – 6:30 PM	Dinner
6:30 – 7:30 PM	Governmental Affairs

8:00-8:30 AM	Breakfast
8:30 -9:00 AM	Board Member Responsibilities
9:00-12:00 AM	State Plan Discussion
12:00-12:45 PM	Lunch
12:45-1:30 PM	Discussion: Creating Workgroup on Social Programs
1:30-2:00 PM	Circles of Life Discussion
2:00 - 3:00 PM	Business Meeting

2. Board Buddies:

- We will have a survey put together for board members asking if board buddies would be helpful and who would be willing to be a buddy.





3. Other Agenda Items:

-

Motion to adjourn at 3:10 PM. Unanimously passed.

Nominating Committee Agenda

Members: **Chairs:** Robert Kuhr **Vice Chair:** Ashley Mathy; Patrick Freidrich, Tricia Thompson, Nathan Ruffolo, Stephenie Mlodzik, Lynn Stansberry-Brusnahan, Kevin Coughlin, Pam Delap,
Staff Liaison: Jenny Neugart

Symbol	Topic:	Presenter:	Time:
	1. Update on Appointees from the Governor's Office •	Robert Kuhr	
	2. Brainstorm Ideas for new Board Members (assign committee members to make contact) •	All	
	3. Clarify if Committee Chair is Appointed by Board Chair or Nominated by Committee	Jenny Neugart	
	4. Adjourn		

Other Information:



=Meeting



=Presentation



=Vote

NOMINATING COMMITTEE MINUTES

Present: **Vice Chair:** Ashley Mathy, Pam DeLap, Stephenie Mlodzik, Nathan Ruffolo, Tricia Thompson, Desi Kluth, Patrick Frederick, Greg Meyer, Andy Thain

Absent: Robert Kuhr (Chair)

Staff Present: Jenny Neugart

Vice Chair Ashley Mathy called the meeting to order at 4:40 pm.

1. Chair Report:

- Flora Csontos is the new Appointments Director at the Governor's office.
- Jenny reviewed the openings and applications at their office with Flora
 - Barbara Gadbois and Jessica Nell have resigned and there was still a vacant position open from Mike Hineberg's resignation. So, there are 2 consumer positions and 1 parent position open currently. Jenny recommended Hua Yang to fill the parent position and Chris Wood for one of the consumer positions. There are 4 other applications up there right now – none of them are consumers.
 - Flora is meeting about our Board next week. The last time was on June 11th.

2. Board Member Recruitment:

- Three main areas we need to focus recruitment on is the Southwest part of the state, Southeast (Racine/Kenosha) and North of Rhinelander.
- The group brainstormed ideas for potential Board members. Tricia knows a young man in Eau Claire that she will reach out to. Tricia also has a couple of connections with Native Americans that she will talk to. Nathan has contact with Disability Benefits Specialist in the Racine/Kenosha area that he will reach out to for ideas from that area.

3. Other:

- Jenny reviewed the duties of the Nomination Committee according to the bylaws. The bylaws state:
 1. Present, in writing, a slate of nominees for officers and members of the Executive Committee 30 days before the annual meeting.
 2. Organize outreach/recruitment efforts to find people to recommend for appointment to the Board.
 3. Participate in planning and attending orientation for new members
 4. Recommend further training for members to ensure an effective Board.

- From this point forward, this committee will review orientation materials before new members begin their appointment. One recommendation for orientation materials was to add more visuals because people with Autism often take in information better that way than just being told.
- A standing agenda item for the May meeting will be to discuss our nominees for the Executive Committee that will take affect after the July retreat.

Meeting adjourned at 5:05 pm.





November 13, 2019

4:00-5:00 pm

Premier Park Hotel 22 S Carroll St
Madison, WI 53703

Diversity Ad Hoc Committee Agenda

Members **Chair:** Andy Thain, **Vice Chair:** Barbara Beckert; Kediboyne Carpenter, George Zaske, Desirae Kluth, Pam Malin, , Meredith Dressel, Daniel Parker, Rita Fuller, Liz Hecht
Staff Liaison: Molly Cooney

Symbol	Topic	Presenter	Time
	1. Call Meeting to order	Andy	4:00-4:05
	2. Review last meeting's notes, resources, and list	Andy, Barbara Molly	4:05-4:25
	3. Continue to develop list and identify next steps, revisiting workplan as needed	All	4:25-4:50
	4. Updates from Board Members	All	4:50-5:00



=Meeting



=Presentation



=Vote

Committee Present:	Chair: Andy Thain, Vice Chair: Barbara Beckert; Kedibonye Carpenter, George Zaske, Desirae Kluth, Pam Malin, Liz Hecht
Committee Absent:	Meredith Dressel, Daniel Parker, Rita Fuller
Staff Present:	Beth Swedeen, Molly Cooney
Guests:	Pam Delap, Ashley Mathy, David Pinno, Stephenie Mlodzik, Nathan Ruffolo, Patrick Friedrich

Meeting called to order at 3:40 PM

1. Call Meeting to Order:

- Andy opened the meeting and board members and staff introduced themselves

2. Background on the Board's diversity efforts and walk through the Diversity Action Plan

- Beth provided background. 4-5 years ago, federal commissioner Aaron Bishop felt very strongly about the widespread underrepresentation of many communities in accessing disability related programs across the country. He wanted the AIDD Network Partners (Protection and Advocacy organizations, Developmental Disability Councils, and University Centers on Excellence in Developmental Disabilities) to do a better job of meeting the needs of people who are underrepresented.
- When the board developed the current 5-year plan, the board decided to focus on connecting more with African Americans w/ disabilities and their families in the Milwaukee area and created an objective to address this.
- Because there are many other communities in Wisconsin who are also under-represented, the Board decided to start an AdHoc committee on diversity. After a year, the board decided it should be a permanent committee.
- Board also decided to hold one board meeting each year in Milwaukee. The community is invited to a community conversation held during the meeting, providing the opportunity to share information, perspective, and experiences.
- Board then developed a diversity workplan.
- Some efforts thus far include translating more materials into Spanish; translating the newsletter into Spanish; oral 'podcasts' or videos of newsletter in Hmong and English
- How are we defining diversity? We are defining broadly including race, ethnicity, language, religion, LGBTQ, rural, socio-economic status, anyone not accessing services, deaf culture

3. Identify Next Steps

- Pam suggested that this committee may want to take ideas/concerns learned through the committee's work to the larger board to inform the state plan
- Andy talked about the last meeting when Zongcheng joined by phone and talked about connecting more with the Hmong community. Maybe this is an area we should focus on





- Other connections committee members have with people from the Hmong Community:
 - Tricia knows someone who applied to be on the board who is from the Hmong community;
 - Nathan also knows someone who is helping him find a person from the community who might want to work with us;
 - Hector knows of someone in Madison area who provides a lot of workshops for Hmong families. Hector's wife works with her, so he'll try to get her name and contact info.
- Reviewed idea from last meeting to put together a glossary of disability-related words. Consider this for next year's 5-year state plan?
- Liz talked about a ranking tool she has used to develop materials. It's also useful to show how one's efforts are impacting areas experiencing disparities, and it also helps to identify groups to focus on. She will send a link to the ranking tool as well as a sample glossary.
- A question was raised: What information do we need to refine a plan and target our work? Perhaps it would be worthwhile to reach out to service providers who have language learning programs (and maybe to people in the programs or those leading the groups) to learn about communities that we might not know about yet.
- Barbara shared a challenge the Vote Coalition is experiencing different Spanish speakers may not always agree on how things should be translated. Barbara reached out to Georgetown Cultural and Linguistically Competency group to get guidance (haven't heard back). Hector shared that you can use the principal language to find the common words. You can't satisfy everyone. This is a common problem – upper class might want to find better translations and yet the middle/lower-middle class just trying to survive don't really care. Stick to the common words.
- Are we trying to reach out to tribal communities?
 - Yes, but there is still a lot of work to be done. In April 2018 held a comm. conversation in Hayward with Denise Pommer with Lac Courte Oreilles tribe. Planning to do one with Menominee tribe (maybe Oneida). Pam knows a number of families with young children with disabilities who face a difficult and confusing experience about which services to go with – tribal or state. If choose one over the other, you may not be able to access other services. Sometimes families are only told about tribal services and not Medicaid. Denise wants families to know about Medicaid and how it benefits the larger community.
 - Functional screeners are not sharing tribal protections with families (families don't have to spend down funds). Denise developed a fact sheet in Sawyer to share tribal protections.
 - Request for Denise to come speak to our group.
 - Are we trying to get a tribal member on the board?
 - Yes. If you know someone encourage them to apply.
- Community of Practice that BPDD has led with representatives from DHS and other has resulted in DHS waiving educational requirements for functional screeners, CLTS workers, etc. so that a much broader group of people can apply for these jobs. This has the potential to diversify the workforce.
 - Denise now working with DHS to revise language in waiver so it's clearer for people.
- Reach out to other entities doing cultural competency work to see what they are doing rather than reinventing the wheel. Bring them in to speak with us.

4. List of Ideas to Bring to Board (to inform state plan); start now and add more next meeting

- Outreach to Hmong community
- Participating in targeted outreach events
- Disability Glossary for various languages
- Presentations from people who know about disparities in WI
 - Harold Gates from Midwest Center for Cultural Competence
 - Healthy People 2020 state plan (Liz will send link) – have baseline data report; have professionals coming in to look at data; workgroups. This presentation could be to the full board (not just diversity comm.)
 - Sheri Johnson, who leads UW Population Health Institute, is another resource for us. Maybe she'd come speak too? spjohnson8@wisc.edu; 608-265-4603),
- Look at materials to consider how to make the accessible to those who are blind and/or deaf/hard of hearing
 - Voting Coalition members (Denise Jess with the Council of Blind and Visually Impaired) could provide some guidance/suggestions. Barbara has some connections to Deaf community as well.
 - DHS has Division of Deaf and Hard of Hearing
 - DHS public health work has worked on deaf culture
 - Continue on with the work to have more materials that are accessible for people who don't read. Less words and more pictures and symbols. Example, SD conference doing short video clips by presenters on what session about.
 - Council on Blind and Visually Impaired: feedback that videos are great but make sure to test videos to ensure text reader able to read (text behind the pictures) screen reader

5. Meeting adjourned at 4:34 PM

<u>BPDD Financial Summary</u>				
<u>Through October 31, 2019 (Period 4 - FY2020)</u>				
		FFY2018	FFY2019	FFY2020
Revenue				
Federal Allotment				
	Total Budget	1,308,704.00	1,341,655.00	183,892.00
Expenditures				
Personnel Expenses				
	Personnel Exp Budget	620,833.60	697,660.77	87,973.93
	Personnel Expenses	785,523.33	24,308.16	0.00
	Personnel Encumbrance	0.00	0.00	0.00
	Total Personnel Expenses & Encumbrances	785,523.33	24,308.16	0.00
	Remaining Personnel Exp Budget	(164,689.73)	673,352.61	87,973.93
Operating Expenses				
	Operating Exp Budget	427,870.40	375,661.59	59,139.67
	Operating Expenses	339,582.08	85,561.43	0.00
	Operating Encumbrances	418.00	59,530.10	0.00
	Total Operating Expenses & Encumbrances	340,000.08	145,091.53	0.00
	Remaining Operating Exp Budget	87,870.32	230,570.06	59,139.67
Grants & Projects Expenses				
	Grants & Projects Exp Budget	260,000.00	268,332.64	36,778.40
	Grants & Project Expenses	188,230.01	0.00	0.00
	Grants & Project Encumbrances	35,082.54	473,700.00	0.00
	Total Grants & Project Expenses & Encumbrances	223,312.55	473,700.00	0.00
	Remaining Grants & Projects Exp Budget	36,687.45	(205,367.36)	36,778.40
Total Expenditures & Encumbrances		1,348,835.96	643,099.69	-
Total Balance / (Deficit)		(40,131.96)	698,555.31	183,892.00

Goal 1 Budget: \$186,000	
	<p>More people with Intellectual and Developmental Disabilities (I/DD) will be included in their communities.</p> <p>By September 2021, more people with I/DD including those with diverse identities will participate in integrated community activities of their choosing as evidenced by:</p>
Objective 1.1 2016 Number: 3,601 people	
	<p>More people with I/DD will be working in the community.</p> <p>By September 30, 2021, 50% more people with I/DD will be working in integrated employment of their choice at a competitive wage.</p>
Objective 1.2 2016 Number: **	
	<p>More people with I/DD have the support they need to make choices in their lives.</p> <p>By September 30, 2021, 25% more people with I/DD will make choices about their everyday lives.</p>
Objective 1.3 2016 Number: **	
	<p>More people with I/DD will have a way to get to where they need to go. (Transportation)</p> <p>By September 30, 2021, 25% more people with I/DD will reliably be able to get where they need to go each day.</p>
Objective 1.4 2016 Number: **	
	<p>More people with I/DD will have people in their lives that they can count on to help them when needed.</p> <p>By September 30, 2021, 25% more people with I/DD say they have a network of community members they can rely on.</p>
Objective 1.5 2016 Number: **	
	<p>More African American Families will be connected to their community and resources</p> <p>By September 30, 2021, African American Families in the central city Milwaukee will be connected to community supports and have access to the resources they need.</p>

Rationale: The number of individuals who use self-directed supports is steadily growing. More than 13,000 are currently self-directing their long-term care services and supports in Wisconsin. Nearly half (48%) are individuals with intellectual and developmental disabilities. Anyone eligible for long-term care should have the opportunity to self-direct any or all services and supports. Individuals may use **Supported Decision-Making** tools to ensure independence and choice in making decisions about their lives. Individuals with I/DD and families need support and resources to create a full life. This means having access to transportation, paid jobs, volunteer work, community activities and clubs, etc. Having a full life means that people with disabilities have all the opportunities, supports, and resources that are available to individuals in their community without a disability. Employment is integral to most people's lives, yet people with I/DD continue to experience many barriers. Research has shown that individuals in long-term care who are employed in integrated jobs are less likely to be reliant on public supports and have better life outcomes. The lack of adequate wrap-around day supports and transportation reduces independence.

Definition:

Intellectual Disability is a disability characterized by significant limitations both in intellectual functioning (reasoning, learning, problem solving) and in adaptive behavior, which covers a range of everyday social and practical skills. This disability originates before the age of 18.

Developmental Disabilities is an umbrella term that includes intellectual disability but also includes other disabilities that are apparent during childhood.

Diverse identities refers to people of various races, cultural and ethnic heritages, genders, gender identities, gender expressions, sexual orientations, ages, and religions from diverse socio-economic and geographic backgrounds.

Integrated employment is a job in typical workplace settings where the majority of persons employed are not persons with disabilities, at least minimum wage or higher, where the person is paid directly by the employer and is given opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions. Integrated employment includes self-employment and ownership of micro-businesses.

Making Choices refers to a person being able to make decisions about their own life: where to work, live, to have a roommate etc.

Supported Decision-Making means people with disabilities can get the help they need from friends, family members, and professionals to understand the situations and choices they face, so they may make their own decisions as an alternative to guardianship.

Suggested activities:

- Provide training and support to individuals and families,
- Work on reaching people with disabilities and their families from diverse (all) backgrounds,
- Training events, Employment First Conference and Self-Determination Conference,
- Partner with Disability Rights Wisconsin and Waisman Center,
- Provide grants to work on employment practices, self-determination, self-directed supports, supported decision-making, transportation, and peer mentoring,
- Work to increase self-directed supports in Wisconsin.

Goal 2 | Budget: \$324,000



More people with I/DD trained in advocacy and self-advocacy, resulting in an increase in the number of policies/laws that support people with disabilities to be more included in community life.

By September 2021, more people with I/DD including those with **diverse identities** and their families will increase their advocacy efforts, resulting in increased numbers of policies supporting inclusion of people with disabilities in community life.

Objective 2.1 | 2016 Number: 200



Support People First Wisconsin to increase the number of self-advocates with I/DD involved in local groups.

By September 30, 2021, 25% more self-advocates with I/DD will participate in a **state self-advocacy organization** led by individuals with intellectual disabilities.

Objective 2.2 | 2016 Number: 161



Increase the number of self-advocates with I/DD trained in leadership skills and become leaders in their community.

By September 30, 2021, 50% more **self-advocates with I/DD** will participate in leadership training and practice their leadership skills.

Objective 2.3 | 2016 Number: New Project



Work with Disability Rights Wisconsin and Waisman Center to identify and support people with diverse backgrounds to participate in different leadership groups.

By September 30, 2021, 50% more people with I/DD and their families will participate in cross-disability and culturally diverse leadership coalitions through collaboration with the **AIDD Partnership**.

Objective 2.4 | 2016 Number:



Support more people with I/DD and families from different backgrounds will increase their advocacy.

By September 30, 2021, 25% more people with I/DD with **diverse identities** and their families will increase involvement in advocacy activities.



Work with legislators and policy makers to improve the lives of people with disabilities in Wisconsin.

By September 30, 2021, BPDD will act as a policy advisor to the Legislature, Governor and other policy makers on policies that affect all aspects of community life, decision-making, and full inclusion. This will result in 25 improved policies and practices that increase community participation, decision making and full inclusion.

**** Data will be available 9/30/16.**

Rationale: Nothing about me without me. Individuals with disabilities and their family members must be included in the decision-making process on policies and practices that affect their lives and impact their ability to obtain the services and supports they need to live in the community. People with I/DD need support in exercising their rights and responsibilities as citizens. Speaking at a public event, writing a letter to an elected official, and voting are just a few examples. Self-advocacy and advocacy groups need training, education, and opportunities to practice their skills. Self-advocates and families provide vital and unique insight to their local communities on how public policies impact their lives.

Definitions:

Diverse identities refers to people of various races, cultural and ethnic heritages, genders, gender identities, gender expressions, sexual orientations, ages, and religions from diverse socio-economic and geographic backgrounds.

AIDD Partnership: The Administration on Intellectual and Developmental Disabilities defines the partnership as being between The Board for People with Developmental Disabilities, Disability Rights Wisconsin, and Waisman Center.

State self-advocacy organization: People First Wisconsin is the self-advocacy organization in Wisconsin. They have a state office run by people with intellectual and developmental disabilities.

Self-advocacy: refers to an individual with a disability's ability to effectively communicate, convey, negotiate or assert his or her own interests, desires, needs, and rights.

Suggested activities:

- Promote collaboration among agencies and strengthen coalitions,
- Provide information and e-mail alerts on policy and legislative initiatives affecting people with I/DD,
- Assist People First-WI with outreach and training activities,
- Provide grants and technical assistance to support local self-advocacy coalitions,
- Support joint policy positions with AIDD partners (Disability Rights Wisconsin and Waisman Center),
- Provide advocacy and leadership training and mentoring to self-advocates, including youth and families,
- Support voting activities,
- Engage in systems change activities that promote the inclusion of people with I/DD in all facets of community life,
- Educate policy makers, legal system on disability issues.



Proposed Statement of Goals and Priorities-PADD 2020

Introduction to Proposed Goals and Priorities

DRW invites you to comment on our plan to use the Federal funding we receive for the “Protection and Advocacy for people with Developmental Disabilities” (PADD). Please note that this plan does not constitute the entirety of all advocacy DRW engages in on behalf of people with intellectual or developmental disabilities (I/DD). In addition to this funding, DRW receives significant additional funding from other sources that we also use on behalf of people with I/DD. For example, our Family Care and IRIS Ombudsman Program (FCIOP) serves all people under the age of 60 who have disputes with Family Care or IRIS. Over forty percent of the clients we serve through FCIOP are people with I/DD.

Our Federal PADD resources have been steadily declining for the past several years. As a result, it is difficult for us to expand beyond the work we have traditionally done, which for the most part, relates to addressing abuse, neglect and rights violations in institutional, academic and community based residential settings.

You may comment on this plan by mail, email, or any other means by which you communicate.

To comment by regular U.S. Mail direct comments to:

Disability Rights Wisconsin
ATTN: Mitch Hagopian
131 W. Wilson St.
Suite 700
Madison, WI 53703

To comment by email contact Mitch Hagopian at: mitchh@drwi.org Please put “PADD Comment” in the subject line.

To comment by any other means please call (or have someone call on your behalf) Mitch Hagopian at 267-0214 to arrange any accommodation that may be necessary to allow you to comment.

To ensure consideration, comments should be received by November 20, 2019.

Proposed Statement of Goals and Priorities-PADD 2020

Goal 1: Decrease the risk of abuse and neglect of people with IDD in institutions, schools and the community.

Priority 1: Reduce the use of seclusion and restraint in schools by investigating and reporting on incidents of seclusion and restraint. Pursue policy changes to improve monitoring of seclusion and restraint.

Priority 2: Monitor all deaths of people with IDD in state centers and state mental health facilities, and children and adults with IDD in the community service system whose deaths we become aware of, for evidence of abuse or neglect as a factor in death and investigate when abuse or neglect appears to be a factor.

Priority 3: Respond, through community education and individual case advocacy, to instances of serious abuse and neglect of people with IDD in cases where the protective service system or law enforcement has not responded adequately.

Goal 2: Ensure that people have access to high quality, community-based Medicaid services and a long term support system that promotes self-direction and care in the least restrictive, most integrated setting.

Priority 1: Engage in systems advocacy related to Wisconsin's adult Medicaid Home and Community Based Services Waivers and represent selected individual applicants and recipients in court appeals of negative fair hearing decisions that are likely to have a systemic impact.

Priority 2: Improve outcomes, through systems advocacy, technical assistance and limited individual case advocacy, for children with IDD seeking access to Children's Long Term Support services and prior authorization of autism services and other EPSDT services.

Priority 3: Ensure, through systems advocacy, technical assistance and limited individual case advocacy, that children with IDD and "challenging" behaviors receive all necessary services (from CLTS waiver, FSP, Wraparound, etc.) in order to live safely in the community.

Priority 4: Increase awareness and access to community based services and supports for African-American, Spanish speaking, and other underserved children with IDD and their families in Milwaukee County.

Goal 3: Reduce discrimination against people with IDD in employment, promote accessibility in facilities and programming, and ensure that employment for people with IDD occurs in the most integrated setting possible.

Priority 1: Educate people with IDD (and others) on their rights under the ADA to expect reasonable accommodation of their disabilities in employment. Engage in limited representation of people with IDD who have experienced significant employment discrimination because of their disability.

Priority 2: Work to increase opportunities for competitive integrated employment through systems advocacy around WIOA.

Priority 3: Respond and provide technical assistance to complaints of inaccessibility to people with IDD in transportation, housing and public accommodations.

Goal 4: Improve the special education system's response to children with IDD by reducing the incidence of segregated educational experiences, increasing availability of adequate mental health services and ensuring meaningful, most integrated transition experiences for all students with IDD.

Priority 1: Decrease the provision of education to students with IDD in segregated settings (including at Choice schools) and classrooms through individual case advocacy, technical assistance, training and monitoring.

Priority 2: Increase availability of adequate mental health services and supports to students with IDD in order to reduce expulsion, suspension and law enforcement intervention through individual case advocacy, technical assistance, training and monitoring.

Priority 3: Ensure that transition planning requirements for children 14 and over are implemented and community vocational and other age appropriate, integrated, independent living experiences are part of the available curriculum in all districts and that all requirements of WIOA are met through individual case advocacy, technical assistance, systemic advocacy, training and monitoring.

Goal 5: Increase likelihood that people with IDD will receive services and supports in the least restrictive, most integrated setting and with the least imposition of their liberty as possible.

Priority 1: Serve on facility closing teams to ensure that people moving from institutions and community based residential facilities are going to less restrictive, more integrated community settings and provide individual advocacy to any person with IDD in a facility that is closing who requests assistance with individual community relocation planning.

Priority 2: Provide outreach and training and continue in leadership role in Wisconsin's Working Interdisciplinary Networks of Guardianship Stakeholders (WINGS) group. Continue leadership role in training on Wisconsin's supported decision-making

agreements law. Advocate for training requirements for guardians. Provide technical assistance and limited individual case advocacy in cases of serious guardian overreach.