



Board Meeting Packet

March 23-24, 2021
Virtual Board Meeting



Board Meeting

Virtual Meeting· March 23-24th, 2021

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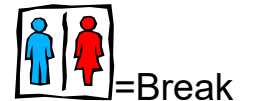
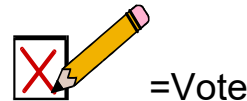
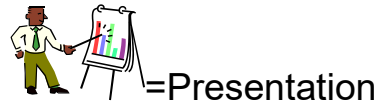
BOARD AGENDA MARCH 23-24, 2021

TUESDAY, MARCH 23, 2021

| Time | Symbol | Topic | Facilitator/Presenter |
|--------------|---|---------------|------------------------|
| 2:30-3:00 PM |  | Member Caucus | Staff: Jeremy Gundlach |
| 3:00-5:00 PM |  | State Plan | Staff: Molly Cooney |

WEDNESDAY, MARCH 24, 2021

| Time | Symbol | Topic | Facilitator/Presenter |
|----------------|---|--|-----------------------|
| 7:45-8:30 AM |  | Welcome and Technical Assistance (meeting starts at 8:30am) | All |
| 8:30-9:30 AM |  | Governmental Affairs | Staff: Tami Jackson |
| 9:30-10:00 AM |  | DHS Updates | Curtis Cunningham |
| 10:00-10:15 AM |  | Public Comment | |
| 10:15-10:30 AM |  | Break – FILL OUT, SIGN, AND RETURN TRAVEL VOUCHERS to BPDD STAFF | All |
| 10:30-12:15 AM |  | State Plan | Staff: Molly Cooney |



Business Meeting

12:15-12:20 PM
12:20-12:25 PM
12:25-12:30 PM
12:30-12:35 PM
12:35-12:40 PM
12:40-12:45 PM
12:45-12:55 PM
12:55-1:00 PM
1:00-1:05 PM
1:05-1:10 PM



- Vote to accept January 2021 Minutes
- Chair Report
- Executive Director Report
- Financial Report
- Executive Committee
- Diversity Committee
- Nominating & Membership Committee
- Partner Agency updates
- Additional Questions
- Adjourn

All

- Elsa Diaz-Bautista
- Beth Swedeen
- Beth Swedeen
- Elsa Diaz-Bautista
- Andy Thain
- Ashley Mathy
- DRW, DPI, DHS, DWD, Waisman

All

All



= Meal



=Meeting



=Presentation



=Vote



=Walking Activity



=Break

BOARD MEETING MINUTES - DRAFT

| | |
|-----------------------|---|
| Present: | Vice Chair: Greg Meyer, Sydney Badeau, Barbara Beckert, Kevin Coughlin, Pam Delap, Meredith Dressel, Patrick Friedrich, Cheryl Funmaker, Desi Kluth, Pam Malin, Ashley Mathy, Shannon Mattox, Stephenie Mlodzik, Daniel Parker, Hector Portillo, Alicia Reinhard, Nathan Ruffolo, Tricia Thompson, Kelly Weyer, Amy Whitehead, Chris Wood, Houa Yang, George Zaske |
| Absent: | Chair: Elsa Diaz-Bautista, Gail Bovy, Kedibonye Carpenter, King Hall, Andy Thain |
| Staff Present: | Fil Clissa, Molly Cooney, Natasha Fahey-Flynn, Jeremy Gundlach, Sally Flaschberger, Tami Jackson, Kaitlin McNamara, Jennifer Neugart, Beth Swedeen |

Vice Chair Greg Meyer called the meeting to order at 12:00 PM.

1. Chair Report:

- Board Chair Elsa was out sick so Vice Chair Greg Meyer delivered the chair report. He discussed the January chair letter and hoping for a better 2020.

2. Executive Director Report:

- ED Beth Swedeen gave an update on BPDD's work around the COVID-19 vaccine distribution. Family caregivers are eligible for the vaccine as part of the 1A distribution group. Beth discussed the need for getting this information out so that people can get vaccinated as soon as possible.

3. Financial Report:

- ED Beth Swedeen went through the most up to date financials after our January meeting with the accountants. We are a little behind on some spending but that is because some of our grantees haven't billed during COVID-19 due to the pandemic's changes in services.

4. Executive Committee Report:

- Vice Chair, Greg Meyer went over the December executive committee meeting. Exec committee plans the board meetings. He also asked to see what board members thoughts were on virtual meetings.

5. Nominating & Membership Committee Report:

- Did not meet since we have a full board.

6. Diversity Committee Report:

- Both the chair and vice chair were not available at the meeting so ED Beth Swedeen talked about strategies on getting information out to all communities. Several Board Members

7. Action Items:

Motion to accept the November 2020 board meeting minutes. The motion passed unanimously.

8. Agency Updates:

Disability Rights Wisconsin

- [Mask FAQs](#)
- [CWD during COVID-19](#)
- [PAC Virtual Info](#)
- [Disability Vote Coalition Updates](#)
- [DPI Superintendent Fact Sheet](#)
- [State Legislative Election Committees](#)

Department of Health Services

- [Update](#)

Waisman

- [UCEDD updates](#)
- [Virtual Day with Experts: Down syndrome](#)

Department of Workforce Development

- [DWD data of participants with developmental disabilities](#)
- [DWD County Race data](#)
- [DWD data by race in WDA regions](#)

Department of Public Instruction

- [Update](#)

9. Other Agenda Items:

-

Motion to adjourn George Zaske at 12:52 PM; seconded by Stephenie Mlodzik. Unanimously passed.

| January | | | | | | |
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| September | | | | | | |
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| November | | | | | | |
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| December | | | | | | |
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| 26 | 27 | 28 | 29 | 30 | 31 | |
| | | | | | | |

- BPDD Board Meeting
- BPDD Executive Committee Meeting
- National Election Day
- Self-Determination Conference / Disability Advocacy Day / Employment Conference
- Partners in Policymaking

Updated: 11/11/20 NF

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

Board Meeting Dates & Locations:

| | |
|-------------------------|--------------------------|
| January 20 & 21, 2021 | Virtual Meeting via Zoom |
| March 24, 2021 | Virtual Meeting via Zoom |
| May 19 & 20, 2021 | Virtual Meeting via Zoom |
| July 21 & 22, 2021 | TBD |
| September 22 & 23, 2021 | TBD |
| November 17 & 18, 2021 | TBD |

Executive Committee Meeting Dates

| | |
|---------------------------------|--------------|
| February 9 th , 2021 | 2:00-3:00 PM |
| April 6 th , 2021 | 2:00-3:00 PM |
| June 15 th , 2021 | 2:00-3:00 PM |
| August 10 th , 2021 | 2:00-3:00 PM |
| October 12 th , 2021 | 2:00-3:00 PM |
| December 7 th , 2021 | 2:00-3:00 PM |

Other BPDD Dates:

| | |
|------------------------------------|---------------------------------------|
| March 23 rd , 2021 | Disability Advocacy Day |
| May 13 th , 2021 | Employment First Conference |
| October 18-20 th , 2021 | Self-Determination Conference-Virtual |

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

Committee Assignments 2020 - 2021

Diversity committee:

- 1. Andy Thain – Chair**
- 2. Hector Portillo – Vice Chair**
3. George Zaske
4. Kedibonye Carpenter
5. Barbara Beckert
6. Daniel Parker
7. Meredith Dressel
8. Desirae Kluth
9. Pam Malin
10. Houa Yang
11. Cheryl Funmaker
12. Shannon Mattox

Nominating and Membership Committee:

- 1. Ashley Mathy - Chair**
2. Patrick Friedrich
3. Tricia Thompson
4. Nathan Ruffolo
5. Stephanie Mlodzik
6. Kevin Coughlin
7. Pamela DeLap
8. Greg Meyer
9. Chris Wood
10. Kelli Weyer
11. Sydney Badeau

Executive Committee:

- 1. Elsa Diaz-Bautista - Chair**
- 2. Greg Meyer – Vice Chair**
3. Gail Bovy
4. Tricia Thompson
5. George Zaske

EXECUTIVE COMMITTEE MEETING MINUTES

BPDD Office and Teleconference

Present: George Zaske, Tricia Thompson
Staff Liaison: Beth Swedeen

Absent: Elsa Diaz-Bautista, Gail Bovy, Greg Meyer

Staff Present: Beth Swedeen, Jeremy Gundlach

Meeting called to order at 2:15 pm.

1. Set March Board Mtg Agenda:

Tuesday March 23rd

| | |
|--------------|---------------|
| 2:30-3:00 PM | Member Caucus |
| 3:00-5:00 PM | State-Plan |

Wednesday March 24th

| | |
|----------------|---|
| 8:00-8:30 AM | Welcome and Technical Support |
| 8:30-9:30 AM | Governmental Affairs |
| 9:30 -9:45AM | Public Comment |
| 9:45-10:00 AM | Break |
| 10:00-12:00 AM | State-Plan |
| 12:00-1:00 PM | Business Meeting with Voting first and a line item for BPDD Budget <ul style="list-style-type: none"> - 12:00-12:05 Approval of minutes - 12:05-12:10 Chair report - 12:10-12:15 ED Report - 12:15-12:20 Financial Report - 12:20-12:25 Committee reports - 12:25 DHS update - 12:30 DPI Update - 12:35 DVR Update - 12:40 Waisman Update - 12:45 DRW update - 12:50 Additional questions - 12:55 Adjourn |

2. Discussion of July Board Meeting in Milwaukee:

- We can plan for a virtual meeting and if the pandemic is under control and we can find space we could try to have an in-person. From here on out our board meetings will be hybrid with in-person and virtual options.

3. Discussion of September Board Retreat:

- We have tentative dates for the Green Lake Conference Center. Staff will contact them to discuss moving dates again depending on the pandemic.

4. Other Agenda Items:

- If there is an objection to the agenda items or minutes, please contact Elsa Diaz-Bautista.

Motion to adjourn at 2:30 PM. Unanimously passed.







March 17, 2021

3:00-4:00 pm

Diversity Committee Agenda

<https://zoom.us/j/97219941840> (phone numbers listed below)

Members **Chair:** Andy Thain **Vice Chair:** Hector Portillo; George Zaske, Kedibonye Carpenter, Barbara Beckert, Daniel Parker, Meredith Dressel, Desirae Kluth, Pam Malin, Houa Yang, Cheryl Funmaker, Shannon Mattox, Alicia Reinhard, Elsa Diaz-Bautista
Staff Liaison: Molly Cooney

| Symbol | Topic | Presenter | Time |
|--|--|-----------|------|
|  | 1. Call Meeting to order | Chair | |
|  | 2. Discuss reviewing rubrics for grants | All | |
|  | 3. Identify next steps for a Terminology meeting to create a glossary of terms | All | |
|  | 4. Training for vendors and contractors | All | |
|  | 5. Discuss devoting time during board retreat to equity efforts | All | |
|  | 6. Identify next steps | All | |



=Meeting



=Presentation



=Vote



7. Meeting closes

Chair

Join Zoom Meeting

<https://zoom.us/j/97219941840>

Meeting ID: 972 1994 1840

One tap mobile

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+13126266799,,97219941840# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 972 1994 1840

Find your local number: <https://zoom.us/u/aeArcfW84r>



=Meeting

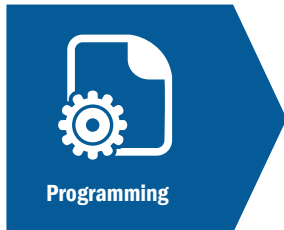


=Presentation



=Vote

BPDD Budget Update



| Category | Federal Fiscal Year 2019 | | | Federal Fiscal Year 2020 | | |
|----------------------------------|--------------------------|--------------|--------------|--------------------------|------------|------------|
| | Budget | Spent | Remaining | Budget | Spent | Remaining |
| Personnel | 361,481.50 | 464,843.27 | (103,361.77) | 504,467.00 | 375,626.77 | 128,840.23 |
| Grants, Contracts, Partnerships* | 778,924.02 | 648,498.91 | 130,425.11 | 647,758.00 | 605,340.98 | 42,417.02 |
| Programming Subtotal | 1,140,405.52 | 1,113,342.18 | 27,063.34 | 1,152,225.00 | 980,967.75 | 171,257.25 |
| Must be >=70% | 85.0% | 86.8% | | 86.2% | 84.4% | |



| Category | Budget | Spent | Remaining | Budget | Spent | Remaining |
|----------------------------------|------------|------------|-------------|------------|------------|-------------|
| Personnel | 130,811.91 | 45,886.34 | 84,925.57 | 134,667.00 | 60,118.83 | 74,548.17 |
| Grants, Contracts, Partnerships* | 70,437.57 | 123,268.19 | (52,830.62) | 49,090.00 | 121,294.93 | (72,204.93) |
| Board Operations Subtotal | 201,249.48 | 169,154.53 | 32,094.95 | 183,757.00 | 181,413.76 | 2,343.24 |
| Must be <=30% | 15.0% | 13.2% | | 13.8% | 15.6% | |



| | | | | | |
|--------------|--------------|-----------|--------------|--------------|------------|
| 1,341,655.00 | 1,282,496.71 | 59,158.29 | 1,335,982.00 | 1,162,381.51 | 173,600.49 |
| | | 4.4% | | | 13.0% |

| Summary | | Summary | |
|-----------------|-------------------------|-----------------|-------------------------|
| Project Period: | 10/01/2018 - 09/30/2020 | Project Period: | 10/01/2019 - 09/30/2021 |
| Project Status: | Liquidation | Project Status: | Open |
| Total Award: | 1,341,655.00 | Total Award: | 1,335,982.00 |
| Spent | 1,282,496.71 | Spent | 1,162,381.51 |
| Remaining | 59,158.29 | Remaining | 173,600.49 |



The Wisconsin Board for People with Developmental Disabilities (BPDD) mission is to help people with developmental disabilities become independent, productive, and included in all facets of community life.

2022-2026 BPDD State Plan Draft

for Board Meeting Discussion

Goal 1:

By September 2026, people with Intellectual and Developmental Disabilities and their families are aware of and able to access, use, and improve programs to maximize inclusion, self-determination, productivity, integration, and independence in community life.

Area of Emphasis: Formal and Informal Supports

Budget: \$80,000?

Rationale:

People with intellectual and developmental disabilities and their families must be:

- a) aware of the services and supports available to them throughout the life span,
- b) able to understand what the services offer,
- c) able to apply for the services,
- d) able to use the services to build a meaningful life, and
- e) able to provide feedback and voice concern on the quality of services and ways to improve.

Despite efforts by service systems to inform eligible candidates of the available programs, many people, especially people of color, remain either unaware of these opportunities or do not find that the services help them live full lives in their communities. The service systems are often fragmented and difficult to navigate. Program and service materials and websites are often difficult to find, read and understand. Opportunities for input to improve services or voice concerns are either nonexistent or often do not result in positive change.

Participation in children's long-term care in Milwaukee County continues to lag compared to participation rates in other counties, with plans for children in Milwaukee funded at roughly half the dollars of Dane County plans. Participation in Milwaukee County is 971 children, while Dane County with a population about half of Milwaukee county has 1,062 children on the waiver. This continued disparity in the county with the highest cultural and linguistic diversity in the state, and among the highest poverty rates, continues to be a concern.

Tribal children and Latino children also are significantly under-represented in Children's programs related to Caucasian children.

Demographic data on applicants/participants is unavailable in some service systems. To address disparities, it is important that all systems collect demographic data and be able to readily share it when asked.

Definitions:

Plain Language: communication your audience can understand the first time they read or hear it. Plain language is easy to read, understand, and use. It avoids using too many words and jargon.

Family Navigators: a strategy where people with lived experience with disability support another person or family to access and use the services and supports available in their community. Ideally the family navigator is from the same community as the people served. The family navigator understands the culture, strengths and barriers that exist in the community.

Stakeholder: a person or group of people that have an interest or a concern about something

Objectives:

Obj. 1.1: By September 30, 2026, as a result of BPDD action, 1,000 people with intellectual and developmental disabilities and families will say they **know about** and **can access** the supports they need **to live the lives they want**.

Obj. 1.2: By September 30, 2026, as a result of BPDD action, **100 families of young children of color** will use with the **public services, public programs and community supports** they need.

Obj. 1.3: By September 30, 2026, the Board will **act as a policy adviser** to the legislature, Governor and other policymakers on policies that impact all aspects of community life, decision-making, and full inclusion, resulting **in 25 improved policies and practices** that increases community participation, decision making and full inclusion.

Obj. 1.1: By September 30, 2026, as a result of BPDD action, 1,000 people with developmental disabilities and families will say they **know about** and **can access** the supports they need **to live the lives they want**.

Measurement: Number of people with disabilities and family members who report knowing about and/or accessing services and supports

Data Source: Focus groups; useability studies; short useability surveys/polls as users leave a website; website analytics; end of meeting/event polls about useability of written materials

| Activities/strategies | Recommended Budget | | Comments |
|--|--------------------|--|----------|
| <p>Promote accessible information</p> <ul style="list-style-type: none"> • Partner with an interested agency(ies) to coordinate useability studies or stakeholder reviews of publications/websites (do people understand the info and know what to do next?); Make recommendations for using plain language, including advocating for all rights documents to be available in plain language and for written materials to be available in a detailed version and a plain language version • Use social media and videos to educate others about plain language and share plain language resources • Support Self Advocates & Family Members on boards/councils to advocate for use of plain language | Staff time | | |
| <p>Pilot innovative strategies to support people to navigate service systems (see Obj. 1.2)</p> | See Obj. 1.2 | | |
| <p>Support innovative practices to alleviate information gaps</p> <ul style="list-style-type: none"> • Strategies to find and support information gaps; for example, schools struggle to get information to families and ADRCs struggle in their effectiveness; is there a way we support interested districts/ADRCs in using new strategies/best practices to get information to people and to provide warm hand-offs? | ? | | |

Obj. 1.2: By September 30, 2026, as a result of BPDD action, **100 families of young children of color** will use the **public services, public programs and community supports they need.**

Measurement: Number of families who report knowing about and/or accessing new services and supports

Data Source: Focus groups; interviews; quarterly reports

| Activities/strategies | Recommended Budget | | Comments |
|---|--------------------|--|----------|
| <p>Pilot innovative strategies to support people to navigate service systems (know about, apply, use services)</p> <ul style="list-style-type: none"> • Use family navigators to help families connect to the supports and services of interest to them; 10 hours/week = \$15,000/year (\$80,000 total for 4 navigators and coordination) • Develop toolkit or way for other entities to replicate the model, including how to find/hire the right person. • To consider <ul style="list-style-type: none"> ○ Various models exist ○ Collaborating w/ other organizations such as DPI, our DD Network partners (should we make this our DD Network collaboration objective instead of 2.2?), etc. ○ Could we support another entity to develop the infrastructure and carryout project so that the model is sustainable? ○ Is it possible to replicate a Partners in Policymaking-type model to develop a network of family navigators who reside all over the state? ○ Full age span | \$80,000 | | |

Obj. 1.3: By September 30, 2026, the Board will **act as a policy adviser** to the legislature, Governor and other policymakers on policies that impact all aspects of community life, decision-making, and full inclusion, **resulting in 25 improved policies and practices** that increases community participation, decision making and full inclusion.

Measurement: Number of new or improved state agency policies and practices; number of new or improved state statute policies and practices.

Date Source: Publicly shared documentation of policy and practice changes in state agencies and state statute.

| Activities/strategies | Recommended Budget | | Comments |
|--|--------------------|--|----------|
| <p>Informing policymakers on many topics including, but not limited to:</p> <ul style="list-style-type: none"> • Stakeholder engagement • Program developments or improvements • Public programs outreach strategies • Plain language websites and documents • Protecting programs and blocking harmful policies • Increase demographic data collected by service systems | Staff time | | |

2022-2026 BPDD State Plan Draft

for Board Meeting Discussion

Goal 2:

People with intellectual and developmental disabilities experience equity, access, and opportunity to foster authentic relationships and be seen as valued contributors to their communities.

Area of Emphasis: Quality Assurance

Budget: \$332,500-347,500?

Rationale:

People with intellectual and developmental disabilities want authentic, meaningful relationships with people beyond family members, caregivers, and paid staff. These relationships are often made when participating in everyday life of a community: exercising at the gym, going to religious services, being a member of a club, volunteering, and working. People also want to make choices and decisions about their own lives, and they want to have a voice about the decisions that get made about their community, state and country. However, there are many barriers to this level of full, inclusive participation in community life.

Barriers stem from biases that perpetuate low expectations, attitudes, and systemic inequities that do not value and recognize the contributions possible by people with intellectual and developmental disabilities. These barriers result in limited opportunities. They also result in limited decision and choice-making, putting people with disabilities at greater risk for abuse and neglect.

Despite Wisconsin's focus on self-direction in managed care and an increase in the number of people who report self-directing some of their supports (NCI data), over 71% of people with intellectual and developmental disabilities who use the self-directed long term care program are under legal guardianship. Guardians sign their service plans and are often making multiple decisions every day (what clothes the ward can wear, what food they can eat) that go well beyond the intended role of a guardian, which is to ensure the health and safety of a ward. More training is needed on the range of decision-making supports available. Prospective and current guardians are also in need of education to better understand their role and its limitations.

Wisconsin, like most other states, has a fragmented reporting system for abuse and neglect, making it unclear when it happens, how often, and how to report. The Adult Protective Services system in Wisconsin is run by the 72 individual counties, and our state statute requires mandatory investigation ONLY for complaints of people over 60 (elder abuse). Complaints of

adults 18-59 is at the discretion of the county. Likewise, people report being unsure whether to report to Adult Protective Services, Division of Quality Assurance, Wisconsin's Protection and Advocacy organization, or the police. People with disabilities need access to trainings on their rights and how to stay safe.

Expectations held by people with disabilities, their families, and the federal government about services are shifting away from a focus on caretaking and towards building skills and connections in the community. When services are used to connect people with disabilities to others and to opportunities, they gain skills, independence, and authentic relationships. This in turn positively impacts the attitudes and expectations of community members and employers.

Definitions:

Discretion: having the freedom to make a decision about something

Developmental Disabilities Network: three agencies that each state is required to have: a Protection and Advocacy organization, University Center on Excellence in Developmental Disabilities, and Developmental Disabilities Council. In Wisconsin these include Disability Rights Wisconsin, Waisman Center, and Wisconsin Board for People with Developmental Disabilities.

Elevating voices: Making sure people who often are not heard or listened to have the chance to talk and share their ideas and thoughts

Extracurricular: activities that happen before or after school

Prospective: expecting to be something in the future

Quality assurance: making sure something is working well or is well made

Self-direction: guiding or managing your own life or work or supports

Systemic inequities: the ways that our systems are not fair

Objectives:

Obj. 2.1: By September 30, 2026, as a result of BPDD action, 650 people with intellectual and developmental disabilities will say they have **increased social connection and reduced isolation**.

Obj. 2.2: By September 30, 2026, as a result of BPDD action and through collaboration with the Developmental Disabilities Network, 775 people with intellectual and developmental disabilities will **make choices** about their everyday lives. *(DD Network Collaboration)*

Obj. 2.3: September 30th, 2026, as a result of BPDD action, 900 self-advocates will engage in effective **advocacy**. *(Self-Advocacy requirement)*

Obj. 2.4: By September 30th, 2026, as a result of BPDD action, 250 self-advocates will **participate in leadership training and practice their leadership skills** across all aspects of community life. *(Self-Advocacy requirement)*

Obj. 2.1: By September 30, 2026, as a result of BPDD action, 650 people with intellectual and developmental disabilities will say they have **increased social connection and reduced isolation**.

Measurement: Number of people with intellectual and developmental disabilities who report an increase in social connections and reduced isolation; number of children/students with disabilities participating in activities in their schools/communities; number of employees with disabilities receiving support from co-workers verses paid supports

Data Source: Interviews (such as Personal Outcome Measures), Surveys, Quarterly reports, Focus groups

| Activities/strategies | Recommended Budget | | Comments |
|---|--------------------|----|----------|
| <p>Building connections through capacity building grants (pick 1 or 2?)</p> <ul style="list-style-type: none"> • Grants to schools to integrate students with disabilities into all of the opportunities available within school communities; focus could be on any age group (Bridge Builder-type project) • Grants to be used with families of very young children to help them think through what they would like their young children to connect to in their community; Birth-3 might be a good place to start (Bridge Builder-type project) • Grants to school districts, family groups, service providers, or civic organizations to develop an extracurricular group/club that brings together people/students with and without disabilities (Natural Supports type project) • Grants to adult service providers to shift to community-based services, focusing on community connections and opportunities (Building Full Lives) <p>To keep in mind: --Consider full age span: include older generations and people in facilities, group homes, etc. too (could focus on group home providers)</p> <p>--Keep in mind that we can take effective strategies/models that already exist and work to make them sustainable (included in services or systems)</p> | \$20,000 | \$ | |

| | | | |
|---|-----------|-----------|------------------------|
| <p>Support innovative transportation strategies</p> <ul style="list-style-type: none"> Support models trying to be more flexible (scheduling on-demand; app allows you to see where ride at; communicate w/ driver, etc.); piloting in certain parts of the state (Carepool; Lyft in NW WI) <p>OR should we focus transportation efforts at the policy level (\$0)?</p> | \$10,000? | \$ | |
| <p>Living Well project (Funded through federal grant)</p> <ul style="list-style-type: none"> Living Well participants receive education through a variety of activities (including the Healthy, Safe and Connected Toolkit) that may reduce social isolation | | \$435,000 | Through September 2023 |
| <p>Partners with Business (Funded through state funds)</p> <ul style="list-style-type: none"> People participating in the model get support at their job from co-workers rather than paid job coaches | | \$75,000 | Ongoing |

(subtotal: \$20,000-30,000)

Obj. 2.2: By September 30, 2026, as a result of BPDD action and through collaboration with the Developmental Disabilities Network, 2,000 people with intellectual and developmental disabilities will **make choices** about their everyday lives. *(DD Network Collaboration)*

Measurement: Number of people with intellectual and developmental disabilities who report making more choices about their lives; number of people with disabilities and family members who report using supported decision-making tools; number of people who report voting

Data Source: surveys; interviews; focus groups; quarterly reports; National Core Indicators; enrollment numbers in IRIS (self-directed long-term care option); probate court data

| Activities/strategies | Recommended Budget | Comments |
|-----------------------|--------------------|----------|
|-----------------------|--------------------|----------|

| | | | |
|--|------------------|-----------|--|
| <p>Educating on Supported Decision-Making</p> <ul style="list-style-type: none"> • Outreach/training to younger families on range of decision-making options (not waiting until transition ages); CLTS; school programs • Develop youth ambassadors (mentors) on supported decision-making (peer mentoring) • Participate, if selected, in a national Community of Practice on informing youth about supported decision-making through mentors | \$5,000-\$10,000 | | |
| <p>Building Self-Determination Skills</p> <ul style="list-style-type: none"> • Coordinate the Self-Determination Conference, including tracts/activities for transition-aged youth (age 14 and up) and families (actively inviting them) | \$80,000 | | |
| <p>Outreach and collaboration on Voting</p> <ul style="list-style-type: none"> • Outreach to youth about voting and voting registration • Outreach regarding guardianship and impact to voting • Revisit curricula on voting to embed in high school coursework • Consider this as our DD Network Collaboration? | \$25,000 | | |
| <p>Instilling choice making as part of everyday life</p> <ul style="list-style-type: none"> • Schools apply to start self-determination and leadership projects that build skills for youth with and without disabilities; present to community groups to change attitudes (regular educator and special educators partner together to oversee) • Schools apply to do civil rights/social justice trainings using Living Well’s training on rights. Current Living Well trainers want to continue this work (perhaps they could go into schools or other environments to train). This could involve youth ambassadors speaking and mentoring on supported decision-making. (\$20,000 total for one or both of the activities above) • Help coordinate the Circles of Life Conference, including sessions/activities about self-determination and choice-making with children (\$7,500) | \$27,500 | | |
| <p>Living Well (Funded through federal grant)</p> <ul style="list-style-type: none"> • Living Well participants learn about making choices and who/how they interact with people through a safe relationships curriculum and a toolkit for providers and self-advocates | | See above | |

(subtotal: \$137,500-142,500)

Obj. 2.3: September 30th, 2026, as a result of BPDD action, 1000 self-advocates will engage in effective **advocacy**. *(Self-Advocacy requirement)*

Measurement: Number of people with intellectual and developmental disabilities who engage in advocacy activities such as being a People First member; testifying at public hearings; joining/participating in cross disability coalitions, boards, or committees; meeting with legislators; help create videos or other materials on topics important to people with disabilities; and/or becoming a Living Well trainer

Date Source: People First chapter rosters; quarterly reports; surveys; interviews

| Activities/strategies | Recommended Budget | | Comments |
|---|--------------------|-----------|----------|
| <p>Strengthen and support a statewide advocacy organization for and run by people with disabilities</p> <ul style="list-style-type: none"> Contract with People First WI to further develop the statewide organization and chapters, including the development of one chapter in a high school each year of the st plan OR including an outreach plan to connect w/ younger potential members | \$80,000 | \$ | |
| <p>Elevating voices of people with disabilities</p> <ul style="list-style-type: none"> Using social media to share views/perspectives of people with disabilities on variety of topics, including supported decision-making (i.e. videos) (\$20,000) Support people with disabilities to connect with their legislators through efforts like “T. Your Legislator to Work” and public hearings (\$20,000) | \$40,000 | | |
| <p>Living Well Self-Advocacy training (Funded through federal grant)</p> <ul style="list-style-type: none"> Living Well self-advocates get trained on delivering the Safe and Free curriculum and then train other people with disabilities on the content | | See above | |
| <p>Disability Advocacy Day</p> | Staff time | | |

(subtotal: \$120,000)

Obj. 2.4: By September 30th, 2026, as a result of BPDD action, 250 (#) self-advocates will **participate in leadership training and practice their leadership skills** across all aspects of community life. *(Self-Advocacy requirement)*

Measurement: Number of people with disabilities who receive leadership training and put into practice the skills they learned

Date Source: Surveys; interviews; focus groups

| Activities/strategies | Recommended Budget | | Comments |
|--|--------------------|--|----------|
| <p>Support youth to develop and use their leadership skills</p> <ul style="list-style-type: none"> Coordinate the annual Youth Leadership Forum to builds skills and provide opportunities for high school students to meet legislators and plan for change in their home communities (is there a need and a way to include more basic self-advocacy training and peer mentoring in YLF?) | \$5,000 | | |
| <p>Develop a network of advocates across the state interested and trained in advocacy</p> <ul style="list-style-type: none"> Implement Partners in Policymaking to support adults with developmental disabilities and families of children and youth with developmental disabilities to build their leadership skills | \$50,000 | | |

(subtotal: \$55,000)

DRAFT -- 2022-2026 BPDD Work Plan Goals, Objectives, Projects

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|--|--|
| Goal #1: By September 2026, people with Intellectual and Developmental Disabilities and their families are aware of and able to access, use, and improve programs to maximize inclusion, self-determination, productivity, integration, and independence in community life. (as evidenced by:) | |
| Objective | Projects |
| 1.1. By September 30, 2026, as a result of BPDD action, 1,000 people with intellectual and developmental disabilities and families will say they know about and can access the supports they need to live the lives they want . | <ul style="list-style-type: none"> • Promote accessible information • Support innovative practices to alleviate information gaps |
| 1.2. By September 30, 2026, as a result of BPDD action, 100 families of young children of color will use the public services, public programs and community supports they need. <i>(targeted disparity)</i> | <ul style="list-style-type: none"> • Support innovative strategies to navigate service systems: Family navigators |
| 1.3. By September 30, 2026, the Board will act as a policy adviser to the legislature, Governor and other policymakers on policies that impact all aspects of community life, decision-making, and full inclusion, resulting in 25 improved policies and practices that increases community participation, decision making and full inclusion. <i>(policy objective)</i> | <ul style="list-style-type: none"> • Informing policymakers on a variety of topics |

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| Goal #2: By September 2021, more people with Intellectual and Developmental Disabilities 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 as evidenced by: | |
| Objectives | Projects |
| 2.1. By September 30, 2026, as a result of BPDD action, 650 people with intellectual and developmental disabilities will say they have increased social connection and reduced isolation . | <ul style="list-style-type: none"> • Building connections grants • Innovative transportation strategies • Living Well: Healthy, Safe and Connected Toolkit • Partners with Business |
| 2.2. By September 30, 2026, as a result of BPDD action and through collaboration with the Developmental Disabilities Network, 775 people with intellectual and developmental disabilities will make choices about their everyday lives. <i>(DD Network Collaboration)</i> | <ul style="list-style-type: none"> • Supported Decision-Making • Self-Determination Conference • Voting Project • Instilling choice-making efforts • Living Well: toolkit for providers and self-advocates |
| 2.3. September 30 th , 2026, as a result of BPDD action, 900 self-advocates will engage in effective advocacy . <i>(Self-Advocacy requirement)</i> | <ul style="list-style-type: none"> • People First Wisconsin • Elevating voices of people with disabilities: social media/videos; Take Your Legislator to Work • Living Well: Self-Advocacy Training (Safe and Free training) |
| 2.4 By September 30 th , 2026, as a result of BPDD action, 250 self-advocates will participate in leadership training and practice their leadership skills across all aspects of community life. <i>(Self-Advocacy requirement)</i> | <ul style="list-style-type: none"> • Youth Leadership Forum • Partners in Policymaking |

2017-2021 State Plan -- Project Updates

Goal #1: By September 2021, more people with Intellectual and Developmental Disabilities including those with diverse identities will participate in integrated community activities of their choosing as evidenced by:

Objective 1.1: By September 30th, 2021, 50% more people with I/DD working in integrated employment of their choosing at competitive wage.

Projects:

| Take Your Legislator to Work | |
|-------------------------------------|---|
| Overview | BPDD’s Take Your Legislator to Work Campaign connects individuals with a disability who work in local businesses, both large and small, with their state legislators. Employees with disabilities invite their legislator to visit them at work and see first-hand the value of jobs in the community that pay market wages. When a visit is set up where the legislator, the employee and the legislator get together to talk about the employees experience at work, the employee can introduce the legislator to co-workers, give them a tour and talk about employment barriers and successes they have experienced. BPDD supports the employee and employer through the process of hosting a legislative visit in district, providing guidance, materials (t-shirt, buttons, and stickers), and assistance with communication if needed. The Take Your Legislator to Work campaign has resulted in increased civic engagement and has helped to forge lasting relationships between legislators and their constituents with disabilities who are working and contributing to the local community and economy. This ongoing activity has statewide reach and is implemented by staff. |
| Annual Budget | Approx. \$20,000 |
| Number of people impacted | Pre-COVID about 500 people a year directly impacted by visits. Legislators can go on to support initiatives and legislation that impacts all Wisconsinites (small and large businesses, Department of Workforce Development, people with disabilities in Wisconsin who are or are interested in working, paid and unpaid supporters). |

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| <p>Is it sustainable? Is it evolving into something different?</p> | <p>In March of 2020, we transitioned Take Your Legislator Visits to virtual connections between legislators and their constituents who were essential workers. This gives people working the chance to share their story with their legislators while protecting their health. Take Your Legislator to Work has been influential in connecting people with disabilities to their legislators and showing the potential and need for competitive integrated employment. As legislators change over time, it is always essential to share why these programs are successful. Moreover, it is often people with disabilities first opportunity to connect to their legislator and learn how to be an advocate for themselves to the lawmakers they elect.</p> <p>Going forward, there is an interest in expanding the model to connect legislators to their constituents with disabilities who are having a positive impact on their communities.</p> |
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| <p style="text-align: center;">Employment First Conference</p> | |
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| <p>Overview</p> | <p>Annual conference for employment professionals (employment service providers, job developers, job coaches, DVR staff), long-term care staff, people with disabilities, families, employers</p> <p>Focus: sharing effective employment strategies; building understanding about the Employment First philosophy that all people can work with the right job match and the right supports.</p> |
| <p>Annual Budget</p> | <p>About \$10,000 plus staff time</p> |
| <p>Number of people impacted</p> | <p>About 300 participate in the conference</p> |
| <p>Is it sustainable? Is it evolving into something different?</p> | <p>Maybe: WI-APSE (Association of People Supporting Employment First) is interested in how to carry forward the most useful and impactful elements of the conference. However, coordinating an affordable statewide conference poses a challenge to this volunteer-run, membership organization.</p> |

| Employment First Partners | |
|--|---|
| Overview | Mini-grants (about 9-10 awarded each year) to organizations around the state to implement outreach efforts that raise awareness about competitive integrated employment (CIE) and increase job opportunities for people with I/DD. Grantees plan a variety of activities such as community conversations, transition fairs, trainings for paraprofessionals, employer panels, and presentations to Chambers of Commerce and other community business groups. Each grantee identifies and supports at least 2 Employment First Ambassadors, people with I/DD (or family members) working in the community for a competitive wage, to develop and share their story at outreach events. |
| Annual Budget | About \$25,000 plus staff time |
| Number of people impacted | <p>2019-2020</p> <ul style="list-style-type: none"> • 9 Grantees coordinated 10 events, reaching over 200 people, including 95 employers • Grantees supported 13 Employment First Ambassadors who shared their stories at 8 events • As a result of these events: 3 people got jobs, 2 students applied for services through Division of Vocational Rehabilitation, 2 students applied for an inclusive college program for students with intellectual and developmental disabilities, one restaurant (where an event was held) now does job shadows for middle school students, 12 employers reached out to a grantee after an event expressing interest in a collaboration |
| Is it sustainable? Is it evolving into something different? | Not fully sustainable. Some past Employment First Partners are still working with their ambassadors to continue doing presentations. Many of the events that were hosted will still occur (such as transition fairs, community conversations, etc.). The strategy of using mini-grants to fund grassroots organizing around a particular topic is effective and could be used in other projects. |

Building Full Lives

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| <p>Overview</p> | <p>A project that helps vocational and day service providers deliver more employment and day services in the community. The goal is to have people with disabilities safely explore the community, meet new people, get connected to recreational and volunteer opportunities, explore their interests and skills, and get a job.</p> <p>Service providers that are interested apply to participate. Participation includes being a part of the learning collaborative that meets quarterly, access to trainings and technical assistance on transforming services from facility-based to community-based, and access to Value Stream Mapping (a process that helps organizations re-think how they currently do business, changes they would like to make to be more efficient and true to their mission, and action planning to implement these changes). New service providers also get connected to a mentor service provider to give them more 1:1 support.</p> |
| <p>Annual Budget</p> | <p>About \$25,000-50,000 (depending on in-person learning collaborative meetings) plus staff time</p> |
| <p>Number of people impacted</p> | <ul style="list-style-type: none"> • 15 service providers currently participating in the project. • The number of people with disabilities who receive the Building Full Lives services at each agency ranges from 4-50+. • 8 agencies completed a survey in December 2020. Results showed: 11 people got a new job, 107 volunteered, and 15 saw a reduction in the number of support hours needed because of increased independence. All agencies reported changing job descriptions and elevating their expectations of their clients. 3 are making plans to phase out facility-based services. |
| <p>Is it sustainable? Is it evolving into something different?</p> | <p>The mentoring component may be sustainable: the 5 mentor organizations may apply for funding to continue providing mentoring support to agencies interested in providing more community-based services.</p> <p>The rest of the project (learning collaborative, training and technical assistance, and Value-Stream Mapping) is more difficult to sustain.</p> |

Partners with Business

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| <p>Overview</p> | <p>The Wisconsin Legislature started the Partners with Business initiative in 2017/18. Each year, BPDD gets funds to implement a coaching model. The goal of the model is to assist businesses to hire and support people with disabilities using co-workers rather than outside job coaches.</p> <p>The funds are used for a technical assistance contract and for grants to organizations/businesses to implement the model (service providers, schools, managed-care organizations, IRIS consultant agencies, and businesses).</p> |
| <p>Annual Budget</p> | <p>\$75,000 plus staff time (ongoing state funding)</p> |
| <p>Number of people impacted</p> | <p>2019-2020</p> <ul style="list-style-type: none"> • Mini-grants went to 4 service providers and 2 managed care organizations • 13 people with disabilities participated; 10 were essential workers and maintained employment during the pandemic • 3 businesses hired a person with a disability for the first time • When the model was implemented, the employees needed fewer paid job coaching hours (60% reduction). This helps the employee become integrated into the work environment and saves Medicaid system funds (on average \$4,290/person). |
| <p>Is it sustainable? Is it evolving into something different?</p> | <p>Yes</p> <ul style="list-style-type: none"> • The Department of Health Services has included Partners with Business in their waiver for Family Care. This will create a statewide standardized approach to service delivery, funding and documentation and will imbed the option of Partners with Business paid coworker supports in all managed care organization contracts with the Department of Health Services. • The Division of Vocational Rehabilitation has also included Partners with Business in their technical specifications making it available to any employment service vendor. • Funding is ongoing. |

Objective 1.2: By September 30th, 2021, 25% more people with I/DD will make choices about their everyday lives through collaboration with the AIDD Partnership.

Projects:

| Supported Decision-Making | |
|--|--|
| Overview | <p>Supported Decision-Making is an alternative to Guardianship. It is a least restrictive option, allowing the person with the disability to retain decision-making authority.</p> <p>We have created informational materials, a tool kit, PowerPoint presentations, and webinar trainings. We have conducted 2 in-person, day-long trainings, numerous presentations at meetings, transition fairs, and conferences. We have worked with DPI to update language and training for transition coordinators.</p> <p>Led the effort to get legislation passed on Supported Decision-making. Currently working on Guardian training legislation.</p> <p>Recently applied for a Community of Practice opportunity focuses on empowering Self-Advocates to lead training and guidance for their peers.</p> |
| Annual Budget | \$10,000 (does not include printing and mailing of materials) plus staff time |
| Number of people impacted | Over 5000 tool kits have been disseminated, over 700 people in daylong training, hundreds of sessions/presentations. |
| Is it sustainable? Is it evolving into something different? | We continue to work with organizations to update their materials and information. More and more Adult Protective Services staff and school staff are sharing information about this alternative, and parents are looking for alternatives to Guardianship. |

| Self-Determination Conference | |
|--|---|
| Overview | Self-Determination Conference: 2021 will be the 14 th conference. The conference originated with the intent to provide information and training to people with disabilities wanting to use self-directed supports. Training is an important component to self-direction. |
| Annual Budget | \$80,000 plus staff time; About 50% goes to scholarships for people with disabilities. |
| Number of people impacted | Average attendance ranges from 500-900/conference. Last year we had over 1300 attendees virtually. Many school groups also in virtual attendance. |
| Is it sustainable? Is it evolving into something different? | The conference could become sustainable over time. |

| Living Well | |
|----------------------|--|
| Overview | <ul style="list-style-type: none"> • Living Well is a national demonstration grant from the Administration on Community Living. • Wisconsin is 1 of 8 states awarded the grant and it runs through September 2023. • Goal is to improve the quality of home and community based services for people with ID/D. • Core components of the work include increased community monitoring and community capacity building. • The project is developing and testing approaches for enhancing and ensuring the independence, integration, safety, healthy and well-being of individuals with ID/D living in the community. • We are developing and testing these approaches with 8 service providers, People First Wisconsin, Long-Term Care Agencies, and State agency partners. • The grant also includes a policy team that consists of disability partners (Arc Wisconsin, Waisman Center, and Disability Rights Wisconsin) to help consider legislative proposals and state policies and procedures. |
| Annual Budget | \$435,000 yearly through September 2023 |

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| Number of people impacted | People using home and community-based waivers in Wisconsin- potential reach is 75,000 people. |
| Is it sustainable? Is it evolving into something different? | The grant has an end date of Sept. 2023. The sustainable pieces of the grant will be two toolkits and the creation of a Peer Leadership Network to deliver education to self-advocates around the state. The team continues to work on promising practices that the State and our long-term care MCO's and ICA's can adopt to create safe, high- quality community-based services. |

Objective 1.4: By September 30th, 2021, 25% more people with I/DD say they have a network of community members they can rely on.

Objective 1.5: By September 30th, 2021, 30 African American families in the central city Milwaukee will be connected to community support and have access to the resources they need.

Projects:

| Family Led Projects | |
|----------------------------|--|
| Overview | Groups of families who are interested in working together to achieve goals of inclusion for their adult children (sometimes children) with disabilities. Families receive resources, training, and networking opportunities to achieve their goals. Trainings include person-centered planning, future planning, Supported Decision-Making etc..... We have 5 family groups: Milwaukee (they have 3 subgroups about 100 families), Mukwonago (about 14 families), Mineral Point (about 20 families), Padres e Hijos en Accion (about 22 families), and Ho Chunk (about 19 families) |
| Annual Budget | \$80,000 plus staff time. In 2020 when COVID hit, we retooled the project to include Family Navigators for 2 groups (Padres and Ho Chunk) to address the needs of families in those groups. The 2020-21 budget is \$104,000 to include a family navigator in each group (levels of support vary) |

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| Number of people impacted | About 65 families |
| Is it sustainable? Is it evolving into something different? | Family led groups can sustain themselves. Typically, after a few years, families tend to outgrow the groups, but some remain on going. Family Navigators do require funding. |

Goal #2: By September 2021, more people with Intellectual and Developmental Disabilities 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 as evidenced by:

Objective 2.1: By September 30th, 2021, 25 % more self-advocates will participate in a state self-advocacy organization led by individuals with intellectual disabilities.

Projects:

| People First Wisconsin | |
|----------------------------------|--|
| Overview | People First WI- supports Self-Advocacy leadership in WI. The People First organization works to support self-advocates in understanding disability issues so that they can better advocate on issues. They provide support to create local People First Chapters around the state. Members participate in Disability Advocacy Day, testify at hearings, provide stakeholder input on various committees, boards, and councils, and share their stories with policymakers. |
| Annual Budget | \$110,000 (includes technical support and legislative support) in 2020, but typically around \$80,000-\$90,000 plus staff time. |
| Number of people impacted | There are 22 local Chapters with approximately 250 members. |

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| Is it sustainable? Is it evolving into something different? | People first has received 2 grants this year to help them do more outreach to member around COVID. They will always need some level of support. |
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Objective 2.2: By September 30th, 2021, 50 % more self-advocates will participate in leadership training and practice their leadership skills.

Projects:

| Sparks Grants | |
|--|---|
| Overview | <p>The purpose of Sparks grants is to help local groups organize around an idea or issue they have identified that will have a positive impact on the lives of people with disabilities.</p> <p><u>Current Projects</u> Can You Hear Me?, eClusion Launch, LOV, Inc Diversity Project Milwaukee Community Garden, The Arc Racine</p> |
| Annual Budget | \$40,000 plus staff time |
| Number of people impacted | Over 250 (6 self-advocates to share stories with other self-advocates, providers and family members; 20 gamers; 30 families and 5 high schools to provide insight into diversity issues; 30 Milwaukee families; 20 young adults working in the community). |
| Is it sustainable? Is it evolving into something different? | Not fully sustainable; individual projects are chosen, in part, based on their sustainability plans. |

Wisconsin Youth Leadership Forum

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| Overview | The Wisconsin Youth Leadership Forum (YLF) is a week-long leadership training and career awareness program for high school sophomores, juniors and seniors with disabilities. |
| Annual Budget | \$5,000 plus staff time |
| Number of people impacted | 25-30 high school students with disabilities from throughout the state. Those students return to their schools and communities and work on projects they identify during the week impacting even more people. |
| Is it sustainable? Is it evolving into something different? | The YLF also receives support from DVR to keep it sustainable. |

Partners in Policymaking

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| Overview | Wisconsin Partners in Policymaking is an advocacy and systems change training program designed to develop a group of future leaders across the state who are able to work with legislators and communities on policies and initiatives that will support the full participation and inclusion of people with developmental disabilities in all aspects of life. |
| Annual Budget | \$50,000 plus staff time |
| Number of people impacted | 30 self-advocates and family members from throughout the state each year. Over 200 have graduated from Partners making the impact even stronger given Partners share their resources and knowledge with friends and colleagues. |
| Is it sustainable? Is it evolving into something different? | On-going, in house project |

Objective 2.4: By September 30th, 2021, 25% more people with I/DD with diverse identifies and their families will increase involvement in advocacy activities.

Projects:

| WI Disability Vote Coalition | |
|--|---|
| Overview | The Wisconsin Disability Vote Coalition (WDVC) is a non-partisan effort to help ensure full participation in the entire electoral process of voters with disabilities, including registering to vote, casting a vote, and accessing polling places. |
| Annual Budget | \$25,000 plus staff time |
| Number of people impacted | Thousands! 10 core state agency partners on the leadership team (independent living centers, NAMI, People First, League of Women Voters, etc.); e-newsletter and email list that includes hundreds of to hundreds of partners, trainings done for several hundred participants each year. |
| Is it sustainable? Is it evolving into something different? | On-going, in house project |