



Board Meeting Packet

March 23rd, 2022
Virtual Meeting



Board Meeting

Virtual Meeting · March 23rd, 2022

TABLE OF CONTENTS

Board Meeting

- Table of Contents (2)
- Letter from the Chair (3)
- March Board Meeting Agenda (4)
- January 20, 2022 Board Meeting Minutes (5-6)
- 2022 Board Meeting Calendar (7)
- 2022 Board Meeting List View (8)
- 2021 Committee Assignments (9)

Executive Committee

- February 14, 2022 Meeting Minutes (10-11)

Diversity Committee

- March Meeting Agenda (12)
- January Meeting Minutes (13-16)

Other

- BPDD Financials (17)



March 2022

Dear BPDD Board Members,

I hope all is well and that everyone tried to attend Disability Advocacy Day this year.

We are planning to have a great meeting this month as we will be doing Break the Bias Habit training with Dr. William Cox. We are still looking out for your health and safety as we plan for future board meetings. We are continuing to plan on a hybrid (in-person and zoom) meeting in the future for everyone to attend but will not have a definitive answer on when that will be until after the April Executive Committee meeting. If you have any questions or concerns, please let us know. There are more conferences coming up that the board staff will reach out to everyone so everyone knows what opportunities will be available through the board.

Enjoy your spring days,

Gregory Meyer

BOARD AGENDA MARCH 23RD, 2022

Wednesday, March 23rd, 2022

| Time | Symbol | Topic | Facilitator/Presenter |
|-------------------------|---|---|-----------------------|
| 7:45-8:30 AM |  | Welcome and Technical Assistance (meeting starts at 8:30am) | All |
| 8:30-11:30 AM |  | Break the Bias Habit | Dr. William Cox |
| 11:30-11:45 AM |  | Break | All |
| 11:45-12:00 AM |  | Public Comment | Members of the Public |
| Business Meeting | | | All |
| 12:00-12:05 PM | | • Vote to accept November 2021 Minutes | All |
| 12:05-12:10 PM | | • Chair Report | • Greg Meyer |
| 12:10-12:15 PM | | • Executive Director Report | • Beth Swedeen |
| 12:15-12:20 PM | | • Financial Report | • Beth Swedeen |
| 12:20-12:25 PM | | • Executive Committee | • Greg Meyer |
| 12:25-12:30 PM | | • Diversity Committee | • Andy Thain |
| 12:30-12:45 PM | | • Nominating & Membership Committee | • Ashley Mathy |
| 12:45-12:50 PM | | • Partner Agency updates | • DRW, DPI, DHS, |
| 12:50-12:55PM | | • Additional Questions | DWD, Waisman |
| | | • Adjourn | |



= Meal



=Meeting



=Presentation



=Vote



=Walking Activity



=Break

BOARD MEETING MINUTES

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

Vice Chair Greg Meyer called the meeting to order at 11:24 AM.

1. Chair Report:

- Chair Greg Meyer discussed the future of in-person board meetings. With COVID in-person meetings are still unknown and Executive Committee will continue to revisit this.

2. Executive Director Report:

- ED Beth Swedeen gave an update on the board's continued Plain Language work along with accessible design. BPDD is working on doing several training sessions per year as part of our 5-year state-plan. The next training is on February 17th and will be on Supported Decision-Making. There is a plan to do another training on community living and housing. It is planned to have the training in summer. Beth also gave updates about potential new board members and the current openings. We have a new board member who couldn't join because of her role as a teacher. The 2022 Disability Policy Seminar is in late March. Board members can participate virtually this year and staff will be working on setting up congressional visits via zoom. Our COVID extra funds have been used via community-based outreach grants. DD councils are getting more funding around public health and BPDD will be applying for those funds.

3. Financial Report:

- Beth discussed that our 2020 books appear to be in the negative but our accountant is working on correcting this. Our 2022 funds became available in October 2021. We are around 10-12 months behind on our spending which is a good thing since it takes time for our new funds to become available.

4. Executive Committee Report:

- Chair Greg Meyer talked about how the December exec committee setup the January board meeting and discussed the March board meeting. Exec also talked about reviewing the bylaws and adding project updates to board meetings.

5. Nominating & Membership Committee Report:

- Nominating and Membership Committee did not meet this month so there are no updates.

6. Diversity Committee Report:

- Chair Andy Thain gave an update on the committee's work on an equity statement for BPDD. The work is still underway and will hopefully have a draft ready in the next few meetings. There will also be diversity training available during the March board meeting.

7. Action Items:

Motion to accept the November 2021 board minutes made by George Zaske and seconded by Chris Wood. The motion passed unanimously.

8. Agency Updates:

DRW- [January Updates](#)

- [DVC/LWV Make Your Plan to Vote](#)
- [Milwaukee Mayoral Forum Flyer](#)
- [Local Elections Matter Flyer](#)

DHS- [January Updates](#)

Waisman- [January Updates](#)

DWD- January Updates

DPI – [January Updates](#)

Motion to adjourn by George Zaske at 12:17 PM; seconded by Hector Portillo. Unanimously passed.

| 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 | | | | | |
| | | | | | | |

| 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
 National Election Day

 Self-Determination Conference / Disability Advocacy Day / Employment Conference
 Partners in Policymaking
 State Holiday

Updated: 1/12/22 jg

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

Board Meeting Dates & Locations:

| | |
|-------------------------|--------------------------|
| January 19 & 20, 2022 | Virtual Meeting via Zoom |
| March 23, 2022 | Virtual Meeting via Zoom |
| May 18 & 19, 2022 | Virtual Meeting via Zoom |
| July 20 & 21, 2022 | Virtual Meeting via Zoom |
| September 21 & 22, 2022 | Virtual Meeting via Zoom |
| November 16 & 17, 2022 | Virtual Meeting via Zoom |

Executive Committee Meeting Dates

| | |
|----------------------------------|--------------|
| February 14 th , 2022 | 3:00-4:00 PM |
| April 4 th , 2022 | 3:00-4:00 PM |
| June 13 th , 2022 | 3:00-4:00 PM |
| August 8 th , 2022 | 3:00-4:00 PM |
| October 10 th , 2022 | 3:00-4:00 PM |
| December 12 th , 2022 | 3:00-4:00 PM |

Other BPDD Dates:

| | |
|-------------------------------|-------------------------------|
| March 16 th , 2022 | Disability Advocacy Day |
| TBD | Self-Determination Conference |

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. Houa Yang
10. Cheryl Funmaker
11. Shannon Mattox
12. Amy Whitehead
13. Pam DeLap

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. Kelly Weyer
11. Sydney Badeau
12. Gail Bovy

Executive Committee:

- 1. Greg Meyer - Chair**
- 2. George Zaske – Vice Chair**
3. Andy Thain
4. Nathan Ruffolo
5. Ashley Mathy

EXECUTIVE COMMITTEE MEETING MINUTES

Zoom

Present: **Chair:** Greg Meyer **Vice Chair:** George Zaske; Andy Thain, Nathan Ruffolo, Ashley Mathy
Staff Liaison: Beth Swedeen

Absent:

Staff Present: Beth Swedeen, Jeremy Gundlach

Meeting called to order at 3:01pm.

1. Set March Board Mtg Agenda: Meeting will be Virtual

- Tami will put together a powerpoint for Governmental Affairs, but we will not have a presentation for GA during the March meeting.

| | |
|----------------|---|
| 7:45-8:30 AM | Welcome and Technical Support |
| 8:30-11:30 AM | Diversity and Equity Training <ul style="list-style-type: none">- Board Members- Board Staff- Contractors |
| 11:30-11:45 AM | Break |
| 11:45-12:15 PM | Business Meeting |

2. Discuss May Board Meeting Options:

- Jeremy will work on putting together a training for board members to help with staying focused and relaxed during a long virtual/in-person meeting.
- We will plan to have a presentation from the WI Disability Vote Coalition to discuss proposed voting laws and advocacy in general.
- We will plan to always have a virtual option available for board meetings going forward but depending on how the next few months go, we may try to have a hybrid board meeting.
- The Board RSVP for March will contain a survey question about members comfort level with having an in-person option.
- Board member Ashley discussed being interested in having a training on terminology for all people.

3. Review BPDD Bylaws:

- Staff and members will work on creating a plain language version of the bylaws.
- No changes were made to the bylaws.

4. Other Agenda Items:

-

Motion to adjourn by George Zaske at 3:58 PM seconded Andy Thain by.
Unanimously passed.







March 22, 2022

3:30-4:30 pm

Diversity Committee Agenda

<https://us06web.zoom.us/j/87128443502>
(phone number listed below)

Members **Chair:** Andy Thain **Vice Chair:** Hector Portillo; George Zaske, Kedibonye Carpenter, Desirae Kluth, Houa Yang, Cheryl Funmaker, Jocelyn Osborne, Pam DeLap, Amy Whitehead, Barbara Beckert, Daniel Parker, Meredith Dressel
Staff Liaison: Molly Cooney

| Symbol | Topic | Presenter | Time |
|--|---|---------------|-----------|
|  | 1. Call Meeting to order | Chair | 3:30 |
|  | 2. Welcome new board members and Introductions | All | 3:30-3:40 |
|  | 3. Review results from survey on definitions | Chairs, Molly | 3:40-4:10 |
|  | 4. Further development of BPDD equity statement | All | 4:10-4:25 |
|  | 5. Identify next steps | All | 4:25-4:30 |
|  | 6. Meeting closes | Chair | 4:30 |

<https://us06web.zoom.us/j/87128443502>

Meeting ID: 871 2844 3502

Passcode: 001681

Call in #: 1-312-626-6799



=Meeting



=Presentation



=Vote





DIVERSITY COMMITTEE MINUTES

January 19, 2021

3:30-4:30 pm

| | |
|---------------------------|---|
| Committee Present: | Chair: Andy Thain, Vice Chair: Hector Portillo; Desi Kluth, George Zaske, Kelly Weyer, Houa Yang, Cheryl Funmaker, Barbara Beckert, Amy Whitehead, Pam DeLap; Jocelyn |
| Committee Absent: | Daniel Parker, Alicia Reinhard, Kedi Carpenter; Meredith Dressel; Shannon Mattox |
| Staff Present: | Beth Swedeen; Natasha Fahey-Flynn; Molly Cooney |
| Guests: | |

Meeting called to order at 3:30 PM

1. **Topic 1: Further Discuss and develop a draft equity statement**

- Andy shared that he read White Fragility by Robin DiAngelo
- dfd

2. **Topic 2: Discussion**

- Andy
- Use positive words
- Andy's framing and presentation helpful; people liked the idea of using positive words
- In terms of process, is this committee the one that should take this on? Are we including everyone who should be here? Andy thinks it would be useful if we as a group come up with a strong, well-rounded statement to take to the full board. Amy agrees that the place to do this is in the Diversity committee.
- Andy reviewed the mission statement from the website: "To unite all of Wisconsin in supporting our citizens with developmental disabilities to lead their most independent lives."
- Cheryl likes the data driven portion of the statement from last meeting that mentioned Black Lives Matter. Include data and disparities; equity addressing disparities
- How make it plain language
- Executive Committee decided that we will have an equity statement. They'd like the Diversity Committee to take this on.
- We'll have a Mission Statement, Our Charge, and Our Commitment to Equity on our webpage
- White Talk Moves article: gives food for thought

- There's a lot of growing and learning we need to do.
- Our new board member Joceyln joined the meeting so we did quick introductions.

3. Topic 3:

- Dfdf
- Dfd
-

4. Next steps

- Molly to send PPT to committee members; add some examples in
- Barbara: I'm still not clear how we are defining equity and how inclusive that definition is. we never resolved that
- Amy: I think we could approach this similar to how we approached the writing of the state plan goals.

Meeting adjourned at 4:32 PM

Next mtg:

Definition of terms: define

1. Can be helpful to have definitions for the context of what you're trying to create. Find 3-4 examples of definitions. Make sure we all agree on what these words mean.

Barbara felt strongly that there should be a definition of inclusion

2. Find some examples of statements that include elements

Commitment to equity: ____

And then a definition of equity means to us: _____

We need to be braver (ARC – Awareness, Risk, Compassion).

Key Elements

- What does DEI mean to us?
- Why does it matter to us? (commitment to diversity)
- What will we do to work towards it? (action steps)
- Feedback we got: include some data
- Be clear on what diversity, equity and inclusion mean
- Positive and inclusive language

Feedback from/since last meeting:

- Include data
- This is about disparities.

- a comment acknowledging that this is an ‘ongoing journey’ or process; that we recognize there are holes in our awareness
- a comment that states that we recognize that systems are deficient and leave out a lot of people and communities

Rough drafts

- The WI Board for People with DD is committed to making sure our work welcomes, involves, and benefits people from all backgrounds and identities.
- WI Board for People with DD is committed to making sure our work welcomes, involves, and benefits people from all backgrounds and identities. BPDD hasn’t ‘arrived’ and we recognize that this is an ongoing journey
- We are committed to making sure our work welcomes, involves and benefits people from all backgrounds and identities.
(People like this one but someone pointed out that it doesn’t get at or recognize that many people have experienced disparities)

BLACK LIVES MATTER

*Issued by the Ohio DD Council's Outreach Committee
August 2020*

The Ohio Developmental Disabilities Council is appalled by the ongoing killing of African American men and women by the police. We recognize that racism and anti-racism are disability issues and that individuals with disabilities are disproportionately affected by racism in all aspects of life: health care, education, housing, employment, and the criminal justice system. As many as 50% of people killed by law enforcement each year are people with disabilities who are Black, Latinx, or LGBTQ+.

We, the Ohio Developmental Disabilities Council, declare our commitment to take action to drive change to address these inequities. We commit to focusing on a systematic, data driven focus on poverty, economic mobility and other factors that impact the social determinants of health faced by African Americans and other persons of color. We commit to standing together and speaking out against injustice and discrimination by strengthening our efforts to address inequities through the work of council. We will listen, we will learn and we will change.

Washington State

Our Commitment to Diversity, Equity, Inclusion, and Belonging

The Washington State Developmental Disabilities Council is committed to making sure our work welcomes, involves, and benefits people from all backgrounds and identities. This includes, but is not limited to:

- Race/Ethnicity
- Language
- Gender Identity
- Sexual Orientation
- Geography
- Socioeconomic Status
- Disability Identity
- Service eligibility status
- Religion
- Citizenship Status
- Family Composition
- Age

A note about person-first and identity-first language: The Developmental Disabilities Council acknowledges that words matter and while some people prefer identity-first language (e.g. disabled person), other people prefer person-first language (e.g. person with a disability). For the purposes of this document, we will use person-first language. However, we are committed to continuously learning and changing how we use language, and will always respect how people want others to speak about them.

Pennsylvania DD Council

<https://www.paddc.org/about/mission-values-statement/>

- On their “Mission and Values Statement” page, they list a “Statement of Values”
 - They include a value titled:
Cultural Competence. The Council believes that the skills involved in understanding disability are closely related to the skills which lead to other forms of cultural competence. We believe that disability competence cannot take place in isolation from the embrace of all human diversity. Therefore we seek alliances with all those who are excluded or dispossessed on the grounds of poverty, race, ethnicity or sexuality.

BPDD Budget Update



| Category | Federal Fiscal Year 2020 | | | Federal Fiscal Year 2021 | | |
|----------------------------------|--------------------------|--------------|-------------|--------------------------|------------|------------|
| | Budget | Spent | Remaining | Budget | Spent | Remaining |
| Personnel | 503,562.06 | 533,938.98 | (30,376.92) | 499,866.00 | 367,703.75 | 132,162.25 |
| Grants, Contracts, Partnerships* | 702,168.19 | 570,682.65 | 131,485.54 | 698,267.00 | 277,691.28 | 420,575.72 |
| Programming Subtotal | 1,205,730.25 | 1,104,621.63 | 101,108.62 | 1,198,133.00 | 645,395.03 | 552,737.97 |
| Must be >=70% | 90.3% | 82.8% | | 89.7% | 68.4% | |



| Category | Budget | Spent | Remaining | Budget | Spent | Remaining |
|----------------------------------|------------|------------|-------------|------------|------------|--------------|
| Personnel | 82,315.77 | 88,101.85 | (5,786.08) | 86,359.00 | 62,208.52 | 24,150.48 |
| Grants, Contracts, Partnerships* | 47,935.98 | 141,770.28 | (93,834.30) | 50,718.00 | 236,276.37 | (185,558.37) |
| Board Operations Subtotal | 130,251.75 | 229,872.13 | (99,620.38) | 137,077.00 | 298,484.89 | (161,407.89) |
| Must be <=30% | 9.7% | 17.2% | | 10.3% | 31.6% | |



| | | | | | |
|--------------|--------------|----------|--------------|------------|------------|
| 1,335,982.00 | 1,334,493.76 | 1,488.24 | 1,335,210.00 | 943,879.92 | 391,330.08 |
| | | .1% | | | 29.3% |

| Summary | | Summary | |
|-----------------|-------------------------|-----------------|-------------------------|
| Project Period: | 10/01/2019 - 09/30/2021 | Project Period: | 10/01/2020 - 09/30/2022 |
| Project Status: | Liquidation | Project Status: | Open |
| Total Award: | 1,335,982.00 | Total Award: | 1,335,210.00 |
| Spent | 1,334,493.76 | Spent | 943,879.92 |
| Remaining | 1,488.24 | Remaining | 391,330.08 |



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.