

Utah Developmental
Disabilities Council™

2019 Annual Report

www.utahddcouncil.org
155 S. 300 W. Suite 100
Salt Lake City, UT 84101
801.245.7350

Message from the Chair

I feel excitement and energy launching into a new year and a new decade! Reflecting back, 2019 was a robust year for the Utah Developmental Disabilities Council and I am thrilled with the success and outcomes that have been reached in the third year of our Five-Year Plan. Some of the projects and initiatives that were a focus for this year included the Council making new strides to become a culturally competent organization, strengthened efforts in asset-based community development and the work with *Hispanos Unidos de Tooele* (HUT), Next Chapter Book Clubs, Ready and Able Employment Campaign, Utah Siblings, Speakers' Network, Take Your Legislator to Work, and rural health efforts.

I'd like to highlight two of these projects. This year the Council partnered with other state agencies to design and create a media campaign that promotes education and information on employment for people with disabilities. The campaign resulted in the development of a website that provides resources and guiding information for individuals with disabilities to find employment and be successful in their job. I am very excited that the Council has taken this initiative as it is a needed platform across Utah!

This last year the Council and its partners pushed to grow the 'Take Your Legislator to Work' program. The Council holds a lot of value in this program because it provides opportunity for Utah Lawmakers to meet and connect with constituents at their place of employment. This experience allows legislature members to see firsthand the value of community employment and I know that employment is a meaningful part of peoples lives, including those with significant



disabilities. The Council strongly values the knowledge that, with the right supports, everyone can work and contribute to their community.

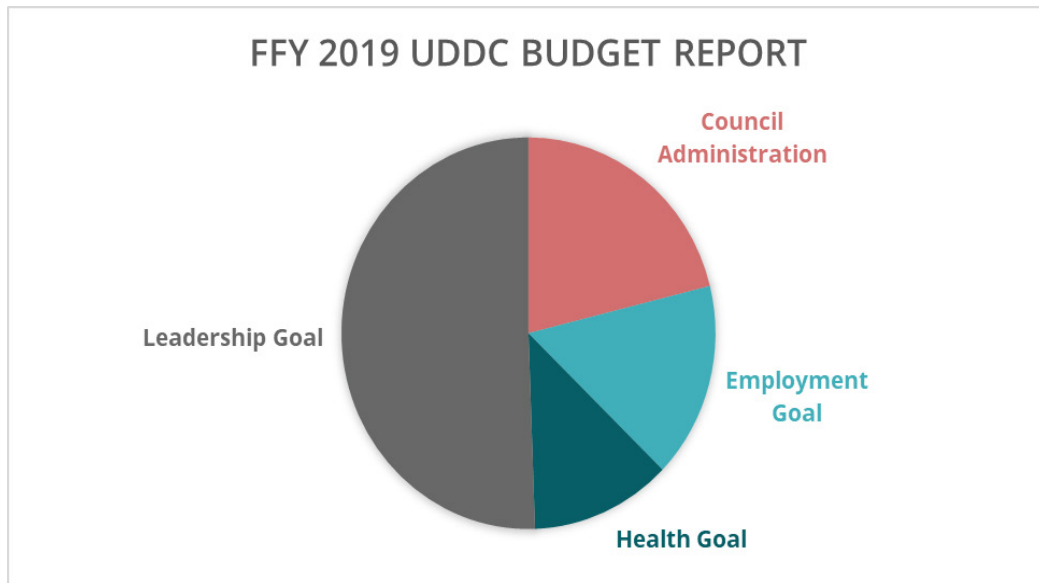
Both of these initiatives, along with the other Council projects listed above, are designed to create mindful systems change and develop a culture across Utah that supports and values people with disabilities and their families to fully participate in their communities. The success of the Council is brought about by the vision and commitment of all who serve on the Council and the exceptional work of our highly dedicated Council Staff and Executive Director.

It is my honor to be part of this meaningful work. I am excited about what we will accomplish as we move forward.

Kelie Hess
Utah Developmental Disabilities Council Chair

2019 Project Budget

Actual	Amount	
Budget	\$745,542.00	
Expenses to Date	\$707,767.82	
FFY 2019 Balance	\$37,774.18	
Budget	Expended	
Council Administration	\$149,475.01	21.12%
Employment Goal	\$114,308.83	16.15%
Health Goal	\$86,166.51	12.17%
Leadership Goal	\$357,817.47	50.56%
Total Budget	\$707,767.82	



The Utah Developmental Disabilities Council receives a federal grant from the Administration on Community Living (ACL) under Title I, Subtitle B of the Developmental Disabilities



Mission

The Utah Developmental Disabilities Council will advocate, build capacity and encourage systems change to support people with disabilities and their families to fully and independently participate in their communities.

Goals



“The UDDC will support the increase of access to, and the use of, health services for people with developmental and other disabilities and their families, including: dental, vision, behavioral and mental health.”



“The UDDC will collaborate with the Employment First Initiative to increase the awareness of employment opportunities for people with developmental and other disabilities.”



“The UDDC will build leadership and self and community advocacy skills of people with developmental disabilities and their families.”

DD Network
Collaboration



Policy and
Procedure Impact



Cultural Diversity



Use the indicators above to identify connections between the ACL Administration on Disabilities' Priority Areas and the Utah Developmental Disabilities Council's 2017-2021 Five-Year State Plan.

Employment and Economic Security

Transportation Development



UDDC is collaborating with the Utah Transit Authority (UTA) to explore accessible transportation solutions beyond paratransit and fixed route services to allow more people with disabilities to access community-based employment. The UDDC contracted with UTA to conduct a micro-transit simulation study. The study sought to answer questions about accessibility, service schedules and boundaries as well as the benefits to the community. This simulation funded by UDDC showed the viability of a microtransit, accessible, on-demand ride-share program. UTA will use the simulation data to initiate a pilot program that will make on-demand accessible rides available to south Salt Lake County residents beginning November 2019. This on-demand ride service will include a fleet of 16 vehicles including wheelchair accessible vehicles and is included in the fare of fixed-route services. In 2020, UDDC and UTA will conduct a full evaluation of paratransit services using a similar model.

Planning to Work



UDDC funded a Disability Law Center program to provide training and planning assistance to people, primarily transition-aged youth, who receive government benefits who also want to work or earn more, or who want to increase their financial independence.

Creating Inclusive Workplaces



In collaboration with the Utah Department of Health Disability and Health Program, Council Staff are developing a training product, "Disability 101." The purpose of the Disability 101 training is to educate State of Utah employees about federal requirements for employment and public services, as well as the benefits of including people with disabilities and practical information about how to do so. This product will create an interactive training toolkit that will empower employees to improve their interactions with coworkers, customers, and managers. It is based on a social model of disability, which says that limitations due to a disability are only as significant as the social barriers that have been put into place. Organizations that employ the social model of disability create greater equity in communities.

This training actively works to help trainees recognize ways to improve individual behaviors, trace historical discriminatory roots and attitudes, and provides practical information about how to overcome them. The Utah Department of Health will be the first to pilot the training in FFY 2020 followed by leadership at the Division of Facilities and Construction Management.





Top left: UDDC staff with Brandy Olsen, Senator Jani Iwamoto, and Brandy's job coach, Marcelo
Center left: Brandon Wade with Representative Ken Ivory

Bottom left: Representative Tim Quinn with James O'Neill, Libby Oseguera, and brewery manager Merideth

Take Your Legislator to Work



UDDC reintroduced the Take Your Legislator to Work Program. This in-house program pairs working adults experiencing developmental disabilities with their state legislator for an opportunity to showcase the value of competitive-wage community employment. In FFY 2019, the first year of the program in several years, three Utah legislators participated: Representative Tim Quinn (Summit and Wasatch Counties); Representative Ken Ivory (Salt Lake County); and Senator Jani Iwamoto (Salt Lake County). Council Staff shared the positive outcomes with all 75 House members and all 29 Senate members in an effort to grow the program to host more participants in FFY2020.



Take Your Legislator To Work



Employment Resources with ROI



UDDC partnered with the Department of Workforce Services, Utah State Office of Rehabilitation, Division of Substance Abuse and Mental Health, Governor's Committee on Employment for People with Disabilities and Disability:IN Utah to create a website that will provide resources to Utah employers and jobseekers. ReadyAble.org will help both employers and job seekers easily find the resources they need in an effort that leads to more Utahns with disabilities becoming and staying employed. The website will also support Utah employers to create more opportunities for careers, improved wages for current employees with disabilities, and plans to grow median incomes for people with disabilities. The site began development in 2019 and will be available in spring of 2020.

COMING SOON: ReadyAble.org

A new website dedicated to providing resources for Employers looking to hire citizens with disabilities, as well as those seeking employment.

Employers can learn more about:

- Helping your company's bottom line
- Financial incentives and support for hiring
- Recognition and positive public sentiment

Those looking for employment can find:

- Information on how to get hired
- Resources for finding employment
- Information on assistance with transportation
- Additional helpful services

Health and Wellness

Rural Health Access



In 2018, the UDDC contracted with the Utah State University Center for Persons with Disabilities to gather research about health access in rural counties. The research identified five counties, four rural with the least available services and a fifth populated urban county in the Wasatch Front with adequate access to services. In 2019, the research was used to educate policy makers and members of the disability community about mental health and physical health needs and gaps with services. The long range outcomes include bringing more services to those four counties. This effort has led to collaborative systems change impact with Utah’s Accountable Care Organizations, community health providers, and local health departments focused on bridging healthcare gaps for people with disabilities.

Council Staff participates on the Utah Department of Health Disability and Health Program Advisory Committee and the Utah Brain Injury Council to further these efforts. Additionally, staff have been working with United Way Utah 211 to improve the accessibility of these services for people with intellectual and developmental disabilities that will positively impact the entire population of 211 users.

Mental Health



The Council is collaborating with the Division of Substance Abuse and Mental Health and the Division of Services for People with Disabilities to facilitate the training of mental health professionals who support and care for individuals experiencing the co-occurrence of intellectual and/or developmental disabilities and mental health conditions. The National Association on Dual Diagnosis was hired to administer training to both mental health and disability professionals.

Additionally, the UDDC funded a grant to support the mental health of people with Prader-Willi Syndrome and their siblings through individual support and professional development for clinicians. Over a 60-day period, Prader-Willi Syndrome Utah Association trained more than 55 people including family members and professionals.

Attendees at the NADD “Mental Health and Disability Training” in June 2019.



Increasing Access for Spanish-Speaking Utahns



The UDDC is partnering with the Utah State University Center for Persons with Disabilities and the Disability Law Center to address health disparities among Spanish-speaking Tooele county residents. This project is using a model called asset-based community development (ABCD). ABCD brings community members together to use existing resources to reach a common goal. A group of Tooele residents, with the support of ABCD staff, have formed *Hispanos Unidos de Tooele* (HUT) to help Spanish-speaking community members with disabilities and their families access health and other community resources.

This year, the nine core members and staff organized community outreach events and classes. HUT has a goal of providing more opportunities that are educational for the Latino community in Tooele. Facilitating these classes helps them to promote their educational goals as well as to identify individuals in the community that could benefit from additional services. HUT members meet at least once each month and discuss the organization and structure of their group, recruitment, and ways to engage the community to accomplish their goals to identify needs in the community and providing services to better serve underrepresented populations, including people with disabilities, in Tooele and the surrounding area.

HUT has been invited to participate in a project titled “Communities that Care,” supported by the Utah Department of Heritage and Arts. The intent is to assess communities for cultural competency and to cultivate vibrant and



inclusive communities so that Utahns thrive and have pride in their hometowns. HUT formed many other new partnerships this year. The Tooele City Library supports HUT’s free English and Spanish and computer classes by providing notebooks, textbooks, computers, copies, classroom space, and other materials. HUT members trained 75 people through their free community classes in 2019.

HUT members are working with Head Start to engage families with young children, since the program has many participants with disabilities and offers well-checks and preventative health screenings to children. HUT partnered with *Comunidades Unidas* to help the Hispanic community register to vote. Also this past year, HUT organized a community resource fair, Tooele Latin Festival. This is the second year they have hosted the event that offered information booths from the local health department, hospital, mental health, early intervention programs, and over 20 other local health and human service providers to share community resources. HUT also invited Latin food vendors and performers to share cuisine and culture with Tooele residents. Tooele City Parks and Recreation estimated 900 people attended the event!

Clockwise: CPR class attendees; Hispanos Unidos de Tooele Officers with UDDC staff Sidney Rasher; Latin Festival



Empowering Individuals, Families and Communities

Leadership: Building Strength as Self-Advocates Conference



UDDC engages in activities that support individuals, families, caregivers, and Utah’s communities. In May 2019, UDDC hosted a self-advocacy conference in Provo, UT where nearly 70 adults with intellectual and developmental disabilities from across the state learned about self, community, and legislative advocacy. At the end of the three-day event, attendees also had the opportunity to learn about various healthy lifestyle behaviors to support individual health and well-being. In a post-conference evaluation, 97% of respondents reported increased ability to advocate about what they want and need in life.

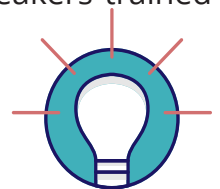


Advocates as Leaders Speakers’ Network

The Council funds the Advocates as Leaders Speakers’ Network, a group of trained presenters with developmental and intellectual disabilities, through a contract with the Utah State University Center for Persons with Disabilities. Speakers provide information and education through their unique perspective to peers and professionals throughout the state. In 2019, the network welcomed two new speakers and developed three new presentations related to employment and community advocacy. The Network’s presentation on Supported Decision Making added to the resource bank on the National Resource Center for Supported Decision-Making website and is advertised as a valuable resource (supporteddecisionmaking.org). The speakers trained 547 Utahns this year.



547 Trained



2019 Advocacy Awards

UDDC Advocacy Award winners Nann Worel, Amberly Dattilo and Elliot Francis, pictured with Libby Oseguera, UDDC Executive Director



Supporting Individuals and Families



This year, UDDC partnered with the Governor's Committee on Employment of People with Disabilities at the Disability:IN Employment Summit and Golden Key Awards to present the UDDC's Advocacy Award to individuals who have made a commitment to improving the lives of Utahns with disabilities. The Council recognized Amberly Dattilo, Parent of the Year; Nann Worel, Legislator of the Year; and Elliot Francis, Self-Advocate of the Year. This partnership also gave the UDDC the opportunity to showcase the ReadyAble.org web resources to many of Utah's employers who participate in Disability:IN. This Utah business network which supports employment opportunities for people with disabilities.

The Division of Services for People with Disabilities (DSPD) partnered with UDDC to send nine Utahns representing DSPD, families

and individuals, service provider agencies, and support coordinators to visit a successful day support program in San Francisco, called WorkLinks. This company bridges the gaps between traditional employment services, such as vocational rehabilitation, and supported job-based training. Those who attended will share the value and feasibility of applying the WorkLinks tools and strategies to improve individual outcomes and quality of life.

This site visit will build capacity in Utah providers who are aiming to transform the way they do business and increasing opportunities for independence and community inclusion, especially for people receiving DSPD services. Many of Utah's providers are restructuring to better align with the Home and Community-Based Services Settings Rule released by the Centers for Medicare & Medicaid Services.

Legislative and Community Engagement



Clockwise: Council Staff Avery Pince-Hyder and Rickie Crandall, with Members Stephanie Roach and Bryn Peterson at the Disability Policy Seminar; Member Lisa Wade at NACDD Conference; UDDC staff at Utah State Capitol; Attendees at self-advocacy conference; UDDC staff with U.S. Representative Chris Stewart

Message from the Executive Director

When I joined the UDDC staff in 2012, I was so excited about the Council's mission and values. I am now in my second year as Executive Director and my excitement and passion have only grown with time. I would like to extend a sincere thank you to UDDC Members and Staff for their great work toward our goals in federal fiscal year 2019. Without their dedication and effort, we could not have accomplished all that we did this past year. As an independent, governor-appointed body, the UDDC has representation across administrations, as well as family and individual voices. It is the responsibility of the Council to educate and inform state and federal legislatures about the needs of individuals and families experiencing intellectual and developmental disabilities. We have all worked tirelessly to make Utah a more inclusive place and I am truly grateful for the people and partners I work with everyday!

UDDC is currently in the third year of our 2017-2021 State Plan. Since 2017, the UDDC has trained over 6,000 people! We have focused energy on overcoming barriers in service systems, policies, and in our communities so that people with intellectual and developmental disabilities have better access to health care, employment opportunities, and leadership and advocacy skills. We've talked with people all around Utah to find

out the challenges each region faces, and then to find innovative solutions to help people thrive in their communities. We have fostered strong relationships with other organizations who share similar missions and vision, like United Way Utah 211 and health care providers serving our community. Our partnerships with organizations and individuals are key to our successes in achieving our goals, and we are fortunate to have a broad collaborative network. I am so proud of the advocacy efforts by all. The fruits of that labor have helped to open doors to employment, health access, and systemic changes. I look forward to our future and challenges we will face because our network is full of courageous, creative and hard-working people. Utah, our future looks bright!

Libby Oseguera, Executive Director
Utah Developmental Disabilities Council



2019 UDDC Members

Abigail Wright
Brandy Olsen
Bryan Dial
Bryn Peterson
Candas Elder
Christian Navarrete
Colette Madsen
Crystal Pyne
Jared Stewart
Jaret Winn

Kelie Hess
Kim Fratto
Kimberly Jensen
Lisa Wade
Rita Bouillon
Staci Christensen
Stephanie Roach
Tom Davidson
Tracy Johnson
Adina Zahradnikova
Senator Luz Escamilla

Angella Pinna
Glen Larsen
Matthew Wappett
Nels Holmgren
Noel Taxin
Sarah Brenna
Amber Foster
Krissie Summerhays
Neil Allred
Pam Bennett
Representative Paul Ray

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uddc@utah.gov 801.245.7350