



**Maryland Developmental
Disabilities Council**

EMPOWERMENT • OPPORTUNITY • INCLUSION

**December 6, 2018 Retreat
Turf Valley - Ellicott City, Maryland**

Present	Absent	Staff	Guests
Carol Beatty	JoEllen Barnhart	Faye Bell-Boulware	Michele Douglas
John Bratcher	Teresa Herbert	Brian Cox	
	Jill Pierce	Rachel London	
Kalani Brown	Julie Randall	Brian Miller	
Jamal Cannady	Ruth Shipps		
Laura Sun-Ceferati	Adam Vander Hook		
Brent Debnam	Carmen Brown		
Lisa Derx	Kathy Hargett		
Harold Gomes			
Kay Han			
Rosanne Hanratty			
Meghan Jones			
Amanda Lay			
Jed Miller			
Tobi Ojo			
Rebecca Oliver			
Bernie Simons			
Irene Souada			
Teri Sparks			
Maureen Van Stone			
Russell Young			

AGENDA

Kalani Brown called the meeting to order at 1:30 pm by welcoming everyone.

Welcome

Kalani Brown welcomed everyone to the retreat and explained that we would conduct business and then spend some time getting to know each other better in a fun, relaxed way. She explained that getting to know each other will help us work effectively as a team by making us all more comfortable asking questions, sharing ideas and planning together over the coming year and beyond.

Kalani welcomed our new Director of Grants & Information Management, Brian Miller and he introduced himself. She also welcomed the facilitator, Michele Douglas from Public Policy Partners, who introduced herself.

Council members introduced themselves and told one interesting fact about themselves.

Approval of Minutes

M/S/P to approve the September 13, 2018 minutes.

Executive Committee Reports & Motions

Report: Small Grants and Event Sponsorships

Brent Debnam reported on the small grants approved by the Executive Committee since the last Council meeting. They totaled \$10,869. No event sponsorships were approved. Additional information on these grants were provided in the meeting packet.

Report: MACS Training Series

Kalani Brown reported that the Executive Committee approved an unsolicited funding request from the Maryland Association of Community Services (MACS) in the amount of \$26,982. The funding will allow MACS to pilot a replicable training series designed to strengthen the direct support workforce and enhance the quality of community supports for people with developmental disabilities by building the skills and knowledge of frontline supervisors. Kalani noted that MACS is a strong partner with the Council in our public policy and advocacy work. Members were provided the opportunity to ask questions and were referred to a written summary in the packet.

Motion: Event Sponsorship Funding Limit

Kalini Brown presented a motion from the Executive Committee to increase the funding limit for Education and Training Event Sponsorships (ETES) from \$2,500 to \$3,000. The intent is to help with increasing costs associated with education and training events.

M/S/P to raise the funding limit for ETES to \$3,000.

Employment Work Team - Motion: Southern Maryland Peer Network

Russ Young presented a motion from the Employment Work Team to allocate \$20,000 to fund technical assistance and training for Southern Maryland providers to build capacity and improve employment outcomes of people with developmental disabilities. If approved, the Council will contract with a consultant/subject matter expert to provide the technical assistance and training. This will allow the Council to have more impact in areas of the state that are underserved. Russ emphasized that provider interest is evident - letters were received from eight Southern MD providers who committed to involve their leadership and other staff. A detailed summary of the proposal was provided in the mailed packet. A discussion ensued and questions were answered. Lisa Derx asked whether this would come out of the \$135,000 that will be discussed later in the agenda in terms of new initiatives. Brian Cox explained that this will not come from the \$135,000.

M/S/P to approve the \$20,000.

Diversity Work Team Report & Member Input

Kay Han reported that the Diversity Work Team's objective is to identify and reach out to people with developmental disabilities and their families from minority communities that may lack adequate information and resources. A meeting was held and minority groups and contacts were identified. A list of groups the work team identified was distributed to prompt members to identify additional contacts. Members were asked to notify Kay or Brian if they have additional ideas. The goal is to reach out to as many people and or groups as possible. An outreach letter will be sent and then action steps will be determined.

End of Year Wrap-Up

Brian Cox presented a PowerPoint that highlighted Council activities, progress and accomplishments in 2018: Year in Review - By the Numbers.

Highlights included: The Council invested \$359,399 in large grants, with \$228,076 grantee match for a total investment of \$587,457. In addition, there were five in-house initiatives totaling \$56,350. Small grant funding totaled \$16,625. Education and Training Event Sponsorships totaled \$13,800.

Grant impact included: 466 people increase knowledge and skills through council grants, 105 child care providers were trained to increase the knowledge, 148 people with developmental disabilities were employed, 1,475 resources were disseminated. 15,500 people reached with Employment Matters campaign; 188 legislators were educated in the 2018 session; 24 policies improved, and 98 best practices were improved and implemented. These numbers will be higher when the impact of Council systems change work conducted by staff and members is figured in.

Packet materials

Brian explained that meeting packet included the following:

- Annual Work Plan for FY2019. This reflects all decisions made by the Council.
- Planning Now flyers in English & Spanish. He asked that these flyers be disseminated widely to let more families know about this updated resource.
- Community of Practice for Supporting Families resource folder. Copies are available for wide distribution. Brian explained that these are to be used by organizations throughout the state that support families.
- Quarterly State Plan Status Report. Questions should be directed to the staff identified by each update.

Public Policy Platform

The 2019 Council Public Policy Platform was mailed to members. Rachel London reminded members that each year a public policy platform is created based on the Council's State Plan goals and objectives. The 2019 platform is the same as 2018, with minor edits, updated data and one added section to reflect upcoming legislation about supported decision making. The platform is mailed to all legislators and serves as a tool to educate and inform them. It also helps build relationships between the Council and legislators. Brian and Rachel answered questions.

State Plan: Priorities & Ideas

The Council has at least \$135,000 that must be committed to new activities no later than September 2019. Council members were asked to help generate a list of issues and ideas for consideration.

Michele Douglas facilitated the process. Recommendations:

- 1) Provide funds to allow greater community inclusion related to the following:
 - a. Transportation
 - b. 1 on 1s and vendors
 - c. Community Learning Services

- 2) Transportation
 - a. Help fund transportation locally
 - b. Develop a database of transportation providers (include public, private, shuttles, etc.)
 - c. Assistance for maintaining vehicles

- 3) Provide peer to peer support resource groups focused on the emotional support for parents/caregivers.

- 4) Employment
 - a. Fund another round of TIP grants
 - b. Identify a network of employers who offer internship opportunities for people w/disabilities, including trying different kinds of employment
 - c. Consider also employment mentorships.

- 5) Assist in creating a mentor/mentee program among educators, advocates, and also focus on mentoring individuals with disabilities rising out of street violence, gangs, drugs, etc.

- 6) Conduct a campaign increase employment standards for caregivers.
 - a. Focus on hiring standards, wages, and expectations of care.

- 7) Training with law enforcement (police, fire department, first responders) to help diffuse emergency situations that include individuals with disabilities.
 - a. In relation to this topic, an active shooter training was discussed. The training would focus on support and instruction for individuals with disabilities caught in an active shooter situation.

- 8) Training:
 - a. Support training for medical schools, hospital emergency departments, medical staff, etc., for these staff members to know how to safely and appropriately interact with people with I/DD. Over to compensate peers who provide the training.

- 9) Keep current small grants at \$5000, or increase small grant amounts to encourage new ideas to meet the council's charge.
- 10) Diversity Work
 - a. Reach a broader spectrum of communities w/ people with DD to help them access information and resources.
 - b. Translate DD Council's info booklets/publications into other languages such as Korean, Chinese, and have them on the website where it can be translated.
- 11) Grants to help new parents of kids with disabilities to understand why inclusion and expectations are needed.
- 12) Make informational resources, such as housing and medical, more available for new parents and people with I/DD. Also include adoptive parents.
- 13) Expand Expect Ability Campaign, targeting parents and teachers.
- 14) Create a plan to eliminate wait list for Medicaid waiver services.
- 15) Create a database w/resources and information on how to obtain and fund staff support.
- 16) Increase access to affordable housing.
- 17) Help people get off the streets.
- 18) Partner w/ existing program to expand training for self-advocates to become educators on disability issues, and provide logistical and stipend support for self-advocate trainings.
- 19) Aging among people with disabilities and how the Aging Network can help meet needs.
- 20) Digitalize Council Members Materials
- 21) Funds to help maintain major medical equipment such as wheelchairs, etc.
- 22) Increase number of nursing services (REM) hours for people with severe disabilities, especially those living with older parents.

These issues and ideas will go to the State Plan Work Team that will research the ideas, discuss options and recommend the priorities to be funded.

Team Building – Get to Know you Activity

Michele Douglas facilitated team building – get to know you activities.

Dinner

Members shared impressions of the retreat and the things they learned about each other. The consensus was that similar events should be held again.

Adjourn – Happy Holidays!