

# UWIN Work Group Minutes

## Work Group: Executive Board

Meeting Date: May 2, 2002      Facilitator: Rich Roberts, Cathy Chambless, and Hank Liese      Minute Recorder: Tamara Keene

Attendees: Mandee Buckley, Catherine Carter, Cathy Chambless, Marie Christman, Blaine Crawford, Kathy Daley, David Dangerfield, Michael Deily, Phil Eimers, Tamara Keene, Matt Knotts, Nonie Lancaster, Hank Liese, Ted Loosli, Alison Lozano, Lynne MacLeod, Fraser Nelson, Blaine Petersen, Richard Roberts, and Bill Young

### Next Meeting Date and Location

June 10, 2002 (Judy Buffmire Building, 1595 West 500 South) in the South Conference room from 1:00-4:00pm

### Action Item Updates from Past Meetings

<i>Action Item</i>	<i>Status</i>	<i>Who</i>
BPA&O Planning Retreat	Scheduled for June 3 <sup>rd</sup> and 4 <sup>th</sup> . Susan O'Mara from VCU will be facilitating	Bill Young
Informed Consent topic	Ongoing. Draft forms have been created by Margot Dana and will be pilot tested.	Bill Young Margot Dana

### Discussions for Future Meetings

Review Outcomes/Barriers/Opportunities discussion and then compare ideas with GOE group. Information and samples will be sent out prior to Executive Board Meeting.

## Topic and Summary of Discussion

### **Framework for Disability Policy (from Robert “Bobby” Silverstein)**

Consultant at George Washington University, former director of US Senate Committee on Labor and Human Resources

#### Old Paradigm

- 1- People with disabilities are defective and need “fixing”
- 2- If they could be fixed they should be excluded and denied services
- 3- Incapable of working
- 4- More support in a sheltered environment

#### New Paradigm

- 1- Rejects old paradigm
- 2- Disability is a natural and normal part of life
- 3- Focus on fixing the environment and supports to a person, rather than “fixing” the person themselves

#### Goal of disability policy

- 1- Equal opportunities
- 2- Full participation
- 3- Independent living
- 4- Economic self-sufficiency

### **Framework for Strategic Planning (Rich Roberts)**

#### Purpose of UWIN project

- 1- Comprehensive systems change
- 2- Includes Utah agencies that provide employment services and supports to individuals with disabilities

#### UWIN Goals

- 1- Create a consumer responsive system of work supports that will increase employment outcomes for individuals with disabilities

#### Purpose of UWIC

- 1- To be an oversight body with a strong consumer voice
- 2- To guide several work incentive projects under the TWIA grant

#### Possible Strategies to affect change

- 1- Difficult to instigate systems change with an organization

## Topic and Summary of Discussion

- 2- We need to change how people think and how people interact by changing their expectations; how they view the world; and the way they learn.

### Discussion of Systems Change (Hank Liese)

#### Outcomes

- 1- “Meaningful” work opportunities for people with disabilities
  - a. Increase skills for work-skill development
    - i. Especially for the Mentally Ill consumers
  - b. Identify or expand funding streams to support efforts
- 2- Increase voice of people with disabilities in systems they interact with—seamless systems
- 3- Redirect states attention to our citizenry
- 4- Change in expectation for people with disability
  - a. Cultural and Agency
- 5- “No wrong door” outcome/entry concept in respects to people with disabilities across agencies
- 6- Ability of all agencies to obtain employment for the mentally ill
- 7- Removal of disincentives for people with disabilities when seeking employment opportunities
- 8- Create supports to assist people with disabilities
- 9- Restore legislative funding for Medicaid Buy-In and get focus back on the people
- 10- Eliminate duplication of services and duties within agencies
  - a. How can we make this happen?
  - b. How can this be documented and coordinated?
- 11- Need employers to support this “ideal” and work for a level of understanding
- 12- Personal Assistant Services (PAS) for the mentally ill in their first phase on their return to a working environment.

## Topic and Summary of Discussion

### Opportunities

- 1- Identify new funding strategies
- 2- Awareness of opportunities under ADA/ more law audits
- 3- Interacting with TANF—Promote joint efforts between DWS/MH/Rehab/HS
- 4- Social Security: institutional mindset—Once on the roll, there can be change

### Barriers

- 1- “Getting ahead” as an agency, in regards to changing expectations (cultural and agency). Jobs will need to be there people with disabilities
- 2- Attitudinal change—some progress has been made, but we’re not there yet
- 3- Getting other programs and agencies to implement the ADA
- 4- Limited resources
- 5- Frustration in “non-specifics”
- 6- Work force in general. Problems can occur with expectations and stigma barriers with co-workers as well as employers.
- 7- Liability perceived by employers to employ people with disabilities
- 8- Risk of losing benefits

### Status Report

#### 1. Overview (Cathy Chambless)

1. Issues and barriers to progress and implementation
2. Feed back is needed for specific topics and related progress
3. BPA&O retreat (June 3-4, 2002) is to facilitate system change and how to make it a state-wide accessible system.
  - a. How can we encourage people to perform this task
  - b. Family council (volunteers) to initially help with the BPA&O referral process (triage approach)

PABSS (Fraser, Matt)

- c. Lack of clarity on a national level

## Topic and Summary of Discussion

- d. Access to Medicaid
    - i. Confusion with information and eligibility
  - e. Preparing for Ticket to Work
    - i. Working with SSA and trying to find a middle working ground
    - ii. Get consumers who associate Disability Law Center with things that they don't do
      - 1. Can be harmful to their consumer relations/perceptions
- 2- Medicaid Work Incentives Program. (Cathy)
- a. Roll out Medicaid premium will begin in June 2002
  - b. Need to get funds reinstated for next years Legislative Session
    - i. Educate Legislators
    - ii. Collect aggregate data for "evidence" and make a case for next session
  - c. Maintaining system goals
    - i. Understanding that long terms goals will over set short term set backs
  - d. Public connections and assumptions
    - i. Need to get things as clear as possible for the public's ease of understanding.
  - e. Bring consumers to "this" table
  - f. Bring in others or take this information to other professionals
  - g. Clarify agency structure
- 3- Ticket to Work (Blaine)
- a. Conference to hear from the states who already have the ticket (first round states)
    - i. Preparing opportunity
      - 1. Planning
      - 2. Things and information to help Utah get ready to operate under Ticket mandates
      - 3. Easter Seals asked, at one time, to act as an Employment Network (EN)
      - 4. Employment Networks
        - a. Difficult to drive interest to operate
        - b. Little or no returns to providers (\$ or incentives)
        - c. Have a state-wide operation is daunting
        - d. Possible solutions are as follows:
          - i. Club Houses (state-wide)
          - ii. Valley Mental Health (not currently serving a state-wide population.)
          - iii. Some how use both supports

## Topic and Summary of Discussion

- 4- Outreach and Training (Nonie, Mande)
  - a. Training and Curriculum Sub-group
    - i. DSPD doesn't understanding how there population that they serve are effected
      - 1. Not currently involved or buying-in to process
    - ii. Waivers and conflicts
    - iii. What are they supposed to serve/ real objectives
      - 1. Waivers can be adjusted based on what is counted for income.
  - b. Brochure and Fact sheet Sub-group
    - i. Need a process to get brochures approved so they can be put out expediently
  - c. Matrix Dissemination
    - i. Multi-Media Campaign to get consistency to the public
- 5- Employment Supports (Catherine, Ted)
  - a. Need more agency support to guide informational questions and procedures
- 6- Evaluation Contracts (Lynne)
  - a. Reviewed PAR process and evaluation issues of each intervention
- 7- Informed Consent (Bill Young)
  - a. Sharing between interventions and agencies
    - i. Huge asset to research and evaluation
  - b. Point of entry information
  - c. Consent forms being developed
  - d. More efficient service to consumers

## Action Steps

<i>Action Item</i>	<i>Responsible</i>	<i>Target Date</i>
Get a report from the Seattle Ticket to Work Conference from the “Utah Team” and disseminate information to the Executive Board. 1-Which states have Medicaid Buy-In out of the 13 1 <sup>st</sup> tier states? 2-What recruitment efforts are other states doing for Employment Networks? Are they targeting specific disability groups (i.e. Mental Illness consumers or Physical Disabilities)?	Team who is traveling to Ticket Conference  Cathy Chambless Bill Young	Report at June 10 <sup>th</sup> Executive Board meeting
Send system change information and data out prior to next Executive Board Meeting so meeting can involve more “work” rather than discussion.	Cathy Chambless Bill Young Evaluators Tamara Keene	Mail handout from 5/2 meeting prior to June 10 <sup>th</sup> EB meeting
Follow up with Vocational Rehabilitation representation for Employment Support work group (recruiting).	Blaine Petersen	As soon as possible
Follow-up with legislature in Interim session about impact of MWI budget cuts. Request testimony from National Council of State Legislatures (NCSL)	Cathy, working through LCPD and NCSL	ASAP

## Recommendations Back to GOE Group

- 1- Get Information and concepts about UWIN out to professionals
- 2- Schedule presentations about Work Incentive changes to DSPD Policy Board and Mental Health Advisory Board.
- 3- Work with Family Councils to get information to people on waiting list.