



Tuesday, October 20, 2020

MEMORANDUM

TO: Council Members

FROM: Christine Pisani, Executive Director

RE: **Materials for October 28-30, 2020 Council Meeting**

Attached is the draft agenda and meeting packet for the fall quarterly Council meeting. **Please review the entire packet before** the meeting.

Each day of our meeting will be held via Zoom video-teleconference. **Please register in advance for these meetings by clicking on the link provided in the email that came with the packet.** After registering, you will receive a confirmation email with the information about joining the meeting. You will get **your own personal link** to join the meetings. **The same link will work for every day of the meeting.**

Member reports at this meeting will be presented by the following people and in this order: Marilu Moreno, Valerie Hurst, Lydia Dawson, Nanna Hanchett, Alan Hansen, Gina Johnson. (Reports should be no longer than 5-8 minutes each).

Please make sure you have the following dates on your calendar for the Council's five-year planning work:

Monday, November 9th from 10-2 (Mountain Time)

Tuesday, November 10th from 10-2 (Mountain Time)

Thursday, November 12th from 10-2 (Mountain Time)

Why aren't we meeting on Wednesday, November 11th? It is Veteran's Day, a state holiday, and a good day to thank a veteran for their service.

If you have questions about any of the packet materials, please call the Council office at 208-334-2178 or 1-800-544-2433.

We look forward to seeing you on Zoom. Please stay healthy.



Fall Quarterly Council Meeting

Wednesday, October 28, 2020 from 10am – 2:15pm (MST)

Please register in advance for these meetings by clicking this link:

<https://us02web.zoom.us/meeting/register/tZcude-rqDwtGdJfDdjhQuknz7qEPPr71e6L>

An individualized link will come to you in your email for signing in the day of the meeting.

- | | |
|----------|--|
| 10:00 am | Welcome, Introductions, and Agenda Review/Changes – Danielle “DR” Reff, Council Vice-Chair |
| 10:05 am | Review Ground Rules - Danielle “DR” Reff, Council Vice-Chair |
| 10:10 am | *Action Item: Consent Agenda – Danielle “DR”, Reff, Council Vice-Chair <ul style="list-style-type: none">a. Draft Meeting Minutes: July 29-31, 2020b. Draft Meeting Minutes: September 16, 2020c. Chair Reportd. Executive Director Report |
| 10:25 am | *Action Item: Financial Report - Trisha Hammond, Financial Manager |
| 10:35 am | Year-End Report, Marieke Edwards, Research Analyst |
| 11:20 pm | Break |
| 11:50 pm | President’s Executive Order – Christine Pisani, Executive Director |
| 12:15 pm | Break |
| 12:45 pm | Conflict of Interest – Tracy Warren, Program Specialist |
| 1:00 pm | Member Reports - Marilu Moreno, Valerie Hurst, Lydia Dawson, Nanna Hanchett, Alan Hansen, Gina Johnson (Reports should stay between 5-8 minutes each) |
| 2:00 pm | Adjourn |

***Items in teal are considered “ACTION ITEMS” that may require a decision or a vote by membership.**

This agenda is subject to change in accordance with the provisions of the Idaho Open Meeting Law. Items may be addressed in a different order than appears on this agenda. Individual items may be moved from one place on the agenda to another by the Council. Time frames designated on this agenda are approximate only. The Council will continue its business if an agenda item is resolved in less than the allotted time.

Meeting Ground Rules

- Find a quiet a space without background noise.
- Use the “speaker view” if it is too overwhelming to see all of the people in the video boxes
- Mute your microphone not speaking.
- When you speak, state your name each time. This helps others know who is speaking.
- Do not interrupt others when they are speaking.
- Use the raise hand function when possible to speak.
- Use Zoom’s chat feature to ask questions or make comments. We will have someone monitoring the chat during the entire meeting.

Meeting Ground Rules

- Everyone participates
- Listen - seek to understand
- Be open to new ideas
- Be issues / solutions oriented
- Be honest and respectful
- Be prepared; do your homework
- No interruptions, side conversations, personal attacks
- Turn off cell phones; no texting
- Honor time limits
- Do not speak too long or too often

Consent Agenda

Background Information:

The Consent Agenda contains items that require a vote by the Members. If there are items on the Consent Agenda a Member wishes to discuss before that vote a Member may make a motion to move the item to the Business Agenda.

Recommended Action:

Review and approve the Consent Agenda:

- Chair Report – Emily Petersen will provide a verbal report at the meeting.
- July 29-31, 2020 Meeting Minutes and September 16, 2020
- Executive Director Report

Notes:

DRAFT Meeting Minutes

SUMMER QUARTERLY COUNCIL MEETING

Wednesday, July 29, 2020 - Zoom video teleconference

Council Members Present

Ian Bott

Lydia Dawson

Julie Fodor

Jenna Garrett

Anthony Gassman

Nanna Hanchett

Alan Hansen (at 10:55am)

Deedra Hunt

Valerie Hurst

Gina Johnson

Sarah Lopez

Marilu Moreno

Natali Pellens (at 11:15am)

Emily Petersen

Danielle Reff – DR

Michael Sandvig

Carly Saxe

Adrienne Seamans

Karren Streagle

La Donna Tuinstra

Edgar Zuniga

Members Absent

Amy Cunningham

Art Evans

Staff Present

Marieke Edwards

Trisha Hammond

Christine Pisani

Richelle Tierney

Tracy Warren

Guests

Brooke Nunn

Tamie Baker – support staff (11:00am)

Lori Gentillon (at 12:15pm)

Minutes:

Welcome, Introductions, Ground Rules, and Perfection of Agenda

Emily Petersen, Council Chair, called the regular meeting to order at 10:00am.

Additions to agenda – Richelle Tierney will talk about ADA celebration. Karren Streagle asked to present a report from the Idaho Department of Education.

Announcements: Richelle reported that instead of Hands Around the Capitol, Idaho is conducting a T-Shirt campaign to celebrate the 30th anniversary of the Americans with Disabilities Act (ADA). It is intended to collect stories about how the ADA has impacted you or your family. Order your FREE ADA30 T-shirt at this link:

<https://forms.gle/Qa63YWtm579tKWodA>

Vice-Chair Election Announcement

Emily Petersen announced that we will have an election for Council vice-chair today. There are completed nomination forms for two individuals in your packet.

Welcome New Members?

Council members introduced themselves with a little information about their representation on the Council and something they are proud of.

Consent Agenda

Corrections to the Spring Council meeting minutes were suggested to bring us into compliance with Open Meeting Law. Removal of section of minutes referring the executive session and decision from executive session. No other corrections noted.

ACTION: Changes to Spring Council Meeting Minutes

- Gina Johnson moved to approve the removal of reference to the Executive Session in the Spring Council Meeting minutes as noted.
- DR seconded.
- Motion passed.

ACTION: Consent Agenda

- DR moved to accept the consent agenda with change to Spring Council Meeting minutes as noted.
- Carly Saxe seconded.
- Motion passed.

Financial Report

Trisha Hammond, Council staff, presented the financial report to date as of June 30,

2020. She provided an explanation of terms and description of different fiscal years. An explanation of current contractors' work was provided along with an update on the status of contracts.

ACTION: Financial Report

- Mike Sandvig moved to approve the financial report as presented.
- DR seconded.
- Alan Hansen abstained from vote.
- Motion passed.

Pen Pal Club

DR presented information on how the Pen Pal Club was formed. She talked about how Pen Pals can stay in contact and invited Council members to be a pen pal with folks who have requested one.

Member Reports

Ian Bott reported how he has been serving on a variety of committees and groups. He has also been volunteering in the community. He shared his color-coded system for letting others know how he is feeling and the status of his mental health. He shared this tool with the State Independent Living Council and it has been picked up to share with others. The tool can be individualized for each person who wishes to use it.

Alan Hansen reported about his work with Community NOW on improving person-centered planning in Idaho. He also talked about being a Safety Commissioner for His Way and for the Special Olympics.

Mike Sandvig reported that he attended the Trauma Informed Care training last year and other webinars hosted by the Council. He participated in advocacy day at the Statehouse in February and met with legislators. He gave testimony on behalf of NAMI Idaho on specific legislation. Brought Trauma Informed Care to the state NAMI conference and although the face-to-face conference was canceled in May, it was held online and he will see about providing links to recorded sessions. He also provided a briefing to the house staff in his son's supported living home at their monthly meeting to talk about preventing crises. Mike serves on the SWITC Advisory Board and attends meetings. He has also attended 5 meetings in Idaho Falls with a group working on Supported Decision Making and policy development.

Adrienne Seamans reported that she has been going to school and working on her national certification for behavioral analysis. She is the only behavioral analyst at the school where she is doing her internship and that keeps her busy. Providing some education to school staff around good behavioral support practices. She has

been advocating for the support her own children need. She has also been watching the state political races for her area to learn about future legislators.

Karren Streagle shared what the State Dept. of Education has been doing to help schools open this fall. On the Idaho Department of Education website under the Student Learning Card there is a Special Education tab with links to information and reopening guidelines for special education. There is a Guidance for Parents section under the Special Education Tab as well. The link is: <https://www.sde.idaho.gov/re-opening/student-learning.html> She mentioned that Idaho Parents Unlimited also has resources. Christine asked if the Karren and Charlie Silva (State Director of Special Education) might do another webinar for families hosted by the Council. All Special Education Director webinars are posted on the Idaho Training Clearinghouse website at <https://idahotc.com/>

Set Council Meeting Dates

Council member discussed proposed meeting dates for 2020-21:

Fall	October 28-29-30, 2020	Video Conference
Plan Development Sessions	Nov 9-10 and 12	Video Conference
Winter	February 3-4-5, 2021	Joe R Williams Building, Boise
Spring	April 22-23, 2021	Joe R Williams Building, Boise
Summer	July 29-30, 2021	Joe R Williams Building, Boise
Fall	October 28-29, 2021	Joe R Williams Building, Boise

Also discussed that some of these meetings will need to be held through video conference. The Joe R Williams Building has been reserved in case we are able to meet in person. For the Winter meeting we are working on how the Council might support members to meet with legislators remotely.

ACTION: Set Council Meeting Dates

- Ian Bott moved to set the Council meeting dates as written.
- Anthony Gassman seconded.
- Motion passed.

Vice-Chair Election

Council Vice-Chair position is a one-year term upon election by members. Candidates for Council Vice-Chair were invited to speak to their nomination.

- Danielle Reff explained why she felt she would be a good Vice-Chair.

- Ian Bott explained why he felt he would be a good Vice-Chair.

Members voted through an individualized poll within the meeting. The elected Vice-Chair was announced – DR will continue to serve in the coming year.

Executive Sessions - Discussion

Emily Petersen explained that it was brought to our attention by our Deputy Attorney General that the Council has been in violation of the Open Public Meeting Law with our Executive Session meetings. Members can only discuss personnel evaluation in Executive Session and not pay increase. The discussions we had previously about a pay raise for the executive director must be held in an open public meeting session.

A recap of previous discussions was provided: Council members discussed the executive director evaluation and then had a discussion about giving the Council Executive Director (Christine Pisani) a raise. Members reviewed information about Council executive director salaries in other states and looked at Idaho state guidance on providing raises. Members discussed giving Christine Pisani a 5% salary increase to bring her pay up to the mid-line average of salary earned by others in her position. Members discussed previous information and decision points. In Idaho, state personnel rarely receive a raise above 5% and it is normally 3%. Mike said that the Council Executive Director position doesn't really fit with state positions, but we do have information about this position across other states. A 5% increase would bring the salary just up to the mid-line of what other Executive Directors earn. A 3% rate would not bring the salary up to the mid-line. Suggestion to draft the justification letter that would be sent to human resources for the 5% raise and then review and vote on the raise. It was suggested a motion be made, but there was disagreement and suggestion to have a longer discussion. Having a motion on the table would allow for further discussion.

ACTION: Decision on Personnel Salary

- Mike Sandvig moved the Council approve a 5% raise for the Executive Director
- La Donna Tuinstra seconded.

Discussion: Concern that providing this raise might affect the budget for future Council activities. From a past meeting we learned that the Council does have enough funds to pay for this raise without impacting work and activities of the Council. Christine's evaluation results over recent years show approval at 99% for her work as the Director. People may leave a job because their salary is not competitive. The Council would not want to lose Christine's experience, knowledge and commitment. Member shared that this discussion feels rushed and suggests more time is needed to ensure member understanding –

especially new members. Emily asked that the Council complete action for the motion on the table.

- Roll call vote was taken.
14 ayes: Sarah Lopez, Carly Saxe, LaDonna Tuinstra, Marilu Moreno, DR, Adrienne Seamans, Edgar Zuniga, Natali Pellens, Mike Sandvig, Karren Streagle, Ian Bott, Deedra Hunt, Julie Fodor, Valerie Hurst
4 abstentions: Lydia Dawson, Jenna Garrett, Alan Hansen, Gina Johnson
- Motion passed.

Emily suggested the Council form an ad hoc committee to develop member guidance on dealing with personnel issues in the future.

ACTION: Formation of Ad Hoc Committee

- Karren Streagle moved that the Council form an ad hoc committee to research and develop a process for staff evaluations and recommendations for raises.
- Gina Johnson seconded.
- Motion Passed.

Emily asked members to let her know if they want to serve on this committee of about 4-5 members. She will announce the committee members before the end of the meeting on Friday.

ACTION: Adjourn Meeting

- DR moved to adjourn the meeting
- Mike seconded.
- Motion passed. Meeting adjourned at 2:07pm.

Thursday, July 30, 2020 - Zoom video teleconference

Council Members Present

Ian Bott
Amy Cunningham
Julie Fodor
Jenna Garrett
Anthony Gassman
Nanna Hanchett (from 12:10pm-
1:20pm)
Alan Hansen
Deedra Hunt (until 11am)
Valerie Hurst
Gina Johnson (until 11:30am)

Sarah Lopez
Marilu Moreno
Natali Pellens
Emily Petersen
Danielle Reff – DR
Michael Sandvig
Carly Saxe
Adrienne Seamans
Karren Streagle
La Donna Tuinstra
Edgar Zuniga

Members Absent

Lydia Dawson
Art Evans
Nanna Hanchett (attended 1.10 hr)
Deedra Hunt (attended 1 hr)

Staff Present

Marieke Edwards
Trisha Hammond
Christine Pisani

Richelle Tierney
Tracy Warren

Guests

Tamie Baker – support staff
Hannah Liedkie
McKayla Matlack
Trinity Nicholson

Minutes:[Welcome, Ground Rules, and Perfection of Agenda](#)

Emily Petersen, Council Chair, called the regular meeting to order at 10:00am.

DR read the ground rules.

[Five Year Planning Overview](#)

Marieke Edwards, Council Research Analyst, presented information...

[Carryover Work](#)

Christine Pisani, Council Executive Director presented information about work that will continue into the next five-year plan.

Self-Advocacy Goal: Our federal act requires all Councils to have a self-advocacy goal in its strategic plan. She reported about past work including the creation of a statewide self-advocacy organization. The Idaho Self Advocate Leadership Network was established a non-profit organization separate from the Council. When that organization decided to dissolve, the Council had to come up with a new advocacy goal and objectives.

One objective under the current self-advocacy goal in our plan goal is to build a statewide advocacy coalition made up of individuals with intellectual/developmental disabilities and family members. That is the Medicaid Matters Advocacy Coalition that we have today. This coalition is made up of people in different areas working at the local and state level. One of the self-advocacy goal activities is Partners in Policymaking leadership development program that has continued to develop advocacy leaders around the state.

Under our federal regulations we are required to have a joint goal with our DD Network partners – the Center on Disabilities and Human Development and DisAbility Rights Idaho. The Advocacy Coalition is that shared objective/goal.

Community NOW! This initiative came about as a result from a lawsuit against the Department of Health and Welfare – Medicaid brought by the Idaho American Civil Liberties Union on behalf of individuals who use developmental disabilities services in Idaho. The lawsuit was about how their service budget was determined – it was not transparent. Part of the lawsuit settlement was to bring people who use the services and family members together to have a voice in how the Home and Community-Based services work in Idaho.

In 2017, we became a partner in the **Idaho Living Well grant** that was awarded to the Center on Disabilities and Human Development. Objectives of the grant workplan of

align to recommendations from Community NOW and also to develop an improved abuse and neglect monitoring system in Idaho, create training and a career ladder for direct support professionals, develop a train-the-trainer model for self-advocacy training, and supporting members of the Latinx community to have a strong voice in systems change activities. We are committed to continuing this work under the grant over the next 3 years. We also have a commitment to the Community NOW initiative and improving Home and Community-Based Services in Idaho. This work is described and reported under the Council's Goal 1 in the current plan and can take many years to achieve.

Targeted Disparity: We are required in our federal law to identify targeted disparity in our state. We must look at data and determine which populations or sub-populations of people with developmental disabilities are under-served or not served. We then determine what the barriers are to accessing needed support and services and then work to eliminate those barriers.

Spanish-speaking individuals with developmental disabilities and family members have been identified as a targeted disparity for the Council.

Another identified targeted disparity is access to needed services by individuals who experience both an intellectual/developmental disability and mental health diagnosis. We have been doing work over the last 5 years to address barriers identified.

Members discussed these two targeted disparity areas and shared personal stories.

[Data Collection Results from Survey](#)

Marieke Edwards, Council Research Analyst, presented information from our public input survey (PowerPoint presentation is part of meeting packet). We offered a variety of ways to help people complete the survey – online, by telephone interview, mailed paper copies. There were 296 people who responded to the survey.

The Council had planned to conduct in-person focus groups in local communities around the state to get more information from rural areas. As a result of the COVID-19 health crisis, we were not able to do those groups in local communities.

Members broke into smaller groups to discuss the survey results presented. Groups discussed and reported out about the 3 priority areas that were identified overall in survey results: Access to Home and Community Based Services, Recognizing and Preventing Abuse and Neglect, and Education.

The group then discussed the top priority areas according to different groups – adults with intellectual/developmental disabilities (I/DD) versus family members versus others.

In the second breakout small groups discussed getting more information for certain groups. Rural areas and adults with I/DD were identified as well as a few other groups.

Members were asked to select their top 5 priorities from the list of 25 topics in the survey.

ACTION: Adjourn Meeting

- DR moved to adjourn the meeting.
- Anthony Gassman seconded.
- Motion passed. Meeting adjourned at 2:02pm

Friday, July 31, 2020 - Zoom video teleconference

Council Members Present

Ian Bott (at 10:20am)

Amy Cunningham

Jenna Garrett

Anthony Gassman

Nanna Hanchett

Alan Hansen

Deedra Hunt (at 10:25am)

Valerie Hurst

Gina Johnson

Sarah Lopez

Marilu Moreno

Natali Pellens

Emily Petersen

Danielle Reff – DR

Michael Sandvig

Carly Saxe

Adrienne Seamans

Karren Streagle

La Donna Tuinstra

Edgar Zuniga

Members Absent

Ian Bott (left at 11:15am, back at 12:00pm)

Lydia Dawson

Art Evans

Julie Fodor

Staff Present

Marieke Edwards

Trisha Hammond

Christine Pisani

Richelle Tierney

Tracy Warren

Guests

Ryan Waddell, IDVR - EES Program
Manager

Stephanie Perry, IDHW

Jamie Newton, SWITC Director

Cameron Gilliland, FACS Administrator

Tamie Baker – support staff

Robin Greenfield (for Julie Fodor)

Lori Gentillon

Hannah Liedke

McKayla Matlack

Trinity Nicholson

Terry Fredrickson

Sandy Spray, Opportunities, Inc.



Minutes:

[Welcome, Ground Rules, and Perfection of Agenda](#)

Emily Petersen, Council Chair, called the regular meeting to order at 10:00am.

Emily read the ground rules, DR, Vice-Chair read Zoom meeting etiquette.

Announcement:

The Council is hosting a 4-part webinar series – *Leaving No One Behind: Understanding Cultural and Linguistic Competence to Service Everyone*. Council members, DisAbility Rights Idaho staff, Center on Disabilities and Human Development staff, and Community NOW members will be encouraged to attend. An email with the flyer, dates and links will be sent out and information will be posted on our website and Facebook page.

[IDVR Public Input Process for Extended Employment Services Program Rules Development](#)

Ryan Waddell, Extended Employment Services (EES) Program Manager, presented information about the new statute, explained EES program services, and described the public input process for the development of rules under the new statute.

The listening sessions will be held via WebEx (virtual meeting platform) and people can also call into the sessions on the phone. Listening session webinars for public input will have closed captioning. People can contact Ryan directly and letters are another way to provide input. Suggestion to host one listening session in Spanish. Discussion about how we might better get to individuals who use the program and those who do not have access to the internet. Ryan's presentation is available on the Council website with the meeting packet.

[Update on Southwest Idaho Treatment Center \(SWITC\)](#)

Stephanie Perry - Project Manager, Division of Family and Community Services-IDHW and Jamie Newton - SWITC Administrator, provided information about status of clients at SWITC and the development of a new treatment model. Their presentation is available on the Council website with the meeting packet.

[Vote on New Council Logo](#)

Trisha Hammond presented new design options for our Council logo. Members discussed and voted on their preference.

ACTION: Adjourn Meeting

- DR moved to adjourn the meeting.
- Edgar Zuniga seconded.



- Motion passed. Meeting adjourned at 12:44pm

DRAFT Meeting Minutes

COUNCIL MEETING

Wednesday, September 16, 2020 - Zoom video teleconference

Council Members Present

Ian Bott

Amy Cunningham

Lydia Dawson

Jenna Garrett

Julie Fodor (at 11:15am)

Nanna Hanchett

Alan Hansen

Deedra Hunt

Valerie Hurst

Gina Johnson

Sarah Lopez

Marilu Moreno

Natali Pellens

Emily Petersen

Danielle Reff – DR

Michael Sandvig

Carly Saxe (late)

Adrienne Seamans

Karren Streagle

Edgar Zuniga

Members Absent

Art Evans

La Donna Tuinstra

Staff Present

Marieke Edwards

Trisha Hammond

Christine Pisani

Richelle Tierney

Tracy Warren

Guests

Tami Baker – support staff

Jayne - captioner

McKayla Matlack

Kimberly Derr

Marilyn Sword

Meeting Minutes:

Welcome, Introductions, Ground Rules, and Perfection of Agenda

Emily Petersen, Council Chair, called the meeting to order at 10:02am.

Vice Chair, DR, read the ground rules.

Changes to agenda – The Department of Health and Welfare will not be presenting today. We would like to have more time to discuss the 5-year plan in that time period.

ACTION: Amendments to the Meeting Agenda

- DR moved to amend the agenda to replace IDHW presentation with extended 5-year plan discussion.
- Amy Cunningham seconded.
- Motion passed.

Council Annual Work Plan

Marieke Edwards, Research Analyst, presented a draft work plan for the year that begins October 1, 2020. Council members reviewed and discussed the proposed annual work plan for fiscal year 2021 (Oct 1, 2020-Sept 30, 2021).

Suggestion to change Objective 1.1 language from “by October 2020” to “by September 30, 2020.” Suggestion to revise Objective 3 language to reflect work the Council will accomplish in this plan. Suggest change to last bullet under Objective 2.2 to read “...State Board of Education EES workgroup.”

ACTION: Approve changes to FY2021 Annual Work Plan

- DR moved to accept changes to the annual plan as reviewed.
- Mike Sandvig seconded.
- Motion passed.

ACTION: Approve FY2021 Annual Work Plan

- Mike Sandvig moved to approve the FY2021 Work Plan as revised.
- Alan Hansen seconded.
- Motion passed.

Federal Fiscal Year 2021 Work Plan Budget

Trisha Hammond, Council staff, presented the proposed FY2021 Annual Work Plan Budget to members.

ACTION: Approve FY2021 Annual Work Plan Budget

- Alan Hansen moved to approve the FY2021 Annual Work Plan Budget as presented.
- Carly Saxe seconded.
- Motion passed.

Membership Committee

Trisha Hammond reported that the Council has a recent vacancy because Anthony Gassman moved to the state of Washington. He was filling the position of local non-governmental agency concerned with services for people with developmental disabilities. The federal definition for the position was shared. A notice of position opening will be posted on the ICDD website and Facebook page. Trisha asked any members who wish to serve on an ad hoc Membership Committee to contact her. This Committee will interview applicants for the position. DR, Val, and Natali said they would help on the committee.

Five Year Plan Data

Marieke Edwards, Research Analyst, presented data from the Council's survey. Council members discussed. Preview of 5-year plan development activities that will be included in upcoming Council meetings.

Announcements: October focus groups include financial exploitation on October 7th and neglect on October 14th. These are posted on our Facebook page.

Marilyn Sword has offered to present at a future meeting about the new Family Caregiver Navigator Pilot project in Southwest Idaho.

Governor Little has established a Behavioral Health Council that has an advisory committee on which Council Member Mike Sandvig is serving.

ACTION: Adjourn Meeting

- DR moved to adjourn the meeting
- Jenna Garrett seconded.
- Motion passed. Meeting adjourned at 1:37pm.

Summary of Council Chair Activity-

July 1, 2020- September 30, 2020

This past quarter has been busy as usual, but I continue educating myself as chair and collaborating with others to help the Council serve the best they can through another 3 months of this pandemic. My activities have included:

- Calls with council staff, including several calls and email correspondence on a regular basis with the executive director to plan and approve the July Council meeting, work through membership changes, plan and approve the September council meeting, etc...
- Submitted executive director increase letter to Kimberlee from the HR department
- Preparation meetings with council staff and Gary (contractor of Medicaid Matters) regarding Covid-19 resources and concern for individuals with developmental disabilities.
- Zoom meeting with Senator Crapo's staff member, Kelli McConnell-advocating for more federal funding to help individuals with developmental disabilities keep the resources they need and be protected.
- Attended Webinars on crisis management, reducing stress, challenging behaviors throughout the month of July
- Attended and participated in the NACDD Chairperson Leadership Orientation Series through Zoom throughout the month of September
- Directed the Council meeting on September 16, 2020 regarding the five-year plan
- Attended and participated in the first Cultural and Linguistic Competence Webinar at the end of September
- Phone call meetings with Vice Chair DR to discuss improvement strategies to benefit the Council
- Continued research regarding membership guidance for the Council

Idaho Council on Developmental Disabilities

Council Executive Director Report

Summary of Council Director Activity July 1 - September 30, 2020

- **July 1-3, 2020**
 - Reviewer for Contract
 - Meeting with Human Resources
 - Work on Idaho Living Well Grant Activities
 - Vacation
- **July 6-10, 2020**
 - Vacation
 - Meeting with Human Resources
 - Facilitate webinar: Cultivating Compassion and Reducing Stress
 - Meeting with Council Chair
 - Meeting with Dana Gover Northwest ADA
 - Bi-weekly State Director Call with Governor Little
 - Work on Idaho Living Well Grant Activities
- **July 13-17, 2020**
 - Medical leave
- **July 20-24, 2020**
 - Medical leave
- **July 27- 31, 2020**
 - DD Council Meeting Prep
 - Attended Quarterly Community Care Council
 - Attended Quarterly Council meeting
 - Meeting with Senator Crapo's Health Policy Staff
 - Attended National Association on DD Councils National Call
 - Meeting with Jane Donnellan, Administrator Division of Vocational Rehabilitation
 - Work on Idaho Living Well Grant Activities
- **August 3-7, 2020**
 - Post Council staff meeting
 - Meeting with Human Resources
 - Attended NACDD State Budget Emergency Task Force

Facilitated Zoom Meeting for the Non-Emergency Medical Transportation
Attended National Association on DD Councils Champions of Equal
Opportunity Award Ceremony
Meeting with a parent
Meeting with reporter at the Post Register
Prepare for Community NOW! meetings
Work on Idaho Living Well Grant Activities
Bi-weekly State Director Call with Governor Little
Meeting with Marilyn Sword, Idaho Caregiver Alliance

- **August 10-14, 2020**

Council staff meetings through Microsoft office
Meeting with parent
Meeting with Human Resources
Meeting with Professor Sarah Fry, Ph.D. Boise State University
Attended the Assessment Observation and Stabilization Building Workgroup
Attended Idaho Living Well Partners meeting
Work on Idaho Living Well Grant Activities
Planning/prep for September Council meeting
Attended National Association on DD Councils National Call
Meeting with Vocational Rehabilitation to Plan for EES Training and Public
Comment opportunity provided in Spanish

- **August 17-21, 2020**

Council staff meetings through Microsoft office
Meeting with Human Resources
Attended National Association on DD Councils National Call
Work on Idaho Living Well Grant Activities
Meeting with Mel Leviton, Director State Independent Living Council
Attend Quality Assurance Abuse Reporting & Monitoring Workgroup
Attend MHDD National Training Center Advisory Board Meeting
Attend Step Down Housing Workgroup
Work with Georgetown University contractor to plan cultural competency
webinar series
Bi-weekly State Director Call with Governor Little

- **August 24-28, 2020**

Meeting with Marilyn Sword, Idaho Caregiver Alliance
Council staff meetings through Microsoft office
Attended National Association on DD Councils National Call

Meeting with Ritchie Eppink, Legal Director ACLU
Meeting with Amy Cunningham, DisAbility Rights Idaho
Participated in interviews for the Executive Director of the Idaho Council on Domestic Violence
Work on Idaho Living Well Grant Activities
Meeting with Council Chair and Vice-Chair
Attended the Assessment Observation and Stabilization Building Workgroup
Meeting with Matt Wimmer and Art Evans, Division of Medicaid
Attended Step Down Workgroup
Attended SWITC Advisory Board Meeting
Meeting with David Jones, Administrator, Administration on Community Living

- **August 31-September 4, 2020**

Council staff meetings through Microsoft office
Attended Idaho Living Well Partners Planning meeting
Planning and prep for Community NOW! Meetings
Attended weekly National Association on DD Councils National Call
Participated in Idaho Consortium of People with Disabilities
Work with CDHD on objective language for Idaho Living Well Grant
Participated in Public Policy Committee for the National Association of Councils on Developmental Disabilities

- **September 7-11, 2020**

Council staff meetings through Microsoft office
Planning and prep for Community NOW! Meetings
Attend the Statewide Advisory Taskforce meeting for Non-Emergency Medical Transportation
Meeting with Griselda Camacho
Meeting with Rebecca Fadness to discuss Council presentation at Partnership meeting
Meeting with Gary Sandusky and Richelle Tierney on the statewide advocacy coalition
Lunch with LeAnn at LINC Council presentation
Attended National Association on DD Councils National Call
Attended Idaho Coordinated Response meeting
Meeting with Department of Health & Welfare to review proposed legislation
Meeting with Representative Wintrow regarding the sexual assault of people with I/DD in Idaho

Work on Idaho Living Well Grant Activities
Attend the DD Network Coalition meeting
Prepare for Independent Living Conference

- **September 14-18, 2020**

Council staff meetings through Microsoft office
Meeting with Boise State University Criminal Justice Department for Idaho Living Well grant
Planning and prep for Community NOW! Meetings
Prepare for Independent Living Conference presentation on “Your Rights in HCBS”
Person Centered Thinking training
Work on Idaho Living Well Grant Activities
Presented “Your Rights in HCBS” for the Independent Living Conference
Attended Council meeting
Attended National Association on DD Councils National Call
Meeting with Georgetown University contractor to review cultural competency presentation for first webinar
Meeting with Gary Sandusky and Richelle Tierney on the statewide advocacy coalition
Prepare cultural competency training for DD Council Executive Directors
Attend Community NOW! Coordination meeting
Provide educational webinar on cultural competency to Council Executive Directors

- **September 21-25, 2020**

Council staff meetings through Microsoft office
Approve invoices
Planning and prep for Community NOW! Meetings
Prepare for Culturally Responsive Advisory Group meeting
Attended Idaho Workgroup Meeting on Person Centered Planning
Presentation to Boise State University Human Rights class
Person Centered Thinking training
Work on Idaho Living Well Grant Activities
Prepare Race, Racism, and Racial Justice Presentation with Georgetown University contractor
Work on grant language for the Culturally Responsive Advisory Group for the Idaho Living Well grant

Drafted rationale for two studies on abuse and neglect for the Idaho Living Well grant

Work on DD Council Fall Meeting agenda

Participate in Community NOW! Core Team Meeting

Hosted Cultural Competency webinar: Setting the Stage: The Intersection of Intellectual and Developmental Disabilities

Meeting with Disability Rights Idaho to draft rational for two studies on abuse and neglect

Attended National Association on DD Councils National Call

- **September 28-30, 2020**

Approve invoices

Prepare for Culturally Responsive Advisory Group meeting

Planning and prep for Community NOW! Meetings

Council staff meetings through Microsoft office

Prepare Race, Racism, and Racial Justice Presentation with Georgetown University contractor

Discussion with Cynthia Yee-Wallace KW vs. Armstrong work

Person Centered Thinking training

Work on Idaho Living Well Grant Activities

Work on grant language for the Culturally Responsive Advisory Group for the Facilitate Culturally Responsive Advisory Group meeting

Meeting with Tami Jackson, Wisconsin Public Policy Director to discuss CMS Emergency Declaration

Attended National Association on DD Councils National Call



Financial Report Fourth Quarter – Federal Fiscal Year 2020

Background Information:

A financial statement reflecting our fund balance and the amount spent to date in this Fiscal Year will be presented at the Council meeting. The Council operates on a federal Fiscal Year (October 1- September 30). The Council is responsible for overseeing and approving the budget.

Recommended Action:

Review and approve the financial report that will be distributed at the meeting.

Notes:

Idaho Council on Developmental Disabilities

Council Budget September 2020



IDAHO COUNCIL ON
DEVELOPMENTAL
DISABILITIES

1

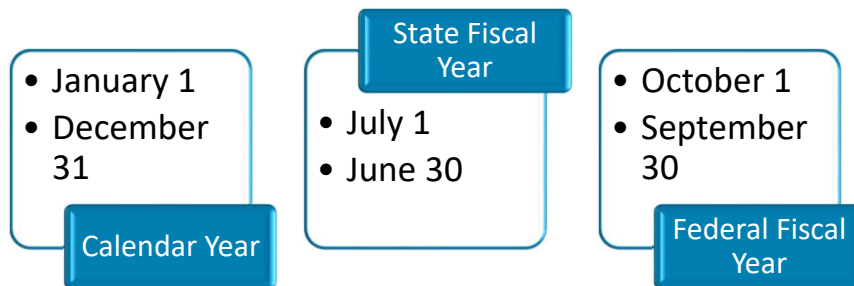
Explanation of Terms

- Budget – Plan or estimate of expected income and expense during a period of time
- Income – Money received
- Expense – Cost
- Carryover or Rollover – Income we were authorized to spend during a set timeframe and didn't that we can now spend or hope to be able to spend in the future
- Holdback – Money we were authorized to spend and then asked not to.



3

Timelines



4

Where does our income come from?



- FFY – The Council receives a Notice of Award from the Federal Government annually
 - 2019 - \$520,325
 - 2020 - \$520,902

- SFY – Through Designated State Agency (DSA) from the Joint Finance and Appropriation Committee (JFAC)
 - \$188,500
 - Minus 5% Holdback of \$9,425

- FFY20 Living Well Grant
 - ???



5

Living Well Grant

Requested

- Operating
 - \$1280 for Captioning
- Contractual
 - \$50,500 Abuse and Neglect Studies
 - \$65,000 Support Development Associates



Roll-over Requested

- Travel
 - \$2,558 Person Centered Thinking Training, Listening Sessions or Interviews
- Operating
 - \$1,700 Supplies
 - \$7,675 CNOW! PC Thinking Individual Travel
 - \$8,400 Stipends
- Contractual
 - \$20,000 Video Production
- Personnel
 - \$44,510 Half of a Project Specialist Income and Fringe



6

Budgeted

EXPENSES

Sub Grants: October 1, 2019- September 30, 2020

- | | |
|---|--|
| <ul style="list-style-type: none"> ▪ Policy Coalition (Connexus) <ul style="list-style-type: none"> ▪ Total Contracted \$43,900 <ul style="list-style-type: none"> ▪ Paid \$43,686 ▪ Community Connector (Griselda) <ul style="list-style-type: none"> ▪ Total Contracted \$30,400 <ul style="list-style-type: none"> ▪ Paid \$28,416 | <ul style="list-style-type: none"> ▪ Bracke & Associates <ul style="list-style-type: none"> ▪ Total Contracted \$43,290 <ul style="list-style-type: none"> ▪ Paid \$34,785 ▪ Support Development Associates LLC <ul style="list-style-type: none"> ▪ Total Contracted \$66,700 <ul style="list-style-type: none"> ▪ Paid \$4,221 |
|---|--|



7

Budgeted

EXPENSES

Fixed Annual Expenses

▪ Staff Training	\$1,000
▪ Dues	\$4,700
▪ Computer Software, Equipment and Support	\$13,000
▪ Assessible or Inclusive Operations	\$19,400
▪ Supplies, Printing, Copier, Phones, Storage and Subscriptions	\$20,447
▪ Rent (\$10,375 in state funds)	\$20,930
▪ Salaries (\$168,700 in State funds)	\$424,000



8

Totals as of September 30, 2020

	FFY19 Federal	FFY20 Federal
Allocated	\$520,325	\$520,902
Spent	\$403,985	\$11,038
Left	\$116,340	\$509,864

	SFT21 State	Year 2 Living Well Grant
Allocated	\$179,075	\$108,585
Spent	\$69,812	\$66,237
Left	\$109,263	Closed



9



LEAVING NO ONE BEHIND: UNDERSTANDING CULTURAL AND LINGUISTIC COMPETENCE TO SERVE EVERYONE

Vivian H. Jackson, Ph.D.

Sponsored by the Idaho Developmental Disabilities Network



1

September 24, 2020
1:00 - 2:30 (MDT)

Setting the Stage: The Intersection of I/DD and Culture and Language

This session will provide an understanding of the concept of “culture” and its relationship to I/DD and how services are provided with culturally diverse persons with I/DD and their families.

October 15, 2020
1:00 - 2:30 (MDT)

2

Deep Dive into Race, Racism, Racial Justice....Leaving No One Behind...

This session will help us have open and honest conversations to begin breaking down the racial inequities that each of us must work to overcome so that everyone can access the American dream.

3

November 6, 2020
1:00 - 2:30 (MST)

What is Cultural and Linguistic Competence?

This session will introduce participants to the Georgetown University National Center for Cultural Competence Framework on Cultural and Linguistic Competence at the individual and organizational level.

4

December 11, 2020
1:00 - 2:30 (MST)

with Tawara Goode, MA

Linguistic Competence

This session will focus on the NCCC definition of Linguistic Competence, with an emphasis on obligations under Title VI Civil Rights Act, 1964 relevant to persons with Limited English Proficiency or No English Proficiency.

January 8, 2021
1:00 - 2:30 (MST)

5

Creating a New Day: Implementation of Cultural and Linguistic Competence

This session will provide an opportunity for participants to develop a plan for personal and organizational planning for advancing cultural and linguistic competence.



EXECUTIVE ORDERS

Executive Order on Combating Race and Sex Stereotyping

— LAW & JUSTICE Issued on: September 22, 2020



By the authority vested in me as President by the Constitution and the laws of the United States of America, including the Federal Property and Administrative Services Act, 40 U.S.C. 101 et seq., and in order to promote economy and efficiency in Federal contracting, to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating, it is hereby ordered as follows:

Section 1. Purpose. From the battlefield of Gettysburg to the bus boycott in Montgomery and the Selma-to-Montgomery marches, heroic Americans have valiantly risked their lives to ensure that their children would grow up in a Nation living out its creed, expressed in the Declaration of Independence: “We hold these truths to be self-evident, that all men are created equal.” It was this belief in the inherent equality of every individual that inspired the Founding generation to risk their lives, their fortunes, and their sacred honor to establish a new Nation, unique among the countries of the world. President Abraham Lincoln understood that this belief is “the electric cord” that “links the hearts of patriotic and liberty-loving” people, no matter their race or country of origin. It is the belief that inspired the heroic black soldiers of the 54th Massachusetts Infantry Regiment to defend that same Union at great cost in the Civil War. And it is what inspired Dr. Martin Luther King, Jr., to dream that his children would one day “not be judged by the color of their skin but by the content of their character.”

Thanks to the courage and sacrifice of our forebears, America has made significant progress toward realization of our national creed, particularly in the 57 years since Dr. King shared his dream with the country.

Today, however, many people are pushing a different vision of America that is grounded in hierarchies based on collective social and political identities rather than in the inherent and equal dignity of every person as an individual. This ideology is rooted in the pernicious and false belief that America is an irredeemably racist and sexist country; that some people, simply on account of their race or sex, are oppressors; and that racial and sexual identities are more important than our common status as human beings and Americans.

This destructive ideology is grounded in misrepresentations of our country’s history and its role in the world. Although presented as new and revolutionary, they resurrect the discredited notions of the nineteenth century’s apologists for slavery who, like President Lincoln’s rival Stephen A. Douglas, maintained that our government “was made on the white basis” “by white men, for the benefit of white men.” Our Founding documents rejected these racialized views of America, which were soundly defeated on the blood-stained battlefields of the Civil War. Yet they are now being repackaged and sold

as cutting-edge insights. They are designed to divide us and to prevent us from uniting as one people in pursuit of one common destiny for our great country.

Unfortunately, this malign ideology is now migrating from the fringes of American society and threatens to infect core institutions of our country. Instructors and materials teaching that men and members of certain races, as well as our most venerable institutions, are inherently sexist and racist are appearing in workplace diversity trainings across the country, even in components of the Federal Government and among Federal contractors. For example, the Department of the Treasury recently held a seminar that promoted arguments that “virtually all White people, regardless of how ‘woke’ they are, contribute to racism,” and that instructed small group leaders to encourage employees to avoid “narratives” that Americans should “be more color-blind” or “let people’s skills and personalities be what differentiates them.”

Training materials from Argonne National Laboratories, a Federal entity, stated that racism “is interwoven into every fabric of America” and described statements like “color blindness” and the “meritocracy” as “actions of bias.”

Materials from Sandia National Laboratories, also a Federal entity, for non-minority males stated that an emphasis on “rationality over emotionality” was a characteristic of “white male[s],” and asked those present to “acknowledge” their “privilege” to each other.

A Smithsonian Institution museum graphic recently claimed that concepts like “[o]bjective, rational linear thinking,” “[h]ard work” being “the key to success,” the “nuclear family,” and belief in a single god are not values that unite Americans of all races but are instead “aspects and assumptions of whiteness.” The museum also stated that “[f]acing your whiteness is hard and can result in feelings of guilt, sadness, confusion, defensiveness, or fear.”

All of this is contrary to the fundamental premises underpinning our Republic: that all individuals are created equal and should be allowed an equal opportunity under the law to pursue happiness and prosper based on individual merit.

Executive departments and agencies (agencies), our Uniformed Services, Federal contractors, and Federal grant recipients should, of course, continue to foster environments devoid of hostility grounded in race, sex, and other federally protected characteristics. Training employees to create an inclusive workplace is appropriate and beneficial. The Federal Government is, and must always be, committed to the fair and equal treatment of all individuals before the law.

But training like that discussed above perpetuates racial stereotypes and division and can use subtle coercive pressure to ensure conformity of viewpoint. Such ideas may be fashionable in the academy, but they have no place in programs and activities supported by Federal taxpayer dollars. Research also suggests that blame-focused diversity training reinforces biases and decreases opportunities for minorities.

Our Federal civil service system is based on merit principles. These principles, codified at 5 U.S.C. 2301, call for all employees to “receive fair and equitable treatment in all aspects of personnel management without regard to” race or sex “and with proper regard for their . . . constitutional rights.” Instructing Federal employees that treating individuals on the basis of individual merit is racist or sexist directly undermines our Merit System Principles and impairs the efficiency of the Federal service. Similarly, our Uniformed Services should not teach our heroic men and women in uniform the lie that the country for which they are willing to die is fundamentally racist. Such teachings could directly threaten the cohesion and effectiveness of our Uniformed Services.

Such activities also promote division and inefficiency when carried out by Federal contractors. The Federal Government has long prohibited Federal contractors from engaging in race or sex discrimination and required contractors to take affirmative action to ensure that such discrimination does not occur. The participation of contractors' employees in training that promotes race or sex stereotyping or scapegoating similarly undermines efficiency in Federal contracting. Such requirements promote divisiveness in the workplace and distract from the pursuit of excellence and collaborative achievements in public administration.

Therefore, it shall be the policy of the United States not to promote race or sex stereotyping or scapegoating in the Federal workforce or in the Uniformed Services, and not to allow grant funds to be used for these purposes. In addition, Federal contractors will not be permitted to inculcate such views in their employees.

Sec. 2. Definitions. For the purposes of this order, the phrase:

(a) "Divisive concepts" means the concepts that (1) one race or sex is inherently superior to another race or sex; (2) the United States is fundamentally racist or sexist; (3) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (4) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (5) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (6) an individual's moral character is necessarily determined by his or her race or sex; (7) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (8) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (9) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. The term "divisive concepts" also includes any other form of race or sex stereotyping or any other form of race or sex scapegoating.

(b) "Race or sex stereotyping" means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex.

(c) "Race or sex scapegoating" means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex. It similarly encompasses any claim that, consciously or unconsciously, and by virtue of his or her race or sex, members of any race are inherently racist or are inherently inclined to oppress others, or that members of a sex are inherently sexist or inclined to oppress others.

(d) "Senior political appointee" means an individual appointed by the President, or a non-career member of the Senior Executive Service (or agency-equivalent system).

Sec. 3. Requirements for the United States Uniformed Services. The United States Uniformed Services, including the United States Armed Forces, shall not teach, instruct, or train any member of the United States Uniformed Services, whether serving on active duty, serving on reserve duty, attending a military service academy, or attending courses conducted by a military department pursuant to a Reserve Officer Corps Training program, to believe any of the divisive concepts set forth in section 2(a) of this order. No member of the United States Uniformed Services shall face any penalty or discrimination on account of his or her refusal to support, believe, endorse, embrace, confess, act upon, or otherwise assent to these concepts.

Sec. 4. Requirements for Government Contractors. (a) Except in contracts exempted in the manner provided by section 204 of Executive Order 11246 of September 24, 1965 (Equal Employment Opportunity), as amended, all Government contracting agencies shall include in every Government contract hereafter entered into the following provisions:

“During the performance of this contract, the contractor agrees as follows:

1. The contractor shall not use any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. The term “race or sex stereotyping” means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex, and the term “race or sex scapegoating” means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex.
2. The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under the Executive Order of September 22, 2020, entitled Combating Race and Sex Stereotyping, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
3. In the event of the contractor's noncompliance with the requirements of paragraphs (1), (2), and (4), or with any rules, regulations, or orders that may be promulgated in accordance with the Executive Order of September 22, 2020, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order 11246, and such other sanctions may be imposed and remedies invoked as provided by any rules, regulations, or orders the Secretary of Labor has issued or adopted pursuant to Executive Order 11246, including subpart D of that order.
4. The contractor will include the provisions of paragraphs (1) through (4) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as may be directed by the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction, the contractor may request the United States to enter into such litigation to protect the interests of the United States.”

(b) The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal

(ii) request that the agency inspector general thoroughly review and assess by the end of the calendar year, and not less than annually thereafter, agency compliance with the requirements of this order in the form of a report submitted to OMB; and

(iii) assign at least one senior political appointee responsibility for ensuring compliance with the requirements of this order.

Sec. 7. OMB and OPM Review of Agency Training. (a) Consistent with OPM's authority under 5 U.S.C. 4115-4118, all training programs for agency employees relating to diversity or inclusion shall, before being used, be reviewed by OPM for compliance with the requirements of section 6 of this order.

(b) If a contractor provides a training for agency employees relating to diversity or inclusion that teaches, advocates, or promotes the divisive concepts set forth in section 2(a) of this order, and such action is in violation of the applicable contract, the agency that contracted for such training shall evaluate whether to pursue debarment of that contractor, consistent with applicable law and regulations, and in consultation with the Interagency Suspension and Debarment Committee.

(c) Within 90 days of the date of this order, each agency shall report to OMB all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors. Such report shall, in addition to providing aggregate totals, delineate awards to each individual contractor.

(d) The Directors of OMB and OPM may jointly issue guidance and directives pertaining to agency obligations under, and ensuring compliance with, this order.

Sec. 8. Title VII Guidance. The Attorney General should continue to assess the extent to which workplace training that teaches the divisive concepts set forth in section 2(a) of this order may contribute to a hostile work environment and give rise to potential liability under Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e et seq. If appropriate, the Attorney General and the Equal Employment Opportunity Commission shall issue publicly available guidance to assist employers in better promoting diversity and inclusive workplaces consistent with Title VII.

Sec. 9. Effective Date. This order is effective immediately, except that the requirements of section 4 of this order shall apply to contracts entered into 60 days after the date of this order.

Sec. 10. General Provisions. (a) This order does not prevent agencies, the United States Uniformed Services, or contractors from promoting racial, cultural, or ethnic diversity or inclusiveness, provided such efforts are consistent with the requirements of this order.

(b) Nothing in this order shall be construed to prohibit discussing, as part of a larger course of academic instruction, the divisive concepts listed in section 2(a) of this order in an objective manner and without endorsement.

(c) If any provision of this order, or the application of any provision to any person or circumstance, is held to be invalid, the remainder of this order and the application of its provisions to any other persons or circumstances shall not be affected thereby.

(d) Nothing in this order shall be construed to impair or otherwise affect:

contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate.

(c) Within 30 days of the date of this order, the Director of OFCCP shall publish in the Federal Register a request for information seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. The request for information should request copies of any training, workshop, or similar programming having to do with diversity and inclusion as well as information about the duration, frequency, and expense of such activities.

Sec. 5. Requirements for Federal Grants. The heads of all agencies shall review their respective grant programs and identify programs for which the agency may, as a condition of receiving such a grant, require the recipient to certify that it will not use Federal funds to promote the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. Within 60 days of the date of this order, the heads of agencies shall each submit a report to the Director of the Office of Management and Budget (OMB) that lists all grant programs so identified.

Sec. 6. Requirements for Agencies. (a) The fair and equal treatment of individuals is an inviolable principle that must be maintained in the Federal workplace. Agencies should continue all training that will foster a workplace that is respectful of all employees. Accordingly:

- (i) The head of each agency shall use his or her authority under 5 U.S.C. 301, 302, and 4103 to ensure that the agency, agency employees while on duty status, and any contractors hired by the agency to provide training, workshops, forums, or similar programming (for purposes of this section, "training") to agency employees do not teach, advocate, act upon, or promote in any training to agency employees any of the divisive concepts listed in section 2(a) of this order. Agencies may consult with the Office of Personnel Management (OPM), pursuant to 5 U.S.C. 4116, in carrying out this provision; and
- (ii) Agency diversity and inclusion efforts shall, first and foremost, encourage agency employees not to judge each other by their color, race, ethnicity, sex, or any other characteristic protected by Federal law.

(b) The Director of OPM shall propose regulations providing that agency officials with supervisory authority over a supervisor or an employee with responsibility for promoting diversity and inclusion, if such supervisor or employee either authorizes or approves training that promotes the divisive concepts set forth in section 2(a) of this order, shall take appropriate steps to pursue a performance-based adverse action proceeding against such supervisor or employee under chapter 43 or 75 of title 5, United States Code.

(c) Each agency head shall:

- (i) issue an order incorporating the requirements of this order into agency operations, including by making compliance with this order a provision in all agency contracts for diversity training;

- (i) the authority granted by law to an executive department, agency, or the head thereof; or
- (ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.
- (e) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.
- (f) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

DONALD J. TRUMP

THE WHITE HOUSE,
September 22, 2020.



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

THE DIRECTOR

September 28, 2020

M-20-37

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: Russell T. Vought
Director

SUBJECT: Ending Employee Trainings that Use Divisive Propaganda to Undermine the Principle of Fair and Equal Treatment for All

On September 4, 2020, M-20-34 was issued at the President's direction, which states in part, "The President, and his Administration, are fully committed to the fair and equal treatment of all individuals in the United States."

M-20-34 alerted agencies that some Federal worker "training" sessions are being held – at taxpayer expense – that demonstrably undermine this core American principle by stereotyping and scapegoating specific groups of people. These divisive trainings constitute a malign subset of a larger pool of Federal agency trainings held to promote diversity and inclusiveness. The sort of training at issue does neither; it sows division among the workforce by attempting to prescribe and impose upon employees a conformity of belief in ideologies that label entire groups of Americans as inherently racist or evil (e.g., critical race theory).

On September 22, 2020, the President issued an Executive Order on Combating Race and Sex Stereotyping. The Executive Order encourages diversity and inclusion efforts consistent with principles of fair and equal treatment, and it defines the sort of divisive trainings the Administration seeks to end.

The President and the Administration believe the fair and equal treatment of individuals is an inviolable principle that must be maintained in the Federal workplace. Agencies should continue all training that will foster a workplace that is respectful of all employees. As stated previously in M-20-34, the Federal government is proud that as an employer we have employees of all races, ethnicities, and religions. Our commitment and efforts to welcome all individuals who seek to serve the American people remains, and our commitment to the fair and equal treatment of Federal employees is enduring. Taking the steps described in this memorandum will help ensure that all Federal workers are treated with the individual respect they deserve and that the Federal government continues to foster a workplace of respect for all. Agencies should take immediate and substantive action to begin this implementation, and complete implementation within the time frame required by the E.O.

Agency employees and contractors are not to engage in divisive training of Federal workers. Noncompliance by continuing with prohibited training will result in consequences, which may include adverse action for Federal employees who violate the Order.

Federal contractors are to be required to represent that they will not conduct such trainings for their own employees, with potential sanctions for noncompliance. Agencies are to review their grant programs and identify programs for which the agency may, as a condition of receiving such a grant, require the recipient to certify that it will not use Federal funds to promote the divisive concepts set forth in the E.O.

With respect to spending transparency, the EO states that, “Within 90 days of the date of this order, each agency shall report to OMB all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors. Such report shall, in addition to providing aggregate totals, delineate awards to each individual contractor.”

In furtherance of the Executive Order on Combating Race and Sex Stereotyping and M-20-34, agencies must:

- Identify all agency training programs related to diversity and inclusion held during Fiscal Year 2020, including both those conducted by the agency’s own employees and those conducted by others (e.g., outside vendors). Determine the spending on each such session, and the aggregate spending on all such sessions. The data should be presented so that all awards to an individual contractor are viewable together. Since these trainings and the dollars spent on them may be difficult to track or identify, it is recommended that agency leadership consult with the heads of component offices that offer such trainings to obtain their assistance in identifying them and determining the sums obligated.
- Review these trainings to determine whether they teach, advocate, or promote the divisive concepts specified in the Executive Order on Combating Race and Sex Stereotyping (e.g., that the United States is fundamentally racist or sexist or that an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive). Reviews of specific training curriculum materials can be supplemented by a broader keyword search of agency financial data and procurements for terms including, but not limited to: “critical race theory,” “white privilege,” “intersectionality,” “systemic racism,” “positionality,” “racial humility,” and “unconscious bias.” When used in the context of diversity training, these terms may help to identify the type of training prohibited by the E.O. Searching for these key words without additional review does not satisfy the review requirements of the E.O.

To prevent prohibited trainings going forward, except for those contracts specifically exempted by the E.O. (see Section 4 and FAR Subpart 22.807), every government contract must include the provisions required by Section 4 of the E.O.

Where diversity and inclusion training is to be provided to Federal employees by contractors, the following steps must be taken:

- Agencies must ensure that requirements are scoped consistent with the E.O. Existing contracts should be reviewed to ensure that training is consistent with this E.O. and any work identified as inconsistent is immediately removed, if necessary and permissible through a partial termination for convenience of the government.
- For future awards, agency solicitations or statements of work concerning Federal employee training shall include the provisions set forth in Section 4 of the E.O.

Contractors who are found to have provided a training for agency employees that teaches, advocates, or promotes the divisive concepts specified in the E.O. in violation of the applicable contract will be considered for suspension and debarment procedures consistent with the E.O. and in accordance with the procedures set forth in Part 9 of the Federal Acquisition Regulation.

For Federal financial assistance, as required by Section 5 of the E.O., Federal awarding agencies are required to identify all programs for which the agency may, as a condition of receiving Federal grants and cooperative agreements, require the recipient to certify that it will not use Federal funds to promote the concepts listed in Section 5 of the E.O. Additionally, although training and education for employee development may otherwise be an allowable cost under 2 CFR 200.472, training or education on the divisive concepts specified in the Executive Order is not an allowable cost unless otherwise provided by law.

As Federal awarding agencies are conducting their review of programs to identify those for which the agency may lawfully impose the condition described in Section 5 of the E.O., they must look at all Federal grant and cooperative agreement programs, not just those for the purposes of providing training. For those programs so identified, Federal awarding agencies must update their guidance, practices, and procedures to ensure that future notice of funding opportunities and the terms and conditions of Federal awards restrict the use of Federal funds, including funds to meet cost share requirements, from being used to promote the divisive concepts set forth in the E.O. (including by conducting research premised upon these concepts), to the extent consistent with the statute(s) governing the grant program and all other applicable law.

By November 20, 2020, Federal awarding agencies are required to report to OMB, through their RMO, those programs for which the agency may impose the conditions identified in Section 5 of the E.O.

The agency head shall designate at least one senior political appointee to review and approve in advance any expenditure on Federal employee diversity and inclusion training (via contract or SF-182), and the senior political appointee shall do so only after certifying that the curriculum meets the standard of fair and equal treatment of individuals.

Pursuant to Section 7 of the E.O. all training programs for agency employees relating to diversity or inclusion must be reviewed by the Office of Personnel Management (OPM) for compliance with the E.O. prior to the training program being used. OPM will issue guidance to agencies on the process for submitting training programs for review and the approval process.

Finally, agencies should take all appropriate actions to align their public-facing information with the requirements for training Federal employees outlined in the E.O. Agencies should encourage their employees to report to the agency Inspector General (IG) any agency-sponsored training session that violates the standard of fair and equal treatment of individuals set forth in the E.O., to support the IG reviews described in Section 6(c)(ii) of the E.O.



Member Conflict of Interest Annual Disclosure Statement

Background Information:

The Idaho State Council on Developmental Disabilities is made up of agency representatives, service providers, people with intellectual and developmental disabilities, family members, and interested persons. The Council makes every attempt to have representation from all areas of Idaho. Council members may be involved with more than one board, organization, association, or business that is part of the developmental disability community. There may be times when this organization is, or would like to be, involved with Council activities and projects through a contract or other agreement. Because this may lead to real or potential conflicts of interest, the Council established a policy to give direction to Council members to prevent conflict of interests.

Purpose

Every year each Council member must complete and sign a *Conflict of Interest* statement that makes public any organizational membership, employment, or other relationship that may receive financial gain because of their membership on the Council. Conflict of interest will be discussed during the meeting.

What do we do with the information?

We are required to keep this information in each Council member's file. If any issue came up around a possible conflict of interest, we could refer to this document.

Recommended Action:

Complete the Conflict of Interest form, sign it, and give it to Trisha. If your situation changes such as joining an organization or resigning from a current organization during the year, please let us know so we can have you update your disclosure statement.

Notes:



Policy Sub-Title: Conflict of Interest and Remote Interest

Conflict of Interest:

A conflict of interest may arise when an action or decision by a Council member creates a financial benefit to:

1. That Council member *and/or*
2. To a person from the member's household *and/or*
3. To a business with which the Council member is associated *and/or*
4. A member of the Council member's household is associated

Remote Interest:

A "remote interest" may occur if:

1. The member is a non-salaried officer of a nonprofit corporation that contracts with the Council
2. The member is an employee or agent of a corporation and his/her compensation consists entirely of fixed wages or salary from the corporation who receives funds from the Council
3. The member is a landlord to or a tenant of a party that contracts with the Council
4. Any action undertaken in the members official capacity on the Council that would directly or indirectly affect the Council member's household or business

Each Council member is obligated to bring to the Chair's attention instances in which it is unclear whether a conflict of interest or a remote interest may arise. In such cases, the Chair shall instruct the Executive Director to review the potential conflict with the Office of the Attorney General to determine whether a conflict exists. If it is determined that a conflict of interest is present, then the procedures listed in the "Conflict of Interest" section of the Procedure manual will be followed.

It is not considered a conflict of interest or remote interest when:

1. The member's position on the Council is required by law.
2. A Council member has programmatic expertise and knowledge that should be considered in the overall planning and discussion of Council business.



Procedure(s): Conflict of Interest or Remote Interest

If conflict of interest or remote interest is present, the Council member must:

1. Disclose in writing a statement of affiliation and a statement of all conflicts of interest, including those which are uncertain or potential. Such statement must specify any association with individuals or organizations
2. Disclose to the Full Council when a conflict of interest or remote interest is present
3. Refrain from influencing other Council members with regards to the issue at hand
4. Abstain from voting on the issue or contract in which the conflict of interest or remote interest is present

With regards to Council contracts, a Council member who desires to bid for a contract being offered by the Council, would incur a conflict of interest.

Accordingly, the Council member must:

1. Disclose in writing to the Chair their interest in bidding for a specific contract and this will be recorded in the minutes
2. Abstain from the development and approval of the bid specifications, review of submitted bid proposals, or the awarding and monitoring of a contract
3. Participate in a competitive bid process based upon the quality and ability of the proposal to meet the bid specifications and be lowest bid, based upon the scope of the proposed activities
4. Abstain from voting on the award of the contract during the Full Council meeting
5. Abstain from future votes that pertain to renewal of the contract
6. Abstain from voting on any issue pertaining to contract reimbursement



Explanation of Policy Sub-Title and Procedures CONFLICT OF INTEREST and REMOTE INTEREST

Any conflict of interest by a Council member is not allowed. A **conflict of interest** occurs when an action or decision by a Council member allows the Council member or a person from the member's household or a business the Council member or a member of their household is involved with, to get a financial benefit from the Council. A **financial benefit** can be from payment for services, payment of travel costs (that are not part of Council member responsibilities), purchase of goods or equipment kept by the member/family/business, and other things.

It may be determined that the Council member has a **remote interest** if:

1. The member is an unpaid officer of a nonprofit corporation that contracts with the Council, *or*
2. The member is an employee or agent of such corporation and he or she is paid wages or salary from the corporation, *or*
3. The member is a landlord to, or rents space from, an organization that contracts with the Council (example: Council member owns a building that rents space to "ABC organization" that is getting money from the Council. If "ABC" loses the contract, the landlord may not get rent payments)
4. Any action done by the member while acting officially as a Council member that might directly or indirectly affect the member's household or business.

If a member has a remote interest in a contract, even though it is not a direct conflict of interest, the member must not participate in the discussion or vote on the issue and must declare their remote interest. It is the policy of the Council that any Council member who has a remote interest, conflict of interest, or a conflict of interest for which an exception applies, must not influence or attempt to influence any other Council member to vote to award the contract in question.



It is not considered a conflict of interest or remote interest when the financial benefit arises out of the following:

1. Member is involved with a business or occupation or affiliation required by law to be a member of the Council (example: Disability Rights Idaho, Center on Disability and Human Development); *or*
2. A member's official action that would affect a class (group) that includes the member or someone from their household or business (example: Council member who is a person with a developmental disability can vote on a Council policy agenda that includes work to increase employment services for people with developmental disabilities.)

Some members will have expertise and knowledge that should be considered in the overall planning and discussion of Council business. Council members can be involved in these activities except as outlined in 2.b (on next page):

- 1) Each year, Council members shall disclose in writing a statement of their affiliations and of all conflicts of interest, including those which are uncertain or potential. Such statement must list any association with individuals or organizations that might benefit from activities and decisions of the Council. This includes any contracts with the Council that the Council member or member of the person's household has an association. They must also list any upcoming grants or contracts they might bid on.
- 2) If a Council member, or a member of the Council member's household, or a business with which the Council member or member of the person's household is associated, anticipates applying for a contract, the Council member shall:
 - a. Disclose in writing to the Chair their interest in bidding for a specific contract and this shall be recorded in the minutes; and
 - b. Abstain (remove themselves) from the development and



- approval of bid details/specifications, review of submitted bid proposals, or the awarding and monitoring of a contract; and
- c. Participate in a competitive bid process, alongside other applicants, that is based on the quality and ability of the proposal to meet the bid specifications (requirements) and be low bid based upon the scope of the proposed activities; and
 - d. Abstain (remove themselves) from voting on the award of the contract. If the review team recommends that a contract be awarded, the full Council must make the final decision to award the contract.

Each Council member must tell the Chair about instances where it is unclear whether a conflict of interest or a remote interest exists and if it was properly reported. In such cases, the Chair will direct the Executive Director to review the potential conflict with the Office of the Attorney General to determine (a) whether a conflict exists, and (b) if so, what to do about it.

NEPOTISM: No Council member or their spouse, sibling, parent or child may be employed by an organization or entity that gets Council funds if that member, spouse, sibling, parent, or child is paid for services or activities because of getting Council funds.



Council Member Disclosure Statement

Possible Conflict of Interest

The purpose of this Conflict of Interest Statement is for you to declare that you do not have a conflict between your private interests and your responsibilities as a member of the Idaho Council on Developmental Disabilities. A conflict of interest arises when an action or decision by a Council member creates a financial benefit to that Council member or person from that member's household or to a business that the member or someone from their family is associated.

This statement will protect you, the signer and the Council from adverse criticism because of a business dealing or relationship where a possible known or unknown conflict of interest exists.

The following questions should show conflicts so that we can plan a resolution that may avoid any embarrassing situations.

Having received and read the Conflict of Interest policy my answers to the following questions are as follows (check one):

- 1) I represent that I (___) DO *or* (___) DO NOT own or hold any form of ownership interest in a company or other business which does business with or has a grant from the Idaho Council on Developmental Disabilities.
- 2) I further represent that I (___) HAVE *or* (___) HAVE NOT accepted any payments, gifts, or entertainment from anyone that either does business with or reasonably could anticipate doing business with the Idaho Council on Developmental Disabilities.
- 3) I further represent that I (including any member of my family) (___) DO *or* (___) DO NOT have a relationship with any persons or firms which:
 - a. do business directly or indirectly with the Idaho Council on Developmental Disabilities or
 - b. may benefit from activities and decisions of the Council.

Please disclose on the back of this page all organizations in which you serve in a board or directorship position.

If you answer "I do" or "I have" to any of the above questions, please explain in full below and on the next page, as needed, by referencing that number.



It is understood that my answers include relationships which I have directly or which might benefit me directly. For example, if my husband or wife is employed by a business with interests in Council activities, I will be expected to reveal that fact in my answer.

My signature below is an acknowledgment that, in my opinion, no conflict of interest exists between myself and the Idaho Council on Developmental Disabilities except as I have indicated on this disclosure form. I have also reported any organizations or associations with which I am involved which may create a conflict of interest in the future.

I certify that the information given is true, to the best of my knowledge and belief, and that I will promptly report any future change in my situation which might produce conflict of interest.

Name (please print)

Street Address

City

Zip

Signature/Stamp

Date

Organizations and Associations

Organization	My Role/Title

Explanation of Possible Conflicts:

Council Member Reports

Background Information:

At the request of the Council Chair there will be member reports provided by 5-6 Council members at each meeting. This will provide an opportunity for each Council member to report to the full Council the work they are doing in their home communities to advance the mission of the Council as well as agency reports from our agency representatives.

Members reporting at the Fall quarterly Council meeting include: Marilu Moreno, Valerie Hurst, Lydia Dawson, Nanna Hanchett, Alan Hansen, Gina Johnson (Reports should stay between 5-8 minutes each)

Recommended Action:

Please prepare for your member report in advance. If you have handouts, please send to the Council staff one week before the meeting so we may provide copies. Please make sure information is provided in 14-point font or larger.

Notes:



Fall Quarterly Council Meeting

Thursday, October 29, 2020 from 10am – 2:15pm (MST)

- 10:00 am Welcome, Introductions, and Agenda Review - Emily Petersen, Council Chair
- 10:05 am Review Ground Rules - Danielle “DR” Reff
- 10:10 am Year-End Contract Report: Griselda Camacho, Cultural Broker
- 11:10 am Year-End Contract Report: Gary Sandusky, State Coordinator & Richelle Tierney, Public Policy Analyst, ICDD
- 12:10 pm Break
- 12:40 pm Year-End Contract Report: Marsha Bracke, Facilitator, Community NOW!
- 1:30 pm Focus Group Summaries (Abuse, Financial Exploitation, Neglect and Direct Support Professionals) – Marieke Edwards, Research Analyst
- 2:15 pm Adjourn

***Items in teal are considered “ACTION ITEMS” that may require a decision or a vote by membership.**

This agenda is subject to change in accordance with the provisions of the Idaho Open Meeting Law. Items may be addressed in a different order than appears on this agenda. Individual items may be moved from one place on the agenda to another by the Council. Time frames designated on this agenda are approximate only. The Council will continue its business if an agenda item is resolved in less than the allotted time.

Meeting Ground Rules

- Find a quiet a space without background noise.
- Use the “speaker view” if it is too overwhelming to see all of the people in the video boxes
- Mute your microphone not speaking.
- When you speak, state your name each time. This helps others know who is speaking.
- Do not interrupt others when they are speaking.
- Use the raise hand function when possible to speak.
- Use Zoom’s chat feature to ask questions or make comments. We will have someone monitoring the chat during the entire meeting.

Meeting Ground Rules

- Everyone participates
- Listen - seek to understand
- Be open to new ideas
- Be issues / solutions oriented
- Be honest and respectful
- Be prepared; do your homework
- No interruptions, side conversations, personal attacks
- Turn off cell phones; no texting
- Honor time limits
- Do not speak too long or too often

Year End Project Report

Background Information:

The Council operates on the federal calendar that runs from October 1st, through September 30th. At each fall Council meeting staff provide a year-end update on the status of work completed to address the five-year plan goals. The Council concluded the third year of our five-year plan September 30, 2020. A short presentation will be provided on project highlights from the year.

In addition to the quarterly progress report that staff compiles for members, presentations will be made by the individuals on contract with the Council. Contractors will provide their perspective on the work they have completed this past year. This will also provide a better understanding of the Council funds used to accomplish our five year plan goals.

Presentations will be made by the following individuals on contract with the Council:

- Ms. Griselda Camacho, Cultural Broker
- Mr. Gary Sandusky, Coordinator, DD Network Statewide Advocacy Coalition
- Ms. Marsha Bracke, Facilitation of Community NOW!

Recommended Action:

Listen. Ask questions.

Notes:



1



2

The Dream

- ◆ Families were struggling to understand
- ◆ Host a conference to get information to them
- ◆ The Keynote must be a person with a disability, fluent in Spanish and background in psychology
- ◆ Fundraisers and ICDD assistance

3


Abriendo Caminos para un Mundo Diferente

- ❑ Sandy Caldera, CA
- ❑ 35-40 families (dad's were included)
- ❑ Las Señoras Group made ALL decisions
- ❑ ICDD provided SUPPORT but did not intervene with the decisions Las Señoras made - COMMUNITY LED



4

BUILDING LAS SEÑORAS



- Continued Meetings
- Trainings
- Focus Groups

5



6



7



8

CRAG



Culturally Responsive Advisory Group

- Train parents and self-advocates about the system
- Give them information and confidence to give their opinions
- Participate in Community NOW!
- Bring their perspectives into the room

9

Fortalaciendome Para Ser Exitoso

2017

- ✧ Yabel Giraldez, Panama
- ✧ 70 families attended INCLUDING adults with DD
- ✧ Community Lead Planning AND
- ✧ Las Se oras led some of the introductions (but not many)



10



2018 Partners in Policymaking

Intentional Recruitment from Bilingual and Spanish-Speaking families

11

Changing the System

Certified Family Homes

- Assistance with Medication Class
- Still Work to Do

12

Construyendo Mi Futuro – Yo Soy El Cambio!!



13

Moving Forward

- ✓ Support Efforts in the Community – Must be community led
- ✓ Recognize the community may not know what it needs
- ✓ The Service System is complicated
- ✓ Regular and frequent Trainings/Conversations are needed
- ✓ Trainers and Leaders must be a part of AND understand the culture

14

What I Learned:

- ✓ Service not aware of the struggle of Latino families
- ✓ ICDD has the power to promote positive changes with Latino families
- ✓ I have the ability to testify in front of Legislative committees
- ✓ Given the right support anyone can (and want to) lead
- ✓ Attending the National Conference: Barriers about healthy relationships/sexuality; *Idaho is leading in serving Latino's!!!*

15



THANK YOU!!

Thank you for the support!

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Fall Quarterly Council Meeting

Friday, October 30, 2020 from 10am – 2:15pm (MST)

- 10:00 am Welcome, Introductions, and Agenda Review - Emily Petersen, Council Chair
- 10:05 am Review Ground Rules - Danielle “DR” Reff
- 10:10 am Rural Survey Data Outcomes - Marieke Edwards, Research Analyst
- 11:45 pm Break
- 12:15 pm ***Action Item: Public Comment on Extended Employment Program –**
Tracy Warren, Program Specialist
- 12:45 pm 5 Year Plan Preparation - Marieke Edwards, Research Analyst
- 2:15 pm Adjourn

Please Mark Your Calendars for Five-Year Planning Meeting Dates:

Monday, November 9 10:00 am - 2:00 pm (MST)

Tuesday, November 10 10:00 am - 2:00 pm (MST)

Thursday, November 12 10:00 am - 2:00 pm (MST)

***Items in teal are considered “ACTION ITEMS” that may require a decision or a vote by membership.**

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The mission of the Idaho Council on Developmental Disabilities is to promote the capacity of people with developmental disabilities and their families to determine, access, and direct the services and supports they need to live the lives they choose, and to build the community’s ability to support their choices.

Meeting Ground Rules

- Find a quiet a space without background noise.
- Use the “speaker view” if it is too overwhelming to see all of the people in the video boxes
- Mute your microphone not speaking.
- When you speak, state your name each time. This helps others know who is speaking.
- Do not interrupt others when they are speaking.
- Use the raise hand function when possible to speak.
- Use Zoom’s chat feature to ask questions or make comments. We will have someone monitoring the chat during the entire meeting.

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- Be honest and respectful
- Be prepared; do your homework
- No interruptions, side conversations, personal attacks
- Turn off cell phones; no texting
- Honor time limits
- Do not speak too long or too often



Extended Employment Rules Development Public Input – Draft Statement from ICDD

Background Information:

The Idaho Extended Employment Services (EES) Program is housed under the Idaho Division of Vocational Rehabilitation. With funding from the State general fund, this program provides employment support services as either community supported employment or work services. Statute authorizing the EES Program was passed in the 2020 Legislative Session. Under this statute, rules must be developed to describe how the program should be administered and services implemented. The Council often prepares and presents recommendations for policy development that affect programs and services that support individuals with intellectual/developmental disabilities in Idaho.

Purpose

The EES program is hosting listening sessions around the state to gather public input on what should be included in the program rules. Council staff will present a draft policy recommendations statement for member review related to the EES rules development. Upon approval from the Council, the statement will be submitted as part of the public input process.

Recommended Action:

Review the draft policy recommendations statement, discuss, make suggestions, then vote to approve the statement.

Notes:



November 1, 2020

Idaho Division of Vocational Rehabilitation

Extended Employment Services Program

To: Nanna Hanchett, IDVR Deputy Director
Ryan Waddell, EES Program Manager

The Idaho Council on Developmental Disabilities is authorized by federal and state law to monitor service systems and policies and to advocate for improved services that enable Idahoans with developmental disabilities to live meaningful lives, included in their home communities. The Council is comprised of 23 volunteers appointed by the Governor.

The Council wrote the following recommendations while thinking about what we have learned about the employment desires and needs of individuals with intellectual and developmental disabilities. We gained this knowledge over many years by listening to individuals and family members around Idaho. The Council respectfully submits the following policy recommendations to help develop rules for the Extended Employment Services Program.

33-6201 – DEFINITIONS

- (4) EES Program services intended to maintain employment should ensure that individuals are paid wages that are no less than Idaho minimum wage in every setting listed in this section of statute, including in a community rehabilitation program.
- (11) Work services activities should align to the specific employment goals of the individual. As described in statute, this is intended as a training service. A training service should include benchmarks and a timeframe to help the individual achieve their goal. The goal(s) should be decided by the individual.

33-6302 – PROGRAM ESTABLISHED

- (2)(a) Comparable services – rules should include a description of services that are similar to these services and could help the person reach the same outcome/goal.
- (2)(b) The Council supports state funded EES services being provided after Vocational Rehabilitation program services are provided. A description of this process should be included in rule.

33-6303 - ELIGIBILITY

- (1)(a) Rules should include a description of how EES program staff will determine an individual is eligible for the program. What is considered a barrier to maintaining employment should also be described. This will help the public and policymakers understand how state funded services are provided to those who need the service.
- (2) How EES Program staff will review participant data and decide if an individual still needs EES services should be described in rule. This process should include a timeframe and responsibilities of parties to provide participant outcome data. Again, to help the public and policymakers see accountability in a state funded program.

33-6304 – COVERED SERVICES

- (1) (a) and (b) Supported employment services that can be paid for under the EES program should be described in rule. Services should be work-related activities and rules should define what is considered a work-related activity. All work-related activities should align to each individual's specific employment goal with benchmarks and timeframes.
- (1) (c) Work services that can be paid for under the EES program should be described in rule. Services should be work-related activities and rules should define what is considered a work-related activity. All work-related activities should align to each individual's specific employment goal with benchmarks and timeframes.

- (2) How Individual Program Plans are developed should be specifically described in rule. Plans should be developed through a person-directed process with documentation. Documentation should show how the individual's strengths, preferences and needs have been identified by learning directly from the individual receiving services. All plan activities and services should align directly to the individual's employment goal(s) and show how the services will support their strengths and preferences.
- (2) Individual Program Plan should include services and activities determined through informed choice by the individual receiving services. Informed choice should be ensured by providing each individual information about all possible employment options that align to their individual strengths and preferences. Individuals should be provided information about the services available to support achieving the employment option/goal of their choice. This information should be provided to each individual in a way that they understand.

Information about supported decision-making should be provided to provider staff, individuals and family/guardians. Supported decision-making should be encouraged as appropriate to the individual/family/guardian. The process used to ensure informed and supported decision-making should be described in required plan documentation that will be reviewed by EES Program staff.

33-6305 – EES PROVIDERS

What should be included in Provider contract provisions:

- Specificity in Roles – clearly describe the role of EES Program staff, service provider and direct employment support staff
- (1)(a) Require a description of how provider will: ensure privacy of information; ensure individual understands EES Customer Responsibilities and Rights; keep accurate records to ensure accountability; submit required documentation in the time required
- (1)(a) Describe required training and training timeframe for provider employees. The Council suggests training list include the following topical areas in addition to other identified training topics: positive behavior support; understanding behavior as communication; person-

centered thinking/practice; supported decision-making; ethics and confidentiality.

- (1)(a) Describe person-directed planning process that shall be followed by provider to develop the Individual Program Plan (IPP). Include expectations that the individual be supported to fully participate in this process, and how this process will be documented. Include description of how the provider will submit IPP and be reviewed/approved by EES Program staff.
- (b) Describe services to be provided and settings where services may be provided. Describe work-related activity that can be paid for under the EES Program. Describe how the service provider must document that activities align to the individual's specific employment goal(s) with benchmarks and timeframes.
- (e) Include ethical guidelines to make sure that services are provided in an ethical way. Use nationally accepted ethical guidelines for employment support services to create this description.
- (e) Include a description of how EES Program staff will review individual program plans and how they will be approved.
- (e) Accountability for Outcomes – rules should describe what data must be collected by service providers, how program participant outcomes will be reported, and how EES Program staff will do quality assurance and monitor services provided.
Quality assurance activities should include asking the individual and their family/guardian about their satisfaction with services and the outcomes they have achieved.

Thank you for considering these recommendations. We expect a continued collaborative policy development process that includes individuals and family members. The Council offers support in continued activities to bring proposed rules forward.

Sincerely,
Idaho Council on Developmental Disabilities

Christine Pisani, Executive Director