

## Colorado SILC Meeting Notes

Wednesday, August 21<sup>st</sup>, 2019

Members in Attendance: Chris, Joan, Steve, Bill, Matthew, Olivia, Charlotte, Joe, Sam, Adam, Jennifer, and Louise (prospective members Jessie, Martha, and Ty)

Call in Attendance: Nancy Jackson, Peter Pike

### 9:00 AM

- Welcome and thank you to CFI for hosting
- Ground Rules
- Agenda Highlights
  - Kristin Corash is with us a
  - Nominations for new positions
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  - Can current officers serve another term? (question from Bill) – as Chris understands it, after two terms, the officer must step down

### 9:15 AM - Elections

- Opening up for elections for officers (Charlotte and Steve)
- Joan thank you to Chris for his service to the SILC
- Nancy was unable to vote in person, Nancy called Sarah to give verbal vote
- SILC Chair > Chris nominates Joan > no other nominations or discussion for chair
  - RESULT: Joan voted in
- Nominations for Chair Elect > Charlotte nominates Bill, Bill declines > Joe nominates Steve, Steve declines nomination > Steve nominates Jennifer, Jennifer does not decline > Joan also nominates Jennifer
  - RESULT: Jennifer voted in
- Nominations for Treasurer > Joan nominates Chris, Chris accepts (Chris has one more year left he can serve)
  - RESULT: Chris voted in
- Nominations for Secretary > Bill nominates Louise > Charlotte nominates Olivia
  - RESULT: Louise voted in

### 9:32 > Kristen Corash Addresses the SILC

- Employment disparities for people with disabilities, DVR committed to closing the gap > close gaps by 10% in 10 years with help of partnership and stakeholders
- DVR as a model employer > Focusing on three “Wild Goals”
  - 1) create culture of growth and development > focus on employees and finding opportunities for them to grow and develop, this is very important for the clients they are serving
  - 2) Increasing success of quality employment outcomes > about employment and wages, we want to increase the number of successful closure (successful closure is keeping a job for 90 days) WIOA requires us to look at employment after two and

four quarters. 2,009 people were successfully closed in Colorado in 2019. Average wage was \$14.69 > goal for next year is \$15.71

- 3) Implementing the Office of Employment First > the office is separate from DVR, run through JFK Partners, currently hiring for Director and then will hire admin and training staff. DVR received funding for our own expertise in house > DVR has hired a position to develop the state as a model employer
- DVR wants to work closely with partners and stakeholders and believes it is the only way to accomplish this work, it is the hope of DVR that the SILC can assist in this
  - Questions:
    - Joan: Many CILs are vendors for DVR, some are some are not, is there a plan in place for helping to level the playing field for CILs to be able to provide this service
      - Not currently a plan in place, but Peter will be helping with that. Kristen is happy to work with CILs and OILs on determining what needs to be done and to establish a plan
    - Charlotte: Question regarding individuals who have had an open case with DVR for many months and even years – what is the plan for these people? Charlotte would like to see more attention paid to these people
      - Kristen participated in the Q/A. DVR is working on it, there is no one size fits all – the services are so individualized, but DVR is putting focus on the cases that have been open the longest
      - Compound question from Charlotte > also need to focus on individuals who continually return to DVR for services. Kristen says that if someone needs supports to get another job and keep a job we will provide them services, but look at other service providers like the Workforce Centers. Jennifer states that in our policy, if an individual comes back after they have been closed, the counselor can ask “what is different this time?” – She adds that regional managers keep an eye on the cases that have been open for a long time
    - Joe: Is there currently a waitlist for individuals who are looking for services?
      - Kristen’s Answer: Not currently – the only time people have to wait is if it takes an individual some time to get medical information to determine eligibility, or if we are waiting on information to complete their IPE
    - Chris: would Kristen accept questions from guests? Answer is yes.
    - Jesse: 1) How do you envision SILC and CILs help DVR achieve their wild goals? 2) How many people on staff at DVR have disabilities, does DVR have someone on staff who monitors this?
      - Kristen’s answer 1): Kristen hopes that DVR can help CILs be as successful as possible through training/support, enhancing the vendor relationship. Kristen looking for feedback about what works, what doesn’t work, and what we would like to change to enhance our partnership.
      - Kristen’s answer 2): DVR has many individuals with disabilities as employees, but Kristen does not have exact numbers – in the Administrative staff, it is about 11% > Kristen does not believe we are doing poorly. We have a person hired to work on expanding the idea of making the state a model employer. Kristen feels very strongly that we do our very best work by focusing on what people's strengths are in

our division. Kristen's strength is knowing how to work in state government, how to get things done quickly, and how to rally staff around a vision

- Chris: SILC is currently working on their next SPIL, Joan is reaching out for input from CIL Directors, Chris thinks that Employment should be a goal stated on the State Plan and believes we should be explicit about this goal. Peter is participating in the discussion, but Chris thinks it would be nice if the SILC could work with DVR to come up with these goals.
  - Yes!
- Ty: Waitlist has been replaced with a more difficult system > it has become too much work to get the supports they needs (becoming eligible)
  - DVR is just following the requirements of the law regarding how we meet eligibility criteria. Individuals looking for services need to have a documented goal and disability, and it takes work. Does Ty have specific examples?
  - Ty sees people getting turned away at open orientation because they don't have documentation despite having visible disabilities. Ty knows two people that he was helping get set up with DVR and he ended up walking away from it because of what they had to go through. Kristen would like to hear more about the specifics of those cases
- Ian: Could you address the DVR Statewide Conference Coming up
  - Jennifer's Answer: First statewide conference in 5 years, Peter Pike and other CIL Directors will be presenting on the second day. The conference is specific for DVR Staff on September 10, 11, 12
- Martha: Expresses disappointment that the goal of independent living is not employment. CILs do so much more, and many customers don't have a goal of employment
- Joe: Does DVR send people who are not job ready to training centers, do people have to be job ready?
  - For individuals who are blind, DVR sends individuals to training in Littleton and can get training in the Denver Metro office, but individuals need to have a goal of employment.
- Louise: Employment for people who have a criminal history – what is the state doing to work with these people to get them hired?
  - Kristen's answer: DVR does not discriminate against individuals with criminal backgrounds. If someone is going to have access to financial information, they would not hire someone who had a felony pertaining to stealing money. We would not want to hire someone who has been convicted as an abuser to be a care provider. But there are people who have felony convictions that would not matter for certain jobs because it has nothing to do with the job they are doing and it would not prevent it. DVR does not screen before the determine eligibility.

10:15 AM > Break

10:30 AM > NCIL Conference

- SILC sent two members (Joan and Steve) and some youth, asking for a report from both

- Joan states that there were many diverse and great session. Went to sessions on disability and human trafficking, building collaborations between SILC and DSE. It was a gift to be able to send youth, and felt that it was an overall great conference.
- Steve found exiting that Colorado and California and Division 8 led the march to the capital. Was impressed by Colorado's leadership, specifically Atlantis' session on their mobile service unit. Found that other states wanted to follow our lead, and felt that Colorado stood out as a leader in the Independent Living Movement
- Youth report that it was an eye opening experience and found it very beneficial in regards to a direction of the YLF. Really enjoyed learning through other people's experiences and hearing the stories of others. They got to communicate with lots of different people from across the nation and learned from them

10:33 AM > Committee Reports

**Executive Committee:**

- Joan proposed workshops for APRIL for the SILC to present – she submitted five workshops. Joan reports that “Tag You're It” has been accepted, youth will also present on the impact that YLF has on participants. DSE/SILC was accepted, DVR Fee for Service was accepted
- Chris states that we don't have funds to send SILC members to APRIL. Sam has suggested a fundraiser, Steve suggests having youth apply for scholarships – Joan states that all youth who have applied have been denied scholarships so far. Joan's estimated cost per person to attend APRIL is \$1,600. Joan proposed that Chris, Joan and Peter present the DSE/SILC presentation, unsure about who would present YLF
- Jennifer wants to clarify that we have \$6,400 in the budget set aside for APRIL in FY2020 Budget (Steve states this would cover the cost of four people)

**Youth/YLF Committee:**

- Have completed the 2019 YLF at DU, interim status and financial reports that are necessary to get reimbursements from DD Council (waiting for final expenses before we bill them). Working to finalize program and financial reports, get evaluations in order to capture lessons learned (YLF Coordinator and steering committee will work on this)
- Bill will put together a final lessons learned document to prepare for 2020 YLF
- Putting together a draft budget reconciliation to show where there have been some cost efficiencies and to see where we may need to add funds.
- There are 8 curriculum criteria we need to meet
- In the process of implementing the 1:1 mentoring program. It is a criteria that each delegate graduate gets 1:1 mentoring with a staff member. The program has started and staff have been assigned to delegate graduates. Over the next month, will put together processes and procedures of how that process will look each year moving forward
- Alumni is working on formalizing an association, putting together bylaws etc. Alumni can choose to participate after participating in YLF

- Will be relying on youth participating in fleshing out youth related goals in in the upcoming SPIL
- Alumni Report:
  - Leo Santos: participated in very first YLF and he enjoyed it very much, was a volunteer in the second year. Being on the helping as opposed to receiving side was valuable and thought the delegates were willing to learn and participate. He saw a lot of friendships form throughout delegates, and saw that staff members also became friends
  - Katie McMannis: year one delegate, year two staff member. First year changed her life, came out with new skills and passion. Looking at starting a career in disability services
  - Evan Shockley: big difference in being a delegate and coming back as staff. He was able to see the growth in delegates and recognize growth in himself. Finds it cool to impact delegates and know that they are going to go back to the community and create a ripple effect
- Bill will be recommending, at the youth committee chair, a number of tasks the SILC should take on moving towards YLF 2020
- Bill's asks of the SILC:
  - 1) SILC will need to agree that the SILC set aside a specific funding commitment to 2020 YLF and vote on that today. At some point need to look at 2021 SFY budget and see what kind of commitment can make to YLF. This is because the YLF forum starts in July which is the next fiscal year.
  - 2) By middle of September, SILC needs to address the contract SILC has with NWCCI for the YLF Coordinator. SILC needs to identify how much it is going to pay for that contract next year.
  - 3) By the end of September the SILC will need to figure out a process for how the SILC will transfer responsibility to the YLF Academy (independent non-profit). At what point will that transfer be made?
  - 4) By October 30 we need to finalize the YLF Academy staffing and the coordinator
    - Question from Jennifer: Will the contract be re-opened for bidding? Ian commented that he is happy to have other CILs bid for the contract. Chris states we need to have a discussion about procurement and what is fair and equitable in that process.
    - Joe Question: Is YLA still working on becoming a 501c3 and what is the progress on that? Bill states that he has a direct or potential conflict of interest between his roles as the YLA chair of the board of directors and his role of chair as the YLF Committee in the SILC. The YLA is an incorporated non-profit within Colorado, they have filed bylaws and article of incorporation, have filed with IRS, in process of getting tax-exempt 501c3 component. IRS has not rejected this application, and they are working on getting tax implications of this request to YLA. Hoping that YLA will have this designation within the next few months. Accounting systems, policy and procedures in place. Will start doing fundraising

initiatives and organize funding sources and endowments. The three board members that exist are Bill, Joe, and Millie (she is coordinator for Arizona YLF), also asking that they get three YLF alumni as founding board members of the Colorado YLA

- Question from Matthew: Matthew expresses concern that looking out two years ahead, what sort of people with disabilities will be included, for example people who are deaf or deaf/blind, will they be included? Matthew would like to see numbers that represent what disabilities are represented at the YLF. Bill states that all delegates have disabilities, Matthew wants a breakdown of the types of disabilities. Bill states there were 18 types of disabilities. Carlos' report was read and states which disabilities were represented. Matthew feels there should be a better balance of all disabilities represented. Adam states that we should be reaching out to different disability populations and identifying those populations' advocacy groups. How are we disseminating this information about YLF? We need captioned videos etc. Bill says this is a part of the goals of the YLA
- Jacob announces he resigns as SILC Youth Intern
- Jennifer has agreed to chair the youth committee

#### **Finance Committee:**

- See provided proposed SY2020 Budget
- Total operating budget of \$77,700
- Question from Jessie: What are we storing? Storing items for all meetings and YLF and lots of electronic equipment requires a climate controlled storage unit.
- Question from Sam: how would he request money for website development? Chris will explain at a later time to Sam
- Motion to accept acceptance of budget: Joe moves, Sam seconds, Motion carries. Bill and Olivia abstain

#### **Membership Committee:**

- Chris announces that two SILC members are stepping down (Matthew after six years and Nancy). Matthew has created a deaf/hard of hearing committee and is a reminder to us all that we have a voice that needs to be recognized. Nancy ensures that everything is our editor and historian. Nancy and Matthew are presented with plaques
- Two new candidates are recommended (Martha Mason and Staci Nichols) by Charlotte. Staci was recommended by Ian. There was confusion as to whether there would be a place for Staci, but after scrutinizing the bylaws, Charlotte announces that there is a place for Staci.
  - Joe Motions, Steve seconds to recommend Martha – Charlotte will help Martha get through boards and commissions
  - Charlotte motions, Joe and Steve second to recommend Staci – Charlotte will help Staci get through boards and commissions
- Working on making biographies for everyone on the SILC. Have them completed for Charlotte and Olivia.

### **Public Policy Committee:**

- Forms in packets that describe in detail what the committee has accomplished in the last year
- Getting updates with the website, and once that happens will get documents uploaded and load on surveys
- As a result of last survey, the committee needs to recruit more members. Survey-takers believe there needs to be more training on public policy (what it is, how to research, where to find it, white papers). Committee members need clear expectation of what is required of them. Goal that the committee have a stronger link with ACCIL.
- Jennifer will do research so that all SILC members can have a training on legislation 101 and CIL Directors will be invited
- Want to ensure that alumni from YLF can participate in the committee
- Question from Jessie: Why wouldn't the SILC be writing its own position papers? IS there a reason we are not doing that? Jennifer states that she thought it would be good for us to use what is out there now, and that this is a goal but that we are just not there yet. We would like to contract with someone who could potentially write those papers. Jessie states that she would love to write the position papers

### 12:00 PM – Lunch

### 1:10 PM – Public Comment

- Steve Heidenreich states that he is now an Olympic representative and does speaking engagements on behalf of Olympic committee if anyone is interested in having him out
- Ian spoke about legislative endeavors regarding getting youth to DC
- Olivia wants the SILC to officially add to their radar adaptive outdoor recreation
- Jessie works with World Institute University – a website of Disability Benefits 101 where you plug in your own info to determine how your benefits would be affected

### 1:20 PM - HCPF Update:

- HCPF creating an incentive based payment program for supported employment to encourage better outcomes. This will allow HCPF to ensure services are at the highest of quality. Want to ensure these services are in line with DVR so that there is true sequencing.
- Doing work around transition aged youth to support those individuals to be more independent in the community. In moving away from medical model, want to find more community integrated services and outcomes.
- Created a program for individuals with IDD to with help with independent housing support, paying owed utility bills, emergency food support, help with services while they are waiting to be enrolled in the waiver
- Supports for individuals who are moving out of host homes back into the community. Medicaid by federal statute cannot pay directly for rent, but it can pay for application fees, initial set up of pantry, beds, furniture – things that individuals on SSI/SSDI need assistance with and that can be a big barrier for people. Only funded by SGF. Support plan designed to get done very quickly to people can get moving as quickly as possible

- Within State SLS new service that allows someone walking in off the street to get support even though they don't have a case manager yet – this person could walk off with them that day and help with pest abatement, getting to the grocery store, etc.
- Doing work around person-centered planning. Creating a curriculum to help an individual become their own person-centered planner, they can run their own meetings. HCPF has a deep believe in the IL Movement now, which has been a significant change over the last two years.

#### 1:32 PM – SPIL Report

- SPIL extension is close to being finalized. We are at the end of our three year SPIL cycle, but we have to do an extension because the feds haven't finalized their new format they want filled out.
- It has been submitted
- How are we moving forward with getting information from the community about what they need to be written in the SPIL? DD Council has this type of information and we are looking at doing one large survey partnering with people like the DD Council in order to
- Jessie suggests that in the next needs assessment we look at other indicators like diversity, ESL, LGBTQ, etc. in surveys and suggest notes a lack of diversity on the SILC

#### 1:35 PM – Deaf and Hard of Hearing Committee Report

- The four deaf members and the hearing people who are providing direct services total seven on the committees.
- Looking at having a direct provider meeting on September 18<sup>th</sup> at Atlantis in Denver
- Question from Linda: What is defined as a direct service? Matthew says that direct service providers meaning the person themselves is using sign language one on one with the person who is deaf and there is no interpreter involved. There can be an interpreter/advocate conflict of interest, so the direct provider themselves is fluent in sign language is working one on one. If you're providing services and you're utilizing an interpreter that is not direct services. If you have a SP, and interpreter, and client, that means there are three people involved and that is not direct. Instead you have two people involved, for example Matthew provides services directly in sign language to an individual who uses sign language. They have four ASL direct service providers at The Independence Center

#### 1:45 PM – SRC Report (Steve)

- (Side Note) Employment First > Steve's boss at King Soopers found out about Employment First and she stated that she wanted to be the first employer to embrace this. She was then promoted to the division HR for King Soopers. Once there has been some success in one store, she wants to expand city wide in Denver, and then statewide.
- Joe asks what the training will look like? Will there be training for staff about disability awareness and services such as a shoppers assistant? King Soopers is developing a fake store at headquarters to do preliminary training. Many Courtesy Clerks are people with disabilities and lots of customers request those CCs by name.

#### 1:50 PM – DVR Report (Jennifer)

- In the last month, took in 450 new application. Sitting at 8,300 that we are actively serving. Starting to measure earnings the second quarter after exit and fourth quarter after exit. This is important because we want to set people up on career pathways. We are measuring whether or not folks were closed successfully or if for some reason or another some folks left their agency.
- Earnings after exit after last quarter were \$3,900 that individuals served made in that quarter
- We measure retention with that same employer. 67% of folks are still with their same employer they were placed with when they were successfully closed.
- Focused agency wide on Employment First. What we mean is that anyone with a disability, including those with the most significant disability, who wants to work can work. Moving from a medical to a social model, and we will need the help of our community partners to do that
- Blind and Low Vision Program has a few goals, most relevant to you all is how can we better expand and provide services to folks in rural areas
- Customized employment and Discovery pilots to be expanded throughout the state

#### 2:00 PM – OILS Report

- Sarah Hansen is new Office of Independent Living Services Program Coordinator
- Thank you to SILC for making sure we are in compliance for the upcoming SPIL
- CILs and OILs have worked together to present a workshop at the statewide conference on the IL Movement and Centers across the state and how to use them as a resource to serving people with disabilities
- OILs wants to see that relationship as CILs as a vendor grow. Did a webinar back in June regarding this subject, and are in the process of creating a Part 2 to this webinar. Hoping to increase understanding of how the CILs can be utilized by DVR counselors by presenting at the conference
- Working with the SILC and the YLF as the fiscal sponsor – a lot of work has been done to ensure that the money is flowing where it needs to go. SILC got \$60,000 from DD Council to fund YLF and this is a significant achievement
- Working with the SILC to get nominees to the governor's office so he can make a decision on the status of the nominees
- Regarding Office of Employment First, Peter encouraged SILC and CILs to be involved in the development of this office. There is a great opportunity for these groups to have their voice heard as they look at employment first policies and trainings that support people with disabilities enter the workforce

#### 2:10 PM – Break

#### 2:25 PM – Center Director's Report

- Atlantis > hired a new Associate Director named Anaya Robinson. Now have a Program Director, CPWIC started accepting referrals in July, got 8 referrals in July. Construction of new building has started and is estimated to be complete in July 2020
- CSIC > 106 veterans enrolled in VIC program. Donating \$75,000 to promote accessible dental practices. Gearing up for a capital campaign to build a new building connecting the open space between their two buildings. CSIC will participate in DVR Statewide conference presentation on CILs and Independent Living Movement. Podcasts

- DRS > Using funds that need to be spent down to paint and re-do flooring and provide ergonomic work spaces for staff. Transition Coordinator position is going to be open now – considering splitting the position between employment and transition aged youth.
- CFD > working with youth providing skills training
- SWCI > two open positions, one for IL Specialist who will do nursing home transitions and one who will travel the five counties they serve. Working on getting more vans. Now have a CWIC on staff and will be getting referrals from DVR. Now partner with the library to offer IL skills training there once a week which puts them at the other end of the town
- NWCCI > brain injury alliance training now bring provided to the other CILs – training went very well and the staff got a clear sense for what IL is all about. Working on gathering feedback for YLF from delegates. Considering hiring an IT company. Hungry for Independence is their fundraising event that will happen on August 24<sup>th</sup>. Hired a full time nursing transition coordinator and are billing Medicaid for that position. Deaf services have been working a lot with early intervention to address some of the gaps in education that have been observed. Vets for Vets program.

Updates from the SILC Coordinator:

- Travel reimbursements – please let me know if you would like an electronic copy; if you are able, please use the electronic template
-