

Utah Developmental
Disabilities Council™

2020 Annual Report

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Message from the Chair

It has been my great honor and privilege to serve as DD Council Chairperson these last few years. The opportunity to work closely with Council staff and Council Members has been a bright highlight for me! It was an incredible opportunity for me to work with and learn from an exceptional group of committed Council Members. Each Council Member is a dedicated advocate, who share a common desire to create change, and develop a culture of inclusion where people with disabilities are viewed as equal citizens of the state and are valued for our differences.



One of the Council initiatives that has been particularly meaningful to me is the focus on employment efforts, including the disability employment resource campaign. The intent of this campaign is to minimize the gaps in information and employment resources among employers and job seekers with disabilities. This is done through education and awareness of best practices for hiring training, employing, and supporting people with disabilities. Through the work of the Council, Utah now has a centralized on-line location for resources and services, for both employers, employees, and job seekers, on the Ready and Able website (www.readyable.org).

It is an understatement to say that this year has had many challenges, but it has been remarkable to see the shifting and adaptation that has taken place to keep the work of the Council moving forward. And move forward it has! Although strategies have shifted, Council committees have not ceased in making progress towards targeted goals and achieving outcomes, including working towards the development of goals and objectives for the next Five-Year Plan.

While my time as Council Chairperson has come to a close, I look to the future with excitement as I know the Council continues to move forward with purpose in meaningful work to improve the lives of all people with disabilities. Thank you, it has been an absolute privilege for me to serve in this capacity!

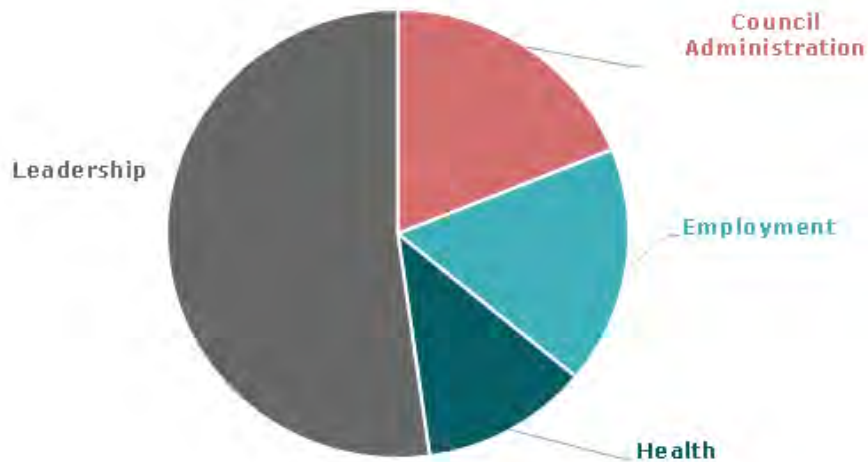
Kelie Hess
Utah Developmental Disabilities Council Chair



2020 Project Budget

Actual	Amount	
Budget	\$851,384.98	
Expenses to Date	\$641,790.82	
FFY 2019 Balance	\$209,594.12	
Budget	Expended	
Council Administration	\$121,213.54	18.89%
Employment Goal	\$109,861.36	17.12%
Health Goal	\$75,659.27	11.79%
Leadership Goal	\$335,056.65	52.21%
Total Budget	\$641,790.82	

FFY 2020 UDDC Budget Report



The Utah Developmental Disabilities Council receives a federal grant from the Administration on Community Living (ACL) under Title I, Subtitle B of the Developmental Disabilities Assistance and Bill of Rights Act of 2000.



Mission

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

Goals



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



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



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

DD Network
Collaboration



Policy and
Procedure Impact



Cultural Diversity



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

Employment and Economic Security

The UDDC sparked the catalyst for change and facilitated the exploration of alternative transportation for people with intellectual and developmental disabilities to access transportation. Additionally, UDDC brought together our partners in the Department of Human Services, the Department of Workforce Services, and business leaders to champion the employment of people with Utahns with disabilities. Together we created tools and resources to guide and support employers and jobseekers alike.

Paratransit Technology Study



The UDDC is uniquely positioned to capture a bird's eye view of the needs of Utahns with intellectual and developmental disabilities. Knowing that transportation was a barrier for people with disabilities to fully participate in their communities, the Council approached Utah Transit Authority (UTA) to collaborate on changes to paratransit that have never been attempted before. The UDDC has experience and expertise in innovative programs and initiatives to create equal opportunities and possibilities to improve the daily lives of people with intellectual and developmental disabilities. This experience, combined with UTA's advanced knowledge of implementing quality transit operations, created a collaborative effort that has resulted in a clear path for improving paratransit in Utah and beyond.

In partnership with the UDDC, the UTA commissioned a study to identify opportunities to improve the operational

efficiency and paratransit customer experience through the use of new technologies.

A paratransit simulation tool, funded by the UDDC, was used to determine the impact of several changes to UTA's paratransit service, including combining UTA's three paratransit contracts into a single service; allowing on-demand paratransit trips; and adjusting the location of the North Ogden and Provo paratransit depots.² UTA also reviewed current paratransit technology features. The study concluded that allowing all paratransit trips to be completed on-demand (rather than requiring advance booking) is likely to significantly increase the average cost per trip, however, there are several ways to provide on-demand trips efficiently. To do this, UTA could allow on-demand trips only in locations with a high density of trips so on-demand paratransit service could provide a similar cost per trip to pre-scheduled trips; reduce the advance booking time requirement; and allow on-demand trips during off-peak hours.²

The most promising customer-facing paratransit technology improvements are the goal to allow booking through multiple options like phones and a website. Offering real-time vehicle tracking, streamlining the paratransit eligibility process, allowing on-demand or same-day bookings, and allowing electronic fare payment will also improve the customer experience.²

Overall, this study that the UDDC envisioned and funded has identified several ways that UTA paratransit service may be improved. UTA will continue to explore ways to improve paratransit service based on the findings of the study.

Microtransit Planning Project



In recent years, microtransit (also known as on-demand transit) has proven to be a promising alternative to fixed-route transit. Microtransit could be “utilized to provide first-and-last mile connections to fixed-route transit; improving mobility in hard-to-serve areas; reducing private vehicle dependence; and replacing underperforming flex and fixed route buses.”¹

Many Utahns with intellectual and developmental disabilities rely on others for transportation to appointments, work and social activities. The introduction to accessible and affordable transportation creates opportunities for increased independence and community participation.

UDDC is collaborating with the Utah Transit Authority (UTA) to explore accessible transportation solutions beyond paratransit and fixed route services to allow more people with disabilities to access community-based employment. UDDC contracted with UTA to conduct a micro-transit simulation study. The study sought to answer questions about accessibility, service schedules and boundaries as well as the benefits to the community. This simulation funded by UDDC showed the viability of a microtransit, accessible, on-demand ride-share program in 19 different simulation zones in Salt Lake, Davis, Utah, Weber and Tooele counties. UTA used the simulation data to initiate a pilot program making on-demand accessible rides available to south Salt Lake County residents beginning November 2019. This on-demand ride service includes a fleet of 16 vehicles including 25% of the fleet being wheelchair accessible vehicles and is included in the fare of fixed-route services.

Take Your Legislator To Work

Take Your Legislator to Work



This in-house program pairs working adults with developmental or intellectual disabilities with their state legislator for an opportunity to showcase the value of competitive-wage, community employment. So many Utahns with disabilities have found the benefits and joy in gainful employment and have contributed to Utah’s booming economy. The UDDC uses this program to share our vision for means supporting Employment First. By pairing an employee with an intellectual or developmental disability with a lawmaker, an opportunity to share lived experiences informs the decision maker about the importance of competitive integrated employment. In 2020, six people participated in the Take Your Legislator to Work Program representing three legislative districts.



Employment Resources with a Return on Investment



The UDDC wants to introduce a talented workforce that is ready and able! Many individuals with disabilities want to work, are highly skilled and bring diversity to the workplace. Despite these gains, people with disabilities still face social and employment barriers based on myth and stereotypes. This has real consequences for individuals and for businesses. The unemployment rate for people with disabilities (9.2%) was more than twice the rate of people without disabilities (4.2%) in 2017. Those individuals with disabilities who are working are chronically underemployed, earning about 29% less than a worker without a disability.⁴ Despite these numbers, the buying power of people with disabilities stands to add about \$175 billion to the US economy, according to the Department of Labor Statistics, which is in addition to the \$490 billion individuals with disabilities already contribute with their discretionary spending.⁴ Closing the employment gap means significant gains to the American economy. The UDDC is inspiring employers to be the catalyst to that change by focusing on fair wages and supporting a



diverse workforce. The UDDC works to empower job seekers with developmental and intellectual disabilities, and will continue to champion for our unique community by influencing hiring practices and engaging with public policy that

supports Employment First. The UDDC and our partners created an online resource called Ready and Able that works with employers to bridge the gaps that create barriers to the employment of people with disabilities. By accessing ReadyAble.org, visitors will gain access to free resources and information to support employers to hire, retain and promote employees with disabilities.

In 2020, UDDC brought together our partners (the Department of Workforce Services, Utah State Office of Rehabilitation, Division of Substance Abuse and Mental Health, Governor’s Committee on Employment for People with Disabilities; and Disability:IN) to create an accompanying employment outreach campaign to encourage visitors to the Ready and Able webpage. Despite unemployment rates rising and significant layoffs taking place across the country due to the pandemic response, the campaign moved forward through the spring and summer months, as they were a crucial time to remind employers there are a variety of hiring options in a changing economy. The campaign reached 10,000 hiring managers and human resource professionals, and made 7,747,184 estimated total campaign impressions on Utahns statewide! This project will continue through the end of FY22, with direct marketing to and surveying of major employers across the state.



Clockwise: Take Your Legislator to Work visits at Mark’s Ark, Potbelly Sandwich Shop and the Sephora Distribution Center.

Health and Wellness

Mental Health



Like all people, individuals with intellectual and developmental disabilities can and do experience the full spectrum of human emotions and mental health conditions. Despite this reality, the National Association on Dual-Diagnosis has found that “the division of responsibility between the mental health and IDD service systems has resulted, all too often, in a denial of comprehensive care and treatment for individuals who have IDD co-occurring with a serious mental health problem.”³



With the shared long-term goal of creating systemic change throughout Utah in how professionals respond to people who have a dual-diagnosis, the Council collaborated with the Division of Substance Abuse and Mental Health and the Division of Services for People with Disabilities to facilitate the training of mental health professionals who support and care for individuals experiencing the co-occurrence of intellectual and/or developmental disabilities and mental health conditions. With funding provided by the UDDC and our partners, The National Association on Dual-Diagnosis (NADD) administered training to both mental health and disability professionals. As a leading expert in dual-diagnosis research and education, NADD trainers informed professionals and caregivers about foundational knowledge related to dual-diagnosis, best practices, inter-system collaboration, considerations in working with children and adults, and training to impact state and national policy related to mental health. This collaborative effort resulted in over 100 people trained in dual-diagnosis best practices.

Also in 2020, the UDDC funded a grant to support the mental health of people with Prader-Willi Syndrome and their siblings through individualized support as well as professional development for clinicians. The Prader-Willi Syndrome Association of Utah engaged in work that impacted both individuals with Prader Willi and their families, as well as physicians to address physical, emotional and mental wellness. The team aimed to educate, support and train at least 200 individuals and family members as well as 60 health care providers and students through the course of the project period. The Utah Prader Willi Syndrome Association presented the UDDC funded research and training outcomes at the national Prader Willi Syndrome conference, where over 1200 people attended. Dr. Bennett Murphy and her two research assistants, Emma Thornton and Jane Thornton, have been publishing articles through national publications related to the UDDC funded project. Over 11,000 families and professionals received the published article on debriefing.

Health Access



The UDDC has created and championed a Rural Health Outreach Strategy to create a campaign that will share available resources with individuals living in rural Utah, particularly the counties/health districts with the largest disparities for people with disabilities (Rich County/Bear River Health District; Piute County/Central Health District; Beaver County/Southwest Health District; Emery County/Southeast Health District) as well as to inform providers, clinicians, and policymakers in the four identified counties (Emery, Beaver, Piute, Rich) of the needs and health outcomes of individuals with disabilities and how to join efforts to close gaps. The UDDC was invited to collaborate with the Intermountain HealthCare and United Way 211 to participate in needs assessments of Medicaid consumers, conducted by Intermountain/Select Health Summer 2020 (Select Health Staff) and in 211 United Way of Utah (211/UW) focus groups with providers and review 211/UW research findings Summer 2020 (211 Staff).

The three participating organizations will review the data and create and/or identify resources that meet the needs of the people with I/DD residing in the four targeted rural counties. This activity specifically aims to educate and inform individuals and families about the nature and availability of dental, vision, behavioral and mental health services to support the increase of access to and the use of health care services for people with I/DD. United Way 211 extended an invitation for UDDC to join a social determinants

of health (SDOH) group at 211/UW. As a result, disabilities included in SDOH efforts at 211/UW, connection with Utah 211 staff created new relationships with other agencies and UDDC's greater involvement in other SDOH programs throughout the state to ensure that disability perspectives and considerations are included in reduction of health disparities. Additionally, Council staff met with United Way leadership to database and improvements in systems inclusion, resource development and support. UDDC has been part of guiding conversation about taxonomy and improved service delivery for individuals with disabilities across the state by identifying potential barriers that 211 users with disabilities may encounter and creating solutions to eliminate barriers in resource and referral processes utilized by United Way.



Empowering Individuals, Families and Communities

Leadership: Building Strength as Self-Advocates Conference



The UDDC prides itself on the ability to recognize and encourage the potential of people with intellectual and developmental disabilities (I/DD), and to bring people and partners together to empower and create leaders. To realize the potential of our community, the UDDC hosted a self-advocacy conference in March of 2020 where 40 people attended. The conference was planned by the UDDC Self-Advocacy Advisory Committee, chaired by Eric Stoker, UDDC staff and self-advocate. The nine committee members themed the conference “Leadership: Building Strength as Self-advocates” and featured leadership-skill building activities and break-out sessions related to individual, community and legislative advocacy. All sessions were led or co-lead by adults with I/DD. The one-day event was an abbreviated version of the multiple day event in 2019 of the same theme and title. The Council partnered with the Red Rock Center for Independence to host the southern Utah advocacy training event.

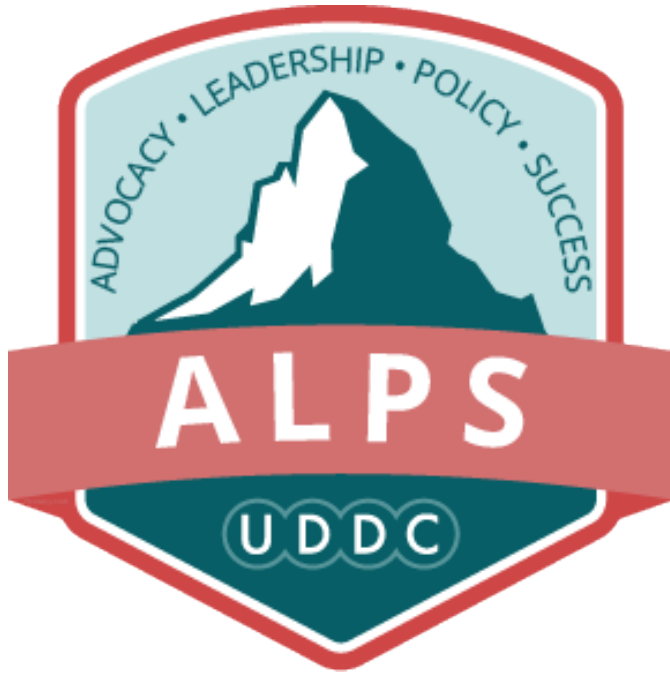
Advocates as Leaders Speakers’ Network



Recognizing the value of lived experience and peer mentoring, the UDDC funds the Advocates as Leaders Speakers’ Network, a group of trained expert presenters with developmental and intellectual disabilities, through a contract with the Utah State University Center for Persons with Disabilities. Speakers provide information and education through their unique perspective to peers and professionals throughout the state. In 2020, the Network partnered with the United States Census Bureau to educate and inform the disability community about the importance of participating in the 2020 U.S. Census. Speakers also developed a video training series called “A New Day” to encourage self-advocates and others to learn new skills, hobbies and remain connected during a period of social distancing. The Network trained 600 Utahns this year.



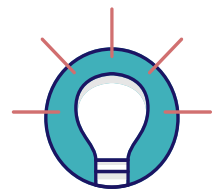
Advocacy, Leadership and Policy Success Program



There was a long-standing yet unmet need in Utah to provide training and support to people with I/DD and their families to engage in public policy. The Council developed a program to meet this need and to guide, mentor and teach Utahns to exercise their advocacy skills. Advocacy, Leadership, and Policy Success (ALPS) program was created in 2020 and is designed for people with disabilities, family members of people with disabilities, and allies who want to support people with disabilities and their families. During 2020, the entirety of the curriculum and facilitator materials were created by UDDDC staff and partners, including accessible materials that would ensure a self-advocate could lead the group at some point in the future. Leaders and future participants in the ALPS program will learn to envision their dreams, desires and passion in a way that encourages movement, connection, and public policy that champions equal rights. The UDDDC looks forward to training future leaders!



Over 3,000
Trained
in 2020



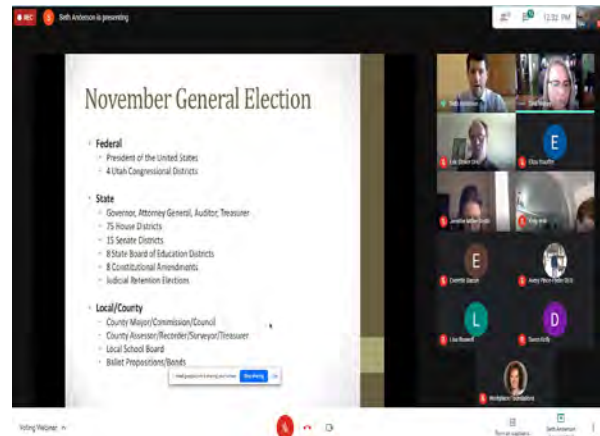
Clockwise: Speakers' Network presenting at the Building Strength as Self-Advocates Conference, Council staff training at Disability Advocacy Day, Speaker, Brandy, in a "New Day" video presentation.

Legislative and Community Engagement

Milestones and Celebrations



This year the Council celebrated its 50th anniversary during an unprecedented time. Council staff saw this time as an opportunity to learn more about how to engage with our community through digital means, including social media, virtual meetings, and adoption of an expanded email listserv. Council staff sent monthly newsletters to more than 750 people; increased our social media presence, including a 150-user gain on the Council's Facebook page and reaching up to 1200 organic views on some posts; and shared multiple staff-created media sources celebrating 50 years of advocacy and independent living across multiple outreach methods. Four self-advocacy spotlights featured Utahns living with disabilities, including self-advocates speaking about their lives, struggles, and coping methods during social-isolation, and three self-advocates sharing their experiences before and after the ADA was passed. Council staff also hosted a webinar featuring community partners, including the Lt. Governor's election staff, regarding safe, fair, and accessible voting for the 2020 election.



Pg. 12 Clockwise: UDDC hosts town hall meeting about nursing delegation bill, Voter training, families and staff testify at the Social Services Appropriations Subcommittee, Council members and staff at Disability Advocacy Day.

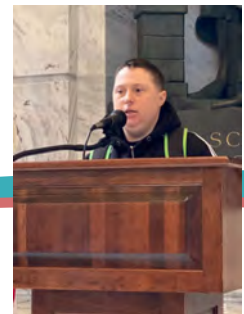


Disability Advocacy Day at the Capitol



The UDDC partnered with the Disability Law Center, the Utah Parent Center, and the Utah State University Center to host the first ever “Disability Advocacy Day” at the State Capitol Building. The day included legislative engagement and advocacy training provided by UDDC, community and legislative speakers and a community resource fair with 30 agency and vendor tables. 75 people registered to attend the speaking and fair portion in the Rotunda and 100 self-advocates attended the advocacy training hosted by the UDDC! The self-advocacy legislative training was divided into 3 rotations: a private tour of the capitol; engaging with legislators and policy training and roleplay activities; and a letter writing activity for participants to create a handwritten card to their lawmaker to introduce themselves and important issues that impact

Utahns with disabilities. Administration for Community Living Assistant Secretary for Aging and Administrator, Lance Robertson, attended and addressed the crowd of nearly 200 in the rotunda.



Pg. 13 Clockwise: Disability Advocacy Day in the Rotunda, self-advocates enjoy lunch at the Capitol, Council Members Staci and Jared speak at the event.

Message from the Executive Director

What a year! 2020 has provided many challenges and even more opportunities for growth and innovation, such as adaptable workplaces, the importance of community engagement through digital methods, robust responses to community needs, and increased training for engagement across skills and platforms alike. Together we faced a pandemic that brought terrible sickness and isolation, but from that experience we learned new ways of reaching out, supporting each other, and holding space for all the different needs and contributions in our community. Along with incredible trials, we also celebrated major milestones. This year was the 30th anniversary of the signing of the Americans with Disabilities Act and the 100th anniversary of Vocational Rehabilitation programs. It has also been 50 years since the enactment of the federal Developmental Disabilities Act, which created Councils like ours. That monumental act created organizations with immense flexibility to create programs and initiatives that drive change and support people with intellectual and developmental disabilities. As an independent, governor-appointed body, the UDDC has representation across administrations, agencies, and demographics, as well as family and individual voices that tirelessly champion for equal opportunity.

I would like to extend a sincere thank you to UDDC Members and Staff for their effort and progress toward our goals in federal fiscal year 2020. We are celebrating the strength we are finding in one another and in our humanity. We are celebrating 50 years of progress and looking forward to the future.

Libby Oseguera, Executive Director
Utah Developmental Disabilities Council



2020 UDDC Members

Brandy Olsen
Bryn Peterson
Christian Navarrete
Crystal Pyne
Ian Summers
Jared Stewart
Jaret Winn
Kelie Hess
Kimberly Jensen

Lisa Wade
Rachael Norton
Staci Christensen
Stephanie Roach
Tom Davidson
Tracy Johnson
Tracy Smith
Adina Zahradnikova
Deanna Taylor

Les Carter
Glen Larsen
Matthew Wappett
Nels Holmgren
Noel Taxin
Sarah Brenna
Amber Foster
Krissie Summerhays
Neil Allred
Pam Bennett

To request a copy of this report in an alternative format, contact the UDDC office.
uddc@utah.gov 801.245.7350

¹2020 Utah Transit Authority Microtransit Planning Project

²2020 Utah Transit Authority Paratransit Technology Study

³<http://thenadd.org/public-policy/>

⁴<https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/people-with-disabilities-are-plentiful-and-underemployed.aspx>