



VOICES & VISIONS

A VOICE FOR PEOPLE WITH DISABILITIES; A PROMISING VISION FOR TOMORROW

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Letter from the Chair

What an honor it is to have been appointed to chair the Virginia Board for People with Disabilities at such an exciting time. I am looking forward to the many opportunities and challenges that the upcoming year will bring for the Board. The Board is in the process of moving forward in efforts to serve as the lead agency in Virginia that impacts system change for people with disabilities. Our focus and activities have changed to reflect this new vision. We have restructured our committees to more accurately capture this vision and the needs of individuals with disabilities.



Sandy Hermann, Chair

In efforts to fulfill our mission of enriching the lives of Virginians with disabilities, Board members and staff provide a VOICE for your concerns by serving on many committees, work groups, boards, and task forces. We engage in advocacy, capacity building, and systems change activities that will move us closer to our end goal of total community inclusion for all individuals with disabilities. In order to promote positive impact for individuals with disabilities, we welcome your public comments through letters, e-mails, phone calls, or during the

public comment period at the Board meetings. We value the input that each and every person has to offer us when considering our areas of need for the State Plan, potential future grants, and the advocacy we provide on committees, work groups, boards, or task forces. Each and everyone of our children, friends, siblings, and coworkers deserve to have the supports and services that are necessary to make community inclusion a reality within their educational system, employment, and community. We must ALL work together to improve the lives of ALL individuals

with disabilities in Virginia. ✎

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Announcing the 2004 Competitive Grant Awards

Amy Wright

The following organizations were recently awarded grants under the Board's 2004 Competitive Grant Program. Projects will begin on July 1, 2004 and range in duration from 12 months to 2 years:

Community Integration:

- **Positive Behavioral Supports II -Partnership for People with Disabilities** \$150,000 2 years
Goal: To create a systems change initiative that will include Positive Behavioral Supports as a reimbursable service, to increase the number and availability of qualified professionals to provide the service statewide, and to provide an accountability mechanism for delivery of the services.
- **Improving Community Living Options-Inclusion through Regional Partnerships-Department of Mental Health, Mental Retardation & Substance Abuse Services** \$250,000 2 years
Goal: To create opportunities to support individuals with developmental and other disabilities to achieve the highest degree of choice in community living.

Community Living & Transportation:


- **Consumer Family Participation Fund-Endeppence Center, Inc.** \$160,000 2 years
Goal: To make supplemental funds available to support consumers and family members attendance at conferences, workshops, other training and service opportunities so that people with developmental and other disabilities can become better informed about disability issues and serve on task forces and work groups regarding issues that impact their lives

Education:

- **Mapping Transition Services- (3 projects)**
- ARC of Northern Shenandoah Valley \$50,000 18 months
- Central Shenandoah Planning District Commission \$37,346 18 months
- Thomas Jefferson Planning District Commission \$50,000 18 months
- Goal:** To develop and disseminate a transition map in three localities for use by transition service professionals, family members and people with disabilities that enables them to access the full array of transition services available in their local schools and communities

Employment:

- **Employee Assistance Referral Network Study-EXCEL Networking Group** \$40,000 1 year
Goal: To complete an assessment, provide a "How-To Document" on the creation of a network of employees with disabilities who will serve as role models, mentors, and advocates for integrated competitive employment opportunities and develop a model network and Memorandum of Understanding for support of the network with various employment partners.
- **Employment Collaborations Replication (Staffing Companies & ESOs)**
- ICON Community Services \$60,000 18 months
- VCU RRTC \$60,000 18 months
- Goal:** To replicate a successful collaborative relationship between employment service providers and staffing or private employment agencies to enhance employment success of people with disabilities and particularly those with developmental disabilities

Prior to starting new projects, grantees attend a grant orientation workshop at the Board's offices---this year, the workshop was held on June 28, 2004. It offers an opportunity for programmatic and administrative coordinators to meet one another, hear about what other people are doing, solicit advice, and hear about the administrative and programmatic requirements of Board grants. For those interested in receiving future RFP announcements, please contact the Senior Administrative Coordinator, Karen Lindley at lindlekv@vbpd.state.va.us. If you have any questions about the Board's grant programs, please contact the Grants Administrative Manager, Amy G. Wright at wrightag@vbpd.state.va.us. 



Virginia DD Network News

Fred Orelove

Supporting Virginians with Disabilities in Their Communities

The past quarter century has seen a widespread shift in this country from institutional to community provision of services to individuals with disabilities.¹ Nationally, there was a 59% decrease in public and private institution residents between 1982 and 2002, accompanied by a 696% increase in community residences housing six or fewer people.² Despite national fiscal and demographic trends, including increased federal-state cost sharing, rising numbers of people with developmental disabilities receiving Home and Community Based waiver services funding, and improved awareness of *Olmstead*, there continues to be wide variation among states in fiscal effort, services received, and progress towards deinstitutionalization.

How does Virginia stack up? Like other states, Virginia has downsized its institutions. As of 2002, there were 1,619 individuals residing in Virginia's state-operated MR/DD institutions³ and 1,012 individuals with MR/DD were residing in nursing facilities.

Unlike 36 other states, however, which have closed one or more state-operated institutions, Virginia's facilities all remain open - with the annual cost of care per resident at \$115,822 in 2002.³

At the same time, while utilization rates (per 100,000 of state general population) in community residences for 1 to 15 persons in 2002 averaged 123, Virginia's rate was 54, placing the state 47th nationally. Virginia ranked 49th in terms of small (1-6 person) publicly funded residences. Looking at the per-

centage of MR/DD spending allocated for all community services (including residential settings for 6 or fewer person, related day programs, and individual and family support), Virginia's percentage is 48%, for a ranking of 50th nationally.³

According to Stancliffe and Lakin², "available studies of costs and outcomes of deinstitutionalization reveal a consistent pattern across states and over time of better outcomes and lower costs in the community." The issue, however, is not whether institutional or community services are cheaper, but which array of services and supports yields the best outcomes.⁴ Regardless of the cost-comparison data, the evidence that community services result in better outcomes than institutions is clear and compelling.⁵

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Recruitment for Policy Fellowship and Internship Programs to Begin Next Month

Recruitment will begin in September for applicants for the Board's two disability policy studies programs: the Disability Policy Fellowship and the Policy Internship Program.

The Disability Policy Fellowship program, developed for graduate and doctoral-level students at Virginia Commonwealth University, provides a year-long research/study experience for individuals interested in in-depth exploration of issues pertaining to Virginians with disabilities. Thus far, eight fellows have successfully completed the Board's Disability Policy Fellowship program, and most former Fellows have pursued professional careers aimed at improving lives and services for people with disabilities. Fellows are selected through a highly-competitive process and typically begin their year-long study experience with the Board in May.

The *Policy Internship* program is a new initiative designed to provide work experience for students in all levels of higher education who seek to gain "real life" exposure to work in a public service setting. Policy Interns will be recruited from all universities and colleges in the Richmond metro area through a competitive process. It is envisioned that the Board's first Policy Intern will begin his or her semester-long internship in the Spring, 2005. Recruitment announcements for these opportunities will be mailed to universities and academic program heads in September. Detailed information about the programs will be available on the Board's web site by October 1, 2004. 

Young Leaders Unite at the 2004 YLF

Teri Barker-Morgan



“Choose Your Own Path, Lead the Way!”

Focusing on the theme of the 2004 Virginia Youth Leadership Forum (YLF) -- “Choose Your Own Path, Lead the Way!” -- this year’s YLF was held July 19-23 at Christopher Newport University with 22 Delegates and 18 volunteer staff in attendance. The theme infused energy and united YLF Delegates and staff (including four previous YLF graduates) throughout the busy week in activities that included small group discussions, presentations, a trip to the State Capitol, and social events.



Governor Warner speaks to YLF delegates during “Capitol Day”

A highlight of the week occurred on Thursday, July 22nd, when student delegates traveled to Richmond for Capitol Day, toured the

State Capitol, delivered mock testimony in the House Chamber, and debated a bill on the floor of the House.



Christopher Rudder debates mock bill

Also during Capitol Day YLF Delegates engaged in an interactive and lively discussion with Governor Mark Warner about issues of concern to them such as assistive technology, health insurance, and the Virginia’s Standards of Learning. The Governor assembled with the YLF class of 2004 for the Capitol Day photo.

By the end of the week, YLF student delegates demonstrated their newfound leadership skills and their newfound awareness of the importance of choosing *their* own path and leading the way with a spirited cheer, *“Choose Your Own Path, Lead the Way!”* ✎



Partners In Policymaking: *May Graduates Celebrate Training Achievement*

Teri Barker-Morgan

Twenty-nine participants in the Board’s 2004 Partners in Policymaking (PIP) class graduated from the eight-week advocacy training program on May 22nd. PIP participants and family members who came to share in the celebration beamed with pride as each graduate accepted his or her certificate of completion for successfully fulfilling the requirements of the intensive eight-month training program sponsored by the Virginia Board for People with Disabilities. Hats off to all graduates of this year’s program!



Donnie Richards & PCA Pete Ellay

The Ninth Session Provides Continuing Training for PIP Alumni

On May 28 & 29, 63 Partners in Policymaking (PIP) alumni --including the recent May 22nd graduates -- participated in a newly-created continuing training opportunity called The Ninth Session. The Ninth Session has been developed by the Board to enable PIP graduates to sharpen and strengthen the advocacy skills and knowledge they acquired during the previous eight PIP sessions.

Participants in the first Ninth Session, held in Richmond, engaged in ongoing training activities that included skill-building, knowledge-acquisition, and outcome-based small group projects. Teams of Partners



Lori Guthrie & her twin daughters

alumni, including some who could not attend the training session in person, also worked together to develop strategic action plans to conduct advocacy initiatives and develop advocacy networks in the localities where they live. Seven separate work

groups identified advocacy issues of importance to them, formulated outcome-based goal statements, and developed strategic plans for reaching their advocacy goals.

A New Class Gears Up to Begin

The PIP alumni committee has selected 30 applicants, including 10 self-advocates, for participation in PIP 2005. The 2005 PIP sessions are slated to begin on September 16th and 17th and subsequent sessions will be held on one weekend each month over the course of the next seven months. ✎

New Legislation Protects Virginia's Vulnerable Adults

Heidi Lawyer, VBPD and Marjorie Marker, Department of Social Services

The Virginia Department of Social Services (DSS) estimates that nationally an estimated two million elderly or incapacitated adults are victims of caregiver abuse or neglect each year. In Virginia more than 12,000 cases of suspected adult abuse, neglect, and exploitation were reported and investigated in 2003 by local departments of social services, representing only about 16 percent of the actual number abuse cases that occurred. The types of mistreatment faced by incapacitated adults and elderly include sexual assault as well as financial, verbal, and physical abuse.



To stem the tide of increasing abuse among vulnerable adults, the 2004 General Assembly passed new legislation that creates additional mandates for Adult Protective Services (APS). The Virginia Board for People with Disabilities participated on the task force which developed and supported House Bill

952/Senate Bill 318, the Adult Protective Services Act (the Act), which was signed into law by Governor Warner and contains significant protections for abused elderly and incapacitated adults without unnecessary intrusions into personal privacy.

Among many changes, the Act clarifies and expands the list of mandated reporters to include persons licensed, certified, or registered by health regulatory boards - except for the Board of Veterinary Medicine. This clarification adds dentists, pharmacists, certified emergency medical services personnel, guardians and conservators, and others to the list of those mandated to report suspected adult abuse, neglect, and exploitation to APS.

"Many of these crimes are not reported because mandated reporters don't know they should be reporting or because they don't know what to look for. The APS Act requires us to educate and train mandated reporters on the signs of abuse so that more crimes against elders will be reported and stopped." Terry A. Smith, Acting Director, DSS Family Services.

The APS Act also allows civil penalties for non-reporting by mandated reporters. "Thousands of cases of abuse, neglect and exploitation of the elderly

go unreported each year," said Smith. "By imposing civil penalties for non-reporting, we hope that those who are liable to report these crimes will now think twice before looking the other way."

Next steps include implementing a comprehensive training program for mandated reporters, local social service agencies, and other long-term care partners; amending APS state regulations and policy; developing new interagency agreements; conducting a community awareness campaign, facilitating the development of an adult fatality review team; and notifying employers of mandated reporters of their responsibilities.

Anyone who suspects abuse of an elder or an adult who is incapacitated should report it immediately to the local department of social services, or call the 24 hour statewide toll-free hotline at (888) 832-3858. Signs of abuse include: injuries that have not been properly cared for; burns, welts, scratches, bruises and fractures; signs of confinement; malnourishment; severe anxiety, fearfulness, or depression; and missing personal property or mismanaged property or savings.

For more information on the Act and other APS information, visit the following Web sites: <http://leg1.state.va.us/cgi-bin/legp504.exe?041+ful+CHAP1011+pdf> or <http://www.dss.state.va.us/pub/pdf/aps.pdf> or <http://www.dss.state.va.us/family/adultprotect.htm> or call the Adult Services Program at (804) 726-7533. ✍

"Jackie Crews Excellence in Leadership Award" Established by the Board

On June 15, 2004, the Virginia Board for People with Disabilities voted to establish an annual award, the "Jackie Crews Excellence in Leadership Award," to be given to a self advocate who has demonstrated excellence in Virginia through his/her work on behalf of people with disabilities.

The award has been established in memory of Jackie Crews, a Partners in Policymaking graduate who passed away in April, 2004. Ms. Crews exemplified the advocacy and leadership qualities that are the cornerstone of the Partners in Policymaking program. The Board is honored to recognize Jackie Crews with this award that celebrates her tireless work to create a better Virginia for all citizens in the Commonwealth. The award, to be given for the first time in 2005, includes an honorary gift of \$1000. ✍

MR Waiver Advisory Committee and State Legislature Improve Community Services in Virginia

Sandy Hermann

In January, 2004, the Virginia Department of Medical Assistance Services (DMAS) appointed a 16-member Mental Retardation (MR) Waiver Advisory Committee -- including a representative of the Virginia Board for People with Disabilities -- to work on renewing and providing ongoing input to DMAS concerning Virginia's MR Waiver.

The first task of the MR Waiver Advisory Committee was to assist DMAS with the routine renewal, for approval by the federal Center for Medicare and Medicaid Services (CMS), of the state's MR Waiver application. Renewal of the MR Waiver became effective on July 1, 2004 and the Advisory Committee has continued to work with DMAS on other critical issues related to the waiver, including: streamlining and standardizing MR Waiver forms; examining waiting list criteria; developing fair and equitable processes for selecting waiver recipients; exploring the roles of Case Managers; and examining provider restrictions regarding Behavioral Consultations.

Due to the advocacy efforts of individuals with disabilities, family members, and other Disability advocates during the 2004 General Assembly Session, approximately 860 new MR Waiver slots were allocated in the budget to support 700 individuals living in the community and 160 individuals desiring discharge from state-operated facilities. An additional 105 individuals will be served under the Family Developmental Disabilities Support Waiver (DD Waiver) funded by the General Assembly, and 300 individuals will receive supports with a new Day Support Waiver.

Community Service Boards located throughout Virginia will be determining the most urgent individuals on their local lists for allocation of the waiver slots. The DD Waiver slots will be allocated to individuals in chronological order on the statewide Level 1 and Level 2 waiting lists and those individuals who identified emergency needs to DMAS. The new MR and DD Waiver funding will be distributed statewide over the next two years. ✍

Board Welcomes New Appointees

Nan Pemberton

As the Commonwealth begins its new fiscal year, VBPD begins its new year with a hearty "Welcome!" to 10 new Board members appointed by Governor Warner who began serving their four year terms on July 8th.

The new members, who fill federal and state-mandated positions on the Board, are: Calvin "Chip" Coleman from Culpeper, Christy Crowther from Kilmarnock, Cindy Lou Daniel from Fairfax, Felicia Goffigan from Norfolk, Kelly Allen Hickok from Richmond, S. David Holsinger, III from Staunton, L. Mac McArthur-Fox from Blacksburg, John Toscano from Richmond, Doug Owens from Palmyra, and Jennifer Thornburg from Virginia Beach. The new members come at an exciting time as the Board moves to increase its visibility and effectiveness as a systems change agent through its many grant initiatives and sponsored programs and as a policy leader in Virginia on issues of importance to people with disabilities in the Commonwealth.

Retiring Board members, who have contributed their time, energy, and expertise in service on the Board for the past four years, include: Melanie Skripneck-Paul, Melissa Edmonds, Linda Miller, Christy Carroll, Jeanne Dixon, Gail Orr and Cindy Weinstock. The Board thanks them for their dedicated service and looks forward to their continued support and advocacy on behalf of Virginians with disabilities. ✍



Melissa Edmonds bids farewell to Gail Orr (top) and Melanie Paul



"All of Us" CD Promotes Community Integration

Katherine Lawson

With initial funding from the Board, the Hope House Foundation (Norfolk, VA) produced a CD, "All of Us," that reveals a fundamental truth: independent living and respect are basic human rights for people with developmental and other disabilities. The CD tells the personal and "real life" stories of several Virginians with severe disabilities who are making significant contributions in the community-based settings in which they live.

This CD resulted from an Innovative Grant awarded by the Board in 2003. In addition to personal stories, the CD includes vignettes about community inclusion from the perspectives of employers, service providers, family members, and policy makers. Intended for statewide distribution, the "All of Us" CD will be of interest to a broad range of individuals as an educational and public awareness tool.

At its quarterly meeting in June, 2004, the Virginia Board for People with Disabilities awarded supplemental funds to the Hope House Foundation to facilitate duplication and dissemination of the CD. As a result,

the CD is being distributed to approximately 2,500 individuals, businesses, and community-based organizations throughout the Commonwealth. In this way, larger numbers of Virginians will have an opportunity to learn about community supports for individuals with severe disabilities so they may live with respect and dignity in the community of their choice. ✎

EXERCISING THE RIGHT to vote in this November's elections just got a little easier with United Cerebral Palsy's (UCP) launching of its "DontBlockMyVote.org" web site. Visitors not only can register to vote online, but can also send members of Congress ready-made letters to fully fund the accessible voting provisions of the Help America Vote Act (HAVA). As of April, only 18 percent of the total funds authorized for HAVA have been disbursed, according to U.S. Commission on Civil Rights data cited by UCP. ✎

Supporting Virginians with Disabilities in Their Communities

Continued from page 3

The future of Virginians with disabilities and their families will continue to be determined in large part by elected officials. As many other states have determined, as institutional census continues to fall and average daily costs increase, it becomes increasingly difficult to justify maintaining a dual system, from an economic standpoint alone, let alone from a moral or legal perspective. It will be important to see if Virginia can catch up to its peers in supporting this vital group of citizens.

The DD Network Partner agencies include: the Virginia Board for People with Disabilities (Heidi Lawyer, Director), Virginia Office for Protection and Advocacy, (Colleen Miller, Director), Partnership for People with Disabilities (Fred Orelove, Director).

References

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2. Stancliffe, R.J., & Lakin, K.C. (in press). *Costs and outcomes of community services for people with intellectual disabilities*. Baltimore: Paul H. Brookes Publishing Co.
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6. Kim, S., Larson, S., & Lakin, K.C. (2001). Behavioral outcomes of deinstitutionalization of people with intellectual disabilities: A review of U.S. studies conducted between 1980 and 1999. *Journal of Intellectual and Developmental Disability, 26*, 35-50. ✎



Meetings of Interest



Virginia Interagency Coordinating Council (VICC)

September 8, 2004, 9:30 AM
Sponsored by DMHMRSAS. Henrico Area Mental Health,
10299 Woodman Rd., Glen Allen, VA 23230. (804) 786-3710

Medicaid Transportation Advisory Committee

September 15, 2004, 1:00 PM
Sponsored by DMAS. Board Room, 600 E. Broad St., St. 1300,
Richmond, VA 23219. donna.garrett@dmas.virginia.gov

Olmstead Community Integration Implementation Team

September 24, 2004, 9:00 AM
Sponsored by DMHMRSAS. VHDA. glennvh@drs.state.va.us

Governor's Conference on Workforce & Career Development. Strategic Partnerships: Meeting Our Economic Needs

October 19-21, 2004
Richmond Marriott Hotel
www.vaworkforcecouncil.com

Collaborations Conference 2004

September 19, 2004, 12:00 Noon
Ramada Plaza, Virginia Beach, VA
Contact: Marilyn Morrison at
Mmorrison@ourpeoplework.com or 703-970-3675

CLAMR Conference

October 20-21, 2004
Fredericksburg, VA
Contact: Daryl Higgins at darylceossva@aol.com
or 757-497-5877

Tenth Annual Circle of Support

November 6, 2004, 8:00 AM
Sponsored by The Arc of Greater Prince William/
Insight. Inc. Woodbridge, VA.
Contact: Jan Russell at 703-730-3124

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Next Board Meeting



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