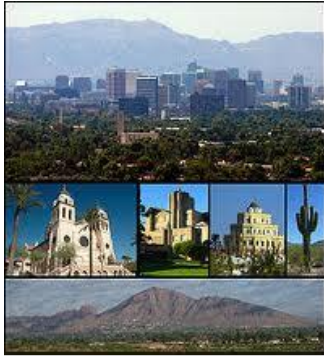


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February 1, 2013 Meeting started at 8:30am.

Members including alternates and supports **introduced** themselves and participated in the activity of 2 Truths and a Lie. Members also shared their quotes. All members enjoyed learning about each other.

President: Bryon Murray, Utah
Amy Notwell, Bryon's support
Vice President: Cathy Enfield, Missouri
Richard Enfield, Cathy's support
Secretary: Betty Williams, Indiana
Treasurer: Ryan Duncanwood, California
Darlene Martin, Ryan's support
Bill Story, Kansas
Carrie Varner, Minnesota
Consuelo Castillo, Texas
Samuel Jenkins, Oklahoma
Eric McVay, Maine
Clint Perrin, New York
Ann Frecht, Massachusetts
Max Barrows, Vermont
David Taylor, North Carolina
Bernard's support
Bernard Baker, Georgia
John Britton, Arizona
Katie Griffith, Arizona
Mike Pleska, Arizona
Nick Sandburg, Mike's support
Daren Morris, Alabama

"A small group of people could change the world. Indeed it is the only thing that ever has."
-Margaret Mead

"If your actions inspire others to dream more, learn more, do more, and become more, you are a leader: - John Quincy Adams

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Kirsten, Amira's support
Amira Rasheed, New Mexico
Eric Treat, Arkansas
Jason Billehus, Montana
Shawn Kirk, Virginia
Sid Katz, New Jersey
Gillian Speiser, Sid support
Jonathon, Sid support
Glenda Hyman-Singletary
Chaquetta Stuckey, South Carolina
Tia Nelis, Illinois
Nancy Ward
Vicki Turnage
Juliana Huereña
Leanne Jessie
Dee Burrell, Jason support
Essie Pederson
Teresa Moore
Karen Topper

Meeting minutes from August 2012

Meeting minutes from Board Meeting in August at the SABE conference in Minnesota were discussed. Members said they wanted more time to read them since they did not get them in time to read. Clint requested that the people who were not in attendance should be added to the Minutes. Max clarified that only representatives vote unless you are filling in for a representative. Sid made a motion that minutes be accepted. Consuelo seconded. Motion passed unanimously.

Cathy reminded folks to send the regional reports to SABEBOARD listserv.

Sid reminded everyone that Liz resigned and Shawn is now an alternate. Sid also indicated that the Region 7 alternates are needed. He would either like to have a special election or appoint two alternates. Bryon indicated that we would address this during the training.

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"Vicki: I have decided that if people who are my friends would like to donate in memory of my mother. I would like the donations to come to SABE. One of the first times I told her about my advocacy work, when I was living in NJ. She brought me a print talking about advocacy. I have it my dining room. Can you let me know the address of SABE, so I can tell friends, thanks," Liz



Carol Robinson former Board member from Region 5 sent a note to the SABE board and Betty read the note.

"Dear Topper,
I am sending cogs of a story I wrote yesterday. The story is about leaders looking for a new world. Could you please make sure this story gets read at the SABE Board meeting this month and could you make sure the people in this story get a copy. Thank you very much. I am getting this story copyright. Tell everyone I said hello. I miss them all. Please keep me in the loop of SABE. I really appreciate it. Could you tell everyone to keep in touch with me and tell them I am doing fine. Thanks, Carol"



Bryon read a story written about SABE Leaders by Carol Robinson, a former board member. Bryon would also like Board Members to write their own stories. Bryon would like for people to share our stories. Bill encourages people to call Carol and let her know what you thought about the story.

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Long, long ago, there were leaders and heroes searching for a new world. As the story begins, there's a young man walking down along road. As the man walking down the long road, he sees a young woman walking down the road. They see each other and stop. The man says hello my name is Max. I am from Vermont and the young woman says my name is Betty. I am from Indiana. As the two of them were walking down the road, they see a young lady and they meet. She says hello to the both of them. She says my name is Tia. I am from Illinois. Then Max says hi. I'm from Vermont. Betty says hello I'm from Indiana. As the three of them walking down the road, they meet this man. He says hello, my name is Bernard. I'm from Georgia. Then they all say hello to him and then they see this woman walking towards them. She says hello, my name is Chaqueta. I'm from South Carolina. As they're walking down this long, long road, they meet a woman, she says hello my name is Cathy, I'm from Missouri.

They see a man walking towards them and he says hi, with this loud voice, my name is Bill and I am from Kansas. As they were walking down the road, they meet yet another man, he says hello my name is Bryon and I'm from Utah. They look at him real funny they came walking down the road, they met another man and he says my name is Eric, I'm from Arkansas. As they were walking down the road, they see this man coming towards them. The man says hi, my name is John and I'm from Arizona. They all say hi back to him, as they continue walking down the road they ran into another man and he says hi, my name is Ryan and I'm from California. They continue walking down the same road as they come across another man, he says hi, my name is Jason and I am from Montana. They all greet him and continue walking forward. The group runs across a woman this time, she says hello, my name is Consuelo. I'm from Texas. After a little while they continue their journey, they run across yet another man, he says hello, my name is Clint and I live in New York.

As the group comes to the end of their journey, they see a man standing in front of a house, he says welcome, my name is Chester. I live in Albany, New York. He asked them how he could help them. The group replies we are looking for a new world. He says what do you mean? They all say we are group leaders, to spread the word. The man says to them, what are you going to call this new world? Max replies, hummmmm..., so he looks to the group and they all reply, the new world shall be call Peace and Hope. These leaders and heroes made their name known in the new world. The moral of this story is the leaders are coming, the leaders are coming. So this is my story to everyone, welcome to the new world, Peace and Hope." Carol Robinson

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Sam suggests that the stories should also be about self-advocacy and importance in your life. Bernard and Bryon indicated that the stories can be funny or serious.

Board orientation



Officers spoke about what they do.

Bryon reviewed Tab 1: Review of the Big Picture- Mission and goals/Strategic Plan, By Laws, Letterhead, Brochure, Member Handbook, Strategic Plan, and Accomplishment of SABE.

Kathy reviewed Tab 2: Regions and Representatives

Betty reviewed Tab 3 and Tab 4 Board Meeting minutes DD Act and Olmstead

Chaquetta and Bryon reviewed Elections Tab 5. Reviewed the terms of office for representatives and the need to obtain their funding. Bryon also reminded everyone that the support staff needs to be more in the background.

Chaquetta and Bryon reviewed Roberts Rules of Order and how the meeting needs to be run. The Board Members and Alternates were reminded everyone that they should turn their cell phones off, be focused on the meeting.

Max suggested that we start the meetings with some fun activities or icebreaker. Perhaps assign an activity to each region.

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Sam and Bryon suggested that at lunch and dinner people meet with others from their regions.

Max also mentioned that sometimes that people use assistive technology such as use of computer/I-Pads/Smart phones to communicate. Bryon indicated that this is understood. The concern is the use of cell phones and playing with phones during a meeting,

Ryan and Bryon reviewed Tab 6- Policies. Pointed out that there is a funding letter for representatives and alternates to use as an example to get funding for their participation on the Board.

Discussed the need to send the funding letter to the Board listserv in word, so it could be changed by Board members based on their need.

Betty reviewed Tab 7 Position Statement. Betty pointed out that eh R Word position statement and the housing summit statement was left out of the Board Book. These are on-line at www.sabe.org in the policy statement section.

Current Partners

Bryon reviewed the list of our current partners:

National Disability Rights Network

Arc-US

Sibling Leadership Network

University of Missouri in Kansas City

Association of University Centers on Excellence in Developmental Disabilities Directors

Oklahoma Disability Law Center

Coleman Institute

University of Illinois Chicago

Association on National DD Directors

University of Kansas

AIDD

National Council of Disabilities

Disability Policy Seminar

Council on Quality Outcomes

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National Governor's Association
Autistic Self Advocacy Network
National Youth Leadership Network
State DD Councils

Bryon asks for any Board Members or alternates let him know if they are interested in being on the advisory committee to the Sibling Network. Tia explained that the Sibling Network is a national network of siblings who work on the issues related to supporting their brothers and sisters. They have conference calls and a conference. The person who is chosen will work with the Network on how to support self-advocacy. Eric McVay expressed an interest. Sam requested that the Board Members have some time to think about this. We will make a decision late in the afternoon.

Board adjourned for lunch at 12:25

Meeting resumed at 2:18

Self Determination Committee

January 31, 2013

2:30 – 5:15 pm



Present: Cathy Enfield, Richard Enfield (support for Cathy), Nancy Ward, Tia Nelis, Bryon Murray, Amy Notwell (support for Bryon), Eric McVay (guest), and Essie Pederson

Agenda:

1. Outline a Self-Determination Webinar
2. Review Gateway to Self-Determination Website

Self Determination Webinar Ideas

1. Talk about the SD project – (Tia) 5 min
2. What SD means to you? (Cathy and Bryon) 20 min
3. Talk about life experiences and include barriers
4. What self-determination can mean... (Nancy and Tia) 20 min (list generated by the committee)
 - SD can mean different things to different people
 - SD is a lifelong experience

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- SD and self-advocacy go hand in hand (careful not to forget how you became a leader and learning to make choices, so you can help others become SD.)
 - SD increases as your confidence grows, Cathy's example about telling mom and dad what I wanted
 - SD comes from your heart
 - SD is letting others know what you think
 - SD is having supports that believe in you
 - SD does not mean you have to do things on your own, it means the person can have a SD life even with supports (i.e. examples are people in institutions with guardians who do not know the persons wants and needs.)
 - Support can come from where you least expect it (continued)
 - Levels of SD (how can you have a SD life if you never made a choice)
 - Not knowing what SD is
 - Needing more support to lead a SD life
 - Leading a self-determined life
5. Social Capital, Self-advocacy, Fiscal Responsibility (Krystle) 10 min
6. Major Accomplishments of the project: (Nancy) 5 min
- "Advising Through Self-Determination"
 - List to be completed

NOTE:

- Outline based on a 1.5 hours in length, 60 minutes presentation and 30 minutes for introductions of speakers and Q & A
- All presenters will select photos and develop their slides

Review of Gateway to Self-Determination Website

- Loved the home page section with the rotating people slides
- The "side bar" listing of website sections was easy to follow, however the one say "scaling up self-determination" was unclear.
- Found the section on "partners" very easy to use.
- Everyone really liked the videos, and opening them was easy.
- Overall Comments:

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- Easy to use and interesting
- Really liked the videos
- The section that you can customize finding resources was a favorite (group commented they wish more website resources were organized this way).

The name of the project is the National Gateway to Self Determination. It is a partnership between Universities and SABLE. The project is geared to providing information on self determination to self-advocate on the website. The group has also published a manual on advising. SABLE receives funds to work on this project. A webinar on self-determination is being proposed by the committee with AIDD. If we are picked we will conduct this. This is the last year of this grant. The grant has website that has information on how to teach groups about SABLE.

Chaquetta requested a motion to accept the committee report. John made the motion, Carrie seconded the motion. Committee report accepted unanimously.

Project Vote



The National Disability Rights Network (NDRN) approached SABLE to partner with them on a grant about voting from the Administration on Intellectual and Developmental Disabilities (AIDD). The subcontract amount was \$105,000. With Board approval to subcontract with NDRN, the Project Vote Team developed a work plan.

Election Day Checklist: There has been very little information collected about the voting experiences of voters with developmental disabilities. There are many personal stories about experiences but no information about the group as a whole. *(For example, the project might find of the 200 voters interviewed 75 were men and 125 were women. We could then report 38% of the voters were men and 62% were woman, meaning more women vote*

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than men.) For Congress to pass the Help America Vote Act that makes sure that all voters can vote, they want statistics. We are working with NDRN to find a way to do this.

Webinars: Project Vote will host two webinars about voting. All Protection and Advocacy organizations and self-advocacy groups will be invited to participate. The Vote Team, with help from the P&A's, is deciding on the topics. Topics are : Results of Election Day Checklist (May 2) and Accessible Ballots (September 19 or 26).

One Project Vote Training will be presented by the Vote Team and held in the Washington, DC area. Our goal is to make sure that the NDRN leadership experiences the curriculum so they can better promote its use by the P&A's. The date, time, and location for this training event have not been decided.

Update/Maintain/Link the www.govoter.org website with other groups to increase the use of our website. For the website to be a resource it must have timely, quality information on it for people to want to go to. The website has been linked to the Association for State Directors DD website.

We viewed the first video clip: The Negative Ripples Effect of Labels. Darren commented that the use of the term high functioning and low functioning is offensive to people not only with autism but to individuals with intellectual disabilities. Mike also commented that this is offensive and needs to be changed. Competency should not be judged in this manner. Eric suggested that we consider this as in a policy or legislative as an issue. Labeling such as this are not respectful they just separate us. This is just as bad as the "R" Word. Betty also pointed out that the use of the word "disability" could also be a label. Perhaps we should use a person with cerebral palsy. Sam commented that it is really is how the person views him or herself.

Motion made by Carrie and seconded by Jason

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Motion carried unanimously

Nancy presented the Project Vote Report. SABE is partnering with the National Disabilities Rights Center on a Grant from the Administration on Developmental Disabilities. SABE receives 105,000 to work on this grant. There has been very little information collected about the experience of voters with developmental disabilities. We need to get information on this so that Congress will pass the Help America Vote Act. We are working with NDRN to find a way to do this.

Project Vote will also host a webinars about voting. The website is www.govoter.org. One of the topics that we will discuss is what the results of the survey. First webinar will be May 2, 1-3 EST.

Another webinar will be accessible ballots. Clemson University and Jim Dickson will also present a webinar. The two possible dates are September 19 or September 26. 1:30-3:00 EST. One Project Vote Training will be presented by Vote Team in Washington D.C.

Committee report accepted

Oklahoma 2014 SABE conference

Nancy reported that Oklahoma would like three people to be on the Conference Committee from SABE. Oklahoma has secured the hotel for the conference. The hotel is the Renaissance. The dates for the conference are October 9-12, 2014 in Oklahoma City, Oklahoma. The committee will be Carrie Varner, Bernard Baker, and Bryon Murray. Nancy addressed the Theme Oklahoma conference. They are going to have a contest for the logo for the conference. The theme suggestions are:

- The Sooner we are Equal the Better (Oklahoma Sooners is the University of Oklahoma)
- Feel the Thunder (Oklahoma Thunder is a basketball team)



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Nancy would like SABE requested that if we have logos. Please send by the listserv.

Autism Now Report



Autism NOW is the name of a project SABE is doing with The Arc of the United States and Autistic Self-Advocacy Network. Max Barrows, Nicole LeBlanc, and Karen work on it for SABE.

The goal is to collect information and put out information. You might think it is just about autism but actually it is about all kinds of developmental disabilities.

#1 SABE is part of the Advisory committee

Max Barrow is Chair of the Advisory Committee. It meets 4 times a year. He runs the meetings. Nicole is also on the committee. The main job of the committee is to review 20 resources a month to decide what goes on the Autism NOW website.

#2 SABE has 2 webinars to do in 2013

In 2012, SABE did 12 free calls and webinars. If you missed them, you are in luck because you can still listen to the calls and get a copy of the slides used for each webinar.

Go to <http://autismnow.org/what-we-do/webinars/>

Think College: Want To Go To College?



Doors to colleges are opening for people with intellectual disabilities. Join us to hear about our experiences at Think College. Each student gets to work with mentors who are typical UVM college students. Think College Vermont students are fully included. They take regular college classes with the support of a mentor. Come hear us about this new and innovative program.

<https://cc.readytalk.com/cc/s/registrations/new?cid=k0pra2q27yev>

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The call-in number is: 1-866-740-1260 then put in the code 7153600 and then enter # (the pound sign or the number sound)

#3 In 2013 we are making 4 short videos.

Our first video is called: The Negative Ripples Effect of Labels. Got any ideas? Want to be a star in one of our videos? Email Max at maxwbarrows@gmail.com.

#4 In 2012, SABE members wrote 20 BLOGS about living life with autism. Go to <http://autismnow.org/blog/>

#5 The SABE Autism NOW team has new Self-Advocacy Tools on:

1. A Short History of Self Advocacy
2. Advice for Allies, Advisor, and Support Staff
3. Equal Employment for Persons with Disabilities
4. How to Start and Run Your Own Self Advocacy Group
5. Including Members who Use Alternative Ways to Communicate
6. Make Meetings Make Sense
7. Presuming Competence

Our Community United: Self Advocacy Organizational Grant:

Teresa Moore reported on the SABE newest grant. The grant is a self-advocacy organizational grant awarded by ADD. The grant will offer 10 webinars on self-advocacy organizational issues. The grant will begin to address issues that will assist self-advocacy organizations become stronger. The webinars will provide information to teach people on topics such as "how to you put together a webinar". This will assist self-advocacy organizations to use social media to communicate with the membership. Two teams will work on this grant. One will be the staff and board members that will work on the grant. The other teams will be made of states that have worked on these issues and pull together this information to share with others in the country. Tia pointed out that we will also need to consider putting this in some type of written form so people who do not have

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access to computers will have access. Perhaps putting this on a CD or giving suggestions on how people can download information and print for groups.

Committee report accepted.

National Sibling Network

Bryon would like to make sure that the National Sibling Network can have a break out session at the conference. The board also agreed.

The next National Sibling Network planning meeting is February 14, 2013 from 2-4 CST.

Disability Policy Summit

Planning:

Include Cathy's report.

National Governors Association

Betty Williams represented SABE at a meeting in DC to discuss employment and best practices in employment. Betty sent an e-mail to Board asking about best practices that are happening in the states. We will re-send e-mail.



ADVOCACY BRIEFING: EMPLOYING PEOPLE WITH DISABILITIES

Hall of the States, 444 N Capitol Street NW, Washington, D.C.
September 27, 2012

Opening remarks by Dan Crippen, Executive Director of NGA

Each year one governor serves as the Chair of NGA and has the opportunity to shine a spotlight on one policy issue. Governor Markell

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has chosen to focus on advancing employment outcomes among people with disabilities. Recognizing that expertise and activity already exist to varying degrees throughout the nation, the NGA initiative will focus on ways governors can use levers at the state level.

Governor Markell and the NGA team recognize that state level efforts are most effective when aligned with the knowledge, experience, and simultaneous efforts of other key stakeholders, including national advocacy organizations. The Advocacy Briefing was the first of several efforts to leverage existing expertise and align with existing efforts.

The Advocacy Briefing was designed to be an opportunity for the advocacy community to hear from Governor Markell about the NGA Chair's Initiative and then to share their knowledge on strategies and practices that work to employ people with disabilities. The attendees represented a range of national advocacy organizations on behalf of individuals with disabilities. The Governor called upon the attendees to offer insight as to what governors should know about advancing employment outcomes for persons with disabilities. The Governor also asked attendees to disseminate information about the NGA initiative to their affiliates at the state level and support state-level efforts in their respective states.

Takeaways from the day:

- Employment is a means; the end is financial health, quality of life, and self-sufficiency.
- Employers are willing to hire people with disabilities; they need help finding workers with skills that match their needs and navigating accommodation requirements.
- Leadership from the top drives change: governors can set goals and states can be model employers.
- Long term change will occur when expectations are the same for young kids with disabilities as they are for kids without disabilities: you are expected to work and participate in all aspects of society.
- Medicaid is the big driver of disability outcomes; embed employment incentives in Medicaid .

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Did we miss anything?

- *When employers embrace employing people with disability, innovation occurs and the culture of the organization changes.*
- All people can work.
- The goal is not just to have any job, but a range of jobs that are matched to the skills and interest of the worker (not just the jobs that are labeled for people with disabilities).
- When we talk about employment, we mean moving away from traditional models and toward integrated employment.
- Leadership from the top, including the President's 7% rule proposal for federal contractors, will make a big difference.

Request from Governor Markell to the group:

Submit specific examples of best practices, including new models to replace the ones that don't work.

Take what you learned about the initiatives today and disseminate to your affiliates in their state.

Session Summaries

9:30am – 11:00am: Attendees were asked to answer the following questions:

- 1) What do governors need to know about employing people with disabilities and supporting businesses who hire them?
- 2) What is one best practice in business or government you would highlight to Governor Markell?

Recurring themes from the audience:

- **Employment is not a means to an end;** the end is self-sufficiency and economic stability.
- It's not just about hiring, it's about retention. Enable people with disabilities to keep jobs and move up in careers. Hiring is the critical first step in employment, not the last step.
- It's not just a job placement; it's a career – and supports need to last throughout.
- Enforce existing laws (ADA, Olmstead).
- Persons with disabilities are not a homogenous group. Focus on a range of employment options, avoid jobs labeled 'for people with disabilities' and instead match skills to openings.

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- Best practice: **Customized employment** for people who don't match standard job descriptions.
- **States as Model Employers** - State governments need to model behavior and take the lead to hire people with disabilities. The added outcome is the culture shift from seeing people with disabilities in 'regular' jobs and interacting with nondisabled peers.
- Focus on serving people for whom employment is a significant challenge, not just those who are "easy" to serve; there is a great potential for movement here.
- **States Direct Resources** - Don't fund outcomes we don't believe in: Redirect flow of public dollars to advance competitive employment. Before focusing on new dollars, realign existing money to support employment, instead of day-habilitation programs.
- Accommodation costs (especially up-front costs) may be a perceived or real barrier for employers.
- Recommended solution: Centralize funding for all accommodations for employees with disabilities.
- **State Workforce Development: Recruitment and Assessment for Employers** - Business is not the primary barrier; employers want to hire people who have the skills they need. States have a role in helping business find people who are job-ready, and providing one point of contact from providers, who know how to work with business.
- **State Processes and Agency Collaboration** - State agencies need to work together with a common purpose, align their business practices, and focus on getting people into and keeping people in jobs.
- **Oklahoma:** changed payment schedule to pay for outcomes like number of hours individuals actually work
- **State-Business Relations:** States see success when there is a dual focus on supply (individuals with disabilities) and demand (employers) sides, and time the efforts so they match in order to avoid a skill gap.
- Voc Rehab best practice in states: Business services within provider services, such as Voc Rehab, addresses the 'demand

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side' and allows networking within state and across country – including access to small business.

- Leverage businesses that are already practicing these efforts. The best salespeople in this effort are local business people who have positive experiences to share.
- **State Policy for Youth in Transition from 18-24** - Raising expectations for youth with disabilities is critical: incorporate community-wide messaging that they are able, and expected to be employed after high school.
- Key recommendations: messaging from parents and teachers, internship opportunities, and experience on the job.

Governor Markell's reactions/questions:

- Be as specific as possible during discussions today!
- For example: When offering a recommendation for replacing an old model, suggest a solution. When offering an example of a promising practice, send it to us.
- Governors are practical: *how* can we get this done?
- We want to share and use these examples.

11:00am – 12:00pm: Facilitated Discussion: What is working?

Discussion Questions:

- I. What is working: business practices in hiring individuals with disabilities?
- II. What is working: state practices in supporting businesses?
- III. What is working: state practices in hiring individuals with disabilities?

I. Business practices

Integrated Employment

- **Vermont** wanted to phase out subminimum wage employment within 3 years, and they did it in 18 months. Now their integrated employment rate is twice the national average.
- Businesses are willing and ready to hire people with disabilities, but they need a streamlined interface with government and providers.
- Integrate all populations into the broader workforce agenda and have the same expectations for people with disabilities.
- Mike O'Brien (**Oklahoma**) shared information on a pilot program in Duncan, OK that incorporates VR, one stops, the

education system, and business. This illustrates an integrated, community-wide approach to employment and advances the concept that work will happen at some point.

- Sharing job coaches between companies particularly small companies to spread the costs.
- IBM has an accommodation cost recovery program that relieves managers of the cost of accommodations in their budgets when hiring individuals with disabilities.

II. State best practices for supporting business

- **Governors can provide leadership from the top** in the form of Executive Orders, which help focus attention on the topic and set the priority in an era of diminishing resources.
- **Agencies work together to streamline services and funding**
- For example, **Iowa** has worked with their state Medicaid agency to streamline cost-sharing; they have been able to identify who pays for what, when, and how.
- Increase coordination between VR and Medicaid so people who get employment can keep their jobs and their supports. Blending VR and Medicaid funds (**Vermont**). Medicaid fee for service for supported employment; VR funds help build a provider network for employment support in the state. It is critical to have providers with the expertise to create customized plans.
- **State Benefits Counseling** -States can provide support for benefit counseling to help eliminate the “cash cliff”, since federal programs in this area have expired. Successful state examples include **Wisconsin, Vermont**, and two other states.
- **Medicaid Buy In programs** allow people to go to work and maintain benefits. Otherwise many of these individuals may not be working. Many individuals and families are not aware of these programs; states can increase efforts to build awareness and increase benefits counseling.
- **State affirmative action programs** for contractors with state agencies; equivalent of section 508 for those doing business with the state. (Examples: **Washington, California, Vermont**)
- **Enforcement of ADA and Olmstead.**

- **State Recruitment and Training Programs** - States can play an important role in facilitating development of state infrastructures to help employers find qualified individuals with disabilities to hire; employers have commented that this is one of their biggest challenges.
- **Individualized learning plans** for students with disabilities provide a focus on career and college readiness. Start this in middle school and continue through a student's education.
- **Support Youth in Transition** Look at youth ages 19-22 who may still be in the special education system; make sure these youth have opportunities to move into jobs/internships and then employment, rather than staying in special education settings. Graduate to a job not VR.
- **Certifying disability-owned businesses** in Illinois; this certification helped entrepreneurs get contracts from corporations with disability sourcing initiatives.
- **Disability tax credit** to allow nonprofit employers to take advantage of the tax credit (Maryland).
- Shift expectations for kids with disabilities and emphasize work as an expectation. Changing this message/attitude will go a long way to shape the future outcomes.
- **Employer recognition** to shine a light on employers, particularly small employers in local communities, that are hiring people with disabilities.
- **Professional competence** – Service people must have the right knowledge and skill sets and an understanding of the industry/employers employing people with disabilities.
- **Create specific goals/metrics within managed care and figure out if it's possible to incorporate employment** into this. The Medicaid program is one of the most significant tools states can leverage and waivers will create an opportunity here.

III. State practices in hiring people with disabilities

- **State hiring initiatives** similar to federal schedule A.
- Delaware selective placement.
- Minnesota engages both the state blind agency and general disability agency to implement internships. DOT also targets youth in transition.

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- 2005 EEOC report of best practices by state agencies for hiring people with disabilities.
- **Address both supply and demand side**, in unison. Focus on identifying qualified persons with disabilities and coordinate with efforts to work with employers on hiring. Doing both together will be critical to effectiveness.
- City of Seattle: matching skills to jobs that need to be filled; use external agency to fill city jobs.
- **Incorporate Economic Security** Efforts to improve financial health and stability: Partnership with United Way and churches across the country to increase banking and increase participation of programs such as EITC they might not be aware of. Financial literacy coaching, etc. It's not just about employment, but about financial health.
- **Delaware** examples: Strong state-level earned income tax credit campaign. Stand By Me program with financial coaches embedded in local employers, including a partnership with the National Disability Institute.
- The ABLE Act works to encourage savings for people with disabilities who are currently prohibited from saving and earning and accumulating assets for fear of losing benefits. Tax policy can make lives more secure.
- **Change expectations of kids with disabilities** Rather than encouraging 17 year-olds to "hurry up and sign up for SSI," instead put a strong emphasis on the idea of getting a job. Self-sufficiency is the end goal, not employment. **Governors can use the bully pulpit to get this message across.**
- Important to remember that parents are reacting to the systems already in place (parental expectations and paid work experience). Work to change these systems and parents will begin to change their attitudes and expectations.
- **Embed employment incentives in Medicaid** is a main funding source for empowerment services that people rely on, but it's not engineered to lead to outcomes like employment. Embed employment goals within Medicaid and encourage moving toward self-sufficiency.
- **Set goals at the state level for hiring of individuals with disabilities.** Counting and setting goals is not just "okay" but

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helps put an emphasis on the importance of hiring people with disabilities. Once Massachusetts set a goal for hiring people with disabilities they started counting and the number of people who self-identified increased dramatically.

- Rural communities: micro-enterprise helps to address employment challenges.

Governor Markell's take-aways from the facilitated discussion:

- Expectations for youth
- Entrepreneurship (IL)
- Medicaid embedded with employment targets

Closing Comments from Governor Markell:

Thank you to everyone who participated in the Briefing. NGA recognizes that the advocates hold not only the experience, but the real on-the-ground knowledge of what can and should be done to move the needle on advancing employment outcomes for people with disabilities. The NGA initiative is dedicated to making a difference. Over the next year, the initiative will make efforts to:

1. Educate both private sector and public sector employers about accommodating people with disabilities in the workplace and the benefits of doing so;
2. Support state governments in joining with business partners to develop blueprints to promote the hiring and retention of individuals with disabilities in integrated employment in both the public and private sectors; and
3. Establish public-private partnerships to build out those blueprints and increase employment of individuals with disabilities.

The Advocacy Briefing was designed to inform the framework of the initiative at the onset. Going forward, we will use the information gathered at the briefing as we move forward with the following agenda:

- Highlight the initiative for governors at the NGA Winter Meeting 2013
- Ask governors to send state teams to 2 regional institutes to learn about what states can do
- Release a blueprint to governors and business for sustaining the initiative's goals going forward

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Governor Markell has asked the attendees at the briefing to take these messages back to their affiliates in the states to support their own governors furthering the NGA initiative.

Report on Sub-Minimum Wage



Chester Finn reported by telephone. Update on 14 C and the National Council on Disabilities. The Council is working with a bi-partisan group. We are working with Democrats and Republicans. We are encouraging Board Members support the eliminate the sub-minimum wage law. The National Business network is supporting small business efforts for people with disabilities. Business such as Apple and IBM.

Sibling Network cont.

Bryon appointed Eric McVay and Sid Katz to represent SABE on the sibling network advisory committee. Bryon will notify the Sibling Network.



NDDCD

Claire Montonya the DD Director in Utah is the new President of the National DD Council Directors. Bryon will meet with the Directors to begin to build a partnership.

Coleman Institute

"The Rights of People With Cognitive Disabilities to Technology and Information Access". As we discussed last Friday this document was developed by a group that met prior to the Coleman Conference that I was privileged to be part of. The document is a declaration of the rights of people with cognitive/intellectual/developmental disabilities to have access to developing technology in order to be a part of the community.



Loveland

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Reviewed Loveland, a film that is being made by a sibling of an individual with a disability. It is a love story between two people with intellectual disabilities who are in love. One person lives in an institution. Loveland is about forced segregation and a conversation about a real life story. The filmmakers are looking for support to make this film. James Meadours who is a former chair of SABE is requesting support for the film. Essie pointed out that this film is talking about a lot of the issues that we are concerned about. Bryon suggested that we invite them to present the project to the Board, perhaps at April meeting. Consuelo knows some of the folks who are supporting the film. They are from Austin. We could Skype them in or could have a telephone call to talk with them. Amira suggested that we should be considered as actors/actresses in movie so the message of empowerment SABE brings. We could e-mail and see if the producer could talk with us tomorrow. Essie and Consuelo will send an e-mail tonight.

UCEDD/NASDD

Collaboration on Best Practices:

George Jessien contacted Bryon regarding partnering on reviewing best practice position statements and make sure that they are in understandable language and that we feel that this is best practice. These best practice statements will be sent to state directors to guide services. We will have to participate in conference call and have a committee review the statements for board review. We will be paid \$6,000.00 per year for three years.

Next SABE Board Meetings

Reviewed dates for 2013 Board meetings:

April 10-14 Laurel Park, Maryland

July 10-14, 2013 Salt Lake City, Utah, Baltimore, Maryland, or Sacramento, California

Fall Meeting: October, 2013 Oklahoma City

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Winter meeting: Late January/ February, 2014 Phoenix, AZ.

Spring/Summer Meetings of 2014 in DC/Baltimore

Fall Meeting-October 8, 2014 Oklahoma City, Oklahoma National Conference

Max pointed out that the Arc US Convention is in Washington State the first week in August.

Consuelo would like the board meeting to be held in Texas at some point in the future.

Max suggested that we may want to consider a more central location. Cathy pointed out that Oklahoma is in the middle of the country and we have two meetings scheduled for Oklahoma.

Meeting adjourned 5:14 PM

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Bryon called the Board Meeting to order at 8:36

Bryon asked each board members/alternates and advisor/support to identify one strength. This will be used to make committee assignments.

Committee Status Reports were presented by Chairs and or Advisors for each committee. Eric made a suggestion that the Executive Committee consider including committee chairs on this committee. Betty and Bryon indicated that this might be hard due to the number of conference calls and the Executive Committee usually comes in early so the costs would be higher. Bryon thanked Eric for his suggestion.

Close the Doors Committee Report

- Supported the film, "Willowbrook" with a \$275.00 donation.
- Provided information for the SABLE newsletter on "Good Ideas" about a student in California who persisted in contacting local educators to observe Disability History Week in October.
- Developed a "Statement of Beliefs" as a committee

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PR Committee Report

- The PR (Public Relations) committee is working hard to keep the website updated with news about SABLE and issues that are important to SABLE.
- Has completed two newsletters per year which is sent by mail to every state self-advocacy group (that we have contact information for) and electronically to self-advocates, advisors and allies all over the nation!
- If you have received this newsletter and want to be added to our email list, please email sabenation@gmail.com.

Clint pointed out that the Grassroots committee worked on updating the Tool Kit.

Finance Committee



Ryan presented Finance report and the current financial statement.

Self Advocates Becoming Empowered

Income Statement For The Period July 1, 2012 Through January 9, 2013

Revenue:

Self Determination Grant	
Project Vote Grant	50,839.00
Autism NOW Grant	9,010.00
Membership Dues	115.00
Total Revenue	59,964.00

Expense:

Printing	1,967.00
Donations/Sponsorship	3,500.00
Executive & Finance Committee	2,340.00
Project Vote	48,676.00
Autism NOW	17,293.00
Board Travel	8,808.00

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990 Audit	1,800.00
Total Expense	84,384.00
Surplus (Deficit)	-24,420.00

Self Advocates Becoming Empowered

Balance Sheet as of January 9, 2013

Assets:

PNC Checking Account 53,321.00

PNC Savings 502.00

Total Assets 53,823.00

Liabilities:

Accts. Payable 0.00

Total Liabilities 0.00

Net Assets 58,823.00

Total Liabilities & Net Assets 58,823.00

Motion to accept report made by Carrie and seconded by Clint.
Finance committee accepted unanimously.

Max and Krystal by phone added the following information on the activities of the PR committee. Newsletter stories: Introduction of new board members and officers, the conference in Minnesota, grant updates, other articles can be submitted with pictures to Max. This means written, edited, with pictures.

PR committee updated board on what they have worked on.

Brochure is in need of updating. Vicki pointed out that it was updated as David Taylor Jr. Alternate from Region 6 was in need of an updated copy. Vicki will send the brochure to Max and Krystal and the Board for review.

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Our Mission

To ensure that people with disabilities are treated as equals and that they are given the same decisions, choices, rights, responsibilities, and chances to speak up to empower themselves, opportunities to make new friends and to learn from their mistakes.

Our Vision

Supporting self-advocates to speak up to gain their independence nationwide.

President

Bryon Murray -Utah

Vice-President

Cathy Enfield-Missouri

Secretary

Betty Williams -Indiana

Treasurer

Ryan Duncanwood -California

Sergeant At Arms

Chaquetta Stuckey- South Carolina



Self Advocates Becoming Empowered

P.O. Box 30142

Kansas City, MO 64112

SABEnation@gmail.com

To join SABE please go to

<http://www.sabeusa.org/>



**Self -Advocates
Becoming
Empowered**

**People with
disabilities
should be
treated as
equals!**

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Who we are:

SABE representatives
over 1200 state and
local self-advocacy
groups across the
nation.

What we believe:

People with disabilities
should be treated as
equals.

People should be given
the same decisions,
choices, rights,
responsibilities, and
chances to speak up and
empower themselves.

People should be able to
make new friendships
and renew old
friendships just like
everyone else.

People should be able to
learn from their mistakes
like everyone else.



Some of our current issues include:

Closure of all institutions
for people with
disabilities

Equal employment
opportunities for equal
pay

Self advocacy at all
stages of our lives

Funding to support
national, state and local
self-advocacy
organizations.



Our History:

On August 2, 1991 over 800
self-advocates from across
the United States and
Canada met in Nashville for
the Second North American
People First Conference.
The excitement was high as
self-advocates voted to start
a national self-advocacy
organization. We decided to
divide the country into nine
regions and elected regional
representatives to further
develop the organization.
Representatives meet four
times a year.

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Regional reports will have to be sent in a Word document or e-mail. If you have sent these report in any other format you will have to resend. Send these reports to Krystal and Max instead of the listserv as we had discussed earlier in our meeting. Regional Reports should be received within a two week time span of the date of the board meeting. This means 2 weeks before or after the meeting.

Max requested that the pictures be the best quality possible and include a wide variety of people. Also Eric and Max suggested that the PR Committee develop a photo release form.

There are some errors on the board list: These include changes in Consuelo's address, the addition of a telephone number for David, and changing the picture by Larry Kennedy and moving to Gary Rubin. Also Consuelo and Bernard did not receive books.

Motion made by John and Samuel seconded. Committee report accepted.

Break



SABA 2013 Board members

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Reviewed the **current committee membership:**

Finance: John, Ryan,

Grassroots: Bernard, Clint, Jason

Legislative/Close the Doors Eric, Bernard Jason

PR: Max, Chaquetta, Consuelo

Policy: Bryon

By Laws: Bryon

Bryon suggested that each committee have a chair and vice chair;

Executive Committee: Bryon, Cathy, Betty, Ryan, Chaquetta

Finance: Ryan, Chair, Vicki, Darlene, Nancy, Sam and Mike

Grassroots: Consuello, Chair, Clint Vice-Chair Shawn, Topper,
Glenda, Clint, Darren (Our Community United grant)

Legislative/Close the Doors: Chaquetta, Chair, Bill, Vice Chair, Essie,
Gillian, Sid, Ann, Tia, Katie, Eric T., Eric M.

PR: Max, Chair, Amira, Vice Chair, Laura, Krystle, Richard, Cathy,
Carrie (Project VOTE/Self Determination grants)

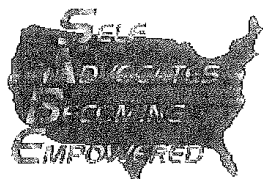
Policy: Jason, Chair, John, Juliana, Leanne, Bernard, David

By Laws: Bryon

Funding and Grant: Bryon, Cathy, Betty, Ryan, Chaquetta

Strategic Plan and Feedback from Webinars and the Conference:

Reviewed our Strategic Plan from 2006



Self Advocates Becoming Empowered

Burlington, Vermont

September 2006

Mission

To ensure that people with disabilities are treated as equals and that they are given the same decisions, choices, rights, responsibilities, and chances to speak up to empower themselves; opportunities to make new friends; and to learn from their mistakes.

Goals

1. Eliminate institutions through the use of *Money Follows the Person* legislation, mentorship by self-advocacy organizations to individuals to assist in the choosing the support they need in the community.

- Close institutions
- No more group homes
- People with disabilities should be able to live in the community with the supports that they need

2. People with disabilities will be educated and educate others about issues that are important in their lives.

- Have equal civil rights for people with disabilities by educating people with and without disabilities.
- Learn about rights and responsibilities and stick to them
- Videoconferencing for future SABE board meetings or advocacy groups.
- SABE will work on all voting accessibility issues and getting the word out about how important it is to vote by having a voting campaign on a national level.
- All kinds of training on making own choices.
- Leadership training advance and beginners
- We need the police to work with people with disabilities so they can have a voice and awareness.
- People are safe from abuse.



- Build strong and respectful partnerships on local, state, national and international levels.
- Work as a team with other disability groups.
- Partnership with providers to control our services.
- Education for landlords, employers and police and others so they understand what people with disabilities are really about.

3. SABE will be a political power house to work on legislation that effects people with disabilities lives.

- Educate national press, Hollywood on People First language – no more “i” word – change the name
- SABE speaks on cable access TV
- Equal representation of self-advocates on Medicaid state boards.
- SABE presents at national governors and mayors conference on financial freedom, People first language, housing and accessible communication.
- Self-advocates will lead policy change
- Lawmakers will recognize SABE and we will support their campaigns and educate them on our issues.
- More people at the table when they are making decisions about our lives.
- Control over our money
- Becoming the 4th leg of the triad in each state
- SABE will continue to promote a public Awareness campaign that promotes People First language in all forms of the media.



4. Equal employment opportunities for equal pay for all people.

- Close Sheltered Workshops
- Educate self-advocates on employment and benefits and Medicaid
- SABE will work with the department of Labor to develop a model for national internships.
- Training to get better jobs
- Supports to start our own business
- Improve communication attitudes with the dept. of labor and voc rehab and other agencies that affect people with disabilities
- Dept. of Labor create an employment website like the Medicaid Reference desk
- State jobs for people with disabilities



5. People with disabilities will have self-advocacy at all stages of their lives with funding to support state, local and national self-advocacy organizations.

- Educate students about self-advocacy, self-determination and transition
- Office for SABLE
- Give technical assistance to states
- Self-advocacy run by the people with disabilities not others
- Strengthen state self-advocacy groups
- support self-advocacy groups around the world
- SABLE hiring a staff person
- Lobbyist for SABLE
- Connecting self-advocacy groups at the local, state and national levels to work together
- SABLE communicate and go to all state self-advocacy organizations in the US
- People allowed to speak without feeling scared that they will be punished
- People can reach their dreams
- Partner with states to pilot things that work
- Put together self-advocate training teams to help states organize
- Work closer with Protection and Advocacy representatives and lawyers.
- Strengthen self-advocacy getting youth involved in leadership opportunities and educating about the National Disability Movement.

6. SABLE will support affordable and accessible housing for all people in the community.

- Opportunities for home ownership
- Reference guide and website for accessible housing
- Accessible and affordable housing in the community so that people can live in the community with control over their lives.

Bryon would like for committees to review the goals and the activities

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and report on what has been done. Juliana reviewed feedback from webinars and conference in Minnesota.

Ideas from SABE, August 2012

Some general SABE ideas not recorded in this list

- Keep supporting families to remove voting from guardianship in our states and help Departments of Education to provide this to parents to make sure they know it is not included and personal choice of those over 18 to register and vote and encourage families to get involved in advocacy and self advocacy if they want to at any time in their life
- Remove If you have been adjudicated incompetent You have been adjudicated incompetent from our voter registration the person should decide we are not felons
- Support resources developing the stream to fund self advocacy like other states have done, like groups write grant partnerships not token and not only DD organizations we are all part a the bigger disability community tell how much we added to projects
- Help others learn about Medicaid, Medicare and Social Security
- Help Self Advocacy Organizations grow bigger
- Show self advocates become involved become state politicians
- Assist self advocacy groups to identify and train community members to become advisors and support people
- Have a close the doors campaign in our state
- Support sheltered workshops re-vamp their whole program
- Celebrate more variety of education and careers held by self advocates and have their bosses make commitment for full inclusion during prime time TV
- Stable funding for self advocacy organization such as from a bond or Federal Government
- More cooperative activities with self advocates
- Stop marriage penalty

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- Keep working with group of people with developmental disabilities to teach about human rights they don't all think it means them too
- Strengthen transportation services between communities and more flexible hours of door to door across city boundaries
- Support Self Advocates Becoming Empowered with its grassroots work to have more groups
- Talk about SABE as another lead organization like NICL, and others
- SABE will have made better progress in the country and have a bigger grassroots membership. More grassroots involvement at grassroots level by self advocacy groups. The amount of self advocacy groups with SABE will grow from 1200 to 1300 or 1400. SABE with the executive branch (pres admin) will build (I hope). The way we partner with some of the people who work with the president or other national offices will be stronger. SABE needs to reach out to younger generation of 100 youth advocates then get them more involved and educate them and get them more involved. I would also like them to have an office in Washington D.C. Transportation x 9.
- SABE office in DC
- SABE has money
- I would like to be a leader
- Learn to speak up more.
- All agencies and organizations at the table
- Everybody work together and agree everything
- Close institutions – free our people
- Getting people jobs out in the community, living independently with staff support
- Close loopholes
- Be strong
- SABE own admin structure with strong link to states
- Work together more that is important

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- More cooperative approach to with others we know we are here to listen to us we want to be at the table act like you are at the table.
- Look at each other groups to see what they are doing better
- All disabilities hold office
- Learn about rights as an individual, reading level, healthy
- Transportation issues
- Marriage penalty for people with SSDI Benefits
- Support staff to assist self advocates
- Close institutions
- Work together more
- Have own funding
- Funding could support board, having own office, and all self advocates, SABE have real good communication with support staff learn to shut up.
- Advisors think self advocates are afraid to tell them how to stuff it. Self advocates speak up more.
- Have more voice
- When you say "SABE" it means something
- When people run for a position people should not say, " We Can't Do It"
- Share resources from the national government
- Help others learn about Medicare, Medicaid and Social Security
- I would like to know more about the next conference
- Be a bigger organization
- Have more money to support people to go to conferences
- Have more self advocacy groups at the exhibits
- To be more inclusive of all disabilities, SABE reach out to more disabilities
- Have a state advocate become a state politician
- Each state work with state legislators
- Get myself a house

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- Get off benefits
- Better transportation especially ND
- Better Insurance
- Raise minimum wage
- More participation in SABE
- Work on a job again
- Working with school
- Become an interior decorator and go to school for it
- Working with elderly people, like caregiving
- Working in childcare work
- Help us keep Medicaid and Social Security
- I would like to speak at the conference
- Knowing more opportunities to work with SABE
- Employment change Federal minimum wage
- Close loopholes
- Experts for each issue in each state
- Restore budgets
- Triple SABE Conference attendees
- SABE racecar with SABE member driving it
- Close all institutions
- SABE needs to work on supporting regions more
- Need to stop the marriage penalty, how can politicians say they believe in family when people who want to get married can't risk the cuts to personal benefits, we know that the majority of households need 2 incomes

Obtain information from voting on issues from Clemson. Categorize information from conference and webinar into priorities of concern from feedback. Committees will review the plan and list what we have done related to all of the goals at our next meeting. And then make recommendation. Bryon asked that Juliana and Krystal summarize the findings from the feedback from the conference and webinar. We also voted on the issue of employment at the

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conference. Essie will get this information. Bryon reminded the committees that they will need to meet between meetings. Meetings could be held by teleconference or even Skype. Vicki asked if he would like for us to send out the information on the strategic plan to the Board so the committees can begin to work on the evaluation of the plan and the input on the priorities. Bryon will contact Chairs to check on when they are meeting. Bryon and Chaquetta reviewed the meeting dates for the next meetings.

The following people will attend the **Disability Policy Summit** in DC for SABE:

Bryon

Betty

Cathy

Ryan (paying his own way)

Max (moderating)

Support attending include Topper, Amy and Richard.

We are encouraging other board members and alternates are encouraged to attend for their states. Sid and Darren may be attending also. Bryon encouraged committee's to meet and get to know each other.

Eric Treat motioned for adjournment. Jason seconded. Motion carried

Meeting adjourned at 1:00pm.