

4 The Road Ahead...

With a sense of recommitment, the NC Council on Developmental Disabilities (NCCDD) is reviewing its five year state plan (2011-2016), assessing progress and developing a shared framework to move the Council forward. We take pride in our successes and seek out innovative initiatives that will help North Carolina meet the challenges ahead.

A new administration in Raleigh and changes at the national level present opportunities to build and strengthen partnerships and to collaborate. Under the Developmental Disabilities Act, Councils are required to conduct activities that promote systems change, advocacy, and capacity building. To succeed, the Council needs partners at all levels with whom to collaborate and a clear framework for moving ahead. The NCCDD looks forward to informing new members of Congress, the NCCDD General Assembly and other policymakers about the needs of people with intellectual and other developmental disabilities (I/DD), and their contributions to communities across the state. Councils provide policymakers with the facts, and the personal stories behind

those facts. We are fortunate to have Beth Stalvey, Ph.D., NCCDD policy analyst, to assist in crafting position statements on key topics.

Along with new policymakers, the NCCDD has a number of new members, appointed by the governor to four-year terms. Under the DD Act, 60 percent of the Council's membership must be family members or people with I/DD themselves. Their expertise and fresh perspectives will add to the talent on the Council and help us service those we represent; the over 172,000 North Carolinians with I/DD and their families.

In 2013, NCCDD's significant investments in increasing the employment of people with disabilities should become readily apparent. Clearly, we have the leadership we need in Chairman Ron Reeve for this portion of the agenda. His role as a parent and member of the NC Business Leadership Network position him well to advance in our state the National Alliance For Full Participation goal of doubling the employment rate of I/DD people by 2015.

The NCCDD will soon release grant

funds to assist families and people with I/DD in understanding the significance of Employment First: assist the state in planning transitions to homes in the community for people with I/DD who currently live in Adult Care Homes; support the refinement of a coordinated, integrated model for delivering primary health care services for North Carolina Medicare recipients with I/DD; and advancing best practices in transition from school to post secondary education and the work world.

Much remains to be done and the NC Council is ready with high energy and sound insights as to how our state can embrace the goals of integration, productivity, inclusion, independence and self determination for all people with I/DD.

Sincerely,



Holly Riddle, J.D., M.Ed.
Executive Director, NCCDD



Catalyst for Change

WINTER 2013

NEWS OF THE NORTH CAROLINA COUNCIL ON DEVELOPMENTAL DISABILITIES



Employment is Key Focus

Building on its past work with the national Alliance for Full Participation, the NC Council on Developmental Disabilities (NCCDD) will place a high priority on increasing

the opportunities for people with intellectual and other developmental disabilities (I/DD) to get jobs at a competitive wage in integrated workplaces.

In a letter to Aldona Wos, M.D., Secretary of the North Carolina Department of Health and Human Services, NCCDD Chairman Ron Reeve explains the Council's commitment:



"The current national unemployment rate among persons with disabilities is a deplorable 70 to 80 percent. This results in dependency and segregation; lost talent for employers; services that are not allocated to those most in need; and lost tax revenue. To improve employment outcomes for North Carolinians with disabilities, the NCCDD has taken the lead in advancing an initiative that is nationwide: Employment First. The implementation of Employment First strategies increases

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Dedicated Self-Advocate Wins 2012 Hefner Award

Kenji Kellen, a self-advocate from Charlotte with a drive to help others, is the 2012 winner of the NCCDD's Jack B. Hefner Award. Energetic and insightful, he was determined that his disability would not keep him from making an important contribution to his community.

The award acknowledged his personal accomplishments, but was given for his record of serving others with disabilities through advocacy and well organized peer support. Kellen worked with InReach, Inc., a leading service provider, where he grew as an employee and honed his advocacy skills. He now works for the Charlotte Observer and at Babies R' Us. Kellen



Kenji Kellen, Charlotte, is the 2012 winner of the Hefner Award, given for outstanding advocacy for North Carolinians with I/DD.

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Advancing Strong Leadership Ramps Up

The NCCDD builds leadership at every level. For example, it is the proud sponsor of Partners in Policymaking™, a national leadership program for families and self-advocates. The NCCDD introduced competency and values-based online training for the frontline workforce known as Direct Support Professionals in its College of Direct Support Initiative and recently co-hosted, with Benchmarks, the state's first training on the National Alliance for Direct Support Professionals' Code of Ethics.

In this spirit, the NCCDD again approved funding for Advancing Strong Leadership in Developmental Disabilities. This initiative prepares emerging professionals to assume top level leadership roles in North Carolina organizations that provide services, funding and advocacy for people with intellectual and other developmental disabilities.

A class of 25 individuals with demonstrated promise in the field has been selected to participate in "Advancing Strong Leadership: 2013." Participants will, in an experience said to be life changing, learn from some of the country's best during the yearlong program.

"Advancing Strong Leaders identifies and supports the emerging leaders whose future contributions can be transformative, effecting potentially sweeping changes that better the lives of North Carolinians with developmental disabilities and their families," said Holly Riddle, executive director of the Council. She said the initiative positively impacts the large expected turnover among agency leaders expected to retire over the next several years.

The National Leadership Consortium on Developmental Disabilities, based at the University of Delaware, is the grantee for this initiative. Further information is available at nccdd.org.



"Catalyst" - An instrument for change

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NCCDD Alumnus Honored

Sadie Brewington Barbour, who served with distinction as a member of the NCCDD for two terms, has received the Award of Excellence from the National Indian Parent Information Center, the nation's parent information center on disabilities for American Indians.



Sadie Barbour, former NCCDD member

Barbour's efforts are an outgrowth of her work with the NC Council on Developmental Disabilities, which often serves as a platform for developing leadership among its members.

A member of the Coharie Indian Tribe, Barbour has worked with the community services program and as a community developer with the North Carolina Commission of Indian Affairs.

Recently, Barbour, her son Christian, and the NCCDD's Michael Groves took their advocacy to the National Indian Parent Information Center Conference. The NCCDD (and his mother) were particularly proud that Christian participated in a youth panel. Christian's participation in the event was supported by the NCCDD's Jean Wolf-Rossi Fund for Participant Involvement.



NCCDD member Michael Groves, NIPIC board member Renee Roman Nose, former NCCDD board member and NIPIC member Sadie Barbour and Christian Barbour.

Barbour has used her advocacy skills effectively in a range of organizations that focus on improving the lives of people with disabilities, particularly in the American Indian community. She serves on the board of Disability Rights North Carolina and has worked for many years to address seclusion and restraint of children with disabilities in the state's public schools. "Corporal punishment, seclusion and restraint are not the way to change somebody's behavior and these methods have unfortunately been used more with Indian children and other minorities than with others," Barbour said. Vigilance is important, she said. "While each parent must look inside themselves for guidance, I would encourage them to consider becoming part of the change process."

March is National Disability Awareness Month

NCCDD joins with DD Councils nationwide in marking Disability Awareness Month, helping draw attention to the goals of inclusion, education, independence, and employment desired for all people with intellectual and other developmental disabilities. Highlighted will be NCCDD's position statements, informative videos, and the People First language booklet, "We have not met just yet, I am your neighbor."

NCCDD Video Wins National Award

"Partnering for People," the video on the Partners in Policymaking program in North Carolina, has won a gold award in the national Communicators Awards competition.

The video features a series of individuals, self-advocates and parents, who talk about the way participating in the program helped change their lives. Having graduates tell their own stories

helps others understand how the Partners program could help them develop their own advocacy skills. NCCDD funds the program through a grant.

The video can be accessed on the Council website, nccdd.org.



Health Initiative Progresses

The Council's initiative to promote improved medical care for people with intellectual and developmental disabilities has posted a new achievement. A key goal is to increase awareness and knowledge of the medical needs of people with I/DD. Dr. Melissa Hicks, the medical director of the project and three other team members will present at the Society of Teachers of Family Medicine conference this spring.



Irene Jurczyk, the director of Interdisciplinary Education, of the Council's grantee, Mountain Area Health Education Center, said this is a major step in bringing the newly developed I/DD curriculum to the broad span of family physicians.

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Simpson-Hall Named Program Manager

Shayna Simpson-Hall has joined the NCCDD as a program manager and will be the liaison to the Council's Community Capacity Building Committee. She comes to the Council following four years at the NC Department of Health and Human Services, where she was a quality assurance officer and program director. Earlier, she was executive director for the NC Individual Development Account and Asset Building Collaborative, and worked with the NCCDD on its asset building initiative.



Simpson-Hall has a Bachelor of Science degree in public health education and a master's degree in public administration.

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independence, productivity, integration and inclusion in the workforce for people with disabilities. An Employment First approach changes attitudes and beliefs and policy, rather than creating new programs or requiring additional funds. Successfully implemented, it means that the expected and preferred outcome of all services provided to those with disabilities is employment.

Late in 2012, NCCDD funds renewed North Carolina's membership in the State Employment Leadership Network (SELN), a national initiative of 25 states. Its purpose, through cross-state peer

Sen. Mansfield Inspires at Hefner Award Presentation

Senator Eric Mansfield brought the crowd to its feet at the Hefner Award dinner when he called for making equality a reality in this nation, on the basis of race, religion, gender, national origin and disability.

The senator complimented the Council for its work to help advance equal opportunities and full participation for people with disabilities and said he was pleased as a member of the NCCDD to join in the effort.

"When we work together to integrate

mentoring and technical assistance, is to identify and advance those policies, practices and outcomes that promote real jobs at a living wage for people with I/DD. The NCCDD's partners in this initiative include the Division of Mental Health, Developmental Disabilities and Substance Abuse Services; the Division of Vocational Rehabilitation; the Division of Medical Assistance; the National Association of State Directors of Developmental Disabilities Services; and the Institute for Community Inclusion at the University of Massachusetts-Boston. The members of the SELN are working with diverse stakeholder groups,

society fully and to give every person self-determination, when we come together to fight that fight," he said, "we will expand what we believe in America: that this land is truly our land, with a place in it for everyone."

The Fayetteville physician cited the remarks of Council member Crystal Foreman that people with disabilities are not looking for anything special; that instead "we just want the right to live life



Senator Eric Mansfield

including building vital alliances with families and self-advocates under the recently funded NCCDD employment initiative, "Reaching the Summit of Success." Similarly, the SELN is working with providers through the Employment First Steering Committee and with the Local Management Entities/Managed Care Organizations.

"We believe that jobs with fair wages can and will be found within a range of industries in North Carolina and that the businesses doing the hiring will benefit from this great resource represented by the abilities we are bringing into the mix," said Reeve.

the way a typical person lives it." He said what Foreman seeks is embodied in the American dream of equal opportunity.

Noting the accomplishments of Hefner Award winner Kenji Kellen, and those of previous Hefner award recipient and NCCDD member David Taylor, Jr., Senator Mansfield noted that self determination is key.

Hefner Award, from page 1
regularly speaks with groups across the state about people with I/DD and shares his views on how people can work together.

Accepting the honor, Kellen thanked the Council and pledged to continue his work as an advocate. "I promise that I will continue to do my best to be a positive influence and to reach out whenever it is necessary."

At the event, Council member Elizabeth Harpootlian said Kellen had inspired her through his work with Self-Advocates of Mecklenburg.

"He helped me to get to where I am, but he will not stop until his word is out and that's what makes a true self-

advocate and a true leader." Former NCCDD member, Michael Whitley worked with Kellen and saw him develop his advocacy skills. "He was very impassioned because it was a cause he cared about and the message got through."

The Hefner Award is given in memory of parent-advocate Jack B. Hefner, who served the Council for 22 years until his death in 1994. It is the NCCDD's highest recognition and is given to self-advocates and family members to honor exemplary advocacy on behalf of North Carolinians with I/DD.

"Big Jack" inspired a generation of advocates to go the extra mile to

enhance the quality of life-the 'Joy Quotient'- of North Carolinians with disabilities," said Council Executive Director Holly Riddle. "This award is

intended to keep his legacy alive and honors the many people who have followed in his footsteps."

Ruth and Jack Hefner had 12 children, including a son with developmental disabilities. The NCCDD was honored to have Mrs. Hefner present for the award with her son Carl, and several other family members.



Kenji Kellen, surrounded by Michael Whitley, Elizabeth Harpootlian and Curtis Overcash.