



ReachOut e-Diversity News

An Electronic Publication of the Ohio Developmental Disabilities Council

Important Information This Month:

1. Advocacy 101
2. Quality Leaders
3. National Minority Health Month
4. Ohio DD Council Outreach Outcomes

April 2017 Edition | Volume 11, Issue 2

Read, Pass on to Friends,
Family Members, Colleagues
& Constituents



Don't
Miss an
Issue!

It is the policy of the Ohio Developmental Disabilities Council to use person-first language in items written by staff. Items reprinted or quoted exactly as they originally appear may not reflect this policy.

Advocacy 101: Standing up for yourself

By Shari Cooper

Recently, I witnessed a little boy with autism having a behavior outburst. Luckily, the people around him knew the boy and had an awareness of his disability. They handled the little boy by talking to him softly until his mom, who had stepped out, returned to get him.

It's hard on people with disabilities as well as their families when behavior outbursts occur. It's even more difficult when it happens in the company of people who have no empathy for others. People can be quick to judge someone by what they see without knowing all the challenges that person may be facing. [-READ MORE-](#)



Quality Leaders in Developmental Disabilities



Share
Your Story!

Tell others
how you have
advocated for
people with
disabilities.

“The opportunities people with disabilities experience today are the result of leadership in the disability community yesterday; the opportunities of the future will be the result of leadership that emerges today. To not invest in future leadership is at best to leave the future of persons with disabilities in doubt, at worst it is to not care about that future.”

~ K. Charlie Lakin, Center Director, Research and Training Center on Community Living, University of Minnesota [-READ MORE-](#)

The National Leadership Consortium | on Developmental Disabilities



April is
Minority



National Minority Health Month, April 2017

National Minority Health Month is an opportunity to renew our commitment to reduce health disparities and improve the health status of minority populations. National Minority Health Month received support from the U.S. Congress in 2002, with a concurrent resolution (H. Con. Res. 388) that “a National Minority Health and Health Disparities Month should be established to promote educational efforts on the health problems currently facing minorities and other health disparity populations.” The resolution encouraged “all health organizations and Americans to conduct appropriate programs and activities to promote healthfulness in minority and

other health disparity communities.” [-READ MORE-](#)

Ohio DD Council Outreach Outcomes Evaluation Included Benchmarking

By Patricia Larkins Hicks, Ph.D.
Outcomes Management Group, Ltd

As part of its Outreach Outcomes Evaluation, Ohio DD Council charged its evaluator, Patricia Larkins Hicks, Ph.D., Outcomes Management Group, Ltd. to benchmark the Council against other State DD Councils. The purpose of the benchmarking was to understand how Ohio compared to other Councils with regard to their organization, focus, and utilization of strategies directed toward serving unserved/underserved populations with developmental disabilities. [-READ MORE-](#)



Did You Know?

According to the DD Act, the term developmental disabilities means a severe, chronic disability that occurs before an individual is 22 that is likely to continue indefinitely and results in substantial functional limitations in 3 or more of the following areas of major life activity: self-care, receptive and expressive language, learning, mobility, self-direction, capacity for independent living, economic self-sufficiency. These impairments require the individual to sustain lifelong or extended supports or assistance.



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Advocacy 101: Standing up for yourself

By Shari Cooper

Recently, I witnessed a little boy with autism having a behavior outburst. Luckily, the people around him knew the boy and had an awareness of his disability. They handled the little boy by talking to him softly until his mom, who had stepped out, returned to get him.

It's hard on people with disabilities as well as their families when behavior outbursts occur. It's even more difficult when it happens in the company of people who have no empathy for others. People can be quick to judge someone by what they see without knowing all the challenges that person may be facing.

A long time ago, before people with disabilities had fought for and won the rights that protect us from discrimination, we were hidden away from society. Before certain disabilities laws came in to play, if schools, restaurants and others places were not accessible, then people with disabilities were simply out of luck. We will never let that happen again.

But even now, at the age of 44, I'm still faced with people who have never been taught disability awareness. Some try talking over me, as if I didn't exist. That doesn't work with me though, because I'm an advocate. I am a person first, before my disability, and I have no problem speaking up for myself. If someone chooses not to understand that, oh well, because I will not just sit back and be ignored.

I find some people are uncomfortable with the things they don't know about disabilities. As a public relations assistant at Goodwill Easter Seals Miami Valley, one of my primary functions is teaching disability awareness to new hires. I love this task, because I can tell when some people first meet me, they are kind of stand-offish; that's probably because they have never met or had to deal with anyone with a disability.

By the end of my session, let's just say the new hires are not stand-offish anymore. I like connecting with them so they will feel comfortable asking me questions. I tell them if you want to know something about a person with a disability, just ask. It's that simple. Most people with disabilities would rather you ask than assume.

You can make things even better by broadening your horizons and learning about disabilities. No person with a disability, their family members or friends want to be ridiculed by judgmental stares. There will be

behavior outbursts sometimes, and there's nothing wrong with that. It's just a person being who he or she is. The best thing you can do is show compassion and try not to pass judgment.

As I always say, you may not have a disability right now — but keep living. Something may (will probably) go wrong with you, too. They're part of the human condition. Why not take the month of March (Developmental Disabilities Awareness Month) to educate yourself? Hopefully, you will be so moved by what you learn that you will not be able to keep it to yourself, and you will also be spreading disability awareness everywhere you go.



Reprinted from Dayton Daily News, March 17, 2017.

Shari Cooper is a Sinclair Community College graduate and currently works as the Community and Staff Relations Associate at Goodwill Easter Seals Miami Valley. She is an active advocate for people with disabilities, having served on the Ohio Developmental Disabilities Council, the Secretary of State's Americans with Disabilities Act Council, and Board of Directors for the National Association of Councils on Developmental Disabilities.



**Tell others
how you have
advocated for
people with
disabilities.**

Did You Know?

“People with disabilities should not be held hostage by the limitations of our vision.

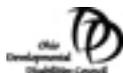
~ *Derrick Dufresne* President/CEO, The Institute on Public Policy for People with Disabilities

Did You Know?

Over 5 million Americans are estimated to have a developmental disability.



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Quality Leaders in Developmental Disabilities

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“The opportunities people with disabilities experience today are the result of leadership in the disability community yesterday; the opportunities of the future will be the result of leadership that emerges today. To not invest in future leadership is at best to leave the future of persons with disabilities in doubt, at worst it is to not care about that future.”

~ K. Charlie Lakin, Center Director, Research and Training Center on Community Living, University of Minnesota

The National Leadership Consortium on Developmental Disabilities

Effective leadership is critical to the quality of supports people with disabilities and their families receive. The largest study of non-profit management to date determined that one in five nonprofit executives founded the organization that he or she now heads

and 28% of CEOs of nonprofit organizations have been in their positions for ten years or more. Fully two-thirds of current CEOs surveyed anticipate remaining in their positions for five years or fewer. Because the vast majority of community agencies serving people with intellectual/developmental disabilities were established in the late seventies or early eighties, many are still led by the individuals who founded these organizations. Many leaders of disability organizations are reaching retirement age and there is not a “next generation” of leaders ready to move into these positions.

If we are going to make quality lives for adults with developmental disabilities available on a large scale, we need to assure a rich supply of skilled leaders who are passionate about quality, have the management and financial skills needed to run solid not-for-profit businesses and government agencies, are capable of assembling top-notch teams of caring staff, and have a solid commitment to progressive values. Meet an organization that is committed to this charge.



The National Leadership Consortium on Developmental Disabilities at the University of Delaware is a partnership of fifteen national developmental disabilities organizations. The Consortium offers intensive week-long leadership

institutes offered in Delaware or in your state or province, leadership training designed to meet the specific needs of disability organizations, a resource-rich website tailored to the needs of emerging leaders in the disability field, a community of practice aimed at supporting the growth and knowledge of disability leaders and research on best practices and innovations in disability supports and leadership.

The National Leadership Consortium on Developmental Disabilities is a program of The University of Delaware’s Department of Human Development and Family Studies.

The goal of the National Leadership Consortium is to assure the quality and commitment of the next generation of leaders for government and nonprofit organizations serving people with developmental disabilities. Drawing upon the experience of the principals of the Leadership Consortium in heading two of the largest disability associations nationally, the Consortium is dedicated to building a corps of quality leaders and to the promotion of sound, values-based leadership practices

Educational and training opportunities through The National Leadership Consortium on Developmental Disabilities focus on:



- Understanding the history of the intellectual/developmental disabilities field as a context for change;
- Understanding one's own strengths and development needs relevant to leadership;
- Managing for quality services, supports and outcomes that meet the needs and desires of people with disabilities and their families;
- Strategic planning, visioning a better future, and organizational change;
- Mastering the ability to lead by example;
- Making strategically-driven decisions;
- Capitalizing on communication, technology, and marketing;
- Understanding the challenges of an individualized service system, including fiscal and managerial implications;
- Developing the ability to build relationships with, influence, and motivate others;
- Selecting and supporting quality staff and assuring their commitment to positive values;
- Promoting a positive culture through all levels of the organization;
- Developing strong team members by challenging, including, and valuing them;
- Planning for one's own professional and career development;
- Establishing and achieving mission-focused professional and organizational goals;
- Working with boards for competent governance;
- Maximizing public funding sources and capitalizing on fundraising opportunities;
- Applying successful strategies for problem-solving and managing conflict; and
- Adapting to philosophical, organizational, and public policy shifts.

Check out what a leader had to say about one of the Consortium's programs (Leadership Institute)...

In my experience, the seeds planted by the Institute have already taken root. I expect these seeds to result in a bounty of inclusive communities where the talents of people with developmental disabilities are valued. In the future, the services provided to these individuals and their families will be so individualized and of such high quality that these services will only be seen as a natural part of the background. In the foreground, we'll see thriving citizens, with their own seeds to plant.

~ **Jill Rushing**, Program Manager, North Carolina Council on Developmental Disabilities, Raleigh, NC

SHARE Your Thoughts on Leadership!

Share on twitter in 147 characters or less...

How does leadership impact people with developmental disabilities?

Let's Keep Tract

Use the hashtag **#reachoutediversitynews** with your tweet



Get Featured in Next Newsletter

We will select the first 5 tweets to be included in the next newsletter



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National Minority Health Month, April 2017

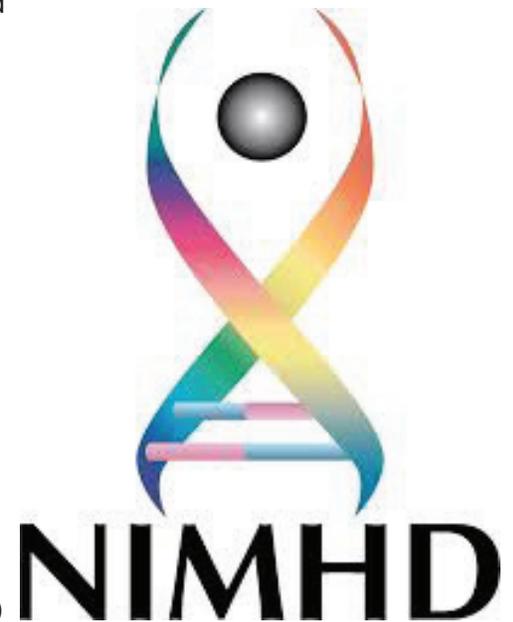
National Minority Health Month is an opportunity to renew our commitment to reduce health disparities and improve the health status of minority populations. National Minority Health Month received support from the U.S. Congress in 2002, with a concurrent resolution (H. Con. Res. 388) that “a National Minority Health and Health Disparities Month should be established to promote

educational efforts on the health problems currently facing minorities and other health disparity populations.” The resolution encouraged “all health organizations and Americans to conduct appropriate programs and activities to promote healthfulness in minority and other health disparity communities.”

The HHS Office of Minority Health (OMH) leads the observance of National Minority Health Month. Their 2017 theme is “[Bridging Health Equity Across Communities](#).” Throughout April, HHS OMH will lead with their partners in raising awareness about efforts across health, education, justice, housing, transportation and employment sectors to address the factors known as the social determinants of health – environmental, social and economic conditions that impact health.

Connect with the National Institutes of Minority Health and Health Disparities

The National Institute on Minority Health and Health Disparities (NIMHD) is one of the 27 Institutes and Centers of the National Institutes of Health (NIH), the nation’s premiere medical research agency. NIMHD’s work touches the lives of millions of Americans burdened by disparities in health status and health care delivery, including racial and ethnic minority groups, rural populations, populations with low socioeconomic status, and other population groups. NIMHD’s mission is to lead scientific research to improve minority health and reduce health disparities
[Download NIMHD factsheet\(PDF, 95 KB\)](#)



Health Information in Multiple Languages

[Health Information and Resources](#) in multiple languages from across NIH are available for these health areas where disparities have been identified. Additional resources will be added periodically, so please visit often.

Cancer
Diabetes
Cardiovascular Disease (CVD)
HIV/AIDS
Immunizations
Infant Mortality

Join the Conversations

April 12, 2017

1:00 – 2:30 pm ET

Bridge 2 Health Twitter Town Hall

Follow at #Bridge2Health

Host: HHS/Office of Minority Health

April 25, 2017

2:00 – 3:00 pm ET

Twitter Chat: “Understanding Social and Environmental Determinants to Bridge Health Equity”

Follow at #HealthEquityChat

Host: National Institute of Minority Health and Health Disparities



**The Ohio Commission on
Minority Health**
Celebrates 30 Years of Service
“Bridging Health Equity Across Communities”

2017 MINORITY HEALTH MONTH
CALENDAR OF EVENTS
A 30-Day Wellness Campaign

**Good Health
Begins With You!**

Attend an Event Nearest You

Download:

**2017 MINORITY HEALTH MONTH
CALENDAR OF EVENTS**

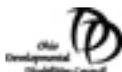
Make sure you call first to confirm event is being held.

Did You Know?

“Without health and long life, all else fails.” - Dr. Booker T. Washington



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Ohio DD Council Outreach Outcomes Evaluation Included Benchmarking

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By Patricia Larkins Hicks, Ph.D.
Outcomes Management Group, Ltd



As part of its Outreach Outcomes Evaluation, Ohio DD Council charged its evaluator, Patricia Larkins Hicks, Ph.D., Outcomes Management Group, Ltd. to benchmark the Council against other State DD Councils. The purpose of the benchmarking was to understand how Ohio compared to other Councils with regard to their organization, focus, and utilization of strategies directed toward serving unserved/underserved populations with developmental disabilities. The evaluator developed

a survey and disseminated it to the Executive Directors of fifty-five Councils that are members of the national association comprised of DD Councils across the United States and its territories. These Councils receive federal funding to support programs that promote self-determination, integration and inclusion for all people in the United States with developmental disabilities.

Twenty-four Councils (44%) responded. Analysis of the survey data provided the following insight.

Organizational Structure

- **Does your Council have a committee that focuses solely on outreach to un/underserved populations? (n=24)**
Ohio: Yes 3 States: Yes (12.5%) 21 States: No (87.5%)

Committee Names: Ad hoc diversity committee, DDPC Cultural Competency & Language Access Workgroup, 3 committees tied to state plan goals, each charged with focusing on unserved/underserved populations.

- **Do you have a staff person whose focus is outreach to un/underserved populations? (n-24)**
Ohio: Yes 10 States: Yes (42%) 14 States: No (58%)

While Ohio has one staff person who is totally focused on outreach to un/underserved populations, most of the states indicated that it was either a shared responsibility among staff and or between staff and Council members or was a staff persons who focused on outreach in addition to other work. While the Ohio DD Council is among the minority of states who responded that have charged both a committee and staff person with focusing specifically on outreach to unserved/underserved populations, Ohio DD Council does at the same time require all of its Grantees to focus their outreach efforts on the unserved/underserved populations. Ohio DD Council has benefitted from its targeted focus in the following ways:



Ohio Developmental
Disabilities Council



- **Built trust within targeted unserved/underserved communities**
Trust is needed in many of these communities in order to get cooperation, participation, and follow-up
- **Identified community leaders**
In some of the targeted unserved/underserved communities, the people within them do not engage in activities without the leaders' direction and/or engagement
- **Established partnerships within the community**
Council was able to gain increased access to the individuals in need of services and their family members/caregivers because Council was working in collaboration with trusted community partners
- **Increased understanding of issues, needs, and expectations of targeted populations**
Having a more comprehensive understanding of the targeted populations' culture as well as their issues, needs, and expectations facilitated Council's ability to establish outreach priorities

□ **How would you rate the recruitment of Diverse Council Members? (n=20)**

	Good	Fair	Poor	Haven't Done
5% (1)	25% (5)	55% (11)	15% (3)	-

While all Councils that responded have engaged in activities to recruit diverse council members, like Ohio, most (70%) responses suggest that their efforts have not resulted in a more diverse Council.

As a result of its outreach evaluation, there appear to be opportunities for Ohio DD Council to re-examine its criteria for Council members' selection and requirements of Council members to determine what revisions can be made that will facilitate a more diverse representation of Council members. For example, very few individuals from unserved and underserved populations will have served on other Councils and Commissions.

Integration into Governance Documents

□ **Inclusion of Outreach in Council's Mission (n=20)**

	Good	Fair	Poor	Haven't Done
10% (2)	45% (9)	40% (8)	-	5% (1)

□ **Inclusion of Outreach in 5-Year State Plan (n=20)**

	Good	Fair	Poor	Haven't Done
20% (4)	70% (14)	10% (2)	-	-

□ **Inclusion of Outreach in Grantee Applications (n=20)**

	Good	Fair	Poor	Haven't Done
10% (2)	55% (11)	10% (2)	10% (2)	15% (3)

□ **Inclusion of Outreach in Grantee Application Review (n=20)**

	Good	Fair	Poor	Haven't Done
5% (1)	35% (7)	25% (5)	10% (2)	25% (5)

While the majority of respondents reported the integration of Outreach into their governance documents (excellent-good), 40% (8) reported integrating into their mission as "fair" and 5% (1) as "haven't done". There appeared to be less integration of outreach into the grantee application review 40% (8) "excellent- good" 35% (7) "fair-poor", and 25% (5) "haven't done."

Ohio has integrated outreach into all of its governance documents. While there is targeted funding for specific



outreach initiatives, all grantees are expected to engage in outreach. They must include their outreach effort in their grant application and their reports.

Training

- **Training of Council Members about outreach (n=20)**

	Good	Fair	Poor	Haven't Done
5% (1)	15% (3)	45% (9)	15% (3)	20% (4)

- **Training of Staff about outreach (n=20)**

	Good	Fair	Poor	Haven't Done
5% (1)	25% (5)	55% (11)	-	15% (3)

- **Training of Grantees about outreach (n=20)**

	Good	Fair	Poor	Haven't Done
5% (1)	15% (3)	40% (8)	15% (3)	25% (5)

- **Developed training to be used to improve services to un/underserved (n=20)**

	Good	Fair	Poor	Haven't Done
-	25% (5)	15% (3)	15% (3)	40% (8)

While most respondents had provided training to all stakeholders, it appeared that they felt that the training could be improved in that 30% -60% rated their training as fair-poor. Additionally, 40% had not developed training that could be used to improve services to the un/underserved, 25% had not provided their grantees with outreach training, and 20% had not provided training to Council members.

Ohio has provided training to its Council members, staff, and grantees; however, that training has not been consistent and /or taken into account onboarding of new Council members and staff.

Funding Allocation

- **Specifically targeting outreach (n=19)**

	Good	Fair	Poor	Haven't Done
10% (2)	42% (8)	21% (5)	10% (2)	16% (3)

While the majority (52%) thought their targeted outreach funding was good-excellent, 31% thought it to be fair-poor and 16% had not provided such funding.

Ohio has provided targeted funding over the past 14 years. (See the Unserved/Underserved Populations Outreach Evaluation Report, March 2, 2017 for details regarding outcomes achieved.)

Products

- **Developed products to improve services to un/underserved (n=20)**

	Good	Fair	Poor	Haven't Done
5% (1)	25% (5)	15% (3)	15% (3)	40% (8)

More than a fourth (30%) of the respondents thought the products they had developed were good-

excellent as compared to the same amount (30%) who thought their products were fair-poor. Additionally, 40% had not yet developed products.

Ohio has developed a video product that is being used within the court system to ensure that all judges are capable of managing cases that involve individuals who are deaf.

Communication

□ **Sharing relevant, timely, outreach to un/underserved (n=20)**

	Good	Fair	Poor	Haven't Done
-	35% (7)	45% (9)	15% (3)	5% (1)

More than a fourth (35%) of the respondents reported their outreach communication to un/underserved populations to be relevant and timely, 60% thought it was fair-poor.

Ohio has developed and disseminated two newsletters designed to provide timely, relevant and current information to populations that are un/underserved as well as those who are stakeholders. Individuals with disabilities are engaged in writing some of the articles.

Additional information about other State Councils accomplishments and Ohio DD Councils outcomes is provided in the Unserved/Underserved Populations Outreach Outcomes Evaluation Report (March, 2017).

Request a copy from Kenneth Latham at kenneth.latham@dodd.ohio.gov

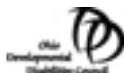
Did You Know?

**President Donald J. Trump Proclaims
April 2, 2017 as World Autism Awareness Day**

Click Image For More



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