

PADDC 2009  
**Annual  
Report**



# Our Vision

We envision a Commonwealth comprised of **inclusive communities** where **all people** with disabilities **are valued and thrive.**

The Council engages in **advocacy, systems change** and **capacity building** For people with developmental disabilities and their Families in order to:

- Support people with disabilities in taking control of their own lives •
  - Ensure access to goods, services and supports •
  - Build inclusive communities •
  - Pursue a cross-disability agenda •
- Change negative societal attitudes toward people with disabilities •

In so doing, we will bring about benefits to individuals with disabilities other than developmental disabilities and, indeed, to all people.

# Our Mission

# Guiding Principles

- The Council works in a cross-disability nature; encouraging approaches that can impact all people with disabilities in common areas of their lives, such as housing, health, employment, community inclusion, etc.
- The Council remains deeply committed to inclusion and integration. We prefer activities to be alongside and integrated with people without disabilities, in regular settings in regular communities.
- We are excited by our efforts which change communities, especially in the broadest, generic sense. We appreciate ideas which view people with disabilities, in all their diversity as contributing members of their communities.
- We are committed to the meaningful involvement of people with disabilities, or, if they cannot speak for themselves, their chosen family members, in all areas of our work through our grantees, from conception, preparation and implementation. We work to change efforts that portray people with disabilities as deserving pity; which, even unconsciously, endorse stigmatization of people with disabilities, or which incorporate portrayals of people with disabilities as the objects of charity or “the least of these.”
- We believe that the skills involved in understanding disability are closely related to the skills which lead to other forms of cultural competence. For this reason we have encouraged collaborations which are led by people from a variety of cultures and which strive to make themselves open to people from different cultural and linguistic backgrounds.
- Our preferred emphasis is on changing systems rather than people. We are less and less interested in models of accommodation which rely on the person with the disability being the person doing the changing. If we work with faith communities, we are more interested in changing the belief system of the community than the behavior of the individual; our work in employment is focused on employers, and our work with schools focused on their behavior rather than that of the student.
- We believe that disability is a natural part of the human condition. We are not sympathetic to medical models of understanding disability. While we do not deny the importance of medical treatment and medical need, we are more sympathetic to understandings of disability as a social construct imposed on people with disability labels rather than as a quality inherent in the person with a disability. We are therefore unlikely to be interested in concepts and approaches which focus on the deficits of people with disabilities rather than on the social constructs which disempower them. We are not impressed by the model of trying to “help” people with disabilities by making them more like people without disabilities.



# Health

Access to affordable, appropriate healthcare and improved public healthcare policies for individuals with disabilities is the focus of our health objectives and projects. During this year our health advocacy project monitored health services and changes in Medicaid and other health insurance systems. The project educated people with disabilities and their families, including individuals with limited English proficiency, through newsletters, a website, and a toll-free hotline. Systems change strategies for mental health access for people with intellectual disabilities was the focus of another effort, working along with eight existing Health Care Quality Units.

Young adults with disabilities were provided support and information as they transitioned from pediatric to adult health care providers. More practices are embraced and used the “medical home” philosophy in order to better serve young adults with disabilities.

As a direct result of education of legislators provided by our Accessible Dental Health project, House Resolution 380 was introduced by Representative Vanessa Brown directing the legislative budget and finance committee to study and report on the status of disparities found in dental care for Pennsylvanians with disabilities. Additionally, the project has worked with the Office of Medical Assistance and managed care organizations regarding Levels of Care initiatives.

**6,485 people** were trained in **health related services**

**23 medical practices** transitioned to the **medical home model** specifically serving youth **transitioning** from pediatric to adult health services

**1,300 people** received quarterly newsletters on **health policy issues** within Pennsylvania

**38 policymakers** were educated as to the **need** for policies and procedures promoting **person-controlled health care** and **supports**



## Education & Child Development

We believe that all children have a right to grow, play, and learn in their own communities with all other children. Inclusion of children with disabilities in childcare and education settings is an important area of emphasis for the Council. Our projects have focused on inclusive childcare, educational rights, and inclusion in high school. They have worked to train parents, school personnel, and community leaders on the educational and support of children with disabilities and the benefits of including children with disabilities.

Parent consultants and project staff have provided assistance directly to Families through IEP Clinics, workshops and other training opportunities to increase their confidence and knowledge in order to become effective advocates for their child. Extensive training opportunities were made available to schools and university teacher preparation programs in two regions of Pennsylvania.

Hands-on technical assistance and training was provided to childcare centers on best practices for inclusive childcare. The project actively involved parents as mentors to childcare programs. Our grantee was involved with greater systems and policy change efforts regarding the use of Universal Design For Learning and provided training to and with the state's early childhood initiatives.

# Education & Child Development (continued)

Several state and national presentations on the Building Inclusive Childcare project were delivered to a wide-range of professionals and interested others. An additional grantee began development of an instrument for measuring everyday life outcomes for children with disabilities, birth to eight years of age, who receive services through different systems within Pennsylvania.

New projects began to work on assisting adolescents at the high school level, school and community recreation personnel and families about full participation in the social groups and clubs within high schools and in the community. Participants were provided with problem-solving support for accessibility and transportation issues.

**330 young people** have **become active** in recreation programs at school

**862 childcare professionals** and **college students** attended training on inclusive childcare and universal design for learning

**33 parent mentors** assisted community childcare programs with issues around inclusive childcare

**2,706 people** were trained in inclusive education

**1,249 people** facilitated inclusive education

**47 schools** and **5 school districts** received **direct assistance** with inclusive education at the local level

**330 families** received **direct assistance** with their child's individual education plans



# Employment

For the past several years, the Council has made small but significant gains towards ensuring equal work at fair and equitable compensation for people with developmental disabilities. There remains, however, much work to do. With such a large percentage of people with disabilities either unemployed or underemployed, the biggest barrier still seems to lie in perceptions and misconceptions about the abilities of people with disabilities to be a vital part of the workforce.

This year, we continued our efforts to promote and develop entrepreneurial opportunities for people with disabilities. The aim of the work is to establish a print and online directory of statewide business and entrepreneurial resources for broad public access.

The second main emphasis of our employment strategy is to support systems change strategies that enable people with disabilities to move from segregated to inclusive, non-segregated employment. Networks of employment related resource leaders participated in Certified Customized Employment activities and training. Community business networks are being developed in a number of communities through our demonstration grants. Projects are linked with regional and statewide employment leadership efforts.

**440 people** were trained in **entrepreneurial employment** options

**27,000 people** estimated to have had **increased awareness** of employment and people with disabilities through media broadcast

**142 adults** have jobs of **their choice** through our efforts

**52 people** were trained in **customized** employment strategies

# Quality Assurance

Our Quality Assurance efforts this year involved our participation in a number of decision-making groups and entities, as well as our support for self-advocacy and leadership development around the state. Other areas in which we have been active include: criminal justice, abuse identification and reporting, and providing technical assistance to grassroots organizing efforts.

An area of success during the year was the growth of a statewide Disability Voter Coalition. The DVC grew to over 970 members and presented at numerous conferences, events and program visits across Pennsylvania. Due to the grantee's advocacy, the PA Department of State modified the Voter Registration Form to make it easier to understand and precoded forms so that organizations affected by the National Voter Registration Act get credit for registrations which they submit.

Our grantee produced and piloted a curriculum on Abuse Identification and Reporting. In the coming year, "train-the-trainer" sessions will be conducted. Our Criminal Justice grantee produced a new DVD and trained self-advocates, families, law enforcement personnel and court systems.

Leadership development was advanced through the first training class in which emerging leaders with developmental disabilities were matched with and mentored by established leaders. The collaboration with generic, community-based leadership development groups was initiated in this program. Trainees also completed 80-hour community leadership internships. Self-advocacy goals were addressed through several projects. Our Meaningful Board Inclusion grantee hired self-advocates to serve as trainers who will prepare and support individuals with developmental disabilities to serve on boards of directors. Self-advocates and support persons were interviewed, as well as executive directors of partnering organizations. Another project is aiding in the establishment of a new self-advocacy organization—Self-Advocates United as 1. The group worked diligently to create the foundations of their organization and was active in numerous advocacy efforts, meetings, and conferences statewide.

## Outcomes

**500 advocates, families, law enforcement, and court systems**  
were trained in criminal justice issues

**\$3,500,000** was leveraged for quality assurance programs

**4,034 self-advocates, family members and others**  
were involved in systems advocacy

**466 people** were trained in leadership, self-advocacy, and self-determination





# Transportation

The provision of accessible transportation has been a priority within the Commonwealth's disability community. Past efforts led to the state's Rural Transportation program. Since greater than 40% of Pennsylvania riders with disabilities use the program for transportation to and from work, our work focused on conducting research on methods, best practices, and advocacy mechanisms to overcome the barriers posed by inadequate transportation to individuals' ability to maintain living wage employment.

Tasks undertaken included: (1) expanding the program, (2) identification of new transportation options, (3) identification of mechanisms for consumer-driven services that provide accountability, and (4) increased technical and disability awareness training for transit drivers. Ideas for increasing the availability of the Rural Transportation program which were under exploration are: service hour increases, voucher models, volunteer use, regional transit services, and the new Freedom initiatives.

**1,810 people** have transportation services through the Council's efforts

**\$4,072,291** was leveraged for transportation

**5 transportation programs or policies** affecting individuals with disabilities were created or improved



# Housing

Our latest efforts to increase the number of individuals with disabilities who chose where and with whom they live centered on educating private landlords and enhancing supports in the home. New grantees began their work this year, but proved successful already, through adding accessible housing units and assisting individuals to obtain housing and to identify personal support needs. Training and technical assistance was provided to private landlords, many of whom joined the ongoing network and are considering accessibility issues within their housing units. A housing hotline for landlords was initiated. Plans for future landlord workshops conducted in Spanish were instituted in order to reach the region's Latino community. Free ADA site inspections were offered to landlords.

Another grant, focused on young adults in transition, worked to educate youth on housing options for their future through a housing options curriculum. Local housing programs and policies were also improved through grant efforts. Our Self-Directed Supports project assisted individuals to move from congregate settings to homes in the community.

## Outcomes

**45 individuals** have **homes of their own choice** through our efforts

**5 housing programs** and **policies** affecting individuals with disabilities were **created** or **improved**

**68 units** of affordable, accessible housing were made available

**1,000 private landlords** received training on accessibility factors—and became part of a network of landlords who are willing to make accessibility accommodations to their units

**230 people** were trained in housing options

# Inclusive Communities

## (Recreation, Accessibility, and Faith Communities)

Our grantees worked from various points in the community to bring about inclusive participation for individuals with disabilities. Projects worked within towns, cities and neighborhoods to encourage community level change that promotes participation and inclusion rather than “training” people with disabilities to fit in. Their work included recreation for children, teens, and adults; community accessibility to the arts and special events; and involvement of faith communities of choice.

Children and teenagers with disabilities joined in neighborhood and after-school activities through project efforts. These young people participated in music lessons, fitness programs, summer camps, soccer, dance, flag football, cheerleading, after-school clubs and sculpting/art classes. Parents and family members were provided with workshops to learn how to assist their child, teen, or young adult with accessing community and after school activities.

The community of Allentown and visitors benefitted from an accessible route guide for a major community festival and event. Vendors also benefitted from a guide to making their areas fully accessible to people with disabilities.

A new project started which seeks to develop opportunities for people with disabilities as artists and performers and as audience members. The project brought together leaders in the arts communities in the Philadelphia, Lancaster/York and Pittsburgh areas to work to increase inclusive opportunities in the arts in their areas. The project developed audio description training, which will schedule sessions in the coming year, and held workshops on accessibility and the arts.

The Council’s work in Faith Communities focused on work with leadership and professional training in a variety of faith groups. Faith communities were assisted in welcoming children and adults with disabilities. Our Faith Inclusion grantee conducted programs with pastoral education programs, curriculum in seminaries and other faith training programs and provided technical assistance throughout the Commonwealth.

**661 children, teens, and adults** were in recreational activities due to Council’s efforts

**605 individuals** were trained in inclusive recreation

**350 people** received technical assistance and training in Faith inclusion

**\$49,575 community dollars** were leveraged for inclusive recreation

Outcomes

# Community Support

Our work in creating, reForming, or strengthening Formal and inFormal community support systems engaged advocates at the local, regional, and statewide level to join in. Several areas on which grantees Focused include improved supports For individuals who are deaf/hard of hearing; increasing minority group participation and cultural competence; technical assistance For individual support corporations and in-home service reForms; and building First responder awareness.

All of our projects benefitted From involvement with our grantee For cultural competency standards through the creation of mutually agreed-to “Roadmaps” to increased cultural competency through self-assessment, education, and implementation. Several organizations have completed their “roadmaps.”

Several Minority Community grantees were active this year. One project held inFormational sessions on community resources with caregivers of children with disabilities who are African immigrants. Another project worked to increase participation in community life by Spanish speaking parents of children with disabilities. A video sharing a Family’s experience was produced in order to support and empower other Families.

Through an advisory board composed of people who are deaf/hard of hearing, our grantee produced an accommodations guide For civic, Faith, disability and other communities. The guide is designed to help improve access and enhance the meaningful involvement of people who are deaf/hard of hearing.

Through our Self-Directed Supports Corporation grantee, manuals and resource sheets were distributed. Technical assistance was provided For new support corporations to Form and several individuals moved From congregated settings to homes of their choice in the community.

## Outcomes

**5 community buildings** became accessible

**10 Formal/inFormal community support programs**  
were created or improved

**824 people** received training in Formal/inFormal community support

**270 people** participated in **improving cultural competence**  
within their organizations

**600 surveys** were distributed to solicit input on changes to the  
in-home service delivery system



## Cross Cutting

Our “cross cutting” efforts are those which reach beyond any singular issue or objective and are more broadly focused at educating and informing the general public, as well as relevant policy makers. All of our funded projects must collect outcome numbers in regard to broad, “cross cutting” goals.

This past year, over 5,000 copies of 5 issues of public policy newsletters were distributed by our Policy Information Exchange grantee. Over 2,000 copies of the Council’s “Outlooks” newsletter were produced and distributed, as was its companion electronic version. Topics focused on information sharing regarding our work in inclusive educating, voting rights, transition, as well as highlighting our newest grantees. New features on our website included enlarged print features, visual controls, and a new “archives” section. The Council archives are the home of information about past publications, manuals and products produced by the Council and our grantees and identifies how to locate these materials. During this year, the website received more than double the website visitors than in previous years.

**3,611 public policymakers** were educated by the Council about issues related to Council initiatives

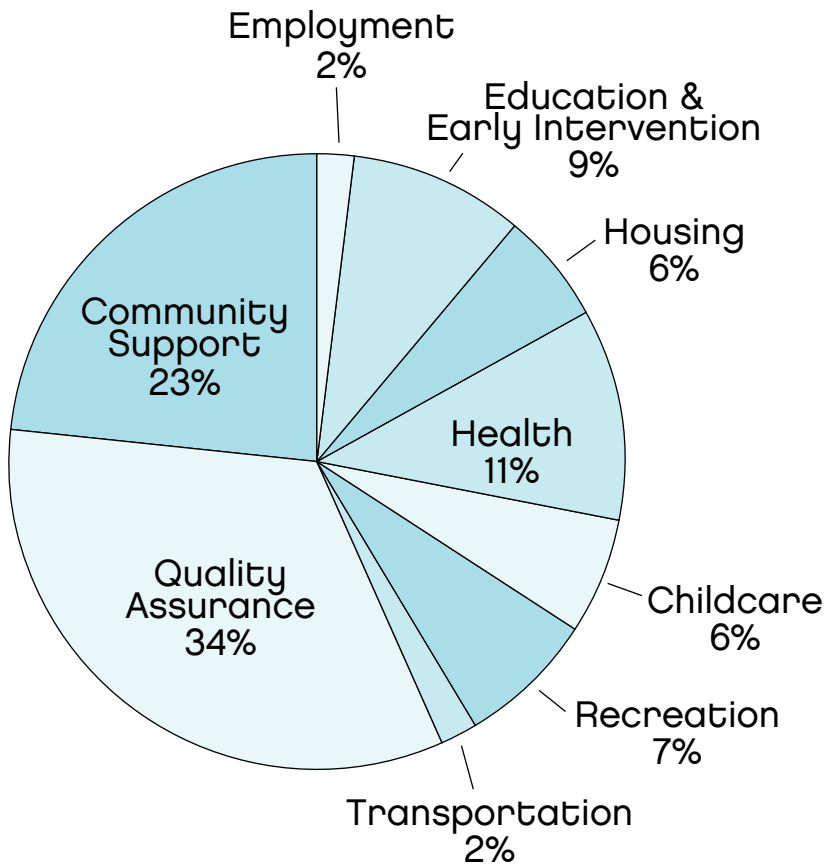
**21,092 products** were created by the Council and disseminated to policymakers and/or the general public

**158,937 website visits**

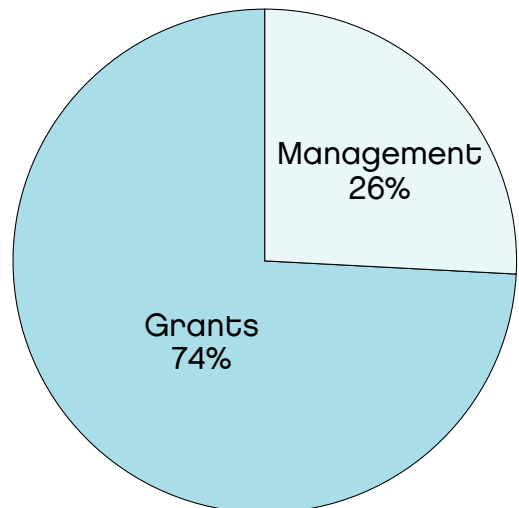
**761,332 members of the general public** were estimated to have been reached by Council public education, awareness and media initiatives

# Fiscal Year 2009

(October 2008 to September 2009)



Employment	\$54,847
Education & Early Intervention	\$230,241
Housing	\$159,184
Health	\$286,081
Childcare	\$154,049
Recreation	\$165,001
Transportation	\$51,792
Quality Assurance	\$834,549
Community Support	\$563,151
<b>Total Grants</b>	<b>\$2,498,895</b>
Management	\$875,686
<b>Total Budget</b>	<b>\$3,374,581</b>





## Projects Active in 2009

### **Abuse Identification and Reporting**

Pennsylvania Coalition Against Rape  
Enola

### **Accessible Dental Services**

ACHIEVA  
Pittsburgh

### **Availability of Supports Within the Home**

UCP of South Central PA  
Hanover

### **Building Inclusive Recreational Opportunities**

Lehigh Valley CIL  
Allentown

CLASS-UCP  
Pittsburgh

The Arc of York, PA  
York

### **Community Accessibility**

VSA Arts of Pennsylvania  
Philadelphia

### **Communications / Publications**

CLASS-UCP  
Pittsburgh

### **Council Archives**

Lehigh Valley CIL  
Allentown

### **Criminal Justice**

Temple University, Institute  
on Disabilities  
Philadelphia

### **Cultural Competency Standards**

AIDS Services in Asian Communities  
Philadelphia

# Projects Active in 2009 (continued)

## **Culturally Competent Access to Human Services**

Diversity Dynamics  
Cranford, NJ

## **Deaf / Hard of Hearing Communications / Accommodations**

Lehigh Valley CIL  
Allentown

## **Deaf / Hard of Hearing**

Communications / Accommodations  
Lehigh Valley CIL  
Allentown

## **Dual Diagnosis Services and Supports**

PMHCC, Inc.  
Philadelphia

## **Education For Disability Rights Advocacy**

Disabilities Rights Network of PA  
Philadelphia

## **Educating Medical Professionals in the Community**

PA Academy of Family Physicians  
Harrisburg

## **Educational Rights**

PEAL Center  
Pittsburgh

Pennsylvania Education For All Coalition  
Norwood

## **Entrepreneurship**

Volunteers of America – PA  
Sharpsburg

## **Faith Community Leadership**

Elizabeth M. Boggs Center on Developmental Disabilities  
New Brunswick, NJ

## **First Responders Disability Awareness**

Family Service Association of Wyoming Valley  
Wilkes Barre

## **Grassroots Advocacy**

Abilities in Motion  
Reading

The Arc of Delaware County  
Swarthmore

The Arc of Lehigh and Northampton Counties  
Bethlehem

The Arc of Northeastern Pennsylvania  
Scranton

The Arc of Philadelphia  
Philadelphia

The Arc of Susquehanna Valley  
Sunbury

Autism Living and Working  
Philadelphia

Catholic Charities of the Diocese of Harrisburg  
Harrisburg

Community Living and Support Services  
Pittsburgh

Consumer Health Coalition  
Pittsburgh

Lancaster disAbled For Change & Justice  
Lancaster



## **Grassroots Advocacy (continued)**

Liberty Resources  
Philadelphia

MARC Advocacy Services  
Eagleville

Mental Health Association  
of Reading and Berks  
Shillington

Mission Empower  
Erie

Pennsylvania Mental Health  
Consumers' Association  
Harrisburg

Pennsylvania Partnership  
for the Deafblind  
North Wales

Pittsburgh Local Task Force  
on Right to Education  
Pittsburgh

Public Interest Law Center  
of Philadelphia  
Philadelphia

## **Health Law Education**

Health Law Project  
Harrisburg

## **Housing Advocacy Coordination**

Self Determination Housing Project  
Downingtown

## **Housing Advocacy: Educating Private Landlords**

Lehigh Valley CIL  
Allentown

## **Inclusive Childcare**

Northampton Community College  
Bethlehem

## **Leadership Development**

Temple University, Institute  
on Disabilities  
Philadelphia

## **Local Advocacy Organizing Coalitions**

Mental Health America – Allegheny County  
Pittsburgh

## **Local Disability Coordination and Training**

Disability Rights Network of PA  
Harrisburg

## **Meaningful Board Inclusion**

Blue Fire Consulting  
MurFreesboro, TN

## **Measuring Outcomes For Children**

Smoky Mountain Research Institute  
Morganton, NC

## **Minority Community Grants**

Agape African Senior Citizen  
Service Center  
Philadelphia

Manos Unidas  
Gettysburg

## **Policy Information Exchange**

The Arc of Pennsylvania  
Harrisburg

UCP of PA  
Harrisburg

## **Promoting Inclusion in High School**

Temple University, College of  
Health Professions  
Philadelphia

## **Research on Transportation To and From Work**

RTR Associates  
Pittsburgh

# Projects Active in 2009 (continued)

## **Self Advocacy**

Speaking For Ourselves  
Philadelphia

## **Self Advocacy Support**

Vision For Equality / Self Advocates  
United as One  
Philadelphia

## **Self Directed Support Corporations**

PA Health Law Project  
Harrisburg

## **Small Projects**

Anthracite Region CIL  
Hazleton

The Arc of Adams County  
Biglerville

The Arc of Chester County  
West Chester

The Arc of Dauphin and  
Lebanon Counties  
Harrisburg

The Arc of Indiana County  
Indiana

Community Resources For  
Independence  
Erie

East Suburban Citizen Advocacy  
Murrysville

Lancaster disAbled For  
Change and Justice  
Lancaster

MARC Advocacy Services  
Eagleville

CIL of North Central PA  
Williamsport

Northeast PA CIL  
Scranton

## **Small Projects (continued)**

Vision For Equality  
Philadelphia

Youth Advocate Programs  
Harrisburg

## **Transition to Adult Life**

Berks County Intermediate Unit  
Reading

Lehigh Valley CIL  
Allentown

## **Transition: Community of Choice**

United Disabilities Services  
Lancaster

## **Voting Rights**

Mental Health America –  
Allegheny County  
Pittsburgh

PASILC/DVC  
Harrisburg

# The Pennsylvania Developmental Disabilities Council

(membership as of April 2010)

**Jeffrey Parker**  
Council Chairperson

**Edward Rendell, Governor**  
Commonwealth of Pennsylvania

**Graham Mulholland**  
Executive Director

## Council Members

**Kevin Casey**  
(Representing the Secretary  
of Public Welfare)

**Amy Deluca**  
(Representing the Secretary  
of Education)

**Dara Deroiste**

**Katrine Erie**

**Chris Grandy**

**Amy High**

**Randall Loss**  
(Representing the Secretary  
of Labor and Industry)

**David Mitchell**  
(Representing Temple University,  
Institute on Disability)

**Jane Mitchell**  
(Representing the Secretary  
of Health)

**Zetta Murphy**

**Rob Oliver**  
(Representing Disability Rights  
Network of Pennsylvania)

**John Osenbach**

**Betty Patterson**

**Florence Reed**  
(Vice-Chairperson)

**Nancy Richey**

**Bill Schultz**

**Jean Searle**

## Committee Members

**Grace Egun**

**Celia Feinstein**

**Pedro Geraldino**

**Roger Grandy**

**Kellyann Johnson**

**Jennifer Lane**

**Carol Marfisi**

**Carl Marshall**

**Paul O'Hanlon**

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