

Pennsylvania  
Developmental  
Disabilities Council

# 2008 Annual Report



# Vision

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

# Mission

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 towards people with disabilities

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

# Introduction

As we prepare to issue our 2008 Annual Report, once again we find that the current economics and climate are of extreme concern and likely to have a significant impact on progress within the Commonwealth related to the needs of people with developmental disabilities. We hope that the advances that you read about in our report will not fall by the wayside, but have or can become ingrained in both our formal and informal systems within Pennsylvania. We invite you to read about our guiding principles in doing our “systems change” work. And, as you read further in the pages of this report about our progress in 2008, we hope that you will see these principles reflected in all operations, all projects, all efforts, and all plans. Thank you for your interest and time in reading about our achievements over the last year.



# { 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.



# Community Supports

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An ongoing key activity for the Council is to engage communities in creating and providing a range of support to enable individuals with developmental disabilities to lead self-determined lives and to contribute to the communities in which they live, work or play. We continued this goal through a variety of strategies, settings, systems and projects that enhance or establish improved practices or programs. We have consciously worked to coordinate within and between grant projects and systems in order to maximize outcomes.

Our First Responders project was developed in order to increase disability awareness in the community among “first responders” such as fire fighters, emergency medical personnel, police, and others. The project established a diverse advisory team and began development of its first multimedia training module.

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We continued to be concerned for individuals with developmental disabilities who find themselves in contact with the criminal justice system. Our Criminal Justice project worked to assure due process and equal protection for both victims and the accused with developmental disabilities. A wide diversity of groups and individuals received training, including law enforcement, victim service providers, legal and judicial officials, legislators and policymakers, and people with disabilities and their families. An important video production, “Under Arrest: Understanding the Criminal Justice Process in Pennsylvania” was made available on the internet for viewing by thousands of people.

Two minority outreach projects provided education, advocacy and outreach. One of the projects provided support to individuals within the Korean community of Philadelphia to advocate for their needs within the service system. The other project conducted support and education to teens with sickle cell disease in the south central Pennsylvania area through a transition program. Teens were encouraged to begin taking responsibility for their personal health issues and needs and were provided with resource notebooks and training.

Through our self-directed support corporations project, we continued to explore resources, mechanisms and a state model for people with disabilities and their families to have control over the resources provided for their support. In the past year, several self-directed support corporations were established with the aid of our project and additional individuals and families were given technical assistance. The project also disseminated manuals and resource information outlining the concept and processes.

A number of new project efforts got their start in the area of community support. These projects will address such issues as faith community leadership and promoting social and recreational inclusion in high schools.

## outcomes

**656 individuals**

benefitted From Formal and inFormal supports as a result of the Council's efforts

**113 people**

Facilitated community supports as a result of the Council's efforts

**14**

buildings or public accommodations became accessible

**3**

self-directed support corporations were created and supported

**296 people**

were trained regarding people with developmental disabilities and the criminal justice system



# Childcare

Quality childcare for children with disabilities provided in inclusive community day care settings has historically been difficult to locate and attain for families. Providers express concern about their internal professional and financial capacity to serve children with developmental disabilities, including those with significant medical or behavioral conditions.

Our Inclusive Childcare project, building on its past success, demonstrated throughout the Commonwealth the practicality and benefits of inclusive childcare settings. Building Inclusive Childcare Family Mentors and childcare consultants assisted providers in implementing “Universal Design for Learning” and family-centered care principles and also consulted on supports for individual children.

The majority of providers working with the project report that they have increased the number of children with developmental disabilities served in their programs as a result of the project’s efforts. Additionally, the project made presentations at several national conferences and was an invited participant to the national Universal Design for Learning Forum in Washington, DC.

## Outcomes

26

Childcare programs were improved

436 people received training on Universal Design For Learning For childcare settings and inclusive childcare

Childcare centers increased the numbers of children with developmental disabilities served



# Education & Early Intervention

While the Council has engaged in many efforts in the past to support inclusive education, we continue to be concerned about how families receive information and support for inclusive education in order to be full and equal partners in their child's education program. Two new projects worked in partnership with local school districts to provide assistance to families to develop their confidence and the competence as advocates for their children and inclusive education. As a result of the project efforts, several school districts have created "professional learning communities" in order to further their internal capacity to support inclusion, parent involvement and training. Additionally, parents were provided with training regarding their children's rights in special education and best practices in inclusion and "communication tips" were distributed at individual education planning meetings. Training was also delivered by parents to university School of Education students.

Additional projects focused on assisting high school students with disabilities in transition from school to adult life. Projects helped the youth establish circles of support and provided training on transition to the youth, their parents, school districts, educators, and university students through the "Beyond Barriers to Passion and Possibilities" Conference. A three-part transition manual was completed and made available in hard copy, CD-ROM, or by internet. The three-volume set provided youth with assistance in developing goals, identifying dreams, and the creation of a transition plan. The manuals also provided real information on navigating complex systems and a transition timeline to help keep the youth on track. A cross systems assessment was revised and a user manual was in progress. Finally, youth with disabilities were involved in sampling employment possibilities through job shadowing and attending college preparation classes at community colleges.



## outcomes

75

university School of Education students were trained by parents of children with disabilities

900

copies of parent resource materials were distributed by school districts to parents

300 educators

were trained by a national expert in inclusive education

20

student teams received additional support for effective services and support

1,083 individuals

were trained in inclusive education

260

transition manuals were distributed to youth with disabilities and families

39

high school students with disabilities established personal circles of support to aid them during their transition to adult life

Nearly 1,000 youth

with disabilities participated in some aspect of Council's transition to adult life efforts



# Employment

We continued to be concerned about the numbers of individuals with disabilities who have difficulty in the employment arena. Our strategy within the area of employment was to focus efforts on what is happening systemically and within the general business community which supports inclusive employment opportunities for people with developmental disabilities.

One project established free teleconference talks that allowed business callers to receive technical assistance on hiring individuals with disabilities. Additionally, a ten-week media campaign ran 30 second commercials promoting employment of people with disabilities.

Finally, a second project worked to develop a network that creates, promotes and maintains entrepreneurial opportunities for people with developmental disabilities in the Commonwealth.

**470 adults**

have jobs of their choice through Council's efforts

**2,316 people**

were trained in employment

**180 commercials**

ran to promote employment and the PA Business Leaders Network

**A 20 member advisory committee on entrepreneurship**

**was created**

outcomes



# Health

We focused our health care approach on three primary efforts. Our Health Law Education Project monitored health services and changes to Medicaid and other health insurance systems. With this information, the Council received up-to-date information on the status of health care issues and trends. Additionally, through the project, health care rights advocacy training was provided to people with developmental disabilities and their families through a hotline, website and newsletters.

Our Educating Health Professionals in the Community Project continued to establish a training program and assist medical practices in transitioning to the medical home model, enabling youth with disabilities to transition their health care needs to the adult medical care system.

Our third project focused on dental health and implemented the findings of previous Council work in the area of meeting the dental needs of people with disabilities. The project worked to identify barriers to accessing quality dental care for people with developmental disabilities and to promote promising strategies for ensuring access to dental services. The project established a stakeholder's group and seven subcommittees to address topics such as dental professional education, education of consumers, families and the general assembly, and levels of care to name several. The Accessible Dental Services Project also held a number of focus groups, educational events and distributed educational materials.

## outcomes

17

adult medical practices transitioned to the medical home model

4,815 people

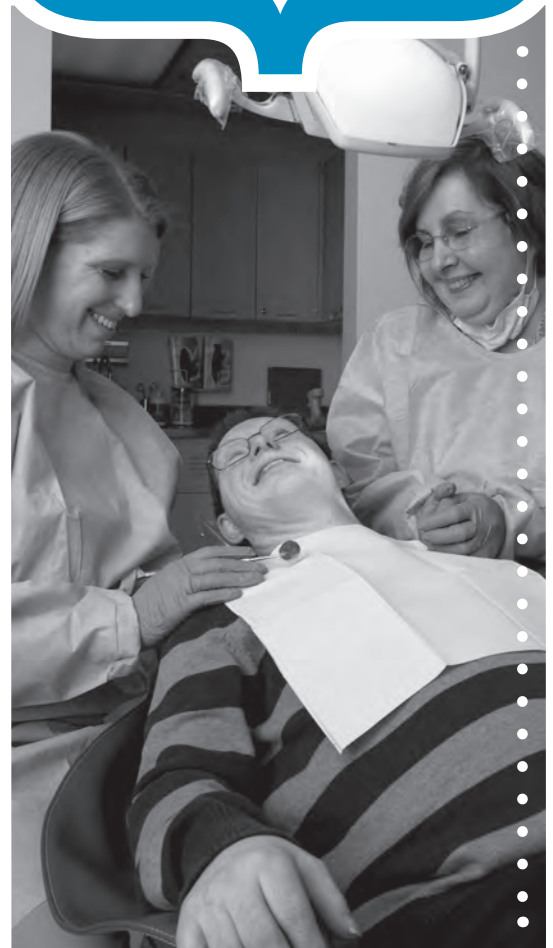
trained in health services

36

state stakeholders attended accessible dental services summit

Over 1,200 individuals

received quarterly newsletters on state health related news and policies





# Quality Assurance

The Council's Quality Assurance efforts target several interrelated areas. Our strategies are to develop leadership and self advocacy among people with developmental disabilities; to participate in groups and task forces which impact the quality of the formal and informal systems with which people with developmental disabilities interact; and to disseminate information, create coalitions and alliances, and foster advocacy among stakeholders. To this end, a multitude of projects have produced many desirable results.

Local Advocacy Organizing Coalitions planned and conducted legislative breakfasts, get out the vote, and disability policy rallies. Our statewide Legal Advocacy Project had a positive impact in shaping new service definitions for a home and community based waiver, new rules on health care advanced directives, the new home and community based waiver for adult autism services, and assuring children with emotional disabilities are not placed in separate facilities unnecessarily or longer than is necessary.

Emphasis on outreach to underserved areas and populations was a focus of our Advocacy Training and Technical Assistance Project. Three emergent groups representing underserved geographical areas or populations were selected or provided with direct assistance.

## OUTCOMES

**2,500 individuals**

received disability voting rights inFormation

**850 people**

received over 60 e-mail alerts on legal advocacy issues

**455 people**

participated in 24 local educational training sessions on advocacy issues

**96 participants**

From 19 sites were involved in long distance learning advocacy training

Our Abuse Identification and Reporting project drafted a train-the-trainer curriculum entitled “The Three R’s: Respect, Rights and Responsibilities for People with Disabilities.” The curriculum included topics such as financial safety, neglect and withholding of support and care, physical and verbal abuse. The program and one for providers will be piloted in 2009.

A Disability Voting Coalition Project provided statewide information on voting rights and accessible voting places through its website, brochures, and publications. Regional “host” organizations were identified to serve as local sites concerned with voting rights. Voters were alerted as primaries and general elections approached.

New efforts also began in the fall. For example, a new Leadership Development project began that will prepare people with developmental disabilities to advocate for themselves, pairing those with limited experiences at self advocacy with those with more advanced skills in a mentoring relationship. Our new Self Advocacy Support Project plans to assist and strengthen a new self advocacy organization led by people with disabilities. The creation of an instrument to measure the life outcomes of children with developmental disabilities is an additional important focus in our quality assurance efforts.

## outcomes

**\$2,750,000**

was leveraged for quality assurance programs

**3,000 people**

were active in systems advocacy

**Over 1,200 people**

were trained in leadership, self-advocacy, and self-determination

**715 people**

with disabilities attained membership on public or private bodies and other leadership coalitions



# Housing

Our housing focus included two projects and was directed at assisting individuals with disabilities to have choice about where and with whom they live. The Council's Personal Care Home Project provided information and training to people with disabilities currently living in personal care homes. An emphasis was placed on information demonstrating how people with disabilities can have choices about where and with whom they live. The project provided vouchers for people to be able to move from a personal care home to a place of their own.

Secondly, the project specifically promoted a "money follows the person" integration program that would allow personal care home residents to use their personal care supplements if they relocate to a home of their own. The project successfully encouraged the Department of Public Welfare to pilot a "money follows the person" project in Allegheny County. Our Housing Advocacy Coordination Project continued its ongoing work with local affiliates and regional Housing Coordinators for people with developmental disabilities and their families by providing technical assistance, advocacy and training on resources in financing, designing and modifying accessible affordable housing. The project was presented at a major housing conference on home modification and home rental for people with disabilities. Additionally, it maintained and added to a comprehensive website which provides information and resources that empower people with disabilities in Pennsylvania to have control over their housing choices.

Finally, through our small grants program, we supported the development of local housing coalitions in two rural counties.

## Outcomes

450 people

were trained on home modification and rental opportunities

Nearly 7,000 people

visited the website on self-determination in housing For Pennsylvanians with disabilities

15 people

were supported to move From personal care homes to a home of their own

84 people

were trained on housing issues

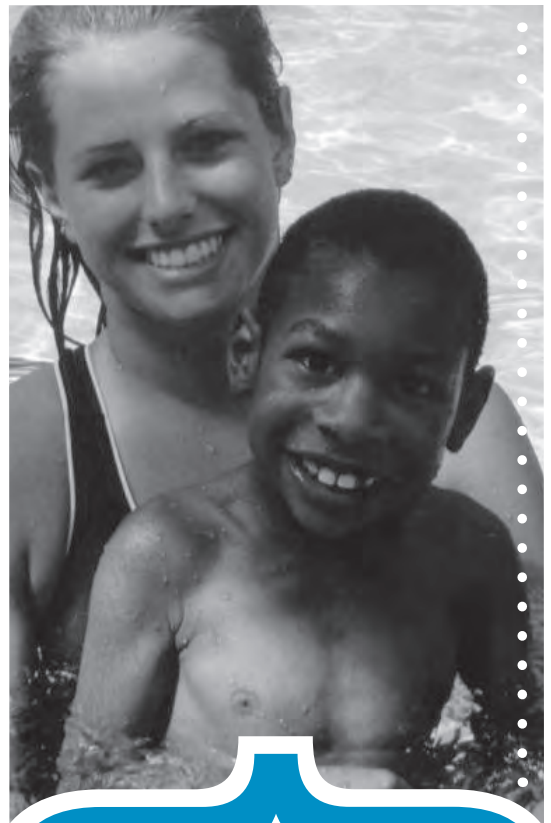


# Recreation

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The Council has a long tradition of finding ways for people with disabilities to become involved in their communities. One area that we noted required continued encouragement was in the area of leisure and recreation pursuits. Several Building Inclusive Recreation Projects worked to foster a range of leisure and recreation opportunities in a variety of community settings and across all age ranges. In one project, teams worked with four large community events and local planners to ensure full accessibility. The teams also processed information and recommendations to increase accessibility at these events. Two other grants worked with local community recreation groups (sports teams, leisure learning, generic recreation programs, etc.) to support the participation and inclusion of children and young adults with developmental disabilities in a wide range of recreational activities. Activities selected by participants were broad and included swimming, gymnastics, cheerleading, soccer, basketball, and fencing, among others. Data collection methods to quantify and non-intrusively measure impact were initiated.

An exciting new project began late in the year focused on community accessibility in the arts. The project will work to assure full access to the arts for people with developmental disabilities as performers, artists, attendees and audience members of community presentations.



outcomes

**42 children and young adults**  
with developmental disabilities participated in community recreation opportunities of their own choice

**63 people**  
with disabilities took leadership in actively surveying community events for their accessibility

**580 people**  
were trained in inclusive recreation concepts





# Transportation

Our Transportation Project helped to expand rural transportation options, seeking to increase the Rural Transportation Program's availability and effectiveness. The project did this in four ways, (1) expansion of existing program, (2) identification of new transportation options, (3) identification of mechanisms for consumer-driven provider accountability, and (4) increased technical and disability awareness training for transit drivers.

As a result, all 65 eligible counties have a contract with PENNDOT to provide service under the Persons with Disabilities Rural Transportation Program, with sixty counties actively providing the program. The project and other coalitions advocated for the start up of service in the final group of eligible counties. In the area of increased technical assistance and disability awareness, the project actively trained drivers and supervisors of new providers in awareness and passenger assistance procedures.

To improve accountability and effectiveness, the project developed recommended shared-ride driver standards including defensive driving, disability awareness, passenger assistance and securement, safety and security, and customer service. A statewide meeting of consumers was held and a survey of service options was conducted in order to learn of innovations and options for transportation services and to identify new approaches. Finally, in a continuous manner, our project has worked with the Transportation Alliance to develop ways for consumers to have input into the development of standards, policies and performance standards for the Rural Transportation Program providers.

**192,526 people**

have transportation services through Council efforts

**\$7,411,983**

leveraged for transportation

**20 people**

that were trained in transportation assisted in organizing the "Millionth Ride Celebration," marking a significant milestone in our rural transportation efforts

**Outcomes**

# Internal Capacity & Cross Cutting

In an effort to assess the impact of our work when it comes to informing the general public and relevant policy-makers around the Commonwealth, all Council funded projects collected outcome numbers in the area which the PA Council refers to as “Cross Cutting.” A notable outcome in this area included extensive distribution of Outlooks, the Council’s own newsletter, highlighting its work and covered topics ranging from inclusive education, voting rights and Fall 2008 elections, transition to adult life, and an issue highlighting the Council’s newest grantees. The Council’s website more than doubled its number of visitors from previous years. The Slice of PIE public policy newsletter, which informs on public policy and legislative issues of concern to the disability community in Pennsylvania, also was heavily disseminated statewide. We created a position paper on Voting Rights and major undertakings that would enable people with developmental disabilities to exercise their rights and establish themselves as a political block. The paper outlined principles for success, including polling place access, voter education, voter support services, and human service agency responsibilities under the National Voter Registration Act.

We continued our commitment to build our capacity in the area of cultural competence. Our grantee for Cultural Competency Standards assisted us in drafting a “roadmap” framework to be used with all of our grantees. In an effort to provoke thoughtful discussion within Pennsylvania, we issued our Cultural Competence Discussion Paper. In this paper, we outlined our observation that there must be a path beyond “curing” or “accommodating” or “fixing” or “tolerating” difference by virtue of disability or any other diversity factor within our communities. We invited the community to consider how outcomes, services and their designs, in order to align with cultural competence, must necessarily be diverse within themselves. We stressed that concepts embraced from the dominant culture, such as the notion of “independence” may itself be in conflict with cultural competence given that some cultures value interdependence and group decision-making. It was our hope that raising these issues would stir conversations and dialogue on these important concerns and that such dialogue will continue and grow.

## outcomes

5,000

public policy newsletters were distributed

2,000

Council newsletters were distributed in print and electronically

158,937

visits were made to the Council’s website at Paddc.org

508,524

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

2,299

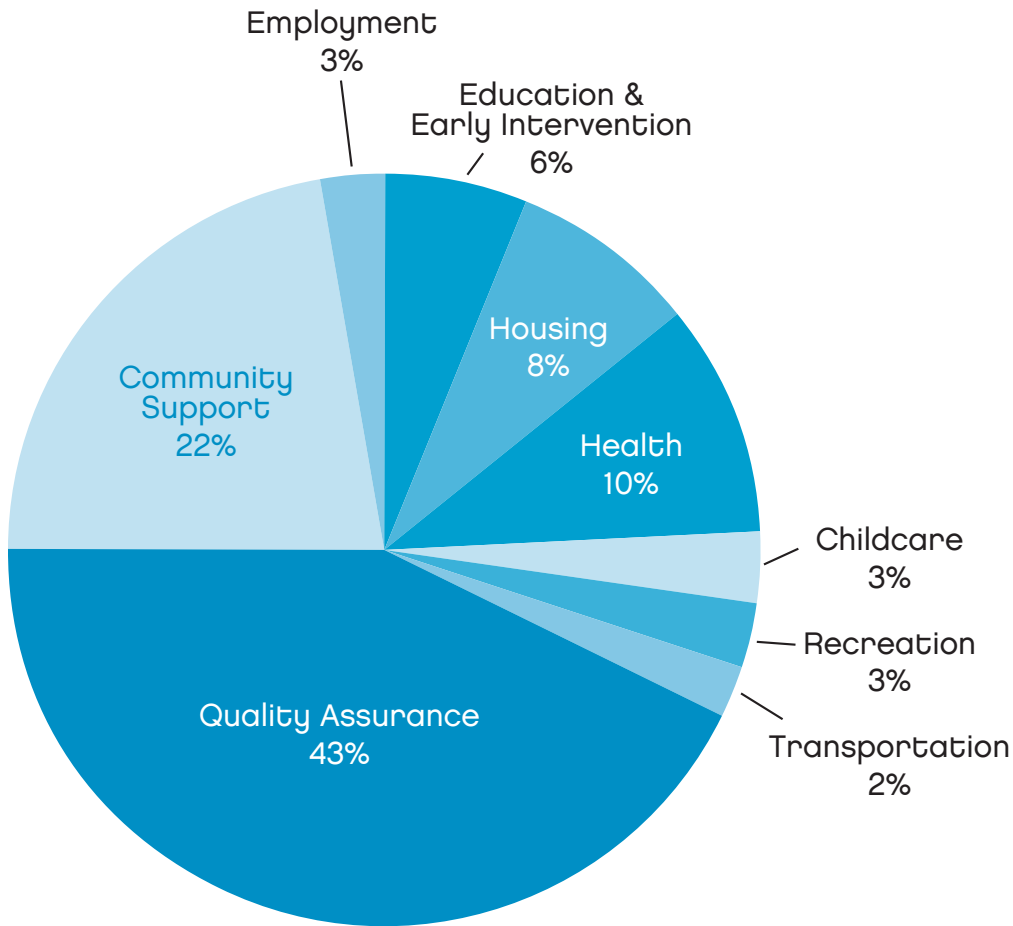
discrete products were created by the Council and disseminated to policymakers and the general public

2,806

public policymakers educated by the Council on issues related to its initiatives



# Fiscal Year 2008 } . . . . .



Employment	\$63,924
Education & Early Intervention	\$159,711
Housing	\$215,679
Health	\$251,073
Childcare	\$85,597
Recreation	\$78,019
Transportation	\$49,342
Quality Assurance	\$1,070,501
Community Support	\$567,299
<b>Total Grants</b>	<b>\$2,541,145</b>
Administrative	\$874,463
<b>Total</b>	<b>\$3,415,608</b>



# { Projects Active in 2008

## Abilities in Motion

Grassroots Advocacy  
Reading, PA

## ACHIEVA

Accessible Dental Services  
Pittsburgh, PA

## AHEDD

Business Leaders Network  
Camp Hill, PA

## AIDS Services in Asian Communities

Cultural Competency Standards  
Philadelphia, PA

## Anthracite Region CIL

Small Grant  
Hazleton, PA

## Arc of Chester County

Small Grant  
West Chester, PA

## Arc of Dauphin and Lebanon Counties

Small Grant  
Harrisburg, PA

## Arc of Indiana County

Small Grant  
Indiana, PA

## Arc of Lehigh and Northampton Counties

Grassroots Advocacy  
Bethlehem, PA

## Arc of Delaware County

Local Advocacy Organizing Coalitions  
Swarthmore, PA

## Arc of York

Building Inclusive Recreation  
York, PA

## Autism Living and Working

Grassroots Advocacy  
Philadelphia, PA

## Berks County Intermediate Unit

Transition to Adult Life  
Reading, PA

## Catholic Charities of the Diocese of Harrisburg

Grassroots Advocacy  
Harrisburg, PA

## CIL of North Central Pennsylvania

Small Grant  
Williamsport, PA

## CLASS-UCP Pittsburgh

Building Inclusive Recreation & Communications/Publications  
Pittsburgh, PA

## Community Resources For Independence

Small Grant  
Erie, PA

## Disability Rights Network of PA

Local Disability Coordination and Training & Personal Care Homes Demonstration Project  
Harrisburg, PA

## Disability Rights Network of PA

Legal Advocacy  
Philadelphia, PA

## East Suburban Citizen Advocacy

Small Grant  
Murrysville, PA

## Elizabeth M. Boggs Center on Developmental Disabilities

Faith Community Leadership  
New Brunswick, NJ

## Family Service Association of Wyoming Valley

First Responders Disability Awareness  
Wilkes Barre, PA

## Human Services Research Institute (HSRI)

Evaluation – Route to Success  
Cambridge, MA

## Korean Community Development Services Center

Minority Community  
Philadelphia, PA

## Lancaster Disabled For Change and Justice

Small Grant  
Lancaster, PA

## Lehigh Valley CIL

Transition to Adult Life; Housing Advocacy; Educating Private Landlords; Building Inclusive Recreation; Council Archives & Deaf/Hard of Hearing Communications/Accommodations  
Allentown, PA

## The Alliance For Inclusive Education/ Liberty Resources

Grassroots Advocacy  
Philadelphia, PA

## Life and Independence For Today

Local Advocacy Organizing Coalitions  
St. Mary's, PA

## MARC Advocacy Services

Grassroots Advocacy & Small Grant (2)  
Eagleview, PA

## Mental Health America of Allegheny County

Local Advocacy Organizing Coalitions  
Pittsburgh, PA

## Projects Active in 2008 (continued)

### Mental Health Association of Reading and Berks

Grassroots Advocacy  
Shillington, PA

### Neighbours, Inc.

Transition to Adult LiFe  
Springfield, PA

### Northampton Community College

Building Inclusive Childcare  
Bethlehem, PA

### Northeast PA CIL

Small Grant  
Scranton, PA

### PA Academy of Family Physicians

Educating Medical Professionals in  
the Community  
Harrisburg, PA

### Pennsylvania Coalition Against Rape

Abuse Identification and Reporting  
Enola, PA

### Pennsylvania Education and Advocacy Leadership Center (PEAL Center)

Educational Rights  
Pittsburgh, PA

### Pennsylvania Education For All Coalition, Inc.

Educational Rights  
Norwood, PA

### PA Health Law Project

Health Law Education & Self Directed  
Support Corporations  
Harrisburg, PA

### Pennsylvania Mental Health Consumers' Association

Grassroots Advocacy  
Harrisburg, PA

### Pennsylvania Partnership for the Deaf / Blind

Grassroots Advocacy  
North Wales, PA

### PA SILC

Voting Rights  
Harrisburg, PA

### Philadelphia Coordinated Health Care

Dual Diagnosis Services and Support  
Philadelphia, PA

### Pittsburgh Local Task Force on Right To Education

Grassroots Advocacy  
Pittsburgh, PA

### RTR Associates

Research on Transportation To and From Work  
Pittsburgh, PA

### Self Determination Housing Project

Housing Advocacy Coordination  
Downingtown, PA

### Smokey Mountain Research Institute

Measuring Outcomes For Children  
Morganton, NC

### South Central Sickle Cell Council

Minority Community  
Harrisburg, PA

### Speaking For Ourselves

Self Advocacy  
Philadelphia, PA

### Spectrum Community Services

Small Grant  
Bethlehem, PA

### Temple University Institute on Disabilities

Criminal Justice & Leadership Development  
Philadelphia, PA

### Temple University College of Health Professions

Promoting Inclusion in High School  
Philadelphia, PA

### United Cerebral Palsy of Pennsylvania

Policy InFormation Exchange  
Harrisburg, PA

### UCP of South Central PA

Availability of Supports Within the Home  
Hanover, PA

### United Disabilities Services

Transition to Adult LiFe & Transition:  
Community of Choice  
Lancaster, PA

### Very Special Arts of PA

Community Accessibility  
Philadelphia, PA

### Vision For Equality

Self Advocacy Support & Small Grant  
Philadelphia, PA

### Volunteers of America – Pittsburgh

Entrepreneurship  
Sharpsburg, PA

### Youth Advocate Programs

Small Grant  
Harrisburg, PA

# Pennsylvania Developmental Disabilities Council

(membership as of April, 2009)

## The Council

Edward Rendell, Governor  
Commonwealth of Pennsylvania

JeFF Parker, Pittsburgh  
Council Chairperson

Graham Mulholland  
Executive Director

## Council Members

Pam Auer, Harrisburg  
(Representing Disability Rights Network)

Kevin Casey, Harrisburg  
(Representing the Secretary of Public Welfare)

Amy Deluca, Pittsburgh  
(Representing the Secretary of Education)

Dara DeRoiste, Harrisburg

Katrine Erie, Butler

Chris Grandy, Charleroi

Roger Grandy, Charleroi

Amy High, Hummelstown

Randy Loss, Harrisburg  
(Representing the Secretary of Labor and Industry)

David Mitchell, Philadelphia  
(Representing the Institute on Disabilities at Temple University)

Jane Mitchell, Harrisburg  
(Representing the Secretary of Health)

Zetta Murphy, Pittsburgh

John Osenbach, Kutztown

Betty Patterson, Pittsburgh

Florence Reed, Pittsburgh

Nancy Richey, Mechanicsburg

William Schultz, Mechanicsburg

Jean Searle, Philadelphia

## Committee Members

Grace Egun, Hershey

Celia Feinstein, Philadelphia

Carol MarFisi, Philadelphia

Carl Marshall, Harrisburg

Paul O'Hanlon, Esq., Pittsburgh

Nathaniel Williams, Pocono Lake

Lisa Yaffe, Harrisburg

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