



## **EMPLOYMENT FIRST UPDATE, January 19, 2018**

Greetings Illinois Employment First,

January is a month to celebrate advocacy, social change, the fight for equality and the relentless efforts of those who lead and inspire by living their mission. I hope that our community of practice took a moment on 1/15/18 to think about the great changes brought about by Dr. Martin Luther King, Jr.'s leadership in the civil rights movement. In the spirit of communing with that mission I wanted to share some words about the meaning of the Dr. Martin Luther King Jr. Holiday by Coretta Scott King:

Excerpts from the Meaning of the King Holiday by Coretta Scott King

"The Martin Luther King, Jr. Holiday celebrates the life and legacy of a man who brought hope and healing to America. We commemorate as well the timeless values he taught us through his example — the values of courage, truth, justice, compassion, dignity, humility and service that so radiantly defined Dr. King's character and empowered his leadership. On this holiday, we commemorate the universal, unconditional love, forgiveness and nonviolence that empowered his revolutionary spirit.

We commemorate Dr. King's inspiring words, because his voice and his vision filled a great void in our nation, and answered our collective longing to become a country that truly lived by its noblest principles. Yet, Dr. King knew that it wasn't enough just to talk the talk, that he had to walk the walk for his words to be credible. And so we commemorate on this holiday the man of action, who put his life on the line for freedom and justice every day, the man who braved threats and jail and beatings and who ultimately paid the highest price to make democracy a reality for all Americans.

Dr. King once said that we all have to decide whether we 'will walk in the light of creative altruism or the darkness of destructive selfishness. Life's most persistent and nagging question, he said, is 'what are you doing for others?'"

<http://www.thekingcenter.org/meaning-king-holiday>

To mark additional gains in social justice and advocacy, the National Rehabilitation Center has put together information about laws enacted after historical advocacy efforts for civil rights for individuals who have disabilities. Next week we will also mark the 79th anniversary of the birth of Ed Roberts, another civil rights pioneer who fought for the rights of people with disabilities to live independently in the community of their choosing. The [disability rights movement](#) has led to the passage of important civil rights legislation like the [Americans with Disabilities Act \(ADA\)](#) and [Section 504 of the Rehabilitation Act](#), among others. Learn more about [some of the laws protecting the rights of Americans with disabilities](#) along with research and resources to help understand your rights and responsibilities in our FAQ.

Let us continue our advocacy efforts with the spirit of the front line advocates who came before us to unite diverse voices in order to peacefully and vigilantly force change. This will require careful,

collaborative contemplation of complex challenges. How do we get from point A to point B? This image, shared by a colleague, embodies a thoughtful analysis of the process and end result of positive system change.

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

*Faith is taking the first step even when you don't see the whole staircase. – Martin Luther King, Jr.*

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### 1. WEBINARS

- **Webinar: Best Practices in Training Service Providers in Transition Competencies**

The NIDILRR-funded [Research and Training Center for Pathways to Positive Futures: Building Self-Determination and Community Living and Participation \(Pathways RTC\)](#) will host a webinar, [Best Practices in Training Service Providers in Transition Competencies](#), January 23rd, 1-2pm ET. The team from the [Pathways Transition Training Partnership](#) will discuss the outcomes of a study of online

competency-based training for transition service providers. Team leaders will share experiences of facilitating team-based learning and report on the preliminary findings of a national survey of transition service providers' training needs and preferences. Registration is free and required. This project is also supported by the Substance Abuse and Mental Health Services Administration (SAMHSA).

- **March is around the corner, get ready for DD Awareness Month**

**Webinar: Tuesday, January 23, 2018, 3pm ET**

March is Developmental Disabilities Awareness Month. As in previous years, the National Association of Councils on Developmental Disabilities, Association of University Centers on Disabilities, and National Disability Rights Network are partnering to launch a social media campaign to highlight the many ways in which people with and without developmental disabilities come together to form strong, diverse communities.

On Tuesday, NACDD will host a webinar to reveal the campaign's theme and share how you can join the effort.

[Learn more and register for the webinar.](#)

- **Conflict Resolution Resources for Peers**

Do you know how to communicate effectively in conflicts and where to find resources for when conflicts escalate? This program introduces conflict resolution processes, skills you can use to manage conflicts, and resources you can access when you need help. We will specifically highlight conflicts related to mental health and roles peers can play in resolution. All participants will receive access to online resources they can use immediately following the presentation. Dan Berstein, MHS will be the presenter. Dan is the Vice Chair of the Diversity Committee of the American Bar Association's Section of Dispute Resolution. He developed the Dispute Resolution in Mental Health Initiative at the CUNY Dispute Resolution Center.

To register:

<https://meetny.webex.com/meetny/onstage/g.php?MTID=e8cbcd5c188a361783c82755e3ed5c131>

**Tuesday, January 23, 2018 2:00 pm**

**Eastern Standard Time (New York, GMT-05:00)**

**Duration: 1 hour 30 minutes**

- **"Ask Me Anything" Employment Series**

National Resource Center on Employment

**You're invited to ask an expert about coping with mental health problems that interfere with work.**

**On Wednesday, January 24, 2018 from 2:00-3:00 PM ET, Joe Marrone, via webinar, will answer any questions you have related to funding and politics supporting employment in mental health systems of care.**

This **free, online event** is not a presentation but an [interactive question & answer webinar](#).

Regardless of whether you are a person living with a mental health condition, a family member, an administrator of a service, a provider, a researcher — you can use the time to ask anything related to mental health problems that interfere with work to our guest expert.

For example, you could ask about:

- What gets in the way of creating more funding and policies supporting employment in mental health systems of care? What has been done successfully to support this?
- How do mental health systems of care reinforce employment as an essential part of a Recovery-Oriented system of care rather than just funding some "boutique" small supported employment programs?
- What should be the respective roles of VR and mental health systems in developing and funding employment for people with mental health conditions?

**Joe Marrone**, is a Senior Program Manager for Public Policy at the Institute for Community Inclusion/UMASS BOSTON and is also Coordinator of Training/ TA at the NIDRR funded Vocational Rehabilitation and VR Management RRTC based at ICI and the RSA funded 5 year research grant on helping Social Security recipients achieve economic self-sufficiency. In addition, he is currently working with Tribal and Alaska Native VR programs across the country on various projects. He was formerly the Associate Director of the largest community mental health center in Washington State as well as having a 17 year career in public VR. He has consulted, trained, & lectured in all 50 states, Canada, Puerto Rico, Asia, and Europe. He has over 40 years direct service/ administrative experience in delivering rehabilitation services and in community mental health. Joe has been on the staffs of the New England Psychiatric Rehabilitation Training Program and the University of Massachusetts at Boston, the Michigan State University Long -Term Training Grant in Psychiatric Rehabilitation as well as of the University of Pittsburgh/Western Psychiatric Institute's National Psychiatric Rehabilitation Training Grant. He has also been an Adjunct Faculty Member of the New England School of Professional Psychology and the Boston University School of Medicine. He is also on the Editorial Boards of Psychiatric Rehabilitation Journal, Psychiatric Services, Journal of Mental Health, American Journal of Psychiatric Rehabilitation, and the Journal of Behavioral Health Services & Research.

[Register for the FREE webinar now and Ask Any Questions!](#)

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- **"Building Relationships to Improve Employment Outcomes"**  
**Join us on Thursday, January, 25, 2018 at 2pm EST.**

This webinar will provide practical approaches from proven field success for building sustainable relationships with employers and improving employment outcomes for people with disabilities. All too often, employment service professionals market their job seekers using tax incentives and

compliance initiatives rather than developing a broader marketing approach highlighting the talent of individuals with disabilities and value they can bring to the workplace. Information will be provided on effective strategies, such as the use of business testimonials and the importance of developing a personal relationship with key representatives with hiring authority while addressing disability-related concerns such as accessibility, accommodations and supervision.

### [REGISTER FOR THE WEBINAR](#)

- **Recovery LIVE! Virtual Event**  
**Communicating the Role of Peer Supports**



**Thursday, January 25, 2:00–3:00 p.m. ET**

SAMHSA's Bringing Recovery Supports to Scale Technical Assistance Center Strategy ([BRSS TACS](#)) invites you to a conversation with leaders from different types of peer- and family-run organizations about effectively communicating with stakeholders regarding how peer support services advance and support treatment, recovery and resiliency for adults, youth, and family members.

Speakers will discuss the evidence and share examples of strategies and language they have used successfully to educate providers, potential partner organizations, funders, and the general public about the effectiveness of peer supports in behavioral health. Speakers will also discuss ways to use the new *BRSS TACS Peer Information Briefs* on this topic.

#### **Presenters:**

[Linda Lentini](#), Director of Healing From Within (division of Advocacy Unlimited)

[Hugh Davis](#), Executive Director, Wisconsin Family Ties

[Dona Dmitrovic](#), Executive Director, Foundation for Recovery

[Chacku Mathai](#), Director of the NAMI STAR TA Center, will moderate the event.

BRSS TACS hosts free monthly *Recovery LIVE!* virtual events on current topics in the field. *Recovery LIVE!* participants engage directly with speakers and each other through live chatting, polls, and other interactive features. Be part of the conversation!

[Register](#)

- A SAMHSA sponsored webinar developed under contract by the National Council for Behavioral Health, will take place **Friday, January 26th at 2pm ET** called **“Peer Support: A Critical Component in Supported Housing”**.

Evidence shows that individuals living with a substance use disorder and serious mental illness can achieve and sustain long-term recovery. To help these individuals, there are services and supports behavioral health providers and community leaders could develop and implement. Join the National Council to explore how peer support and housing strategies increase the likelihood of successful recovery.

Presenters: Tom Hill, Vice President of Practice Improvement, National Council for Behavioral Health, Lyn Legere, Lyn Legere Consulting

[Register here](#)

- **Cornell University Disability Status Report Rollout Webinar**  
**The latest statistics on Americans with Disabilities**  
**January 30, 2018, 2:00 - 2:30pm (EST)**

Cornell research found that in 2016, 36.2% of working-age (21-64) people with disabilities were employed, compared with the 78.9% of people without disabilities. Moreover, 26.6% of working-age Americans with disabilities lived in poverty, compared to 10.9% of those without disabilities. These dramatic discrepancies continue to separate Americans with disabilities from their peers without disabilities. The relevance of these statistics to the process of developing and maintaining policies that relate to people with disabilities in the United States cannot be overstated.

**WHAT:** Cornell University's Yang-Tan Institute on Employment and Disability (YTI) will host a **free online webinar** to present the findings from the 2016 Disability Status Report. This free webinar will explore data from the recently released 2016 American Community Survey (ACS) related to disability and employment, education, poverty, household income and annual earnings.

**WHO:** The information presented will have relevant to policy analysts and policy makers, disability advocates, government representatives, educators, researchers, the media, individuals with disabilities and their family members, workforce development professionals, and the general public.

**WHEN:** Tuesday, **January 30, 2018 from 02:00 PM to 02:30 PM EST**

**WHY:** To introduce the new Disability Status Reports and demonstrate tools to access disability statistics.

**WHERE:** To register for this free webinar, please go

to: <http://register.yangtaninstitute.org/register/index.cfm?event=6567>

The Disability Status Reports are produced and funded by the Yang-Tan Institute on Employment and Disability at the Cornell University ILR School

- **Employment First State Leadership Mentoring Program**  
Community of Practice Monthly Webinar, Theme: Strategies for Provider Transformation to Secure Competitive Integrated Employment  
**January 31, 2018, 3:00-4:00 ET**  
<http://www.econsys.com/eflsm/copwebinar/>

**Topic: Funding Strategies to Support the Shift from Facility-based Services Toward Those that Lead to Creative, Integrated Employment Models.**

During this month's COP webinar, participants will learn about funding and rate reimbursement strategies for service providers and states to increase integrated employment outcomes. Jeannine Pavlak will also discuss funding diversification and re-alignment and strategies to assist service provider make the transition from facility to community integrated service models. Webinar participants will learn about steps providers and states can take to increase employment outcomes for people with disabilities, including those with significant disabilities.

**Webinar Objectives**

- Service providers often have substantial investments in physical buildings from years of facility-based service delivery models. How do we manage the transition from settings that may segregate to services that lead to competitive integrated employment?
- State funding and rate reimbursement strategies must align with policy objectives. What are some of the options and strategies that are leading to increases in competitive integrated employment?
- The number of people with disabilities in the workforce is increasing (21% in October 2017). But are we really seeing an increase in competitive, integrated employment? What are the barriers to career pathways and access to individual integrated employment.

**Special Guest: Jeannine Pavlak**



Jeannine Pavlak, M.S., NPM, is the President and CEO of New England Business Associates, a community provider known nationally and internationally for their work in community integrated employment. Through her stewardship, she has grown the organization to serve over 900 individuals annually, assisting them in attaining community integrated employment throughout the states of Massachusetts and Connecticut, as well as providing services as an Employment Network through TTW to individuals in 40 additional states. With close to 30 years of experience in the disability employment field, Jeannine has consulted on a number of topics including staff development, data collection and benchmarking, best practices in community integrated employment, braiding funding, school to work transition, TTW and self-employment. More recently, Ms. Pavlak began providing technical assistance to organizations interested in transforming their service delivery model from facility based to community based.

**Webinar Procedures**

1. In advance of the webinar, we strongly recommend you test your connection and review the [Adobe Connect Instructions and Troubleshooting Tips](#)

2. On the day of the webinar, enter room here: <http://www.econsys.com/eflsm/copwebinar/>
3. In the GUEST field, enter your **first and last name followed by state abbreviation (i.e., Jeff, Smith, DC)**.
4. To connect your audio, follow the prompts to enter your phone number (direct line), and the system will immediately call you back (see [step-by-step instructions](#))
5. If you are unfamiliar with Adobe Connect, please review these [tips](#) before participating.



**12:00-1:00 p.m. EST on Wednesday, January 31**

**[REGISTER NOW](#)**

How did **The Center for Mental Health (CMH) in Colorado** transform their client care model? On this National Council for Behavioral Health webinar, the CMH will share how they are transforming their client care model by incorporating a digital behavioral health platform in a **peer-led setting**. The presentation will explore the CMH's transition to an innovative digital care model through its partnership with myStrength, and share outcomes from an evaluation of technology's impact on treatment capacity and costs. Participants will learn practical, real-world insights that demonstrate the powerful clinical effectiveness of digital care, including:

- A case study illustrating how the CMH was able to **increase client encounters by +50% and boost revenue streams** – with limited impact to overhead costs
- How digital tools can and should be incorporated to **meet the demands in a value-based setting** as well as a fee-for-service environment
- Insight on **maintaining the human connection** as well as client satisfaction with proven, clinically-based digital behavioral health tools



SHAPING POLICY • SHARING SOLUTIONS • STRENGTHENING COMMUNITY





[Register Here!](#)

**Introducing: The ANCOR/NADD 2018**

- **Dual Diagnoses Webinar Series**

*Series starts February 7th!*

[Register Today!](#)

This February, **ANCOR** and **NADD**, an association for persons with developmental disabilities and mental health needs, are proud to partner again to offer another multi-part webinar series that builds on the feedback from last year's series. The unprecedented attendance in the series made us realize there has been a hunger for these sessions as agencies and staff seek the most compassionate and effective approaches to support a person who is dually-diagnosed with I/DD and mental health needs.

In February and March, we're hosting 5 webinars that will discuss: supporting individuals at risk of challenging sexual behaviors, trauma-informed care, role of the interdisciplinary team in mental health assessments, emotional regulation, and grief treatment.

Webinars are open to everyone, but ANCOR and NADD members can register at a significant discount. *Multiply your savings by registering for the entire series and receive an additional 20% off!*

**Individual Webinars**

ANCOR or NADD Members: \$69/webinar

Non-Members: \$129/webinar

*Note: NADD members must obtain discount code from NADD.*

**5-Webinar Series Discount (20% off entire series)**

ANCOR or NADD Members: \$276 for 5-webinar series

Non-Members: \$516 for 5-webinar series

*Note: Must purchase entire series to take advantage of 20% discount. Full series purchase entitles registrant to all webinar recordings and materials made available for each session.*

**SESSION #1**

[Community Support of Individuals at Risk of Challenging Sexual Behavior](#)

February 7, 2018 (1:00pm – 2:00pm, ET)

**Presenter:** Marc Goldman

**SESSION #2**

[A CEO's Practical Guide to Trauma](#)

February 14, 2018

**Presenters:** Kevin Aldridge, Managing Partner, Aldridge Palay Group  
Lara Palay, Managing Partner, Aldridge Palay Group

**SESSION #3**

[Role of the Interdisciplinary Team in Managing Psychotropic Medications](#)

February 21, 2018

**Presenter:** Dr. Thomas Scheidemantel, MD, Senior Instructor in the Department of Psychiatry,  
Case Western Reserve University School of Medicine

**SESSION #4**

[Looking Under the Hood: Emotion Regulation and Dual-Diagnosis](#)

February 28, 2018

**Presenter:** Julie F. Brown, PhD; author of the *Emotion Regulation Skills System for the Cognitively Challenged Client: A DBT™-Informed Approach* (2016)

**SESSION #5**

[Grief, Death, and Dying: Helping Those We Support in Navigating the Border Between Life and Death](#)

March 14, 2018

**Presenters:** Margaret Gilbride, JD, CT, Director of Transition, Employment, and Aging & Disability, The Boggs Center on Developmental Disabilities  
Tony Thomas, Executive Director, Welcome House Inc.

- **Recovery to Practice to Host Two Webinars (as Part of a Four-Part Series)**

The two remaining webinars in the four-part Recovery-Oriented Cognitive Therapy (CT-R) Webinar Series will take place from **1 p.m. to 2 p.m. ET on February 7 (“Team-based CT-R for Building Empowerment and Resilience”)**, and **February 21 (“Implementation of CT-R Across a System, Lessons of Success.”** The first session was held on January 3, the second on January 17. “While this is a four-part series, you may attend one or all of the sessions. Registration will be necessary for each session,” the organizers write. For more information and to register, [click here](#).

- **On February 26 from 2:30 p.m. to 4:00 p.m. ET, the Bazelon Center for Mental Health Law will present *Criminal Justice, the Americans with Disabilities Act and People with Mental Illnesses*.** For more information and to register, [click here](#).
- **February 27 at 2 p.m. ET, the National Coalition for Mental Health Recovery will present *Self-Direction through Personalized Budgeting*.** For more information and to register, [click here](#)

Date:  
February 13, 2018

Time:  
9:00 am - 2:00 pm

Location:  
[National Academy  
of Sciences  
Building](#), 2101

Constitution  
Avenue, NW,  
Washington, DC

& Online  
Cost: Free

[Event Registration](#)

**Join the Rehabilitation Research and Training Center on Disability Statistics and Demographics (StatsRRTC) for the release of the 2017 Annual Disability Statistics Compendium.**

Participants are invited to join the event either in-person or **online**. The event will be archived for later viewing.

The Compendium release event includes a roll-out of new data and statistics, and a panel of government agencies discussing trends and data usage.

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**About the Compendium:**

The Compendium is a web-based tool that pools disability statistics published by various federal agencies together in one place. When working on legislative and other matters relating to persons with disabilities, the Compendium will make finding and using disability statistics easier.

**2. THOUGHTS AND ADVICE FROM ASHLEY, IDHS' P.A.C.E. INTERN**

**(Picture of Ashley and Tania, chosen by Ashley)**

**What advice would you give a job seeker with a disability?**

The advice I would give a job seeker with a disability is keep your head/chin up, you can do it, hang in there, follow through, anything is possible, don't give up, and stick with it.

**How did you follow through in your job search?**

I graduated dog grooming school in Loveland Colorado and got my certificate as well. The name of the school I went to for dog grooming was called Classy Pup Dog Grooming. There were five of us that graduated in 2015.

**What are some of the challenges you face due to your disability?**

I have some learning disabilities that are hard to deal with because I felt like I was being eliminated from everyone else, I felt like I was excluded from everyone else, and I felt separated from everyone else. I was bullied in school. Some of the learning disabilities I have are memorization, I repeat myself and I don't realize I do it, visualizing, speech impairment, and I don't remember the other ones if I have any others.

I have accepted what I got though even if I don't like having learning disabilities. I just wish people that don't have learning disabilities could trade places with the people that have a learning disability just so they know what it is like.

**How did your parents and teachers help you achieve goals?**

My parents are my support because they taught me how to do chores and how to drive. They also helped me with homework when I needed the help. They helped me walk and talk. My parents were also there for me when I needed them to be even though I have a hard time opening up to people. They basically helped me with everything.

I had a para in almost every class in high school because I struggled with understanding things and I wouldn't have graduated high school. A para is like an extra teacher. I liked having an extra teacher because if it wasn't for them, then I wouldn't have graduated high school. I also didn't like to have an extra teacher because it was embarrassing for me because I was kind of the only one who needed one in all of my classes.

**What is your dream job and what the steps you are taking to obtain it?**

My dream job is to take pictures of animals and anything in nature. The thing I am doing to reach it is working with animals and practice taking pictures.



**What would you say to employers who are thinking of hiring people who have disabilities?**

I would say to employers who are thinking of hiring people who have disabilities to give them a chance because they are just like everyone else who can do anything. Just because they are different doesn't mean they don't deserve a chance or they aren't capable of doing it.

**What would you say to service providers who are helping people who have disabilities find jobs?**

I would say to service providers who are helping people who have disabilities to find jobs- get them to tell you what they can do and what they can't do. If they tell you what they are good at then you can put them in that certain job but if they don't tell you what they can't do then they will struggle with the job and eventually get fired which I don't want.

**3. FUNDING OPPORTUNITIES**

- **Robert R. McCormick Foundation – Chicago Blackhawks Community Fund** – (*Letter of Inquiry for 2018 Grants due February 8*) The Chicago Blackhawks Community Fund, a fund of the Robert R. McCormick Foundation, is committed to helping Chicagoans by supporting nonprofit organizations with programs that transition low-income youth, children and families to achieving self-sufficiency. The two issue areas eligible to receive funding under this grant opportunity are: (1) Child and Youth Education, and (2) Housing. Applicants must have 501(c)(3) federal tax-exempt status, demonstrate one full year of program services and outcomes, demonstrate a strong financial position, serve residents of the Greater Chicago Metropolitan region, and report strong measurable outcomes and meet grant-making criteria in *one* funding area. Previous Chicago Blackhawks Community Fund grants have ranged from \$30,000 - \$150,000 in funding.
- **Circle of Service Foundation** – (*Applications accepted year-round*) The Circle of Service Foundation provides funding in the focus areas of: Education, Jewish Community, Medical Research, and Community Services (Cook and Lake Counties). COSF accepts applications by invite only for: Education requests, Jewish Community requests for organizations without programming in Cook or Lake County, and Medical Research Requests. Applicants must be a public charity under section 501(c)(3) of the Internal Revenue Code that received at least \$75,000 in private revenue during the last fiscal year. COSF provides funding through [Challenge Grants](#).
- **The McHenry County Community Foundation – Health, Human Services Grants** – (*Applications due April 18, 2018; funding varies according to applicant organization size*) The McHenry County Community Foundation accepts proposals from any non-profit organization with an IRS tax exempt status that services McHenry County residents. The 2018 grant cycle offers funding in the areas of: (1) Health, to support the mental, physical, social, and emotional wellbeing of residents in the community; and (2) Human Services, to serve basic human needs for populations underserved or underrepresented.
- **CRIMINAL JUSTICE.** Substance Abuse and Mental Health Services Administration is offering up to \$330,000 for fiscal year 2018 Law Enforcement and Behavioral Health Partnerships for

Early Diversion grant applicants. The purpose of this program is to establish or expand programs that divert adults with a serious mental illness or a co-occurring disorder from the criminal justice system to community-based services prior to arrest and booking. Special consideration will be given to applicants proposing to use grant funding to support early diversion services for veterans. [Learn more and apply by March 5, 2018.](#)

- [DRRP Traumatic Brain Injury \(TBI\) Model System Centers Collaborative Research Project](#)  
The purpose of this project is to improve the lives of people with TBI through a multi-site collaborative research project on a topic related to rehabilitation. It will leverage the capacities of the TBI Model Systems Centers and contribute to the advancement of evidence-based rehabilitation interventions. Eligible applicants must provide a continuum of care for people with TBI, including emergency medical services, acute care services, acute medical rehabilitation services, and post acute services.

Please visit the link above for more details about the grant opportunity and application process. **This grant opportunity closes on March 13, 2018.**

- **NEW Disability and Rehabilitation Research Projects (DRRP) Program: Employment of Individuals with Disabilities (Development) Forecast 1**  
<https://www.grants.gov/web/grants/view-opportunity.html?oppld=300074>
- **NEW Disability and Rehabilitation Research Projects (DRRP) Program: Employment of Individuals with Disabilities (Research) Forecast 1**  
<https://www.grants.gov/web/grants/view-opportunity.html?oppld=300073>

#### **4. RESOURCES**

- **Food affects both our physical and mental health, and making healthy lifestyle choices, such as eating healthy, can help reduce mental stress, manage weight gain and control blood glucose levels while preventing and/or controlling chronic health conditions like diabetes.**  
The following resources can help make these lifestyle choices easier, while remaining mindful of strict budgets. [ChooseMyPlate.gov](#) contains extensive resources on healthy eating, while The Academy of Nutrition and Dietetics offers a variety of [tip sheets and activities](#) in English and Spanish that you can share with clients. [Spend Smart. Eat Smart.](#), the grocery saving application, can help you compare prices to find the best deals and the list of resources goes on! [Browse more](#) healthy lifestyle tools that will help you fight chronic diseases
- **Factsheet: Healthy Eating & Healthy Aging**  
The NIDILRR-funded [Rehabilitation Research and Training Center on Promoting Healthy Aging for Individuals with Long-Term Physical Disabilities](#) has published a new factsheet, [Tips for Healthy Eating & Healthy Aging](#). The factsheet includes tips for making healthy changes to one's diet, information on healthy eating habits, things to remember before making dietary changes, and additional resources. More factsheets from the [Aging Well with a Physical Disability series](#) are available from the project website.

- **Need help to engage your community in supporting health equity?** Health Equity Change Makers has designed a unique toolkit to help you learn and communicate how to get involved in bridging the gap. This toolkit is designed to provide ideas and resources for activities that you can do individually or in a group to help end health disparities and accelerate health equity. [Browse a wealth of action steps that you can take today!](#)
- ***The Center for Peer Support launched a brand-new newsletter!***



Interested in learning more about peer support? Whether you're a peer supporter, clinician, administrator, or just want to know more about this rapidly growing workforce, MHA's Center for Peer Support's new monthly newsletter will keep you updated on our work and the latest in peer support. Sign up [here](#).

- **Did you know that the Illinois Council on Developmental Disabilities has a stipend program that pays for Illinois families to attend conferences?**

[The Consumer Involvement Program-  
Consumer Stipend Funds](#)

The Consumer Stipend Program funded by the ICDD and managed by The Arc of Illinois helps individuals and their family members attend educational conferences that discuss topics focused on intellectual and developmental disabilities.

The program can assist financially with the many expenses involved with attending a conference, including but not limited to: registration, gas, hotel, child care and meals.

This goal of this program is to make sure self-advocates and family members have the availability to information so that they are able to make positive changes in their lives and be the best advocates they can.

***We would appreciate if you could share this information with individuals with developmental/intellectual disabilities and their families.***

Below are some examples of types of conferences that we have provided funding for:

- Autism
- Cerebral Palsy
- Down Syndrome
- PECS
- Fragile X Syndrome
- Rett Syndrome
- Williams Syndrome

- Fetal Alcohol Spectrum Disorders
- DUP15q Conference
- Batten Disease
- Transition Conference ...and many more!

[Click here](#) to for more details about applying for the Consumer Involvement Program

Please contact **Lee Ann** at 815-464-1832 or [leeann@thearcofil.org](mailto:leeann@thearcofil.org) with any questions.



Capstone  
JANUARY 2018

## Sexuality: Barriers, Supports, & Next Steps

Throughout history the sexual rights of people with intellectual and developmental disabilities have been widely restricted or even more often, completely denied and disregarded. People have experienced horrendous exploitation and abuse, as most recently evidenced by the NPR investigative series into the sexual assault epidemic that people with intellectual disabilities face.

In this edition of Capstone, we're exploring the promotion of sexual rights, sexual self-advocacy, and what organizations can do to support people in these efforts. [Read Article>>](#)



### In This Edition:

- Information about sexual self-advocacy
- Insight into an interactive research study
- Barriers that people face involving sexuality
- Guidance for supporting people's sexuality
- Profile of a successful program in Australia

[Read Article](#)

- **Two Publications Offer Help for Students with Disabilities**

Two publications from the Community for Accredited Online Schools offer, respectively, information to help students with disabilities obtain scholarships and financial aid, and to help them succeed in trade school. "There are...special financial aid and scholarship opportunities for students with disabilities," according to "Scholarships & Financial Aid for Students with Disabilities." "The purpose of this guide is to focus on these financial aid opportunities and discuss how to take advantage of them." For the guide, [click here](#). "Thriving in Trade School with a Disability" notes that "[s]ome students find vocational programs to be a viable post-secondary option as they lead to meaningful, independent work in a skilled trade. The following guide highlights the benefits of vocational education, potential



careers, and laws that protect both students and employees with disabilities. Employers can also find simple steps for promoting diversity and inclusion in the workplace.” For the guide, [click here](#).

- **Federal Government Publishes Report of ISMICC Committee Recommendations**

*The Way Forward: Federal Action for a System That Works for All People Living With SMI and SED and Their Families and Caregivers*, which comes out of the work of the Interdepartmental Serious Mental Illness Coordinating Committee (ISMICC), “describes key advances in research and strategies to improve services to [individuals with serious mental health conditions and individuals with serious emotional disturbances] based on presentations given by the members at the first ISMICC meeting.” To download the free 120-page report, [click here](#). For more information about ISMICC, including a link to view the December 14, 2017, press conference, [click here](#). To read a Medpage Today analysis of the ISMICC report, [click here](#).

- Family caregivers are an integral part of the care planning process and experience for older adults. Over half of family caregivers assist with at least one activity of daily living and are increasingly being tasked with managing difficult medical procedures and equipment, overseeing medications, monitoring side effects, and navigating complex health and long-term services and supports (LTSS) systems. Often, they are providing these services without training, necessary information, or support. **This guide includes resources that providers can use to support family caregivers, including information about mental health and respite care, care transitions, and evidence-based dementia care training.**

To view this guide, go to

[https://www.resourcesforintegratedcare.com/GeriatricCompetentCare/2017\\_GCC\\_Webinar\\_Series/Caregivers](https://www.resourcesforintegratedcare.com/GeriatricCompetentCare/2017_GCC_Webinar_Series/Caregivers)

- **Three Websites Offer Expertise in Disparate Spheres**

Three websites offer guidance in fact-finding, recovery from substance use issues, and countering the prejudice and discrimination associated with mental health conditions, respectively. The first, [Verrit.com](#), calls itself a portal that “contextualizes noteworthy facts, stats, and quotes for politically engaged citizens.” For instance, currently on its home page are the following facts (among others), with backup: “A quarter of Americans get their drinking water from untested or contaminated systems”; “In 2017, at least 99 bills to restrict voting access were introduced in 31 states”; and “Just eight men possess as much wealth as the 3.6 billion people who make up the poorest half of humanity.” A second site, [Start Your Recovery](#), offers what it describes as “Reliable substance abuse information and support,” including links to a number of people telling their recovery stories. The site does not purport to be comprehensive: It’s Substance Abuse 101, but the stories make it worthwhile. A third site, “[Mind Your Language](#),” from the UK, is “A guide to language about mental health and psychological wellbeing in the media and creative arts.” Written by Peter Kinderman and Anne Cooke—both distinguished clinical psychologists, professors, and authors—it is a good basic guide to person-first language. (Dr. Cooke edited the British Psychological Society’s 180-page manual “Understanding Psychosis and Schizophrenia: Why people sometimes hear voices, believe things that others find strange, or appear out of touch with reality, and what can help,” [available for free download here](#).)

- **“Parents with Disabilities Face an Uphill Battle to Keep Their Children”; TU Offers Resources to Help**

“Nearly [one in 10 children in the United States](#) are at risk of being removed from their home by a child welfare agency simply because their parent has a disability,” according to an article in *Pacific Standard*. “While [parents with disabilities make up only 6.2 percent of all parents](#) in the United States, a recent study found that [19 percent of children in foster care have a parent with a disability](#),” the article notes. “Bias toward parents with disabilities transcends all disability types—physical, sensory, intellectual, and psychiatric.” However, the article continues, parents who have intellectual or psychiatric disabilities experience more child custody challenges than parents with other disabilities. For the *Pacific Standard* story, [click here](#). For resources from the Temple University Collaborative on Community Inclusion about parenting with a mental health condition, [click here](#).

- **Two Online Forums Provide Safe Spaces for Mental Health Support**

Two online forums, one for youth and the other for adults, provide support for people with mental health challenges. “We have a simple mission: to provide a safe space in IRC for mental health support and information as well as just general chat,” writes the IRC Village. “We welcome those who have any form of mental illness and those who care for people who do. We are not professionals and can only offer information based on our personal experiences...” To learn more or to get started, [click here](#). At the same time, Voice Collective, “a UK-based project supporting children and young people who see, hear or sense things others don’t, has launched the first-ever online forum dedicated to supporting young people...aged 25 and under who hear voices, see visions or have other unusual sensory experiences or beliefs, as well as their parents, carers and supporters...regardless of geographical location.” For information about Voice Collective, [click here](#).

- **New Guide Promotes Supportive Academic Environments for Faculty with Mental Health Conditions**

*Promoting Supportive Academic Environments for Faculty with Mental Illnesses: Resource Guide and Suggestions for Practice*, published by the Temple University Collaborative on Community Inclusion, “focuses on ways to make college and university campuses more accessible for faculty with mental disabilities. It provides concrete suggestions for creating a ‘culture of access’ by offering effective strategies for promoting inclusive language, managing accommodations, and revising policies around recruitment, hiring, and leaves of absence.” For more information and to download the free manual, [click here](#).

- **New Reports Cover “State of Mental Health Care in 2018” and Americans’ Use of Drugs and Behavioral Health Services**

Two recently released surveys shed light on “the state of mental health care” in the U.S., and Americans’ use of drug and behavioral health services, respectively. Mental Health America (MHA) recently released its annual collection of national “[mental health facts, stats, and data](#).” And a SAMHSA-funded survey covers “The National Survey on Drug Use and Health [NSDUH],” which “has taken on new significance during the current opioid epidemic sweeping the United States,” according to a recent newsletter published by Development Services Group, Inc. “The annual survey of households tracks the use of tobacco, alcohol, and illicit drugs among Americans 12 years and older, providing researchers and policymakers with extensive national data on drug use and mental health,” DSG writes. For the MHA report, [click here](#). For the newsletter, which summarizes the 2016 survey results and includes links to more information, [click here](#).

## **5. EMPLOYER CORNER**

- [\*The Business Case for Disability Inclusion\*](#)

A recent article in the Harvard Business Review explored the business case for disability inclusion, noting the many benefits inclusive companies reap beyond those related to compliance with nondiscrimination laws. In addition to citing U.S.-specific statistics from a recent global study conducted by the Center for Talent Innovation, the article outlines four key actions companies can take to create a culture of support and inclusion for people with disabilities, including those with non-visible disabilities who may be reluctant to disclose due to fear of stigma and bias, whether conscious or unconscious. [Read the Harvard Business Review article.](#)

- [\*Guide to Employer Financial Incentives\*](#)

A variety of federal and state government financial incentives can help employers capitalize on the skills and talents people with disabilities have to offer their workplaces. Such incentives serve to advance two interrelated goals: to encourage the employment of people with disabilities and support modifications and accommodations to enhance workplace accessibility and individual productivity. To assist employers in understanding them, EARN recently developed a new website guide containing detailed descriptions of federal and state tax incentives, including those specific to veterans and return-to-work/stay-at-work initiatives. [Visit the Employer Financial Incentives webpage.](#)

- BenchmarkABILITY distills the results of our Employer Practices Rehabilitation Research and Training Center’s work into a user-friendly site that focuses on leading practices to promote disability inclusion in the workplace. Six short surveys can be taken at your own pace on the following topics: Recruitment & Hiring, Career Development & Retention, Accessibility & Accommodation, Diversity & Inclusion, Compensation & Benefits, and Metrics & Analytics. <http://benchmarkability.org/>

#### ASKEARN.ORG SPOTLIGHT



#### ***Workforce Recruitment Program***

*The Workforce Recruitment Program (WRP) connects federal and private sector employers with highly qualified and motivated students and recent graduates with disabilities seeking internships or permanent positions – and its 2018 database is now available! This page of the AsKEARN.org website explains how the program works and profiles several WRP participants who have obtained employment through it. [Visit EARN’s WRP webpage.](#)*

## **6. LET YOUR VOICE BE HEARD, GET INVOLVED**

- **Social Security Administration Seeks Input on Improving Adult Economic Outcomes for Youth with Disabilities Receiving SSI**

The Social Security Administration released a Request for Information (RFI) to elicit ideas, strategies, and best practices related to improving adult economic outcomes for youth aged 14 to 25 with disabilities receiving Supplemental Security Income (SSI). **Comments are due by February 2, 2018.**

Youth receiving SSI confront challenges due to poor health, poverty, a lack of information to access the fragmented adult service system, and other barriers. Many youth face a lack of coordinated services, especially as they leave high school and their schools no longer provide youth support. SSA's redetermination of SSI eligibility at age 18 also generally results in 30-40 percent of youth losing SSI eligibility (and the accompanying automatic Medicaid access that most SSI recipients receive) because their condition does not meet the adult standard for disability.

The RFI includes 12 questions for respondents to consider when providing comments. The input SSA receives will inform its deliberations about potential policy changes and the design of future demonstration projects for transition-age SSI recipients.

The full RFI can be viewed and comments can be made directly through the regulations.gov [website](#). A Federal Register notice is also [available](#).

- **Survey on “Uncovering Potential Talent: Non-apparent Disabilities” Seeks Respondents**

The Working Mother Research Institute writes: “The survey is being conducted...to understand how people with non-apparent disabilities (including autism, ASD [Autism Spectrum Disorder], PTSD [Post-Traumatic Stress Disorder] and other cognitive and mental disabilities) feel about their experience in the workplace (or, if they are not employed, their experience in looking for employment). The results of the survey will be used to improve employers’ ability to recruit and retain members of this critical talent pool. Your participation is completely voluntary and your responses will be confidential. Results will be reported in aggregate only. *The survey is intended for participants who have a disability, rather than for a relative or caregiver of a person with a disability.* The survey could take up to 30 minutes to complete. You will have the ability to save your results and finish the survey at a later date if you are unable to complete it in one sitting. To participate, please [click here](#). If you experience technical problems with the survey software, please email us at [disabilitysurvey@workingmother.com](mailto:disabilitysurvey@workingmother.com). Thank you in advance for your participation.”

- **“If You Are a Supervisor of Peer Workers, We Want to Hear from You!”**

Researchers are seeking peer support supervisors for a 16-question survey whose results will be used to create guidance on supervising peer workers. The survey—which will close on February 28, 2018—takes, on average, seven minutes to complete. If you supervise peer supporters in a behavioral health setting and would like to participate, [click here](#). Questions? Contact Dana Foglesong at [DFoglesong@magellanhealth.com](mailto:DFoglesong@magellanhealth.com).

- **Want to Be a Guest on *Not Broken Radio*?**

*Not Broken Radio*, “an international radio show and podcast that was initiated to have open and honest discussion about mental health and disabilities,” is inviting people to apply to be guests on the show. “*Not Broken Radio* has already helped thousands in overcoming mental health barriers, disabilities, anxiety and stress, difficulties in business, entrepreneurship, relationships, life and health with its fluent discussion about mental health without worrying about the stigma, walking on eggshells, or political correctness.” To apply to be a guest, [click here](#).

- **“Would You Like to Contribute to an Alternative Understanding of ‘Psychosis’?”**

The HUMANE—Hope/Understanding/Meaning/Acceptance/Noos (human spirit)/Empowerment—Clinic in Australia “is preparing to provide an alternative to the challenging and often unfounded perceptions of what is called psychosis in our society: Voices, visions and other realities: Psychosis 365. The intention: to share compassionate and humane ideas, views and thoughts on how we understand common human realities, often referred to as psychosis...We are asking people to record a one-minute video with their understanding of voices, visions, and other realities: Be part of the change.” For the project’s website, [click here](#). For guidance on the content and other information required in order to participate in Psychosis 365, [click here](#). Questions? Write to [info@humaneclinic.com.au](mailto:info@humaneclinic.com.au) .

## **7. OPPORTUNITY FOR WRITERS WHO HAVE DISABILITIES**

- **Sci-Fi Magazine Welcomes Submissions from Writers with Disabilities**

The deadline is February 15, 2018, for submissions “from writers who identify themselves as disabled” to *Uncanny: A Magazine of Science Fiction and Fantasy*. “What kinds of disabilities? All of them.” Fiction should be between 750 and 6,000 words, and is paid at \$.08 a word. “We do not require stories to explore issues relating to disability,” the fiction editor writes, “but we do encourage them.” For nonfiction, “We are looking for essays which explore the relationship between disability and SFF...” Length for nonfiction: between 1,000 and 2,500 words; payment: \$50 an essay. For both, writers must submit their stories (or, in the case of nonfiction, either their essay or pitch) via *Uncanny’s* “Moksha” submission system, not via email. For details and a link to the submission system, [click here](#).

**Don’t forget to check out the Illinois Employment First LinkedIn Group-join the conversation today!**