



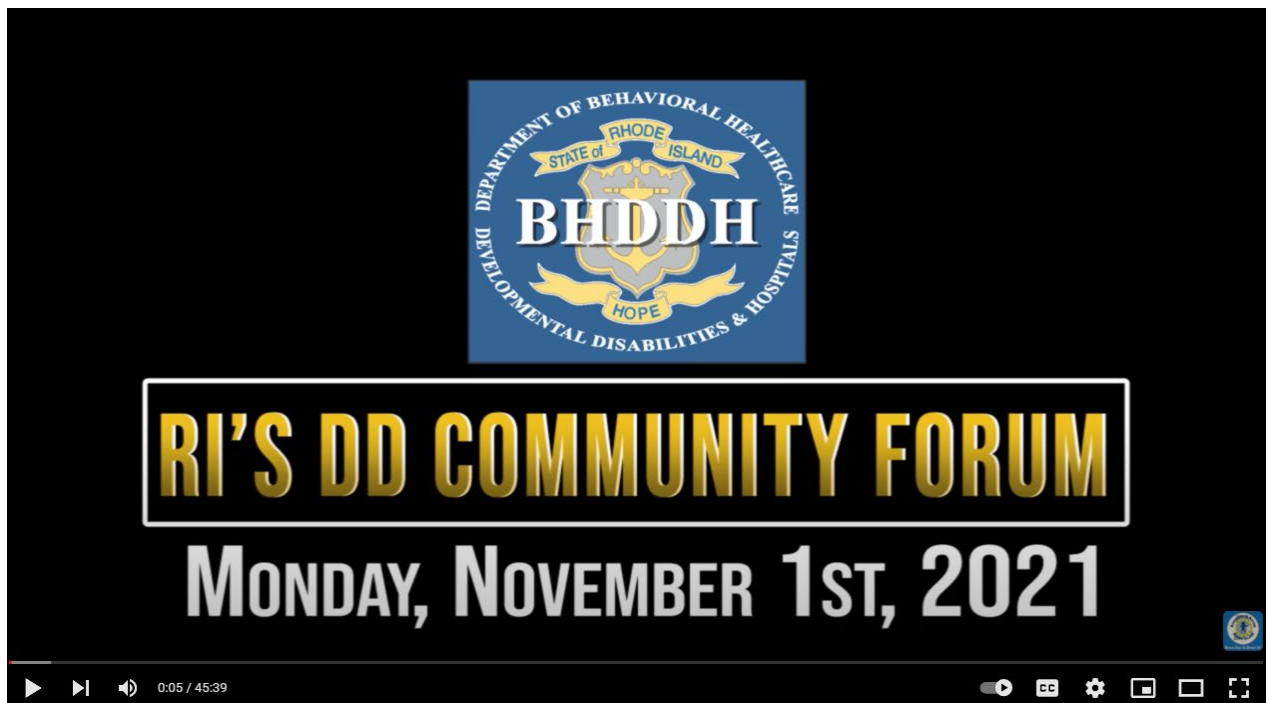
**BHDDH Offices Closed
on Thanksgiving**

The BHDDH offices will be closed on Thursday, November 25th for the Thanksgiving holiday.



DDD Community Forum

The Division of Developmental Disabilities held a virtual community forum on November 1, 2021, hosted by Advocates in Action. Watch the community forum recordings on the [Advocates in Action website](#) or [on YouTube](#).



Update on DD Consent Decree

Chief Judge of the U.S. District Court, the Honorable John J. McConnell, Jr, stated that Rhode Island has taken “historic and comprehensive” steps to comply with the consent decree which the state entered into in 2014 with the Department of Justice. The agreement guarantees a restructuring of the developmental disabilities system and raises the pays for those working in the industry.

DRRI Supported Decision Making Webinar Series with Jonathan Martinis **Session 2: Tuesday, November 16 at 6:00 PM** [RSVP for Session 2](#)

Disability Rights RI is proud to partner with Jonathan Martinis in offering five dynamic webinars on the practical application of Supported Decision-Making (SDM). The next session will be on Tuesday, November 16 at 6:00 pm. This session will focus on SDM strategies for maximizing the supports and services available in Special Education programs.

This is a free event and will offer direct access to Mr. Martinis via live questions and answers.

We are also pleased to announce the series will be co-sponsored by DRRI and their DD Network partners, [RI Developmental Disabilities Council](#) and the [Paul V. Sherlock Center on Disabilities](#).

Upcoming Sessions:

- **Thursday, December 2, 6PM: SDM in Vocational Rehabilitation**
- **Thursday January 6, 6PM: SDM in Health Care and Life Planning**
- **Thursday January 27, 6PM: The Culture of Coordinated Support Model**

Additional updates and information will be available on the [DRRI website](#) and social media channels.

This will be a dynamic, interactive, and live webinar series. Each session will allow time for Questions & Answers from participants. If you are unable to attend, these sessions will be recorded and available on the DRRI website after the event.

The video for session 1 can be found here: <https://drri.org/supported-decision-making/>.



Small Business Saturday

Saturday, November 27th

9:00 AM – 4:00 PM

Crowne Plaza, Warwick

Small Business Saturday Shop RI is a holiday shopping showcase featuring more than 100 vendors. These include: entrepreneurs, artists, Farm Fresh RI, Social Venture Enterprises, veterans, minority-owned, and disability-owned businesses — and it's THE best place to shop small in RI with a wide selection of unique services and products all in one convenient location!

This event is free for the whole family. There is no admission fee or cost for parking!

It's a day to celebrate a variety of RI small businesses, all in one convenient location at the Crowne Plaza in Warwick. Small businesses are the heartbeat of our local economy. Please join us in supporting them on Saturday, November 27, 2021.

ABOUT SMALL BUSINESS SATURDAY

Small Business Saturday is a shopping holiday held each year on the Saturday after Thanksgiving. American Express launched the campaign in 2010 to rally support and dollars for small business owners in the holiday shopping rush. The day has been steadily increasing in popularity as an alternative to the chaos of Black Friday and Cyber Monday, which typically support major retail companies.

Why shop small?

Small businesses are essential for healthy local economies, so when you shop small and local you are supporting your own community. In Rhode Island, small business make up 98% of registered businesses and provide jobs to 57% of all people who are employed in the state.

Why is this event unique?

The day offers visitors a once-in-a-year opportunity to browse a cross-section of businesses from across the state without the hassle of driving from place to place, and allows businesses to network with those from other communities. Together we can help our little state's small business economy grow and thrive. In 2017, the event welcomed over 1,500 customers, and in 2018 there were over 2,000 customers. In 2019, there were 125 vendors with diversified businesses with unique gifts and specialty items, and had over 2,800 customers. 2021 will be even better!

Organized by a collaboration of the Small Business Administration, Center for Women and Enterprise, Veterans Business Outreach Center, and the Rhode Island Developmental Disabilities Council.

We're Back In-Person!

November 27, 2021
Crowne Plaza | Warwick, RI



One Way to End Hiring Crisis? Employ People with IDD

According to recent estimates, the United States has about 10 million job openings, yet over 8.4 million unemployed people are still looking for work.

As business owners face challenges with staffing issues and Americans are confronted with longer wait times for services due to inadequate staffing, there is a way to help alleviate the labor shortage.

“People with intellectual and developmental disabilities (IDD) can be valuable assets to our workforce. Unfortunately, many businesses and employers are reluctant to hire people with disabilities, even though, in many cases, they perform as well or even better than other employees,” says Dr. Craig Escudé, President of IntellectAbility.

People with IDD are often overlooked for jobs for a variety of reasons. Employers may pass over these people because they:

- Are concerned about negative coworker reactions to the hiring of a person with IDD,
- Assume it will cost more to hire, train, and maintain employment for people with IDD,
- Believe people with IDD won't be as productive or will never develop the knowledge, skills, and attitudes necessary to complete job tasks,
- Fear litigation associated with the hiring and firing of people with IDD,
- Believe inaccurate, negative stereotypes about people with IDD,
- Want to avoid negative customer reactions which may lead to fewer business transactions, and
- Won't gain any economic incentives, such as tax credits, for hiring people with IDD.

But many people with IDD are successful at work. In Australia, a McDonald's employee with Down syndrome retired after 32 years of loyal, productive service. In Colorado, a thrift store chain employs around 350 people with IDD in various roles, including donation coordinators, clothing hangers, and room attendants.

Perhaps most notably, a café in Middletown, NJ, is staffed almost entirely by adults with IDD. The owners, whose daughter has Down syndrome, employ 34 adults with IDD and 4 with neurotypical disability.

“As an employer myself, I would tell other employers that the vast majority of folks with IDD are typically more dependable, honest, and have way more desire to please than those without IDD. They are absolutely more capable than most people might think, and they bring a lot of positive energy into a workplace that can be extremely contagious. I can say that I simply don't hear of employers who regret hiring people with IDD but often do hear how they believe their workplace wouldn't be the same without them,” says Scott Stills, Enrichment Center Director at Reach for Independence, a North Carolina service provider agency which, among their many services, helps people with IDD gain employment.

Unfortunately, many employers still believe the misconception that a person with IDD cannot be educated or trained. However, when employers take the time to teach people with IDD and modify the job to best meet their needs, they're often rewarded with a productive and long-term employee. Additionally, these companies often reap the benefits of goodwill from the community, who view the hiring and retention of people with IDD as a bonus.

Many employers gain dependable, motivated employees when they hire people with IDD. There are benefits for the person, too—by having a job, a person develops greater self-esteem as they contribute to society while earning money that allows them to live a more independent life. Ultimately, this results in happier, healthier workers who can help drive the country's economic recovery.



IntellectAbility provides tools and training to those who support people with vulnerabilities, helping them replace risk with health and wellness.

“

When we're employed, we have a sense of purpose, of responsibility and knowing that people are counting on us.

It's a very rewarding experience that everyone wants, and people with disabilities should also be able to enjoy contributing and feeling satisfied with their work.

Dr. Craig Escudé
President, IntellectAbility

”

Advancing Financial Equity for Individuals with Disabilities **National Online Dialogue**

As part of its commitment to fostering more equitable opportunities for all Americans, including those with disabilities, the U.S. Department of Labor (DOL) has engaged in a number of efforts to enhance employment and financial empowerment for people from underserved communities. Among them is [Secure Your Financial Future: A Toolkit for Individuals with Disabilities](#).

DOL is hosting this online dialogue to gather input on ways to expand and strengthen the Financial Toolkit. Specifically, they are seeking ideas from individuals with disabilities, service providers, financial institutions, and other stakeholders on strategies for improving the financial future of individuals with disabilities, especially those from underserved communities. Your input will help DOL identify new resources and information to include in the Financial Toolkit and bolster the department's efforts to advance financial equity for all.

[Click Here](#) to view posted ideas and comments or add ideas, comments and votes of your own.

**Save the Date and Register for a Celebration
of Ten Years of Supporting Families**

Wednesday, December 1, 2021

2:00 pm-4:00 pm

[Register Here](#)

The 10-year anniversary of the [National Agenda for Supporting Families with a Member with Intellectual and Developmental Disabilities](#) provides an opportunity to celebrate a decade of learning and discuss today's context and the current reality of supporting families in several key priority areas, such as:

- Enhancements to state service system structures
- Initiatives exploring and identifying promising family support principles and practices to inform policies
- Efforts for national data collection
- Key policy development to better assist families

Join the National Community of Practice for Supporting Families partners, in collaboration with the Administration for Community Living, to reflect on how far we have come and envision where we can go.

All are welcome, but registration is required.



For more information, visit the website for [the Community of Practice for Supporting Families of Individuals with Intellectual & Developmental Disabilities.](#)



THE COMMUNITY OF PRACTICE
FOR SUPPORTING FAMILIES OF INDIVIDUALS WITH
INTELLECTUAL & DEVELOPMENTAL DISABILITIES

Contacting DD Staff

See the full Division Contact List attached to this newsletter.

Monday-Friday 8:30-4:00
for questions or support
(401) 462-3421

Para español, llame
(401) 462-3014

Send general questions to the
AskDD email address.

BHDDH.AskDD@bhddh.ri.gov

Please do not email critical issues.

Sign Up for Our Email List

If you aren't receiving email updates
and newsletters from BHDDH, you can
[sign up here](#) or on our website. Go to

<https://bhddh.ri.gov/developmentaldisabilities/events/newsandupdates/> to sign up or to see
past quarterly newsletters and issues of DD News.

 **SIGN UP FOR THE BHDDH NEWSLETTER**

If you are experiencing a mental health crisis, BH Link is here for you

BH Link's mission is to ensure all Rhode Islanders experiencing mental health and substance use
crises receive the appropriate services they need as quickly as possible in an environment that
supports their recovery. Call 911 if there is risk of immediate danger. Visit the BH Link website
at www.bhlink.org or for confidential support and to get connected to care:

CALL (401) 414-LINK (5465) If under 18 CALL: (855) KID(543)-LINK(5465)

Visit the 24-HOUR/7-DAY TRIAGE CENTER at 975 Waterman Avenue, East Providence, RI

Stay Informed with Information on COVID-19

Rhode Island Department of Health COVID-19 Resources

Hotline (401) 222-8022 or 211 after hours;
Email RIDOH.COVID19Questions@health.ri.gov
Website <https://health.ri.gov/covid/>

Center for Disease Control COVID-19 Information

Website cdc.gov/coronavirus
Videos <https://www.cdc.gov/coronavirus/2019-ncov/communication/videos.html>
Includes a link to ASL videos

RI Parent Information Network (RIPIN)

Website <https://ripin.org/covid-19-resources/>
Call Center (401) 270-0101 or email callcenter@ripin.org

Advocates in Action – for videos and easy to read materials

Website <https://www.advocatesinaction.org/>
Website offers BrowseAloud, which will read the website to you

Developmental Disabilities Services - All Staff Contacts

Main Phone #:	(401) 462-3421	Website:	https://bhddh.ri.gov/
To report abuse/neglect:	(401) 462-2629		
Fax:	(401) 462-2775		
TDD:	(401) 462-3226		
Spanish Line:	(401) 462-3014		

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PRESENTED BY



CONNECTING

Healing People and Communities through Trauma-informed Insights and Approaches

A ONE-DAY VIRTUAL CONFERENCE

November 19, 2021

Click here to register:

<https://www.eventbrite.com/e/healing-people-communities-through-trauma-informed-insights-approaches-registration-191241718127?aff=flyer>



Raul Almazar, R.N., M.A.

9AM-NOON

Understanding Trauma:

Identifying Its Effects and Applying Trauma-informed Principles to Everyday Life and Practice

Raul Almazar, R.N., M.A., a senior consultant with SAMHSA with extensive experience in bringing trauma-informed approaches to both inpatient environments and community settings, will explore the neurobiology and high prevalence of trauma and discuss opportunities to reduce and prevent its effects – in current populations and in future generations – through development of trauma-informed programs, systems, and communities.

NOON-1PM: LUNCH BREAK

1-4PM

Talk To Me:

Applying Strategies Used by Hostage Negotiators to Create More Options for Effective Crisis Intervention



Emma Van der Klift, M.A.

Authors and advocates **Emma Van der Klift, M.A.** and **Norman Kunc, M.Sc.** will lead a dynamic, interactive session – launching from Emma's thought-provoking book *Talk to Me: What Educators (And Others) Can Learn about De-escalation from Hostage Negotiators*, in which she draws on extensive research and interviews with hostage negotiators to offer insight into building empathetic, mutually respectful communication and de-escalation techniques into daily life in schools and other community settings.

4-5PM: Q & A

This program has been approved for 6 CE's through the National Association of Social Workers (NASW) and the Rhode Island Mental Health Counselors Association (RIMHCA).

GENERAL ADMISSION REGISTRATION: \$25/person

PROFESSIONAL REGISTRATION: \$95/person

includes CE's and Certificate of Completion



Norman Kunc, M.Sc.

Circles of Connections

Now more than ever, people are looking for ways to connect with each other. Join **The Arc Rhode Island** for a safe and easy way to do this with Circles of Connections!



If you're looking for:

1. New friends and an online circle of support
2. A way to learn new things
3. A listening ear, advice, or help navigating complicated systems
4. A way to make sure you are getting all the services and supports you or your family need
5. Advocacy skills to help you live the life you want

Circles of Connections is for you!

People with disabilities, parents and foster parents, siblings, other family members, and allies are all welcome. Participants will be matched based on shared interests and topics.

Dads Rock! Circle starts 11/10 2pm
Join today!

Groups can help you understand:

- ✓ Adult services
- ✓ Eligibility
- ✓ Transition services
- ✓ Family dynamics
- ✓ Mental health
- ✓ Special education eligibility and advocacy

“In our very first circle meeting Victoria and I began a friendship. We both have fiancé's and both of us have a small business.” - Kerri

“Being a Group Leader means I'm able to meet, hear, and make sure peoples voices are heard.” - Deanne

How To Join

Signing up is easy. Simply fill out our membership form at ri.thearc.org/circles-of-connections and you will be placed in an online group of 5 – 6 people in your community. You will be led by a Group Leader who is there to encourage friendships, be a resource, and mentor your group.

Start building your Circle and join today!
ri.thearc.org/circles-of-connections