



### Developmental Disability Employment Awareness Month

This October, BHDDH Director Richard Charest, DD Director Kevin Savage, and DD Employment Administrator Jay MacKay had a terrific visit with an entrepreneur, Michael Coyne, at the new Warwick location of his coffee shop, Red, White & Brew. Casey Gartland, CEO of the DD provider WestBayRI, and Susan Raposa, Director of their Employment and Community Inclusion, arranged this visit and attended, along with three additional individuals (with their Job Coaches) who pursued their dream jobs and are now gainfully employed, doing meaningful work. Sue Babin of the DD Council also attended. Michael attended the DD Council’s self-employment classes before starting his business.



Michael and his mom, Sheila, explained the history of Red, White & Brew. They moved the business from North Smithfield to a more centrally located area - 1800 Post Road in Warwick (Airport Plaza) and hope to be open by the New Year. Additionally, they formed a partnership with WestBayRI and will share some of the space with them.

The three individuals from WestBay explained how they were encouraged to pursue their dream jobs and now, with the help of WestBay and their job coaches, are working in fields they truly enjoy. The three employers who hired them are Shri Yoga, Panera Bread, and Calise Bakery.

Director Charest said, “This was an inspiring visit and I look forward to meeting more individuals who are following their dreams to find the jobs they have always sought.”



**DD Community Forum**  
**Wednesday, November 2, 2022**  
**3:00 PM – 4:30 PM**

**[Click Here to Register for the DD Community Forum](#)**

Join BHDDH for a DD Community Forum on Wednesday, November 2<sup>nd</sup> from 3:00-4:30 PM to get the latest news from the BHDDH Division of Developmental Disabilities.

Everyone must register in advance. After you register, you will receive a confirmation email with your unique login details to join the forum.

When you register, you can enter your questions or comments about the RI DD System. Director Kevin Savage and the DD team will answer questions and share other information and updates at this quarterly online event.

The forum will be hosted by Advocates in Action and will be held on Zoom. You will also be able to call in. If you can't join us, the forum will be recorded to watch later.

An ASL interpreter will be present at this event. For other accommodation requests, please email [MichelleWhite@AdvocatesinAction.org](mailto:MichelleWhite@AdvocatesinAction.org). If you have any questions or need assistance registering, call Advocates in Action toll-free: 1-877-532-5543, or email [aina@AdvocatesinAction.org](mailto:aina@AdvocatesinAction.org).

**Scam Alert**

The Social Security Administration (SSA) Office of the Inspector General recently issued a scam alert to warn about a new scam fraudulently offering individuals benefit increases in exchange for personal information. The alert describes reports of criminals deceptively impersonating SSA to obtain individuals' personal and financial information in exchange for the promise of Social Security benefits or extra money.

Do not share personal or financial information over the phone or through text and email messages, and ignore suspicious emails, texts, or letters. Contact SSA directly if you have questions or concerns about SSA matters.



## **Social Security Cost of Living Adjustment (COLA) Increase**

The Social Security Administration (SSA) has announced that Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) payments will grow by 8.7% in 2023, the largest increase since 1981. The increase is intended to account for inflation.

### **Impact on SSI**

For SSI, the maximum federal benefit for individuals will go up to \$914 per month in 2023, up from \$841 this year. For couples, the maximum will be \$1,371 next year, up from \$1,261.

SSI is administered by the SSA, but it is funded by general federal tax revenue, not Social Security payroll taxes. People getting SSI are subject to an income limit. If they are working or receiving money from other sources such as government benefits, investments or family members, a portion of that income is deducted from their monthly SSI payment. If this “countable income” exceeds the 2023 federal payment standard of \$914 for a single person or \$1,371 for a couple, they will get no SSI benefit that month.

The COLA has an additional impact on some younger people receiving SSI. Those regularly attending secondary school, college, or vocational or technical training can earn up to a certain amount from work each month and not have it count against their SSI benefit. In 2023, this “student earned income exclusion” increases to \$2,220 a month, up to an annual maximum of \$8,950.

### **Impact on SSDI**

For SSDI, the 2023 COLA will increase the average monthly SSDI benefit for a disabled worker from \$1,364 to \$1,483.

Social Security sets an income ceiling for SSDI recipients. Beneficiaries who exceed this cap on what the SSA calls “substantial gainful activity” (SGA) will, in most cases, lose their SSDI eligibility. The SGA cap is adjusted annually. In 2023, most SSDI recipients can earn up to \$1,470 a month from work without risk to their benefits, up from \$1,350 the previous year. The cap is higher for beneficiaries who are blind: They can make up to \$2,460 a month in 2023.

Social Security offers several work incentives aimed at helping people with disabilities explore options for going back to work. One of these is a trial work period: An SSDI recipient can work, and earn any amount of income, for any nine months over a rolling five-year period without losing benefits. In 2022, the SSA counts a month toward your trial work period quota if you earned at least \$970; next year, that goes up to \$1,050.

### **Impact on ABLE Accounts**

The Internal Revenue Service has announced that the annual exclusion for gifts increases to \$17,000 for calendar year 2023, up from \$16,000 for calendar year 2022. The gift tax exclusion amount is the amount that can be placed into an ABLE account per year.

## **Webinar: Supportive Housing for Community Members with Intellectual and Developmental Disabilities**

**Tuesday, November 1, 2022**

**3:00 - 4:15 PM**

**[Click Here to Register for the Webinar](#)**

If you are a community leader looking to expand housing opportunities for individuals with intellectual and developmental disabilities, join CSH for a discussion on increasing access to supportive housing.

In this webinar, we'll highlight examples of state efforts to address and dismantle barriers to housing. We'll also share ways that the state has improved access to quality, safe, affordable supportive housing for people with intellectual and developmental disabilities.

### **In this webinar, you will learn:**

- Specific ways a state housing finance agency can prioritize supportive housing for community members with IDD.
- Hear from state housing and DD service system leaders on how their collaboration is creating additional supportive housing options.
- Hear about a new low-income housing tax credit project, to see how the state's efforts are working on the ground.

This webinar is made possible by the generous support of JPMorgan Chase.

CSH wants all persons to participate in virtual events regardless of ability. Please get in touch with us at [communications@csh.org](mailto:communications@csh.org) if you require additional accommodations.

## **New Documentary - *Doing The Impossible: The Story of The Developmental Disabilities Association***

**[Click Here to watch \*Doing the Impossible\*](#)**

Intimate and accessible, the new documentary *Doing the Impossible* chronicles how things were, and how things changed, largely in the words and experiences of those who witnessed or made history themselves.

One mother's bold choice not to institutionalize her child and to challenge the status quo led to the formation of an organization that would impact the lives of thousands, inspire generations to fight for human rights and significantly change Canada's legal and social landscape for people with developmental disabilities.

Spanning more than a hundred years, *Doing the Impossible* tells the uplifting story of a single, pioneering organization within the larger political and cultural context it evolved in. From institutionalization and eugenics to the Civil Rights Movement and the role of the Supreme Court, the film references the bigger picture while remaining very, very grounded in the deeply personal.

## DD State Workforce Initiative Participation Opportunities

BHDDH, the Department of Labor & Training (DLT), DD providers, and other community partners are working together to address the shortage of Direct Support Professionals (DSPs).

The State Workforce Initiative has a vision that Rhode Island will have a sustainable, comprehensive, diverse DSP workforce who have the knowledge and skills to provide high quality services and supports to individuals with developmental disabilities.

There are three ways people who use DD services and DSPs can participate.

### **1. Tell your story about what DSPs do**

Whether you're a current or former DSP or you are someone who is supported by a DSP, the initiative would like your help to develop testimonials to use in social media recruiting efforts. A \$50 honorarium will be provided in recognition of the time commitment.

### **2. Help with recruiting events**

We are also looking for people interested in participating in recruiting events. An honorarium will also be provided to DSPs who participate in recruiting events. How much will be paid will be based on the length of each event.

### **3. DSP Advisory Council**

The statewide workforce initiative is convening a DSP Advisory Council. This council will meet quarterly.

**If you are interested in any of these opportunities,  
please email [RI.Workforce@sagesquirrel.com](mailto:RI.Workforce@sagesquirrel.com)**

## BHDDH and The Arc of RI Pilot Project to Help Self-Directed Individuals Hire DSPs

The ARC of Rhode Island, in partnership with BHDDH, has begun an outreach campaign to increase interest in the role of DSPs. The campaign consists of radio ads in English and Spanish, social media ads, and community based recruiting. People who are interested may call the ARC at **401-363-9899** or see the RI ARC website for more information on [applying to be a DSP](#).

If you self-direct your BHDDH services and are looking for support staff, please call ARC at 401-363-9899 to learn more about connecting with people who have expressed interest in becoming a DSP.



## **Senator Reed Teams Up With The Autism Project To Train First Responders**

*[from TheNewportBuzz.com](http://TheNewportBuzz.com)*

**[Click here to watch the First Responder Training Series](#)**

The Autism Project (TAP) is helping Rhode Island's first-responders effectively interact with individuals with autism spectrum disorder (ASD), particularly when young people with ASD wander from safe environments. Wandering is a common behavior among autistic individuals that can result in injury or death if the person is not located in a timely manner.

TAP is getting an assist from U.S. Senator Jack Reed, who helped pass Kevin and Avonte's law in the 114th Congress. Kevin and Avonte's law is named in honor of two boys with autism, 9-year-old Kevin Curtis Wills of Iowa and 14-year-old Avonte Oquendo of New York, who perished after wandering away from supervised settings.

The Autism Project recently won a \$100,000 federal grant under Kevin and Avonte's law to help reduce wandering and elopement incidents among individuals with autism and/or developmental and cognitive disabilities. TAP will also provide training to first responders and law enforcement, educators, and the families and caregivers of individuals with ASD or developmental disabilities, so they are better prepared to manage crises stemming from wandering and elopement within underserved populations.

TAP's training videos help first responders and community members better understand sensory and communication impairments that individuals with ASD may be experiencing, especially when they are away from their family or caregiver. The training also provides tips for positive interactions with ASD individuals, whether it's a friendly visit or if someone with ASD is experiencing a difficult time with adverse behaviors. The videos provide an overview of behaviors and types of communication (verbal, behavioral, and non-verbal) to better understand the needs/wants of an ASD individual, as well as effective methods for providing positive behavioral support.

"I commend the Autism Project for the critical work they do to improve the lives of individuals with ASD and support families and caregivers throughout the state," said Senator Reed. "When a child with autism or family member with special needs goes missing, it can be a frantic and harrowing experience. This program is going to help save lives. It will help prevent wandering incidents from becoming tragedies. It will facilitate law enforcement and caregiver training and provide additional information and resources to help first responders effectively locate an at-risk individual and safely reunite them with their loved ones."

"This federal funding will allow us to build on the work we've done the last three years to support public safety personnel," said Joanne Quinn, executive director of TAP. "The response is amazing and we look forward to working together to improve the safety of members of our community."

According to TAP, about 22,000 Rhode Islanders have autism. TAP serves the entire state of Rhode Island, but much of this project will focus on assisting families and autistic people living in diverse urban areas of Central Falls, Pawtucket, Providence, and Woonsocket.

TAP is developing a series of videos and in-person trainings and materials for first responders, educators, and families/caregivers. TAP will also introduce families and children with ASD to law enforcement and first responders at various events and their Camp WANNAGOAGAIN!.

“It’s so important for our public safety personnel to meet our community in a stress-free environment so both groups are comfortable with each other and understand strategies to support an autistic person and their family during a search and rescue, or other emergency encounter,” commented Ms. Quinn.

According to the American Academy of Pediatrics, nearly half of children with ASD go missing from their environment, with a substantial number at risk for bodily harm or drowning. Children on the autism spectrum may seek out small or enclosed spaces, head toward water or places of special interest to them, such as trains, or they may try to escape overwhelming stimuli such as crowds and loud noise. They may also not verbally respond to first responders searching for them.

In addition to voting to enact Kevin and Avonte’s law in 2018, Senator Reed also helped the U.S. Senate pass a reauthorization (S. 4885) last month. Since its passage, Kevin and Avonte’s law has resulted in local communities across the country receiving \$10 million in critical funding for programs to reduce the dangers associated with wandering.

The Senate-passed reauthorization bill includes an alert program to help notify communities about missing individuals with Alzheimer’s Disease, autism, and other developmental issues. It also allows Justice Department grants to be used for state and local education and training programs to help prevent wandering and reunite caregivers with missing family members who have a condition linked to wandering.

According to the American Journal of Public Health, children and young teens with ASD are 40 times more likely to die from preventable injury than the general child population. Drowning is the most common fatal injury among children with autism.

TAP was selected by the U.S. Department of Justice’s (DOJ) Bureau of Justice Assistance as one of 16 organizations throughout the country to develop this kind of specialized training materials to assist first-responders.



## Announcement of new RI State Psychiatric Hospital

Last November, the Governor and the RI Department of Behavioral Healthcare, Developmental Disabilities & Hospitals (BHDDH) announced a plan to license and operate the Roosevelt Benton Center at Eleanor Slater Hospital as a standalone psychiatric hospital. The new RI State Psychiatric Hospital (RISPH) was licensed today.

Joining Governor Dan McKee, BHDDH Director Richard Charest thanked the Governor, sister state agencies, advocates, and staff for their tremendous efforts to stand up the new hospital.



Operating Benton under a separate license will improve patient care and better position the State to seek federal reimbursements that help pay for care.

Director Charest said, "I want to extend my sincerest thanks to every single person who helped us achieve this milestone.... Nothing will change for our committed staff - they will continue to provide an environment where dignity and respect are emphasized. We remain dedicated to working with patients and their families as we recognize each patient's individuality. We are all working to provide high quality care in a compassionate environment and this final step makes it that much less complicated.

## The Arc's New Story Hub

For nearly 75 years, The Arc has worked in communities across the country to move the needle on what's possible for people with intellectual and developmental disabilities and their families. To spread awareness of how far we've come, as well as the work still to do, The Arc is proud to debut [a new story hub](#).

On this page you'll find three new commercials, currently airing on network TV through the generosity of partner Comcast NBCUniversal, that help the public get to know what's possible for people with disabilities. The videos and other stories that live on this page give a window into the unique challenges people with disabilities face, as well as the dreams and goals we all share. This page will be updated and added to often.

These stories matter and showcase the diversity that makes our communities beautiful. The Arc hopes they help expand understanding of our shared humanity and what's possible for people with I/DD in school, jobs, love, and life! Please watch them, read them, share them, and help spread the word that our future is brighter when it's inclusive.



[Watch Say Hi!](#)



[Watch Say Yes!](#)



[Watch It's Possible!](#)



## 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](mailto: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](http://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

## For Information on the Consent Decree

For information on the Consent Decree and BHDDH, see <https://bhddh.ri.gov/developmental-disabilities/consent-decree>.

## COVID-19 Information

### **Rhode Island Department of Health COVID-19 Resources**

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

## Division of Developmental Disabilities - All Staff Contacts

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**Fax:** (401) 462-2775    **Spanish Line:** (401) 462-3014    **BH Link:** 401-414-5465

**To report abuse/neglect:**  
**(401) 462-2629**

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## **Able Opportunities, Inc.**

**Innovative, Person-Driven, Accommodation Tools**  
**www.ableopps.com 206.406.9900**

### **Innovative Person Driven Tools**

**with Jennifer White**



Jennifer White, CEO, Able Opportunities, Inc., is a Subject Matter Expert for the Office of Disability Employment Policy, a Corporate Disability Inclusion Specialist and National Technical Assistance Consultant. Her experience includes residential, community and work supports, university research, collaboration to honor and include the culture of first nation peoples, and cross agency projects serving people with intellectual developmental disabilities, mental health challenges, dual diagnoses, addiction history and veterans. Her drive to level the playing field with appropriate accommodations has resulted in decades of innovation. Her enthusiasm, based in functional solutions, is contagious.

This training series examines the lens we use to define supports and accommodation tools, then incorporates the use of high and low-tech accommodations built with and by people with disabilities. These tools have a track record of success to address:

- shifting services from compliance (I'll show you) to alliance (I'll support you to make reference tools you can use on your own)
- new twists on low tech accommodations
- apps as accommodation to gain independence
- samples of self-advocacy film, customer videos, video training, video resumes
- options for sequencing tools to build calendars, learn task steps, cook
- financial literacy, connecting production and earnings
- examples and templates for creating "How To" training tools

Please join us for an interactive day of presentation, hands-on activity and conversation.

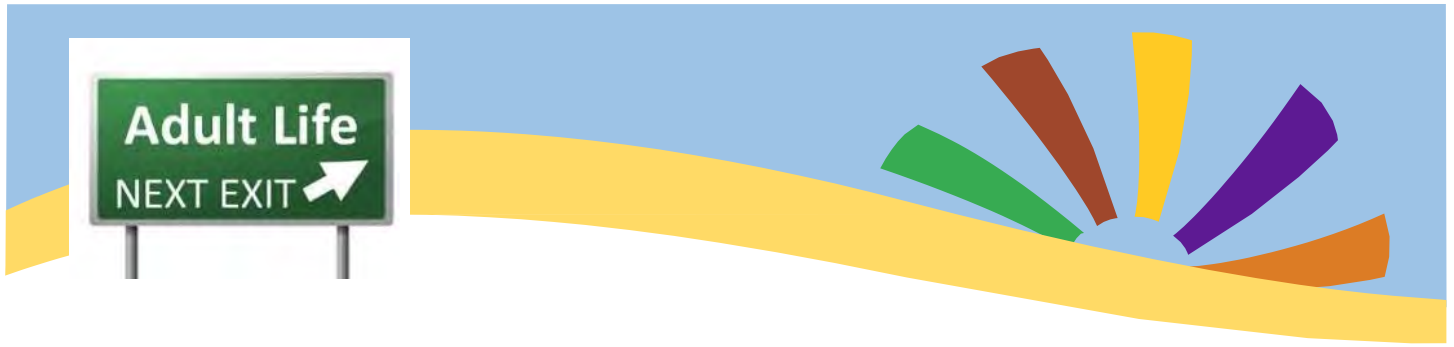
**When: November 16, 2022, 9:00 am – 4:00 pm.** Morning refreshment and light lunch will be provided.

**Where:** Rhode Island College, Providence

**Questions or Special Requests:** Elaine Sollecito, [esollecito@ric.edu](mailto:esollecito@ric.edu), 401-456-2764

**Register Online:** <https://bit.ly/3Mh5gvT>





**Are you ready for life after high school?**

*If not, be sure to attend the  
**Statewide Transition Resource Fair***

This event will feature vendors and information for families and youth to explore leisure, training, work, financial planning, and community participation opportunities. All are invited! There will be raffles, prizes, and entertainment!

**Thursday  
November 10, 2022  
3:00 PM to 7:00 PM**

**WARWICK MALL - CENTER OF THE MALL**

Presented by the RI Regional Transition  
Centers & the RIDE Office of Student,  
Community and Academic Supports

warwick  
mall

For more information please reach out to Kerri Collins at  
[kcollins@westbaycollaborative.org](mailto:kcollins@westbaycollaborative.org)



Vida adulta

PRÓXIMA  
SALIDA

¿Estás listo para la vida después de la escuela secundaria?

*Si no lo estás, asegúrate de asistir a la  
Feria estatal sobre los recursos de transición*

Este evento contará con proveedores e información para que las familias y los jóvenes exploren oportunidades de ocio, formación, trabajo, planificación financiera y participación en la comunidad. ¡Todos están invitados! ¡Habrá sorteos, premios y entretenimiento!

**Jueves**

**10 de noviembre de 2022**

de 3:00 p.m. a 7:00 p.m.

**WARWICK MALL, en la parte central**

Presentado por los Centros Regionales de Transición de RI y la Oficina de Apoyo Estudiantil, Comunitario y Académico del Departamento de Educación de Rhode Island (RIDE)

warwick  
mall

Para obtener más información, comuníquese con Kerri Collins en [kcollins@westbaycollaborative.org](mailto:kcollins@westbaycollaborative.org)

# POLICY RESEARCH BRIEF

## MOST PEOPLE WITH IDD GETTING LONG-TERM SUPPORTS LIVE WITH A FAMILY MEMBER

### Research Issue

Most people with IDD, whether they get funded supports or not, live with family members throughout their lives. Family caregivers are vital to people with IDD in living in their homes and supporting their full participation in their communities of choice. Public policies that focus scarce long-term services and supports (LTSS) resources on non-family settings at the expense of people living with family members fail to honor the critical role families play.

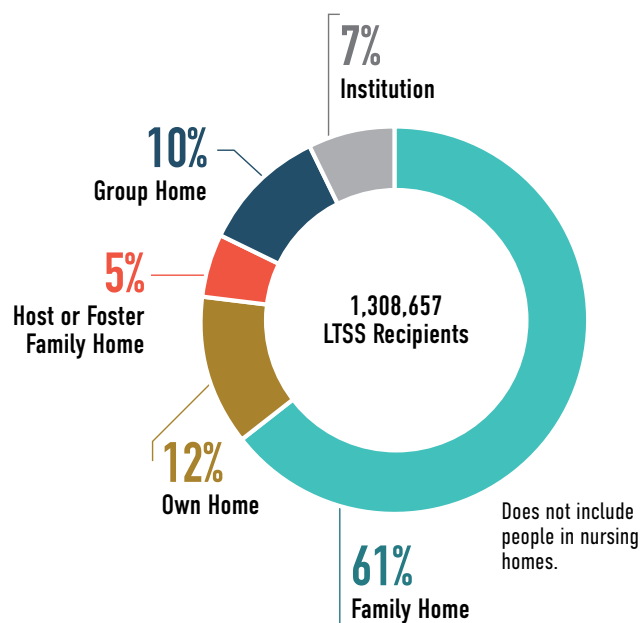
Medicaid Home- and Community-Based Services (HCBS) funding provides critical supports to people with IDD who live in their own home or with family members. It provides funds to purchase personal care, skill development training, family respite, employment support services, medical and behavioral support, transportation, environmental modifications, and many other essential supports. As a program jointly funded by federal and state dollars but operated by the states, there are many differences across states in how Medicaid funded long-term supports and services are arranged. Some states serve both adults and children through state IDD agencies while others house services for children in a different state agency. States use different eligibility criteria and offer different service menus. As a result, the proportion of service recipients with IDD who live with family members varies from state to state. This Policy Research Brief describes living arrangements for people with IDD, trends in Medicaid HCBS funding for people living with families, and state variations in the proportion of people with IDD living with families.

### Study Background

The Residential Information Systems Project (RISP) at the University of Minnesota has tracked living arrangements for people with intellectual or developmental disabilities who receive Medicaid- or state-funded LTSS since 1977. Among other things, the project describes variations in service delivery patterns across states, changes in service delivery across time, changes in the types and sizes of residential settings in which people live, and the number of people who are eligible but waiting for Medicaid HCBS Waiver-funded supports. This Brief is based on data from a RISP report summarizing surveys of state IDD agencies for the year ending June 30, 2018.

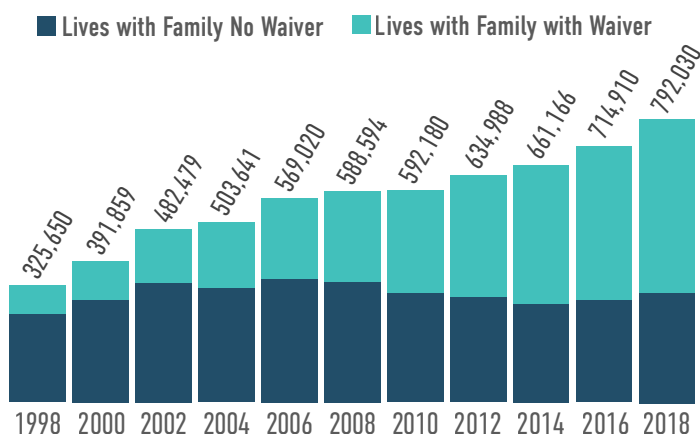
### Key Findings

**61% of LTSS recipients with IDD live with a family member in 2018.**

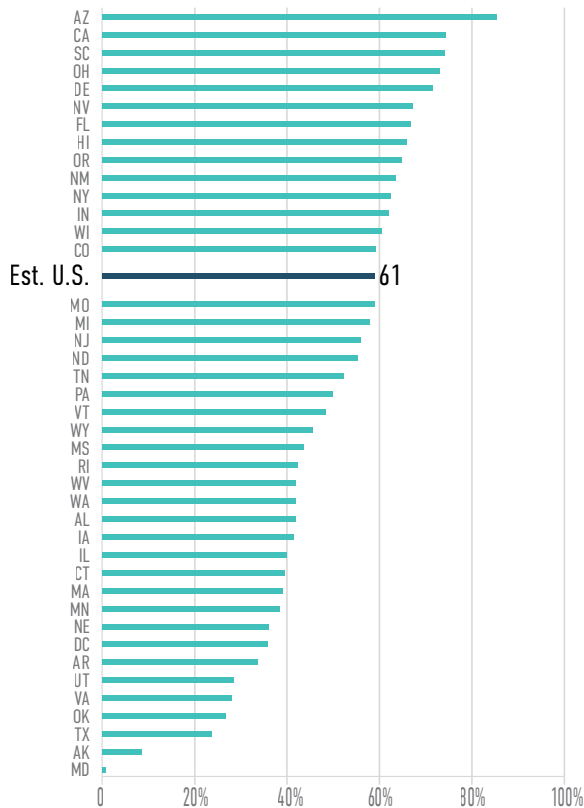


**The number of people with IDD living with a family member who received LTSS more than doubled between 1998 and 2018.**

The proportion of LTSS recipients living with a family member who received Medicaid Waiver-funded supports increased from 25% in 1998 to 61% in 2018.



**The percent of LTSS recipients living with a family member varies by state. It ranged from 1% in Maryland to 88% in Arizona.**



Join us **Tuesday, November 1st, 2022 from 1:00 to 2:30 p.m. CT on Zoom** for the Policy Forum on this issue of *Policy Research Brief*. [Register here](#).

The Policy Forum is a bi-monthly web-based presentation and facilitated discussion exploring research published in the most recent *Policy Research Brief*. Please visit the website, [z.umn.edu/icipolicyforum](http://z.umn.edu/icipolicyforum), for details and to view previous forums.

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Larson, S. A., van der Salm, B., Pettingell, S., Sowers, M., & Anderson, L. L., (2021). *Long-term supports and services for persons with intellectual or developmental disabilities: Status and trends through 2018*. Minneapolis, MN: University of Minnesota, Research and Training Center on Community Living, Institute on Community Integration.

Anderson, L., Hewitt, A., Pettingell, S., Lulinski, A., Taylor, M., & Reagan, J. (2018). *Family and individual needs for disability supports (v.2) community report 2017*. Minnesota: Research and Training Center on Community Living, Institute on Community Integration, University of Minnesota.

*Policy Research Brief*: [z.umn.edu/rtcprb](http://z.umn.edu/rtcprb)

**Family caregivers need improved access to high-quality, affordable supports.**

Families supporting a child or adult with IDD report that caregiving requires them to periodically go into work late, leave early or take time off to provide care (91%), cut back their hours of work (55%), or give up work entirely (32%). Only 34% of family caregivers report being in excellent or very good health, and 94% were somewhat, very, or extremely stressed (Anderson, et al., 2018).

**Policy Recommendations**

Our policy recommendations include the following:

- The direct support workforce crisis affects all parts of the LTSS systems. Worker shortages have caused many families to go without services even when they have been authorized to receive Medicaid-funded supports. Policy efforts to address the workforce challenges through wage and benefit enhancements must be offered to all direct support workers including those who support families.
- Evaluation of the impact of the COVID-19 pandemic must consider its impact on families caring for members with IDD.
- Successful deinstitutionalization for people with IDD has been possible in part because of increased investments in publicly-funded supports for children and adults with IDD who live with family members. Those increased investments must continue. Public policy should also focus on reducing waiting lists for people with IDD living with family members.
- Increased funding is needed for supported competitive integrated employment and supports for meaningful day activities for people with IDD. This will help individuals with IDD to have better outcomes while also providing regular breaks from caregiving responsibilities for family caregivers.

Development of this PRB was supported by Cooperative Agreement #90DNPA0001-01 and Grant #90RT5019 from the Administration on Community Living to the University of Minnesota. Points of view do not necessarily represent official ACL policy.

*The University of Minnesota is an equal opportunity educator and employer. This document is available in alternative formats upon request.*

The University of Minnesota stands on *Miní Sóta Makhóche*, the rightful homelands of the *Dakhóta Oyáte*. We recognize the U.S. did not uphold its end of these land treaties. It is the current and continued displacement of the *Dakhóta Oyáte* that allows the University to remain today.

Ongoing oppression and discrimination in the United States has led to significant trauma for many people of color, immigrants, people with disabilities, and other oppressed persons. At ICI, we affirm our commitment to address systemic racism, ableism and all other inequalities and forms of oppression to ensure inclusive communities.