



### DD Community Forum Recording Available

The Spring DD Community Forum was held virtually on Tuesday, June 20<sup>th</sup> from 3:00-4:30 PM. [Click here](#) to watch the video and download the resources discussed during the forum. Thank you to [Advocates in Action RI](#) for hosting the forum and providing the recording.

### Consent Decree Update

The materials provided to the court for the Status Update on Substantial Compliance as of June 30, 2023 have been posted to the BHDDH website. [View the materials here.](#)

### Upcoming Public Information Sessions on Individual Budgets and Other Changes

The Division of Developmental Disabilities will be holding several public information sessions on some of the changes happening this summer, especially the new Individual Budgets. Please join us in person at one of the events below, or at a virtual session.

Tuesday, July 11, 2023  
5:00 PM to 6:30 PM  
**Rogers Free Library**  
**Herreshoff Community Room**  
525 Hope Street,  
Bristol, RI 02809

Tuesday, July 25, 2023  
1:00 PM to 2:30 PM  
**Warwick Public Library**  
**Large Meeting Room**  
600 Sandy Lane,  
Warwick, RI 02889

Wednesday, July 12, 2023  
1:00 PM to 2:30 PM  
**Cumberland Public Library**  
1464 Diamond Hill Rd,  
Cumberland, RI 02864

Thursday, July 27, 2023  
3:00 PM to 4:30 PM  
**Virtual Session**  
[Click Here to Register](#)

Wednesday, July 19, 2023  
5:00 PM to 6:30 PM  
**Rochambeau Library**  
**Community Room**  
708 Hope St,  
Providence, RI 02906

## Updates on Conflict-Free Case Management

EOHHS held a virtual meeting on May 30 to discuss the status of the conflict-free case management initiative. [Watch the recording of the meeting here](#). A list of questions and answers from the meeting is attached at the end of this newsletter.

### Q&A

#### **Can parents and guardians still be paid to be DSPs?**

Yes, parents and guardians can continue to be paid DSPs.

#### **With the rate changes, will my plan year change?**

The plan year does not change because of the rate changes. Only the rates changed, the year that the authorization is covered does not change.

#### **Do I need to submit a new purchase order to account for the rate changes?**

DD will increase the authorizations as needed. A new purchase order is not needed to adjust an authorization due to the rate changes.

#### **Is support coordination going away?**

No. Support Coordination will no longer be a separately billed service, but it is still an expected service. The payment for support coordination has been included in the rates for other services.

#### **For youth transition services (specifically, students age 18 or older who have been found eligible for adult services through DDD) is there a "fixed budget" for these services and is there flexibility with activities (i.e., DDOs provide employment services only or can adult students use funding for other community-based or center-based services)?**

There is no fixed budget specific to transitioning youth only. If a transitioning youth chooses to use services that are identified as falling under the fixed budget, that would apply to them as it would to any other individual using that same service.

The individualized budget, also known as the Flexible Budget, offers flexibility for all services covered in that category. If a transitioning youth would like to use their funds for community-based supports or center-based day, or other supports that fall under the Flexible Budget category, they can. However if they are receiving school funded services at that same time, it is essential for the student, family, teacher, DD social caseworker and adult service provider to meet as a team to discuss the services requested and what entity will be providing them, so as not to duplicate services and billing. If school-funded services will be continuing, the IEP will need to be revised.

Employment funding is separate from the individualized budget. Funding for this is an add on to the individualized budget so dollars are not taken away to fund them. These are additional funds. If a student is requesting use of employment funds through DDD, it is essential to meet with the team as well as the ORS worker, as school and ORS funding must be used first.

# Targeted Employment Funds

Targeted Employment Funds are available that can be used to assist individuals with I/DD in attaining their employment goals. To apply, complete the online [Targeted Employment Funding Request Form](#). The [DD Targeted Employment Plan Form](#) must be submitted to the Supported Employment email at [BHDDH.DDSupportedEmployment@bhddh.ri.gov](mailto:BHDDH.DDSupportedEmployment@bhddh.ri.gov) before completing the online form.

Please submit questions to: [BHDDH.DDSupportedEmployment@bhddh.ri.gov](mailto:BHDDH.DDSupportedEmployment@bhddh.ri.gov) or contact us:

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## Targeted Employment Fund Questions

**Does the funding request get worked into the Purchase Order since it is a grant?**

Yes, if approved, it would need to go into the PO as it is funding the individuals is getting.

**Who would complete the online form?**

Anyone can assist an individual with making the request. The Division will make sure a notice or S-110 gets sent to the FI.

**Can a Targeted Employment Fund request be submitted for employment-related transportation?**

The Targeted Employment Funds cannot be used for transportation. It is for Supported Employment related services such as Discovery, Job Coaching, and Job Development. You should continue to submit S109s for requests of additional transportation funds.

**Who can apply?**

Individuals open to DD services can submit requests through their Licensed DD Provider/FI.

**What is the expected turnaround time for review and approval?**

30 days, if all needed documentation is submitted with the request

**Can these funds be used with ORS funds?**

The same rules apply for Braiding and Sequencing of BHDDH and ORS funds. You cannot bill both for the same service at the same time.

**Can I apply for additional Targeted Employment Funds after the six month range of time ends?**

An extension can be submitted along with an explanation, progress report, and an updated DD Targeted Employment Plan Form.

## “Disability News You Can Use!” Podcast Episodes 3 & 4



Join Deanne Gagne and Andrew McQuaide as they discuss topics impacting Rhode Island’s Disability Community and share practical ways you can use information from each episode in your life. Deanne and Andrew interviewed RI General Assembly members Representative Tina Spears and Senator Louis DiPalma, take a glimpse into their tireless disability inclusion work, and learn how you can get involved in their efforts. They also interviewed the RI Director of Medicaid, Kristin Sousa. Director Sousa provides listeners with information, tips, and techniques for navigating RI's Medicaid renewal process.

Listen now on your favorite platform!

[Apple](#)

[iHeart](#)

[Spotify](#)

[STITCHER](#)

[amazonmusic](#)

## New Factsheet About Guardianship

The ICI’s [Center on Youth Voice, Youth Choice \(CYVYC\)](#) team and partners have published a factsheet titled “[What Do You Need to Know About Guardianship?](#)” It shares useful facts for youth with intellectual or developmental disabilities, their parents, and other supporters on guardianship and its alternatives.

Check out this factsheet and other publications about alternatives to guardianship on [the CYVYC website](#) under the Resources tab. [Read the web-based version of this factsheet.](#)

## New Disability Owned Streaming Channel

Boston Media, LLC, in partnership with the National Disability Institute, launched [Disability Owned \(disabilityowned.com\)](#), a free nationwide business TV channel on Roku's streaming platform targeted to U.S. business owners and entrepreneurs with disabilities. Disability Owned was created to provide business information, news and resources for aspiring entrepreneurs and the nearly two million business owners in the U.S. with disabilities.



Disability Owned features original TV shows, curated films, webinars, podcasts and profiles on disability owned businesses and their founders. Disability Owned also offers business management and educational videos from nonprofit, public and corporate media partners.

Disability Owned is free to watch any time on the Roku streaming platform. The channel will also be available to watch for free in the near future on Apple TV and Amazon Fire TV streaming platform, along with iOS and Android mobile devices.

# Policy Opportunities to Increase the Supplemental Security Income (SSI) Resource Limit Thursday, July 6 at 2:00 PM [Click Here to Register](#)

[Justice in Aging](#) is organizing a webinar to discuss policy opportunities that could increase the Supplemental Security Income (SSI) resource limit. This webinar is designed to provide in-depth insights into the challenges posed by the current SSI resource limit, which has remained unchanged for over 30 years.

Participants will gain a comprehensive understanding of the complex rules and strict resource limits that impact SSI eligibility, where even a minimal amount above the limit can result in benefit ineligibility, suspension, or termination.

The webinar will highlight bipartisan efforts aimed at raising the resource limit and will equip advocates working with older adults and people with disabilities who may be eligible for SSI with the knowledge and tools to actively engage in this critical policy change.



## Why Don't People With ID Use "To-Do" Lists?

*By Art Dykstra, FAAIDD, Cherry Hill Consulting Group*

If you are reading this, you probably began your day putting together a to-do list. To-do lists help us feel organized and map out our priorities. They help us remember what we need or want to do. Not having a to-do list sets us up to be at the mercy of other people's lists. To-do lists make sense.

Let me ask a question of readers who work with people who have intellectual disability or are stakeholders in the IDD system of supports. *How many people with intellectual disability that you support, work with, or are your friends use to-do lists or other organizers?* I have asked that question to a significantly large number of people working in IDD systems and the most frequent answer, by far, is "none."

No doubt there are other opinions on this; however, I suggest we consider the underlying personhood of having activities to organize and the agency of mapping out what needs to be done. Perhaps simply engaging the people we support on their "to do" lists is a practical, focused, and relevant person-centered effort that can also increase our own insights into the things that are most important to them.

## State of the Science on Community Living Conference Recordings and Articles

The “[2022 State of the Science Conference on Community Living](#): Engaging persons with intellectual and developmental disabilities from underserved racial, ethnic, linguistic, and cultural groups in research” was an invitation-only event hosted by the [Institute on Community Integration](#) Research and Training Center on Community Living in September 2022. The two-day event brought together persons with I/DD and current and emerging researchers who led stakeholder groups in topic strands focused on community living.

Participants critically examined community living as experienced by persons with I/DD across underserved and marginalized racial, ethnic, linguistic, and cultural groups to determine what we know, what we don’t know, and what we need to know. Together, participants developed and prioritized research recommendations with the greatest potential to affect evolving policy and practice to address the gaps in the areas of direct support workforce, social inclusion, family support, employment, living arrangements, and criminal justice.

[Click here](#) for short video summaries of each of the research strands and personal perspectives on each topic by individuals with lived experience with disability. [Impact: Feature Issue on Engaging Communities Underrepresented in Disability Research](#) explores these topics through in-depth articles, personal stories, and program profiles.

John Butterworth, the Director for Employment Systems Change and Evaluation at the [Institute for Community Inclusion](#), presented on his research published in [Impact Magazine](#) titled [Employment: The Multiplier Effect](#).

What is the *multiplier effect* in employment? People with disabilities want good careers in their communities that pay decent wages and offer benefits. Finding a good career is more difficult for people with disabilities than for people without disabilities, and especially for people with I/DD and other disabilities from underserved racial, ethnic, linguistic, and cultural groups. John calls this the *multiplier effect*.

We know these inequities exist—for example, Black workers and Native American workers with disabilities earn less money and are less likely to be employed than white workers with disabilities— but we don’t always understand the full context. We need to listen to advocates to better understand how to close these gaps and be sure that employment services are helping people with disabilities get good careers.

In his article, John suggests using [Tawara Goode’s Disparities and Disability Framework](#) to recognize and understand how individuals with I/DD from marginalized communities experience differences in access, availability, acceptability, quality, and use of disability services. With this understanding, we can develop more accurate measures and better strategies to address employment inequities. Read the full article in Impact Magazine, [Employment: The Multiplier Effect](#) or watch a video of John explaining the multiplier effect in [this video](#).

## Free Sexuality and Healthy Relationship Education Resources for People with I/DD



As national leaders in the field of sexuality and intellectual, developmental disabilities and autism Elevatus Training offers evidence and trauma

informed curriculum, online training, in-services and workshops to help professionals, educators, self-advocates and parents skillfully and confidently navigate the topic of sexuality. Find articles, teaching tools, and websites to help you confidently navigate the topic of healthy relationships and sexuality education for people with I/DD on their website. [View the resources here.](#)

### The Rainbow Support Group Guidebook for LGBTQ+ and Intellectual and Developmental Disabilities

Written by LGBTQ+ self-advocate leaders based on interviews with LGBTQ+ adults with intellectual and developmental disabilities from across the United States. The guidebook includes:

- Information about gender and sexuality
- Quotes and personal stories
- Advice on how to support us
- A statement of our human rights
- Tips for sex educators
- A letter to families and friends
- Resources and handouts



Read the guidebook online for free at <http://www.RainbowGuidebook.com>

[Click Here to watch a video about the guidebook](#)

### Rainbow Support Groups

Rainbow groups are a great resource for self-advocates who are members of both the intellectual and developmental disability community as well as the LGBTQ+ community

Massachusetts Advocates Standing Strong offers a virtual Rainbow Group on Zoom. It is open to people from any region in MA and other states. [Learn more about Rainbow Groups here.](#)



### Sexual Health Resource Toolkit for Parents and Caregivers of Youth with Intellectual and Developmental Disabilities

This toolkit will help raise awareness about the important role parents and caregivers play in discussing sexual health with their children with intellectual and developmental disabilities. The toolkit covers four topics: Parent-Child Communication; Adolescent Development; Internet Safety; and Sexual Assault. [Access the toolkit here.](#)

## Report Suspected Abuse

### Mandated Reporting

Reporting suspected occurrences of abuse, neglect, and mistreatment of individuals with developmental disabilities

To report abuse and serious incidents call the QA hotline at **(401) 462-2629**

The Quality Assurance (QA) Unit at BHDDH operates a 24 hour hotline, seven days per week, 365 days per year. Staff respond to reported incidents of abuse, neglect, mistreatment and financial exploitation.

## For More Information on DD Initiatives

Consent Decree: see <https://bhddh.ri.gov/developmental-disabilities/consent-decree>

Conflict Free Case Management: see the [EOHHS CFCM website](#) or [DD Initiatives-CFCM](#)

RI DSP State Workforce Initiative: see <https://riswi.org/> or [DD Initiatives-SWI](#)

## 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

## Contacting DD Staff

See the full Division Contact List attached to this newsletter.

Monday-Friday  
8:30 AM - 4:00 PM  
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.

## 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. 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**

**Call 911 if there is risk of immediate danger**



## Division of Developmental Disabilities - All Staff Contacts

**Main Phone #:** (401) 462-3421    **TDD:** (401) 462-3226    **Website:** <https://bhddh.ri.gov/>  
**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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## RI CFCM Implementation

### Stakeholder Feedback Received Related to the State's Stakeholder Presentation on May 30, 2023

**\*Date Last Updated: June 15, 2023**

\*RI EOHHS responses are accurate at the time of posting; however, state responses may change as CFCM is implemented. Please refer to the most recent stakeholder questions and answers for the most up-to-date and accurate information.

The table below is sorted by stakeholder theme and the submitting party name.

Ref. #	Stakeholder Theme	Submitting Party Name	Stakeholder Affiliation	Question(s)/Comment(s)	RI EOHHS Response
1	Capacity	Annette Bourbonniere	Unknown	We don't have enough DHS workers to dot he jobs they currently have. How are they going to add assessments to this work? They are already so overwhelmed they are surly and unpleasant. This does not sound like a good plan at all.	Agree with your comment about DHS worker capacity as this has been an ongoing issue that we are actively tracking. Regarding assessments, DHS will use a new functional needs assessment tool (InterRAI) for EAD participants. This tool replace what the State was previously using.
2	Capacity	Deb Burton	RI Elder Information	There was an early slide that indicated CMS will determine if an exception to CFCM providers can be made based on geography and density of the population to be serviced in that geography. Where is/what data is being used to determine density? Where is aging population and disability population data by geography located and will that data be combined to determine the CFCM exception?	Due to the size of RI and the fact that we received sufficient interest from potential vendors through the RFI, that the state does not qualify. In the event that we are unable to reach the necessary capacity through procurement, the state will have to provide CFCM. To have the capacity to do so, there will need to be a significant recruitment and retention effort by state agencies, that will also be tapping the same pool of candidates.
3	Capacity	Deb Burton	RI Elder Information	We need to look at not only DHS & BHDDH staffing but also Office of Healthy Aging Adult Protective Services.	Yes, staff capacity is something that we look at across multiple State agencies.
4	Capacity	Mary K. Taylor	Unknown	We have elders in the East Bay area that have been approved for services 5 plus months ago that still have not received services due to the lack of availability in the area. This seems contra-productive to person centered planning because we cannot meet the needs of the client's choices.	RI EOHHS acknowledges that provider capacity is an issue and is continuously assessing needs and looking for ways to expand capacity.
5	CFCM Service Requirements	Nicholas Oliver	RI Partnership for Homecare	What does EOHHS define as an acceptable time period (wait time) between Step 2 and Step 3?	Timeframes will be clarified in the CFCM RFP.
6	CFCM Service Requirements	Nicholas Oliver	RI Partnership for Homecare	Similarly to my last question, what is the EOHHS defined acceptable time line (wait time) between Step 3 to Step 4?	Timeframes will be clarified in the CFCM RFP.
7	Conflict of Interest	Jodi Merryman	Unknown	The SIS process is not conflict free. The state oversees both the assessment and funding determination.	CMS does not consider this to be a conflict of interest.
8	Conflict of Interest	Kie O'Donnell	Unknown	To your last point, if the Conflict Free Case Manager is still deferring to existing services to complete the plan is that conflict-free?	Provider would develop an implementation plan which is a more detailed plan for how the provider will deliver the service
9	Conflict of Interest	Peter Quattromani	Unknown	To be clear, this means that the BIGGEST conflict that exists-the fact that the funder determines funding levels-is not being addressed.	State staff conducting eligibility determinations is not a conflict of interest.
10	Eligibility	David Reiss	FI - Fogarty Center	Will RICLAS be participating CFCM?	RICLAS participants will use CFCM.
11	Eligibility	Linda Ward	Opportunities Unlimited, Inc.	the State does provide direct services for individuals with IDD - RICLAS	RICLAS participants will use CFCM.
12	Impact to HCBS Providers	Angela Cabral	Unknown	How does CFCM look in an assisted living community?	The CF case manager will be part of a team along with service providers, family members, and State workers who coordinate their efforts on the on behalf of the participant. CF managers will develop plans and make service connections. State workers will still approve the plans. Service providers are responsible for implementing the plans. The role of each may vary depending on the participant and the nature of the services.  The State will create a roles and responsibilities matrix to help clarify roles and responsibilities of HCBS provider and case managers.
13	Impact to HCBS Providers	Angela Cabral	Unknown	In Assisted Living communities we are required, by DOH regulation, to complete a service plan for each resident. Does the case manager complete person center service plan per CMS, and then submit it to the assisted living nursing dept.? or does the assisted living complete the plan?	The case manager will complete the participant's person-centered plan. The "plan" created by assisted living facilities is separate and different from what the case manager will complete.
14	MCO	Robert B. Archer	Child and Family of RI	If the State is reprocurring Managed Care for Medicaid/Medicare and there are several providers how will that impact this. Is CFCM going to be in the MCO plans?	The decision on this issue remains open.
15	Other	Annette Bourbonniere	Unknown	That was not a very nice comment - that elders won't necessarily do what is in their best interest. That should only apply to someone with cognitive difficulties.	We agree that elders will do what is in their best interest.
16	Other	Jennifer Allen	Unknown	When you mention transportation, what are you talking about? Does that mean the state will pay for other types of transportation other than MTM?	No, transportation will only be available through MTM.
17	Other	Linda Ward	Opportunities Unlimited, Inc.	Hi Jeanine you mentioned the existing case manager - who is this - the state case manager or the support coordinator at the agency?	Comment requires clarification.
18	Other	Linda Ward	Opportunities Unlimited, Inc.	The term case manager has been used throughout and it is sometimes not clear if it the CFCM or state or agency person. Would be helpful to use CFCM for clarity.	Thank you for your feedback.
19	Other	Robert B. Archer	Child and Family of RI	I would respectfully request that the meeting include the OHHS presentation without questions. Then there should be ample time for questions. Perhaps they should be entered into the chat and a moderator could take them in order. The meeting format was very frustrating for me as a provider because I did not want to interrupt the caregivers of the Intellectual and Developmental Disabilities community and there was no moderator to insure equity of time. Also, this led to certain people dominating the discussion and others not getting an opportunity to speak.	Moving forward there will be meeting ground rules.

## RI CFCM Implementation

### Stakeholder Feedback Received Related to the State's Stakeholder Presentation on May 30, 2023

**\*Date Last Updated: June 15, 2023**

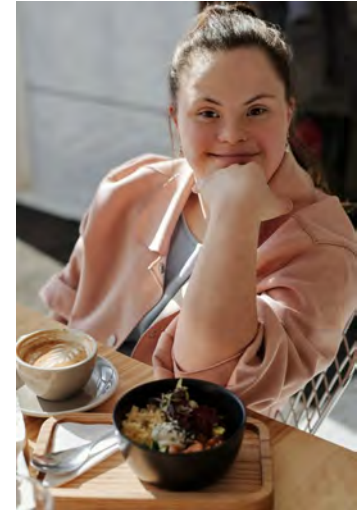
\*RI EOHHS responses are accurate at the time of posting; however, state responses may change as CFCM is implemented. Please refer to the most recent stakeholder questions and answers for the most up-to-date and accurate information.

The table below is sorted by stakeholder theme and the submitting party name.

Ref. #	Stakeholder Theme	Submitting Party Name	Stakeholder Affiliation	Question(s)/Comment(s)	RI EOHHS Response
20	Payment	Annette Bourbonniere	Unknown	EOHHS does not properly fund PCA's to the point where many have left the field. Even though a "raise" has been authorized, it still does not have the buying power from 18 years ago, so it will be a long time before we are able to have access to the services we need. Will EOHHS actively support realistic funding for these people?	RI EOHHS acknowledges that PCA capacity is an issue and is continuously assessing needs and looking for ways to expand capacity.
21	Payment	Luz Rodrigues	Unknown	How will this impact home care agency reimbursement?	CFCM will not impact home care agency reimbursement.
22	Process	Chelsey Buxton	Community Partners MA	This process seems very similar to Massachusetts' EOHHS' Community Partners program that launched in 2018; i.e there are 20 Community Partners that submitted RFPs to become qualified vendors to provide care coordination, can RI confirm if this is indeed a similar program? Has MA EOHHS been consulted in any way? I would like to understand if similar workflows can be developed between health plans in RI with CFCM approved vendors as it has been done in MA between CPs and health plans	RI's design is not similar to Massachusetts's Community Partners' program. Massachusetts operates separate waivers for different populations. For example, they have a frail elderly waiver, a mental health waiver, and DD waiver. RI's HCBS program operates under a Section 1115 waiver which has a different set of requirements and expectations.
23	Process	Deb Burton	RI Elder Information	If Angelo is 87 with Parkinsons with Lewy Body dementia and keeps falling and insists he doesn't need help he would need to be referred to OHA for self-neglect. What's the plan for elders with significant cognitive impairment that won't retain the information of the consequences of their choice.	Participants who have an intellectual disability or cognitive impairment will be involved in the CFCM process as much as possible. The case manager will talk with the participant, watch their actions and other non-verbal communications, and talk to people who know their preferences to make sure their goals and support needs are what they want.
24	Process	Linda Ward	Opportunities Unlimited, Inc.	So CFCM does not meet with individual before the PCP "meeting" and do any "prep" that assist person to think about and articulate interests, concerns etc	CFCM is not necessarily one meeting and should meet the needs of the individual. It may take several meetings to complete the person-centered plan.
25	Process	Mary Beth Cournoyer	Parent	Where is the pre-preparing for those who are not prepared to drive their plan?	The CFCM process will include pre-preparing and this will be further defined as part of the State's training.
26	Process	Mary Beth Cournoyer	Parent	Where is community mapping?? Connecting individuals to formal and informal services, supports and resources???	CFCM is responsible for connecting individuals to formal and informal services, supports, and resources. Additionally, supports such as discovery, peer supports, support brokerage, and community-based supports may also be utilized to assist individuals to learn about their communities and build connections and resources.
27	Process	Mary Beth Cournoyer	Parent	Since 1 quarter of the DD population use self direction we need to be sure that we are providing connections to assist them to build person centered lives (not schedules). This is not just connecting individuals to Providers.	Agreed. Person centered planning can be an iterative and ongoing process for many. The goal is to connect individuals to a wide array of services and supports, paid and unpaid, that can assist participants in building a life that they choose. Case managers can also assist participants in connecting to services and supports such as discovery, job development, peer supports, and support brokerage that can play a role in assisting participants to build community connections
28	Process	Nicholas Oliver	RI Partnership for Homecare	EOHHS also needs to address how homebound beneficiaries can access CFCM services — especially those that do not have access to technology and those with limited or no family support.	This has been accounted for as part of the state's CFCM process and approach.
29	Process	Nicholas Oliver	RI Partnership for Homecare	Will the beneficiary have an assigned case manager for the life of the case or a case manager within a pool of case managers?	The participant will have choice in selecting a conflict-free case management entity. If they are unhappy with their case manager, they will be able to switch. Participant choice will be at the center of the CFCM process.
30	Quality	Linda Ward	Opportunities Unlimited, Inc.	One of the slides stated that CFCM oversees provider performance and operates front line on quality compliance/outcomes - how do you see this role being implemented by CFCM?	CFCM will be part of the overall quality monitoring process. Case manager roles will be: -- For New Medicaid Services: The case manager must contact Medicaid HCBS providers to verify delivery of services in the amount, scope, and duration as identified in the person-centered plan no later than three (3) business days after the scheduled service start date. This should be done for any new Medicaid service. -- Ongoing Service Monitoring: When conducting monitoring, case managers should at minimum complete the following activities: Communicate with family members, HCBS providers, or other collateral entities as needed to determine if services, supports, and resources are being delivered according to the person-centered plan.
31	Stakeholder Engagement	Annette Bourbonniere	Unknown	Persons with disabilities who are the major stakeholders were still not included in any part of the planning process. Does the consulting company you hire have people who use services? This is the one thing that EOHHS always refuses to consider.	Please follow-up with the State to clarify your comment.

# Everyone Benefits from Hiring People with Intellectual and Developmental Disabilities

*People with disabilities bring a diverse range of skills, abilities, and perspectives to the workplace*



The Division of Developmental Disabilities (DDD) at the RI Department of Behavioral Healthcare, Developmental Disabilities & Hospitals (BHDDH) is responsible for planning, funding, and overseeing a community system of services and supports for adults with developmental disabilities.

*There are benefits of employing people with differing abilities. They strength the workplace morale and productivity through a more committed and diverse workforce.*

## Benefits to the Employer

- Improvement in profitability
- Increased retention rates
- Inclusive work culture and ability awareness
- Customer satisfaction
- Reliability and punctuality
- Positive word of mouth
- Candidate matching which reduces cost of turnover

## Benefits of Employment

- Opportunity to build relationship with diverse coworkers and networking
- Personal and professional growth
- Earning wages and becoming more financial self-sufficient
- Contribution to the economy and their communities
- Sense of pride and confidence

**To learn more, please contact:**

**Elvys Ruiz, Administrator, Business and Community Engagement**

**Elvys.ruiz@bhddh.ri.gov OR 401-462-3857**

# SELF-DIRECTED SUPPORTS NETWORK

A NETWORK OF INDIVIDUALS AND FAMILY MEMBERS USING SELF-DIRECTED  
SUPPORTS IN RHODE ISLAND

ONLINE MEETING

**Wednesday, July 26, 2023  
7:00 – 8:30 PM**

**Dialogue with: Rhode Island Parent Information Network (RIPIN)**

## **RIPIN's Self-Directed Support Program (SDSP)**

**RIPIN will be providing consumers and their trusted allies with information, training, workshops, and resources that will help make utilizing the Self-Directed model more accessible, transparent, and consumer friendly.**  
(Invite your Direct Support Professionals to join)

This meeting will take place online using Zoom. When you RSVP, you will receive an email with the directions and a password to join the meeting. You can connect by computer, mobile device, or listen using your telephone. You may be prompted to download an app depending on the device you plan to use.

The Self-Directed Supports Network is a resource for individuals and families using self-directed supports through the Division of Developmental Disabilities. Meetings provide an opportunity to share experiences and learn from others.

### **AGENDA**

7:00 – 7:15 PM – Introductions & Updates

7:15– 8:15 PM - Dialogue with RIPIN - SDSP

8:15 – 8:30 PM – Questions & Closing Remarks

**This session will be recorded.**

RSVP LINK: <https://bit.ly/2YUamqz>

Please RSVP using the link above. Click the link or cut and paste it into your browser. If you need a reasonable accommodation (e.g., ASL Interpreter, large print) or information in a language other than English, please make your needs known when you RSVP.



For questions, call or email Crystal Cerullo, Sherlock Center on Disabilities:  
Email: [ccerullo@ric.edu](mailto:ccerullo@ric.edu) Voice: 401-456-8915 TTY: 711

# Working While Disabled—Work Incentives Sessions

## **SSDI Overview:**

June 7, 2023, 12-1 pm

## **Working with Benefits - Yes, You Can!**

June 21, 2023, 12-1 pm

## **SSI Overview:**

July 19, 2023, 12-1 pm

## **Work Pays! An Introduction to YOUTH SSI**

May 18, 2023, 4:00 - 5:00 pm



*ALL SESSIONS will be offered on Zoom with subtitles in English.*

**REGISTER ONLINE at <https://bit.ly/2KkUCVQ>**

The Sherlock Center provides Work Incentive Information and Benefits Counseling services to SSI and SSDI beneficiaries and those that support them (family, guardian, rep payee, professionals). These sessions will be of value to anyone looking for a basic introduction to disability-related work incentives and/or has related questions. The Work and Benefits Introduction is for those starting to think about working and have general questions. The SSI or SSDI sessions provide details about the specific work incentives and other related information. All sessions provide an opportunity for you to ask questions about the following topics:

- Ticket to Work
- SSI or SSDI Work Incentives
- Resources about Work Incentive Information
- Access to Benefits Counseling
- Working and Impact on Health Insurance Medicaid/Medicare
- Other questions related to benefits and working

Upon registration please share your questions.

NOTE: These sessions will not address how to apply for SSI or SSDI benefits.

**TIP:** Unsure if you receive SSI or SSDI? You can confirm which benefit you have at <https://www.ssa.gov/myaccount/>

**Presented by Certified Work Incentives Counselors.**

**REGISTRATION IS LIMITED!** Advance registration is required. After registering, you will receive a confirmation email containing information about joining the session. You can access the session by computer, mobile device or listen using a cell or landline phone.

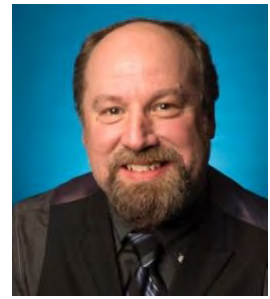
**Accommodation requests or registration questions:** Contact Elaine Sollecito at [esollecito@ric.edu](mailto:esollecito@ric.edu), 401-456-2764.

**Session questions:** Contact Vicki Ferrara at [vferrara@ric.edu](mailto:vferrara@ric.edu), 401-456-8092 or Joshua Hughes at [jhughes@ric.edu](mailto:jhughes@ric.edu), 401-456-4734.



# **FREE 3 Day Employer Engagement Training**

## **“From Traditional Job Development to Engaging Employers Economically”**



**Dates: Tuesday, August 1, Wednesday, August 2, & Thursday August 3, 2023**  
**Time: 9:00 am -3:30 pm Location: TBD**

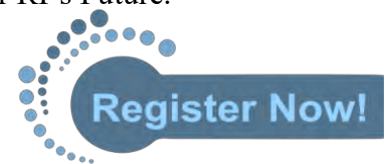
Join us for an interactive and creative 3-day training with Doug Crandell! We will facilitate a community of practice to further develop skills sets related to employer and business engagement. Doug will share information on model employer engagement initiatives and concrete strategies for developing continuous quality improvement in customized employment services. This training includes knowledge transfer, group work, and purposeful planning for developing more effective employer connections in RI.

Major topics Doug will cover are listed below:

- Economics 101
- Workforce/Economic Development versus Job Development
- Developing Public-Private Partnerships and Building Ongoing Relationships with Employers
- Informational Interviewing with Employers to Identify Employer Workforce Needs
- Visioning for 2023 (Putting it all together and tracking metrics)

Participants will be involved on an interactive team of 3-5 persons to work together to research a local RI business, schedule and participate in an informational interview with an employer, create a presentation on the business and workforce needs, and share their experience/presentation with everyone for feedback on potential follow-up opportunities for job development, internships, business-within-a-business, etc. for people with disabilities as well as continued relationships with the employer. We will also talk about next steps for enhancing this work with employers in collaboration with Skills for RI's Future.

**Participation is Limited: Contact Sue Babin, RIDDC, at 523-2300 or email at [suebabin@riddc.org](mailto:suebabin@riddc.org) for more information or to reserve space. Participation is limited!**



**Doug Crandell, M.F.A.** has worked in employment services for 30 years, and has been the Project Director for grants funded through the U.S. DOL, Bureau of Justice Assistance, and the SSA. He directed Georgia's Medicaid Infrastructure Grant funded by CMS, is on the faculty of University of Georgia's Institute on Human Development and Disability and is a Senior Consultant with Griffin-Hammis. He provides ongoing training to GA's employment DD and BH providers. He is a Subject Matter Expert (SME) with States to restructure their employment supports to include evidence-based supported employment, customized employment, and self-employment. He is Project Director, GA's Training & Technical Assistance Center for Employment funded by the Georgia DD Council: *Advancing Employment*. Doug has also published eight books and is a regular contributor to the SUN Magazine, where he publishes essays on labor, health and disability. His most recent book published by Cornell University Press is: "[Twenty-Two Cents an Hour: Disability Rights and the Fight to End Subminimum Wages.](#)" [www.abolish14c.com](http://www.abolish14c.com)

**Training is sponsored by the RI Cross Disability Coalition and the RI Developmental Disabilities Council (RIDDC). This initiative is funded by BHDDH as one of the DD Transformation Grants.**



# QUARTERLY NEWSLETTER JUNE 2023 | ISSUE 1

*This is a project of the RI Cross Disability Coalition*

RI WINS (Workforce Investment & New Solutions)" is the name utilized by the RI Cross Disability Coalition for our DD Transformation Grant in collaboration with the RI Developmental Disabilities Council (RIDDC) and Skills for RI's Future. This newsletter provides information on the status of implementation of the goal areas within the project and efforts to educate and provide support to people with disabilities, staff from community agencies, and RI employers on creating sustainable change for meaningful and inclusive lives for individuals with disabilities.



## Goal 1: Peer and Family Education and Empowerment Network

The network launched as a statewide resource to educate individuals and families about opportunities, choices for supports leading to living meaningful and inclusive lives, and how to prepare to be a contributing member within RI's workforce.

The RI Cross Disability Coalition's 3-person Peer Education Director Team recruited 18 people with disabilities to be part of the Speakers Bureau. They began presentations in March, with scheduled dates continuing through July. Among the outreach efforts (Listed below):





**Completed/Past Presentations:**

- “Let’s Talk about Money” - West Bay
- “Let’s Talk About Money” - Warwick Public Library, Perspectives Self Advocacy Group
- “Building Self Esteem for Living the Best Life”
- “Life is Good” – RI Food Bank
- “Person Centered Planning” - East Greenwich School Committee Meeting
- “Let’s Talk about Money” - Re-Focus Inc
- “Self-Employment”- President’s Committee for People with Intellectual Disabilities (PCPID)
- “Self-Employment”- Advocates in Action Annual Conference
- “Building Self Esteem for Living the Best Life” - Avatar Avavoice Self-Advocacy Group
- “Self-Employment” - Governor’s Workforce Board

**Scheduled/Upcoming Presentations:**

- **6/7 at 12:45pm:** “Building Self Esteem for Living the Best Life” at ReFocus
- **6/16 at 10:00am** “Let’s Talk about Money” Warwick Career & Technical Center
- **7/5 at 12:45pm:** “Healthy Relationships” at ReFocus



## Goal 2: Workforce Development

**Staff Professional Development and Support for Self-Employment Business Owners**

As we’ve rounded out Q1 of 2023 we’re reflecting on the success of our current Employer Engagement Trainings. Staff from Skills for RI’s Future, RIDDC, RI Cross Disability Coalition, Developmental Disabilities staff and other providers have joined together to learn and build skills to effectively conduct informational interviews with employers and RI businesses, as well as create and nurture relationships with industry partners, with the ultimate goal of building opportunities for job seekers such as internships, wage-paying jobs, or small business (within a business).

### Current Initiatives

Our primary goal is to identify various businesses and to build relationships with employers ultimately to assist them with their workforce and economic development needs through solutions including actions to promote their businesses, providing information to them on business development resources including tax incentives and accessibility grants, referrals of job candidates for open positions, internships, or business-within-a business opportunities. A major focus of our work is to continue to mentor employment coaches and job developers from various agencies through monthly meetings to help them successfully engage with employers.

The group is recognizing some promising successes now that stakeholders are attending the Monthly Coaching Call in a building community of practice and sharing their business leads and developed opportunities. Additionally, Skills for RI’s Future maintains an active database of employers and the entire team then works to identify and recommend job seekers that may fit the employers’ needs via a daily updated Teams channel.

Prior to the initiative's collaborative effort, agency employment staff would have developed an opportunity or supported a job seeker for an interview with an employer only to discover that there was not an ideal fit. Now, if a job remains open or unfilled, the information is shared with the team at SkillRI and posted on the channel, and is available to all 50 agency employment staff who went through training, and to all those whom they serve. That coordinated approach and information sharing is an important first within the state – a significant time-saving benefit to everyone, from staff to job seeker to employer.

## Doug Crandell's Training

Doug's program has so far trained fifteen teams (over 50 people statewide from over 20 DD provider agencies) and conducted fifteen employer interviews during three rigorous - yet fun! - sessions in September, December, and March.



*(L) Planners L-R, Sue Babin, Doug Crandell, and Danna Spencer / (R) Classroom Day 3 Presentation by each group interviewing various businesses*

Additional training to enhance the sustainability of employer engagement are scheduled.

## Progress

Our teams remain committed to conducting additional employer interviews throughout the year to maintain the program's continuity. Thus far we've had four professional development sessions with coaches.

- Initially planned for 12 employer engagement sessions, ultimately 23 sessions educating 37 individuals with businesses were completed by the end of April. These included 1:1 and group sessions with hiring personnel to work on customized and supportive employment.
- Average attendance on coaching calls: 15 coaches on monthly calls, directors of employment programs 10 or 11
- 39 employers outreached. Of those 11 added to CRM, have committed to hiring (even if they haven't hired yet).

## Placements

We've had promising outcomes with our programs thus far, including being able to collaborate with partner agencies and businesses to refer candidates and assist job seekers.

- **Apple Cinema:** Onboarded candidate following tour and information interview
- **Feast and Fettle:** Hired 1 person after a completed internship and currently have another participant in an internship
- **Atria Senior Living:** After meeting with a variety of candidates, hired 1 individual in a dishwasher role
- **Thielsch Engineering.** A customized role that was created to assist their lab chemists cleaning glassware. The candidate was one of 3 workABILITY candidates interviewed.



## Goal 3: Employer Engagement Roadmap

### ***Creating an Inclusive Workforce***

While training staff as well as job seekers, the project also focuses on training employers to understand the benefits to them of diversity, equity, inclusion and accessibility in their workforce.

A 3-part series for employer education is currently being developed in conjunction with the RI Secretary of State's office, a central resource for ongoing business information and services.

The topics scheduled for June are:

- Part 1: Demystify Diversity - What It Means? Is It Good For Business?
- Part 2: Existing Businesses - How Did Diversity Change/Improve Your Workforce?
- Part 3: What Resources Are Available? What If You Have Job Openings? Information about Grants and Tax Credits

### **Committee Members**

- Kristen Cordeiro, Deputy Director of Business Services, RI Department of State
- Maureen Ewing, Director of Business Series, RI Department of State
- Tina Pederson, Director, Real Access Motivates Progress (RAMP)
- Omar Reyes, Director of Adult Programs, RI Office of the Postsecondary Commissioner (RIOPC)
- Kevin Matta, President, Diversity And Inclusion Professionals (DAIP) and Chief HR and Diversity Officer, Amos House
- Jeannine Pavlak, Director, Arts Equity RI
- Donna Rofino, Marketing and Events Director, Providence Business News (PBN)
- Mike Mello, Editor, Providence Business News (PBN)
- Patricia Martinez, Chief Equity and Empowerment Officer, Central Falls School District
- Paul Ouellette, Business Consultant, RI Cross Disability Coalition
- Olivia Byron, Director of Employer Workforce Programs, Department of Labor and Training (DLT)
- Sue Babin, Special Projects Coordinator, RI Developmental Disabilities Council (RIDDC)



## Goal 4: Transformation Among Stakeholders

### ***Collaboration, Initiatives, New Challenges and Opportunities***

Jeannine Pavlak, Executive Director, New England Business Associates (NEBA) is coordinating the activities under this goal area. In early February 2023 a meeting was convened inviting all Grantees who received funding from DD for Transformation Grants. Approximately 20 Grantees attended the meeting. The purpose of the meeting was to share information on the status of implementation of various grants, identify potential opportunities for collaboration, discuss major highlights relating to integration and customized employment as well as identify challenges faced by Grantees.

The group will work collaboratively to learn from one another and to continue to share successes and challenges. Jeannine will identify national experts who will participate in future meetings to address challenges and provide guidance and support to Grantees.

Grantees are working in a variety of areas including:

- Family Education and Support
- Community Integration, Membership and Customized Life Supports
- Staff Recruitment, Retention, Incentives and Bonuses/Performance Payments
- Redefining DSP roles to "Community Connections Specialists"/"Community Navigators"
- Education for People with Disabilities on Community Integration and Customized Employment/Self-Employment
- Customized Employment
- Connections with RI Employers and Businesses
- Employer Education and Engagement
- DSP and Front Line Supervisor Training
- Person Centered Planning
- Technology Support
- Shared Living for People living in Group Homes
- Major challenges identified by Grantees included the following:
  - Difficulty with Workforce Recruitment... people are not applying, don't show up for interviews, or not qualified
  - Time Commitment involved with various Grants and back work to get projects organized
  - Not many referrals of People with Disabilities for Employment Supports from BHDDH
  - Transportation
  - Documentation and Tracking of Information
  - Family Concerns re: Loss of SSI/SSDI Benefits for People involved with Employment
  - Questions on Sustainability

The next meeting will be convened in July 2023.

***This is a collaborative project with the Rhode Island Cross Disability Coalition, RI Developmental Disabilities Council and Skills for RI's Future funded as one of the State Developmental Disability Transformation Grants.***