

**MINNESOTA GOVERNOR'S COUNCIL  
ON DEVELOPMENTAL DISABILITIES**

Wednesday, April 3, 2019  
12:15 p.m. to 1:55 p.m.  
Continuing Education and Conference Center  
University of Minnesota St. Paul Campus  
1890 Buford Avenue, St. Paul, Minnesota 55108

**MINUTES**

**MEMBERS PRESENT**

Ashley Bailey, Vice Chair  
Alex Bartolic, Vice Chair  
Michelle Albeck  
Hanna Barr  
Wendy Berghorst  
Pamela Hoopes  
Mary Martin  
Randy Miller  
Jillian Nelson  
Stacey Nelson  
Kate Onyeneho  
Carolyn Perron  
Dan Reed  
Jacki Rightler  
Reid Scheller  
Lee Shervheim  
Bonnie Jean Smith  
Heather Tidd  
Alan Wilensky

**MEMBERS EXCUSED**

Senator John Hoffman  
Lisa Emmert  
Eric Kloos  
Jim Lovold  
Noah McCourt

**GUESTS**

Augsburg University students  
Angus Aune  
Marja Gaup Gustad  
Amja Molmann  
David R. Johnson  
MarketResponse International  
Derek Pearson  
Tom Pearson  
Lynn Schreifels  
Lana Mattonen, Support Person for  
Stacey Nelson  
Stephanie Nelson, Southside Services

**STAFF PRESENT**

Colleen Wieck  
Mary Jo Nichols

**I. CALL TO ORDER**

Alex Bartolic, Council Vice Chair, called the meeting to order at 12:15 p.m.

Pamela Hoopes and David R. Johnson are resigning from the Council due to retirement from their respective positions with the Minnesota Disability Law Center and the Institute on Community Integration. Plaques were presented to each in recognition of their contributions to the Council during their terms of service.

Bartolic noted that it was unusual to have the head of the Institute on Community Integration participating in our Council meetings. We have appreciated his presence over the years.

David R. Johnson is one of the founders of the Institute on Community Integration when it was created in 1985. He is well known for his research in education regarding youth, school completion, and post secondary education and outcomes. He has written more than 100 book chapters, journal articles, and reports.

Johnson has also received two awards –the 2018 Education Award from the American Association on Intellectual and Developmental Disabilities, and the 2010 George S. Jesien Distinguished Achievement Award from the Association of University Centers on Disabilities.

Pamela Hoopes is the Deputy Director/Legal Director for the Minnesota Disability Law Center/Mid Minnesota legal Aid. We are honored to have her serve on our Council. Her focus is on civil litigation, discrimination, and civil rights.

Hoopes has also received two awards – the Hennepin County Bar Association 2019 Excellence Award for Career Contributions to the Profession and the Minnesota Lawyer 2018 Diversity & Inclusion Award.

Plaques were presented to Pamela Hoopes and David R. Johnson with expressions of appreciation from everyone.

**II. INTRODUCTIONS**

Ashley Bailey asked that everyone introduce him/herself.

## **COUNCIL PROGRAM**

Colleen Wieck began the program by noting that, two days into the new administration, Governor Tim Walz issued Executive Order 19-01, establishing the One Minnesota Council on Diversity, Inclusion, and Equity. We are reminded and have heard about One Minnesota through the campaign and the beginning of the new Administration

A meeting was scheduled with newly appointed Commissioner Tony Lourey, Department of Human Services, to present the idea of a research study that would ask individuals with developmental disabilities and their families, and advocates about what One Minnesota means to them, and how we might begin to operationalize that concept while assuring that individuals with developmental disabilities are included. Commissioner Lourey was enthusiastic about the idea and anxious to see the results.

Tom Pearson, Derek Pearson, and Lynn Schreifels, MarketResponse International, presented the research findings.

Recruitment efforts focused on all segments of the state's population so that racial and ethnic communities were also represented. Three approaches were used to obtain the perceptions and experiences of survey respondents about issues that are of particular concern but in the One Minnesota context.

Forty-three individuals participated – the majority in three day online bulletin board focus groups, and a smaller number in one hour in-person interviews and one hour in-depth telephone interviews. The main theme across all interviews was the constant struggle to get services that individuals with developmental disabilities need and that they are eligible to receive.

MarketResponse International was asked to prepare a one page executive summary for the Governor's Office. The trust of that summary is as follows –

“There needs to be a fundamental shift in the way the state perceives individuals with developmental disabilities – from a cost to society to an opportunity for inclusion that will enhance the quality of life for all Minnesotans.”

Pearson then highlighted what survey participants said about the real meaning of inclusion and why it's important, and the values that were expressed - acceptance, respect, contribution, and personal empowerment.

Six topic areas were investigated during the interviews - Services and supports, employment, housing, transportation, education, and technology. A One Minnesota Goal was identified for each topic area and the strategies that would make it possible to achieve those goals around the One Minnesota theme. In each instance, there were definite reasons explaining why the goal was important, and the inconsistencies, inequities, and barriers that are experienced by individuals with developmental disabilities and families in attempting to navigate systems and getting needs met.

**Regarding Services and Supports** – Knowing the right words, having the right script, talking with the right person, and persistence and luck in working through system complexities can make a difference in getting or not getting services regardless of meeting eligibility criteria.

**Regarding Employment** - The key to independence is having a job, being challenged, the opportunity to be part of a team, personal growth and development, and time to learn and advance and use skills to give back and to contribute to community.

**Regarding Housing** – Affordable housing doesn't mean affordable services, and in-home support doesn't mean available staffing. When options are limited and waiting lists are long, group living becomes the fallback, the default. Plentiful options and sufficient services are the goal.

**Regarding Transportation** – There's a direct relationship between accessible transportation and community participation. The absence of accessible transportation and options, and limitations on hours of service prevent integration and inclusion in community life.

**Regarding Education** – Inclusion in schools beginning in kindergarten can lead to greater acceptance of children with disabilities during their student years and their greater inclusion as adults in neighborhoods, communities, and workplaces. Learning together enhances learning for all.

**Regarding Technology** – Easy to navigate websites, and ready access to information and online government services via high-speed internet throughout the state can increase opportunities for inclusion.

The MarketResponse International team was thanked for presenting the "Becoming One Minnesota" research findings.

Wieck asked Mary Martin to share her story and her son, Richard's story about employment. This was a ten year investment for the family, and Richard lost ten years before his skills and interests were finally recognized, and he found meaningful work in an integrated work environment.

A discovery process was absent. There was no interest by service providers in getting to know Richard, who he was as a person, his abilities and capabilities. Even after spending a day with him to see first hand what he could do in a variety of work situations, providers would invariably resort to the want ads and janitorial positions. They couldn't see Richard as really being able to do anything else.

Martin said that employers have to be educated, they have to be involved and included in the job searching process from the outset. Their primary concern is the bottom line. They have to get to the point of believing what everyone is capable of doing. Employment is bigger than just a simple job. It's building community by valuing and respecting the contributions of each person.

Richard is now working two days a week doing document scanning work, directly paid by the employer, and continuing to work two days a week at the Range Center where he started over 10 years ago. He doesn't want to give that up, positive changes in staff attitudes and practices have occurred, and Richard has probably been instrumental in bringing about those changes.

Pamela Hoopes provided a summary of the monitoring visits that were made to 29 Day Training and Habilitation facilities in Greater Minnesota in 2018. Both facility staff and participants who were working at these locations were interviewed. The purpose of the visits was to determine the types of employment options offered, the characteristics of facilities that understood person centered practices and provided strong person centered employment outcomes, and the challenges faced by facilities that had greater difficulty in providing competitive community based employment.

Facilities were ranked according to Department of Justice factors including integration, a range of supports and choices offered to participants earning minimum wage, and community employment in integrated settings. Three groups of facilities were presented in the report based on the extent to which they had implemented Olmstead principles –

Only four facilities (14%) had successfully incorporated person centered individualized employment supports;

Twenty facilities (69%) had partially incorporated Olmstead principles;

Five facilities (17%) were experiencing significant challenges regarding individualized employment options, transportation, and life skills (soft skills) development that had the strongest connection to competitive community based employment.

The majority of participants were working (66%) or had worked in competitive jobs (76%) and preferred that; and 28% felt they were not paid enough for the work they were doing.

Facilities that were most successful had adopted Employment First principles early on, had well established partnerships with businesses in the community where a range of job opportunities were available, and focused on life skills. The Employment First approach was cited as most important in overcoming the challenges that struggling facilities continued to wrestle with and needed to adopt to meet uncertain employment changes in the future.

Martin noted again the importance of starting with and leaning about the job seeker. Smith emphasized bringing in community businesses and people.

The business portion of the Council meeting was then started.

### III. APPROVAL OF AGENDA

Bailey asked for approval of the Agenda.

**MOTION:** Jillian Nelson moved, seconded by Reed to approve the Agenda. Motion carried; there were no dissenting votes

### IV. APPROVAL OF MINUTES FOR FEBRUARY 6, 2019

Bailey asked for approval of the Minutes as written for February 6, 2019.

**MOTION:** Jillian Nelson moved, seconded by Shervheim to approve the Minutes as written for February 6, 2019. Motion carried; there were no dissenting votes.

### V. CHAIR'S REPORT

In the absence of Senator Hoffman, there was no Chair's report.

**VI. GRANT REVIEW COMMITTEE**

Shervheim reported that Dan McNeil, PeaceMaker Minnesota, presented an overview to date of this first year of replicating the Anti-Bullying program using the Ambassadors for Respect Handbook. Training sessions are just getting underway. Even with a late start, presentations are being scheduled and several schools have expressed an interest in doing so before the end of the current school year.

New policy requirements regarding the time period for encumbering federal funds, completing projects, and spending funds were also discussed. Members offered suggestions about how to work through this transition period with dollars that would have to be encumbered and spent in a much shorter time period.

**VII. PUBLIC POLICY COMMITTEE**

An overview of Health Care Homes was presented. Community engagement sessions are being scheduled and a conference will be held in June to learn more about the topic.

A legislative update was provided. Many bills are being introduced very quickly, including a number of special education bills that are very concerning. The Special Education Advisory Panel has been discussing a proposal that would require/expect that special education teachers be knowledgeable about and cover all disability areas.

**VIII. EXECUTIVE DIRECTOR'S REPORT**

Colleen Wieck provided the following updates and highlights from monthly reports:

- A. Program Performance Reports (PPRs) for FFYs 2017 and 2018 have been submitted ahead of deadline.
- B. House File 129, the per diem bill for Council members, met the deadline for bill introductions. As proposed, a per diem of \$55 would be available for reimbursement of expenses related to Council business.

- C. The President's budget includes a 29% reduction in funds for DD Councils. Minnesota Congressional Representatives Peterson and Omar signed on to a Dear Colleague letter in support of full funding for DD Act programs, including DD Councils.
  - D. New policy requirements regarding federal funds and the three year encumbrance and liquidation cycle that the Council has always followed will affect many of our grant projects.
  - E. Olmstead Plan Amendments are in process. A status conference is scheduled for April 16, 2019 for a Jensen Settlement Agreement Summary Report and Comprehensive Plan of Action. Judge Frank has specified what he wants the Summary Report to include.
  - F. Served on the selection panel for the state's Chief Inclusion Officer, now a Minnesota Management and Budget Assistant Commissioner position. This position is in keeping with Governor Tim Walz's Executive Order 19-01 Establishing the One Minnesota Council on Diversity, Inclusion, and Equity.
  - G. Consulted with the Governor's General Counsel staff regarding Executive Order 19-13 (Implementation of Minnesota's Olmstead Plan), Executive Order 19-14 (State Agency Coordination of the Americans with Disabilities Act), and Executive Order 19-15 (Increased Employment of Individuals with Disabilities in State Government).
- Jillian Nelson asked about the Connect 700 program; she expressed concern about high turnover and some people who may not have a disability but are attempting to get into the program. She is hoping that the new Chief Inclusion Officer will have a better understanding of the ADA.
- H. Work is continuing on the Bill of Rights Project.
  - I. The Ombudsman for Mental Health and Developmental Disabilities has awarded a contract for the Abuse Prevention Campaign to the Russell Herder Agency.



**IX. ADJOURNMENT**

Bailey asked that the meeting be adjourned.

The meeting was adjourned by consensus at 2:10 p.m.

Respectfully submitted,

Colleen Wieck  
Executive Director