Digging Deeper

Purpose: To get more clarity on project ideas by narrowing them down.

Expectations

I guide, you decide

What you can expect from me:

- To facilitate and make sure everyone has a chance to share
- To listen
- To encourage participation

What I expect from all of you:

- To be respectful to colleagues
- To share space with your colleagues
- To participate and share your ideas

Meeting Invitations

- Silence or turn off computer and phone notifications
- Be present
- Use raise hand feature (if accessible)
- Turn off sound when you're not speaking

Brainstorming

- It doesn't have to be your original idea to add to it
- No bad ideas
- Share in whatever way you are comfortable with (chat, vocally, private message to me or Cortney, etc.)
- Parking lot

Staffing Shortage

- Wages and Benefits
- Alternative ways to serve people
- Dignity of Risk
- Natural Supports
- DHS grant opportunities- hard to understand. How can this be broken down and easier to process/understand?
- Statewide possibility: Connecting with legislators about the impact the staffing shortage has had on people and providers
- Offering education to legislators to help them understand that there is a difference between DSP and PCA...
- Universal ways to train staff
- Making this profession more marketable- something people want to do
- Share a staff person. 1 staff person pick up 2 clients and take them somewhere together to socialize and/or work on their goals in the community

Employment

- Customized employment
- Options
- Natural supports
- E1MN
- Vocational Rehabilitation
- Transition from sheltered work to community work
- Have all the people at the table (widen scope to include HR, colleges, business managers, and other people that have not previously been included)
- Education is critical—everyone needs to understand the value people who have disabilities bring to the workforce
- Sharing personal experiences of success stories, leadership from people who have already been succeeding
- Metro RQC has created resources tips to help employers make a more inclusive workplace
- PR campaign that is wide-spread for employers to see how they can benefit from employing people with different abilities.
- While day workshops might not be for everyone, that doesn’t mean it’s not for some people. Shouldn't abolish them all together, but maybe have some checks and balances so it's not an easy catch all and a dead end for those folks.

Educating community, parents, employers

- Inclusion and Accessibility
  - More inclusive events in the community- more mainstreamed into community events that are already happening
- Disability Awareness
  - Parents
    - parents of adult children share their experiences. It seems that once a parent navigates their child into adulthood, they drop out of the picture. They could be excellent resources for parents that have children in school and transitioning to adulthood.
  - Resources- sharing the broad range of options people have so they can make informed decisions. Share accessibly.
  - What to do after a diagnosis (especially for new parents)
  - Combat ableism and misconceptions about people who have disabilities
- Community Members
  - Community conversations

Transportation

- Impacts employment
- Rides are not always on time; unreliable
- Limits employment & social opportunities, especially after 5pm in more rural areas
- Very limited options for everyone, even if you have money to pay for rides and even if you don't have a disability
- Our region has lots of small towns. Resources are in the larger towns. If they have public transportation, there are limited trips each day. People need to plan around bus/shuttle schedule.
- Would be helpful to have employer support systems. Conversations about how to ask for help within informal networks

Person Centered Practices

- Variation on what this means. Can create gridlock because of different opinions and bias
- More education on what this means
- Promoting more training (2 day person centered thinking and additional 2 day person centered planning)
- Meaningful person centered planning that is actually used and not just a checkbox that has to be done in an annual meeting. Plans should be fluid
- It requires people thinking outside the box; going away from or incorporating only parts of the norm
- Allow others to fail and see how they rebound or problem solve. Dignity of risk
- What's best for me isn't always best for you—the "golden rule" doesn’t always apply. Things that work for some people won't work for others (rural vs. urban)

Housing

- Affordable, healthy, and accessible housing (actually accessible, not just ADA compliant)
- Responsive landlords
- Technology- remote support or remote services
- Life Sharing from DHS
- Emotional Support Animals
- Need wrap around services as well, not just a safe roof over their head. How can we do this well without residential services?
- Should be all kinds of options available for everyone

Transition to adulthood

- Not everyone makes the same transitions at the same times in their lives.
- Education on post school options and resources
  - There are NO post-secondary options in our area for the disabled community. There is certainly a need for it and would fill fast, even have a waiting list. Need to find someone that has the time/energy and knowledge to take it on.
- Education on spectrum of supports available to help people make decisions. Supportive decision maker/assistance

Self-Advocacy

- Informed choice
- Supported decision making and other supports. not everyone needs a guardian. MN does have new rules to govern guardianship which helps families with that decision.
- What are Self-direct services and what do you need to know
- Creating their own voice; being active and involved in their own lives. Handing them the keys. Nothing about us without us.
- Starting young in supporting people to make their own decisions

Day Services

- While day services might not be for everyone, that doesn’t mean it’s not for some people. I think it's a bad idea to abolish them all together, but maybe have some checks and balances so it's not an easy catch all and a dead end for those folks.

Technology

- More education on viability of tech to support people
- Education of accessibility tools - Both Google and Microsoft have so many accessibility tools for varied abilities
- Tech access and education
- Drives for refurbished technology
- Disability specific assistive tech vs. Not disability specific
- Project Lifesaver/Vitals (funding in Minneapolis and West Fargo, not in our region): Apps where you can put your information in to communicate to law enforcement or a locating device

Resources

- How to keep resources up to date so they aren't outdated
- Possible support from RQM interns for keeping things up to date?
- DHS just launched a Case Manager page which is excellent to go poke around on: https://mn.gov/dhs/partners-and-providers/news-initiatives-reports-workgroups/long-term-services-and-supports/cm/toolkit/
- Disability Hub, HB101 are excellent resources

Volunteering

- Make sure people who have disabilities aren't taken advantage of (ex. Volunteering for a job other people are paid to do). People need to be paid for the work they do if others are getting paid for it.
- Path from volunteering to employment
- The value of volunteering and contributing to things you care about

How to communicate with officials

- Talking to elected officials
- How to tell your story

Limited choices of providers and employment, especially in rural areas

- What about limited choices would you want to focus on?

Parking Lot

- Other types of transition: Lots of different kinds of transitions. Not everyone makes the same transitions at the same times in their lives.
- Adult Day Services vs. Day Support Services (two different services)
- Limited choices of providers and employment, especially in rural areas

Next Steps

- Everyone will take time to process through what has been done so far and add any additional thoughts.
- When the group is ready, Nora will create a survey. Everyone will vote on their top choices for the quality improvement project. This may happen before the next meeting or during (TBD).
- Once decided, we will meet to flush out more details about the 2 topics you picked.

Attendees

- Nora Ulseth
- Cortney Kressin
- Kerri Leucuta
- Donna Atherton
- Laurie Sanders
- Chad Erdmann
- Shannon Bock
- Jen Troska
- Hollie Wanner
- Sherri Wahl
- Victoria Ramirez
- Phyllis Reller
- Melanie Courrier