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2022 ANNUAL REPORT

ADVOCACY. CAPACITY BUILDING. SYSTEM CHANGE.



FIRST

A FEW WORDS

FROM LEADERSHIP



Vendella Collins
Executive Director

"Looking back over 2022, we can take pride in the Council's work to make sure people with developmental disabilities are seen as a key part of their community. We know the label "disability" does not completely define a person, so being a part of the community means individuals are seen for their gifts and contributions beyond their disabilities. Our vision is to remove barriers preventing people with lived experience from achieving full access to inclusive community living. Supporting and expanding these opportunities will make all of us stronger."

"I'm very proud of the Council's work over the past year. The educational opportunities we provide to people with developmental disabilities and their families are vital to increasing the number of people living self-directed lives. The Council also made great progress in developing a statewide advocacy network that includes advocacy groups and self-advocates committed to creating systems change."



Jeremy Murphy
Council Chair

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OVERVIEW OF COUNCIL ACTIVITIES

2022-2026 FIVE-YEAR STATE PLAN

2022 was the beginning of a new Five-Year State Plan for the Michigan Developmental Disabilities Council (MiDDC). The Five-Year State Plan seeks to integrate an intersectional approach to expand opportunities for culturally diverse individuals with intellectual and developmental disabilities (I/DD). MiDDC aimed to support people with I/DD by focusing on three main goals:



INCREASE CIVIC ENGAGEMENT



Increasing civic engagement means improving opportunities for people with developmental disabilities and their families to get involved in advocacy and become leaders in their communities.



TRANSFORM THE STATE'S APPROACH



Transforming the state's approach means working to change the way services are provided to people with developmental disabilities and building the best possible system of support.



INCREASE COMMUNITY INCLUSION



Increasing community inclusion means growing opportunities for people with disabilities to be involved in their communities by educating and raising awareness of the need to create welcoming environments.

COMMITMENT TO CULTURAL COMPETENCY

MiDDC seeks to support individuals with developmental disabilities and their families in a culturally competent manner.

Culturally competent means services, supports, and assistance are responsive to the beliefs, styles, attitudes, languages, and behaviors of those receiving the services, supports, or other assistance.

RACE, EQUITY, ACCESS, DIVERSITY, AND INCLUSION (READI) COMMITTEE

WHAT IS THE READI COMMITTEE?

MiDDC established the Race, Equity, Access, Diversity, and Inclusion (READI) Committee to further the Council's commitment to values of community inclusion, diversity, and equity.

The READI Committee ensures the work of the Council is culturally competent by applying a racial equity framework and community engagement framework to all council goals and activities.



The READI Committee has four areas of focus:

- **Internal Council Work**
- **Community Advocacy**
- **Community Capacity Building**
- **Systems Change**

READI COMMITTEE HIGHLIGHTS IN 2022:

The READI Committee immediately created the infrastructure to integrate cultural competency into council activities. The committee revised the Council's position on cultural and linguistic competence and the charge of the committee. The Council adopted both in 2022.

During MiDDC's annual retreat, the READI Committee led small group discussions with Council Members to brainstorm strategies to address racial equity and community engagement.

These discussions led to the development of a Policy Equity Assessment Tool. The Public Policy Committee will be the first to use the new tool. The goal is to use the Policy Equity Assessment Tool in all policy and systems change work.

GOAL 1: INCREASE LEADERSHIP AND CIVIC ENGAGEMENT

ENGAGING SELF ADVOCATES

One of the Council's core values is to make the voice of people with developmental disabilities heard. MiDDC supports the Self-Advocates of Michigan (SAM) as they engage in self-advocacy throughout the state.

In 2022, SAM members worked hard to raise awareness of SAM and connect with new self-advocates in their communities. SAM did have setbacks as the board lost membership due

to the pandemic and the death of a long-time board member.

Despite these challenges, SAM engaged with new self-advocates and met their goal of planning and launching a statewide SAM chapter. The SAM Board also increased the self-advocacy and community organization skills of SAM members, which are essential to a strong self-advocacy movement.



**ANNA DUSBIBER - SAM BOARD MEMBER
CHAIR OF THE SAM PUBLIC POLICY COMMITTEE**

As the SAM Public Policy Chair, Anna has worked tirelessly to increase SAM member engagement in public policy. Under her leadership, SAM is constructing an awareness and advocacy campaign about the injustice of subminimum wage compensation for workers with disabilities.

**TONNIEO GRAVES - SAM BOARD MEMBER
CHAIR OF THE SAM MEMBERSHIP COMMITTEE**

As Chair of the Membership Committee, Tonnio has been committed to reaching out to new self-advocates and raising awareness of SAM. His favorite part of being a SAM member is helping people with disabilities achieve their goals and realize they have rights like any other individual.



**JACQUELINE CUEVAS - SAM BOARD MEMBER
CHAIR OF THE SAM PUBLIC RELATIONS COMMITTEE**

As Chair of the Public Relations Committee, Jacqueline oversees the production of the SAM newsletter "Our Voice" and the many other communications SAM distributes in their self-advocacy network. Jacqueline is one of the newer members of the SAM Board, and she is passionate about the intersection of developmental disability and parenting.

STRENGTHENING COMMUNITIES OF COLOR THROUGH LEADERSHIP

The Leadership Engagement and Advocacy Development (LEAD) Program facilitated two virtual cohorts to increase the knowledge and understanding of disability issues and services in Michigan for LatinX families of children with developmental disabilities.

Twenty-three LatinX parents of children with disabilities completed the virtual educational program. All participants said they increased their understanding of disability rights and learned how to advocate for their children using the disability services that exist to assist them.

On August 27, 2022, the two cohorts met in Grand Rapids, Michigan, to create a safe space in their language to share their lived experiences. Families shared stories about their experiences and the strong sense of community they felt since completing the cohort.

Families in attendance agreed that this event was the beginning of a new chapter for the LatinX disability community in Michigan. The strong relationships they built with each other will lead to increased engagement on disability issues.



“Mi nombre es Oscar Andrade y participe en El Latino LEAD Cohort 2022. Esto me dio oportunidad como padre de familia, a saber más de los derechos, vías y recursos que puedo hacer uso para darle así a mi hijo una vida dignas. Gracias al programa LEAD.”

“My name is Oscar Andrade. and I participated in El Latino LEAD Cohort 2022. This gave me the opportunity as a parent to know more about the rights, ways, and resources that I can use to give my son a dignified life. Thanks to the LEAD program.”

“Hola mi nombre es Rosaura Parada tengo un hijo diagnosticado con autismo su nombre es Eduardo y tiene cinco años. Invito y recomiendo a padres, familiares y de más personas a participar en el entrenamiento y conocer más sobre este programa.”

“Hello my name is Rosaura Parada. I have a son diagnosed with autism his name is Eduardo and he is 5 years old. I invite and recommend parents, family members, and more people to participate in the training and learn more about this program.”



GOAL 2: TRANSFORM THE STATE'S APPROACH

SUPPORTED DECISION-MAKING SERIES

The Council values self-determination for people with developmental disabilities to make their own decisions about living life and receiving services the way they choose. In 2022, MiDDC collaborated with the Oakland Community Health Network (OCHN) and the Detroit Wayne Integrated Health Network (DWHN) on eight educational opportunities. The series discussed the importance of Supported Decision-Making for people with developmental disabilities and the various tools used to support Supported Decision-Making as an alternative to guardianship. MiDDC recognizes that systems change must also include education for our allies and the staff within the system before we can fully transform the state's approach.

SUPPORTED DECISION-MAKING: EDUCATION BY THE NUMBERS

581



581 total people completed the Council's
Supported Decision-Making Educational Initiative.

57

57 Family
Members

73

73 People
with I/DD

66

66 Transition
Staff

385

385 Agency &
Advocacy Staff



VICKI SUDER-OCHN DIRECTOR OF RIGHTS AND ADVOCACY

"OCHN's collaborative effort with MiDDC was excellent and helped us achieve our goal to educate our community about supported decision-making tools. The Council was able to secure content expert presenters who provided great information on the topics of our webinars. Additionally, Mary Shehan-Boogaard helped us plan and attended each session sharing her knowledge and experience with supported decision-making. MiDDC was an instrumental part of the success of our supported decision-making webinars. I so much appreciated their partnership."

KIMBERLY HOGA-DWHN I/DD CLINICAL SPECIALIST CHILDREN'S INITIATIVES

"The collaboration with MiDDC, Detroit Wayne Integrated Health Network (DWHN), and Oakland Community Health Network (OCHN) has been an integral part of educating individuals within Wayne and Oakland counties on the importance of living an empowered, self-directed life. At DWHN, we believe individuals should be living self-directed lives no matter what, and this collaboration has helped to spread that message. We look forward to continuing this collaboration into 2023."



SUPPORTING REAL LIVES SYMPOSIUM

The Michigan Community of Practice (CoP) team hosted the "Supporting Real Lives Symposium" to provide an opportunity for a collaboration of staff involved in the various systems supporting people and families.

Attendees participated in person and online. Stakeholders discussed what is needed to support children and families

and identify priorities for systems change. Attendees learned about Charting the LifeCourse as an innovative approach to support planning, problem-solving, and decision-making across the lifespan.

Attendees also participated in brainstorming sessions to identify key priorities for enhancing support to families across the state.



The brainstorming sessions identified the following ideas to address obstacles and better meet the needs of people with disabilities and families:

1. Additional funding
2. More value to direct support workers
3. Extensive training for providers
4. Clear and accessible plain language
5. Building partnerships and collaboration between systems
6. Expanding the peer mentor network and workforce
7. Supporting peer networking and building social capital
8. Establish consistent services across the state



The CoP for Supporting Families State Team will use the identified priorities to develop strategies to move Michigan closer to a vision that supports families through an integrated, collaborative array of services, supports, and systems.

GOAL 2: TRANSFORM THE STATE'S APPROACH

THE BOARD INCLUSION PROJECT

The mission of the Board Inclusion Project is to add or increase the number of people with developmental disabilities serving on Boards of Directors and Advisory Groups across Michigan. The goal is to create a community of practice that promotes evidence-based, inclusive practices as methods for successful board inclusion.

In 2022, the Board Inclusion Project training consisted of an introductory session on board inclusion, a self-assessment regarding the strengths and weaknesses of current inclusion practices, training to target an area selected by the Board for improvement, and follow-up technical assistance.



5

Five new organizations were recruited to join the Board Inclusion Project.



2

Two individuals with developmental disabilities served as cotrainers during the training sessions.



11

Eleven disability-related organizations participated in the Board Inclusion Project.



250

250 members of the Boards of Directors participated in 32 training sessions during FY 2022.



4

Four people with developmental disabilities were newly added to a Board of Directors.



3

Three Boards established mentoring programs with six people participating as mentors and mentees.

EXECUTIVE DIRECTORS WERE ASKED TO SHARE THEIR THOUGHTS ON THE BOARD INCLUSION PROJECT. HERE'S WHAT THEY SAID:

"The difference I've observed is more confidence and a higher comfort level for a person with disabilities when a mentor goes over the information and answers their questions ahead of a Board meeting."

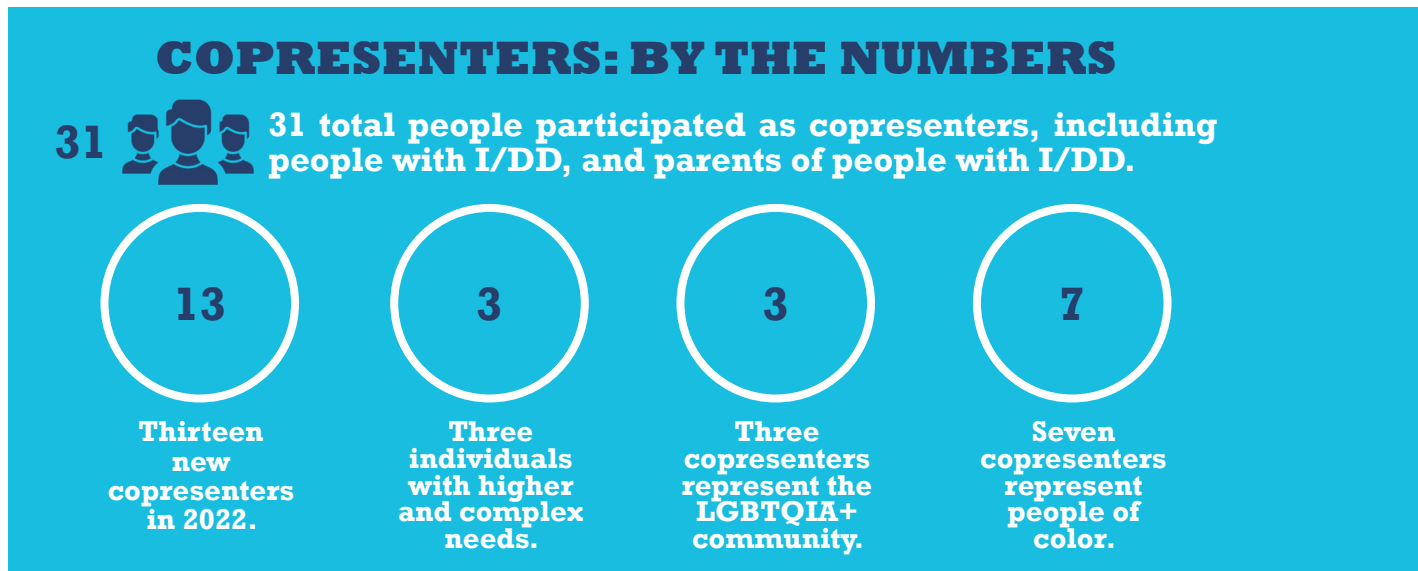
"I think it made everybody think about getting beyond tokenism and toward real inclusion. The self-assessment gave us a clear vision of what we're doing well and what we need to improve moving forward."

"It was helpful once the mentoring started. One of our Board members will now give me her feedback before the Board meeting. It allows her to understand the materials and respond in a way in which she is comfortable. She's more comfortable participating and giving feedback."

COPRESENTERS WITH DISABILITIES & EDUCATIONAL INITIATIVES

One of the Council's core values is to include our core constituency in all activities. Throughout the year, MiDDC worked to include people with lived experiences in all of the Council's educational opportunities. The Council continues to recruit, train, and compensate people with I/DD to share information about their experiences as copresenters on educational initiatives.

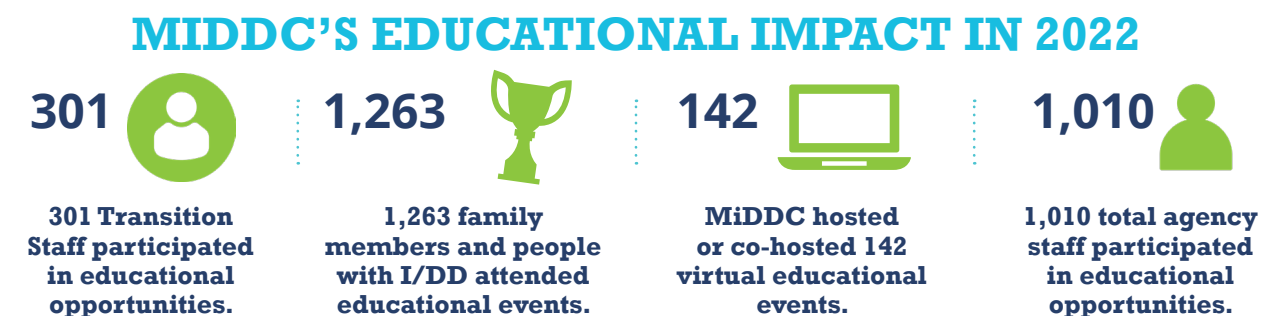
Copresenters are provided education on public speaking, presentation development, the use of virtual technology, and expanding the leadership ability of people with disabilities. The Council recruited copresenters with an eye toward diversity, equity, and inclusion of marginalized groups.



Copresenters learned valuable information about the topics they were presenting on, and they all gained social capital related to the networking they conducted. Five individuals gained employment directly correlated to their networking efforts.

Several copresenters spoke at national events or as part of national online seminar series. All co-presenters indicated that they increased their advocacy skills and their confidence.

Copresenters with lived experience are a key part of the Council's overall community education efforts. MiDDC recognizes the value of their contributions to the public understanding of disability-related issues.



SEXUALITY EDUCATION INITIATIVE



FRANK VACA

SEXUALITY EDUCATION PEER EDUCATOR

“As a Peer Mentor struggling to find connections and ways to advocate on issues that were meaningful to me, I was overjoyed to see MiDDC’s sexuality education initiative is a comprehensive and inclusive curriculum. Meeting other peers like me and working side by side with professionals gave me a boost of confidence. I have learned much about leadership and gained a better ability to communicate and teach to diverse audiences. This opportunity has helped build my patience with others who might not believe the same things I do. Being a Sexuality Education Peer Educator has provided opportunities to travel around the state and even present on a national scale. Through this work, I feel affirmed as a Hispanic, gay, autistic man that I can be accepted for exactly who I am.”

MiDDC believes in the value of helping people understand their rights. The Council also believes disability and sexuality are natural parts of the human experience. In 2022, MiDDC continued educating people with developmental disabilities, families, and professionals on the Sexuality Education Initiative. The Council’s initiative used Elavatus Training’s comprehensive and inclusive curriculum. The curriculum focuses on empowering adults with disabilities to obtain resources, solve problems, and make their own decisions related to health, relationships, sexuality, and gender.

91

91 sexuality education presentations were completed in 2022.

83

83 family members participated in sexuality education.

888

888 people with I/DD participated in sexuality education.

117

117 Transition Staff attended sexuality education presentations.

356

356 people from other agencies and advocacy groups attended sexuality education.

105

105 people with I/DD copresented during sexuality education presentations.

DEVELOPMENTAL DISABILITIES AWARENESS MONTH CAMPAIGN

MiDDC seeks to increase community engagement through our Statewide Awareness campaigns, including our Developmental Disabilities Awareness Month campaign in March.

As part of the awareness campaign, the Council partnered with the Detroit Wayne Integrated Health Network (DWIHN) on a series of roundtable discussions called "Back to Life."

The weekly educational series took place throughout March and focused on the following topics:

- Vaccination
- Employment
- Disability Rights
- Assistive Technology
- Housing

MiDDC also completed a statewide digital outreach campaign to educate the public and promote the inclusion of people with developmental disabilities. The digital campaign raised awareness through Facebook, YouTube, and connected TV advertising.



In observance of
Developmental Disability Awareness Month
"Back To Life"

RSVP: <https://form.jotform.com/220438624106045>
The event link will be provided upon registration



Robert Spruce, Moderator
DWIHN Member
Engagement Specialist

Vaccination
March 3, 2022 / 1:30 pm - 3:00 pm EST



Edna Andrews Rose
Nurse Educator
COVID Outreach & Education
City of Detroit Health Department



Norma Wilson-Murphy
Nurse Educator
COVID Outreach & Education
City of Detroit Health Department



Joanna Lofton
Outreach Manager Community
Resource Specialist
Autism Alliance of Michigan

Employment
March 10, 2022 / 1:30 pm - 3:00 pm EST



Jaime Junior
Community Coordinator
Office of Disability Affairs
City of Detroit



Kiyuana Williams
Services to Enhance
Potential Program



James Howard
Services to Enhance
Potential Program



Paul Landry
Director of Employment
Programs Benefit
Counselor/CWIC Certified
MI-United Cerebral Palsy

DIGITAL OUTREACH CAMPAIGN



218,909
IMPRESSIONS ON
FACEBOOK



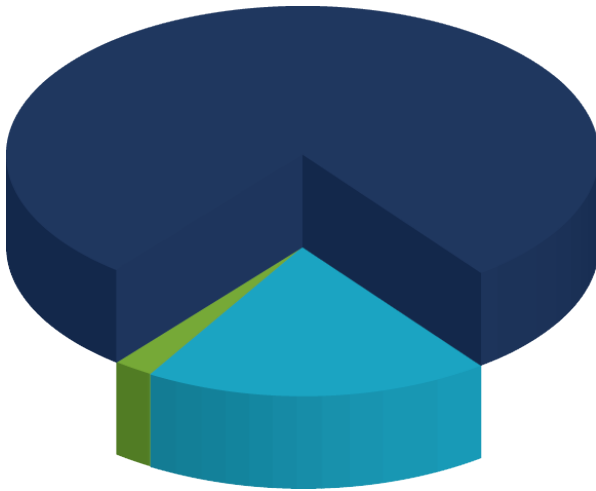
1,417,959
IMPRESSIONS ON
YOUTUBE



2,045,493
IMPRESSIONS ON
CONNECTED TV

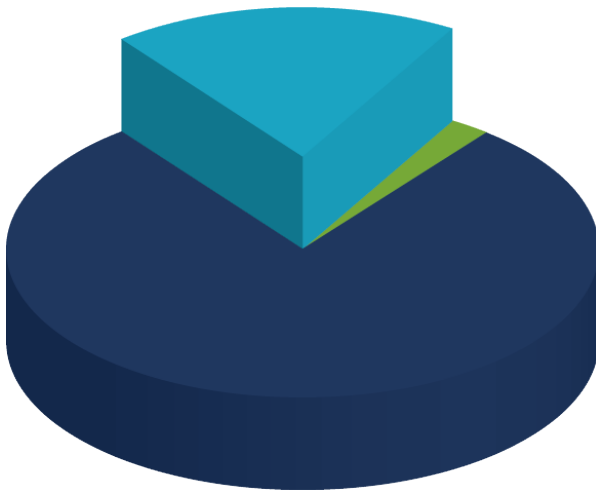
TOTAL: 3,682,361 IMPRESSIONS

COUNCIL SPENDING IN 2022



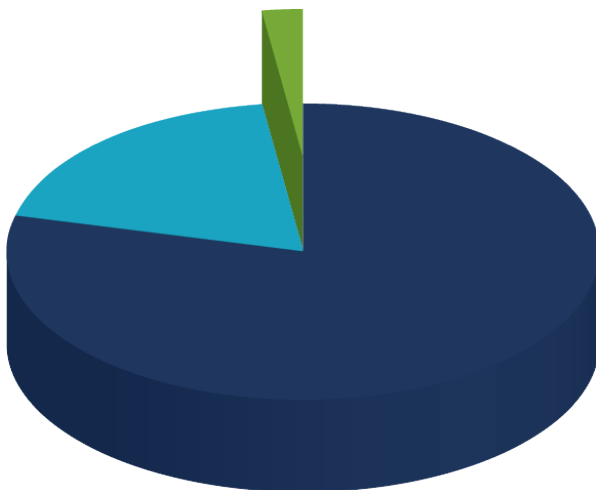
COMMUNITY ACTIVITIES

**\$2,045,350
(79%)**



PROGRAM MANAGEMENT

**\$493,511
(19%)**



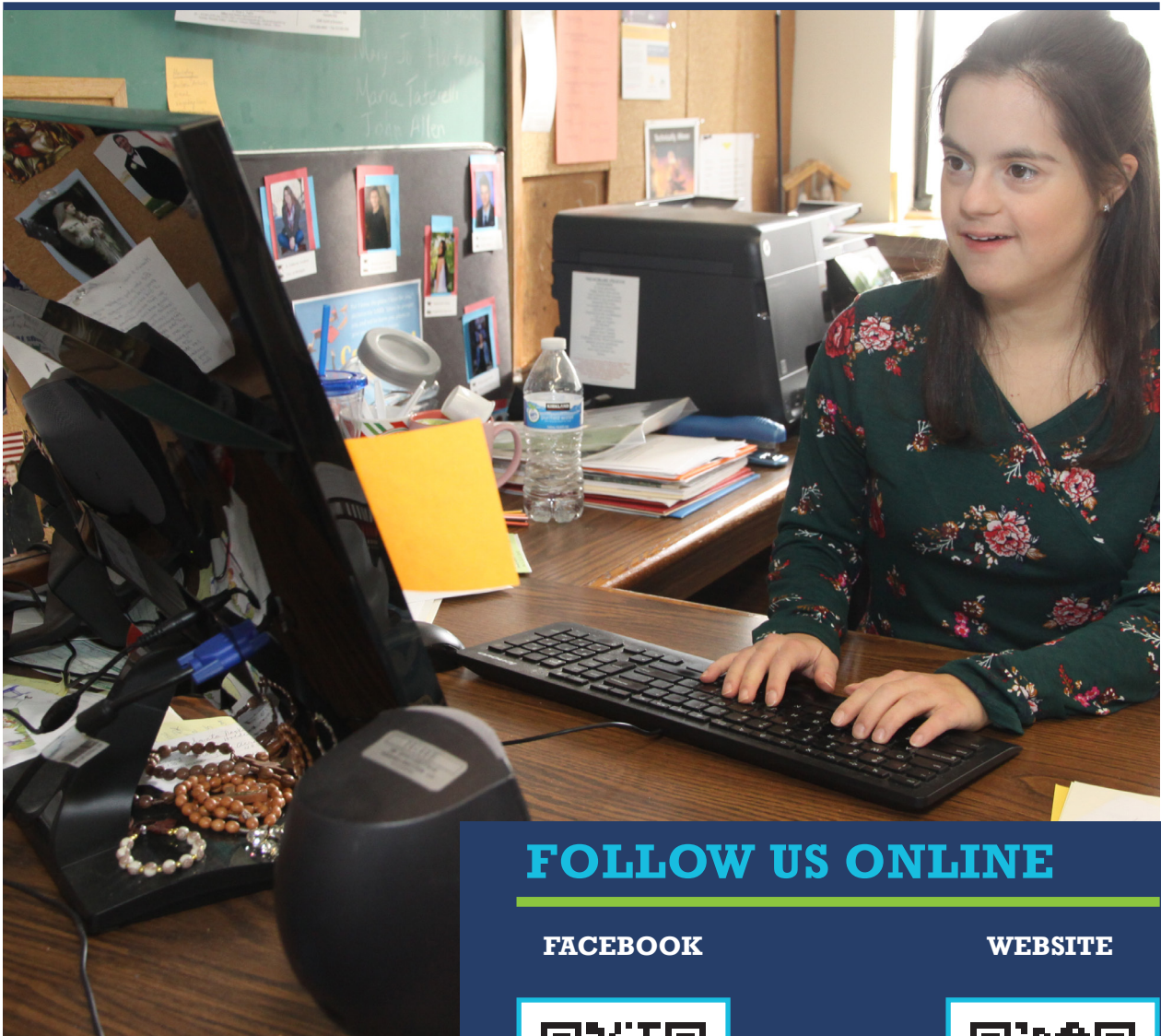
FEDERAL SHARE TO DESIGNATED STATE AGENCY

**\$50,000
(2%)**

2022 COUNCIL MEMBERS

JEREMY MURPHY	CHAIRPERSON, FAMILY MEMBER
JEANNE ANDERSON-TIPPETT	MDE, OFFICE OF SPECIAL EDUCATION
LONNIE BARNETT	MDHHS, CHILDREN'S SPECIAL HEALTHCARE SERVICES
ERICKA FLETCHER	SELF-ADVOCATE
BONNIE GONZALEZ	SELF-ADVOCATE
STEVEN JOHNSON	FAMILY MEMBER
JAIME JUNIOR	SELF-ADVOCATE
BETH KOHLER	FAMILY MEMBER
DENNIS MATTHEWS	FAMILY MEMBER
MARK MCWILLIAMS	DISABILITY RIGHTS MICHIGAN
SHARON MILBERGER	WSU, MICHIGAN DEVELOPMENTAL DISABILITIES INSTITUTE
BLAKE PERRY	SELF-ADVOCATES OF MICHIGAN
SUZANNE PROCTOR	COLOR OF AUTISM FOUNDATION, NON-PROFIT
PRICE PULLINS	MDHHS, BPHASA, TITLE V & XIX
BRADLEY RIVARD	FAMILY MEMBER
KELLY ROCKWELL	MI WORK MATTERS, NON-PROFIT
SHERYL STUMBAUGH	SELF-ADVOCATE
MARISA VANZILE	FAMILY MEMBER
SCOTT WAMSLEY	MDHHS, AGING AND ADULT SERVICES
SARAH WINSLOW	FAMILY MEMBER

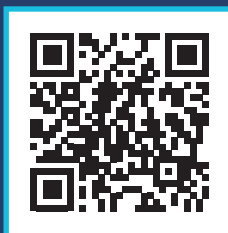
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