

NDCPD Training Events & CD Casts

Training Workshop: Contact Cheryl Rystedt @ 800-233-1737

Customizing Employment for Individuals with High Support Needs by Steve Savage

Date: November 8, 2007

Site: Comfort Inn, Bismarck, ND

CD Casts: Contact Teri Aufforth @ 800-233-1737

Promoting Wellness and Healthy Lifestyles for Adults with DD by James Rimmer

Date: Thursday, October 25, 2007

Time: 1:00-4:00 PM

Age Appropriate Transition Assessment

by Gerry Teevens

Date: Tuesday, November 20, 2007

Time: 2:00-4:00 PM

Disaster and Emergency Preparedness for Individuals with DD by Rich Berg & Gwen Beckler

Date: Thursday, December 13, 2007

Time: 1:30-3:30 PM

The COLLABORATOR

North Dakota Center for Persons with Disabilities at Minot State University

Executive Director: Bryce Fifield, Ph.D.

The Collaborator format, layout and logo design by Susan Anderson, edited by Cynthia Salazar.

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Got Good Health? What's Obstructing You?
Kari Arrayan, Program Director, North Dakota Disability Health Project



Vickie, a woman who uses a wheelchair, wants to join a weight loss center but is told the center cannot accommodate her weigh-ins since she can't stand on the scale. Mark lives in a residential group home and has never received information about the

benefits and risks of getting an influenza vaccination. Beth cannot call the clinic to change an appointment because she is deaf and the receptionist does not have access to a TDD/TTY system. Linda would like to take advantage of the mammography screenings taking place in her rural community, but she has difficulty maneuvering up stairs due to cerebral palsy, therefore she can't get into the mammography bus.

These situations provide a snapshot of some of the challenges and gaps in healthcare and wellness services experienced by people with disabilities. Accessibility is more than an elevator, a ramp into a building, or a larger toilet stall. It includes equipment, information, programs, and policies. Providing services and information to all people including those who have disabilities is the focus of the new **North Dakota Disability**

Health Project. The project, funded for five years by the Centers for Disease Control and Prevention (CDC), will promote the health and wellness of North Dakota (ND) citizens with disabilities and prevent or lessen the effects of secondary conditions associated with disabilities. The North Dakota Center for Persons with Disabilities (NDCPD) at Minot State University will be the lead agency for the project, but will work collaboratively with the ND Department of Health and the Center for Rural Health at the University of North Dakota.

There are approximately 100,000 ND residents with disabilities and many of these individuals have health issues associated with a disability. Many North Dakotans today are healthier and live longer than ever before. However, many residents who have disabilities do not have the same access to care and information that makes good health possible. The ND Disability Health Project will examine health disparities between people with and without disabilities. That will include looking at access to, as well as the quality of, healthcare. In ND, 18% of a survey population (BRFSS data, 2006) reported limitations from a physical, mental, or emotional problem. About 38% of these respondents described their health as being fair or poor compared with just 7% of the

(Continued from Page 1 – Kari Arrayan)

general population. Rates for obesity, smoking and physical inactivity were reported at higher rates for people with disabilities.

Despite efforts to reduce healthcare costs, by emphasizing health promotion and prevention education, few efforts have been made to provide people who have disabilities with health and wellness activities and education. In 2002, only 48% of adults age 18 and older with disabilities noted having access to health and wellness programs (Healthy People 2010, Mid Course Review: Disability and Secondary Conditions, CDC, 2006). In order to make improvements, we need to make sure that health and wellness programs can and do include people with disabilities.

The ND Disability Health Project staff have established a state office on disability health at NDCPD. This office will provide a system of statewide data collection, analysis and reporting on the health and wellness of ND citizens with disabilities. It will also develop a comprehensive strategic health plan, develop and implement collaborative activities in health promotion, and improve access to healthcare and wellness programs for persons with disabilities.

The project will form a consumer-driven advisory council that will review project progress, review data related to the health of people with disabilities, identify issues, and provide recommendations for changes. In year one of the project a strategic plan will be developed that will guide project activities for the remaining four years. Focus groups will be conducted

in a variety of communities in the state to gather input for development of the strategic plan. Health promotion activities will include providing technical assistance, information dissemination, public service announcements, presentations, information booths, committee work, and staff training.

The ND Disability Health Project will focus on providing North Dakotans with disabilities increased knowledge and access to services and information to make health decisions that will improve their overall health and wellness and minimize secondary health conditions. For more information about this project contact Brent Askvig, Principal Investigator or Kari Arrayan, Program Director at 1-800-233-1737 or 701-858-3580.



COLLABORATOR
October 07 Quarterly
NDCPD @ MSU
500 University Ave. W., Minot, ND
1-99

The **North Dakota Center for Persons with Disabilities** is a member of the **Association of University Centers on Disabilities (AUCD)**. AUCD is a national network of interdisciplinary centers advancing policy and practice through research, education and services for and with individuals with developmental and other disabilities, their families and communities.



Employment and Social Capital

By Cindy Holweger, Development Homes, Inc. & Mary Mercer, North Dakota Center for Persons with Disabilities



A job allows us to buy food and other basic necessities including a place to call home. But integrated employment opportunities are important for other reasons. People gain a sense of self-worth, value, connectedness, and identity from their job and accompanying activities (Kregel, 1989). Work conveys status, tells something about us, and can be a means for personal growth. Relationships can be a by-product of employment. While job coaches focus significant attention on work performance, facilitating social interactions and social belonging to the workplace culture are at least equal in importance for job success.

The following are some of the strategies for fostering connections in the workplace (Amado, 1993; DiLeo, Luecking, Hathaway, 1995).

Strategy: Pay attention to appearance and dress. Appearance is extremely important, as is appropriate dress for special occasions, weather, and the person's age. Clothing styles, make-up, and hair styles that are different from co-workers' appearance separates people with disabilities from peers.

Strategy: Value acquaintances. Although all of us need close, intimate relationships with others that are long term, it is also important to have acquaintances. People with disabilities may require training or support in developing less intense, although no less important, casual acquaintances with co-workers. Acquaintances bring a variety of people into a person's life, and can lead to other relationships that can further enhance a person's social capital.

Strategy: Teach the "dance" of interaction. People with disabilities often need support in learning how to be a friend or acquaintance and appropriate times to use these strategies. Assess and teach specific skills that will increase the likelihood that relationships will develop:

- Using an answering machine
- Sending greeting cards
- Planning a social activity
- Initiating and maintaining contact with co-workers
- "Hanging out" and just being in the company of others
- Listening to others without interrupting them

Strategy: Assist the employer to facilitate, enhance, or expand the existing strategies and resources for support and accommodation within the employment setting and culture. When businesses and organizations assume hiring, training, and supervision of workers with disabilities, the opportunities for relationships increase. Long-term employment outcomes are more likely to occur when employment supports originate in the workplace (i.e., mentoring, co-worker support, company trainers). Job coaches with expertise in natural support practices can offer common-sense solutions to employers who accept people with disabilities as part of their team. When natural supports are provided on the job the employee's status is elevated from "client" to "employee."

Strategy: Minimize "human services" on the job. Being perceived as "different" is frequently a cause for isolation in the workplace. However, it isn't always the disability itself, but the language and approaches used when providing employment supports. While some employees may require unique accommodations for success, as much as possible avoid:

- Excessive data collection and behavior support plans or reinforcement systems that are stigmatizing
- Group placements
- Ongoing job coach presence



Disability Justice Initiative

By Kari Arrayan, NDCPD Project Director

In October 2002, the North Dakota Center for Persons with Disabilities (NDCPD) collaborated with the ND Protection & Advocacy Project (P&A) and the State Council on Developmental Disabilities to launch the Disability Justice Initiative (DJI) project. The purpose of the DJI project was to enhance interaction between North Dakota's criminal justice (CJ) system and citizens with disabilities. The project, carried out over five years, promoted interagency collaboration and worked to bridge the existing gaps in information between the disability and CJ systems. The DJI training focused on effective interaction strategies and recognition of disabilities, specifically intellectual disabilities and mental illness.

Nearly 400 participants, across fourteen ND communities, participated in the DJI training. Participants were primarily law enforcement personnel, including officers, dispatchers, chiefs of police, sheriffs, probation and parole, investigators, corrections officers, record keepers, detectives, and jailors. Some training sites also included workers and consumers of disability services and Emergency Medical Service personnel. Incentives for participation included no cost for the on-site instruction or materials, which were covered through project funds. In addition, law enforcement personnel received training credits through the ND Police Officer Standards and Training Board (POST).

Training participants were required to take pre- and post-tests. The average scores from all communities increased 13% from pre- to post-test, indicating that participants gained awareness of issues related to intellectual disabilities and mental illness. In addition, rating scales of participant's perceptions of their own ability and of their comfort level in handling a situation involving people who have mental illness or intellectual disabilities was also increased.

In some communities, follow-up interactions occurred between the CJ and disability service systems after the DJI training. For example, in one community, the local P&A advocate was contacted by the local police department to discuss a situation involving specific people with intellectual disabilities living within the community for which law enforcement assistance was requested on a repeated basis. This issue had been discussed during the training session and officers were encouraged by project staff to communicate directly with the community service providers and advocates to resolve the situation collectively. The DJI training also provided a venue for opening the door to communication in another community, where a joint session was attended by personnel from a variety of CJ and disability entities. There was open communication between the participants, with some indicating they would like to have further discussion with each other beyond the training session. Training in another community facilitated an exchange of after-hours and weekend contact information between law enforcement and disability service providers.

Additional training opportunities offered through the DJI project, included presentations to various conference groups and service organizations and a statewide web cast. Training was also provided via the Flatlands network specifically for developmental disability service providers on how to work effectively with law enforcement, including how to help, rather than hinder, an investigation when supporting individuals with intellectual disabilities.

Although funding for the DJI project has ended, materials will continue to be available for law enforcement personnel, per request, to use in a self-study format. Materials developed by the project are also available to self-advocates through Centers for Independent Living and P&A regional offices. It will be up to community providers, self-advocates, and law enforcement to continue to open the lines of communication and build positive interactions as they work collaboratively toward the common goal of providing quality services to all people within their communities.



Disability History Fact

President John F. Kennedy appointed a panel on October 11, 1961 with a purpose to conduct an intensive search for solutions to the problems experienced by people with intellectual disabilities. He selected renowned researchers and clinicians to develop a nationwide system of university-based services to guide professionals in the field of developmental disabilities and to enhance the quality of care made available to individuals with intellectual disabilities. The initial report in 1962 was extremely thorough and contained 112 recommendations in such categories as research, preventative health measures, strengthened educational programs, and more comprehensive/improved clinical and social services.

The panel's report gave way to the development and passing of the Mental Retardation Facilities and Construction Act of 1963 (Public Law 88-164) which, among other things, authorized funding for developmental research centers in university affiliated programs such as the North Dakota Center for Persons with Disabilities located on the Minot State University campus.

The panel's report also indicated a need for community facilities for individuals with intellectual disabilities. Community mental health centers were established in an attempt to meet the needs which were discussed in the President's Panel on Mental Retardation. These were planned to offer prevention, early management and continuity of care in communities and supported social incorporation of people with mental health needs. President Kennedy's Panel on Mental Retardation was one of the first and largest federal acknowledgements of the increased need for research and support of people with developmental disabilities.

Sources for Disability History Fact:

<http://www.aucd.org/about/history.htm>
<http://cdl.unch.unc.edu/centerMissionHistory.aspx>
<http://www.minddisorders.com/Br-Del/Community-mental-health.html>

For Your Information (FYI) Promoting Wellness and Healthy Lifestyles for Adults with DD Audio Conference

Speaker: Dr. James Rimmer, Director of the National Center on Physical Activity and Disability

Date: October 25, 2007 from 1:00 - 4:00 PM Central Time

Abstract: This session will present information related to people with DD as a group who are facing a health crisis. They experience a higher rate of obesity and related health problems, have sedentary lifestyles, and are at increased risk of premature death. Learn how to assist people to adopt healthy lifestyles and wellness routines.

Registration: Information @ <http://ndcpd.org/events/pdf/Promoting%20Wellness%20Brochure.pdf>

For additional copies of the Collaborator contact Cynthia Salazar at 1-800-233-1737.

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Realtime Moment

By JoLynn Webster

NDCPD Pre-Service Training Coordinator

Although there has been a significant increase in the number of students with disabilities who are enrolled in post-secondary courses with classmates without disabilities, there is evidence that acquisition of information and involvement in inclusive activities may be difficult for these students. Enrollment in post-secondary classes may present academic obstacles for students with disabilities. Challenges in attention, auditory processing, oral language, memory, organization, written language and comprehension may make it difficult for some students with disabilities to access classroom information and participate in class activities. It may be problematic for students with disabilities to follow classroom proceedings and to take their own notes. Similarly, because it may be complicated for students with disabilities to access classroom information, opportunities for active participation and interaction with classmates may also be limited.

The Remote Realtime Online Captioning System (RROCS) is an assistive technology tool which has been successful in facilitating access to class information and encouraging active participation in classroom activities and interactions. For one student with hearing impairments at a university in North Dakota, RROCS provided an alternative to interpreting services and played a significant role in supporting this student to successfully complete his college degree. Here are one parent's thoughts on the success of the RROCS in meeting her son's educational needs.

"Words cannot express how grateful we are to you and your staff for Realtime Captioning. It made our son's college days a real success. He wanted to attend school without an interpreter and it happened with your technology. Thank you for all of the people you have helped with Realtime to live an independent life."

Successful inclusive programs are dependent on the utilization of strategies which support student learning. For more information about how the RROCS can be implemented to support students with diverse learning needs, please contact: Steve Peterson or Andre Miller @ 1-800-233-1737.

*** WE CARE ***

Winners for the **WE CARE** program for July and August are Eleanore Lee and Bryce Fifield both of Minot. They won gift certificates for Sevens Restaurant. Thanks to all who contribute to NDCPD fundraising efforts by bringing in **MarketPlace receipts**. For every receipt turned in with the "**WE CARE**" stamp, MarketPlace Foods will give 1% of the total back to NDCPD for the NDCPD Endowment/Access Scholarship fund.

Also, special thanks to our sponsors who donate gifts that are used for the WE CARE and other fundraising events. Our sponsors include: Brown & Saenger, Burger King, Dairy Queen (North), Hardees, Headquarters, Herberger's, KFC/A&W, MarketPlace Foods, Minot State University, Minot Visitor's Bureau, Papa Murphy's Pizza, Point of View Winery, Royal Fork, Scheels All Sports, Sevens Bar & Restaurant, Simonson's, SRT, and Taco Johns.

Continue to bring your receipts to NDCPD and be sure to include your name and phone number on the back of the receipt to be eligible for the drawing. For questions, please contact Rich Berg at 701-858-4349 or rich.berg@minotstateu.edu.

New Faces at NDCPD

NDCPD welcomed Allyson Mayer in August as a graduate assistant for the ND Senior Medicare Patrol (SMP). She will be responsible for assisting project staff with tracking and reporting project activities and participants using the national SMP database. Allyson is originally from Minot, ND. She is currently in the speech-language pathology graduate program at Minot State University. She is married and has 3 children.



October Celebrates National Disability Employment Awareness Month



From the Vocational Education Act Amendments of 1968 and the Developmentally Disabled Assistance and Bill of Rights Act of 1975 to the Education of the Handicapped Act Amendments of 1986 and the Developmental Disabilities and Bill of Rights Act Amendments of 1987, October has become an active month for legislation affecting the lives of people with disabilities. In 1988, the month of October was officially designated as "National Disability Employment Awareness Month" (NDEA Month). This year's theme is **Workers with Disabilities: Talent for a Winning Team**. In connection with national efforts, local organizations are sponsoring the following disability awareness events:

October 11, 2007 – Minot, ND

*Student Transition Fair – 6:30pm-8:30pm
at Minot State University, Student Union*

If you are a student with a disability or a parent, plan to attend the Region II Transition Council's Student Transition Fair to learn about transition services from area agencies and organizations. For more information call Sue Ogurek, Direct Services Coordinator with Independence, Inc. @ 701-839-4724 or 1-800-377-5114.

October 16, 2007 – Williston, ND

Disability Awareness Fair – 8:00am-7:00pm

Williston State College, Gym & Green Room

The Committee on the Employment and Advancement of People with Disabilities (CEAD), formerly the Mayor's Committee on Disabilities, is hosting a Disability Awareness Fair. This event is open to the community and will provide information regarding disability issues and the resources available in the community. For more information contact Janelle Olson, CEAD @ 701-774-4345.

October 23, 2007 – Bottineau, ND

*Student Transition Fair – 6:00pm-8:00pm
MSU Bottineau Campus, Thatcher Hall,
Room 2226, Centennial Alumni Center*

If you are a student with a disability or a parent, plan to attend the Region II Transition Council's Student Transition Fair to learn about transition services from area agencies and organizations. For more information call Sue Ogurek, Direct Services Coordinator with Independence, Inc. @ 701-839-4724 or 1-800-377-5114.

October 24, 2007 – Minot, ND

*ADA Basics Seminar for Employers –
9:00am-11:00am at the Sleep Inn & Suites*

This seminar sponsored by local providers will cover the basics of ADA including reasonable accommodations, credits and deductions, obligations of businesses and employers, alternative to barrier removal, and effective communication. To register contact Therese Besemann, Systems Change Specialist @ 701-839-4724.