



**FALL 2017
MISSOURI
DEVELOPMENTAL
DISABILITIES COUNCIL**



ZTF PHOTOGRAPHY

What is Supported Decision Making?

Jonathan Martinis of Syracuse, New York, has written a brochure for the Council that focuses on Supported Decision Making. The purpose is to have an easy to understand document, that provides an introduction explaining what supported decision making is and how people can use supported decision making in their lives without losing all of their rights. This brochure will be used to supplement the efforts around guardianship. The Council is excited to share this and we are grateful to Jonathan for such a well written and easy to understand guide for everyone. This will be available soon.



Introduction to
Supported Decision-Making

Congratulations Partners in Policymaking, Graduating Class of 2017!!!

**Carol Caron, Scott Steelman-Rhoden, Sarah Rotert,
Daniel Taggart, Sarah Miley, Jeff MacGowan,
Jordana Vera-Montero, Allen Nelson, Samantha Solberg,
Mirinda Decker, Edie Kennard,
Juliet Salih, , Carolyn O'Laughlin, Kayla Aldridge, Misty Long,
Colette Canchola, Jeremy Turner, Rachel Baskerville**



Here are some quotes from our graduates this year on what Partners in Policymaking meant to them.....

“Partners in Policymaking allowed me to ask serious questions about the systems in place to support my son and other people with disabilities. The time spent with speakers and the depth of understanding gained about topics such as employment, education, community based services, and community organizing have made me able and determined to create change in my community and in the larger Missouri community. The value of interactions I have had with other partners---both parents with “been there done that” stories and self-advocates who have challenged and encouraged me to dream bigger—have been immeasurable.” – Carolyn O’ Laughlin

“It was so heartwarming to finally feel included and accepted just as I am. I made so many wonderful friends. I know I will be able to count on them and continue a relationship of advocacy for many years to come.” – Daniel Taggart

“Being part of Partners has given me the foundations and knowledge I needed to be a better advocate for my son but also for my Latino community. I am grateful for this opportunity because it has changed significantly my life and the expectations I had for my son.” – Jordana Vera-Montero

I’ve learned so much and it has taught me to talk about my life and be able to share it with other people. My quote would be, “Step up and be counted!”- Allen Nelson

“The Partners in Policymaking program helped to increase my knowledge about disability legislation and rights. I realized during the program, that my advocacy efforts should have more focus on promoting a cultural change to motivate inclusion in the community.” – Colette Canchola

Disability Benefits 101



DB101/DISABILITY BENEFITS CALCULATOR

mo.db101.org

Missouri Disability Benefits 101 is a tool that will allow you to see what will happen to your income, benefits and health coverage if you go to work.

- ◆ MO DB 101 is free, on-line, easy to use and Missouri specific and maintained.
- ◆ MO DB 101 allows a person to see how income from a job will affect their government benefits in real time.
- ◆ MO DB 101 is anonymous and completely confidential.
- ◆ Benefits and Work Calculator; designed for job seekers ages 18 to 65.
- ◆ School and work calculator; designed to help young people anticipate, navigate and plan for life situations and changes that can occur in late teens and 20's.

THE BASICS

The possibility of work for people with disabilities is more of a reality than ever before. Many people with disabilities have meaningful jobs that they enjoy and are successful at doing.

With the right kind of training, preparation, and workplace accommodations, you can have a successful career.

Benefits Specialist

A trained expert who can help people understand different public benefits programs such as those offered by the Social Security Administration (SSA) and by the Missouri Department of Social Services (DSS) Family Support Division, contact information on these can be found in the glossary.

PROGRAMS COVERED IN THESE CALCULATORS

- ◆ Supplemental Security Income
- ◆ Social Security Disability Income
 - ◆ Food Stamps
 - ◆ Mo Health Net
 - ◆ Medicare
 - ◆ Section 8 Income
- ◆ Supplemental Aid to the Blind
- ◆ Earned Income Tax Credit
 - ◆ And Others.....

October is National Disability Employment Awareness Month (NDEAM) 2017

The Missouri Developmental Disabilities Council (MODDC), The Association of People Supporting Employment First (APSE), Mid Missouri Business Leadership Network (BLN), Greater Kansas City BLN, St. Louis BLN and the United Cerebral Palsy (UCP), have joined to promote National Disability Employment Awareness Month (NDEAM). Reflecting the important role that different perspectives play in workforce success, this year's National Disability Employment Awareness Month (NDEAM) theme is "Inclusion Drives Innovation." Observed each **October**, NDEAM celebrates the contributions of workers with disabilities and educates about the value of a workforce inclusive of their skills and talents.

In order to bring attention to these contributions and to continue to promote the hiring of qualified employees with disabilities we are prompting, "Invite your Legislator to work events". All through the month of October, we are asking employees with disabilities to reach out to their legislator (or local policy makers) and ask the legislator to spend a few minutes of their time learning about the contributions employees with disabilities make in their job and in their community.

Invite your Legislator to work day gives state and local policy makers a close up look at the contributions that workers with disabilities make to the state and local economy. These events will be the first steps in building on-going relationships with legislators and their staff, and will strengthen overall advocacy efforts.

Planning an "Invite your Legislator to Work" event can be stress free if you follow a few suggestions:

- Have a committee of dedicated local members, not just from an agency that supports you, but also from the community as a whole, people who share your values on inclusion.
- Start early and make sure your workplace is open to the idea of a legislator visiting.
- Contact your legislator by letter; follow up with a phone call and be persistent.
- Draft a take away document with two or three key points that you would like to make.
- Draft an itinerary with the plan of a short visit for the legislator; try to keep it brief.

There are many more resources and ideas on the MODD Council website: www.moddcouncil.org. Please visit the website, or give Chaz Nickolaus a call at 800.500.7878.

Lastly, be sure to contact the media, take many pictures, and let us know what happened! Here is our address: Invite Your Legislator to Work 2017, CO/ MODDC, PO Box 687, 1706 E. Elm Street, Jefferson City, MO 65102.



October is “Invite Your Legislator to Work” Month!

Don't Miss This Opportunity to Share!

National Disability Employment Awareness Month is celebrated each October to recognize the contributions of employees with disabilities in the workforce. Make a connection with your local legislator or elected official and show them the contributions that you make for your community.



Legislators *want* to hear from people in their area. This is your opportunity to show them who you are, and how important it is for you to have a job in your community!

Getting Started

Planning for “**Invite Your Legislator to Work**” can be stress free, by getting a few people to help.

- 1st: Make sure your employer approves the invitation.
- 2nd: Send your legislator a written invitation.
- 3rd: Follow up with a phone call within five days. Be persistent!

The visit should be short. Take pictures! Contact the media! Don't forget to tell your legislator *why your job is important to you*.

Follow up with a thank you note to your legislator and employer.

For more tips, check out our website: www.moddcouncil.org.

DURING THE MONTH OF OCTOBER, WITH YOUR EMPLOYER'S PERMISSION, WE WOULD LIKE YOU TO INVITE YOUR LEGISLATOR OR ELECTED OFFICIAL TO YOUR JOB PLACE. LET US KNOW WHAT HAPPENED!

Once we receive your information, we will send you, your employer, and your legislator a certificate from the Missouri Developmental Disabilities Council (MODDC) for participating in the event.

Name: _____

Your Street Address _____ City _____ State _____ Zip Code _____

Phone Number: _____

Email Address: _____

Are you on Facebook? Yes or No (Please circle one)

Name of Employer: _____

Job Title: _____

Work Address: _____

Work Street Address _____ City _____ State _____ Zip Code _____

Please share your story: (How did you get your job and how did the visit with your legislator go).

May we have your permission to use your story or photos taken during this event to help promote this campaign? Yes or No (Please circle one) Your signature below will give us your permission.

Signature: _____

Your personal information will be kept confidential and will not be shared without your explicit permission. Please return this form to Chaz Nickolaus via email to: cnickolaus@moddcouncil.org or send a hard copy to: MODD Council, 1706 E. Elm Street, Jefferson City, Missouri 65102. If you have any questions, please contact Chaz Nickolaus via email or by phone: 800-500-7878.

If you would like more information and/or need some tips, please see our website: www.moddcouncil.org.



Grassroots Advocacy Updates

In 1987, the Minnesota Governor’s Council on Developmental Disabilities created **Partners in Policymaking**[®]. Since then, Partners programs have been implemented throughout the United States and internationally. More than 27,000 Partners graduates in the United States and internationally are part of a growing worldwide network of community leaders serving on policymaking committees, commissions, and boards at local, state, and national levels. Partners is an innovative, competency-based leadership training program for adults with disabilities and parents of young children with developmental disabilities. The purpose of the program is two-fold: to teach best practices and to teach the competencies needed to influence public policy.

Partners in Policymaking was developed to train participants in *best practices* over a wide range of issues and to teach the skills necessary to *change systems*. Partners participants become competent to change their own lives, and to then work on changes that affect others with disabilities at local, state, and national levels. They learn there are no “quick fixes.” Thus, Partners graduates are trained to be *agents of long-term change*, in order to *achieve long-term success*, and to create a *shared vision*, enlarging the power base of disability rights advocates.

The goal of **Partners in Policymaking** is to educate participants on how to develop positive relationships with those who make policy—to become *partners in policymaking*. In today’s political climate of radical change, Partners graduates must work harder than ever to prevent the loss of basic rights for people with disabilities. Partners graduates can change the future by influencing public policy today. For more information on Missouri’s eight month program and how to apply, please visit: http://moddcouncil.org/?page_id=1892.



Have you heard about TAP?

Missouri's Telecommunication Access Program (TAP) provides equipment to qualifying individuals who have difficulties using the phone or internet because of a disability. To get specific information, click on the program in which you are interested.

To *qualify* for the Telecommunications Access Program, the applicant must:

- Be certified by a licensed physician, audiologist, speech pathologist, hearing instrument specialist or qualified agency as unable to use traditional telecommunications equipment or computer equipment due to disability;
- Be a resident of the state of Missouri;
- Have access to basic telephone service for TAP-T; have a computer and internet service for TAP-I. For the TAP Wireless pilot, you must have WiFi access or mobile phone service (depending on selected equipment).

Meet financial income standards (Generally, the applicant's have an annual adjusted household income under \$60,000 for two people; with \$5,000 being added for each additional dependent.)



[TAP for Telephone](#) provides access to basic voice telephone calling (both sending and receiving) for individuals with all types of disabilities through the delivery of adaptive telephone equipment. The program provides such equipment as text telephones, voice carry over phones, phone for hearing carry over, amplified phones, Braille phones, hands-free phones and photo phones.

[TAP for Internet](#) provides to Missourians who cannot use traditional computer equipment, the adaptive computer equipment necessary for basic access to the internet and e-mail. The program provides such equipment as screen enlargement software, screen readers, adaptive keyboards or alternative pointing devices such as trackballs or rollerballs. The TAP-I program provides consumer support during the selection and initial usage of the adaptive equipment.



[The TAP Wireless Equipment Pilot](#) is designed to see how wireless devices can improve the ability of persons with disabilities to use telecommunications and communication tools such as e-mail, phone, text, or relay services to become more connected to their friends, families and communities. Participants may be eligible to receive a wireless device such as the iPhone®, iPad®, Jitterbug, Odin, and/or adaptive accessories. The Pilot is currently inviting applications from potential participants age 18 or older. Want more information? Go to the TAP Wireless Pilot page. Questions about the pilot can be e-mailed to: MoTapWireless@gmail.com.

For more information, please visit Missouri Assistive Technology's website: www.at.mo.gov.

The ADA: Your Employment Rights as an Individual With a Disability

[The Americans with Disabilities Act of 1990](#) (ADA) makes it unlawful to discriminate in employment against a qualified individual with a disability. The ADA also outlaws discrimination against individuals with disabilities in State and local government services, public accommodations, transportation and telecommunications. This booklet explains the part of the ADA that prohibits job discrimination. This part of the law is enforced by the U.S. Equal Employment Opportunity Commission and State and local civil rights enforcement agencies that work with the Commission.

What Employers Are Covered by the ADA?

Job discrimination against people with disabilities is illegal if practiced by:

- private employers,
- state and local governments,
- employment agencies,
- labor organizations,
- and labor-management committees.

The part of the ADA enforced by the EEOC outlaws job discrimination by:

- all employers, including State and local government employers, with 25 or more employees after July 26, 1992, and
- all employers, including State and local government employers, with 15 or more employees after July 26, 1994.

Another part of the ADA, enforced by the U.S. Department of Justice, prohibits discrimination in State and local government programs and activities, including discrimination by all State and local governments, regardless of the number of employees, after January 26, 1992.

Because the ADA establishes overlapping responsibilities in both EEOC and DOJ for employment by State and local governments, the Federal enforcement effort is coordinated by EEOC and DOJ to avoid duplication in investigative and enforcement activities. In addition, since some private and governmental employers are already covered by nondiscrimination and affirmative action requirements under the Rehabilitation Act of 1973, EEOC, DOJ, and the Department of Labor similarly coordinate the enforcement effort under the ADA and the Rehabilitation Act.

Can an Employer Require Medical Examinations or Ask Questions About a Disability?

If you are applying for a job, an employer cannot ask you if you are disabled or ask about the nature or severity of your disability. An employer can ask if you can perform the duties of the job with or without reasonable accommodation. An employer can also ask you to describe or to demonstrate how, with or without reasonable accommodation, you will perform the duties of the job.

An employer cannot require you to take a medical examination before you are offered a job. Following a job offer, an employer can condition the offer on your passing a required medical examination, but only if all entering employees for that job category have to take the examination. However, an employer cannot reject you because of information about your disability revealed by the medical examination, unless the reasons for rejection are job-related and necessary for the conduct of the employer's business. The employer cannot refuse to hire you because of your disability if you can perform the essential functions of the job with an accommodation.

Once you have been hired and started work, your employer cannot require that you take a medical examination or ask questions about your disability unless they are related to your job and necessary for the conduct of your employer's business. Your employer may conduct voluntary medical examinations that are part of an employee health program, and may provide medical information required by State workers' compensation laws to the agencies that administer such laws.

The results of all medical examinations must be kept confidential, and maintained in separate medical files.

Are You Protected by The ADA?

If you have a disability and are qualified to do a job, the ADA protects you from job discrimination on the basis of your disability. Under the ADA, you have a disability if you have a physical or mental impairment that substantially limits a major life activity. The ADA also protects you if you have a history of such a disability, or if an employer believes that you have such a disability, even if you don't.

To be protected under the ADA, you must have, have a record of, or be regarded as having a substantial, as opposed to a minor, impairment. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, walking, breathing, performing manual tasks, caring for oneself, learning or working.

If you have a disability, you must also be qualified to perform the essential functions or duties of a job, with or without reasonable accommodation, in order to be protected from job discrimination by the ADA. This means two things. First, you must satisfy the employer's requirements for the job, such as education, employment experience, skills or licenses. Second, you must be able to perform the essential functions of the job with or without reasonable accommodation. Essential functions are the fundamental job duties that you must be able to perform on your own or with the help of a reasonable accommodation. An employer cannot refuse to hire you because your disability prevents you from performing duties that are not essential to the job.

What is Reasonable Accommodation?

Reasonable accommodation is any change or adjustment to a job or work environment that permits a qualified applicant or employee with a disability to participate in the job application process, to perform the essential functions of a job, or to enjoy benefits and privileges of employment equal to those enjoyed by employees without disabilities. For example, reasonable accommodation may include:

- providing or modifying equipment or devices,
- job restructuring,
- part-time or modified work schedules,
- reassignment to a vacant position,
- adjusting or modifying examinations, training materials, or policies,
- providing readers and interpreters, and
- making the workplace readily accessible to and usable by people with disabilities.

An employer is required to provide a reasonable accommodation to a qualified applicant or employee with a disability unless the employer can show that the accommodation would be an undue hardship -- that is, that it would require significant difficulty or expense.

What Employment Practices are Covered?

The ADA makes it unlawful to discriminate in all employment practices such as:

- recruitment
- firing
- hiring
- training
- job assignments
- promotions
- pay
- benefits
- lay off
- leave
- all other employment related activities.

It is also unlawful for an employer to retaliate against you for asserting your rights under the ADA. The Act also protects you if you are a victim of discrimination because of your family, business, social or other relationship or association with an individual with a disability. For more information: <https://www.eeoc.gov/facts/ada18.html>

THE HISTORY OF GRANDPARENTS DAY

A day for young and old to honor each other, and an opportunity for civic engagement for all generations.

National Grandparents Day falls each year on the first Sunday after Labor Day. It's not a holiday invented to sell cards and flowers. It was initiated at the grassroots level by West Virginian Marian Lucille Herndon McQuade, with the behind-the-scenes support of her husband Joseph L. McQuade. They had 15 children, 43 grandchildren, 10 great-grandchildren, and one great-great grandchild. After being married for over 60 years, Mr. McQuade passed away in 2001. Mrs. McQuade passed away in 2008.

There are three purposes for National Grandparents Day:

- * To honor grandparents.
- * To give grandparents an opportunity to show love for their children's children.
- * To help children become aware of the strength, information and guidance older people can offer.

Mrs. McQuade wanted Grandparents Day to be a family day. She envisioned families enjoying small, private gatherings, perhaps even a family reunion, or participating in community events.



On a societal level, National Grandparents Day gives us a chance to publicly affirm the identity and importance of grandparents, that they do play a vital role in families. It is also a day of giving – giving of self; sharing hopes, dreams, and values; and setting an example and advocating for future generations. Generations United in Washington, DC encourages all ages to engage in intergenerational civic engagement for the entire week following National Grandparents Day.

Mrs. McQuade has modestly referred to herself as "just a housewife," but her unending work to establish and publicize the holiday marks her as a true community leader. She spent much of her life advocating for older adults. In 1971 she was elected Vice-Chair of the West Virginia Committee on Aging and appointed as a delegate to the White House Conference on Aging. In 1972, Mrs. McQuade's efforts resulted in President Richard Nixon proclaiming a National Shut-in Day. She served as President of the Vocational Rehabilitation Foundation, Vice-President of the West Virginia Health Systems Agency, and was appointed to the Nursing Home Licensing Board, among many other involvements.

Mrs. McQuade started her campaign for a day to honor grandparents in 1970. She worked with civic, business, church, and political leaders to first launch the day in her home state in 1973. Then, after many years, much persuasion, and unending persistence, she finally achieved her bigger goal. It was in 1979 that President Jimmy Carter proclaimed the first Sunday after Labor Day each year as National Grandparents Day (September was chosen to signify the "autumn" years of life). In part, the proclamation reads:

Grandparents are our continuing tie to the near-past, to the events and beliefs and experiences that so strongly affect our lives and the world around us. Whether they are our own or surrogate grandparents who fill some of the gaps in our mobile society, our senior generation also provides our society a link to our national heritage and traditions.

We all know grandparents whose values transcend passing fads and pressures, and who possess the wisdom of distilled pain and joy. Because they are usually free to love and guide and befriend the young without having to take daily responsibility for them, they can often reach out past pride and fear of failure and close the space between generations.

Mrs. McQuade was thrilled when her efforts were finally realized. "I couldn't believe it," she said. Since the holiday's inception, Mrs. McQuade has been firm in her view that the holiday should not become overly commercialized, and that young and old remember its fundamental spirit.

Grandparents Day was recognized in Canada in 1995 as falling on the second Sunday in September to acknowledge the importance of grandparents to "the structure of the family in the nurturing, upbringing, and education of children... [Grandparents play] a critical role in strengthening the family." Commented one member of Canadian parliament speaking on behalf of the motion:

I do not hold grandparents to be glorified babysitters but rather as parents' surrogates who bring love, a continuance of generational values, and a sense of the child's worth to the integrity of the family... I was brought up by a grandparent. My parents both worked outside the home for most of my life. They needed to for economic reasons. It was my grandmother who nurtured me, gave me a sense of worth and molded in many ways the course my life was to take. My grandmother was my role model, my mentor, and my confidant.



While Mother's Day and Father's Day have apostrophes, officially Grandparents Day does not. It seems this may have simply been an oversight when the holiday was proclaimed. But it's an oversight that serves the holiday well. Mrs. McQuade did not envision the holiday as "belonging" to grandparents. Instead, she saw it as a day of celebration involving the whole family, a day to connect the generations. It's just as much a day to honor grandparents as it is a day for grandparents themselves to confirm their loving legacy to the generations that follow them.

Mrs. McQuade's interest and concern for seniors seems to have been sparked by her own grandmother. "After working all day on the farm, Grandma would walk off to visit elderly people in the community," she recalled. "Often I would tag along. I never forgot talking with those delightful people. That's where my love and respect for oldsters started."

Mrs. McQuade's legacy has been carried on by many of her children and grandchildren.

Daughter Ruth McQuade is a trial attorney for the US Department of Justice. She says her mother's legacy to her is two-fold: "She was always talking about the connection to all our relatives. She was always keeping records on grandparents, uncles, aunts, cousins – where they had come from and what they had done. She also impressed upon me at an early age the importance of grandparents and the elderly. I remember making speeches at 4-H about it at a very early age."

It's clear she's also very proud of her mother: "My mother worked long and hard to establish a Grandparents Day. She was a one-woman effort. I'm glad she stuck with it. I'm glad a lot of good things are coming out of it."

Another daughter, DJ McQuade-Lancaster, remembers her mother as much more than just the founder of National Grandparents Day. "She sewed all our clothes until I was in senior high school. She grew African violets. She collected stamps. She made sure we had piano lessons. She entered the West Virginia Mrs. America contest. She ran for Congress."

Lailah Rice is one of Mrs. McQuade's granddaughters. "My grandmother fought to get shut-ins noticed," she says. "When I was little, my grandmother took me to visit shut-ins. I want to carry forward what my grandmother worked so hard for, especially National Grandparents Day."

When asked about memories of her grandmother, it's evident that Mrs. McQuade was a strong role model. Says Lailah, "My grandmother was very free-spirited, feisty, and very caring and nurturing toward others."

Lailah also has fond memories of visits: "Whenever I'd go over to my grandmother's, we'd look at the coins she collected and sort them by year into bags. She was fascinated by coins and the year they represented. One of the things we did was find the coin with the year we were born."

And Lailah has a message for today's children: "You can learn a lot more from grandparents than you think you can – and it's not a chore."

National Grandparents Day is an important official marker of intergenerational relationships. But increasingly, schools and community groups are organizing Grandparents Day (or Intergenerational Day) events at any time during the year as a way to bring together families and build community. Children have an opportunity to show their appreciation and love toward their grandparents (and other special older adult friends), and grandparents feel valued as their role is validated.

The Legacy Project offers a complete Grandparents Day Planning & Activity Guide for schools, seniors centers, and community groups. There are also a wide range of meaningful activities you can choose from to bring the generations closer and celebrate the value of intergenerational relationships.

**Article courtesy of The Legacy Project. Please visit their website for more information:
<http://www.legacyproject.org/guides/gpdhistory.html>**

SAVE THE DATE

Partners in Policymaking GRADUATE TRAINING

Date:

November 3rd & 4th, 2017

Location:

Hilton Garden Inn
3300 Vandiver Drive, Columbia MO

Theme:

“Working For a Living”

Topics:

HCBS (Home and Community Based Services)
WIOA (Workforce Innovation and Opportunity Act)
Education Transition
Competitive Employment

Speakers:

Adam Sass, Director of Community Life Engagement,
National Association of State Directors of Developmental
Disabilities Services (NASDDDS)
&
Cheryl Bates-Harris, Senior Disability Advocacy
Specialist,
National Disability Rights Network (NDRN)

MORE INFORMATION COMING SOON



THE LAST COUNCIL MEETING FOR 2017
WILL BE HELD AT THE HILTON GARDEN INN,
INDEPENDENCE,
MISSOURI , NOVEMBER 16TH AND 17TH.

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