



Georgia Council on Developmental Disabilities (GCDD)

Presentation for Employment Advocacy Day

Wednesday, March 10, 2021

Kate Brady, GCDD Deputy Director





What is GCDD?

History

The Developmental Disabilities Bill of Rights & Assistance Act of 2000 (i.e. the DD Act)
Subtitle B: Federal Assistance to State Councils on Developmental Disabilities

Purpose

Support state councils on developmental disabilities to:

- Engage in **advocacy, capacity building, and systemic change** activities
- Contribute to a coordinated, consumer- and family-centered, consumer- and family-directed, comprehensive system of community services, individualized supports, and other forms of assistance that enable individuals with to exercise self-determination, be independent, be productive, and be integrated and included in all facets of community life

Composition

- 60% individuals with developmental disabilities and family members
- Required state agencies, as outlined by:
 - Rehab Act
 - IDEA
 - Older Americans Act
 - Title V and XIX of Social Security Act
 - Protection and Advocacy Agency
 - Centers for Excellence in Disability
- Advisory members



What is the DD network?

The DD network consists of three partners in each state and territory authorized under the DD Act and administered by the Administration on Developmental Disabilities (ADD):

- University Centers for Excellence in Developmental Disabilities (UCEDDs)
- State Developmental Disabilities Councils (DD Councils)
- State Protection and Advocacy Systems (P&As)

In Georgia, the DD Network includes:

- UCEDDs
 - Center for Leadership in Disability (CLD) at Georgia State University (GSU)
 - Institute on Human Development and Disability (IHDD) at University of Georgia (UGA)
- DD Council
 - Georgia Council on Developmental Disabilities (GCDD)
- P&A
 - Georgia Advocacy Office (GAO)

CENTER FOR
Leadership in Disability



*Institute on Human
Development and Disability*
UNIVERSITY OF GEORGIA



GAO | **GEORGIA
ADVOCACY
OFFICE**

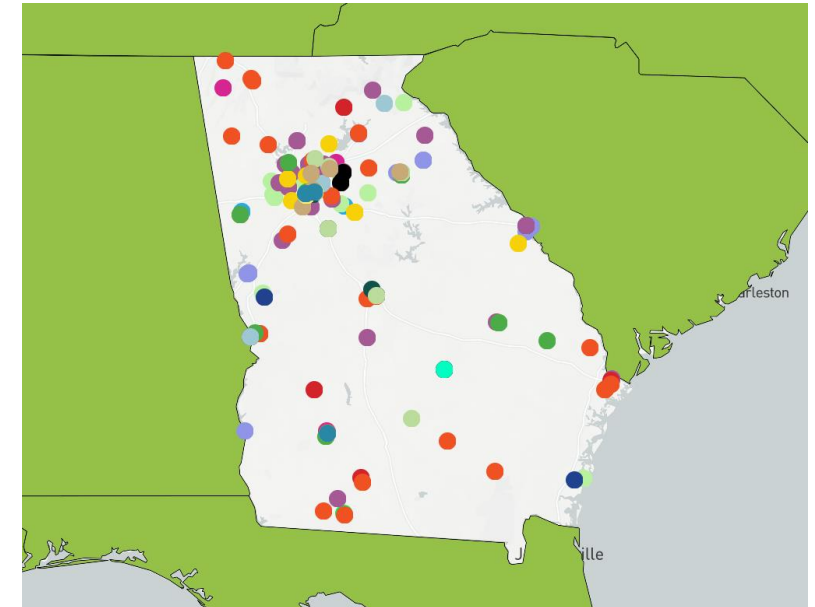
What does GCDD do?

Vision and mission

- GCDD envisions a state in which all people are valued and fully included in communities and are supported to realize their fullest potential.
- The mission of GCDD is to advance social change, public policy, and innovative practices that increase opportunities for individuals with developmental disabilities and their families to thrive where they live, learn, work, play, and worship in Georgia's communities.

Supported projects

- GCDD focuses our efforts on five key areas:
 - Real Homes
 - Real Careers
 - Real Learning
 - Real Support
 - Real Influence
- For a snapshot of the various projects that GCDD funds across the state, visit our most recent Impact Map online at <http://bit.ly/gcdd2019impact>. Or visit www.gcdd.org and click "About GCDD" and then "Impact of GCDD."



The Value of Competitive Integrated Employment

Paid Employment for People with Developmental Disabilities Benefits all Georgians



Through supported employment services such as job coaching and customized employment, people with developmental disabilities can engage in competitive, integrated employment. This means they are able to live full and productive lives while contributing to Georgia's economy.



People with Developmental Disabilities



in **day services**



in **competitive, integrated employment**

Increasing supported employment services is **fiscally responsible**

For every **\$1.00** put into supported employment programs in Georgia



=



Georgia taxpayers gain **\$1.61** in benefits.¹

Supports provided through waivers and nonwaiver services such as those funded by state and federal monies through Department of Behavioral Health and Developmental (DBHDD) Georgia Vocational Rehabilitation Agency (GVRA), and other programs **help people with developmental disabilities find and keep meaningful employment.**

Workforce participation numbers are an accurate way to gauge the impact of competitive integrated employment versus unemployment statistics. When there are not enough supports and/or opportunities for people with developmental disabilities to enter the workforce, they are not included in unemployment statistics.

Georgia is an Employment First state



In 2018 Georgia was designated an Employment First state through the passage of HB831 "Georgia's Employment First Act." The goal of an employment first state is to establish meaningful employment as the first and preferred outcome for people with disabilities who choose to work.

Georgia's Employment First Act created a council that includes members of the disability community, business and state leaders, to make policy and legislative recommendations.

Being an Employment First state means that the systems that fund supports for people with disabilities present and support employment as the first and preferred outcome. This outcome of Competitive, Integrated Employment means that each person with a developmental disability who goes to work earns a paycheck, pays taxes and spends in their local economy.

Take Action: Support Competitive Integrated Employment



Ask Your Representative to Support Representative Holly's Resolution!

This resolution urges the Employment First Council of Georgia to hold public hearings, study and construct a strategic plan to present to the General Assembly before December 31, 2021 regarding how Georgia can eliminate the use of subminimum wages and increase competitive, integrated employment options for its citizens with developmental disabilities.



Current Challenges:

- *Lack of waiver funding which includes supports such as job coaching for people with developmental disabilities to engage in competitive, integrated employment.*
- *The need to end sub-minimum wage practices and provide supports for competitive integrated employment as the first option*

End subminimum wage practices. Increase competitive integrated employment.

Terms:

Subminimum wage—earning pay that is below the current minimum wage set by the state. Subminimum wage is legal under the 14c provision of the Fair Labor Standards Act.

Developmental disabilities—a disability that begins before age 22 and that significantly impacts a person's daily life in at least 3 ways such as self-care, mobility, or communication.

Employment First Council—a council of members of the disability community that includes business and state leaders who make policy and legislative recommendations to support employment as the first and preferred option for people with developmental disabilities.

Day services—day service centers provide professional and compassionate services for adults in a community-based group setting. Services are designed to provide social and some health services to adults who need supervised care in a safe place outside the home during the day.



Competitive Integrated Employment

Work that is performed on a full-time or part-time basis (including self-employment)

- (A) for which an individual -
 - (i) is compensated at a rate that -
 - (I)(aa) shall be not less than the higher of the rate specified in section 6(a)(1) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(a)(1)) or the rate specified in the applicable State or local minimum wage law; and
 - (bb) is not less than the customary rate paid by the *employer for the same or similar work performed by other employees who are not individuals with disabilities, and who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills; or*
 - (II) in the case of an individual who is self-employed, yields an income that is comparable to the income received by other individuals who are not individuals with disabilities, and who are self-employed in similar occupations or on similar tasks and who have similar training, experience, and skills; and
 - (ii) is eligible for the level of benefits provided to other employees;
- (B) that is at a location where the employee interacts with other persons who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals who are not individuals with disabilities and who are in comparable positions interact with other persons; and
- (C) that, as appropriate, presents opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.



Advancing Employment

Building a community for inclusive employment in Georgia

2021 Employment Policy Imperatives for Georgians with Disabilities

**START
HERE!**

To realize the contributions of Georgia citizens with disabilities to the economic life of our state, a coordinated and focused approach to policymaking should be pursued and include the following steps:

Adopt an approach known as the State as Model Employer that requires Georgia state agencies to set goals for the recruitment, and retention of people with disabilities.

Phase out the use of subminimum wages in Georgia by 2023.

Create a state tax-incentive for businesses that hire workers with disabilities that have previously been paid subminimum wages.

Ensure that the renewals of the NOW and COMP waivers prioritize and incentivize employment.

Forgo the Order of Selection process at GVRA so that job seekers receiving SSI and/or SSDI have the supports to work and become Georgia taxpayers.

Create evidence-based expectations and practices in services funded by DBHDD such as Community Access Individual that will contribute to a more robust employment focus.

Enact the self-employment policy recommendations provided to GVRA in 2018 so that microenterprise is an option for Georgians with disabilities.

Create an initiative in tandem with the Employment First Council to promote an Economic Coalition for Employment and Disability to guide research and dissemination related to return-on-investment, purchasing power, and economic growth.



Advancing Employment

For more details on the 2021 Employment Policy Imperatives, please visit www.advancingemployment.com

<https://www.advancingemployment.com/>



Advancing Employment

Building a community for inclusive employment in Georgia

Spring 2021 CoP Webinar Series Part I

1. March 9, 2021 2 P.M. - 3 P.M.

Georgia's Disability-IN Initiative

- **James Conolly, Ph.D.** is Chairperson of Disability:IN Greater Atlanta. As an affiliate of Disability:IN, this organization is a local non-profit, business-led, business-to-business educational organization. They provide members with opportunities to engage within a trusted network.

Are you curious to know more about what the corporate side of employing people with disabilities is doing? Please join us to learn more about Disability: IN and their local affiliate Disability: IN Greater Atlanta. This organization supports businesses who want to advocate for people with disabilities within the marketplace. Also, we will pull the curtain aside and peer into corporate recruiting departments to learn how to improve your chances on landing a job! Dr. James Connolly, Chairperson of Disability:IN Greater Atlanta will be the speaker.

Registration Link:

<https://zoom.us/meeting/register/tJckc-igpjouE9XDriZZwWalbhgNeBm8QslY>

2. March 23, 2021 2 P.M. - 3 P.M.

What Employers Need to Know about Workplace Accommodations for Individuals with Intellectual and Developmental Disabilities

- **Karen Milchus, M.S. and Ben Satterfield, Ed.D.** both work at Georgia Institute of Technology. Ms. Milchus works for the Center for Assistive Technology and Environmental Access (CATEA). Dr. Satterfield works for Tools for Life.

Despite being frequently overlooked in the hiring process, workers with disabilities are often viewed as among the most loyal and motivated employees. Given the right supports these individuals can be successful in a variety of emerging and important industries. This presentation looks at the process of implementing workplace accommodations for individuals with intellectual and developmental disabilities from the employer's perspective. It presents an overview of a research project at Georgia Tech's Center for Inclusive Design and Innovation that is developing a tool to assist employers in the selection and implementation of workplace accommodations. The speakers will share some findings from the research concerning strategies and solutions for workers with intellectual and developmental disabilities.

Registration Link:

<https://zoom.us/join/zoom/register/tJ0vdOGqDMuHNAawbEV68WK-QWFSEdYmLY5>

3. March 30, 2021 2 P.M. – 3 P.M.

Expanding Opportunities Through Telework: For the Covid Era and Beyond

- **Tracy Rackensperger, Ph.D.** is the Resources and Outreach Manager for our Advancing Employment initiative. Dr. Rackensperger holds a public service faculty position within the College of Family and Consumer Sciences at the University of Georgia, Institute on Human Development and Disability.

Teleworking provides many opportunities and benefits for people with disabilities. At a time when many of us are teleworking, we have come to learn the many advantages and challenges of working from home. This webinar explores several items related to supporting people with disabilities in teleworking situations. We will discuss the definition and models of telework, the advantages and disadvantages for people with disabilities, addressing literacy and the digital divide, supports needed, problem-solving issues of social isolation, and the impact Covid has had on advancing telework. Dr. Rackensperger will speak to her research about this area as well as her own experiences teleworking as a person with disabilities.

Registration Link:

<https://zoom.us/join/zoom/register/tJcjdO-gqz8oGd1r6zQRkFMxDjOuEuaHP8oK>

Stay tuned for Part II.



Introducing our National Expert:

Doug Crandell has worked for decades in the field of community-based employment practices. Mr. Crandell is a public service faculty member at the UCEDD housed at the University of Georgia. He provides training and technical assistance to Georgia's supported employment providers. He is the Project Director for Advancing Employment, Georgia's Technical Assistance Center for Best-Practices. Crandell has been the Principal Investigator for several demonstration grants funded through the U.S. Department of Labor, the Bureau of Justice Assistance, and the Social Security Administration (SSA). He is retained to provide Subject Matter Expertise to federal agencies through grant projects and is currently working in Rhode Island, Tennessee, Virginia, and California. Doug regularly publishes essays on labor, health, and poverty and has authored seven books.

What is DD Awareness Month?

Each March, the National Association of Councils on Developmental Disabilities (NACDD), and its partners work together to create a **social media campaign that highlights the many ways in which people with and without disabilities come together** to form strong, diverse communities.

The campaign seeks to raise awareness about the **inclusion of people with developmental disabilities** in all facets of community life, as well as awareness of the **barriers that people with disabilities still sometimes face** in connecting to the communities in which they live.



How can I honor DD Awareness Month?

One of the easiest and most meaningful ways we can honor people with disabilities is by learning about **person-first language (PFL)**. (PFL) is a way of communicating that reflects knowledge and respect for people with disabilities by **choosing words that recognize the person first and foremost** as the primary reference and not his or her disability. PFL emphasizes the person first, rather than the disability, thereby **putting the focus on the person**. For more information about PFL, visit <http://bit.ly/gcddpfl>.

Stay tuned to our webpage at www.gcdd.org for a **DD Awareness Month social media toolkit** and for more information about how you can honor DD Awareness Month!





How can I get involved with GCDD?

Website and social media

Visit www.gcdd.org. Find us on Facebook, Twitter, YouTube and Instagram.

Advocacy network

Click the green button at the bottom of our website to join our network of grassroots advocates!

Advocacy Days

Attend our final, virtual Advocacy Day of the 2021 session to learn how to talk to our legislators about employment for people with disabilities.

Magazine and newsletter

Visit www.magazine.gcdd.org to read stories about issues important to people with disabilities and their families.

COVID calls

Join the Georgia DD Network's monthly Zoom session, "COVID-19 in Georgia: Supporting People with Intellectual and Developmental Disabilities" on March 16. Register at www.gcdd.org/gadd-network.





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