

## **Mill Levy Advisory Council, BCHS**

Monday, October 21st 2024

5:00 p.m. to 7:30 p.m., virtual

Meeting Minutes

### **ADA statement**

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**Advisory Council Members in Attendance:** Annette Treufeldt Frank, Heidi Que, Lisa Slager, Jolie Bernstein, & Teresa Greene.

**Absent:** Julie Marshall, Asher Johnson & Robert Enderson.

**Community Members in Attendance:** Kimberly DeGraff, Gaby Wienburg, Ailsa Wonnacott, Emilie Arroyo, Barb-Wilkins-Crowder, Caitlin Looney, Khari Hunt, & Niccolle Mascarenas.

**Boulder County Employees:** *Rebecca Seiden, IDD Mill Levy Program Coordinator & Ally Joel, IDD Mill Levy Program Specialist*

### **Meeting**

Meeting was held virtually through Microsoft Teams. No Public Comments were scheduled.

### **Approval of Minutes**

Heidi motioned to approve September minutes; Lisa seconded; all in favor. Minutes were approved.

### **A&I Avenues Case Management Agency Q&A**

*Kathryn Arbour & Barb Wilkins-Crowder*

- *What are the biggest challenges you have right now and are there any solutions we can partner on?*
  - *Most challenges are about our own infrastructure, state billing system compliance, working with online systems/Bridge state system was the*

*main issue where PHI was modified. Have been working to correct that for accurate records.*

- *Brought together about 1400 clients together from BI, EBD, Mental Health with IDD waivers, 2800 total for waiver clients. There are other clients through Broomfield and Boulder County funding aside from waiver services.*
- ***Are you fully staffed?***
  - *Hired about 22 people since July 1st. A dozen departures, and significant number of promotions taking on more responsibility. 7 CM open, 2 are new positions funded by Mill Levy.*
- ***How is Early Intervention going? There were conversations of raising base wages to keep SCs for longer period of time. How is that shaking out?***
  - *We are in a budget amendment with the state of Colorado, CDC controls that budget. In the middle now of negotiating the budget with them. 2-3 positions turned-over in Early Intervention (Service Coordinators).*
- ***Have you seen a shuffling of services to see what a better match would be?***
  - *Not yet - support services need more before we can see the change. That is in the works now with the State.*

## **BCHS Strategic Planning/IDEALS**

*Emilie Arroyo & Khari Hunt, BCHS Strategic Planning Committee*

*Developing strategic plan*



**BCDHS Strategic Plan**  
APPROACH

BCHS Strategic Planning Workgroup

BOULDER COUNTY  
HUMAN SERVICES



Your **VISION** is clear and compelling



You have articulated **IDEALS** that will inform choices and guide behavior



Your **APPROACH** is well defined and broadly understood



You have identified **BARRIERS** that might get in your way and planned for how to overcome them



You have named the **LESSONS** you want to learn along the way so you can turn setbacks into success



You have built robust **EVALUATION** into your process to gather real-time feedback

<https://integratedwork.com/consulting/strategic-planning/>

## Background

- Highlights the work we want to do for the next 5 years. "why we do what we do!"
- Result of efforts to have our IDEALS informed through community input.
- Includes feedback from employees on work group and leadership team.

## VISION

**Building a thriving future together centering racial equity and opportunity for all**

*Well articulated  
ideals inform our  
choices and guide  
behavior*

## IDEALS

**People First, Always:** We empower each other and move forward as a community

**Be Authentic:** We are kind, honest, and transparent

**Help at Your Fingertips:** We're there when and where you need us most

**Building Boulder County for All:** We evaluate our systems for change to create a community that works for everyone

## APPROACH

*Our APPROACH, informed by our IDEALS, are the activities we want to focus on to achieve our strategic VISION.*



Focus on Caregivers



Reduce Barriers Across Services



Information Everywhere



Support Systemic Change

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BOULDER COUNTY HUMAN SERVICES

### Focus on Caregivers

Support those in caregiving roles, from parental care to elder care.

Implement policies and practices that recognize and mitigate the impact of racial and gender dynamics in caregiving roles.

Improve the network that connects various services and support systems for caregivers.

*"I wish they had therapists for family problems. Financial assistance for low-income families. Helpful talks with the entire family."*



## Reduce Barriers To Services

Center racial and gender equity principles into all aspects of organizational practice and service delivery.

Implement strategies aimed at improving access and inclusivity for residents of mountain and rural communities

Improve service coordination, enhancing support for clients navigating multiple services, and creating pathways for feedback and continuous improvement.

"My life would be easier if I could apply for many services at once. It would be one system where they already have my info (and could apply the information across the services)"



## Increase Visibility

Disseminate information about support services through diverse in-person and virtual channels.

Partner with trusted community leaders and organizations to reach underserved populations and facilitate information spread.

Engage community spaces and facilitate information spread and access through the community.

"Communication: Unless someone tells you specifically about the service, you don't know it exists."



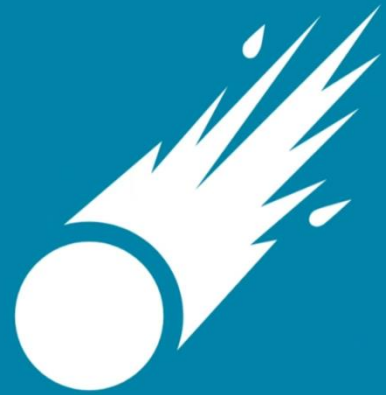
## Create and Support Systemic Change

Implement system change as a restructuring of policies, procedures, and practices to eliminate systemic barriers and promote equitable access and outcomes.

Advocate at the state level for policy changes that support race and gender equity practices.

Enhance services to ensure adaptive and responsive service delivery that meets evolving local and community needs.

"If everyone was given the freedom to explore their passion and build skills, we could support each other and reduce the work of the county"



## Feedback

*Thinking about the proposed APPROACH...*

"Which programs or activities are we doing currently that support these efforts?"

"What could BCHS propose to do in the next year to support these efforts?"

"What important work is not included in the APPROACH?"

[Share your feedback](https://forms.office.com/g/rytjKfwrf)  
<https://forms.office.com/g/rytjKfwrf>

### Feedback:

- BCHS is not as disability aware. Will require a shift in "business as usual" and bring in more supportive services to support people with disabilities to be successful in the systems designed to support them. Address the issues with communicating with those populations.
- How many people participated in the feedback: 250 people across different groups (self-advocates, caregivers, IDD professionals)
- Think about the extra time it takes (executive functioning supports, either through caregiver, etc.) to accomplish these tasks.

- Have lost that in person support - sitting down with someone to support.
- Need to use plain language
- Boulder County being in the community more.
- Are County teams trained on providing a diverse range of accommodations so they can accommodate the County paperwork processes?

## Public Awareness Subcommittee Report Out

*Ally Joel*

### Publicity/Awareness: could a visual symbol/icon help?

**Issue:** The name for our target population is long and not readily understood by most of our community. Better understanding leads to better awareness and ability to support our population within the community.

**Idea:** Create (or use with permission) a consistent, simple, communicative visual symbol/icon to represent our population.

"Neurodiverse" is a close proxy for our population, however...

- Some definitions of neurodiversity do NOT include ID or BI (while others do). And certainly not all "neurodiverse" individuals fit within our target.
- Our specific ballot language (IDD/Autism/BI) must be included (footnote?)

*This icon could be used on our website, any awareness materials, anywhere our funding is mentioned (recipient organizations)*

*This icon could potentially be used by businesses/employers/community organizations to denote their support, and/or completion of training/outreach*

**Goal:** simple, well-recognized and generally understood icons like these



**Some possible inspirations:** Head outline, Rainbow colors (diversity), infinity symbol (seems to be already used for neurodiversity)

Using AI image generator  
"Intellectual Disability"



# Publicity/Awareness: could a visual symbol/icon help?



Maybe something like this?

- Piggybacking on existing known symbols (except for ID)
- Specifying the ballot language targets
- Suggestion of inclusion which is the ultimate objective

Using AI image generator



"Boulder" with mountains & locator  
Surrounded by ??



Multicolored brain representing various neurological profiles  
Hands suggesting support



Multicolored puzzle pieces superimposed on head shape  
Supported by people/outstretched hands

# Publicity/Awareness: Example awareness efforts



"R" word campaign (2007) <http://theword.org>

- Short viral videos
- Bumper stickers, magnets
- "R-word" digital button, free PDFs

"Spread the Word to End the Word" (2009) <https://www.spreadtheword.global>

- Special Olympics & Best Buddies
- Broadened to Spread the Word: Inclusion (2019)
- Turnkey resources for 3 campaigns: the R-Word, bullying or inclusive action

Neurodiversity awareness week (UK?)

- Press materials, comms resources/toolkits
- For schools, higher ed, or businesses

Established by UN in 2007, adopted by all Autism advocacy organizations

*"From surviving to thriving"*

- Share stories
- Showcase support, advocate
- Pledge
- Fundraise

An online learning provider dedicated to the learning disability workforce

- Videos, audio
- Learning modules
- Various lengths & targets
- Membership options to make a cost effective learning method for individuals, businesses & organizations

Started in Summer 2014 by three young men living with ALS.

- Over 17 million people participated
- Raised awareness of the disease worldwide and \$115 million for research

Do we know what other local disability advocacy organizations (Special Olympics, Best Buddies, Autism/Brain injury groups etc) are already doing or have available? Could we join/support their efforts for better efficiency and impact?

Or, are there more general diversity efforts (like Cultural Brokers) that can be leveraged for our effort?

# Example Awareness Message/Vehicle: *It's National Disability Employment Awareness Month!*

Dept of Labor

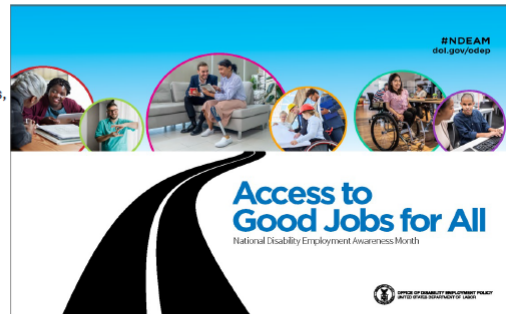
## NDEAM 2024

Observed each October, during National Disability Employment Awareness Month, or "NDEAM," we celebrate the value and talent workers with disabilities add to America's workplaces and economy. NDEAM's purpose is to confirm our commitment to ensuring disabled workers have access to good jobs, every month of every year.

That's the spirit behind this year's official theme: "Access to Good Jobs for All."

Specific ideas & resources are provided for several audiences:

- Employers/Employees
- Educators/Youth Service Professionals
- State Governors, Legislators and Other Policymakers
- Associations and Unions
- **Disability-related Organizations**
- Federal Agencies



**Ideas for Disability-Related Organizations: Lead your community's celebration of National Disability Employment Awareness Month (NDEAM)**

1. **Post an NDEAM weblink:** To create a link, use the NDEAM poster thumbnail and link it to the [main NDEAM webpage](#).
2. **Solicit an NDEAM proclamation:** A [template](#) that organizations can easily customize is available to assist in soliciting such a proclamation.
3. **Hold an NDEAM "management breakfast" or "brown-bag lunch":** NDEAM presents an opportune time to sponsor an informal seminar or panel presentation for local employers on the topic of disability employment and the benefits of a disability-inclusive workplace.
4. **Hold a poster contest:** The NDEAM theme (or any slogan used by your organization) could be the theme for a poster contest for local youth.
5. **Feature NDEAM in your newsletter:** NDEAM offers timely and fresh content for organizational publications or social media activities.
6. **Feature NDEAM in social media activities:** Likewise, NDEAM provides an interesting hook for social media platforms, including Facebook, LinkedIn, Instagram and X. O
7. **Distribute NDEAM posters:** Just before or during NDEAM is a great time to pay a quick visit to local employers to provide a free NDEAM poster ([English](#) | [Spanish](#))
8. **Reach out to local media:** Ideas include writing an op-ed piece or letter to the editor about the value and talent people with disabilities have to offer in the workplace and community or encouraging local TV or radio news to run a feature on one or more local employers observing the month.
9. **Develop a disability employment webpage:** NDEAM is a great time to unveil a dedicated disability employment webpage for local employers listing tools and resources

## IDD Mill Levy Updates

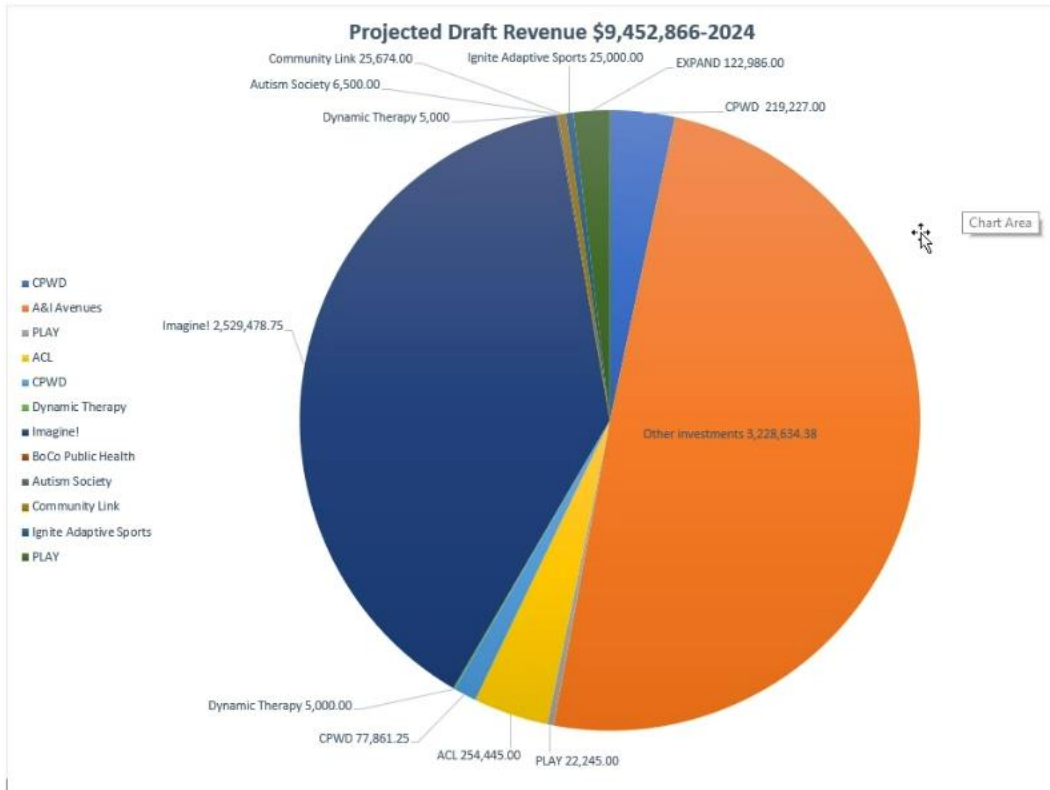
*Rebecca Seiden*

- Reviewed summit schedule; Summit is at full capacity at 200 guests.
- Another RFP will go out in Spring for 2026.
- \$4.2 Mill was the RFP amount for 2024.
- Any 2024 RFP recipient will need to reapply to the RFP coming out in 2025 for year 2026.
- Non-competitive contracts (single source providers) will be: Elevated Communities, ACL, and A&I.
- Next month we will have the full budget, including new housing positions.
- Those who are currently 2024 RFP recipients, they will receive a 6-month extension to get on the same calendar year for funding. That means they will receive the additional 6 months of funding.
- Anything else we need to address/included in the budget?
  - START is still in the budget.
- Willoughby corners - We have a separate fund account dedicated to housing. All of the money coming in was not fully invested so was moved over dedicated to housing. Housing costs will be high, so we want there to be available funds for that; roughly at 8-9 million. Anything we do with those funds, we will need to support yearly. This money accrues interest and we do need to spend it. When we spend down our yearly money, we can tap into

this pot. We will need to determine how much to spend on Willoughby corners.

- Would like to hire someone to do a market analysis to tell us what other housing opportunities we should be pursuing aside from Willoughby.
- Featured in the podcast [Understanding Autism Podcast Episode 35](#)

Budget (detailed budget to come):



### Working Session

- Goal Setting for 2025 & wrap up for 2024. Discuss meeting schedule, timing, etc.
- 2025 IDDAC Meeting Schedule (5:00-7:30pm)
  - Jan 13th
  - Feb 10th
  - March 10th
  - April 14th
  - May 12th
  - June 9th
  - July 14th

- Aug 11th
- Sept 8th
- Oct 6th
- Nov 17th
- Dec 8th
- Needs Assessment: interest in a reassessment to work with current needs; lean on the PA subcommittee to help get the word out for more inclusive community involvement. Include more on BI, and Autism.
- Housing Panel: set up procedures and policy of how to use the money. Who should be on the panel, etc. Helpful to have experts of our community in an already established process (like HSP).
- Mental health: evaluate success of the mental health training. Ask CCHA if there may be another round of funding for this training in the future. 17 people passed the last session. Continuing to pursue that START program. Interested in getting report back and data from the training. Get the clinic from Imagine! out to the community.
- Case Management: report outs with how intake is improving/waiver enrollments.
- Community Education: Outreach/PA Subcommittee
- Website: throw out ideas

### **Next Steps/Agenda Topics**

- Presentation from one of our 2024 RFP partner/Cultural Broker Program
- Next working session focus on needed website updates.

*Meeting Adjourned at 7:35 p.m.*

*Minutes Submitted by Ally Joel*