



## Community Advisory Council Minutes

Wednesday, June 3, 2020, 12:00 to 3:00pm

### 12:00 Welcome



1. Please introduce yourself with your name and personal pronoun (such as they/them, she/her, he/him, ze/hir).  
[What are personal pronouns and why do they matter?](#)
2. Welcome new members! Françoise Kahindo, Michael Shor, Arline Seiler
3. Choose a meeting role.
4. **Discuss and vote on minutes from last meeting.**

### 12:30 Feedback on CDCI work this year (part 1)

1. You were sent a summary of CDCI activities this year.
2. Jesse and core function coordinators will review this summary with you during the meeting.
3. Please ask questions and give feedback.

### 1:30 Break

### 1:45 Feedback on CDCI work this year (part 2)

1. Continue to give feedback about CDCI work this year.
2. Jesse and core function coordinators will review the summary.
3. Please ask questions and give feedback.

### 2:45 Meeting Summary and Process



1. Review decisions made today and next steps.
2. Discuss how the meeting went today.
3. Decide what we should change for next meeting.

# Meeting Minutes

## **Council Members present**

- Max Barrows, Co-Chair
- Persephone Ringgenberg
- Francoise Kahindo
- David Frye
- Meagen Roy
- Karen Topper
- Ed Paquin
- Mary Alice Favro
- June Bascom
- Nicole Villmaire
- Michael Shor
- Kirsten Murphy
- Liliane Savard

## **Council Members not present**

- Arline Seiler
- Kris Medina
- Karen Price

## **CDCI personnel present**

- Jesse Suter
- Lisa Hurst-Bouffard
- Rachel Cronin
- Darren McIntyre
- Winnie Looby
- Jeanne Nauheimer
- Mary Ellen Seaver-Reid
- Tammy Willey
- Lisa Gaiotti

## **Others present**

- Randy Lizotte
- Lee Reilly

## **Agenda Item #1 Welcome and Roles**

Please introduce yourself with your name and personal pronoun (such as they/them, she/her, he/him, ze/hir).

[What are personal pronouns and why do they matter?](#)

- Max asked each person on the call to introduce themselves and share one thing that makes them cool.

## **Welcome new members!**

- Françoise Kahindo
- Michael Shor
- Arline Seiler (unable to attend)

## **Choose a meeting role.**

- Recorder; Lisa Hurst Bouffard
- Facilitator; Max Barrows
- Keeper of the rudder; Persephone Ringgenberg
- Jargon buster; Karen Topper
- Timekeeper; June Bascom
- Processor; Nicole Villmaire
- Fly on the wall; Randy

## **Member Updates**

- Max is stepping back from the Co-chair position and will be leaving the CAC. He has really enjoyed working as co chair and is happy to give the opportunity for others to step in.
- Karen Topper also shared that she is stepping down from the CAC representing GMSA. Randy Lizotte from GMSA is considering being the new representative on the CAC.

## **Discuss and vote on minutes from last meeting**

- Max went through the minutes from February.

- Vote to accept meeting minutes. Motion made by Ed, second by Nicole.

**Meeting minutes vote:**

- Ed made motion to accept minutes, Nicole seconds.
- In favor: 12
- Oppose: 0
- Abstain: 1
- Not present: Kris, Arline and Karen

**Next Steps:**

- Liliane's email about the Autism Collaborative will be sent out to the CAC for those interested.

## **Agenda Item #2 Feedback on CDCI work this year (part 1)**

**Discussion:**

Jesse, General format, we will go one goal at a time and get feedback.

**Goal 1. We Teach.** Winnie Looby reviewed the first section of the Annual Report Summary shared with the CAC.

**Questions or feedback from CAC:**

- Francoise asked, How many credits are given for the classes?
- If student is not vocal how would they learn? They would make accommodations for anyone.
- Randy asked, What are the Classes?  
1, Culture of Disability,  
2, Disability Studies and Media Representation.
- Francoise asked, How many students did you have?  
Winnie, 35 in Culture of Disability and 16-17 in Disability Studies and Media Representation.  
Winnie, The classes are once a semester hybrid classes/more self paced learning than classroom work.
- Mary Alice, talk about the pathway. Is that so student can go into developmental services?

Winnie, many are not interested in master's degree program they are more helpful to have these for people that do not want to take too much time

- Michael is unclear, are the classes open to students?  
Winnie, There are a combination of things. Would like to see free online workshops classes, she would like to have it be accessible for all who want to take it.
- Michael is interested in participation by people with disabilities.  
Winnie, yes for sure she wants to have people to consult and be paid for their input and experience.
- Max, new course ideas self-advocacy and determination for students with or without disabilities. Services for young adults working in developmental services to make studies more inclusive.
- Persephone, A good movie about advocacy "Crip Camp" would be really good to show in a class or by CDCI. And have people on a panel to discuss.
- Topper, look at the "isms" compare and contrast what they are.  
Looking at things from intersectionality
- Liliane self-determination outcome research to co-research transitional science
- Michael interested in conducting research interested in what Liliane was talking about. Would like to follow up in general.
- Nicole, would like to talk to you for think college  
Winnie, wanted to ask Nicole and Stirling about their work.

**Goal 2; We Support** reviewed by Darren McIntyre

### **Questions and Discussion by CAC:**

- David, shared he worries about people getting out of high school. So important to have a goal as to what they will be doing when they get out of school.  
Darren, It has been helpful to have people involved and then are able to stay in job positions.
- Persephone, there are other things out there to help people find jobs other agencies can help people to keep looking for the job they want. People with disabilities have a very hard time finding jobs.  
Darren, yes there are other programs to help everyone find employment for people that are interested.
- Francoise, How do you find information being in the community?

Darren, We will save this question for Goal 4, dissemination this is a great question. Bryan Dague has done a lot to get information out Jeanne will address this more.

- Max, Assistive tech and family support stand out for him. AT helps him he is sure this will help others with family support needs.
- Nicole, Think College is great and early intervention is really important and really helps if you can get help early. If you do not get help it can hurt. Also there are not enough jobs and careers.
- Other updates: Darren, We are hiring two new people to replace Donna Gillen has and Deb Sharpe have both retired and we are looking to fill their openings.

New AT center at Castleton University

Brian Dague hosted several groups and individuals to learn about how we are doing supported employment in Vermont.

COVID challenges all projects have been able to keep working BEST summer online

Projects offered remote support

- June, What are the public service announcements?  
Darren, Videos highlighting local businesses that have had success hiring people with disabilities
- Liliane, There is a need for investment in AT there are huge gaps maybe CDCI can fill the gap. She is wondering if they can find help for families during COVID, families have no support. Families have children who are in need of people to help with resources to keep people safe.
- Persephone, There is also no support for crisis, how can we fix? How can we be sure people have supports in place can CDCI put this in place?  
Darren, We are in this together within I-Team and the interdisciplinary we are continuing with services. We hear the need for help and supports.
- Persephone, Parents are not able to provide respite the state was sending checks to parents.
- Michael, Would like to see stuff focus more on white collar and educating this group of people on working with people with disabilities. Specifically would like to see the University look at this issue. Second year with SEED projects.

- Nicole, Also during COVID noticed that they are giving more to families for home care but not enough for independent people with disabilities. That is an issue for her.

## **Agenda #3 Feedback on CDCI work this year (part 2)**

**Goal 3; We Study (Research)** Jesse is presenting for Valerie Wood.

### **Discussion:**

- Persephone, What could the organization do to bring light to change and make sure things get better. How can we use our white privilege to make even ground with others?  
Jesse, Do you have thoughts about that in our research?
- Persephone, I do not know. Would like to have people expose a more positive light. Have people share their stories.
- Mary Alice, Persephone that is a very important question. How can we do that in classes and workshops using Winnie's Ideas.
- June, Build this through qualitative analyses and research.
- Max, Getting anything out about racial disparities around COVID, communities of color are the hardest hit. I question how to look at that more for POC (people of color) with disabilities. POC have been hit hard with pandemic.
- Nicole, Great discussion, another point of research is college how can everyone with disabilities can get education. It is important for everyone to feel included. She is looking at this as part of her career. What kids are getting left out and how can we support this.
- Michael, Thinks that it would be useful to find commonality with race and disability.

**Goal 4; Dissemination,** Reviewed by Jeanne Nauheimer

### **Discussion:**

- David, GMSA has a plain language booklet that he feels should be in this document. It is really easy to understand.
- Randy, are you talking about students?

Jeanne, Mostly faculty and staff at the University. CDCI works with everyone and not just students. We are using plain language and we are hoping to use more. Resources took a back seat to training. Some of the information we gathered from GMSA has been used on our web site.

- Randy, How are you getting the information out to people that do not know how to use the technology?
- Michael, Finds that resources are minimalistic for the people that need it. What about going up on the level of content. Who is the content for? How can people with different needs access the information?
- Nicole, Training, and resources are very important.

#### **Goal 5; We maintain our Center (Infrastructure) Reviewed by Rachel Cronin**

##### **Discussion:**

- Max, Like the priority on diversity in hiring and the funding for self-advocates.
- Nicole, It was a little fast, I think it is over all great and I will get a hold of you later. Thank you.
- Mary Alice, With the info available it seems like it would be good to translate to other languages. Understands these are hard times.
- Michael, Thinks it is great that CDCI is getting funding for self-advocates.
- Mary Alice, Wonders if there is a way for self-advocates to get benefits other than being full time employees. Hard right now but maybe for the future.
- Persephone, Positioning for consultants and being employed with benefits sounds good.

##### **What priorities in this report are most important to you?**

- Liliane, We are moving to different ways of doing things for providers because of COVID. The old life is not coming back we need to be able to move forward in different ways. Liabilities, equipment, and remote services etc.



- Michael, Generally providing services to the full range of functionality of all people with disabilities. Would like to see CDCI look at the full spectrum of disabilities.

### What new priorities should we consider?

- Mary Alice, Fewer priorities is easier to keep focus on.
- June, Some of these cross over each other  
Rachel, It does cut across other goals at the center.
- Nicole, Thinks that as we go forward education is really important and having self-advocates involved. And getting money for self-advocates to do classes.  
Rachel, Being in the class or work on the class?
- Nicole, Both
- Topper, Wondering if there could be a refresher to look to CDCI to take the lead on any projects.  
Rachel, Thank you Topper I would encourage you to contact Jesse.
- Jesse, Partners are hearing about grants before we are. Please contact me with any information you hear of. Often it is too late when we hear about the possible grants. Let us know ahead of time especially for grants in the adult world. Grants are the only way we will expand now.
- June, The system is losing people to retirement a lot of consultants in clinical areas and are trying to figure out to expand this level of support. How can they get funding and people to grow this area is a big question.
- Max, Just a reminder everything that surrounds people with disabilities, **nothing about us without us.**

## Meeting Summary and Process

1. Review decisions made today and next steps.
2. Discuss how the meeting went today.
3. Decide what we should change for next meeting.
  - We will all miss Max and Topper
  - Mary Alice, How does that process work to replace Max?
  - Max, Those who apply will be chosen by membership committee.
  - Jesse, we are now looking for a self-advocate to take Max's place
  - Next meeting, we will vote on a new co-chair.

- Max, the annual conference AUCD was scheduled to December
- Jesse, They are looking to send a self-advocate to the next meeting Review and vote on the bylaws next August
- Mary Alice, Bylaws are on the web site on the CDCI need to review plain language.
- Topper, The new version has not changed the content is the same just the language is a little different.

Max how did the meeting go?

- Nicole, Over all went pretty good.
- Thanks to Max for being co-chair for so long with the CAC.
- Liliane sang a song of thanks to Topper and Max.

Meeting adjourned by Max