



THE UNIVERSITY OF VERMONT  
CENTER ON DISABILITY &  
COMMUNITY INCLUSION

FY2022 ANNUAL REPORT & 2023 WALL CALENDAR

## DEAR FRIENDS AND COLLEAGUES,

We are proud to share some highlights of who we are and what we accomplished during the last fiscal year, FY22.

The pandemic's impact on people's lives motivated us to grow our work. We launched new projects, and we expanded our disability studies curriculum. And we created new and accessible ways to share research and stories of people with disabilities.

Our CDCI family changed greatly this year. With new projects we welcomed many new colleagues who jumped into their work at a very challenging time.

This year was marked by the unexpected death of an amazing advocate, colleague, mentor and friend, Deborah Lisi-Baker. Many at CDCI knew her as our Associate Director, 2009-2017, and Executive Director of the Vermont Center for Independent Living. As we try to share stories of our work and the lives of people in Vermont, I am grateful to still have opportunities to learn from Deborah.

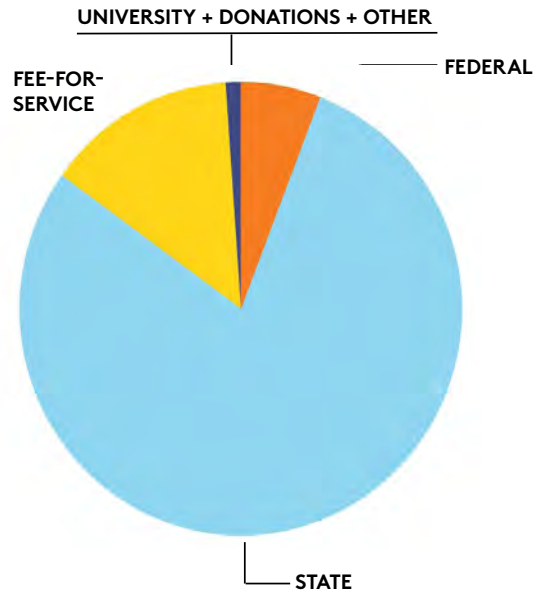
All my best,

Jesse Suter

Executive Director



TOTAL FY22 FUNDING: \$4,797,371



FY22 Funding Breakdown:

FEDERAL	283,443	6%
STATE	3,802,081	79%
FEE-FOR-SERVICE	663,240	14%
UNIVERSITY	29,453	< 1%
DONATIONS	15,000	< 1%
OTHER	4,154	< 1%

TOTAL: \$4,797,371

## WHO WE ARE

The UVM Center on Disability and Community Inclusion (CDCI) is Vermont's University Center for Excellence in Developmental Disabilities (UCEDD).

## OUR MISSION

- To connect Vermonters with disabilities with services and resources to participate fully in the communities of their choosing.
- To connect learners with classes, scholarship and opportunities to make disability a professional priority.
- To connect the dots through research into how things are, and how people with disabilities want them to be.

This year represented the fourth year of our UCEDD work plan for 2018-2023. A continuing theme throughout our work plan is embedding Inclusive Excellence – diversity, equity, and inclusion – in all our activities.



Listen to an audio version of this report

## OUR COMMUNITY ADVISORY COUNCIL (CAC)

The CAC is vital to helping the CDCI achieve our goals. This year our CAC had 15 members. 40% of those members were Vermonters with disabilities. 20% were family members of Vermonters with disabilities.

Our Center strives to maintain a council that is representative of the racial, ethnic, and LGBTQ diversity of Vermont.

In FY 2022, 27% of the CAC identified as belonging to a racial or ethnic minority, or being part of the LGBTQ community.

## FY 2022 CAC Members

- Karen Price (Co-chair)
- David Frye (Co-chair)
- June Bascom
- Mary Alice Favro
- Kristofor Medina
- Kirsten Murphy
- Nicole Chicoine
- Persephone Ringgenberg
- Meagan Roy
- Liliane Savard
- Michael Shor
- Arline Seiler
- Randy Lizotte
- Nicole Villemaire



FY22

JULY 1, 2021 - JUNE 30, 2022

106

EMPLOYEES

700

ACTIVITIES

RACHEL CRONIN  
INFRASTRUCTURE COORDINATOR

# ACADEMICS

## EXPANDING DISABILITY STUDIES

FY 2022 saw CDCI expanding our Disability Studies [graduate certificate program](#) by offering a new course designed by a self-advocate, collaborating with self-advocates on course design, and building more flexibility into courses, in order to reach a wider audience.

In Summer 2022, we launched the *Global Disability Studies* course, and continue to partner with self-advocates in developing courses on *Controversies in Disability Studies*, and *Disability and Self-Advocacy*.



## CELEBRATING THINK COLLEGE VT

FY 2022 saw 14 participants enroll in our Think College program at the University of Vermont. They partnered with 39 peer mentors. In May 2022, eight Think College VT students graduated from the program, receiving a Certificate of Professional Studies.



## EXCELLENCE IN LEADERSHIP

Additionally, Academics Coordinator Dr. Winnie Looby served on the board of the Vermont Center on Independent Living, and Vermont's Statewide Independent Living Council.

She also received UVM's 2022 Jackie M. Gribbons Award for leadership and service.



14

THINK COLLEGE STUDENTS

22

GUEST LECTURES

3

UVM COURSES

WINNIE F. LOOBY  
ACADEMICS COORDINATOR

# RESEARCH

## DIGGING INTO DIVERSITY & EQUITY

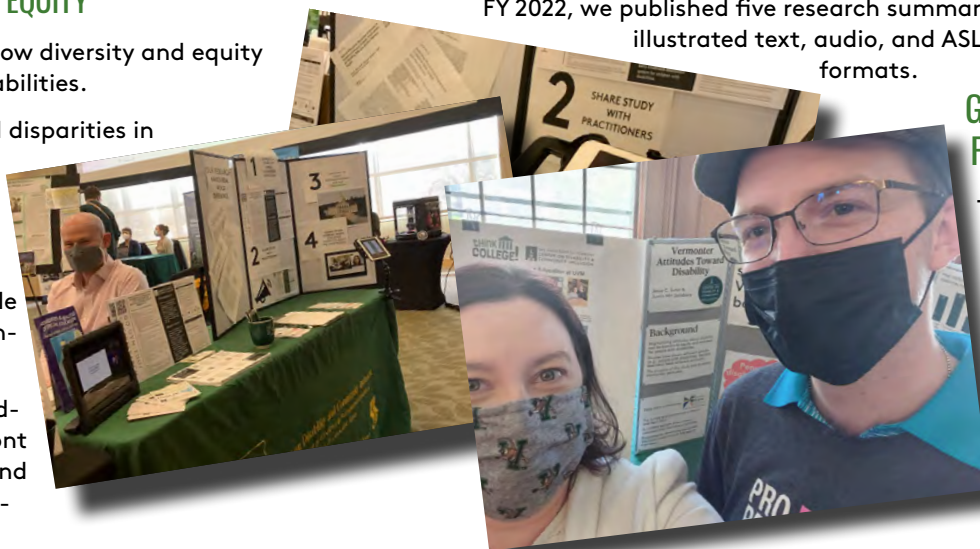
In FY 2022, we researched how diversity and equity affect Vermonters with disabilities.

Jesse Suter examined racial disparities in COVID-19 effects.

Amy Wheeler-Sutton reported to the Vermont legislature on how proposed laws would impact equitable and inclusive school environments.

Valerie Wood presented findings from a study on Vermont early childhood expulsion and suspension at the AUCD national conference.

We also added questions on disability to The Vermonter Poll, an annual survey of attitudes across Vermont.



## SHARING RESEARCH SUMMARIES

One of our ongoing goals is to summarize and highlight research with important impacts on disability advocacy. In FY 2022, we published five research summaries, in plain text, illustrated text, audio, and ASL-interpreted formats.

## GETTING GRANT FUNDING

This year, we received four new research grants: COVID-19 Vaccine Access, Project SCOPE-VT, CDCI CARES, and Public Health Workforce Funding.

Additionally, we shared our research at regional, state, and national conferences.



3

PUBLICATIONS

6

PRESENTATIONS

5

RESEARCH SUMMARIES

VALERIE F. WOOD  
RESEARCH COORDINATOR



# COMMUNICATIONS

## EXPANDING OUR REACH

At the beginning of FY 2022, we welcomed a new Communications Coordinator: Audrey Homan. From there, the year saw CDCI drastically expand its communications program.

In addition to the 105 products we created this year, we:

- Launched a series of short videos, showcasing CDCI service projects.
- Built a prototype database for projects to better curate online resources.
- Expanded our social media presence, including renewed focus on video stories.
- Revived the CDCI monthly newsletter, which then doubled in subscribers.

- Completely redesigned our website, with input from the Community Advisory Council. Portions of the new site design were adopted by the UVM Web Team for inclusion in UVM website templates.



Finally, we launched a new video podcast featuring conversations about disability by and with Vermonters with disabilities: "CDCI Connects". 68% of the guests in the eight-episode first season were Vermonters with disabilities or their family members. Additionally, the racial and ethnic diversity of the guests was equal to that of Vermont as a whole.



AUDREY HOMAN  
COMMUNICATIONS COORDINATOR



105  
PRODUCTS

32  
PROJECT WEBSITES

63  
VIDEO STORIES

# SERVICES

## ADDING NEW PROJECTS

- **Project SCOPE VT** helps healthcare providers and educators learn about opioid challenges impacting children and families. SCOPE recently ran a Vermont learning series to share best practices.
- The **CDCI CARES Team** began providing training and consultation services to schools to help students aged 3-22 who are Deaf, Hard of Hearing, or DeafBlind.
- **Confident Care for Kids** is a new collaborative project to make vaccination easier for children with disabilities.
- **Vermont Assistive Technology Program** opened a new Assistive Technology Tryout Center in Burlington.

## COLLECTING NEW DATA

More of our projects began collecting feedback on the accessibility of our trainings. Most attendees reported that the trainings were accessible, and helped them learn more about diversity, equity, and inclusion.

## BUILDING BETTER TRAININGS

We're also learning more about the people we train.

**Before Trainings:** Some projects are asking more questions of attendees during the registration process.

**During Trainings:** Presenters and attendees share gender pronouns, visual descriptions, and other identity information during trainings.

**After Trainings:** All projects ask attendees to complete a survey after each training.

This year 350 attendees shared information about gender, race, ethnicity, and relationship to disability. There is less racial and gender diversity in our attendees as compared to everyone in Vermont.

## WELCOMING A NEW COORDINATOR

In FY 2022, we also welcomed a new Services Coordinator: Adrienne Miao, who also serves on the Vermont I-Team, and with the Vermont Continence Project. We are very glad to have her support our service projects.



ADRIENNE MIAO  
SERVICES COORDINATOR



29  
PROJECTS

5,914  
PARTICIPANTS

15,503  
SERVICE HOURS

# FY22 CDCI Projects by Core Function

## COMMUNITY SERVICES

- Accessibility Resources
- Building Effective Supports for Teaching (BEST)
- CDCI CARES Team: Consultation for Access Resources and Equipment Support
- Confident Care for Kids (CCFK)
- Children's Integrated Services
- EVOLVE Plus
- I-Team Early Intervention
- Pediatric Professionals of Vermont (PedsProVT)
- Supported Employment
- UVM Autism Collaborative
- Vermont Assistive Technology Program (VATP)
- Vermont Continence Project
- Vermont Early Mobility
- Vermont Interdisciplinary Team (I-Team)

## ACADEMICS

- *Culture of Disability* (UVM course)
- Disability Studies Certificate
- Global Disabilities (UVM course)
- Think College Vermont

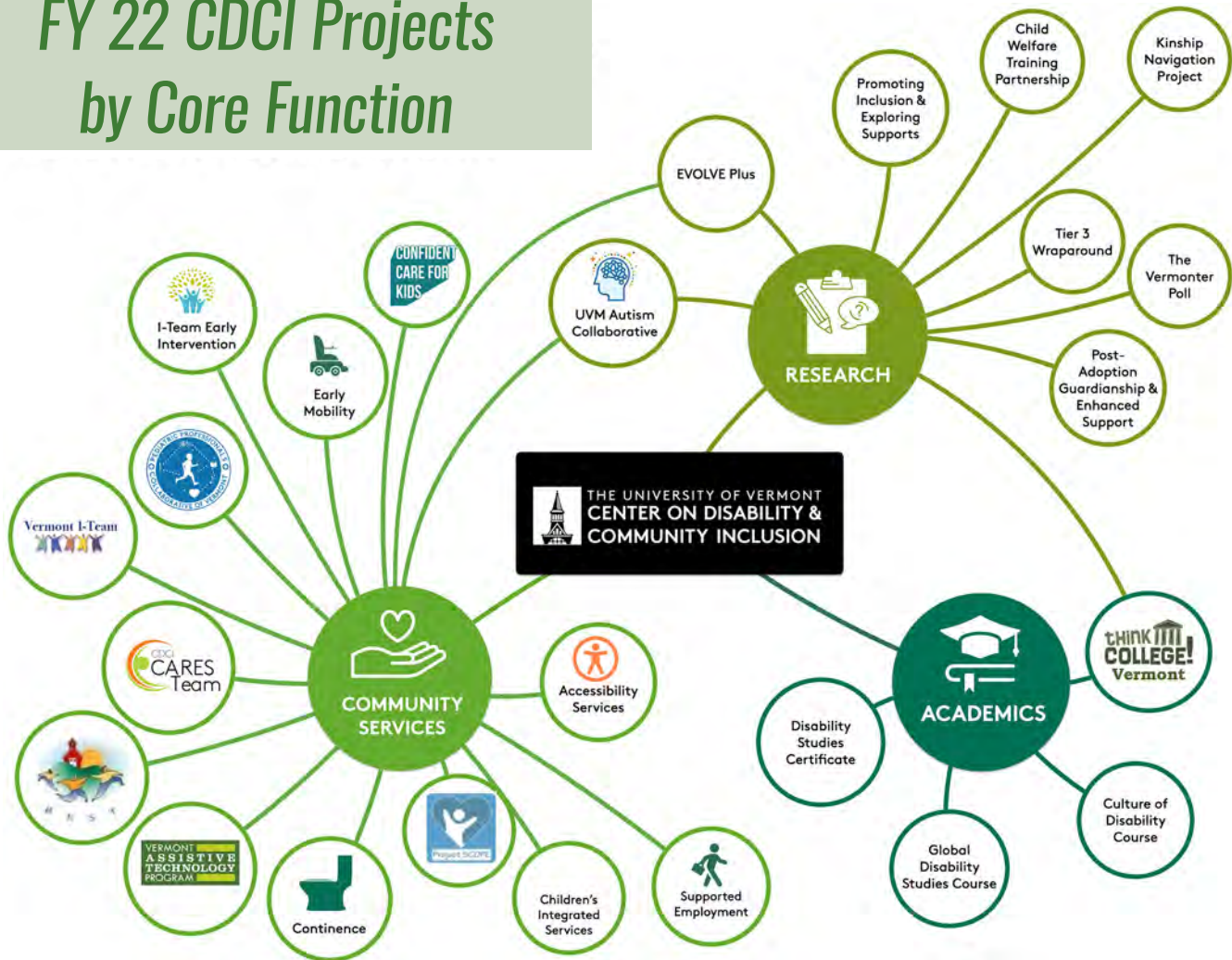
## RESEARCH

- EVOLVE Plus
- Child Welfare Training Partnership
- Kinship Navigation Project

- Promoting Inclusion & Exploring Supports (PIES)
- Post-Adoption Guardianship & Enhanced Support (PAGES)
- Think College VT
- Tier3 Wraparound
- UVM Autism Collaborative
- The Vermonter Poll

Please note that projects can belong to more than one core function. Think College VT, for instance, is both a research and a service project.

# FY 22 CDCl Projects by Core Function



## January 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

The CDCl is home to nearly 30 different projects that provide services to Vermonters with disabilities.

Service areas include:

- assistive technology
- healthcare
- education
- employment
- research

As we move into 2023, we invite you to get to know some of our amazing projects and the impact they've made on the lives of Vermonters with disabilities.





EASE THE ANXIETY  
YOUR CHILD  
EXPERIENCES  
WHEN GETTING A  
COVID-19 VACCINE

Get a social story and more  
resources at:

[vermontfamilynetwork.org/ccfk](http://vermontfamilynetwork.org/ccfk)

**CONFIDENT  
CARE FOR  
KIDS** **VAX VISITS  
WITH  
LESS STRESS**



# February 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				



FY 2022 introduced **Confident Care for Kids (CCFK)**, a Vermont-wide collaboration aiming to create less stressful vaccine visits for children who have high-sensory needs and experience anxiety when they get vaccinated.

CCFK provides training, and a free downloadable resource kit for parents and caregivers.

The CDCI is proud to collaborate on this project with the University of Vermont Children's Hospital, the Vermont Developmental Disabilities Council, and the Vermont Family Network.

*Illustrations used to advertise CCFK online. By Robyn Freedman-Maguire.*



# March 2023



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

The **Vermont Interdisciplinary Team (I-Team)** provides technical assistance and training for teams working with Vermont children with complex support needs.

Their expertise includes occupational therapy, physical therapy, family consultation, transition, and speech-language pathology.

In FY 2022, the Vermont I-Team served 179 Vermont children and youth across 37 school districts.

**Photos:** scenes from an I-Team monthly meeting at the Davis Center on the UVM campus.





## Objectives

- What is a switch?
- Why would I use a switch?
- What activities can I switch activate?
- How do I assess for the right switch placement and type?
- What kinds of switches exist?
- How do I connect my switches to my device?

# April 2023



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24	25	26	27	28	29

### The Vermont Assistive Technology Program (VATP)

supports full access to assistive technology for Vermonters with disabilities and aging-related needs, in education, work, and their communities.

In FY 2022, the VATP served more than 1800 Vermonters, with more than 1200 core service events, including assistive technology placements, webinars, and trainings.

*Left: Close-up of an assistive mobility device. Top and bottom right: Stills from an instructional VATP video.*



# May 2023



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Think College Vermont is an innovative academic, social, and vocational program for students with disabilities seeking a college experience and career path.

Students attend UVM with peer mentors, personalized learning opportunities, and a robust social and emotional network. They take between 9 and 18 credits to earn a Certificate of Professional Studies.

*Left: Think College student Erin Watson plays clarinet in the UVM Pep Band. Top right: Two Think College students pose for a selfie. Bottom right: Catching some sun on the steps of Mann Hall, home of Think College at UVM.*





# June 2023



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

The **Building Effective Supports for Teaching (BEST) Project** offers professional learning opportunities and hands-on support to help Vermont schools build school-wide systems that benefit all students—but especially those at risk of or who experience social, emotional, and behavioral challenges.

In FY 2022, BEST provided support to more than 50% of Vermont schools.

*Left: Celebrating Positive Behavioral Interventions and Supports (PBIS) in Rutland VT. Top right: PBIS in a South Burlington VT classroom. Bottom right: Selfie time at the 2022 Summer Institute.*





# July 2023



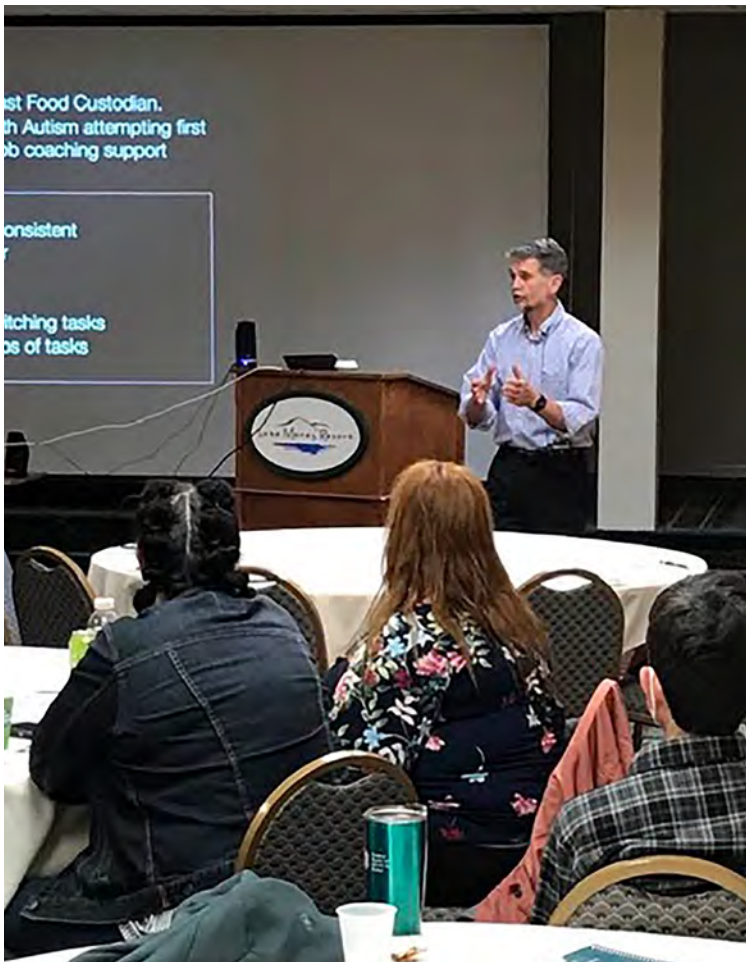
**UVM AUTISM COLLABORATIVE**

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24/31	25	26	27	28	29

The **UVM Autism Collaborative** is a group of Autistics, families, caregivers, researchers and clinicians working together to improve the quality of life for autistic people through research done collaboratively with Autistics.

The Collaborative involves staff and faculty from CDCI, the University of Vermont Medical Center, the College of Nursing and Health Sciences, and the University Provost, as well as multiple community organizations.

Photos: *UVM Autism Collaborative Project Co-chairs Liliane Savard and Jennifer Lagro meet in a Burlington VT park. Photos by Bailey Beltramo.*



# August 2023



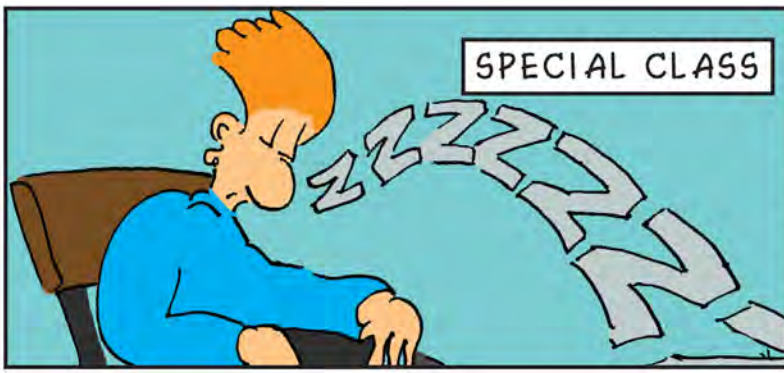
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

The **Supported Employment** program at CDCl aims to help people with significant disabilities become employed and included in the community workforce.

In FY 2022, the Supported Employment program capped off another successful year with a hands-on assistive technology summit in Fairlee VT. Featured speaker Tony Gentry provided state-of-the-art professional learning to nearly 50 attendees from around Vermont.

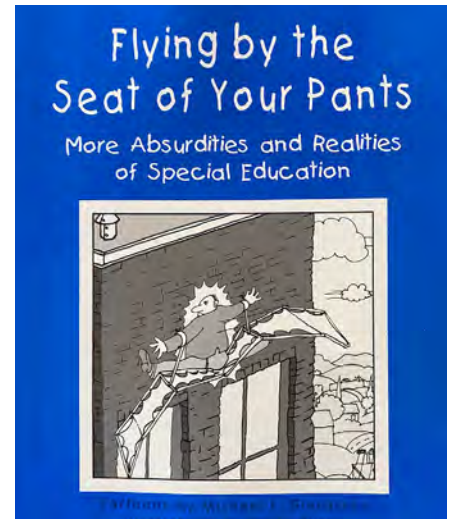
Left: *Tony Gentry addressing summit attendees. Top right: summit attendees work through an activity. Bottom right: Tony Gentry poses with Supported Employment organizers.*





© 1998 MICHAEL GIANGRECO, ILLUSTRATIONS KEVIN RUELLE

AFTER RULING OUT A MEDICAL REASON, BOBBY SUE'S PARENTS COME TO THE CONCLUSION THAT THERE'S JUST A LOT MORE TO BE AWAKE FOR IN REGULAR CLASS.



# September 2023



**EVOLVE Plus**

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Led by University Distinguished Professor Emeritus of Education Michael F. Giangreco **EVOLVE Plus** worked to increase the probability that the lives of students with disabilities will be better because they were educated in Vermont schools.

In FY 2022, Dr. Giangreco retired, after more than 30 years of service to CDCI and the University of Vermont.

However, Dr. Giangreco gifted his collection of respected cartoons, *The Absurdities and Realities of Special Education*, to UVM Digital Collections, where they will continue to be available for enjoyment and re-use.

*Illustrations by Kevin Ruelle.*



# 10 Basic Guidelines for Accessible Documents

- 1. Font Size:** Go big! Minimum of 14-point body font, and 18-point headings.
- 2. Font Family:** Choose a sans-serif, common font, such as Arial, Helvetica, or Verdana.
- 3. Links:** Describe where a link goes to. Avoid "click here".
- 4. Contrast:** Graphics and large text should have a 3:1 contrast. Small text should be 4.5:1.
- 5. Color:** Don't use color changes to indicate meaning.
- 6. Alt-Text:** All images need 1-2 sentences of alt-text, describing the main action of the image.
- 7. Format:** Offer different formats, such as text plus audio or video. Or .pdf plus a .doc.
- 8. Captions:** All videos need captions, and ideally users should be able to turn them on or off.
- 9. Transcripts:** All audio needs a transcript.
- 10. Users** should always have the last word on accessibility. Get feedback from people with disabilities.

Building in accessibility at the beginning of a project...



is much easier than trying to fit it in later.



## October 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



In FY 2022, CDCI launched a new project focusing on accessibility resources.

The project includes both resources made by the CDCI, as well as a curated collection of existing resources that help people at CDCI and UVM do better at creating accessible events, presentations, presentation recordings, websites, brochures, and flyers.

The website can be found at [go.uvm.edu/accessibility](http://go.uvm.edu/accessibility).

**Left:** Part of a downloadable checklist for creating accessible documents. **Right, top and bottom:** a comic showing why to consider accessibility at the beginning of a project, created by Brian J. Parsons.



# November 2023



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

The **Vermont Continance Project** continues to provide consultation, training, and resources, to support continence and toileting for Vermont children.

In FY 2022, the Vermont Continance Project supported a nurse practitioner doctoral student with their capstone project on childhood constipation.

**Left:** trying out some new toileting supports. **Top right:** demonstrating how digestion works during a webinar. **Bottom right:** project director Chayah Lichtig, recording audio for training materials at the UVM campus radio station.





# December 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 / 31	25	26	27	28	29	30



Vermont Early Mobility provides support for families and school/medical teams to access early mobility options for children ages 6 months to 6 years.

In FY 2022, Vermont Early Mobility began collaboration with the UVM Center for Biomedical Innovation (CBI) in building a prototype for a new early mobility vehicle for Vermont children. They also worked with UVM's Senior Experience in Engineering Design project on a different mobility design.

**Left:** A modified power vehicle in real-world action. **Top right:** UVM students pose with the CBI prototype. **Bottom right:** Showing off SEED project result at the Spring 2022 UVM Research Fair.



## FY 2022 CDCI Staff Transitions

### Joining Us:

- Alicia Ayles
- Jayson Capobianco
- Audrey Homan
- Pam Hoover
- Nicole Howrigan
- Sarah Kinor
- Hope Moulton
- Brianna Owen
- Margaret Overman
- Justin M.H. Salisbury
- Cassandra Townshend

### Retiring:

- Michael F. Giangreco
- Paula Manzi
- Sherry Schoenberg



Many of our stories are not written: we pass them like strangers glanced at on the street. The sound of their presence, their shape-changing movements, slip by us like autumn leaves that rustle and nudge our heedless feet

–Deborah Lisi-Baker, 1952-2022  
excerpt from *Women's Stories*



THE UNIVERSITY OF VERMONT  
**CENTER ON DISABILITY &  
COMMUNITY INCLUSION**

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*This project was supported in part by grant number 90DDUC0062, from the U.S. Administration for Community Living, Department of Health and Human Services, Washington, D.C. 20201. Grantees undertaking projects with government sponsorship are encouraged to express freely their findings and conclusions. Points of view or opinions do not, therefore, necessarily represent official ACL policy.*

## CONNECT WITH US



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