



BETWEEN.....THE LINES

SUMMER 2002

COLORADO DEVELOPMENTAL DISABILITIES COUNCIL

COLORADO DEVELOPMENTAL DISABILITIES COUNCIL MEMBERS

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Jennifer Allison--She Did It!

By Joan Wallach

Author's Note: Jennifer was first appointed to serve on the CDDC by Governor Roy Romer. At that time, Jennifer's aunt, Bonnie Allison, was serving in the Colorado General Assembly. Jennifer acquired a taste for politics that continues to this day. Jennifer made the difficult choice of resigning from her position on the Council in 1992 so that she could spend time with her dying grandmother. After her grandmother's death Jennifer immediately sought reappointment to the Council. She has been an active Council member since 1996.

Thirty-three year old Jennifer Allison has spent over half her life living in group homes and working in sheltered workshops. Since November 2001 Jennifer has been employed by the Mann Theaters at the Southwest Plaza. Her life has improved in all aspects and Jennifer wants as many people as possible to know it!

As we talked, Jennifer sat with her guinea pig Rusty nestled in her lap. While Rusty occasionally used his wiggling nose to charm us, he primarily reveled in the affection Jennifer gave to him. Dori Bartos of Bartos Blessings Group Home joined us and, together, she and Jennifer told the sometimes harrowing story of Jennifer's life and the victory that allowed her to move out of a sheltered workshop, and, thus, exponentially increase her earnings and participate in the community-at-large.

Jennifer's life while working at the workshop was grueling. She had to be awake by 6:00 AM in order to catch a bus for the hour and 15-minute ride. Work consisted of packaging candies. It wasn't a good match for Jennifer and sometimes her paycheck, that was dependent on piecework, was a mere pittance--as little as \$3.60 for the 47 hours she worked one month. Jennifer tells us, "I was tired as all get out. It was too hard--the same routine five days a week until the program was cut to four times a week."

For eighteen years Jennifer had made clear at her annual Individualized Plan (I.P.) meeting that she wanted to have an outside job in the community. For all those years the response from the local service agency was that she could not, that she wouldn't be accepted, that there wasn't any hope.

Jennifer was born with cerebral palsy and has used a wheel chair for most of her life. She has always had complications related to toileting. Throughout her life what might have been understood to be a medical challenge has instead often been a source of embarrassment and humiliation, particularly while working at the workshop. They simply didn't have adequate facilities or staff to accommodate Jennifer's toileting needs and she was often sent home with soiled garments and made to feel that she had done something wrong. In the two years Jennifer has lived at Bartos, Jennifer and Dori have worked to find ways to cope with Jennifer's physical limitations and she has had only two hospital visits in that time.

Although Jennifer's health improved after moving to Bartos, she continued to be depressed. She realized that she simply couldn't continue to work in any sheltered workshop. She was ready to fight for her freedom!

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Newsletter

On October 18th of last year Jennifer's I.P. was held. Rather than have someone available to help Jennifer use the bathroom at the workshop, suggestions were made about dietary restrictions. They suggested she eat smaller meals and drink less, and that she time her food intake so that she wouldn't need help in the bathroom. That was the last straw for Jennifer. She was adamant that she wanted to leave the workshop and work in the community. She had Dori's assistance in finding a job and providing some accommodations to make it work. By October 31 Jennifer gave notice that she was done with the workshop. Meanwhile, Dori was doing all she could do to have her home registered as a certified day program.

On November 7 a pivotal meeting took place. Jennifer, her sister Angie, Marcia Tewell, Dori and representatives of the local service agency met to discuss Jennifer's desire to move on. In the end, with support from Marcia and Dori, Jennifer prevailed.

By November 23 Jennifer had started her job at Mann Theater. Some job training was provided by her friend and past executive director of the CDDC, Don St. Louis. Dori provided additional training as Jennifer also worked with the theater staff. Since day one in her new job Jennifer has derived great self-satisfaction and has pleased both her employer and guests of the theater. She tears tickets, directs people to the movie they've chosen, restrooms, drinking fountains, etc.

In a March 2002 review at the theater, Jennifer received top ratings in all categories. She is recognized and greeted by many theatergoers and now recognizes people when she's out and about in her community. Now when Jennifer works 45 hours a month she receives a paycheck of \$271. Having disposable income for the first

time means so much. Recently Jennifer upgraded her computer with her own money and she's looking into taking more computer classes. Finally, Jennifer is receiving some bodywork to help cope with a broken vertebrae incurred in a bus accident eight years ago. Jennifer has a beautiful painting in her room that she created at a local art class. Jennifer and Dori visit the legislators at the Capitol one Wednesday a month.

In past years Jennifer had been abused, routinely disrespected and treated unkindly. She used to cry frequently, sometimes with little obvious reason. Now Jennifer is laughing more, living larger—arranging her transportation for work, resting and refueling daily. Jennifer now earns more in a day than she used to sometimes earn in a month. Her courage and absolute certainty about belonging in community have met with great success.

Jennifer's roommate Nancy Martin was inspired by Jennifer's move away from the sheltered workshop and she has also started a new work—life. She's working at Fuddruckers, enjoying the money, the food and the social interaction. Her hours are fewer and her free time allows many trips to the library, to go see movies and exercise freedom of choice.

Jennifer's friend, Don St. Louis, wrote, "Jennifer seems happier than I have ever seen her." Jennifer has written in an autobiographical piece, "I am excited about my new life." The road to freedom is sometimes a long and precarious one. Jennifer's tenacity and spirit teach each of us how true that is.

If you know of someone who wants to leave a workshop setting and wants some assistance and/or advocacy please call us at the Council — 720-941-0176.



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IF OUR NATIONAL POLICY STATES THAT DISABILITY IN NO WAY DIMINISHES THE RIGHT TO PURSUE MEANINGFUL CAREERS, WHY IS IT THAT MOST PEOPLE WITH DISABILITIES CONTINUE TO BE SEGREGATED AND EXCLUDED FROM THE COMMUNITY WORKFORCE?

By Marcia Tewell

The Council staff has put together a variety of articles on employment and the economy for this newsletter. Because of the large number of issues, we will publish our next issue on employment also.

The U.S. economy has made it more and more difficult for workers generally to live off a single income since the 1950's, which makes the fact an even more stark reality for individuals with disabilities. The macro world economy is manifesting itself in the lives of workers in the U. S. We may purchase a pair of Nike shoes for \$196.99, but the person who made them got only \$.08/hr. The average wage in sheltered workshops is below minimum wage at \$2.46/hour and \$64.00/wk. For every one person working in integrated employment, there are five others in segregated employment (Braddock, David. 2000. "The State of the States in Developmental Disabilities: 2000 Summary," University of Illinois, Chicago.) We have large systems of human services workers and rehabilitation counselors with the charge of getting people into the workforce, yet in 2002, still we live with the above statistics

The Council has employment as one of its priorities through our Five Year Plan and hope through policy changes and other strategies that we can increase the number of people who can say they are one of the one-in-five and change Colorado's grim statistics relative to community employment. **We hope you enjoy the issue.**



Supported Self-Employment: Not an Oxymoron

By Alice Weiss Doyel
BOLD Consulting Group, LLC

This article includes excerpts from [No More Job Interviews! Self-Employment Strategies for People with Disabilities](#), by Alice Weiss Doyel (2000). Used with permission of the publisher, Training Resource Network, Inc. Toll-free Order Number: **1.866.823.9800**

Less than 2% of people with developmental disabilities using VR services had self-employment closures, according to the recently released monograph, [Vocational Rehabilitation Outcomes for People with Mental Retardation, Cerebral Palsy and Epilepsy](#), by Dana Gilmore, Jennifer Schuste and John Butterworth of the Institute for Community Inclusion in Boston, MA [Reported in TRN: InfoLines; July 2001]. For more people with developmental disabilities to have self-employment as a viable employment option, information must be disseminated on the **reality** of supported self-employment.

Supported Self-Employment Works! The Rural Institute (University of Montana) has a Workforce Investment Act-funded demonstration project focusing on employment for individuals with developmental and psychiatric disabilities in Montana and Wyoming. The project's philosophy embraces customer choice and self-determination, and promotes community-based partnerships and supported employment methods. After 22 years, almost 50% of those served by the project started a business. There was no pressure or

I had been advised to start a business that was home based and computer oriented. This did not suit my personality, as I am an outgoing individual who seeks interaction with others more often than what a computer business might provide.

bias to encourage them to choose self-employment. However, it was made clear to the people being served by the project that self-employment was an option. It was also clear that if an individual decided on self-employment, the choice would be respected and supported. This project strongly supports the concept that most individuals know what they want to do, and customer choice and self-determination are the keys to their success.

The Methods in Supported Self-Employment Are Consistent with Good Business Practices and with Good Person-Centered Supported Employment Practices.

- Supported self-employment does not utilize human service providers on an ongoing basis to any greater extent than would be used in conventional employment.
- Supported self-employment human service providers first work with the customer to find and develop a viable business concept. Business, economic development, and community resources are participants in this process, as would occur with any business in the conceptual stage.
- As the business develops, the human services professionals focus on finding and establishing business, economic development, and community support connections to assist in creating a sustainable business that can provide income and increased quality of life for the business owner with severe disabilities.

The needs for these types of business and community connections are necessary for all business owners, not just those with disabilities.

- Human service professionals can bring to the table knowledge of the workings of government human services programs that affect the entrepreneur with disabilities. These are not necessarily areas of expertise for business/economic development professionals. Without this knowledge and support, businesses owned by people with severe disabilities can become entangled in a web of conflicting government regulations.
- Supported employment and natural support concepts apply to self-employment as readily as to conventional employment. The primary difference is that in self-employment, as part of their jobs, the individuals with disabilities have additional management roles that they must perform either on their own, or with the assistance of other employees and/or outside business service providers. The definition of the job is therefore expanded, and the natural business supports for these expanded functions may be different from, but not in conflict with, those for conventional employment.

The Words of an Entrepreneur with Developmental Disabilities

Corey Huff, Corey's Electronic Bargains, Berryville, Arkansas:

I had been advised to start a business that was home based and computer oriented. This did not suit my personality, as I am an outgoing individual who seeks interaction with others more often than what a computer business might provide. Buying and selling items at flea markets and garage sales has been my hobby. Therefore, in operating a consignment store, I would be doing something I love on a daily basis. It would allow me to be out in the community. My store provides a

continued on page 4

place to buy electronic equipment for people in the community who do not have much money. I am determined to succeed. Once I got started, I wanted to make it work. I am willing to do all that I can to make the store succeed.

Entrepreneurs with Disabilities Are Active Community Members

- as taxpayers, providing funds for the community.
- providing services and/or products, often directly to the community.
- providing jobs for the community, including for other persons with disabilities.
- using the products and services of other local businesses.
- interacting with the community; sharing themselves and their ideas.
- with more pride and self-esteem, adding quality to the lives of families and friends.
- being a resource to other persons with disabilities considering self-employment.

Colorado Small Business Initiative (CSBI) of The Arc of Denver Advocacy

CSBI is a grassroots organization bringing together non-profit organizations and entrepreneurs with disabilities (or who have family members with disabilities). The CSBI mission is to make self-employment for people with disabilities a significantly more available and more viable option in Colorado. This unique work-group brings together a broad perspective and a wide range of skills regarding self-employment for people with disabilities.

CSBI is in the process of designing a model self-employment project and is putting together grant applications for funding that project. We welcome all inquiries from organizations and individuals interested in becoming a member of CSBI, creating collaborations on self-employment efforts, or understanding more about CSBI's goals. Contact Alice Weiss Doyel: adoyel@bold-owners.com or 303.831.0219.



The Supreme Court's Olmstead Decision: Implications for Supported Employment

The following article is excerpted from "Community Integration, Employment of People with Disabilities and the Olmstead Decision," InfoLines, February 2002, Vol. 13, No. 1, www.trninc.com

InfoLines Editor's Note: On June 18, 2001, President Bush signed *Executive Order 13217, Community-Based Alternatives for Individuals with Disabilities*. The order calls for swift implementation of the decision of the US Supreme Court in *Olmstead v. L.C.*, stating: "The United States is committed to community-based alternatives for individuals with disabilities." The court held that unnecessary segregation of people with disabilities in institutions is a form of discrimination under the Americans with Disabilities Act, and that individuals with disabilities have a civil right to receive services in the community in certain circumstances. On December 21, 2001, Health and Human services (HHS) Secretary Tommy Thompson submitted to President Bush the first report of agency efforts to meet Executive Order 13217, entitled *Delivering on the Promise: Preliminary Report of Federal Agencies' Actions to Eliminate Barriers and Promote Community Integration*. It describes

the actions federal agencies propose to take in key areas, including employment. The employment provisions are summarized below:

Overcoming the Institutional Bias

"Institutional bias" stems largely from the way in which the Medicaid program was structured nearly 40 years ago, when few community-based alternatives were available. Today, despite the possibility of community alternatives, approximately 73% of Medicaid long-term care funding goes to pay for institutional care, while only 27% is directed toward home and community-based services.

There are approximately 54 million people with disabilities in the US. The General Accounting Office (GAO) recently estimated that at least 1.8 million of these people are being served in institutional settings, including 1.6 million people in nursing facilities. The GAO estimated that an additional two million people are at risk of entering an institution in order to receive care.

Employment

If people with disabilities are to fully access and be a part of their communities,

they must have the opportunity to work. Work is so essential that without it people with disabilities often face isolation and segregation from the very communities in which they wish to participate. The dignity, responsibility and economic independence resulting from gainful employment is the most effective way of reducing dependency on public benefits, enhancing self-reliance, changing attitudes and promoting community acceptance of people with disabilities.

The multiple barriers to employment of adults with disabilities include:

- Fragmentation of existing employment services
- Isolation and segregation from mainstream programs and services
- Lack of access to health insurance
- Complexity of existing work incentives
- Lack of control and choice in selection of providers
- Attitudinal barriers based on historical and erroneous stereotypes

The following actions are planned to help

Global Perspective



(prepared by the Simon Fraser Public Interest Research Group)

If we could shrink earth's population to a village of 100 people, with the relative size of human groups remaining the same, there would be 57 Asians, 21 Europeans, 14 people from the Americas (North and South), and 8 Africans.

70 would be non-white, 30 white. 70 would be non-Christian, 30 Christian.

50% of the world's wealth would be in the hands of 6 people.

70 people would be unable to read.

50 would suffer from malnutrition.

80 would live in sub-standard housing.

Only 1 would have a college degree.

"Olmstead Decision" continued from page 4

address these barriers and to increase employment opportunities for people with disabilities.

Department of Labor (DOL)

The DOL Office of Disability Employment Policy (ODEP) will:

- Initiate an Olmstead Community Employment Initiative, a strategy to ensure that all DOL policies and activities fully address the employment and training needs of people with disabilities who are at risk of institutionalization, or who are transitioning from institutions into the workplace and the community.
- Award Olmstead Community Employment Planning and Implementation Grants to states that develop an employment focus for people with disabilities in their Olmstead state implementation plans. (**Between the Lines Editor's Note:** The Olmstead Plan for Colorado does not include an employment focus, despite the efforts of many stakeholders. Without an employment focus, Colorado is not eligible to receive this grant money from the US Department of Labor.)
- Develop training and technical assistance on increasing earnings and customized employment for individuals with significant disabilities

earning commensurate wages under section 14(c) of the Fair Labor Standards Act.

- Work with other agencies on activities that promote the transition of young people with disabilities from school to post-secondary opportunities and/or employment.
- Expand self-employment and other entrepreneurial opportunities for people with disabilities.
- Work with other agencies to increase One-Stop Career Center employment services for people with psychiatric disabilities.
- Propose options for increasing the availability of personal assistants for people with disabilities and providing some path of career progression for personal assistants and other direct care staff.
- In collaboration with DOL's Women's Bureau, provide outreach to women with disabilities who are interested in self-employment.

Other Departments:

The Department of Education's Office of Special Education and Rehabilitation (OSERS) will:

- Actively enforce the new Vocational Rehabilitation regulation that eliminates sheltered employment as a final employment outcome under the

state vocational rehabilitation services program. An employment outcome may be counted only if an individual with a disability is working in an integrated setting in the community.

The Social Security Administration will:

- Work in each state to provide benefit planning and assistance to beneficiaries to assist them in their efforts to work.
- Expand the number of Employment Support Representatives (ESRs). ESRs are trained to facilitate the efforts of people who receive SSDI and SSI benefits to work, and can inform beneficiaries about the potential effect of work on their Social Security benefits.

The Office of Personnel Management will:

- Revise its Employment Guide for People with Disabilities in the Federal Government to allow people with psychiatric disabilities to become permanent federal employees, and revise its guidance to make it easier for people with disabilities to apply for federal employment.

This *Preliminary Report* is the result of a collaborative effort by representatives of government agencies, people with disabilities, their families and service providers. For more information go to: www.hhs.gov/newfreedom/presidentrpt.html

BOOK REVIEWS



The Post-Corporate World - Life After Capitalism

by David Korten, reviewed by Marcia Tewell

David Korten's basic assumptions in this essentially economic dialogue are that without public oversight, capitalism can damage a fragile democracy and market economy, consolidation of economic global power is a victory for central planning, not a market economy, and healthy economies are those with rooted capital, human-scale enterprises, balanced trade, and social bonding and responsibility. Korten includes examples of such small economies around the world that are actively responding to blows sustained from the global economy.

Although the text provides numerous cases of the impact of globalization internationally, and a history of the increase in advertising and materialism and the resultant speed and lifestyle of us all, he also provides some hope in six specific actions worth taking. The book is worth the read for a great lesson in economics and its impact on us as individuals. If nothing else, the six recommendations are worth our serious consideration, time and energy:

- 1) Restore political democracy via campaign finance reform. Maine has passed legislation that allows for public funding of campaigns at the state level if candidates willingly give up private contributions. 14 other states are considering such legislation. Maine's legislature had rejected more than 40 attempts at reform in the decade previous to passing this bill.
- 2) End the legal fiction of corporate personhood. This doctrine originated in the US and gives corporations free speech that is used to promote their products and influence public policy without public oversight. Corporate media also have the right to decide who is heard on the airwaves. Corporations should only enjoy those privileges specified in their charter to facilitate the conduct of business in the public interest, and those privileges should be subject to periodic review.
- 3) Establish an international agreement regulating international corporations and finance. Agreements beyond GATT, NAFTA, etc. have been put in place in addition to the Multilateral Agreement on Investment (MAI). These agreements preclude any governmental flow of speculative money and require governments to guarantee investors against any losses from introduction of any environmental or health and safety regulations. M.A.I. has been used to thwart decisions around hormones added to exported US beef, genetically engineered corn, animals caught with the use of inhumane leg traps, and on and on.
- 4) Eliminate corporate welfare. This type of welfare is not only inclusive of direct subsidies and tax breaks, but also externalized costs such as worker health care and safety

conditions, environmental damage, dangerous and defective products and substandard working conditions. Often the costs of corporate welfare are borne by the public sector. When considering the above in the costs of welfare, it is estimated that \$2.6 trillion is spent annually, or roughly five times the amount of corporate profit.

- 5) Restore money's role as a medium of exchange. As we have seen in the Asian banks and now Enron, the role of unreal money (or speculation), as financed by banks, has not been a pretty picture for the majority of people. Nearly \$2 trillion now changes hands in the world's currency each day, 1% of which is related to real goods and services.
- 6) Advance economic democracy. In a proactive way, policies could promote such entities as family businesses, community-owned/rooted businesses, or worker-owned businesses. This goal would have to be accompanied with strong anti-trust legislation and revamped with a "smaller-is-better" mentality.

The Post-Corporate World presents the reader with both a sense of wonder about how we could have reached this place in a short 200 years and a sense of hope that a reversion to a true democracy is not only possible, but is essential to the survival of us as persons and as a nation.

New in our library:

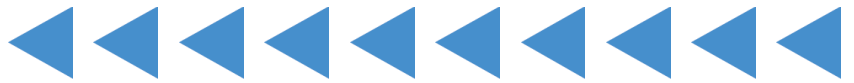
1. DiLeo, Dale and Langton, Dawn, eds. 1996. Facing the Future: Best Practices in Supported Employment, Training Resource Network, Inc. St. Augustine, FL
2. Fratangelo, Patricia; Olney, Marjorie, and Lehr, Sue. 2001. One Person at a Time: How One Agency Changed from Group to Individualized Services for People with Disabilities. Training Resource Network, Inc. St. Augustine, FL
3. "Infusing a Person Centered Approach into Transition Planning for Students with Developmental Disabilities," Cornell University's Program on Employment and Disability, August 2000.
4. "Vision of Community" (Videotape) 2002. Community Vision, Inc. Portland, OR

Internet sites:

<http://www.cdhs.state.co.us/opi/cddpc/index.htm>
<http://www.apse.org>
<http://www.entreworld.com>
<http://www.uchsc.edu/projectwin>
<http://www.pushthesystem.com/default.asp>
<http://www.sba.gov/starting/>
<http://www.worksupport.com>
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<http://www.trninc.com>



FINANCIAL FIXES



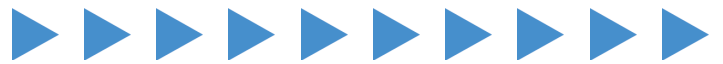
1. A minimum-wage worker in Greeley would have to work 103 hours/week in order to pay rent on an average 2-bedroom apartment. (*The SHHP Navigator*, Supportive Housing and Homeless Programs, CDHS, Fall 2001 Newsletter)
2. On average, SSI benefits are equal to an hourly rate of \$3.23, only one third of the National Low Income Housing Coalitions' housing wage, and almost \$2 below the federal minimum wage. (*Hero Alliance News*, Fall 2001)
3. The income ratio of chief executives to average workers in major corporations has gone from about 40-to-1 in the 1970's to 531-to-1 today. The average pay of Chief Executive Officers went from \$326,000 a year to \$20 million over the same period. (*The Washington Spectator*, Fall 2001)
4. "In the most recent year for which there are figures, forty-four of the top eighty-two companies in the United States did not pay the standard rate of 35 percent in taxes that corporations are expected to pay. In fact, 17 percent of them paid NO taxes at all-and seven of those, including General Motors, played the tax code like a harp, juggling business expenses and tax credits until the government actually owed them millions of dollars!" (*Stupid White Men*, Michael Moore, Regan Books, 2001.)
5. Forbes magazine estimates that corporate tax shelters cost American taxpayers over \$10 billion dollars.
6. How many people with disabilities are working? The statistics on this vary, depending on the source and significance of the disabilities included. The most recent Census Bureau data show that only about 30% of working age adults with significant disabilities are working—a 70% unemployment rate. (U.S. Department of Labor, Office of Disability Employment Policy <http://www.dol.gov/dol/odep/welcome.html>)
7. In State Fiscal Year 2000 (July 1, 1999-June 30, 2000) 7853 people applied for Voc Rehab services, and 6059 were determined eligible (77%).

Of the 6059 people served by Voc Rehab, 2484 were successfully employed (41%). Of these 2484 people who were successfully employed, 205 had developmental disabilities (8%).

Another way to look at the figures is to note that 1182 people with developmental disabilities were found eligible for Voc Rehab services, and 205 were successfully employed (17%). (2000 Annual Report, Colorado Department of Human Services, Division of Vocational Rehabilitation)

8. 2484 people with disabilities were successfully employed with support from Voc Rehab in 2002. The break-down by disability is as follows:

Cardiac/circulatory	19
Absence of extremity	27
Other	75
Impairments resulting from TBI	129
Hearing impairments	177
Respiratory, digestive, genitourary	186
Visual impairments	203
Developmental disability	205
Nervous system	393
Orthopedic	476
Mental emotional disorders	594



“Ear to the Ground”

**"It isn't nice to block the doorway
It isn't nice to go to jail
There are nicer ways to do it
But the nice ways always fail**

**It isn't nice, it isn't nice.
You told us once, you told us twice
But if that is freedom's price,
We don't mind."**

—Malvina Reynolds, "Ear to the Ground:
Topical songs 1960-1978" Smithsonian
Folkways 40124



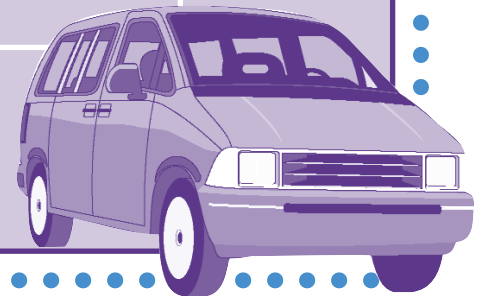
Van Therapy

Community Participation

This is a schedule for a 24 year old person in a program entitled "community participation." It is also known in the disability community as van therapy. The majority of participants in this program do not interact with their non-disabled peers or community, nor do they build their own capacity for doing so in such an environment. This type of day programming is also part of the Council's Office of Civil Rights complaint, as the implementation denied this person interaction with the community.

Monday	Activity: van ride with staff to transport RT to Santa Fe — 2 hours, Van ride to Santa Fe to pick up RT — 2 hours	Work: 4 hours van today
Tuesday	Activity: van ride to drop off RT — 2 hours	Work: 2 hours van today
Wednesday	Activity: watched TV — 1 hour, Van ride site seeing — 1 hour, AM walk — 1 hour	Work: 3 hours
Thursday	Activity: van ride to park — 1 hour, watched TV — 2 hours	Work: 3 hours

- 3-27he was doing good - watched TV - played tupper
- 3-28he was doing fine, he had a van ride, no problem
- 3-29he went for a walk, watched TV, went for a van ride, did good
- 3-30he was doing good, went out, no problem



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