

REALTIME FILE

AUCD-Administrative Essentials: Meaningfully Engaging Your CAC

Friday, September 11, 2020
10:00 a.m. Eastern Time

REMOTE CART CAPTIONING PROVIDED BY:
ALTERNATIVE COMMUNICATION SERVICES, LLC
www.CaptionFamily.com

>> Katie: Hi, everyone. Good morning.

>> Tony Antosh: Liz is here.

>> Liz: Hi, Tony.

>> Tony Antosh: I haven't seen you in forever.

>> Liz: I thought you retired.

>> Tony Antosh: It's what our President calls fake news. I'm somewhat retired, I'm retired from the old job, but I'm still in the midst of several other things.

>> Liz: You will never leave us.

>> Tony Antosh: No, I will never leave you. I promise that.

>> Liz: OK, good. Good. I will put you on mute.

>> Katie: Everyone, we're going to wait a few minutes to let people join the call, but welcome, good morning.

All right, we will get started. I will click record, so we have a copy of this. Wonderful. Hi, everyone. Welcome to the Admin Essential series. My name is Katie Johnson and I'm a program specialist with AUCD and I'm excited to welcome you to our event today.

Before we begin, I'm going to give a few logistical details. First, we are going to have our two content experts introduce themselves and give a bit of background to our topic today, which is engaging your advisory council or CAC then we're going to invite Sarah Swanson to speak about her UCEDD's advisory board. We're going to open to a round table discussion. Our hope is we can share promising practices and relevant resources and following this event, a tip sheet will be created that will be disseminated to the network. We ask that you mute yourself when you're not speaking and feel free to use the chat box to ask questions and engage, but it is a conversation, so we hope when we get to the round table portion that people can jump right in.

This event is being recorded and it will be available on AUCD's website following the event and there will be a short evaluation survey at the end, where we welcome your feedback about how we did and about future topics for this new series, so before we begin, we want to know a little bit about why you're joining us, so if everyone could in the chat box tell us why are you here and what are you hoping to learn.

So I'm reading, that we are looking for creative strategies, especially through a virtual environment, looking for new ideas, yes, COVID response, yes, how do we keep our engagement up in our virtual world, restructuring, how are people restructuring their CAC's, how we can better listen to people with disabilities, thanks, Liz. Some people are joining in,

new director, that's wonderful. We are excited to hear why you are here and problem solve through the topics, so first, we're going to have each of our experts share a bit about their experiences and tips they have and we'll open up to what is promising practices that people are using creative strategy, etc.

I'm going to have each of our content experts share a little bit about themselves and I'm going to share my screen to the slide deck as well. All right, Tony, you're up first.

>> Tony Antosh: All right, my name is Tony Antosh. I was the founding director of the Rhode Island UCEDD until I retired in fall of 2019, as Liz has said, I will always be involved with UCEDD to some point. I will give an example of how we do this, if I had a message, I would say don't be afraid to break the rules. I know with DD access, we're supposed to do this in a certain way, but what I believe in strongly is the culture and the context that your UCEDD functions and design meaningful ways to do stuff that is based on that.

The story I would tell is when we started UCEDD in 1992, I read the DD acts and the regs and it said who is supposed to be on the UCEDD and we did that for the better part of the year and they were the most dull meetings I have been in my life and staff talked and people on the CAC did not, or people who are in sort of administrative roles and various agencies talked, but people with disabilities did not and we decided to change that up. The context of that was Rhode Island, as our state advertising gimmick says that we are the biggest little state in the union, but we are like 40 miles high and 42 miles wide and you can get anywhere in the state within 45 minutes, so we had lots of other venues for talking with the DD network partners. We had lots of other venues for talking with state agency leadership, so the rule we decided to bend was what we said membership would be and we went as early as 1995 with 100% membership from people with disabilities and family members.

As we evolved, we made sure it was a two-thirds, one-third mix, where two-thirds were people with disabilities and one-third is family members and family members played a greater role, particularly for younger kids for lack of a better way of saying that. We made sure, we consistently make sure we represent every aspect of the state in some form. So we had families that represent young children, we have a couple of high school kids, college students, several people who are older than college. The state is a pretty diverse state and so we made sure we are culturally representative of all of the groups out there, but we also wanted to make sure we represented all of the major organizations out there, so there are these strong self-advocacy networks in the state. We have representatives of them, we have representatives from the independent living council, so we kind of make sure and it is a constantly renewing thing. Some people will be engaged every year, and some will be engaged for a year.

We also decided to change the name, so my center was the Paul Sherlock Center, we decided to name it is the Sherlock Sentinels and the Sentinel is the first person to experience the impact, so one of the things we consistently tried to do is survey members to find out when something happens, new policy, new funding streams, new regulation, new programs what was the impact on the new things on them and it gave us a pretty good insight on how all of those programmatic things happening on a higher level were impacting people's lives. People don't

refer to this as the CAC, they refer to it as the Sherlock Sentinels.

The way we, when we, again, part of the evolution we went through, we started as many people do with a notion that we provide information and hope that people provide advice and found that is really not the best way to engage people. I have always believed at some level if you're actively engaged with some part of the center, you're more likely to have, both knowledge and thoughts about how to make that better, but also it will sort of overflow into your thoughts about how the center as a whole works. The center was organized around what I call cross-project teams. They seemed to be topical focused or age focused or whatever it happened to be. One of the things we asked Sentinels to do and 90% did this, we asked them to go to staff meetings when there were publications to review them for both language and content and that worked very well. We had people who were not just knowledgeable in a generic kind of way but understood what the center did. The structure was to have bimonthly meetings and for each meeting, the agenda was set up with two faces, one would be the discussion of some particular topic and then the second part of it would be any questions or anything else that members of the Sentinels would want to talk about in some form.

The meetings, we have a facilitator and that is the person with an intellectual disability who is the facilitator of this whole thing. He receives support from various people. The other thing we had the Sentinels do as a way of trying to engage the broader world, they would plan two events every year, in which the broader disability community was invited to come. For example, the summer or the summer before, I lose track of time, they invited people who use chairs to engage in dialogue would be an appropriate word with the leadership with the statewide public transit entities with the topic being how do we make public transportation more accessible, what routes are not there, all of that stuff. Those two statewide events will typically draw more people, so that has worked very well.

About 10 years ago, one of the Sentinels suggested or would complain for lack of a better word, she and her boyfriend, they both use chairs and when they went some place there are typical recreational arts places, so she suggested we do something to help those generic recreation arts places change. We invented this thing that we called all abilities access grants and we give five or six every year. They are not for disability organizations, they are for community arts leisure and the intent of the grant is they are going to use the funds to increase access to everybody, so we have the Sentinels essentially advocate, promo that, they receive applications and they select who the recipients are and they participate actively and develop a five-year plan. We start that, in all reality two years before the plan is due and they run several forums that are topical based, or age based, and we gather a whole lot of input from that.

The only other thing I would add is when we send out announcements and when we send out minutes and there is a newsletter I think they do, I think it is bimonthly or quarterly, I lose track of that, but it is done in English. It is done in Spanish and we have had several members who do not read, so the symbol construct has been good. In a small state, we have used the CAC to broaden people's awareness into what the Sentinel does.

>> Katie: Next, David Mank will share about his experiences.

>> David Mank: Good morning, everyone. Nice to see you today. I love this topic. I spent 35-plus years associated with the UCEDD and director of the disability and community at the University for 20 years having retired from the University a few years ago. I would echo a number of things that Tony has talked about, but I approach this in thinking about the incredible value of good advice to a UCEDD, so to that need, who do we need and what do we need to get good advice about major contributions in our state, people with disabilities.

Who do we need, as Tony indicated, certainly statewide representation? Indiana, of course, much you bigger than Rhode Island, so we had to worry about the four corners of our state, which would be as diverse as near Chicago to as rural as the southeast part of the state, so statewide and the logistics that go with that are very different in an age of COVID. Diverse, of course, ideas and perspectives across a lifespan since our work as many of you have worked from early childhood through schools aging into adulthood.

Finally, we thought of having both informed core members, people that had a longstanding understanding and participation with the institute, understanding the history and bringing in new voices and keep informed core members and new perspectives that we might discover in our work and travels around the state. Next slide.

So what do we need? We asked our advisory Council Members to listen want to meetings to many stakeholders they would encounter in their day-to-day life or in their work, to hear things that maybe the staff of the UCEDD might not hear or might not notice and bring the new things they were noticing about the lives of people with disabilities and families in schools and community settings and everywhere, to bring that information into the room for discussion. We asked that they be informed about the UCEDD that they understand enough of our work and to give feedback to us about things they noticed that we were doing that seem to be working especially well or things that were not working especially well, and to inform us about a range of emerging issues. I think about how important that is right now in the age of COVID-19 that in some ways, we're all experiencing something brand-new. I also believe that people are experiencing this very differently by way of staying connected, feeling isolated, access to information, people are affected very differently, so we need to understand that.

We ask them to come to meetings preparing to engage. As Tony indicated, we tried to have two parts of our meeting. One would be a roundtable conversation about what is it that people were seeing differently than perhaps a year ago in our state and to come engage and talk about what they were noticing in life at that time and we generally pick a topic that was important to us for that time period and provide some information about the work of the UCEDD in that particular area, be it about schools, self-advocacy, employment and to request specific feedback about the types of opportunities that we might seek by way of grant funding to engage in that topic.

We always ask that people think five years out. People are a little surprised when I say something like the next year is already over, the contracts have been signed. The work plans have been developed, the schedules have been laid out for the months ahead and we pretty

much know what is going to happen in most of our work, but what we don't know is where we need to be positioned two, three, four, five years from now in order to capitalize on the best opportunities to make a difference in the lives of people with disabilities.

Finally, we were clear about the importance of advice, their role, an important one is to influence the work of the UCEDD going forward and influence its contributions overtime. It is not a governance role. It is an influence role and we value that very, very highly. Thanks for being here with this topic today and I look forward to the conversation that is coming up.

>> Katie: Thank you, David. We're going to have Sarah Swanson share a little bit about what the University of Nebraska Medical Center is doing.

>> Tony Antosh: I have been at the Monroe-Meyer Institute for 10 years and my primary role is what we call the community advisory board, but it stayed as a CAB. Putting this presentation together has made me think back and reflect on how we changed and one of the things that I think has been most significant is when I came onboard, we had a board composed of a lot of people, but they had been there for 20 years and there was no way to rotate them off, there wasn't any thought process about how we need to attract new participants, no advocates and how to bring more movement, I guess into our board. Can you advance it, Katie?

So one of the things that we did was we developed some bylaws and the bylaws are pretty straightforward. It talks about why the CAB is there, what their purpose is, kind of defines our meeting frequency. We meet four times a year, but one of the meetings is a joint board meeting with our DD partners, the DD council and disability rights Nebraska, and we will always have a topic that is current, so like this last year, we had a conversation around emergency preparedness, where we had guest speakers, even somebody from FEMA and there were lots of opportunities for groups to get together to talk about what is happening in the state, what is missing, what we need to do and that is just one example of our joint board meeting. It is how we have taken a topic and looked at how we can address that.

I think one of the things, Katie, if you want to advance it again, I think if we want meaningful participation, we have to think about what structures are in place. We offer all of our voting members a stipend. When I go to meetings as a professional, I get paid for my expertise. We do the same for both our advocates and family members, so they get \$100 stipend for their day and we reimburse them for their travel, hotel accommodations, etc.

When you think about Nebraska, we don't have a lot of population, but we have a lot of geographic space to cover, so bringing someone from the western part of the state to the board meetings in person can be expensive, but it is important to bring that voice forward, because what they experience in rural Nebraska looks very different than the experiences of people in Omaha, Lincoln, The Metro. When our board members come on, we provide a new member orientation and that orientation talks about why, provides background on the DD act, provides a little bit of history on the Monroe-Meyer Institute and how it came to be, it talks about the programs that we support and helps them feel more comfortable in understanding their role.

Another thing that we have done is prior to our CAB meetings, I developmental document called notes to review before our CAB meetings and this just kind of summarizes UCEDD's projects. It highlights new things we want them to be aware of, but it also kind of summarizes things that are very current in our state. I think we are very attentive to policy and have tried to look at some of the rules and regs that have happened in Nebraska and tried to help bring the voices of our CAB members into that discussion, so a couple of examples of that would include a few years ago, Nebraska was looking to move all of their long-term services and supports programs under the management of -- the manage care organizations and before they were doing that, they hired a national consulting team. I think it is advancing states, and they had listening sessions across the state. They were asking people, you know, what was their experiences were and we spent time, as a CAB adjusting some of the questions that they wanted and kind of summarizing them into some key points and our CAB chair put together a letter that kind of compiled all of that and we sent it to both the consulting team, but then to the state leadership as well, the Medicaid director, the DD director, and we got responses. Thanks so much, this is great. We provided a little bit of background about what our role was, and I can tell you some of the feedback that we got from the members was they really loved that. A lot of times they want to provide feedback on their experience, but sometimes that is intimidating because they feel like they are the point of the sphere and by doing this, they feel their voice was heard, but not in a way that it was just them. It was a group effort. It was great to see what they put together, because you can see verbatim that the comments we provided are in the reports.

We are looking to create an Olmstead plan and our members provided some feedback on the leadership. Katie, can you advance it one more slide? Oh, I guess -- nope, this is good. We also created a document that talks about -- it is a membership document. On that, we look at the required membership, so the DD act says we have to have membership from our DD council and the PNA but we color coded this document to show the percent that the families, the percent that the people with disabilities and tried to be intentional about our membership. One thing we have done is our self-advocacy organization, people first, they get to select their board members to be a representative of our CAB and get to decide the frequency they wanted to change that up.

I can tell you, just listening to David and Tony, there are things that we should be doing, too, so the other thing is to be mindful and open to new ideas and look at what is happening and how we can be involved in, byes timely conversations to inform people who are in leadership roles as they make decisions.

>> Katie: Thank you so much, Sarah. I'm going to stop sharing my screen and we will open it to the group. That was really interesting ideas being thrown around and I'm wondering if people have other creative strategies they are using or any questions that they might have had from what our content experts shared. Feel free to un-mute yourself and jump in. I also want to note, I see a note from Isaac in the chat box about potentially getting a sample of the letter that was sent. We are creating a tip sheet following this, so we might be able to attach it as a resource or send it out following, so thank you for that. Does anyone have any ideas they want to share with the group?

I see a question from Kimberly, how many members do each advisory councils have?

>> Tony Antosh: We probably have on any given year, between 12-15 and I would say, it is not -- we have bylaws that sort of suggest how many stay and how many get replaced every seven years. I don't know if it works that way, life will change for people and they will need to no longer be involved, but one of the things we're constantly doing is kind of reviewing who the membership is but we want to make sure we are constantly representing on any given year. Many times, they will bring friends, so the meetings will be 20 plus people, they will bring somebody who has a particular thing they want to say and we always welcome that.

>> David Mank: We have 15 as well, plus or minus and we were fluid about membership depending on what was going on. For example, a number of years, we were closing the state institutions in Indiana and that was pretty heavy topic with many implications for individuals and families, and so we went looking for people to add to the council that would have different perspectives about the process of closing the institutions and having people have a better life and community, so we would adjust in who we would seek advice from based on the issues of the day.

>> Sarah Swanson: For our CAB, I would say we have about 20 members, but that also includes personal assistant staff or UCEDD staff and related to membership, I have to chuckle. We have rotated our board, but that has been a challenge, because as we brought new people in, we hired some of the people because we have gotten to know them. They found out more what our UCEDD does and I also think we are looking for new members, but it is a challenge because there are life circumstances. We have seen people who want to participate but they can't. They get involved, but maybe their job doesn't allow for accommodations for them to take time off. I think that when I think about, especially families, we try to look for those that have moved on just their own individual circumstances and looking more broadly at what is in place and whether or not things need to change.

>> Katie: Thanks, Sarah. Other questions that people are having or promising strategies they found? I see a question from Tamara, how has engagement changed, positively or negatively in the current environment of COVID-19? This can be to anyone; it does not have to be to the people who spoke. If your organization is thinking about the impact of COVID-19, feel free to jump in.

>> Tony Antosh: I know they have tried to meet by Zoom, the world operates on Zoom these days and that is something that they have not really liked, so COVID has had a negative impact. In some of my other roles in the state, COVID has a significant negative impact on everybody and everything. I think we can all acknowledge that at some level.

>> Katie: Has anyone found success holding CAC meetings virtually? Things that worked well, challenges they have had that they can share. I'm seeing a excellent about how COVID-19 has added to the isolation that the CAC already felt. I imagine that is echoed, not just on the islands, but all over.

>> One of the things we have been able to do since our CAC meets by Zoom now is have some speakers from the network who normally couldn't come because they are on the East Coast speak with the CAC about broader AUCD network things, which has been really nice.

>> Katie: Thank you. Go ahead.

>> Sarah Swanson: I was going to say, we haven't done this, but you're making me think we should. I have participated in other meetings where they used the breakout rooms and had facilitated discussions in the breakout rooms and brought to the larger group to report out. I have seen those to be successful, but we have not implemented that as of yet, probably something we need to do, especially as we think that COVID, the end is not in sight, unfortunately.

>> Tony Antosh: This will is not a direct CAC function, but the self-advocacy network in our state has, I mean we have been under pretty significant quarantine guidance for the better part of six months now and there is still little social gatherings, only in small groups, but one of the self-advocacy network did is actively pursue through social media strategies for getting people matched with other people using everything from Facebook to Zoom, but using the breakout rooms a whole lot more. They tell me they their Facebook membership as gone from 200 or 300 to 2,500. It is their way of trying to get at the loneliness and the isolation that people feel because they are quarantined at home. I have been impressed by their efforts to do that and it is the kind of thing that we are probably working multiple ways.

>> Sarah Swanson: Our people first have hosted Zoom social hours. I think they call it advocate hours. They have had musicians come in. They have had caricature artists, comedians, I guess across the gamut and that has been very successful.

>> Liz: I was wondering if -- this is Liz from AUCD and I'm wondering if anyone has used people phone for your AUCD for their knowledge of the network.

>> Katie: That is a great question, Liz, you're wondering if people have used COLA in their CAC meetings to strengthen what they are doing?

>> Liz: Yes.

>> Kara: Hi, Liz. This is Kara. This past year we have started integrating COLA. We have a member, Susan Coler. She attends the COLA meetings and provides an update with action items to the CAC, so I like the way it makes the CAC feel more apart of the network and understand how COLA works, so we have enjoyed that addition.

>> Katie: I'm seeing two questions, first I will address Isaac, COLA is an AUCD council and I can send more information to you if you're interested. Others on the call may know more about what they do, but a great resource when we're talking about -- yeah, I will send additional things your way. I'm seeing a question from Guy, when UCEDD reviewed and did not meet the

DD act membership requirements, how does that play out?

>> Tony Antosh: I can certainly speak to that. When we first did this, we felt the need that we had to make the case, so I did a longer version of what I said before and I find that every time I write a new five-year grant, which being retired, I will no longer do, I will use two pages building the rationale for that. The way we did our CEC was described as one of the exemplary practices or whatever the term was that they used way back when. Clearly doing the way we do generated much more interest and much more engagement than some advisory committees have, but recognizing the average engine leadership of ACL, I feel the need to re-explain why we're doing it and how, but I also document that we have regular meetings with the DD Network partners and we meet probably on a monthly basis with the provider organizations and we meet on a quarterly basis with the Special Ed directors. I always felt the need to build the case of why we do what we do, but also document that we address and meet with the other groups as well and I would tell you that has never been questioned, so.

>> David Mank: I agree with Tony. If you have a good rationale, the function is advice, good advice and it does not mean that only happens in the meeting on that one day with the people in the room. So how is the function of advice created? You said in your state to show that you're getting feedback, advice, ideas, relationships from the people that you need it varies, including, of course, the council meetings.

I wanted to mention another function that we try to play out in the Universities and that was to inform the University. We would often have -- we reported to the Vice Provost of research and they knew what we did by way of the grants that we submitted and the reports that we wrote, but we wanted to have them in the room for many of our advisory council meetings to see directly, to hear directly for people with disabilities and families about what life was like and what made a difference in day-to-day life and try to make the UCEDD more visible and real to the University itself.

>> I am just wondering, how you elicit participation from your current members? We have plus or minus, I would say 10 and we do have somewhat of a difficult time because of the layout of our state. We have Reno and we have Las Vegas and those are far apart and there is not much in between, so that is a challenge for us. We have a meeting on Zoom, generally our members prefer to meet in person, but even the ones that are local, we have a hard time eliciting participation from them. We have some standing memberships with professional organizations, our DD partners. We also have self-advocates and family members, but we have a hard time normal matter what kind of activities we put in place eliciting that regular participation, and we do have bylaws that require a certain number of members to be there for voting purposes on things. We will sometimes not have that quorum, so if we have 10-12 members, we may have sometimes five participating at a time and everyone just seems to have other things to do those days. We tried making meetings shorter, making them less often, providing an agenda farther out from the meeting and we're just a little bit stuck there. I would love to hear if that is a challenge for everyone else and strategies that you have that hopefully work to gain that participation from standing members.

>> Sarah Swanson: So this is pre-COVID, I guess it still stands true today. We try to identify meeting days a year in advance and get those on the calendar for members coming to other areas of our state and there is a draw to that and they can capitalize by having reimbursement paid for activities in the Omaha area. For planning purposes, I think that has been helpful.

>> David Mank: A couple of thoughts related to that. It is an issue when you have the rural, remote places in the state. It is difficult. One of the things I would do or some of the staff would do is to go to other people's meetings to the Arc of Indiana's meetings in various forms, self-advocates of Indiana, parent centers and coalitions, independent living center meetings and notice who is participating and participate ourselves and become more informed as a way to find additional people that may be able to participate.

>> Tony Antosh: And to go back to probably the first thing they said, we found if the focus is just on the meeting that participation waned, which is why we tried to engage people. Meetings happen, but if you talk to each Sentinel, they will talk about the other things they do the work, with one of the cross-project groups I referred to, the promoting of the two annual events that they do, the grant review staff, people like that stuff and because they like that stuff, the meetings began to assume greater meeting and importance for them, because they get to talk about the other things that they know about. In the early days when we try to focus on the meeting, per se, we had the same problem, but even with that, you find you're going to have months where you have many members, you're going to have month where the attendance is lower I think that is part of life, but the notion of engaging people in more broader or targeted ways has been the strategy for us that has worked relatively well.

>> David Mank: I would try to reach out to people with an e-mail or phone call. If I knew they would be in a particular meeting, I might show up to initiate contact, start a conversation, bring it into context of the next meeting that was coming up, especially people who didn't necessarily speak up a whole lot in the meeting to find out what they were thinking between the meetings in order to better invite their participation.

>> Melissa: Thank you. Tony that is one of the first notes I had taken down that you said you ask each of the members to become engaged in projects throughout your UCEDD outside of the CAC member as well. One thing we have done that has gained some good ground with participation is we solicit RFP's from community organizations, individuals as well, because we have people with micro boards that have applied and our CAC members are the ones that vote on boards twice a year and that helps to engage participation and it is a media way to distribute some funds into the community as well. Thank you.

>> Katie: Thank you. I have two questions, one in the chat, which I will address second, and I know you have a question. If you want to share now and we will go with Guy's.

>> Kelly: My question for the panelists today are about do you have problems around navigating around members' identity as if they identify as lived experiences with development or intellectual disabilities or from disability communities? Being new to my UCEDD, I have long-term members and we have some folks who have particular views of the role of the DD

act targeting and supporting a specific population. As I heard a number of you mention today that diversity within the CAC's are really important, so I am curious if you had conflict related to that or some of the language that is used that will help members understand the roles of UCEDD's an CAC's go beyond intellectual and developmental disabilities.

>> Tony Antosh: I can start. Kelly, you and I have talked, so you know me somewhat. I'm a big believer in extinction. We just try not to, I know in some areas it is a controversial topic and people know that we are the UCEDD, but when you look at the breadth of things, we do everyone and everything. We kind of make sure the membership represents all of that. We find that, again, I'm a believer in topical engagement, the more you do actual stuff, the less meaningful the topics become to be. It has never been for us a huge subject of controversy. It has been more of a controversy among state leadership at some level. I ignore them as well, so what the heck?

>> David Mank: Kelly, we try to frame things sort of in this way. If good community solutions and quality of life, obviously, it is important for people with developmental disabilities and their families, but it is not a developmental disabilities problem to solve. It is a community problem. You can't get a good special education in a bad school, so we need to be interested in the school. And so we tried to take the same approach, like wait a minute. We're not going to just be -- they are only DD-focused issues because the broader community issues is where the solutions lie.

>> Sarah Swanson: I agree with both David and Tony. I think when you talk about issues generally, we have to look at inclusion. I also kind of chuckle because when you think about, I have participated on the independent living network on the statewide independent living council and it has always shocked me how many topics overlap, but I think that we need to be mindful of engaging people across all sectors and working together, because we get a lot further when we're working together and looking at commonalities rather than differences. I think we can be discriminatory, and I don't think it is helpful.

>> Kelly: Thank you for sharing that because I took nuggets from each of your comments and as UCEDD, we get the work we do incorporates so many parts of the community and so many different types of individuals and families and partners, but in the support and guidance that I can provide as a new partner and new UCEDD myself, I want to be sensitive to their history and identity, but also challenge them, as you said to kind of think bigger. I like Tony's part, my mom said that to what we give attention grows, so sometimes if you give it a lot of attention and fuel, it becomes a bigger issue. Thank you very much. I appreciate those comments.

>> Katie: We only have a few moments left. Guy, I saw you put questions in. I will read one from a little bit back to make sure it gets responded to. Does your UCEDD have a designated person to work with the CAC beyond the director of the UCEDD? I feel to make UCEDD effective need to work with them consistently at and before meetings.

>> Tony Antosh: We do. We have someone who is part time is and we support her now whatever support they need. What have our support people who takes minute and does the

announcements and those kinds of things and a facilitator may need supports setting up an agenda, so we have one or two staff people who volunteered to help with that. We have somebody who is half-timed employ specifically to work with the CAC.

>> David Mank: We had someone on staff who had a son with a disability who had a major role in communications and planning between meetings as well as at the meeting and it was very helpful to have someone in that role in addition to the director.

>> Sarah Swanson: I guess that would be me. I guess, I started out as staff and overtime I have grown into different role, but I was hired specifically to support our community advisory board.

>> Katie: Thank you for these great questions and thank you to each of our panelists. I'm seeing that we are just about out of time. In the chat box, I'm including a link for an evaluation survey. This is our second installment of this new series, so we would love your feedback. Thank you so much to each of our contact experts for sharing your expertise with each of us day. As a reminder this is being recorded and will be archived on AUCD's website. There will be some additional material sent out following the event in a tip sheet and I'm hoping we can continue this conversation in other ways. Thank you all for joining today.

Take care.

>> Liz: Thank you. Bye.

>> Katie: Bye, everyone.

* * * * *

Communication Access Realtime Translation (CART) is provided in order to facilitate communication accessibility. CART captioning and this realtime file may not be a totally verbatim record of the proceedings.

* * * * *