LISTEN TO THE VOICES
Self-advocates work for real-life choices for community living and employment.
Are We Ready?
The Importance of Asking the Right Question

My professional roots stretch back to many years spent in the field of early intervention, working with young children and their families. The early childhood field has wrestled for a very long time with the notion of “readiness.” It has been a longstanding national goal that all young children enter school “ready to learn.” Again and again, early childhood educators have countered that ALL children are ready to learn. The real question is, are our schools “ready to teach?” Are we as educators ready to meet the learning needs of all young children? What individualized teaching strategies and educational supports does each child need to experience successful learning?

From my point of view, the current dialog concerning the ramifications of the Supreme Court Olmstead decision (Olmstead v. L.S. and E.W., 1999) for Georgians with disabilities has many parallels with the old early childhood readiness debate. Which children are ready to learn? Which individuals are ready to move from institutions and nursing homes into the community?

The text of the Olmstead decision provides several considerations for deciding when institutional living is discriminatory. One of these is the desire of the individual currently living in an institution or nursing home to live in the community. Another is the requirement that a team of professionals determine whether community placement is appropriate for the individual. The term “assessment of community readiness” has been used to refer to this process.

Which individuals are ready for community living? This question creates a need for each state to decide the criteria for determining community readiness. How can we create an assessment that will allow us to separate out those individuals who are ready from those who are not ready? This discussion is ongoing in Georgia and in many other states across the nation.

I want to suggest that once again we are asking the wrong question. Our focus on the readiness of individuals with disabilities is leading us down the wrong path to the future. Rather than asking whether an individual is ready for community living, a more useful and important question is as follows: “What types and intensities of supports would this person need in order to live in the community?” This question places the responsibility where it belongs, on the communities and service systems supporting the individual.

When we ask the right question, the real barrier to community living emerges: our service systems are not ready to support certain individuals in the community. The question is still one relating to readiness, but the focus is on the readiness of the service system not the readiness of the individual with a disability. This question leads us in a new direction.

The first step in effective problem-solving is to clearly define the problem that needs a solution. If we incorrectly define the problem, we cannot hope to reach an effective solution. If we agree that a critical issue in implementing the Olmstead decision is the lack of readiness of our service systems to support ALL people in the community, we can work together to find creative ways to address this issue. By asking the right questions and working together to find solutions, we can make our vision of welcoming, fully inclusive communities a reality.

Are we ready?

— Dr. Zolinda Stoneman
ADD Approves IHDD’s Vision of Inclusion

When the Administration on Developmental Disabilities reauthorized the IHDD for another 5-year period, through 2006, validation was given to our “Expanded Vision of Inclusion” that was months in the planning and included the involvement of advocates, self-advocates, staff members and collaborating partners. The new 5-year plan was a huge job – and a successful one – for which IHDD gives thanks to the many concerned individuals.

IHDD continues as an agent for social change. We believe in self-determination and advocacy for people with disabilities, and we are committed to community inclusion, interdependence, and the recognition of each person’s ability to contribute to society.

Under ADD parameters, we have Core activities that embrace Community Services, Research, Interdisciplinary Preservice Education, and Dissemination. But we have restructured our areas of emphasis to meet the challenges and address the most pressing needs that we and our Consumer Advisory Council have identified. Each of these areas of emphasis has the ADD Core activities, and each has individual goals to achieve.

Seven Areas of Emphasis

There are seven areas of emphasis representing more than 25 individual projects. IHDD’s lifespan approach includes projects related to all age groups from infancy through adulthood, including the transitions that occur from one stage of life to another.

Projects are assessed for performance by consumer satisfaction, collaboration, and improvement. Evaluation is ongoing and is used to improve the quality of existing projects as well as to direct the development of new initiatives. The seven areas of emphasis and projects typical for the category are:

1) Childcare Related Activities: (Project SCEls/Babies Can’t Wait child care training; relationships; teaching young children about disability)

2) Education and Early Intervention: (Children with Special Needs/BCW training and technical assistance; SCEls statewide training, credential program, assessment; Multicultural Collaborative; Poverty training; Head Start research)

3) Self-Determination: (People First of Georgia; Americans with Disabilities Act; Self-Determination Team)

4) Quality Assurance: (Community safety initiative; River’s Crossing research; civil rights project)

5) Employment-related Activities: (“I Want A Job” Project of National Significance; “Jobs for All” Olmstead initiative)

6) Community Support: (Georgia PAS Corps/AmeriCorps; Youth Development training; “Everyone Can Serve!” disability outreach)

7) Family Support: Adoption projects; Family supports and conferences)

IHDD Areas of Emphasis and Goals

✓ Child Care Related Activities
  To increase the community capacity to provide inclusive programs and opportunities for friendships for young children with disabilities.

✓ Education and Early Intervention
  To increase the capacity of early intervention providers to implement culturally and linguistically appropriate services and to provide services to young children living in poverty.

✓ Self-Determination
  Increase the choice and control of people with disabilities in all levels of decision-making and systems change.

✓ Quality Assurance
  To increase the safety and decrease the maltreatment of children and adults with disabilities, and to improve the quality of life and protect the civil rights of individuals with disabilities who have moved from institutions to the community.

✓ Employment-Related Activities
  To improve competitive employment outcomes for individuals with disabilities.

✓ Community Support
  To increase the inclusion and support of individuals with disabilities through national service and youth programs.

✓ Family Support
  To strengthen the family unit for children and adults with disabilities by identifying appropriate services, promoting positive relationships, and supporting permanent families.

Dr. Stoneman leads a Core seminar in the IHDD conference room.
DOL Awards Georgia

Washington, D.C. — The U.S. Department of Labor has awarded a $3.3 million grant over five years to implement employment support services for people with severe disabilities. Titled "Jobs for All: An Olmstead Employment Initiative," the grant was issued to The Statewide Independent Living Council of Georgia, Inc., and will be implemented under contract to the Institute on Human Development and Disability at the University of Georgia.

The grant represents a partnership of more than 10 state and regional agencies, and will be a milestone in establishing individualized, customized employment outcomes for people with substantial disabilities in Georgia.

The grant supports the Georgia Department of Labor’s plan to develop and implement a plan for employment. The broker will assist the customer in obtaining the goods and services needed to help reach the employment goal and will monitor the plan as it is carried out.

The model will simultaneously be implemented in an urban, suburban, and rural area. This geographic diversity will offer significant insight into the benefits and challenges of finding employment in different types of communities in Georgia and will provide useful information when replication in other areas is undertaken.

The Institute on Human Development and Disability (IHDD) will implement the model through subcontracts with three partnering organizations: Urban (Multiple Choices Independent Living Center, Athens-Clarke County); Rural (Kelley Diversified, Habersham County); Suburban (Douglas County Community Service Board). In Year Two, these sites will be joined by a Gwinnett County site. In years Four and Five, IHDD will subcontract directly with the One-Stops throughout Georgia. By that time, it is estimated that persons with substantial disabilities will access the One-Stops directly.

Dissemination and training will take place during all five years of the project. Printed and audio-visual training materials will be developed in Year Four and Year Five and made available nationally in Year Five.

According to Dr. Wendy Parent, IHDD’s Interdisciplinary Preservice Education Coordinator and the Project Director, it is anticipated that as many as 190 individuals with substantial disabilities, who are

Contracted to IHDD

Federal grant boosts employment choice, opportunity for people with disabilities

"Jobs for All: An Olmstead Employment Initiative," is a massive 5-year, $3.3 million project that may well change how Georgia thinks about the employment of people with substantial disabilities. Certainly, it will set in motion a model for the evaluation, training, and implementation of employment practices within all levels of the state’s employment network.

Origins of the initiative started with the Georgia Department of Labor’s plan to delegate responsibility for the coordination of employment-related services to their One-Stop Career Centers. These sites are situated in key geographic areas and are designed to offer customer-focused, user-friendly services that lead to successful employment outcomes for individuals, as well as

the recruitment and retention of a skilled workforce for business. It is GDOL’s intent that people with disabilities fully utilize the One-Stop Network.

To help attain this goal, a collaborative headed by the Statewide Independent Living Council proposed "Jobs for All" as a model for implementation. The project is designed to significantly increase the number of people with disabilities in non-stereotypical, customized job settings. The model incorporates a multi-agency, person-centered approach that focuses on efficient coordination of services across agency and department boundaries. It emphasizes customer choice through the assignment of Individual Training Accounts (ITA) managed by regional agencies. At least 30 individuals with substantial disabilities will become employed in competitive jobs with supports purchased through the use of ITA’s.

The project will incorporate peer supporters to work with persons who have a history of service in segregated settings. The customer and peer supporters will work in conjunction with Employment Brokers at the

“Our culture often denies people with disabilities the opportunity to show their worth to the economy. This initiative will clearly demonstrate the worth, value, and untapped potential our society so often overlooks.”

— Doug Hatch
Multiple Choices Center for Independent Living, Inc.

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Donnie Zalmanek is successfully working in competitive employment at Publix Super Markets and previously Locos Deli, with support from IHDD job coaches. According to the Georgia DOL, 79% of people with disabilities want to work but only 29% actually have jobs. In addition, 78% of Georgians with developmental disabilities continue to receive services in segregated day programs despite requests for employment (Div. MHMRSA).

IHDD and the Olmstead Link

“Olmstead” has become the buzz word for issues surrounding the move of former institutionalized individuals into the community. It refers to the 1999 Supreme Court case known as L.C. & E.W. vs. Olmstead — in which the court agreed that Georgia women Lois Curtis and Elaine Wilson had the right under ADA Title II to live in the community.

Though the Olmstead case has established a legal precedent, the IHDD’s mission has always been to advocate community inclusion for people with disabilities. Under the “I Want A Job” Project of National Significance, IHDD is working to secure employment for Lois, Elaine and three more individuals, and documenting this quest with written stories and CD-Rom’s so others may learn from our experiences.

“To date, IHDD is the only program in Georgia to obtain integrated employment for recently de-institutionalized individuals with significant disabilities,” said Dr. Zolinda Stoneman, IHDD director.

“IHDD uses a combination of situational assessments, integrated community activities and peer interviews to help individuals with little or no exposure to outside the institution develop a repertoire of experiences necessary to help them make informed decisions about job choices.”

More than 12 individuals with disabilities in Northeast Georgia are now in competitive employment with support from IHDD job coaches.

JOBS FOR ALL

Goals and Contributors

- To incorporate an individualized, choice-based approach to employment services that is accessed through GDOL Career Centers.
- To develop customized employment for a minimum of 190 individuals in three model demonstration sites and one replication site.
- To replicate the customized employment model, administered by a OneStop Career Center, and to transition the three year model programs into One-Stop Career Center administration.
- To promote model replication across the state.
- To promote systems change in Georgia.
- To evaluate the effectiveness of the Jobs for All model.

- Statewide Independent Living Council • Georgia Department of Labor (One-Stop Career Network) • Governor’s Council on Developmental Disabilities • University of Georgia’s Institute on Human Development and Disability • Douglas County Community Service Board • Multiple Choices Center for Independent Living • Kelley Diversified • People First of Georgia • Georgia Options for Community Living • Clarke County Schools • Hope Haven • and numerous nationally-known consultants with expertise in Olmstead and the disability field.
GOING FOR IT!

People First of Georgia celebrates the power, choice, and freedom of self-advocacy during its annual seaside conference.

Theresa Moore is barely five-foot tall. But if you close your eyes and judge her stature from the intensity of her speech, you might think she’s larger than life. Killed a bear when she was only three? Maybe. Plow the back 40 like a mule skinner with a mission? She could. Turn followers into advocates? She does.

Raised in a “holler” of rural Kentucky, where little girls had just two dresses (“one to wear, one in the wash”), Theresa was a sensitive child who longed for security. She had empathy for the fruits and veggies she picked in the field, envisioning that a grape on the vine looked so pretty and secure and would lose its maternal strings when picked. But Theresa’s grandmother had a different perspective. “Leave a grape on the vine,” her grandmother said, “and it’s just going to waste away. It won’t do anybody any good until you pick it.”

“Theresa, we can cook with grapes, make some jam and different things, and some of these pretty grapes also turn into raisins. Now raisins may not look pretty but they sure taste good and continue to serve a purpose. But first, they’ve got to be picked.”

Theresa said it wasn’t until she embraced self-advocacy that “I was actually picked off the vine and given a chance to grow.” She now travels nationally from her base in Phoenix, Arizona, encouraging people with disabilities to follow their dreams and accept challenging goals. Her path recently led her to Jekyll Island, Georgia, as the keynote speaker for the annual People First of Georgia conference, where she told the analogy of the raisin.

“Before self-advocacy, I was wasting away on the vine doing a bunch of different jobs that really didn’t let me be me. But self-advocacy makes sure that people get a chance to be as useful as a raisin or included in an exotic meal.”

Theresa welcomed self-advocacy for another reason. “Within self-advocacy groups I met people who believed that I can do different things even when I was scared myself. Even when you make mistakes, they still believe in you and don’t judge you.” She credited self-advocacy groups with helping to prepare members for future leadership roles so members can say in confidence, “I’m ready for this role.”
als can teach self-advocates to keep records, use computers, and understand business, but then they should back away and let self-advocates “go for it.” Too often, she said, self-advocates are called in to sign off on a program when, in fact, they should be leading the program. It’s tokenism, she said, and that’s not what self-advocates want.

“Invite us at the beginning, not at the end. We’ve got experiences to add,” she said.

People First members acknowledged Theresa’s pitch with enthusiasm. “Yes,” they chorused, when she asked them if they want to ‘go for it’ with her and learn new things.

“We want to be sure self-advocates across the country know that you can run your own organization and that you believe in yourself. You can go for it!”

The annual People First of Georgia conference paid homage to the right of people with disabilities to set personal goals, choose a path to achieve those goals, and encourage others to become self-advocates and work for self-determination.

The seaside setting at Jekyll Island last October enabled more than 200 participants to take a hiatus from local issues and focus on overarching goals and the motivation behind self-advocacy. For some, it was a first road trip; for others, it was a renewal of friendships from past conferences and a forum for success stories. For all, it was a fun time to laugh a little and share a lot.

Participants will remember:
* Motivation by Theresa Moore and Al Duval, breakout meetings to review self-determination, employment strategies, and other issues.
* Campaign speeches from candidates running for state People First offices, and casting ballots – for some their first chance to experience the voting process.
* Party time, with a poolside buffet dinner, DJ music, and jiving under the stars.
* Helping each other with mobility, guidance, and encouragement.
* Quiet time on the beach and among the sea island oaks to relax and consider new options for inclusive living.

Darlene Coggins was re-elected president. Also elected: David Mapp, vice president; Marian Jackson, secretary; Leonard Roscoe, treasurer. For data on the 500-member association, contact Coggins at People First, IHDD/UGA, 850 College Station Rd., Athens, GA 30602, (706) 542-3457.
Core Seminars are Underway – IHDD’s annual Core Seminar series began early this year with IHDD Director Dr. Zolinda Stoneman presenting on “Services and Supports for Individuals with Disabilities.” The seminars will run through April. Students involved with IHDD programs must attend a minimum of four seminars. IHDD staff members and others with interest in disability studies are invited to participate. All those who attend at least four seminars will receive a Certificate of Completion.

Among the topics to be presented are: Full inclusion of individuals with disabilities; Multicultural awareness; Team process, interagency collaboration, parent-professional partnerships; Early intervention; Transition and supported employment; Understanding funding sources, Medicaid/Social Security; and Medical aspects of disability. Beverly Al-Deen (706-542-1290, e-mail: bfa@uga.edu) has more information.

Video Resource Library on Web Site – Providers working with children with disabilities should review the Video Resource Library now listed on the IHDD web site. More than 100 titles are included, ranging from Assessment and Early Childhood Development to Transition and Cultural Issues. The free-loan library is managed by IHDD for the Georgia DHR Office of Children with Special Needs, and is available for qualifying providers. To participate in the library, see the IHDD web site or call (706) 542-3960.

Mayor Selects IHDD Coordinator – Athens Mayor Heidi Davison has formed a new advisory group to “get a snapshot of ‘what is’ in Athens-Clarke County.” Called the Community Snapshot Project, the 15-member group includes Sarita Reddy, the IHDD’s Cultural Diversity and Advocacy Coordinator. Reddy will gather information on local poverty issues.

According to Davison, the purpose of the advisory group is to allow community stakeholders to present key issues to the mayor and county commissioners. Davison, now in her first term as A-CC mayor, has pledged more opportunities to exchange information with local residents.

CIL starts in NE Georgia – Multiple Choices for Independent Living, Inc., has been selected by the Statewide Independent Living Council to represent the 10-county Northeast Georgia region. Multiple Choices is led by Doug Hatch, executive director, and is headquartered at the IHDD office.

Multiple Choices is funded by the State of Georgia through June 2003 and has additional federal funding for five years. It is a subcontractor for the Jobs For All project that is managed by IHDD.

A unique element of Multiple Choices’ service delivery system will be the Tech Truck, a lift-equipped van converted to a mobile office that will deliver services or training to the region. Assistive technology demonstration will be a key function of the mobile unit.

According to Hatch, Multiple Choices will provide information and referral, independent living skills training, peer counseling and mentoring (including cross-disability peer counseling), and individual and systems advocacy. For information, call (706) 542-3965.

Workshops for Early Interventionists – IHDD conducted training for center-based and family child care providers within the Babies Can’t Wait network in February at Augusta and in March at Columbus. A SCEIs Credential Workshop is tentatively slated in May. This will provide training for participants who have successfully completed the six Project SCEIs modules, or individuals who have received a “passing” grade on the PRAXIS exam. For EI training opportunities, call (706) 542-3960.

GA PAS Corps/AmeriCorps Serves Its Community – When it comes to making the Athens community a better place to live, members of the GA PAS Corp/AmeriCorps at IHDD are prominent advocates. PAS Corps members helped plan and worked...
many hours on more than six projects for the Martin Luther King, Jr., Holiday celebration in January. Included were construction of three wheelchair accessible ramps, graffiti removal and beautification at the Garnett Ridge Boys and Girls Club, construction of a boardwalk at Sandy Creek Nature Center, Spalding Cemetery clean-up, beautification of the Senior Center, and a voter registration drive. Kudos to Stacey Farrell, program director, and her team for community service well done.

Sharing the Knowledge – Information sharing through conferences and workshops, to diverse audiences, is ongoing for the IHDD staff. We may organize an event on our own, in collaboration with others, or just facilitate a session. We may offer community outreach in far corners of the state or within our offices.

During February and March, in collaboration with the Athens Council on Transition, we held two Family Fun Days for parents of school-age children with disabilities who have an Individualized Education Plan (IEP). The first program addressed the planning of an effective IEP; the second featured transition planning from school to the community. Both sessions offered child care, food, and learning within an informal atmosphere, and was supported by community experts and the IHDD staff.

We shared sponsorship of the annual Dr. Ro Vision Series with Georgia Options. This training seminar for people with disabilities, their families, and professionals addressed non-aversive behavior supports as presented by Mike Mayer of Raleigh, N.C. The seminar honors the work and dedication of Dr. Rolando Figueroa.

Culture of Poverty workshops were held in Waycross, Macon, and Atlanta to address issues of disability within a cultural context. The Adolescent Health and Youth Development training series, in collaboration with the Dept. of Human Resources, has continued throughout the state.

Progress on Goals: CAC forges into a new year

Viable goals, renewed enthusiasm, a passion for achievement – these are highlights from the IHDD’s Community Advisory Council’s winter meeting, held Jan. 30 at IHDD headquarters.

We were energized by a new meeting format that featured a working lunch and committee meetings prior to the general membership meeting and executive session. The committees considered options, formalized plans, and came to the general meeting with achievable goals for coming months.

It is hard to enumerate all the merits of each committee but here are some representative highlights:

The Employment Committee will sponsor a booth at the Dept. of Labor Spring Job Fair, and will seek interaction with the Dept. of Labor’s Employer Committee and Dept. of Human Resources SHAR group. An employer breakfast is in the works to showcase success stories from employers and employees concerning the good performance of people with disabilities in the workplace.

A fundraising weekend of music, awards, and good food was proposed by the Public Relations, Resource Development, and Outreach Committee. The event would be held a year or more from now in Athens and/or Atlanta, with the proposed funds to support an accessible van, mini-grants to self-advocates, or other worthy projects.

The Self-Determination committee discussed joint efforts to bring self-determination through system change and how to ensure the meaningful leadership of self-advocates in that change.

An interesting collaboration between the Community Support Committee and the Georgia PAS Corps/AmeriCorps is developing that may aid local businesses with ADA compliance. The committee also is advocating for a universal signs proposal.

Ideas for family-focused training were central for the Child Care, Early Intervention, and Family Support Committee, especially ideas for more outreach to the community. Support was given to portfolios that present a positive view of a child and family, and the McPhail Center program that builds relationships, friendships, and transition.

The interactive session was not without its quiet moments as we heard testimony to the life and good works of Steve Atkins. Steve, a CAC and People First of Athens member for several years, passed away this Fall after a lingering illness. He inspired us with his enthusiasm and wit. His thoughtful response to CAC needs, and his advocacy in behalf of people with disabilities, will be remembered.

Jenny Manders described Steve’s ability to gently listen to others and understand and sympathize with their concerns. Mark Christiansen asked that everyone remember Steve as someone with a big heart who always thought of others first. Photos were shown of Steve as music (“We Will Remember You” from the National Self-Advocates Become Empowered CD) played. The final photo was of Steve (fist raised in solidarity) with a group assembled on the steps of the Georgia Capitol for a self-determination rally. Projected with this photo was the proverb: Not the glittering weapon fights the fight, but rather the hero’s heart.

Our next CAC meeting is May 22, noon to 3 p.m. We will follow the same format with committees meeting for lunch and planning, and then all members convening for a general session, followed by an executive committee meeting.

Thanks for your great support; see you all on May 22!

– Linda Hazinski, Chairperson

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Information Sharing – one more way to make a difference

Among the classrooms and offices of IHDD’s bustling headquarters in the River’s Crossing building, in a small room near the National Service Program’s cluster, is an oasis of quiet. The computer hums, cabinets of books and videos slide noiselessly at touch of a finger to reveal a second tier of those resources. A mini library? Yes, but more appropriately, the beginnings of Georgia’s most complete source for disability information. This is IHDD’s new Resource Center for faculty, staff, students and, eventually, the global community of people who rely on information sharing. It is linked to the huge University of Georgia Main Library, and is, well, a dream come true for the IHDD family. Read on...

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The Institute on Human Development and Disability has initiated a new Resource Center to assist in providing information on disability issues and research. The mission of the Resource Center is systems change through information sharing in order to improve the quality of life for people with disabilities and their families.

The core collection of the Center currently is comprised of a diverse group of books, CDs, videos and other materials. The Video Collection contains many unique items that document research and findings on a wide variety of issues relating to disabilities, and also document a segment of social history in Georgia relating to disabilities. Initially, the resources will be available to a limited group affiliated with IHDD. In the future, the resources will be made available to a wider audience over the World Wide Web.

The Institute’s affiliation and proximity to the University of Georgia enables IHDD members to take advantage of the Library collections on campus and also GALILEO, the World Wide Web based virtual library, with a wide variety of electronic resources licensed to the University. Full access to GALILEO and the collections on campus enables the Center to carefully develop its collection to extend the depth of materials and information available.

IHDD has hired Carolyn Bowen to head the Resource Center. Carolyn received her MLA, Masters Degree in Library Arts, from Emory University in 1983. She works part-time with IHDD and part-time at the Main Library at UGA as a Reference Librarian. It is the service mission of the Institute that attracted Carolyn to this challenge.

“The Resource Center can make a significant difference in the functioning of the Institute and all those that contribute to its worthiness,” Bowen said. “Through having a full service commitment to those involved in Institute activities, people with disabilities, service providers, and educators will be positively affected. That full service commitment means that I am willing to assist in almost any way to get information out to others quickly as they need it. I am thrilled that I have had days where I picked up materials from the Main Library or Science Library, photocopied a needed article that we were unable to obtain from GALILEO, and rushed back to work on a literature review of background material needed by one of our members to strengthen her grant proposal.

“I would like for the Center to become invaluable within the Institute. I would also like for the Center to be able to directly assist in locating information needed by people with disabilities and their families when the traditional information providers such as the local public library reference librarians and local service providers have been unable to fully assist them. The Center is surrounded by experts in the field and by the UGA libraries, the largest library collection in the State.

“We will also seek to keep valuable information that probably would not be retained in other places. We recently received a one-page educational tool, in English and Spanish, from the Children’s Hospital in Los Angeles that shows recommended dental positions facilitating oral healthcare in children with developmental disabilities. This tool will be placed in the Center and described in our catalog.”

The first goal of the Center will be cataloging the materials housed there and making that catalog available. The Follett Software Company’s products were chosen because of their proven track record in providing database management for small library collections.

After that initial phase, funding
will be sought to archive the materials that have been produced by the Institute, such as reports and documentation of initiatives. The video collection will be archived as fully as funding will allow. The Center has many master tapes that were produced within the Institute and by affiliates over the years. Some of them are in formats that are no longer commonly used. Copies of all master tapes need to be made so they can be freely viewed by researchers without fear of further degrading the quality or stability of the originals.

Most importantly, throughout all phases of the development of the Resource Center, the information needs of the individuals associated with the Institute will be foremost because it is in the activity of gathering and disseminating information the Resource Center will have the most powerful affect.

The Resource Center can be contacted at (706) 542-8067 or ihddrc@arches.uga.edu.

OFF THE PRESS!

Here are the latest documents available from IHDD. To request a copy, please contact IHDD Dissemination, (706) 542-3457 (e-mail: jweber@uga.edu).

Real People – Complex Lives.
Subtitled “Understanding the Stories of Women and their Children: Welfare Reform in Georgia,” this 20-page document profiles seven mothers of school-age children who are forced to make hard choices for themselves and their children.

Serving People with Disabilities and their Caregivers. This is a detailed survey of caseworkers serving families of children and adults with disabilities within the Temporary Assistance for Needy Families (TANF) welfare reform program. Caseworkers “need additional training and access to resources, including disability professionals, and communities. Caseworkers in rural areas must have the supports and services in place that will support people with disabilities and allow them to work.” 32 pages.

Abuse and Neglect of Children and Adolescents. Guidelines for understanding abuse and neglect when working with youth and their families. 4 pages.

Youth Programs and the Americans with Disabilities Act. An overview of landmark legislation that gives children and adults with disabilities the right to play, work, and live in the community with the same opportunities as people without disabilities. 12 pages.

Children with Special Needs Video Resource Library. For qualifying providers, a catalog of videos to support training and technical assistance. 16 pages.

In the Works. IHDD is publishing a new booklet based on the research of Irma Alvarado (see box above). It concerns undocumented families with young children with disabilities who have come to the U.S. from Mexico, and their desire for positive futures for all in the family.
IHDD To build for tomorrow, we need your support today!

All of the programs at IHDD are funded solely through grant funds and contributions. Friends of IHDD is a group of people that monetarily support the various activities of The Institute on Human Development and Disability. Anyone is welcome to join that is interested in seeing IHDD grow and develop!

As a member of FRIENDS of IHDD, you'll receive The IHDD Newsletter, a thank you gift, and special invitations to various community outreach events and fundraisers.

Most importantly, you'll receive the satisfaction of knowing that you are playing an active role in the continued outreach, research, and dissemination in the disability field. If you would like to join FRIENDS OF IHDD, please fill out the form below and mail to: IHDD, 850 College Station Road, Athens, GA 30602-4806 and enclose a check payable to University of Georgia Foundation.

Name ___________________________ Phone ___________________________

Address ___________________________ E-Mail ___________________________

City, State, Zip ___________________________ Amount of Contribution $ ___________