

# Minnesota Olmstead Planning Subcabinet – 8/19/13 Meeting & Listening Session Notes

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## Meeting Details

**Date:** August 19 2013

**Start/End Time:** 1:00 – 3:00 p.m.

**Location:** Heinz Center, Rochester Community and Technical College

**Chair:** Lt. Governor Yvonne Prettner Solon

**Facilitator:** Judy Plante, Management Analysis & Development (MAD), Minnesota Management and Budget

**Subcabinet members (or alternates) in attendance:** Lynette Geschwind, Affirmative Action Manager, Department of Transportation (MnDOT); Lucinda Jesson, Commissioner, Department of Human Services (DHS); Janice Jones, Compliance Monitoring, Department of Health (MDH); Kevin Lindsey, Commissioner, Department of Human Rights (MDHR); Roberta Opheim, Ombudsman for Mental Health and Developmental Disabilities (*ex officio*); Kim Peck, Director, Vocational Rehabilitation Services, Department of Employment and Economic Development (DEED); Thomas Roy, Commissioner, Department of Corrections (DOC); Mary Tingerthal, Commissioner, Minnesota Housing Finance Agency (MHFA); Colleen Wieck, Executive Director, Governor's Council on Developmental Disabilities (*ex officio*); Robyn Widley, Supervisor, Interagency Partnerships Team, Department of Education (MDE);

**Others in attendance:** Kristie Billiar, MnDOT; Robert E. Bonner, Carleton College; Rick Cardenes, ACT; Martha Cashman, Mayo Clinic; Leslie Celine; Kelly Christensen, MnDOT; Vicki Dalle Molle, SEMCIL; Linda Driessen, PossAbilities; Sue Eisenmenger, Step, Inc.; Jo Ericksen, NAMI; Lee Ann Erickson, Arc SW; Guy Finne, Mayo Clinic; Charity Floen, Steele County Human Services; Sandi Gerdes, Laura Baker Services Association; Joette Gillett, Home & Community Options Winona; Tena Green; Bill Harreld, QCI Quality Culture Institute; Buff Hennessey, The Arc SE MN; Kim Hicks, SEMCIL; Mary Jansen, Home & Community Options; Kristin Jorenby, MnDOT; Mary Kay Kennedy, ACT; Paula Krage, Home & Community Options; Travis Kromminga, RCTC; Karen M. Larson, The Arc of MN; Steve Larson, The Arc of MN; Courtney Lawson, NAMI SE MN; Peg Lloyd, Hiawatha Homes; Larry Lubbers, ACT; Maureen Lynch, Cedar Valley Services, Inc.; Mary Ellen Mayo, The Arc SE MN; Rebecca Melang, CSH; Derek Melby; Gerry Nord, DHS; Representative Kim Norton, Minnesota House of Representatives; Kelly Nye-Lengerman, University of Minnesota; Cindy Ostrowski, Hiawatha Homes; Steve Peck, ACT; Karen M. Peed, Moving Home Minnesota, DHS; Jack Priggen, Cardinal of Minnesota; Lisa Puhl; Hiyas Quelle; Dalaine Remes, Minnesota Disability Law Center; Leone Rife, Adult Foster Care; Chris Schiffer, DOC; John Sherman, DEED; Leslie Sieleni; Lura Solie; Robin Sommer, Olmsted County; Betsy Spethmann; George Stone, CSH; Mike Tessneer, DHS; Carrie Varner; Rosalie Vollmar, DHS; Lucinda Wiczek, Home & Community Options; Jodi Yanda, DEED; Dan Zimmer, MN Region 10 Quality Assurance.

## Welcome, introductions, and opening remarks

Lt. Governor Prettner Solon welcomed the subcabinet and the audience to the meeting. Subcabinet members introduced themselves.

Lt. Governor Prettner Solon opened the meeting with several remarks:

- Minnesota has long been a leader in services for people with disabilities and continues to look for opportunities to help people live as independently as possible and have choices about their lives.
- The draft Olmstead Plan carries on the work of past advocates and charts a course that ensures Minnesotans with disabilities have the opportunity to learn, work, and enjoy life in the most integrated setting desired.
- The Olmstead Plan subcabinet was created by Governor Dayton. Subcabinet agencies are collaborating to improve the way state government provides supports and services for persons with disabilities.
- The subcabinet is holding these listening sessions early in the process because we want people's help in shaping the plan. We need to know from individuals:
  - What are you expecting in the plan?
  - What are you hoping to see in the plan?
  - What are your concerns?
  - What are your suggestions?
- The subcabinet's job today is to listen carefully and be sure we understand your suggestions and concerns. We've been working very hard and we want to do the right thing and make the best plan possible, but sometimes we get locked into our own ideas and have difficulty seeing beyond them.
- The Olmstead plan is important for Minnesota: for service providers, for advocates, for families; most of all, it is important for people with disabilities.
- Based on your feedback and the input of disability experts, the subcabinet will revise its draft plan and present a final version for consideration in November.
- People can make statements to the subcabinet today. People can also submit comments [online](#).

## Overview presentation

Judy Plante provided a presentation about the *Olmstead* decision and the Olmstead Subcabinet's work:

- What is an Olmstead Plan?
- Why is Minnesota preparing an Olmstead Plan?
- What was the Jensen v. DHS case about?
- Who is on the Olmstead Subcabinet?
- Development of the Olmstead Plan
- Minnesota's Olmstead Plan Goals
  - Overall goal: Minnesota will be a place where people with disabilities are living, learning, working and enjoying life in the most integrated setting.
- Olmstead Plan Topic Areas:
  - Community Engagement
  - Employment
  - Healthcare and Healthy Living
  - Housing

- Lifelong Learning and Education
- Supports and Services
- Transportation

## Listening session

People were asked to speak for three minutes or less to allow time for everyone who wanted to speak. Some people signed up to speak before the meeting, others signed up at the meeting. Before the close of the meeting, Lt. Governor Prettner Solon asked if anyone else wished to speak, and several individuals did.

## Comments included (in order of speaker)

### Hiyas Quelle

- She is a parent of a child with a disability.
- She supports the Destination Medical Center in Rochester.
- There is a need for more training for students with disabilities to be qualified to work in health care industries.
- People with disabilities seek meaningful employment, and this is possible.
- She provided examples of employment success stories.

### Lee Ann Erickson, Arc Southwest

- She is a parent of children with disabilities.
- People with disabilities may reside in better settings now, but people with disabilities are not out in the community.
- There should be true self-determination and human rights for people with disabilities—not just reading a bill of rights annually.
- She is aware of people who have been denied opportunities to associate with people they choose (such as former staff).
- Living in a home of one's own means more freedom (not controlled by provider perceptions of risk).

### Tena Green

- She is a parent of three children, one with a disability.
- She urges the subcabinet to expand the education part of plan—it is too focused on 18 and up.
- Inclusion must start early—preschool and through high school. We learn from each other—everyone benefits when people with disabilities are included.
- Changes will require proper supports & assistance to service providers.

### Guy Finne, Mayo Clinic

- He supports aspects of the plan about employment
- Many themes in the plan match work being done at Mayo: support integrated workplaces, focus on the individual, reduce stigma & change attitudes, include business and industry in plans, and enhance interagency partnerships.

### **Martha Cashman**

- There should be action to reduce disincentives to work—people lose their modest disability payments with additional hours worked, and they risk losing needed services.
- She recommends that employers explore adding PCA services to health benefits.

### **Bill Harreld, QCI Quality Culture Institute**

- The Olmstead Plan should be more strategic—less focus on list of activities; more focus on customer outcomes.
- Measurable results are key.
- He recommends using SMART criteria: is it **s**trategic? is it **m**easurable? is it **a**chievable? who is responsible? what are the **t**imelines?

### **Carrie Varner**

- She is a self-advocate and person with a disability.
- Self-advocacy should be a significant part of the Olmstead Plan—people are concerned about retaliation and need support and encouragement.
- Organizations like Self Advocates of Minnesota (SAM) promote self-advocacy.

### **Betsy Spethmann**

- She is a parent of a young man with physical and developmental disabilities.
- One size doesn't fit all—some people need structured settings, community is in the eye of the individual.
- Programs like Laura Baker Services should be supported.
- She urges Minnesota to lift the moratorium on group homes.
- She provided copies of letters from families with similar perspective.

### **Karen M. Larson, The Arc of Southeast Minnesota**

- She is a parent and grandparent—she wears several hats.
- She had to push to ensure her son was included in education and employment. It shouldn't be such a struggle anymore.
- Everyone in Minnesota should be able to go to school, work, and live where they can be happy.
- Direct care staff need to be paid a better salary.
- In all decisions—start with the individual, don't make assumptions.

### **Derek Melby**

- He is a parent and guardian of two daughters with disabilities—they are very different individuals.
- He urges the subcabinet to not replace a bias towards provider group housing with a bias against provider group housing.
- Maximize options; allow provider services in housing co-ops. Lift the moratorium.
- Laura Baker Services should be supported.

### **Robert Bonner**

- He is a parent of son with multiple disabilities.
- He remembers deinstitutionalization in the 1970s, and he urges the subcabinet to be careful with changing the system.
- Department of Justice guidance seems to be going beyond the *Olmstead* decision itself.
- Laura Baker is not the type of institutional setting that is addressed by *Olmstead*—it isn't like the state hospital system that was present in Minnesota years ago.
- ICF is the best setting for some people—it provides the most integrated setting.

### **Dalaine Remes, Minnesota Disability Law Center**

- Two issues for rural and southern Minnesota are of primary importance: transportation and segregation. Transportation: nonemergency medical transportation, access, county-line transportation, need for weekly direct transportation routes. Segregation: too much provider control over people's lives, lack of meaningful relationships with people beyond staff/roommates.
- Balance programs and services to meet individual needs.
- Quality assurance should come from outside the team—people with disabilities should consider what is important to them.
- Lift the moratorium on foster care housing.
- People with disabilities should be at the center of the plan.
- Provide more transition supports and services—help people who don't need to live in provider housing move into the community.

### **Sandy Gerdes, Laura Baker Services Association**

- Some people need a structured environment.
- In-home services are not for everyone.
- The issue is choice, not setting.
- The state should consider costs and choices when looking at changing the way services are provided.
- Engage providers and families of highest need individuals

### **Dan Zimmer, Minnesota Region 10 Quality Assurance**

- This organization is an alternative licensing system/monitoring system—working on behalf of DHS & two counties.
- Getting feedback from individuals and families is most important.
- Region 10 QA uses VOICE review (Value Of Individual Choices and Experiences): conversation with individuals, families, providers
- Quality assurance and quality improvement are both necessary.
- Choice is a key theme—that's not always easy, but it's important that people have realistic chance to choose what works for them.

### **Rick Cardenas and Larry Lubbers, ACT**

- Jobs, transportation, and housing are big issues throughout the state.
- Peer support services should be expanded. Example: peer training program proposed during last legislative session.
- Self-Advocates of Minnesota helps support self-advocates.

### **Mary Ellen Mayo, The Arc of Southeast Minnesota**

- She is a parent of a son with disabilities who needs assistance with all activities of daily living.
- The plan lacks discussion about workforce development for care staff.
- Direct care staff do not get paid enough or receive adequate benefits, and there is too much turn-over.
- Direct care staff should not only be caring, but also be skilled and accountable. There is a need for more professional staff involvement.
- She recommends career ladder for direct care staff.

### **George Stone, CSH Minnesota**

- Increase focus on people at risk of institutionalization in the plan.
- Increase funding for people moving out of institutions.
- DHS should look for new funding opportunities through Medicaid and the Affordable Care Act.

### **Mary Kay Kennedy, ACT**

- There are important connections between person-centered-planning and self-advocacy.
- Person centered planning involves community presence, community participation, choices, contribution, and valued roles. The Olmstead Plan should include person centered thinking and planning.
- Self-advocates should be leaders and participate in the Olmstead Plan.

### **Steve Peck, Self-Advocates of Minnesota**

- SAM has helped him and other people with disabilities to develop as leaders and self-advocates—to find their voices and participate fully as citizens.
- People with disabilities must be part of the plan, and the plan should encourage self-advocacy.
- He urged the state to do something about sheltered workshops & subminimum wages.

### **Steve Larson, The Arc of Minnesota**

- He recommends adoption of Employment First policy.
- People should have more control of their housing dollars.
- There should be more transition dollars to help people move into their own home.
- The state cannot afford to over-serve people who can live in the community—this denies services to people who need more supportive living environments.
- Minnesota should expand current programs that are working, such as the Housing Access Program.

### **Kelly Nye-Lengerman, University of Minnesota, Institute on Community Integration**

- Consider the Department of Justice's recent Olmstead work. Minnesota relies too much on segregated employment. Resources should be shifted to integrated employment.
- Look for increase in integrated employment, but that's not about eliminating choice. Employment First means that competitive, integrated employment is the *first* choice, but not the only option.
- Increased community integration can't happen without a strong direct support workforce

### **Leslie Sieleni**

- She is a parent of a son with a disability.
- Her family waited to get services from the county until it was really necessary.
- There was significant paperwork and time necessary to get services lined up.
- The family's bills for these services are extraordinarily high—she urges the subcabinet to look further at parental fees.

### **Closing comments**

The Lt. Governor thanked all of the speakers and audience at today's meeting and encouraged people to share any additional ideas or comments at the website.

### **Materials available at the meeting**

- [Olmstead Plan overview document](#)
- [Olmstead PowerPoint presentation](#)

### **Next Olmstead Subcabinet meeting**

Tuesday, September 10 from 3:00 – 5:00 p.m. in Room 2380 of the Elmer Andersen Building, 540 Cedar Street, St. Paul.

Additional information is at the [Olmstead Plan website](#).

**Notes submitted by:** Beth Bibus, Management Analysis & Development, Minnesota Management & Budget