“To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities”

Advocates around the state came to the Capitol to raise their voices in support for the funding of services and programs that ensure an acceptable quality of life for individuals with intellectual and developmental disabilities,” said FDDC Chair Sylvia James-Miller. “It is crucial that our lawmakers hear these voices and understand that their choices determine whether people with developmental disabilities can continue to live independently as contributing members of our society, or be isolated and forgotten.”
Advocates Asked Lawmakers to Increase Developmental Disability Service Provider Rates to Preserve Home and Community-Based Services During DD Day at the Capitol

Hundreds of Floridians concerned about funding and services for people with intellectual and developmental disabilities descended on the state Capitol for the annual Developmental Disabilities Awareness Day and to ask legislators to consider a two-point plan presented by The Arc of Florida and the Florida Developmental Disabilities Council. The FDDC and The Arc of Florida presented their concerns during a press conference at the Capitol, which included numerous speakers and was attended by hundreds of people with intellectual and developmental disabilities, advocates, self-advocates, legislators, policy makers and many others.

Their primary message was that legislators can correct the iBudget rate problems by:

• Funding provider rates that allow compliance with the Fair Labor Standards Act and provide quality services.
• Approving provider rate increases for Adult Day Training, Residential Habilitation, and Personal Supports services.

In addition, the 2016 FDDC Idelio Valdes Leadership and Advocacy Award, named in honor of the late former Council member and self-advocate, was presented to Miami resident Damian Gregory for his numerous community activities and personal achievements.
Senator Andy Gardiner was Presented The Outstanding Service Award by members of the FDDC at his office during the annual DD Day at the Capitol on February 18, 2016

Senate President Gardiner joins Senator Nan Rich and Governor Jeb Bush as the only recipients of this distinguished recognition. The Council’s Outstanding Service Award is presented by the Council to those who have consistently supported individuals with intellectual and developmental disabilities for a long period of time. It represents the Council’s appreciation for years of hard work in support of individuals with intellectual and developmental disabilities.

Gardiner was honored for his support and spearheading of additional funding for the Part C/Early Steps program and the needed funding for those on the Developmental Disabilities Home and Community-Based Services Waiver Waitlist. The Council was also grateful for the Senate President’s support of employment, education and asset development initiatives for individuals with unique abilities, as well as the passage of the Florida ABLE bills.

“The Florida Developmental Disabilities Council would like to applaud Senate President Gardiner for his commitment to public service and his continued support of the issues and challenges for those with unique abilities. Through his help, we will be able to improve the lives of more individuals with intellectual and developmental disabilities and we appreciate his willingness to work with our Council on these issues,” said Sylvia James-Miller, FDDC Chair.
Director’s Message

Debra Dowds, Executive Director
Florida Developmental Disabilities Council

What A Great Legislative Session!

The 2016 Legislative session saw major groundbreaking legislation and many budget victories for the developmental disabilities community. The Department of Labor (minimum wage) issue was funded. iBudget provider rates were increased by 3% for the Personal Care Supports, Adult Day Training, and Residential Habilitation. Funding was allocated to move over 1,300 individuals with developmental disabilities off the iBudget Waitlist. Funding was increased for Help Me Grow Florida. Employment First and Early Steps were codified in statute providing direction and a recognition of the importance of these initiatives to this state. Legislation was passed to create post-secondary program options for individuals with developmental disabilities. In addition, legislation was passed that created a Financial Literacy Program and the Gardner scholarship for individuals with intellectual and developmental disabilities. I do not remember the last time we had such a successful session on so many fronts.

We would not have seen these achievements if it had not been for the leadership of Senate President Gardiner. Senate President Gardiner has clearly been committed to developmental disabilities issues for years. However, he demonstrated the depth of that commitment by ensuring that key developmental disabilities initiatives received the boost they so desperately needed. We owe Senate President Gardiner a huge debt of gratitude. I hope each of you will reach out to Senate President Gardiner to express your appreciation for what he has accomplished for individuals with intellectual and developmental disabilities in the state of Florida.

Welcome Ann Smith, FDDC Self-Advocacy and Leadership Program Manager

Ann Smith is a parent of four children including a 35 year old son who experiences Autism and Tourette Syndrome. Her past employment includes serving as the executive director of her local Arc Chapter for almost 15 years and has worked in the field of developmental disabilities since 1991.

Ann’s other interests include genealogy and learning about family history. She is enthusiastic about historical preservation and a member of the Daughters of the American Revolution.

She will be responsible for the contract and program management of the self-advocacy leadership initiatives.
Governor Scott announced ten appointments to the Council on March 14, 2016; eight reappointments and two new appointments. The current Council members reappointed for another four year term are: Conney Dahn, Laurie Harlow, Sylvia James-Miller, Jack Kosik, TJ Moon, Tricia Riccardi, Louis Towson and Victoria Zepp. The two new members are: Amanda Baker, a graduate of Partners in Policymaking and the 2015 Idelio Award Winner. She started a local self-advocacy group in her community and currently serves as Co-Chair of Florida SANDS. Ms. Baker has significant experience in public policy, advocacy and is also employed as a job coach. Phil Stevens, is the parent of a 15 year old son with cerebral palsy, a former Florida Developmental Disabilities Council member and also served on the Tennessee Council on Developmental Disabilities. He is a transportation engineer currently managing Jacobs Engineering’s Florida operations.

### 2016 Council Members

- **Sylvia James-Miller** - Council Chair & Parent Advocate - Ocala, FL
- **Tricia Riccardi** - Council Co-Chair & Self Advocate - Kissimmee, FL
- **Shirley Kervin** - Dept. of Elder Affairs - Community & Support Services - Treasurer - Tallahassee, FL
- **Rixys Alfonso** - Parent Advocate - Miami Lakes, FL
- **Pat Archer** - Self Advocate - Boca Raton, FL
- **Amanda Baker** - Self Advocate - Panama City, FL
- **Ronni Bianco** - Parent Advocate - Aventura, FL
- **Richard “Dick” Bradley** - Elected-At-Large, Non-Profit Member - Yankeetown, FL
- **Conney Dahn** - Appointed-At-Large, Parent-Advocate - Stuart, FL
- **Lise Fox, Ph.D**, Florida Center for Inclusive Communities, University of South Florida - Tampa, FL
- **Eddie Hall** - Self Advocate - Lakeland, FL
- **Laurie J. Harlow** - Parent Advocate - Tampa, FL
- **Shevaun Harris** - Agency for Health Care Administration - Tallahassee, FL
- **Kevin Johnson** - Local Agency Member – Celebration, FL
- **Susan Kabot, Ed.D.,** Appointed-At-Large, Parent Advocate - Plantation, FL
- **John “Jack” Kosik** - Parent Advocate - Lakeland, FL
- **Kathy Leigh** - Elected-At-Large, Self Advocate - Starke, FL
- **Mary Ellen McDonald** - Disability Rights Florida - Tallahassee, FL
- **Aleisa McKinlay** - Division of Vocational Rehabilitation (DOE) - Tallahassee, FL
- **Thomas (TJ) Moon** - Self Advocate - Ocala, FL
- **Bernadette Moran** - Parent Advocate - Jacksonville, FL
- **Barbara Palmer** - Agency for Persons with Disabilities - Tallahassee, FL
- **Margaret Reilly** - All Children’s Hospital - Bradenton, FL
- **Frank Shalett** - Self Advocate - Ft. Lauderdale, FL
- **Jean Sherman, Ed.D., R.N.** - Mailman Center UCEDD University of Miami - Pembroke Pines, FL
- **Phil Stevens** - Parent Advocate - Tampa, FL
- **Louis Towson**, Self Advocate - Marianna, FL
- **Monica Verra-Tirado, Ed.D.,** Bureau of Exceptional Education and Student Services (DOE) - Tallahassee, FL
- **Victoria Vangalis Zepp** - Parent Advocate - Tallahassee, FL
Self-Determination is for Everyone!

How many of us live self-determined lives? How often do we take the time to map out our personal dreams and desires in a practical and realistic way? In Live Oak this January, two trainings were held that explored these questions and other topics related to Self-Determination.

Diane White and Grace Alfiero, the trainers for The Route to Self-Determination project (RSD), funded by the Florida Developmental Disabilities Council conducted two trainings in Live Oak, Florida. On Monday, January 25th, a Train the Trainer workshop took place at the Suwannee County Library. This training attracted professionals from many agencies in rural counties who provide support to persons with disabilities. In attendance were representatives from The ARC of North Florida, the Agency for Persons with Disabilities (APD), the Florida Diagnostic and Learning Resources System (FDLRS), Support Coordinators from Habilitation Management Services (HMS), and ESE Instructors and Transition Specialists from local school districts.

The RSD Train the Trainer was developed to be interactive and throughout the day, the audience continued to be enthusiastic, sharing great stories and anecdotes that contributed to a holistic learning experience. One of the attendees stated in her evaluation, “The strengths of the training were the constant feedback, the videos, the length of the training and the group’s overall involvement.” Another attendee commented, “This training needs to be provided for direct care staff!”

On Tuesday, January 26th, The Route to Self-Determination training was conducted for students representing Columbia High School and the Bradford Transition Academy. The library’s training room
was filled with participants who were ready to discuss and share their hopes and dreams for their future. The students left with an action plan that they personally mapped out with at least one of their Self-Determination goals. While the group had fun dreaming about and visualizing their futures, some impressive goals were developed. One Columbia high school student wants to earn a living as an artist. In a small group activity, his fellow students assisted him in brainstorming creative ideas to make his dream a reality. (We all hope to see the You-tube video of his work soon!) Another student shared that he would like to open his own dog walking business on the weekends and eventually go to school to become a Veterinarian Technician. This student will be connected with another Self-Advocate in the state that currently has a dog walking business. Both students left the training with an action plan to help them stay on track. After six months, the RSD team will follow up with each training participant and log his or her Self-Determination progress. In fact, the team will stay in touch for at least two years with each willing participant.

The Route to Self-Determination team will be conducting training sessions in the future! The RSD team plans to offer Train the Trainer sessions for providers, support coordinators, teachers, APD staff, self-advocates, and family members. Self-Determination trainings will be provided to individuals with intellectual and developmental disabilities. Anyone who is interested in scheduling one or both training sessions for their community, school, or agency any send an email to: RegisterRSD@gmail.com or call 727-410-3874

Route to Self-Determination participants proudly displaying their certificates.
The Journey

By Reneé Edwards

Of all the hats I have worn in my 47 years, I have always considered the “mom hat” the one of which I am most proud. When my first son Anthony was born over 21 years ago with intellectual, developmental, physical, and emotional disabilities, I anticipated a long and complex road ahead. Transitions always seemed to be the muddiest parts of that road – slipping and sliding our way through entrance into the public school system, moving into junior high and then high school, and now at the end of a transitional program for young adults with disabilities. We survived them all, but somehow I knew that this last transition – the one out of public school and the comforts of moms and dad’s houses – would be a true test of endurance.

And so in keeping with the goal to always have our son on the most typical path possible (after all, I didn’t and don’t expect to have his younger brothers living at home past age 18), I began looking into housing options for our then 19 year old, even while he was still in his extended years of public school. It just seemed like the right time. He seemed to be wanting and needing his own space and certain degree of independence, and let’s face it, I was worn out with the schedule and also needing to look for employment and my own typical path.

I dreaded it. I knew Anthony required 24/7 supervision, but as an advocate I was keenly aware of the limited options for finding the right housing, staff, funding and schedule mix. But in keeping with that original goal, I started looking at rental homes nearby, talking with other parents in our situation, and putting together a financial plan that would support Anthony’s move. I would take these steps with any of my three boys. I found that the plan was good in theory, but a bit more complicated. Unless you are already on the Home and Community-Based Waiver in Florida, or receiving any other type of funding support, paying for housing plus support is overwhelming. In addition, finding the right mix of roommates and staff (knowledgeable and caring, involved and enthusiastic) is no walk in the park. Patience and perseverance are my best friends. These qualities may drift away every now and then, but working to keep them close is important every day.

During this time of exploring my son’s road to independence, I became involved with Residential Options of Florida (ROOF). Started as a project of the Florida Developmental Disabilities Council, ROOF is now an independent, statewide 501(c)(3) nonprofit organization with a mission to empower individuals with intellectual and developmental disabilities to obtain and maintain affordable and inclusionary housing of their choice.
Residential Options Of Florida

Researching and understanding housing options that are available for persons with disabilities is vital to creating that road to living life to the fullest for each individual. It is more than care, or a bed, or doing your own shopping. It is about discovering who you are, setting your own rules, and discovering what it means to be one’s own self. ROOF is an invaluable resource to help guide families and individuals down that path.

After a couple of years, houses, new roommates, and a change in staff, Anthony is settled in his new home and routine. We experienced many potholes in the road, and we anticipate the speed bumps yet to come. Nonetheless, when I look at a young man who has matured, discovered his own strengths and weaknesses, and who celebrates his own level of independence, I rejoice in the journey. And I wouldn’t trade it for that dry, smooth, well-worn path for anything.

Reneé Edwards is currently serving on the ROOF Board of Directors and has been an advocate for people with disabilities for nearly 20 years. Reneé served on the Florida Developmental Disabilities Council (2007-2011, Chair 2009-2011) and as a Council resource member (2011-2015).

Residential Options of Florida (ROOF) is a 501(c)(3) nonprofit organization with a mission to empower individuals with intellectual and developmental disabilities to obtain and maintain affordable and inclusionary housing of their choice. ROOF is dedicated to ensuring that every community in Florida will have an abundance of housing choices that meet the needs of individuals with intellectual and developmental disabilities. For more information about ROOF visit www.flroof.org or call 239-774-ROOF (7663).

The Council supports the Residential Options of Florida’s mission to empower individuals with intellectual and developmental disabilities to successfully obtain and maintain affordable and inclusionary housing of their choice. In order for individuals with intellectual and developmental disabilities to make informed choices about housing options, it is critical that they have access to current information about what choices exist.
Employment First strategies consist of a clear set of guiding principles and practices promulgated through statute, regulation, and operational procedures. These practices target employment in typical work settings as the priority for funding. Employment First activities have occurred at both the national and state levels.

Employment First represents a commitment to the propositions that all individuals with disabilities: (a) are capable of performing work in typical integrated employment settings; (b) should receive, as a matter of state policy, employment-related services and supports as a priority over other facility-based and non-work day services; and (c) should be paid at minimum or prevailing wage rates.

On the national level, individual integrated employment has emerged as a policy priority, both in the disability arena and beyond. APSE, the only national organization exclusively focusing on integrated employment, has issued a series of policy papers emphasizing the importance of integrated employment, and has formally changed its name and logo to “Association of People Supporting Employment First.” The National Governors Association, under Governor Markel’s (DE) chairmanship, launched a blueprint for governors (entitled A Better Bottom Line: Employing People with Disabilities) to increase employment for individuals with intellectual and other significant disabilities. The Alliance for Full Participation, a coalition of disability advocacy organizations, established employment as the priority for their 2011 national summit, attended by over 1,250 people. At the state level, Employment First policies are becoming increasingly prevalent. Many states are in the process of exploring, legislating, or implementing Employment First policies. At least 44 states have some form of Employment First initiative, including 32 that have formal policy action.

Working together to implement a high-performing employment system

For several years, many stakeholders in Florida have worked towards improving employment opportunities for all Floridians with disabilities. Their efforts coalesced around the Florida Employment First Executive Order. The executive order was signed by Governor Rick Scott on October 8, 2013. It formally defined employment as follows: Integrated employment, including supported employment, customized employment, and self-employment, where an individual is paid by an employer at minimum wage or greater or receives earnings through one’s self-employment business, fully integrated in the community workforce, with a goal of maximum self-sufficiency.

Additionally, the executive order outlined how Florida agencies that support individuals with disabilities should implement a high-performing employment system:

- Identified employment as the most direct and cost effective way of achieving independence and self-fulfillment.
- Reaffirmed the importance of the recommendations of Governor’s Commission on Jobs for Floridians with Disabilities.
- Established the need for an interagency coalition to implement effective practices designed to culminate in employment in the community.
- Established the need for an interagency cooperative agreement to ensure long-term commitment to employment across all state agencies that support individuals with disabilities.

Collaboration and leadership are cornerstones of Florida’s work to improve the number of Floridians with disabilities who are employed. In response to the executive order, three groups were developed to facilitate interagency collaboration and leadership across Florida:

1. The Employment Partnership Coalition, with a membership of 60+ individuals representing agencies and organizations that provide services to individuals with disabilities, is working to coordinate and implement Florida’s Employment First activities. This group meets on a quarterly basis.
Employment First

(2) The Employment First Collaborative Team is a smaller working group of the Employment Partnership Coalition, and meets on a monthly basis. Members represent; the Florida Developmental Disabilities Council, the Florida Department of Education, Division of Blind Services; the Florida Department of Education, Bureau of Exceptional Education and Student Services; CareerSource Florida; The Florida Department of Economic Opportunity; the Agency for Persons with Disabilities; the Florida Department of Children and Families, Substance Abuse and Mental Health; the Florida Department of Education, Division of Vocational Rehabilitation, and the Florida Association of Rehabilitation Facilities.

(3) The Employment First Grassroots Group is a way for Floridians to share their ideas and experiences about employment. The Grassroots Group is made up of people with disabilities and people who support them to improve employment opportunities. Current members include people with disabilities, self-advocates, teachers, family members, case managers, transition specialists, community rehabilitation providers, and government agency and organization staff members. Each meeting has a special topic and guest speakers. Topics have included state employment policies, internships and jobs for youth, transportation, and working with employers to help them hire more people with disabilities. All meetings are held online and by phone.

Interagency Collaborative Agreement

The Employment First Executive Order mandated the development of an interagency cooperative agreement between key Florida agencies and organizations. The Employment First Interagency Collaborative Agreement was required to identify objectives that align with the elements of the Higher Performing States Model (Hall et al., 2007). The signatory agencies to the cooperative agreement developed a Collaborative Strategic Action Implementation Plan. The plan uses the seven elements of higher performing states (Hall et al., 2007) to guide each agency’s activities, and is intended to be updated annually. You can read the Interagency Collaborative Agreement and the Collaborative Strategic Action Implementation Plan on the Employment First Florida website: http://www.employmentfirstfl.org/

2016 Individuals with Disabilities Act

On January 21, 2016 Governor Rick Scott signed the Individuals with Disabilities Act. The Act established the “Employment First Act” which requires specified state agencies and organizations to develop and implement an interagency cooperative agreement. This legislation is important because it codifies Florida’s Employment First efforts.

Bringing Collaboration and Leadership to Scale across Florida

In order to fulfill the Employment First Interagency Collaborative Agreement and ensure that all Florida communities can support their members with disabilities to obtain employment, the Florida Developmental Disabilities Council has contracted with the Institute for Community Inclusion at the University of Massachusetts Boston to pilot and facilitate the development of local level employment collaborative teams. These teams are comprised of local members that are representative of the state level partnership and other employment stakeholders.

The goals of the pilot teams are to support the ongoing work of the state-level collaborative team, to ensure that inter-agency collaboration is brought to scale, and to ensure that local communities have similar opportunities to replicate the collaborations that have proven successful at the state level. Local teams are supported to share resources and knowledge, engage in collaborative problem solving, and develop local-level plans to implement the expectations of the state-level collaborative agreement.

Current local pilot sites include Osceola and Orange Counties, Nassau County, and Miami-Dade County.

For more information please contact: Jean Winsor PhD, Institute for Community Inclusion: jean.winsor@umb.edu Sheila Gritz Swift, Florida Developmental Disabilities Council: SheilaGS@fddc.org
NEW TRAINING: *Building the Financial Wellness of Persons with Disabilities*

Passage of the Americans with Disabilities Act (ADA) in 1990 brought new hope and expectations about the possibility of full participation in the workplace and community for millions of individuals with disabilities and their families. The ADA clearly states that the nation’s proper goals regarding individuals with disabilities are to ensure equality of opportunity, full participation, independent living and economic self-sufficiency for individuals with disabilities.

Twenty-five years later, great efforts have been made to advance opportunities related to employment and independent living. However, there remain persistent barriers to economic self-sufficiency for people with disabilities.

With support from the FDDC, National Disability Institute (NDI) has created the *Building the Financial Wellness of Persons with Disabilities* training program for the purpose of promoting financial wellness and fostering greater economic self-sufficiency for persons with disabilities.

The *Building the Financial Wellness of Persons with Disabilities* training program will educate trainers on financial wellness strategies and how to integrate this new curriculum with their existing delivery of services. The two-day trainings will take place at the following locations in Florida:

- April 6-7, 2016—9:00 a.m.-4:00 p.m. Daytona Beach
- April 19-20, 2016—9:00 a.m.-4:00 p.m. Ft. Lauderdale
- April 26-27, 2016—9:00 a.m.-4:00 p.m. Chipley
- May 3-4, 2016—9:00 a.m.-4:00 p.m. Tampa

You Can Register for any of these classes at:

https://ndiinc.formstack.com/forms/fl_training

To learn more about the upcoming *Building the Financial Wellness of Persons with Disabilities* trainings, please contact Michael R. Roush, Director, Real Economic Impact Network at mroush@ndi-inc.org or 727-278-1352.
Tricia Riccardi, with the assistance of her daughter Brielle, received the Alan C. Wesley Award for exemplary partnership and leadership skills during the 2015 Partners in Policy-making graduation.

Congratulations Partners in Policy-making Graduate Class
The world’s third largest manufacture of toys, Lego, has recently unveiled a figurine in a wheelchair. The newest mini-figure is a part of a new Lego CITY set that will be available at stores in Florida and around the country by June 2016. Toy makers have been feeling mounting pressure from thousands to create toys that reflect people of all abilities, skin color and shapes and sizes.

Children’s Week

Tens of thousands of paper cut-outs of children’s hands hung in the capitol January 24-28, known as the “Hanging of Hands,” a 30-year-old tradition serving as a reminder to Florida’s lawmakers that every set of hands represented a child who was impacted by the policy decisions of the legislature. During Children’s Week, sponsored by the United Way of Florida and supported by the FDDC and many others, thousands of parents, educators and leaders were drawn to the Capitol to celebrate children and address topics important to families. Since its inception 18 years ago, an increase in collaborative efforts from numerous organizations has expanded the initiative with a growing number of events aimed to raise awareness about children’s services.

Congratulations to Heather Taylor of South Daytona, Florida who was crowned as Ms. Wheelchair Florida on March 5, 2016, during the annual conference and gala held at the University of South Florida. The event provided an opportunity for women across the state of Florida who utilize wheelchairs to effectively educate and advocate for individuals with disabilities. Ms. Taylor will represent the state of Florida at the National Competition, Ms. Wheelchair America Pageant held in Grand Rapids, Michigan August 8-14, 2016. Her platform focuses on advocating, educating and empowering all persons with both visible and invisible disabilities, as well as to break through attitudinal and architectural barriers for persons with disabilities.

The “Polar Plunge” during Special Olympics Florida held February 13 at Sea World in Orlando.
Legislative Session 2016

The 2016 Legislative Session Came To An End March 11

Here are some highlights of what was in the budget that passed on the final day.

- Help Me Grow Florida received $2.45 million dollars
- The House and the Senate agreed on over $14 million dollars in state funds to draw down $22 million dollars in federal Medicaid matching funds to transition over 1300 individuals off the iBudget waitlist.
- $500,000 has been agreed on for employment assistance for individuals on the iBudget waitlist!
- Department of Labor funding has been agreed to at over $14 million dollars which will also draw down federal funds!

The following are APD Provider Rate increases with Federal Match:

- APD Adult Day Training 1:3 for Minimum Wage Compliance $1,759,833 GR - $2,753,717 Match
- APD Adult Day Training 1:3 3% Across-the-Board Increase $974,583 GR - $1,524,989 Match
- APD Personal Supports 3% Across-the-Board Increase $2,710,303 GR - $4,240,974 Match
- APD Residential Habilitation 3% Across-the-Board Increase $4,242,289 GR $6,638,165 Match

To learn more please [Click Here](http://youtu.be/qr_RhCgAKwY)

The Rose Lee Show, which airs in five Florida markets (Jacksonville, Tampa, Orlando, West Palm Beach and Miami) is currently highlighting organizations that advocate for inclusion and employment opportunities for persons with disabilities in the state of Florida. The FDDC is featured on the March 10 broadcast and highlights DD Day at the Capitol. The entire broadcast may be seen here: [http://youtu.be/qr_RhCgAKwY](http://youtu.be/qr_RhCgAKwY)

A Special Thank You goes out to Rose Lee and Pat Archer for their efforts in this project.
Individuals with developmental disabilities are incredible people, who fill the lives of those around them with happiness,” said Attorney General Bondi. “Developmental Disabilities Awareness Month is an opportunity for us to recognize how these Floridians improve their communities through service to public and private employers, their churches and other nonprofit organizations. We must also recognize the obstacles Floridians with developmental disabilities overcome daily and ensure they have every opportunity to succeed in our state.”