



State of Connecticut
Department of Developmental Services

DDS

Ned Lamont
Governor

Jordan A. Scheff
Commissioner

Elisa F. Velardo
Deputy Commissioner

**ARPA Day Committee Meeting Minutes
September 13, 2022**

Attendance: Keith Lavalette, Chair; Kathryn du Pree, Co-Chair, Trevor Rogers, Varian Salters, Beth Fisher, Jennifer Keatley, Sean Bannon, Cynthia DeLouise, Alli Smale
Absent: Amber Burke, Beth Katten, Robyn Hescocock, Sue Bastien

1. Welcome
2. Overview of rules of public meetings- Keith Lavalette reviewed the requirements of public meeting in which only members can speak. The public is invited to attend and listen to each meeting.
3. Review and approval of the 8/30/22 meeting minutes. The members approved the minutes unanimously
4. Cheryl Ellis, DDS Director of DEI gave a presentation on diversity and inclusion
 - Importance of involvement of stakeholders in decision making
 - DDS wants to foster DEI throughout the organization
 - The goal is to create a systemic approach to foster learning and awareness
 - Philosophy of building competence, listening, respect for all in our community
 - Advocate for change and inclusion
 - DDS is developing a strategic plan, review of policies and procedures to make sure they reflect diversity, equity and inclusion
 - Data shared on groups served; language/region specific analysis
 - Does DDS have resource to complete necessary translations?
 - First DDS is updating all policies to make sure they are contemporary before translating
 - It was recommended that DDS fund providers to also make needed translations of written materials for families and staff
5. Deloitte Consulting has been hired as the consultant to assist with transformational change.
6. Items that may interfere with moving to an alternative day setting
 - Transportation, lack of public transportation
 - Residential support for less conventional schedules
 - Lack of understanding of benefits

- Number of hours for employment compared to day program hours
- Coordination between residential and day providers is key
- Medical needs and accessibility if they impact work hours or availability of staff
- Families were not able to attend so the Committee will discuss this again at the next meeting

7. Incentives

- Keith asked if the proposed incentives missed anything
- Transition Services to employment should be included for incentives
- Sending provider would receive incentive as well as the receiving provider. If the same, the provider receives both incentives
- Incentives are for 6 months
- ISE incentives are for 25 hours per week. Question as to which hours are included in the incentive payment. Are hours included when the individual is not involved directly?
- Is this easier for providers who operate both DSOs and employment programs? The incentive is what is needed for sustaining supports because the rate is the issue. The incentive is short term. The rate may need to be restructured. Unsure if the incentives will provide enough motivation for providers to refer someone to another provider if they don't offer the employment support themselves.
- Question as to whether we should discuss the sub minimum wage issue. There is a difference of opinion. This is being addressed as well by the Advisory Committee. Possibly the wages to reach minimum wage can be covered by the incentives.
- One provider recommended that the providers have the responsibility of developing the provider transformational plans. DDS supports this but wants families to be able to have input into these plans.
- Two providers recommend the incentives should be to get the person employed, not for a minimum of time for the person to stay in a job. It can be pro-rated potentially. There is a question of whether the incentives should be given in these circumstances. Should the system itself with appropriate rates support these movements, and shorter duration for actual employment? Should the incentive be given if the individual moves back quickly to a DSO or transition program?

8. What might delay or cause issues going forward?

- It will benefit providers if the incentive process is streamlined for providers to receive them
- The staffing shortage may cause a delay in finding and securing employment

9. Next Meeting: September 27, 2022, 2:30-4:00 PM