



Quarterly Report

FY 2023, Quarter 1

Prepared for the
Mental Health Advisory Council (MHAC) Meeting
February 15, 2023

and

Indiana Protection and Advocacy Services (IPAS)
Commission Meeting
February 17, 2023

Equity Through Advocacy

The Protection and Advocacy System for the State of Indiana



Table of Contents

Executive Director’s Report	4
Key Updates	4
GOAL 1: IDR will comply with all state and federal reporting and financial processes. ...	4
GOAL 2: IDR will leverage opportunities to increase its capacity.	4
GOAL 3: IDR will ensure its policies and processes are equitable, transparent, and accessible.....	5
Diversity, Equity, and Inclusion Report	6
GOAL 1: IDR will provide services to more people with disabilities from black, indigenous, and communities of color.....	6
GOAL 2: IDR staff, the IPAS Commission, and MHAC membership will reflect the broad diversity of Indiana.....	6
GOAL 3: IDR will strengthen its relationships with advocates and organizations led by people with disabilities, people from marginalized communities, and people with lived experiences.....	6
Client Demographics.....	7
Priorities and Objectives Report	9
GOAL 1: Preventing, finding, and stopping abuse, neglect, and exploitation of persons with disabilities.....	9
1.1. Investigate facilities serving children with disabilities.....	9
1.2. Investigate or monitor for suspected abuse, neglect, exploitation, and rights violations in facilities or by a service provider.	10
GOAL 2: Breaking down barriers to ensure rights are respected and supports are available for persons with disabilities to participate in an equitable and inclusive society.....	12
2.1. Advocate on behalf of individuals with disabilities in the areas of abuse and neglect, civil rights, discharge from institutions, education, employment, health care, justice, self-determination, and voting.....	12
2.2. Advocate for ending sheltered workshops and increasing competitive integrated employment.....	15
2.3. Advocate for access to Home and Community-Based Services (HCBS).....	16



2.4. Advocate for the expansion of knowledge and use of supported decision-making/less restrictive alternatives to guardianship. 17

2.5. Advocate to ensure elections are accessible to voters with disabilities. 18

GOAL 3: Serving as a partner in rights issues by supporting individuals and organizations led by people with disabilities, those from marginalized communities, and people with lived experiences. 20

3.1. Provide easily accessible and equitable paths for the public to contact IDR for advocacy needs and to find information, referrals, and resources. 20

3.2. Support the legislative and policy work and meaningful inclusion of people with disabilities, those from marginalized communities, and people with lived experiences on issues that align with IDR’s mission, vision, and values. 21

Active Workgroups 22

Acronyms 24

List of Common Acronyms 24

IDR Teams 26

IDR Staff 26

Grant Programs 26

State Hospitals 26



Executive Director's Report

Key Updates

- IDR is waiting on the remainder of its FFY 2023 funds to be disbursed from our federal funders following Congress passing the Omnibus spending bill in December.
- Operations Team rolled out a new travel training for staff based on the State's new travel system.
- Finance staff received training from the State Budget Agency on the State's new enterprise grants management project system. This is expected to improve the state approval process and management of IDR's federal grants.
- IDR will host 2 IDR interns, a Legal Intern and a Special Projects Intern, this summer through the Governor's Summer Internship program.
- Managers are completing annual performance reviews for all staff.

GOAL 1: IDR WILL COMPLY WITH ALL STATE AND FEDERAL REPORTING AND FINANCIAL PROCESSES.

- Please see the Fiscal Report for information on current grant balances and expenses.
- IDR completed all required federal and state quarterly and annual reports including annual SAM renewal, program performance reports, and financial reports. IDR meets regularly with all federal funding agencies.
- IDR staff, Commissioners, and MHAC members all timely completed the required state ethics training from the Office of the Inspector General (OIG). Because of IDR's previous advocacy, the training materials provided by OIG were accessible.

GOAL 2: IDR WILL LEVERAGE OPPORTUNITIES TO INCREASE ITS CAPACITY.

- IDR reviewed state and federal grant opportunities. There were no funding opportunities this quarter that fit within IDR's mission.
- IDR is working with the state to find additional opportunities to fund our Disability Law Fellowship. IDR is currently accepting applications for this program.
- IDR is again utilizing the summer intern program to support the work that IDR is doing. IDR will host one undergraduate and one law student intern this summer.
- IDR is working with the state to address the state's compensation study results to better understand the full impact to IDR's budget.



GOAL 3: IDR WILL ENSURE ITS POLICIES AND PROCESSES ARE EQUITABLE, TRANSPARENT, AND ACCESSIBLE.

- The MHAC and Commission state form applications were updated to change reference to “mental health.” Both standard and large print forms are available on the state form website as well as IDR’s website.
- IDR’s teams submitted individual team plans. These plans are used to identify case priorities, systemic initiatives, workgroups, education and outreach needs, and individual team processes. The plans were reviewed and approved by the Executive Director.
- IDR’s website redesign is ongoing. To increase transparency, IDR is including more information on the Commission, the MHAC and IDR policies, procedures, priorities and objectives, and outcomes.
- IDR staff reviewed all of the agency’s various internal document storage systems and gathered all current policy documents into a central place. Subject matter experts are working on revising various operational policies.
- The DCC Workgroup continues to review the revised policies with an eye towards promoting equity, transparency, and accessibility.
- IDR participated in the state agency pulse survey that looks at employee satisfaction and engagement. IDR ranked 3rd out of all state agencies with our staff reporting that they have what they need, flexibility to do their job.
- IDR is revising its all staff meeting to focus on issues applicable to all staff in promoting teamwork and inclusion.
- IDR’s Executive Director responded to 4 appeals in Q1. None of the appeals requested Commission review.

GOAL 4: EXECUTIVE DIRECTOR WILL SUPPORT IMPLEMENTATION OF THE COMMISSION’S STRATEGIC PLAN AND AGENCY PRIORITIES AND OBJECTIVES.

- ED met with members of the Commission to discuss performance expectations, tracking, and reporting. The ED will meet with that group quarterly.
- IDR’s ED supports the staff, Commission, and MHAC through direct supervision and technical assistance, connections to community resources, and approving requests for resources.
- Project-specific updates involving the ED are included in the Priorities and Objectives report.



Diversity, Equity, and Inclusion Report

GOAL 1: IDR WILL PROVIDE SERVICES TO MORE PEOPLE WITH DISABILITIES FROM BLACK, INDIGENOUS, AND COMMUNITIES OF COLOR.

- IDR joined the FISA Foundation Cultural Humility Learning Opportunity.
- IDR staff are reviewing current connections to help inform the development of a DEI focused outreach plan.

GOAL 2: IDR STAFF, THE IPAS COMMISSION, AND MHAC MEMBERSHIP WILL REFLECT THE BROAD DIVERSITY OF INDIANA.

- IDR is assisting the MHAC on developing a diversity plan for recruitment.
- IDR is working with the Governor's Office of Equity and Diversity to provide DEI related training opportunities for staff and Commission/MHAC members.
- IDR is currently seeking summer interns and applicants for the Disability Law Fellowship program.

GOAL 3: IDR WILL STRENGTHEN ITS RELATIONSHIPS WITH ADVOCATES AND ORGANIZATIONS LED BY PEOPLE WITH DISABILITIES, PEOPLE FROM MARGINALIZED COMMUNITIES, AND PEOPLE WITH LIVED EXPERIENCES.

- IDR will utilize summer interns to assist with coordinating and organizing IDR's outreach efforts for better reporting and strategic outreach efforts.
- Outcomes from IDR's participation on various workgroups are discussed in the Priorities and Objectives report. A full list of workgroups is available in the appendix.



Client Demographics

Hispanic Ethnicity Demographics

	Q1 Count	Q1 Percent	Q2 Count	Q2 Percent	Q3 Count	Q3 Percent	Q4 Count	Q4 Percent	Total Count	Total Percent
Hispanic	7	4%								
Not Hispanic	178	94%								
Unknown	5	2%								
Total	190									

Figure 1 – Client Hispanic Ethnicity Demographics

Gender/Sex Demographics

	Q1 Count	Q1 Percent	Q2 Count	Q2 Percent	Q3 Count	Q3 Percent	Q4 Count	Q4 Percent	Total Count	Total Percent
Female	79	42%								
Male	107	56%								
Other	0	0%								
Unknown	0	0%								
Blank	4	2%								
Total	190									

Figure 2 – Client Gender/Sex Demographics



Race Demographics

	Q1 Count	Q1 Percent	Q2 Count	Q2 Percent	Q3 Count	Q3 Percent	Q4 Count	Q4 Percent	Total Count	Total Percent
Asian	2	1%								
Black/African American	30	16%								
Race Unknown	0	0%								
White	143	75%								
Blank	4	2%								
Two or More Races	10	5%								
Native Hawaiian/Other Pacific	0	0%								
American Indian/ Alaskan Native/ Indigenous	0	0%								
Unknown-Declined	1	1%								
Total	190									

Figure 3 – Client Race Demographics

Age Demographics

	Q1 Count	Q1 Percent	Q2 Count	Q2 Percent	Q3 Count	Q3 Percent	Q4 Count	Q4 Percent	Total Count	Total Percent
1 to 3	2	1%								
4 to 10	15	8%								
11 to 21	46	24%								
22 to 40	44	23%								
41 to 65	62	33%								
66 to 80	14	7%								
81 and above	3	2%								
Blank	4	2%								
Data errors	0	0%								
Total	190									

Figure 4 – Client Age Demographics



Priorities and Objectives Report

GOAL 1: PREVENTING, FINDING, AND STOPPING ABUSE, NEGLECT, AND EXPLOITATION OF PERSONS WITH DISABILITIES IN FACILITIES.

PRIORITIES TO ADDRESS:

1.1. Investigate facilities serving children with disabilities.

Educate

Know Your Rights (Presentations and Handbook)

- FFY 2022: 4 presentations; 196 youth attended
- FFY 2023: 1 presentation; 13 attendees; 1 follow-up conversation with resident
- The Know Your Rights handbook is completing the design process.
- A MOU has been signed with Child Advocates to continue the Know Your Rights presentations in FFY 2023.

Monitor and Investigate

Monitoring Project – PRTFs and PSFs

	Q1	Q2	Q3	Q4	Total
Facilities visited	5				5
Reports filed with overseeing entities	1				1
Discharges assisted	1				1

Outcomes:

- Complaints related to the care and treatment of youth in residential facilities were reported to DCS including staff abuse, inappropriate restraints, group punishment, and lack of adequate staff.
- Three facilities reduced census to less than 20 youth due to critical staffing shortages. One facility will be acquired by another; all but 2 of the youth in the closing facility had transition plans by the end of Q1.

Advocate

No current advocacy initiatives tied to this project.

Community Connections

- IDR's investigations coordinator has developed a collaborative relationship with staff from DCS. This has allowed IDR to more quickly report issues, and to become aware of potential systemic issues involving facilities. Through this relationship, IDR also helped connect DCS to other state agencies to improve interagency coordination.



1.2. Investigate or monitor for suspected abuse, neglect, exploitation, and rights violations in facilities or by a service provider.

Educate

Presentations

- Natasha Henry gave an overview of IDR's services to a total of 31 new staff members at the monthly ESH/EPCC New Staff Orientations.

Monitor and Investigate

Rep Payee – IDR presented 36 Rep Payee reviews to SSA which are now in end stages of review.

Investigations

- 13 investigations were opened or still open
- 3 investigations conducted; 1 partially substantiated and 1 referral for additional action

Investigations in Q1	Opened	Closed
Client-to-Client Abuse	0	0
Death of Patient	0	0
Environmental & Facility Safety	0	1
Neglect	2	0
Physical Abuse	1	1
Sexual Abuse	0	0
Unnecessary Restraint	0	0
Other Abuse	0	0
TOTAL	3	2

Monitoring – IDR conducted 30 monitoring visits at 9 facilities.

Monitoring Project – CRMNF Marion

- Environmental issues addressed with facility directors
- Staffing shortages continued to be monitored
- 1 complaint filed with IDOH regarding telephone access and allegation of inappropriate restraint
 - **Outcome:** IDOH completed a complaint survey

Monitoring Project – Corrections Monitoring



- IDR staff are in the process of contacting administrators and people currently incarcerated in each adult and juvenile correctional facility in Indiana.
- Results of the contact will help IDR determine how it can best provide services to incarcerated people with disabilities.

Advocate

Individual Representation

- Referenced in 2.1

Advocacy Project – Madison State Hospital (MSH)

- See “Success Story – Goal 1” below.

Systemic Litigation

Indiana Protection and Advocacy Services Commission et al v. Commissioner, Indiana Department of Correction (1:08-cv-01317-TWP-MJD; Southern District of Indiana)
IDR continues to monitor the settlement agreement.

Success Story – Goal 1:

Following allegations that had an informal, unwritten policy prohibiting patients from purchasing more than 4 personal items per month with their own money, IDR opened a case. IDR confirmed the policy and MSH agreed that purchase restrictions will be done on an individual basis when clinically appropriate and justified and in such all such cases, the restriction and reason for it will be noted in the patient’s treatment plan.



GOAL 2: BREAKING DOWN BARRIERS TO ENSURE RIGHTS ARE RESPECTED AND SUPPORTS ARE AVAILABLE FOR PERSONS WITH DISABILITIES TO PARTICIPATE IN AN EQUITABLE AND INCLUSIVE SOCIETY.

PRIORITIES TO ADDRESS:

2.1. Advocate on behalf of individuals with disabilities in the areas of abuse and neglect, civil rights, discharge from institutions, education, employment, health care, justice, self-determination, and voting.

Educate

Presentations

- Bonnie Bomer discussed IDR services, voting rights and employment with 11 students at BOSMA.
- Bonnie Bomer participated in an ADA & Disability Employment Awareness Fireside Chat panel hosted by the GCPD for 66 attendees.
- Zaida Maldonado-Prather presented “Reasonable Accommodations in the Workplace” to 14 deaf individuals from the Indiana Chapter of Black Deaf Advocates.
- Shari Stites discussed transition planning during six presentations at the Bartholomew County Transition Fair to a total of 168 high school students.
- Bonnie Bomer and Zaida Maldonado-Prather presented “Reasonable Accommodations in the Workplace” to 20 attendees of the Arc of Indiana annual conference.

Social Media

During National Disability Employment Awareness Month (October), IDR published a four-post campaign on our social media channels, highlighting reasonable accommodations, the benefits of hiring people with disabilities, and self-advocacy resources.

Monitor and Investigate

Monitoring Project – SOF Discharge for ID/DD and SMI

- 1 discharge meeting attended
- 3 facility discharge logs reviewed



Advocate

Individual Advocacy Case Data

	Opened	Closed
AND Advocacy/Discharge	9	7
Civil Rights	14	16
Education	16	7
Employment	9	11
Health Care	7	4
Self-Determination	4	4
TOTAL	59	49

Individual Representation Select Outcomes

Coral – Civil Rights

“Coral” is Deaf and found it challenging to communicate with the staff of her assisted living facility. She also was unable to participate in resident meetings and found it difficult to order food in the cafeteria. Because of IDR’s advocacy, the assisted living facility’s parent company developed and implemented an effective communication policy in all their locations, including Coral’s facility.

Dina – Civil Rights

IDR assisted “Dina” with two cases involving denial of service from a business due to her service animal. In both cases, IDR confirmed the businesses had an appropriate service animal policy in place and provided education on the rights of people using service animals.

Ellowyn – Civil Rights

“Ellowyn” is a three-year-old with food allergies who needed to bring her own food to a children’s play area, instead of purchasing from the business’ restaurant. After the business refused, Ellowyn’s parents contacted IDR. Through IDR’s advocacy, the business granted Ellowyn a reasonable accommodation to bring her own food and confirmed a reasonable accommodation policy for other who may need it.

Kristian – Civil Rights

Because of her service animal, “Kristian’s” assisted living provider threatened to evict her. IDR successfully advocated for Kristian and her service animal to remain in the facility.



Cameron – Education

“Cameron” was an eleven-year-old with hearing loss who had recently changed schools. His new school was not providing an American Sign Language (ASL) interpreter. Because of IDR’s advocacy, Cameron’s school hired an in-person ASL interpreter, contracted with a virtual ASL interpreting company as backup, and implemented an FM amplification system.

TJ – Education

“TJ” was a seventeen-year-old who was preparing for residential placement due to his school alleging they were unable to support his physical and behavioral support needs. IDR successfully advocated for TJ to receive extensive services so that his needs could be met within his community school setting, and he could remain at home.

Stella – Employment

“Stella” was a cashier with limited lifting capacity. When her employer found out about her lifting restrictions, she was placed in new role. IDR assisted Stella in successfully requesting accommodations to the cashier position and she was returned to her former role.

Systemic Litigation

Indiana Protection and Advocacy Services Commission v. Indiana Family and Social Services Administration et al (1:22-cv-00906-JRS-TAB; Southern District of Indiana)

Plaintiff’s motion for preliminary injunction was denied; plaintiff is appealing. IDR met with several stakeholders to discuss the issue and possible solutions.

Policy Advocacy

- IDR signed onto a letter to Congress drafted by the National Disability Rights Network, National Federation of the Blind, American Foundation for the Blind, and American Council of the Blind. The letter explains how the Websites and Software Applications Accessibility Act would reduce barriers that individuals who are blind experience when attempting to access digital materials.

Advocacy Project – Police Pursuit Policies

IDR connected with stakeholders, such as the MHAC, during Q1 to get perspectives on what is working well and gaps IDR may be able to assist with.

Advocacy Project – Twice Exceptional Students Project

Bryan Gogg began his fellowship project with the goal of improving the K-12 education experience of twice exceptional students – high ability students with disabilities. Goals include publishing a law review or journal article on best practices and administrative advocacy.



FAPE in Institutions

- IDR continues to monitor provision of FAPE in juvenile institutions.
- 1 case opened in Q1.

Press

- IDR staff were interviewed about IDR's amicus brief in *Talevski v. Health and Hospital Corporation of Marion County* resulting in several publications, including in:
 - [NPR](#)
 - [IndyStar](#)
 - [Chicago Tribune](#)
 - [Indiana Lawyer](#)
 - [Stateline](#)
 - [Bloomington Herald](#)

Community Connections

- Bonnie Bomer continued supporting Work to Include's monthly Disability Talent Showcase.
 - **Outcome:** 2 job seekers with disabilities received job offers.
- Sam Adams met with the head of the Prison Litigation Support Network, an organization providing aid to pro se incarcerated litigants, and Focus Initiatives, a community-based re-entry and housing program in Indianapolis, to discuss IDR's services.
- Tash Crespo met with several individuals from Talk to Me Technologies to discuss Medicaid requirements that must be met for purchase authorization of Alternative and Augmentative Communication devices.
- Education Team contacted by Families United for Support and Encouragement (FUSE) about being in a video about IDR services and how to contact IDR for FUSE's website.

2.2. Advocate for ending sheltered workshops and increasing competitive integrated employment.

Educate

Presentation

- Tash Crespo presenting on "Competitive Integrated Employment" to 13 attendees of the GCPD Lunch and Learn series.

Materials – Competitive Integrated Employment (CIE) Initiative

- Factsheets being translated into American Sign Language (ASL).
- Factsheets and videos will be available in the coming quarters.



Monitor and Investigate

Monitor DDRS Employment Systems Transformation Plan

IDR continues to work with DDRS and the Center for Public Representation on monitoring the state's plan.

Advocate

No current advocacy initiatives tied to this priority.

Community Connections

- Medicaid All Hands – because of IDR's involvement, efforts have been made to ensure that communications regarding the end of automatic renewal are accessible.

2.3. Advocate for access to Home and Community-Based Services (HCBS).

Educate

Monitor and Investigate

Monitoring Project – State HCBS Transition Plan and Settings Rule Implementation

IDR is preparing to support individuals who may need to search for a new provider beginning in March 2023 following heightened scrutiny of assisted living facilities regarding compliance with the federal HCBS Settings Rule.

Agency Availability Survey

- IDR initiated a survey of home health agencies on the Marion County picklist for Aged and Disabled Waiver participants
- Survey seeks to determine current capacity of agencies to serve a new client and potential restrictions for clients using a Hoyer lift for transfers
- Data from the survey will be included in a forthcoming report about the status of direct care services in Indiana

Advocate

Policy Advocacy

- IDR submitted comments to the U.S. Department of Health and Human Services regarding proposed changes to Medicaid's eligibility regulations. IDR supported multiple proposed changes that should make it easier for applicants with disabilities to complete the Medicaid eligibility process.
- IDR participated in stakeholder feedback for a CMS on-site visit to Indiana regarding HCBS settings rule. IDR submitted written feedback prior to the visit.



- IDR submitted 3 letters to FSSA in response to the heightened scrutiny reviews of three assisted living facilities that are presumed institutional in nature pursuant to the federal Home and Community-Based Services Settings Rule. The settings that IDR assessed and commented about are:
 - Lutheran Community Home
 - Fall Creek Retirement Village (sometimes called Rawlins House, the name of the nursing facility associated with the Village)
 - Golden Years Homestead
- IDR ED is meeting with representatives from FSSA to better understand the various divisions' processes for HCBS compliance.

2.4. Advocate for the expansion of knowledge and use of supported decision-making/less restrictive alternatives to guardianship.

Educate

Presentations

- Justin Schrock presented “Ensuring Care and Avoiding Guardianship When Capacity Is in Question” during the Indiana University McKinney School of Law Health Law Symposium to 200 attendees.
- Melissa Keyes presented “What to Know About Decision-Making Supports” to 162 behavioral specialists connected to Outward Bound Support Services.
 - **Outcome:** Two emails were sent in follow-up to refer clients with guardianship concerns to IDR’s services.

Technical Assistance

- Justin Schrock and Melissa Keyes consulted with the American Bar Association Commission on Law and Aging regarding a guidebook being developed by the Commission to assist attorneys in litigating guardianship challenges and terminations.
- Melissa Keyes consulted with researchers from the University of North Carolina to provide feedback on the development of national recommendations for educators about supporting self-determination for youth.

Monitor and Investigate

Monitoring Project – Court Filings

IDR continues to review court cases of guardianships filed since the implementation of Indiana’s SDM bill. A summary of findings will be used to support advocacy efforts.



Advocate

Individual Representation Select Outcome

Yuseffa – Self-Determination

Nearing her eighteenth birthday, “Yuseffa” contacted IDR to enter an SDM agreement, appointing her parents as her supporters. IDR assisted Yuseffa in preparing and executing the agreements in Spanish.

Simon – Self-Determination

After he was struck by a car, “Simon” sustained a TBI and his parents were appointed his legal guardians. Simon’s recovery and advancement since acquiring his TBI led him to IDR who assisted him in terminating his parents’ guardianship.

Christian – Self-Determination

“Christian’s” inactive guardian was preventing him from receiving the services he needed, so he and his case manager contacted IDR. Upon opening the case, IDR discovered that Christian’s guardianship had already been terminated due to the guardian failing to file accountings. IDR provided TA to Christian and his case manager to support them in advocating for his care team to understand Christian did not need a new guardian and his options moving forward; Christian appointed his primary DSP as his healthcare representative and is living successfully without a guardian.

Advocacy Projects

- CYVYC Transition-Aged Youth – IDR, in partnership with SAI continue to support Indiana’s Youth Ambassadors on the development of their projects.
- Advanced Directives for People with ID/DD – updated materials for clients based on feedback from Q4 SAI picnic event. Determined organizations to reach out to for future events.

Policy Advocacy

Legislative – Guardianship Modernization – Melissa Keyes continues to participate in discussions at the state and national level on ways to improve Indiana’s guardianship code. Because of IDR’s involvement, a bill to access medical records prior to appointment of a guardian now expressly allows a person under guardianship to equally access their records.

2.5. Advocate to ensure elections are accessible to voters with disabilities.

Educate

Presentations

- Leah Grandy, with two Self Advocates of Indiana, presented the “Voter Empowerment” to 40 students at the Indiana School of the Deaf (ISD).
- Sam Adams, alongside co-counsel from the Disability Rights Advocates, presented at the Indiana chapter of the National Federation of the Blind to 34 blind and low vision Hoosiers on voting options and voting rights litigation.



Digital Media – Hoosiers Vote

- Over 90% of Q1 website visits were to a voting-related webpage.
- Over 75% of visits were to IDR's [Vote Early](#) webpage.

Monitor and Investigate

Monitoring – Polling Place Accessibility Surveys

- 13 early voting locations surveys in 4 counties by 3 surveyors.
- 12 recommendations issued for accessibility improvement.

Advocate

Systemic Litigation

American Council of the Blind of Indiana et al. v. Indiana Election Commission et al. (1:20-cv-03118-JMS-MJD; U.S. District Court, Southern District of Indiana)

The parties spent Q1 discussing settlement and hope to resolve the case during Q2.

Press

Kristin Dulaney was interviewed by [NPR about voting rights in long-term care facilities and for voter with Alzheimer's and dementia.](#)

Success Story – Goal 2:

After “Kari” was suspended from her position at a local library for an outburst directly related to her disability, she contacted IDR for assistance. Kari and IDR attempted to request reasonable accommodations; however, her employer was uncooperative. IDR assisted Kari in filing a charge with the EEOC who determined there was probable cause of disability discrimination. With IDR representing her, Kari filed suit against the library and received a neutral letter of recommendation, attorney’s fees for IDR, and monetary damages.



GOAL 3: SERVING AS A PARTNER IN RIGHTS ISSUES BY SUPPORTING INDIVIDUALS AND ORGANIZATIONS LED BY PEOPLE WITH DISABILITIES, THOSE FROM MARGINALIZED COMMUNITIES, AND PEOPLE WITH LIVED EXPERIENCES.

PRIORITIES TO ADDRESS:

3.1. Provide easily accessible and equitable paths for the public to contact IDR for advocacy needs and to find information, referrals, and resources.

Educate

I/R and Website

643 Intake requests

186,566 website sessions

Presentations

- Total of 14 presentations to 772 attendees, as detailed throughout the report.

Projects

Accessibility Guide

- IDR developed and implemented an Accessibility Guide for materials that will be publicly shared. The Guide will ensure that all IDR materials are accessible to most people with disabilities. IDR will continue to provide reasonable accommodations for people with disabilities unable to access public materials.

Communication Plan

- PSP Team met with teams to discuss outreach needs for 2023.
- Content calendars created in collaboration with agency teams to produce and promote new self-advocacy resources.

Website Redesign

- The PSP Team is working with the Indiana Office of Technology and fellow IDR staff to update IDR's website. Goals of this project include making sure that the public knows what IDR is doing and providing more resources to enable people with disabilities to advocate for themselves.

Monitor and Investigate

No monitoring/investigating activities tied to this priority.

Advocate

No current advocacy initiatives tied to this project.



3.2. Support the legislative and policy work and meaningful inclusion of people with disabilities, those from marginalized communities, and people with lived experiences on issues that align with IDR's mission, vision, and values.

Educate

Monitor and Investigate

No monitoring/investigating activities tied to this priority.

Advocate

Policy Advocacy

- Emily Munson elected as Chair of the MAC-D
- Emily Munson reviewing APSE bylaws for accessibility and equity
- Emily Munson working with IN-APSE and Senator Yoder to remove resource and asset limits for MED Works participants
- Leah Grandy and Emily Munson participated in Indiana Mobility Network coalition meetings
- Melissa Keyes responded to 2 requests from state and federal legislators
- Melissa Keyes working with others to revise NDRN bylaws
- IDR is monitoring General Assembly bills and providing written comments or testimony as necessary.

Press

Kristin Dulaney was interviewed by [WISH-TV about disability voting rights](#) and advocated for the station to also interview a voter with a disability. She connected the reporter with Melody Cooper of SAI.

Success Story – Goal 3:

IDR's [Hoosiers Vote website](#) received record-breaking visits in Q1. Specifically, in FY 2022, IDR's website experienced a total of 52,247 sessions. In Q1 of FY 2023 alone, that number rose to 186,566 which is over a 250% increase. Because of IDR's diligence in maintaining Hoosiers Vote as a self-advocacy resource, more than 180,000 people had access to accurate, focused, plain language content about how to engage in the election process.



Active Workgroups

Workgroup	Goal
Diversity Roundtable of Indianapolis	DEI Goal 3
Indiana State Bar Association Diversity Committee	DEI Goal 3
Ivy Tech Diversity Workgroup	DEI Goal 3
BQIS Incident Reporting Process Workgroup Collaborative Workgroup	P&O 1.2
Facility-Based Human Rights Committees	P&O 1.2
Mortality Review Committee (MRC)	P&O 1.2
NDRN Residential Facilities Community of Practice	P&O 1.2
ResCare Marion Bureau of Developmental Disabilities Services (BDDS) Transition Meeting	P&O 1.2
ADA-Indiana Steering Committee	P&O 2.1
Back Home in Indiana Alliance Steering Committee	P&O 2.1
Carmel Advisory Committee on Disability	P&O 2.1
Department of Justice Civil Rights Roundtable	P&O 2.1
Disability Employment Technical Assistance Center (DETAC) Grantee Advisory Workgroup	P&O 2.1
Division of Disability and Rehabilitative Services (DDRS) Advisory Council	P&O 2.1
Fair Housing Center of Central Indiana Board of Directors	P&O 2.1
Fishers Advisory Committee on Disability	P&O 2.1
Indiana Association of People Supporting Employment First (INAPSE) Public Policy Committee	P&O 2.1
Indiana Council Against Senior Exploitation (IN-CASE)	P&O 2.1
Indiana Counsel for Kids Coalition	P&O 2.1
Indiana Department of Transportation (INDOT) Americans with Disabilities Act (ADA) Community Advisory Working Group	P&O 2.1
Indiana Educational Equity Coalition	P&O 2.1
Indianapolis Mayor's Advisory Council on Disability (MAC-D)	P&O 2.1
Institutional Modernization Workgroup	P&O 2.1
Medicaid All Hands	P&O 2.1
National Board of Directors for Association of People Supporting Employment First (APSE)	P&O 2.1
Paratransit Next Steps Taskforce	P&O 2.1
RISE Peer Mentor	P&O 2.1
Waiver re-design workgroups	P&O 2.1
DDRS Advisory Council CIE Workgroups	P&O 2.2



Vocational Rehabilitation (VR) Commission	P&O 2.2
Work to INclude Advisory Committee	P&O 2.2
Work to INclude Coalition	P&O 2.2
Center for Youth and Adults with Conditions of Childhood (CYACC) Advisory Board	P&O 2.3
CMS Stakeholders	P&O 2.3
Health Care Justice Coalition	P&O 2.3
LifeCourse Ambassador Group	P&O 2.3
LifeCourse Partners in Transformation Chapter Group	P&O 2.3
Long-Term Care Coalition	P&O 2.3
National Center on Advancing Person-Centered Practices and Systems' Self-Directed Learning Collaborative	P&O 2.3
Indiana Adult Guardianship State Taskforce (WINGS)	P&O 2.4
Indiana Supported Decision-Making Coalition	P&O 2.4
Indiana Traumatic Brain Injury Advisory Board	P&O 2.4
National Coalition for a Civil Right to Counsel	P&O 2.4
Uniform Guardianship Act Subcommittee for Probate Review Committee	P&O 2.4
Indiana Voting Coalition	P&O 2.5
PANDA Improvement Workgroup	P&O 3.1
TASC Advisory Group (TAG) Advocacy Working Group	P&O 3.1
Governor's Council for People with Disabilities	P&O 3.2
HIVMM Coalition	P&O 3.2
Indiana Advisory Committee to the US Commission on Civil Rights	P&O 3.2
Indiana Disability Advisory Group- State of Indiana Office Chief Equity, Inclusion and Opportunity	P&O 3.2
International Initiative for Disability Leadership	P&O 3.2
National Alliance on Mental Illness (NAMI)-Indiana Public Policy Committee	P&O 3.2
National Disability Rights Network (NDRN) – CEO Meetings, Legal Director Meetings	P&O 3.2
National Disability Rights Network (NDRN) Technical Assistance Advisory Committee	P&O 3.2
Self-Advocate Innovation Collaborative	P&O 3.2
Transition Partners of Northeast Indiana	P&O 3.2
United States Attorney's Office (USAO) Disability Rights Roundtable	P&O 3.2



Acronyms

List of Common Acronyms

504 -	Section 504 of the Rehabilitation Act of 1973-504
ACF -	Administration for Children and Families
ACLU -	American Civil Liberties Union
ADA -	Americans with Disabilities Act
AIDD -	Administration on Intellectual and Developmental Disabilities
APS -	Adult Protective Services
ARC -	State and local organizations for developmental disability advocacy
ARTICLE 7 -	Special Education Regulations (Indiana)
BDDS -	Bureau of Developmental Disabilities Services
BQIS -	Bureau of Quality Improvement Services
CEO -	Chief Executive Officer
CIH Waiver -	Community Integration and Habilitation Waiver
CMS -	Center for Medicare and Medicaid Services
CPR -	Center for Public Representation
CRMNF -	Comprehensive Rehabilitative Management Needs Facility
CYVYC	Center on Youth Voice/Youth Choice
DCC -	IDR Diversity and Cultural Competency Workgroup
DCS -	Department of Child Services
DD -	Developmental Disabilities
DD Act -	Developmental Disabilities Assistance and Bill of Rights Act
DD Council -	Developmental Disabilities Council
DDRS -	Division of Disability and Rehabilitative Services
DMHA -	Division of Mental Health and Addictions
DOC -	Indiana Department of Correction
DOE -	Indiana Department of Education
EEOC -	Equal Employment Opportunity Commission
FBA -	Functional Behavioral Assessment
GCPD -	Governor's Council for People with Disabilities
HAVA -	Help America Vote Act
HMM -	HIV Modernization Movement
HRSA -	Health Resources and Services Administration
I&R -	Information and Referral
ICF -	Intermediate Care Facility
ICRC -	Indiana Civil Rights Commission



ICLU -	Indiana Civil Liberties Union
ID -	Intellectual Disability
IDD -	Intellectual or Developmental Disabilities
IDR -	Indiana Disability Rights
IDEA -	Individuals with Disabilities Education Act (Federal)
IDOH -	Indiana Department of Health
IIDC/Institute -	The Indiana Institute on Disability and Community
IN*SOURCE -	Indiana's Parent Training Information Project
IPE -	Individual Plan for Employment
LD -	Learning Disability
MI -	Mental Illness
NDRN -	National Disability Rights Network
OCR -	Office of Civil Rights
OMB -	Office of Management and Budget
OMPP -	Office of Medicaid Policy and Planning
P&A -	Protection & Advocacy System
PPR -	Program Performance Report
PRTF -	Psychiatric Residential Treatment Facility
PSF -	Private Secure Facility
PTSD -	Post-Traumatic Stress Disorder
RSA -	Rehabilitation Services Administration
RULE7 -	Part of Nursing Home Regulations (Indiana) concerning the facility's requirements for programming for MR residents used in QMRP-D Training
SAI -	Self-Advocates of Indiana
SAMHSA -	Substance Abuse and Mental Health Services Administration
SDM -	Supported Decision-Making
SGL -	Supervised Group Living
SSA -	Social Security Administration
TA -	Technical Assistance
TASC -	Training and Advocacy Support Center
TBI -	Traumatic Brain Injury
UCEDD -	University Centers for Excellence in Developmental Disabilities
USDOE -	United States Department of Education
VA -	Veterans Affairs
VR/Voc Rehab -	Vocational Rehabilitation Services



IDR Teams

- Abuse, Neglect, and Discharge (AND)
- Civil Rights
- Education
- Employment
- Health Care
- Policy and Special Projects (PSP)
- Self-Determination
- Representative Payee

IDR Staff

Please visit <https://www.in.gov/idr/staff/our-staff/> to view a current staff list.

Grant Programs

CAP -	Client Assistance Program
PAAT -	Protection & Advocacy for Obtaining Assistive Technology
PABSS -	Protection & Advocacy for Beneficiaries of Social Security
PADD -	Protection & Advocacy for Persons with Developmental Disabilities
PAIMI -	Protection & Advocacy for Individuals with Mental Illness
PAIR -	Protection & Advocacy for Individual Rights
PATBI -	Protection & Advocacy for Persons with Traumatic Brain Injury
PAVA -	Protection & Advocacy for Voting Access

State Hospitals

LCH -	Larue Carter Hospital
LSH -	Logansport State Hospital
EPCC -	Evansville Psychiatric Children's Center
ESH -	Evansville State Hospital
MSH -	Madison State Hospital
RSH -	Richmond State Hospital