

Introductions: Welcome, please use the raise hand feature so that everyone has an opportunity to speak and be heard. Please turn off or place phones on vibrate.

Sharan E. Brown from UCEDD on Police and People with IDD project

People with disabilities are sometimes confused on when it is appropriate to call the police, or if they are allowed to. It is important for people to know their rights when it comes to the police. Some people are afraid because of experiences they had in the past, or they are afraid of getting in trouble for calling. Sharan is trying to set up 2 meetings, over Zoom, to talk about people's experiences so that they can understand the challenges that the IDD population face when seeking help is needed. People will be compensated with gift cards because cash is not allowed. These meetings are voluntary and can be set up by giving Jessica Renner their email to forward to Sharan.

James Lane on sexual abuse protection

Confidentiality lets be responsible and respectful when telling stories or shares about another person. Even if names are changed, it is possible that someone will know of that person. Please be aware when sharing.

Sexual assault definition: when a person is forced, coerced or manipulated into any unwanted sexual act. Examples of these include touch, rape, sodomy, photographs, and sexting. If any of these occur to an adult living in a care facility by a staff person in the state of Washington, it is illegal, whether or not it is consensual.

Rates of sexual assault: Individuals with disabilities are four times more likely to be a victim of a violent crime. The exact number is hard to estimate because many crimes go unreported, However the highest amount of cases reported are from people with cognitive disabilities. Well known or casual friends, or staff, are most likely the abuser. The reason for this is because a lot of people with disabilities become compliant dependent on others and don't understand that it is against the law. They are often afraid to tell anyone that the abuse is occurring, or they might feel ashamed to admit what is happening. Some of these abusers appear to be friendly with the victim and make the victims believe that there is a relationship when there is not. It is believed that only 19% of these crimes are reported to police compared to 36% from those who do not have a disability. One of the ways to reduce the prevalence of these assaults is to teach trauma informed care. Trauma informed care recognizes the prevalence of that adverse childhood experiences and trauma in people. It recognizes that many behaviors and symptoms are the result of those traumatic experiences and it recognizes that being treated with respect and kindness and being empowered with choices are keys to helping people recover traumatic experiences. This model that we're looking at now with contributing factors in the middle, and end societal community relationship, and individual circles around it shows the levels of contributing factors to the high rates of sexual assault for people with IDD. It also reflect beliefs held by the general public that profoundly influence whether victims will be believed and if any preventative action will be taken. When it comes to abuse of individuals with IDD, there are some historical stereotypes believed by some. These include people with intellectual are often secluded from opportunities even to talk about their sexuality, let alone actively explore and develop it. It's a belief that stems out of the industry that people

with intellectual disabilities living in a facility, create societal attitudes that perceive adults with intellectual disability as perpetual children. These perceptions and beliefs that people with intellectual disability are either asexual or hypersexual. Societal factor is the increase in hyper sexualization of our society. Hyper sexualization involves the attribution from media of a sexual character to a product. There is nothing sexual about it. In society, we are exposed to sexualization in magazines, videos, films the fashion industry particularly in advertising. They are all very sexual in nature.

Community factors is another explanation of the higher rates of abuse among people with disabilities when compared to those without a disability. People have experiences with law enforcement that might be negative they also have experiences with their local institutions. These can be reasons why crimes are not reported. There's also a chance that someone won't believe what they are reporting and there's a chance that somebody who was not meant to hear that information will learn about what happened.

Some ways to eliminate risk factors include avoid sharing too much personal information, understanding that touch can be confusing, hurtful, or unwelcomed. Clothing can help to define boundaries it can also confuse the role of the staff. Staff come into people with disabilities lives as a scheduled time period they are there for a specific shift. Having open availability creates the feeling of friendship, which can confuse the boundaries between staff and individual. These confused boundaries make it appear to the individual that a relationship is forming therefore what they are doing with the staff does not seem like abuse. It is illegal in the state of Washington to have any form of sexual relationship with an individual you are paid to support. With or without consent. Gifts can also be viewed as fraud or theft it is OK to say you're not allowed to take gifts.

Grooming for abuse takes place long before the abuse starts. Once trust is gained, access to abuse is open. examples of grooming for abuse include giving gifts creating a special relationship that is outside of the staff individual relationship.

There can be physical and verbal signs that abuse has happened. A sudden change in mood, if someone is avoiding places or people, change in sleep or eating habits, and unusual sexual behavior are all examples of possible Abuse. Physical indications include blood on underwear , torn or missing clothes, genital abnormalities, vaginal or rectal pain, and pregnancy when somebody is not known to be sexually active.

If any signs or symptoms are observed of possible abuse staff must document all suspected abuse, keep notes of all changes in behavior or appearance, and maintain open communication with that individual.

In today's age there is a lot of sexual information out on the Internet. Cyberbullying, or sexual harassment over the internet or social media can now be considered sexual abuse.

If abuse has possibly taken place a report must be made. Avoid making any promises and avoid phrases such as "you'll be fine, calm down, it's not your fault but you shouldn't have..., I understand, why would someone do that to you, you're lucky someone didn't do something worse to you". Instead, phrases such as "I believe you, I'm here for you, it's not your fault, I'm sorry that happened, you're safe now, or I'm glad you're telling me" should be used.

Providing trauma informed support: What does trauma informed mean? Trauma informed supports tells us that a person who is getting services from us knows what they need better than another person, so they know what's best for them. It's an awareness that trauma and abuse has lasting effects on an

individual and that people who have been through something traumatizing might have some differences. The idea is to value that and nourish those individual needs, and we want to have an environment in which our traumatized individuals can learn and grow and heal. We assume that people we're working with may have experienced trauma. We look back at the studies that we talked about in the beginning. It's a high number of folks, so it's safe to assume that at least a large portion of individuals you're working with might have experienced a trauma in their lifetime. Term goals of a trauma informed program is to create physically and psychologically safe environments that people feel safe where they are, and that they contain structures. Structures are really important for trauma informed care as well as really clear boundaries that everyone, staff and individuals are aware of. Going along with that structure and predictability is really important for people with disabilities. People with trauma knowing that their day is predictable and knowing that they're going to be moving from one thing to the next. A way that happens is for them to regularly be offered choice as much as possible and that we offer control back to survivors as much as we possibly can. We want to ensure that folks have successful experiences, and their days feel more empowered, and for them to take risks. We want to offer tools for their emotional and behavioral regulation, and we don't want to just say oh this is the way they behave. We wanna give them tools to help regulate that we want to help them build connections with other people and we want to inform them about next steps. Maybe they want to go to a therapist, or do they need educational class you want to support them through that process. An individual gets to choose their recreation or leisure activities as much as we can give them choice in that they are not compelled to do what they don't want to do, we give them real choice in that individuals are involved in planning what they get to for dinner throughout the week or for lunch is that they get involved in that planning process that staff encouraged them to build their skills and their hobbies and things that they enjoy doing. Staff provide emotional support for individuals as they're going through a difficult and challenging time, trauma informed care is actually good practice for anyone so those who may not have experienced abuse in the in the past in a trauma informed environment they may be more likely to seek support if something does happen to them. Having staff being more flexible and more emotionally available provides in general better service for all the individuals.

Things to remember: anyone can report abuse, even if you are not a mandatory reporter.

Shut them down coalition update

People First of Washington update

Eric has prepared a testimony for our Thursday's nothing about us without us. Krista has said there's going to be one board member to represent People First of Washington, and People First is going to be signing pro for the bill. If there are any other testimonies, it is best to send in a written testimony.

Allies in Advocacy report

Everyone introduced themselves and said one thing they are thankful for. Sean Latham read the October minutes, Jessica Renner made the motion to pass the minutes, and Vicki Foster second the motion. The motion was passed by all with Alright and abstain by Sherry Brown. Elections were held for Allies Board President and Vice President. Board members in running were Eric Mathis, Mike Raymond, Vicky Foster,

and Priscilla Wong. After votes were counted, there was a coin flip to determine president and vice president. Priscilla Wong became the new president and Vicki Foster became new vice president. Jessica Renner volunteered to be secretary for the Allies board. Sean Latham reviewed the Allies and Advocacy Board 6 priorities for 2022. The priorities are as follows: number one working on improving community services and community residential opportunities. Allies will be advocating for structure and policy changes so that there is less of a need for congregate settings especially residential rehabilitation centers. People need to receive an adequate level of services in the home to prevent a person from being institutionalized. We will be working with the ARC of Washington disabilities rights, Washington and pyramid communications to create a new media campaign that will help more people with intellectual and developmental disabilities live successfully in the community. We will be working with the shut them down coalition to assist them with their campaign to close the residential rehabilitation centers in the state. Number two: Improve transportation across the state. Allies understands that if we want to see people with intellectual disabilities and developmental disabilities succeed in their communities, there must be a good public transportation system. Allies is committed to working with local self advocacy organizations and transportation authorities to improve our current state transportation systems. Number three: Support the nothing about us without us bill. Allies is supporting self advocates and leadership nothing about us without us. If passed, the bill would require an adequate number of people with disabilities including those with intellectual and developmental disabilities to sit on state entities boards task force work groups and committees. Allies will be getting ready for this bill to be passed by creating a recruitment document for individuals willing to be on state entities. Number four: Increasing accessibility at the state level. Allies will be working with state leaders to make sure the state capitol and the state legislature are accessible. We want to see people who can't come to Olympia physically to still be able to participate virtually even after Covid is over. We hope to make sure these virtual options are accessible for people with different types of disabilities. In addition, allies wants to encourage the state leaders to make the capital more accessible for those coming in person. Number five: Helping to remove technology barriers so that people can access their communities. Fully advocating for and supporting peer mentoring programs that have a focus on technology education supporting disability technology organizations such as Washington state assistive technology act program in their mission to improve technology access. Number 6: Improve personal care services. Allies will be working with home care agencies home health providers home care providers state unions disability organizations and state agencies improve the personal care system. Washington state Allies and Advocacy is an activist organization whose mission is to improve the lives of people with intellectual and developmental disabilities. All of our board of directors and staff have IDD. Each of us on the Allies board and staff fights to protect the civil rights of those with IDD. Vicki Foster made the motion to approve the priorities as read. Jessica Renner second the motion. Motion passed by all. The nothing about us without us bill is being supported by all three advocacy organizations. It is important to talk to your legislators to get them on board and supported. Jessica Renner gave a SAIL update. This update can be found at [selfadvocatesandleadership.com](http://selfadvocatesandleadership.com). Due to the holiday, Allies won't meet in person in December. Instead will hold a zoom meeting from one to three on December 21st 2021. Shut them down rally will be held January 26th 2022.

#### National Council of Self Advocates report

There's nothing really new with the NCSA with bills except the fact that we're still trying to work with the national public policy office with the national arc, and we're trying to get the language more framed for federal on than nothing about us without us bill. and trying to work on getting Congress to speed things up with the termination of sub minimum wage on a federal level.

#### Governor's office update

None

#### Rally Planning Committee update

There will be virtual and in person events on the 26<sup>th</sup>. 1-2:30. Anthony will be doing the virtual piece and will be one of the speakers at the Capitol. Eric and Mike are doing the chant, then there's a Wesley Sharkey. Eric just announced that he gave his spot to Justin. Ivanova who is starting it, and then yeah we got I think Noah and a few others and then Robert Wardell will be closing. but won't be helping out a really good hybrid and we got the DD council park in Washington and people first of Washington sponsoring this event.

#### Community Updates/ Agenda building

We could make the minutes more official. We have never made the minutes official for the records because we're not that formal, but it goes out to all the members. "Maybe reports right after the introductions and then before guest speakers just to do a quick say hey we would like to move to make this official right now." Reach out to possible guest speakers for next month.

#### Getting Healthy with Eric

Avocado and egg toast.