



**1987 - 1991
Five Year Report**

***The Indiana Governor's
Planning Council
for People with Disabilities***

The Governor's Planning Council

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State Agency Representatives

Paul Ash
Indiana Department of
Education
Division of Special Education
Indianapolis
Mary Lou Haines
Indiana Protection and
Advocacy
Indianapolis
Sandra Shelly
Indiana Department of
Public Welfare
Indianapolis
Jerry Thaden
Indiana Department of
Mental Health
Indianapolis
Hank Schroeder, EdD
ISDD
Indiana University
Affiliated Program
Bloomington
Cheryl Sullivan
Indiana State Board of Health
Indianapolis
Ric Edwards
Indiana Department of
Human Services
Office of Vocational
Rehabilitation
Indianapolis

Service Providers and Public-at-Large Representatives

Herb Grulke
IN-PACT
Crown Point
Costa Miller, CAE
Indiana Association of
Rehabilitation Facilities
Indianapolis
Rosalie Milliner
Ivy Tech
Columbus
David Moore
IBM
Indianapolis
Erv Picha
Noble Centers, Inc.
Indianapolis

Consumer Representatives

Ruth Cunningham
Indianapolis
Gregory S. Fehribach, Esq.
Chairman
Indianapolis
Gayle Foy
Indianapolis
Marchell Hunt
Indianapolis
Muriel Lee
Nashville
Jack Lewis, PhD
Anderson
Jeff Myers
Indianapolis
Beverly Preske
Evansville
David Reynolds
Indianapolis
Janna Shisler, JD
Indianapolis
Joseph Taylor, PhD
Indianapolis
Jennifer Thompson
Kokomo
Alice Tinsley
Indianapolis
Sherri Wilson
Fishers

Council Staff

Suellen Jackson-Boner
Executive Director
Christine Dahlberg
Associate Director
Paul Shankland
Grants Manager
Faye Beanblossom
Secretary

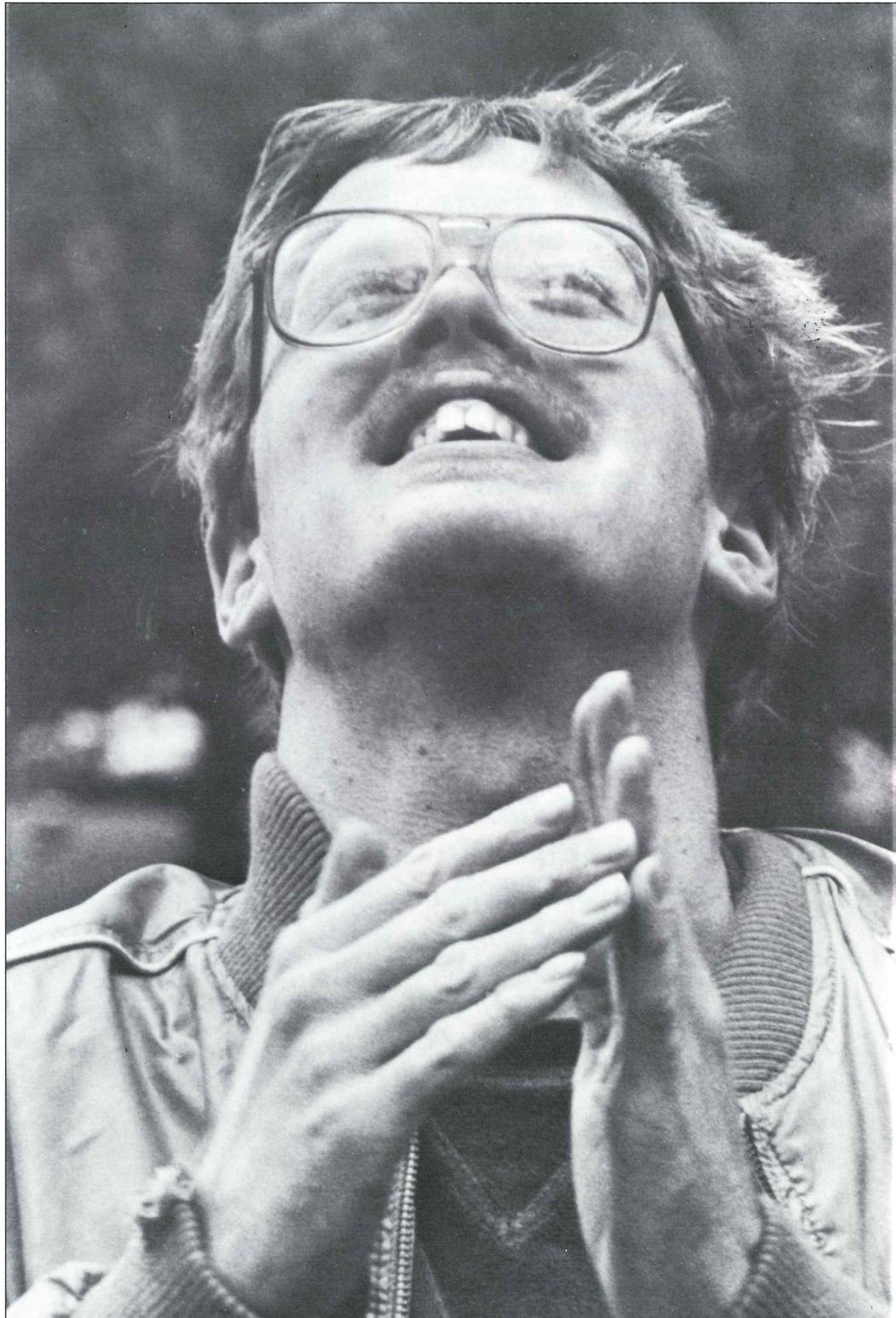
Bobby, a young boy with cerebral palsy, is integrated for the first time into a typical preschool class in Seymour. Becky, who until recently worked in a sheltered workshop and earned \$39 a week, is now paid \$269 a week as a data processor. And Mike, who no longer has the use of his legs, can still drive wherever the roads take him, thanks to the use of a specially equipped van.

Working to assure that these stories recur all over Indiana is the focus of the Indiana Governor's Planning Council for People with Disabilities. To this end, Governor Evan Bayh established the Council as an independent state agency – one of the first councils in the nation with that distinction – to better serve as an independent advocate for people with disabilities.

And it's working. Increasing numbers of people with disabilities have been integrated in the community, are working, and are more independent today than ever before.

During the past five years, the Council has implemented the goals of its planning documents, as well as embarked on a number of new and

Integration.
Productivity.
Independence.



exciting initiatives. Since 1987, some 100 projects have been funded.

An excellent example of the Council's primary role as a change agent occurred during the 1991 session of the Indiana State Legislature. With assistance from the Council and a number of other advocacy groups, the legislature passed and Governor Bayh signed a bill redefining Indiana's definition of a person with a developmental disability. The new definition conforms with the federal government, which defines developmental disabilities on a functional level. It allows all people with developmental disabilities equitable access to services, such as residential programs and supported employment, by 1993. The prior definition was limited to only four categories of developmental disabilities.

An equally significant Council project was the development of the 1990 Report. As mandated by the 1987 amendments to the Developmental Disabilities Assistance and Bill of Rights Act, Indiana's Council prepared and sent its 1990 Report to Washington, D.C. in January 1990. The report joined others from 56 state and territorial councils nationwide. This lengthy document details meaningful achievements to date, but more important in our view, the 1990 Report presents a clear vision for the future and recommends changes that need to occur to reach that future.

We believe it was with this vision that Congress passed the Americans with Disabilities Act of 1990. Its signing on July 26, 1990, cleared the way for significant improvements in integration, productivity and independence for the some 43 million Americans with disabilities.

These are exciting times for people with disabilities all over the nation. The Governor's Planning Council – its staff and 29 member board – is committed to playing a vital role in the systematic development of public policy and implementation of those policies.

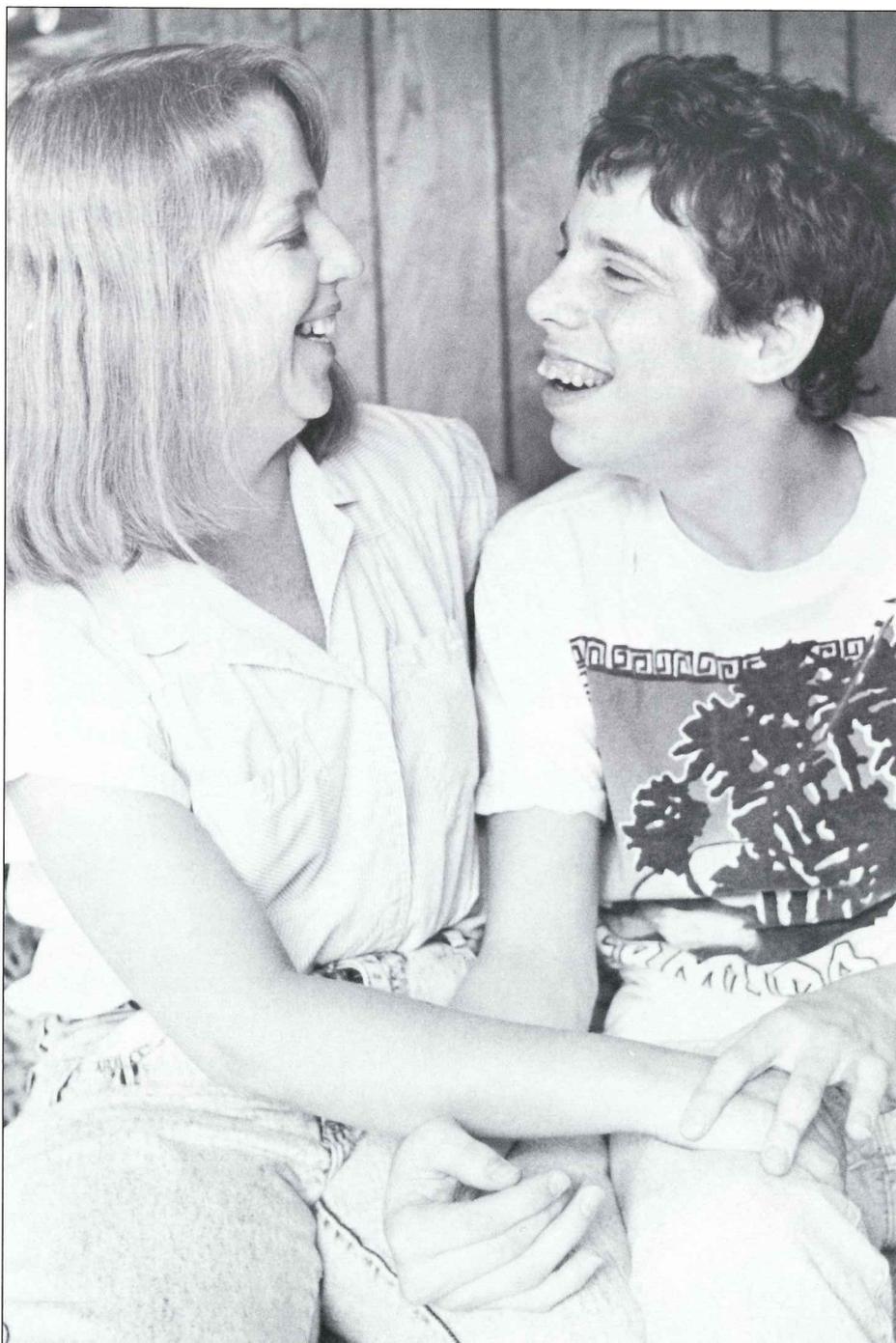
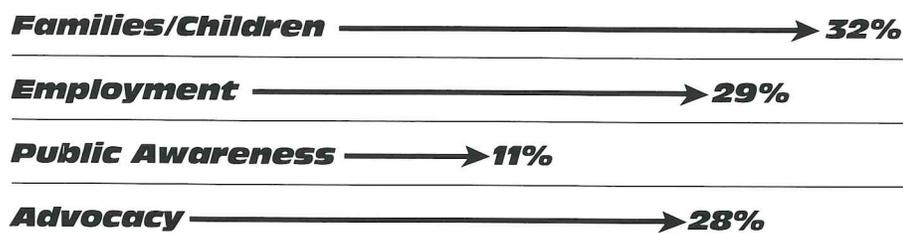
***In the words of author
Gerald Provencal:***

"We are in the midst of changing Western Society's collective mind, radically altering the way it treats one stratum of its people.

We are trading caricature communities that have existed on the margin of society for integrated housing and guaranteed education.

We are trading puzzles for paychecks, food carts for carry-out Chinese, dayrooms for family rooms. Whether you are a romantic or not, the change and its significance cannot be denied. It is what it is: social revolution."

Percentage of Grants Awarded by Program Category



The Council is a planning body, channeling federal dollars to fund innovative pilot projects. It works to coordinate and maximize the efforts of state agencies and service providers to ensure effective use of resources. Finally, the Council uses its dollars to leverage additional dollars. In short, the Council is a change agent. It identifies gaps, re-searches the best practices and assists in bringing about change.

Investing in our Future

Programs for Children and Families

GOAL. To reduce the incidence of disability through education and to help children who have disabilities and their families develop and grow in the life process.

A child represents the potential in each of us. Children possess truth through their innocence. They accept each other and challenge the norm with simple questions like, "Why is this so?" Typically, the family represents a safe haven for nurturing and growth. In the best of situations, both children and adults gain emotional strength and feelings of self worth.

Family support and integrated preschool programs help improve the quality of life for children with disabilities and

their families. Prevention through education and pre-natal care is essential to lower the incidence of disabilities.



Since 1987, the Governor's Planning Council has funded a number of innovative pilot programs, studies and conferences in these areas so crucial to the social fabric of our society. A few examples follow.

Preschool Training. Providing mechanisms to better serve the needs of preschoolers with disabilities in the least restrictive environment was the intent of a Council-funded effort, *Charting New Courses*, in 1988. Specifically, the Council funded a teleconference from Indiana University, which was broadcast to six other university sites throughout the state. Some 250 people watched the program aimed at education and support-services professionals and parents of children with disabilities. Topics included a discussion of strategies for mainstreaming children with disabilities, community integration for preschool children with disabilities, and how to facilitate skill development, just to name a few.

A videotape of the teleconference also was produced for dissemination to service providers and other professionals, and a five-day training followed for professionals involved in special education and early childhood development.

Preventive Health and Handicap Services Coordination Study Commission. In 1987, Indiana's General Assembly established this commission to identify the causes of diseases, disabling conditions and health problems in children; the techniques and means of their prevention; and a plan to integrate the state and community public and private preventive efforts. In its report, which was developed with Council funds, the commission documented its findings. It recommended action against "the silent epidemic of unfulfilled potential that threatens Hoosier children" caused by a variety of health and social problems including birth defects, child abuse, inadequate day-care, educational failure and substance abuse.

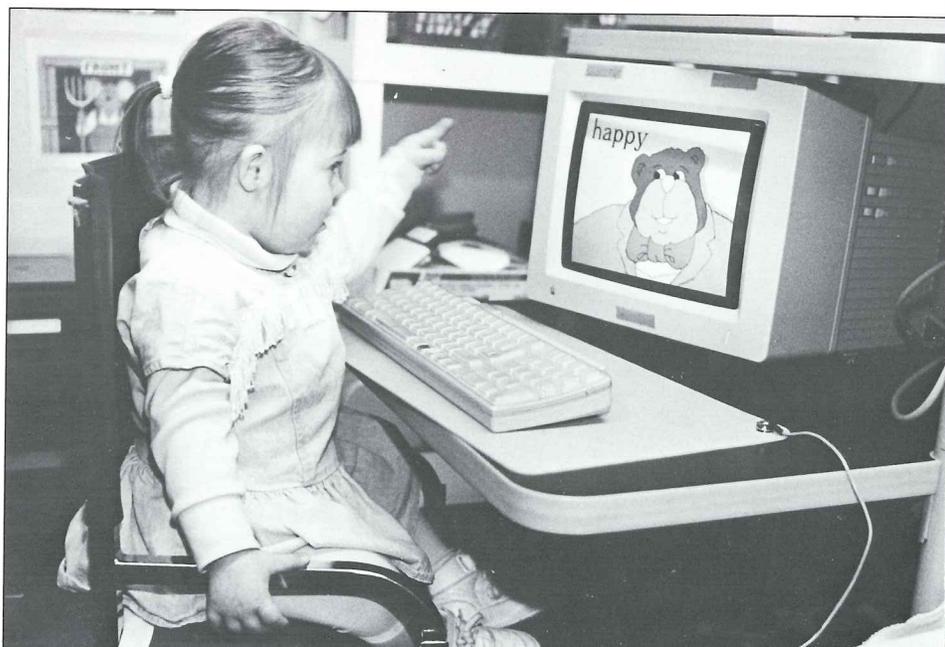
Prevention and Early Intervention. All parents want their children to have the best possible start in life. And Council-supported projects by Everybody Counts in Lake County (1987 grant) and IN*SOURCE in St. Joseph County (1989 grant) aim to give those needed supports for a positive start by newborns with disabilities. In cooperation with hospitals in these two counties, parents of babies with developmental disabilities are contacted, before leaving the hospital, by parents who have had similar experiences. This immediate and positive intervention fosters positive attitudes by the new parents of children with disabilities, which, in turn, gets the youngsters off to a positive start. In addition to the contacts by other parents, the new parents receive information on advocacy and support groups, current laws, services, and the rights of both the family and the child.

Wabash Center in Lafayette; Stonebelt Council for Retarded Citizens in Bloomington; and Passages, Inc. in Columbia City, Indiana, coordinated their efforts in early intervention, pregnancy information, and support and provider training programs, with financial assistance from the Council beginning in 1988. Training programs for high-risk pregnancy groups and for health and human service professionals were conducted in Greene, Lawrence, Tippecanoe, Owen and Whitley counties, and councils on the prevention of disabling conditions were established in Greene, Lawrence and Owen counties.

Family Support Programs and System Change Programs. In 1989 Indiana was one of 10 states selected to receive a federal technical assistance grant from the Human Services Research Institute, United Cerebral Palsy and the National Council of State Legislators. This grant was part of a National Significance Project to encourage states to implement

family support policies that reflect best practices. With that grant and the assistance of several other associations and agencies, including the Council, a comprehensive network of individuals who are concerned about family services in Indiana was developed. By contacting Indiana families, the Families Uniting program advocates for a network of community-centered services flexible enough to meet the unique needs of people with disabilities. The goal is to make this network responsive to the concerns of entire families so that consumers and families will be educated, enabled and empowered to make informed choices about support services. Evidence of the program's success was underscored by the renewal grant awarded to Indiana in 1990. Today, Indiana continues to receive federal consultation assistance, even though the program's emphasis has moved toward investments in other states.

Family Supports/Crisis Intervention Programs. In late 1990, three model programs were funded to maintain the family structure and community setting for families of children with disabilities. IN-PACT of Crown Point and Everybody Counts of Merrillville are assisting families of children with disabilities in an urban setting, and Child Adult Resource Services (C.A.R.S.) of Rockville is developing a family support model for a rural Area. With the information gathered from these model programs, as well as research and policy development by Health Strategies, Inc., the Council and Families Uniting will draft legislation, policies and procedures for beginning an efficient and effective family support services program in Indiana.



**Working
Toward
Independence**

**Employment
Opportunities**

GOAL. To convince employers that hiring people with disabilities makes good sense and, in particular, to help individuals with disabilities obtain jobs in the community.

The opportunity to work allows us to express ourselves, contribute to society and earn a living. It often gives a sense of independence and self worth.

People with disabilities are no different in their desires for independence, productivity and for becoming an integral part of the community. With the passage of the Americans with Disabilities Act (ADA), people with disabilities are moving closer to achieving these desires, especially in the area of equal access to employment opportunities.

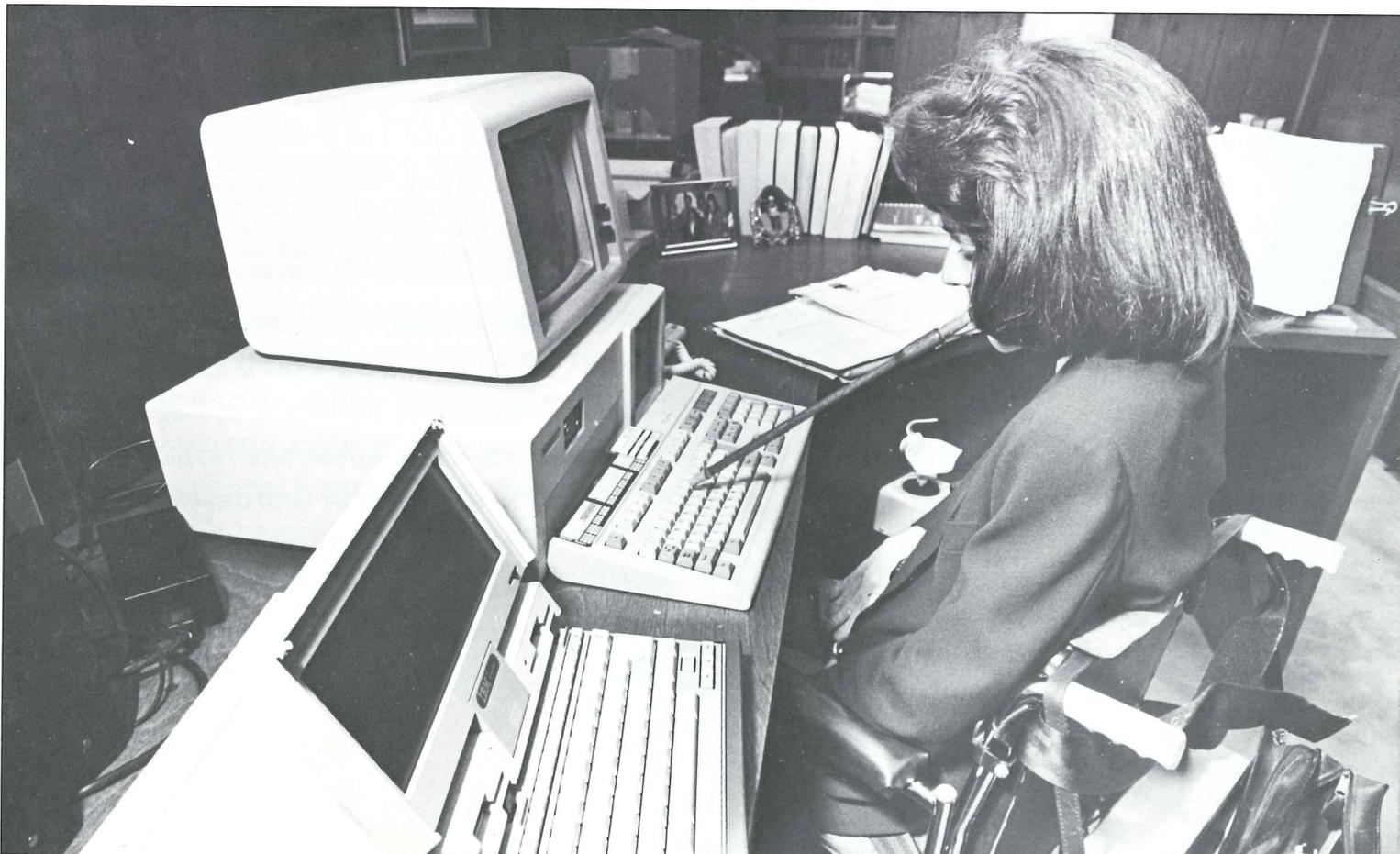
Employers are learning that a person with a disability has marketable abilities. Technological advances



are making it possible – and economical – for people with disabilities to work in a great variety of fields. People with disabilities themselves are realizing the sense of reward and accomplishment that accompanies a job well done.

Employment initiatives are a focus of the Governor's Planning Council – advocating for legislation to fund supported employment programs and sponsoring seminars to demonstrate to business that people with disabilities can make first-rate employees. A few examples of Council-funded programs in the employment area follow.

Supported Employment Initiative. *Supported employment provides support services that allow individuals with severe disabilities to find competitive employment in integrated work settings. To support the initiative in Indiana and to coordinate services and dollars to achieve maximum impact, four state agencies came together in 1988 to assist 11 supported employment pilot projects at a cost of some \$1.5 million.*



The Department of Human Services (Office of Vocational Rehabilitation), the Department of Education (Division of Special Education), the Department of Mental Health and the Department of Employment and Training worked together under the auspices of the Governor's Planning Council. This was significant in that never before had state agencies channeled their funds into one concerted endeavor. This systematic effort led the General Assembly to set aside specific funds for supported employment by creating a special line item in the state budget. Funding for this program, which proved to be an overwhelming success, has grown from \$2.3 million in fiscal year 1989 to almost \$8 million in 1991.



Vision 21 Conference. Business leaders from across the nation convened in South Bend at the first national business conference held to examine the advantages, the obstacles, the opportunities and the successes of employing persons with disabilities. The Governor's Planning Council was one of four sponsors of the 1987 conference, which featured industry leaders from IBM, Steelcase, Johnson & Johnson and other major firms renowned for innovative programs for hiring individuals with disabilities.

Net Gains. The Governor's Planning Council and the Indiana State Chamber of Commerce teamed-up in 1990 to sponsor a one-day business forum exploring issues on hiring people with disabilities. More than 125 people from throughout Indiana attended the seminar, which featured presentations on the Americans with

Disabilities Act (ADA), the changing nature of the American work force, and panels discussing the perceptions and realities of employing people with disabilities.

Data Systems. *In 1991, the Council funded a Data Systems proposal to better track the results of efforts by groups providing supported employment services to people with disabilities. Once a tracking system is developed and used by the various groups and organizations assisting in the supported employment area, the statistics will be used to validate success stories and possible model programs.*

Noble Centers, Inc. *Educating employers about hiring people with disabilities is the goal of a new videotape being produced in 1991 by Noble Centers, Inc. With the assistance provided by the Council, the videotape project will document people with disabilities in Indiana working successfully in actual employment settings. The video will also educate employers about hiring people with disabilities. Once completed, the videotape will be used in presentations to businesses throughout Indiana.*

Crossroads Rehabilitation Center, Inc. *In the typical supported employment setting, a job coach first provides intensive job training and support to the employee with a disability. This intensive support continues until the need diminishes. At this point, a follow-along rehabilitation professional begins a maintenance program of periodic check ups and assistance.*

In Crossroads' new, 1991 model program funded by the Council, the job coach works with the employer and company employees to train them to provide the follow-along services and supports. This partnership between the business, its employees and the employee with a disability is a more cost-effective and practical solution to maintaining a minimal level of supports without great expense.

Integrated Supports for Adults. Developing a model program to assist people with disabilities reach greater levels of independence is the idea behind the 1991 funding of a model program created by Sycamore Rehabilitation Services and Legacy 2000 in Danville, Indiana. This Hendricks County program allows people with disabilities to truly make their own choices in life. It includes a supported living component so that people with disabilities make their own choices about where and with whom to live. To assist with integration into the work setting, there is a supported employment emphasis so that people with disabilities obtain and keep fulfilling jobs. And to aid in the process of community integration, the Sycamore and Legacy program provides supports for people with disabilities to build new friendships, to choose how they spend their funds, and to evaluate their individual progress.



GOAL. To provide the public with information that promotes positive attitudes and increased knowledge about people with disabilities.

It is imperative that we forge a strong effort to educate the public that people with disabilities are people first: people who have abilities. The success of such efforts permeates everything else we do.

When an educator understands that a child in a wheelchair can integrate into a standard classroom, the teacher's support helps the child succeed. When a company learns that employees with disabilities contribute positively to the bottom line, the company will hire the best candidate without regard to disabling conditions.

Building Understanding --- Public Awareness and Education





The Planning Council has taken an increasingly active role in community awareness activities during the past five years. The effort is statewide. It mobilizes the resources of interested parents, advocates, educators and legislators in communities large and small throughout Indiana.

VISION Newsletter. In 1985 the Council introduced the VISION publication to inform its constituency of Council activities, as well as to provide a solid base of current information on disabilities. The first issue was mailed to 986 Council members, advocates, legislators, service providers (both private and public) and friends of the Council.

Each issue focuses on a theme – such as guardianship, employment or residential services – and features articles on council members, follow-up resources and a calendar of upcoming events of interest to people with disabilities and their families.

Today, VISION goes to the homes or offices of almost 5,000 individuals. A survey in 1990 indicates a high percentage of readership, with some 93 percent reading half or more of each issue of VISION and about 85 percent rating the usefulness of the information as good or excellent. Survey respondents also submitted a number of possible improvements, which the Council is reviewing in order to make the publication even more useful and interesting to readers.

ON TARGET Bulletin. Designed to report timely news of interest to Council readers, ON TARGET is an easy-to-read, one-page bulletin, published more frequently than the VISION newsletter. Introduced in 1990, ON TARGET provides brief, newsworthy items on activities around the state affecting the lives of people with disabilities.

Capitol Investments. Governor Evan Bayh and Indiana legislators were among those who participated in the 1989 Capitol Investments, the second such public awareness activities fair held in the Rotunda of the Statehouse. Capitol Investments featured information booths set up by state agencies, advocacy organizations and parent groups. The first Capitol Investment was held in 1987.

Held in March during Disabilities Awareness Month, Capitol Investment events attracted significant print, radio and television coverage, thereby multiplying the number of individuals who "participated."

Awareness Month. Since 1987, the Governor of the State of Indiana, in concert with the nation and many other individual states, has proclaimed March as Disabilities Awareness Month. And, since 1988, the Council has designed and implemented a major grassroots campaign throughout Indiana each March.

Through the campaign, individuals and organizations request a variety of materials that allow them to implement awareness activities in their communities. Seventeen different information packets provide instructions on topics that range from working with the media to holding a library exhibit to staging a major simulation activity. The Council also provides brochures, bookmarks, stickers, posters and similar materials to support awareness month activities.

A strong media component encourages individuals to contact local editors and producers with story ideas, and to provide both print and electronic public service directors with announcements. Moreover, the Council leverages its awareness month activities with the assistance of such corporations as Indiana Bell, which in 1991 published an article in its bill insert publication sent to approximately one million Indiana customers.

In 1991 some 675 individuals, schools and organizations requested awareness month materials, spreading the word to tens of thousands of Hoosiers that people with disabilities are people first.

Informational Brochures. *As part of its mission to increase public awareness of disabilities, the Council is a purveyor of information. During the past four years, the Council has produced several highly successful brochures that provide a wealth of information to a variety of people. Well over 100,000 booklets have been distributed. A few examples:*

"Interacting with People with Disabilities" discusses how to interact with people with disabilities, appropriate language to use when speaking with or referring to people with disabilities, and basic simulation exercises to better understand some of the challenges encountered by people with disabilities.

"Awareness Activities" outlines a dozen simulation and awareness activities that help school children or other groups gain an understanding of what it is like to have a disability. Other brochures include "People First" and "The Legislative Process."

Black Expo. *The Council has been an active participant since 1988 in the Indiana Black Expo, a four-day celebration of the contributions of African - Americans to Indiana's economy and culture. The Council sets up a booth and distributes literature during the convention in order to reach this important audience. More than half a million people attended the 1991 Indiana Black Expo.*

ADA Statewide Training Grant. *The Association of Rehabilitation Facilities of Indiana, in cooperation with the Council, is sponsoring the ADA Training Network, a program which will provide effective statewide training and education on the content of the ADA and the means to accomplish its intent.*



Advocating for Change

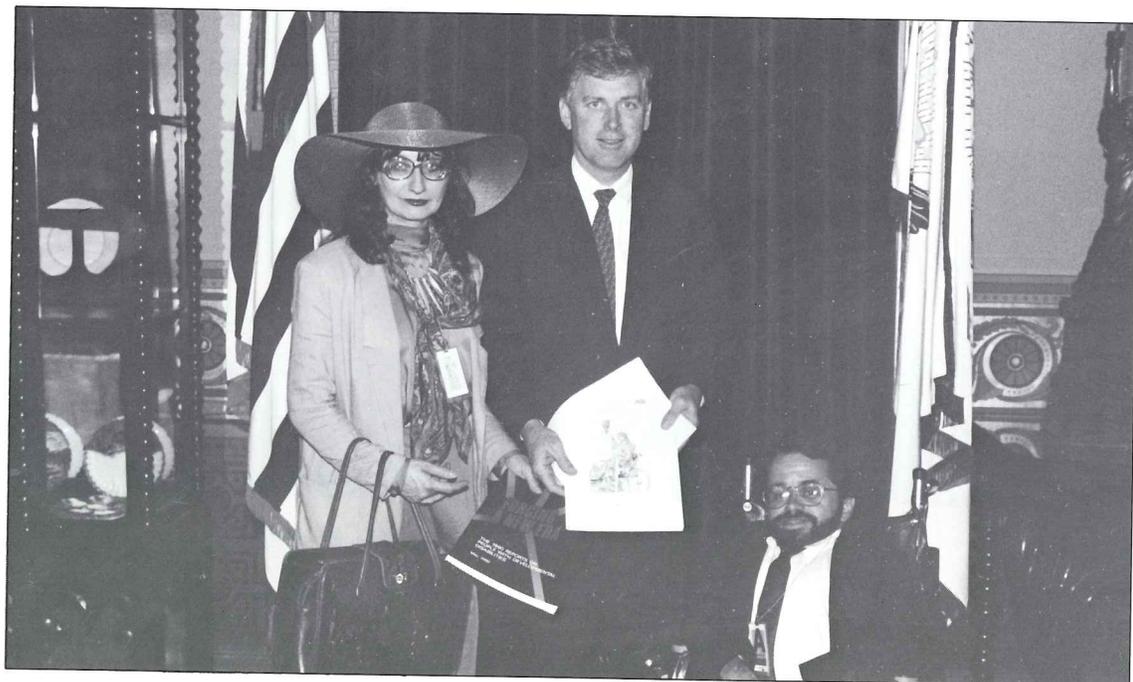
Influencing Policy and Empowering Consumers

GOAL. To advocate for all people with disabilities.

Advocacy is a tool to bring about change. The Council seeks not change for the sake of change, but thoughtful, systematic and carefully executed improvement of systems that affect the lives of individuals with disabilities.

The Council advocates for people with disabilities on the state and national levels, and trains and develops consumers so that they can advocate for change.

Research is funded, partnerships are formed and proposals are drafted that, when appropriate, the Council uses to inform state and national government officials, legislators, business leaders, service providers and the general public of the critical nature of select issues relating to persons with disabilities. Guardianship, supported employment and neighborhood preschools have been major focus areas resulting in legislative policy changes to improve the system in recent years. Some examples of Council efforts follow.



Changing Indiana's Definition of Developmental

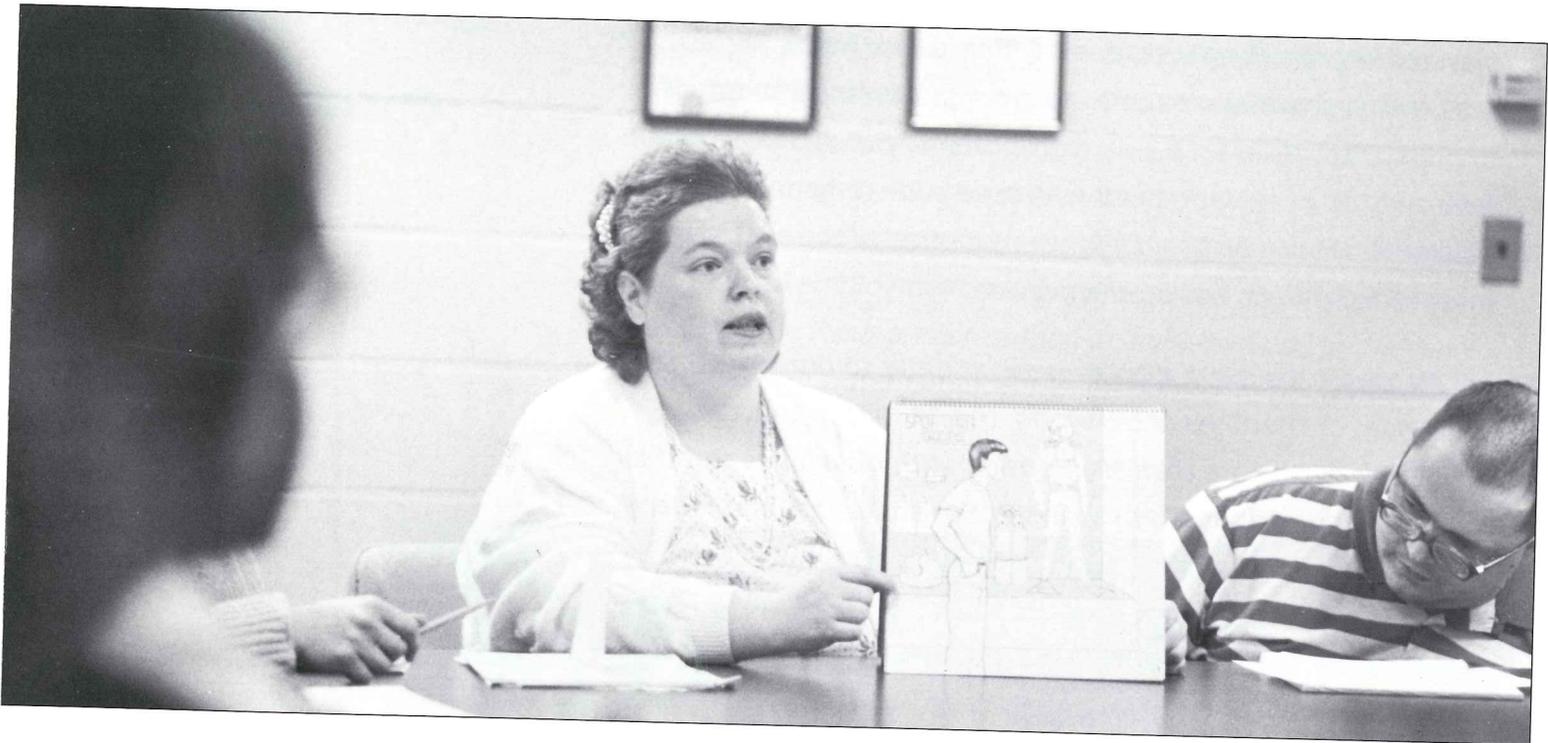
Disability. As directed by Indiana legislation (House Enrolled Act No. 1071), the Council funded a study in 1990 to determine the feasibility and fiscal impact of bringing Indiana's definition of developmental disability into conformity with the definition of developmental disability in federal law. The aim of changing Indiana's definition was to tailor services on a more individualized basis.

The Council's report, including specific legislative recommendations, played a key role in effecting passage in 1991 of House Act No. 1789, which provides greater state emphasis on the severity of the disability rather than a particular category of disability. When fully enacted in 1993, Hoosiers with severe life-long developmental disabilities will be eligible for the supports necessary to lead more independent and productive lives.

1990 Report to the Governor. In order to prepare for the challenges of the 1990s and beyond, the Council conducted interviews with more than 390 Hoosiers with disabilities and their families, funded a thorough analysis of existing state and federal public policies and programs, and held five public forums to review findings and develop a basis for recommendations. Mandated by the 1987 amendments to the Developmental Disabilities Act, the intent was to answer the questions of who receives services, what kinds of services are available and what effects those services are having. The result is a document detailing the progress made to date and charting the course for continued improvements in meeting the goals of increased independence, productivity and integration of people with disabilities into the community. The 1990 Report was presented to the Governor in 1990 and forwarded to Washington, D.C., where it joined reports submitted by other state and territorial councils. It is being used

to formulate future policies on a national level for people with disabilities. Also, a Senate subcommittee is carefully reviewing and analyzing these recommendations.

Medicaid Waiver Program for Hoosiers with Developmental Disabilities. The Indiana Departments of Mental Health, Public Welfare and Human Services asked the Governor's Planning Council to develop a Medicaid Waiver for



Indiana citizens with developmental disabilities. In a Home and Community-Based (HCB) Waiver program, a state purchases distinct services rather than placing an individual in a facility. As a result, waiver services may be furnished in a community residence, an apartment or a person's home – rather than Medicaid-certified institutions. Indiana is one of 12 states that does not have an HCB Waiver for people with developmental disabilities.

The Council's first action was to host a seminar on the creative uses of Medicaid. Allan Bergman, deputy director of United Cerebral Palsy Governmental Affairs and a noted authority on the benefits of Waiver programs for people with disabilities, was the guest presenter. Participants included representatives from state agencies, providers and consumers who are members of an interdisciplinary team that will oversee Indiana's Medicaid Waiver process. The interdisciplinary team is currently identifying issues that need to be addressed before a waiver application can be submitted to the federal government.

Legal Guardianship in Indiana. A 1987 study by the Community Service Council commissioned by the Governor's Planning Council estimated that more than 6,500 Hoosier adults who are mentally retarded, developmentally disabled, mentally ill and/or elderly need a guardian and do not have appropriate family resources or finances to purchase this service. The following year, at the request of the Council, the General Assembly created a legislative study committee to examine the issue of state support for guardianship services for the indigent. The Council then commissioned the Community Service Council of Central Indiana to research best practices and develop a model program.

The model proposed that a not-for-profit corporation assume guardianship and all other legal decision-making responsibilities for the incapacitated person. Such a program benefits from local control that stems from community oversight, representation and support, and uses volunteers and other advocates who encourage a personalized approach.

Through the efforts of the Community Service Council, legislation to create a legal guardianship program in Indiana was passed in 1989, following the basic principles of the model. Allocated state funds were combined with other contributions, and program services began in 1990.

Self Advocacy Initiatives. In 1989, the Association for Retarded Citizens of Allen County, Inc. (ARC of Allen County), Noble Centers, Stone Belt Center, ARC of Indiana and the Indiana Chapter of the Association for Persons with Severe Handicaps (IN-TASH) began the process of creating a statewide self advocacy group. With financial assistance from the Council, this collective group of agencies and associations first surveyed existing self advocacy groups and then organized three regional training sessions (Ft. Wayne, Spring Mill Inn - near Bedford, and Indianapolis) to initiate and organize more self advocacy groups in Indiana. More than 100 self advocates and agency staff attended. Later in January, 1990, a Leadership Conference in Indianapolis brought together self advocates from around the state to officially form the statewide network – Self Advocates of Indiana. It continues today in its mission to gain respect for people with disabilities, first by learning about the rights of people with disabilities, and then by advocating to receive those rights.

ARC of Allen County has taken this project further with a Council-supported program to start 10 new self advocacy groups in communities across the state of Indiana. The organization is also developing and disseminating a directory of adult consumer groups.

Conference Scholarships. To help assure that the flow of new information reaches people with disabilities directly, the Council started providing scholarships for parents, family members and consumers to attend conferences and meetings of interest to people with disabilities. Applications are filed through existing agencies, which then make requests to the Council. Since 1990, some 400 people have been able to attend conferences with assistance by the Council.

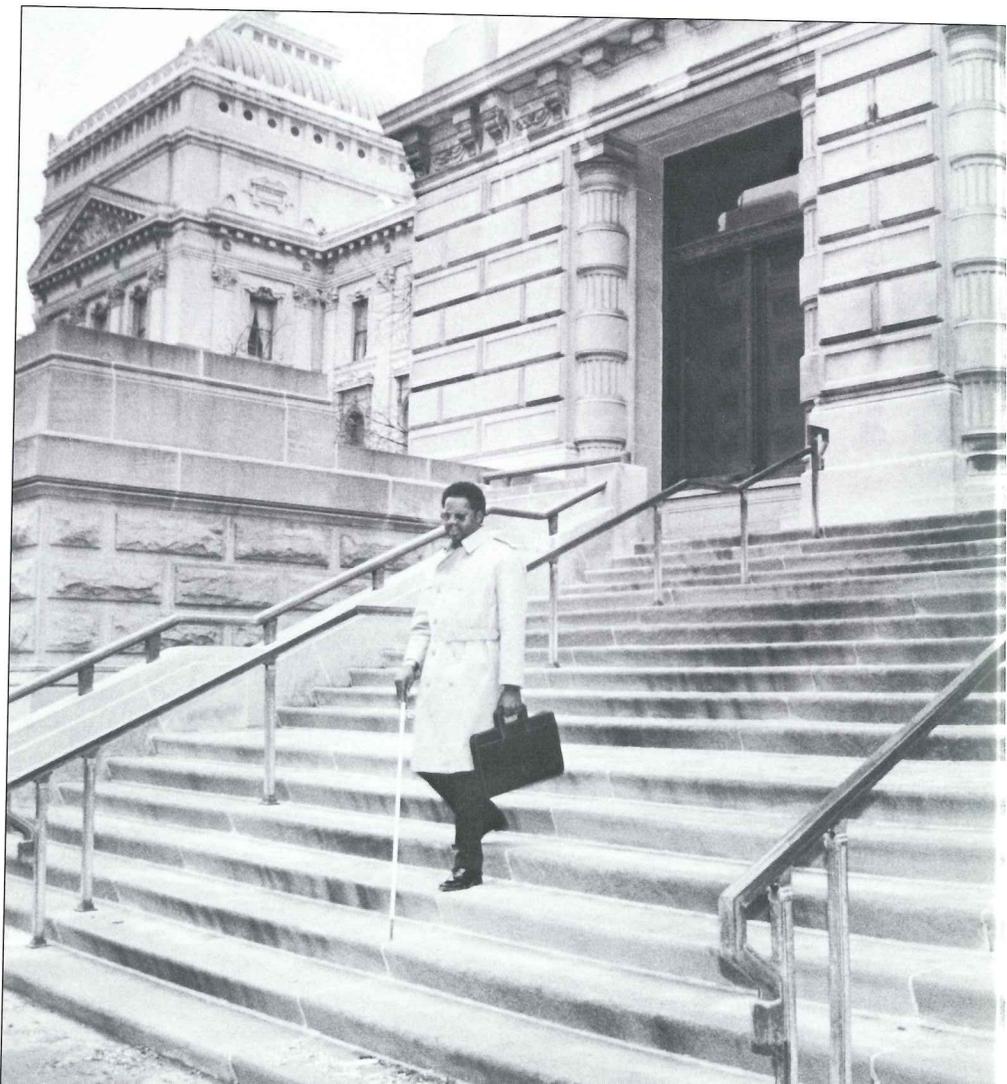
Partners in Policymaking. Training people with disabilities and their families to become self advocates and leaders in disability advocacy is the goal of the 1991 proposal by the COVOH Foundation, "Projects for Persons with Disabilities." This program, with Council assistance, will train some 70 people to become active as policymaking partners to inform and educate those who make policies and laws in Indiana.

The National Scene. Policies set in Washington, D.C., have a direct impact on the life of an individual Indiana citizen with a disability. Schooling, housing, the right to work – all are affected by federal law.

On a regular basis, the Governor's Planning Council provides national legislators with pertinent, valid information regarding the situations and needs of its Indiana constituents.

The Governor's Planning Council was one of only a few councils nationwide mentioned in congressional testimony on the Developmental Disabilities Act for its efforts in supported employment. Again in Washington, D.C., Council Chair Gregory S. Fehribach and Executive Director Suellen Jackson-Boner visited with Vice President Dan Quayle for an official presentation of Indiana's 1990 Report.

Throughout the legislative process of the Americans with Disabilities Act, the Council provided up-to-the-minute information through a "Call for Justice" network of





disability advocacy groups throughout Indiana. Following the U.S. House of Representatives passage of the ADA, the Council, in collaboration with other groups, helped organize a celebration rally on Monument Circle in downtown Indianapolis. Since President Bush's signing of the ADA in 1990, the Council has disseminated information concerning the new law to those responsible for fulfilling its requirements, as well as to those benefiting from its provisions.

The ADA is just one example of how the Council acts as a communications conduit for local agencies and advocates. The Council is charged with keeping Indiana's agencies and consumers informed, in addition to seeking their comment and passing those comments and recommendations on to Washington.

The Council was instrumental in bringing to Indiana the 1989 fall conference of the National Association of Developmental Disabilities Councils. The three-and-a-half-day convention attracted people from all over the United States. Topics centered around the theme of "1990 and Beyond: Technology and the Future" and included discussions on augmentative/assistive devices, rehabilitation engineering/service models, and early intervention: school-age issues in technology.

In 1990 Governor Evan Bayh appointed the Council's executive director to serve as Indiana's liaison to the National Organization on Disability (NOD). This non-profit organization is dedicated to promoting full participation in all aspects of community life by American men, women and children with disabilities. Some 2,300 American communities have joined in this effort, and the Council will assist in the formation of more local community partners throughout our state.



***The Indiana Governor's Planning Council
for People with Disabilities***

***Harrison Building, Suite 404
143 West Market Street
Indianapolis, Indiana 46204
(317) 232-7770 Voice/TDD***