



Executive Director Report
FY 2020 Q3 (Apr. 1, 2020 – June 30, 2020)

1. Oversight and Operations

- All federal and state reports were submitted on time. Federal draws have been completed through July 7, 2020 and we are on track to spend down all remaining grants that have a program end date of 9/30/2020.
- Our one-year grant with the Administration on Community Living to support the development of a state plan to increase the use of supported decision-making has been granted a one-year no-cost extension. This means we will not receive additional funds, but we will have additional time to complete the project and spend down the funds.
- The Social Security Administration has placed a new requirement on our PABSS program that all staff with access to Personally Identifiable Information (PII) must pass suitability. This would impact our entire staff and possibly Commission members who review appeals. Suitability is a thorough background check and fingerprinting process that must be updated every five years. We are working with NDRN and the SSA to address this new requirement.
- FFY2021 Federal grants are likely to be awarded through a continuing resolution. This means that we may not know the exact amounts IDR will receive until after the start of the federal fiscal year. Even in instances where the overall program may see increased funding (e.g., PADD), that may not equate to an increase in IDR's award based on the algorithm used by the federal agencies to distribute funds. IDR is anticipating and has budgeted under the assumption that most, if not all grants, will be level funded. The exception is Rep Payee 2020, which has an automatic increase.
- A new professional development program has been implemented. This program, developed in consultation with several IDR team members at various levels, requires all staff to complete 12 hours of professional development each year (2 hours of ethics; 5 hours of job-related training; and 5 hours of diversity and cultural competency training). This is a standard performance expectation for every staff person. The staff have flexibility to

Equality Through Advocacy

The Protection and Advocacy System for the State of Indiana



choose trainings that best meet their. Staff are asked to report back on a brief form what they took away from their learning experience and what they might bring back for use at the agency.

- We are still negotiating with the landlord for our proposed new space. We are hopeful for a late fall move-in date.
- We are continuing to work with SBA to clean up our fiscal policies and processes.
- Staffing Update: IDR has hired a legal intern to assist with systemic and research projects.
- COVID-19 – Operational impact
 - Staff continue to work remotely and conduct virtual monitoring. As school plans come out, IDR has committed to working with staff to provide flexibility to allow for various caregiving needs.
 - We have secured and distributed Personal Protective Equipment (PPE) to our staff, we have received training from the Indiana State Department of Health on the proper use of PPE, and we have developed a process and policy for resuming in-office and in-person monitoring and investigations. Staff are encouraged to continue to meet virtually, but may request to work in the office or conduct in-person meetings as necessary and with supervisor approval.

2. Diversity and Cultural Competency

- IDR Advocate Supervisor and Program Coordinator, Amy Jarrett, continues to participate in Georgetown University’s National Center for Cultural Competency Community of Practice. This is a nationwide initiative to diversify services offered for people with disabilities. Amy serves as a Team Leader to the state’s Cultural and Linguistic Competency group, leading discussions and overseeing outreach to minority serving organizations.
- IDR staff attended various trainings this quarter including:
 - Ensuring Linguistic Competence in Person-Centered Practices and Systems
 - The PAE Attention Framework: Understanding the Ingredients for Successful Stakeholder Engagement
 - Black/Brown Deaf Hoosiers' Experience with Racism



- Culture, Identity, and History as Sources of Strength and Resilience for African American Children & Families
- Showing up for Racial Justice (Melissa Keyes is also attending smaller discussion groups hosted by this organization. The program lasts for seven months and meets regularly to discuss readings)
- Antiracism 101
- Just Mercy and Access to Justice
- Economic Club of Indiana Conversations About Race
- IDR upgraded its membership with the Diversity Roundtable of Central Indiana to allow for more staff to attend meetings. This also gives us access to job boards for posting employment opportunities.
- IDR has convened an internal workgroup to discuss Diversity and Cultural Competency issues. The group meets every other week to discuss learning opportunities, and relationship building. There are nine staff members representing all levels of the agency participating.
- IDR has also committed to reviewing current internal policies and processes to ensure they reflect our values of cultural competency and diversity.
- IDR will also begin reporting on client demographics of race and ethnicity starting in FFY2021.

3. Priorities and Objectives

- IDR received three public comments on the FFY2021 proposed priorities and objectives.
- ED will begin working on a process to further engage people with disabilities in the priority and objective process.
- IDR staff began the process of revising our agency's values.

4. Expanding IDR Capacity

- Discussion of policy work and systemic litigation is located in the Legal Director's report.
- ED is currently working with a national organization to obtain funding for continued work on supported decision-making.
- ED will continue efforts to fund a Disability Law Fellowship program.