

Statewide Independent Living Council (SILC) MINUTES
May 8th, 2012
AmericInn, Fort Pierre

SILC MEMBERS PRESENT: Margot Burton, Patrick Czerny, Matt Cain, Lyle Cook, Shelly Schock, Monte Tschetter, Larry Puthoff, Annette Gamber, Grady Kickul, Gaye Mattke, Vona Johnson and Marilyn Kinsman. **SILC MEMBERS ABSENT:** Isabel Trobaugh, and Ken Rollman. **OTHERS PRESENT:** Chuck Bull Bear, NAAP; Julie Paluch and Kasey Entwisle – Interpreters; Shelly Pfaff and Faith Korkow - SILC Staff.

OPENING ACTIONS: WELCOME & INTRODUCTIONS – Margot, Chairperson, called the meeting to order at 8:40 AM. She greeted everyone and asked them to introduce themselves. **Meeting Protocol** – Margot reminded members of the meeting protocol. **Approval of Agenda** – After confirming that everyone had received a copy of the agenda, Margot called for any changes or additions. It was requested that approval of the Executive Committee Meeting Minutes be added under “Opening Actions” and a report on the Governor’s Awards under “Other Business”. **MOTION TO ACCEPT THE AGENDA AS AMENDED – MADE (M), SECONDED (S) AND CARRIED (C).**

APPROVAL OF MINUTES – After confirming everyone received and reviewed a copy; Margot called for changes/additions. Upon hearing none, **MOTION TO APPROVE THE FEBRUARY 2, 2012 MINUTES AS WRITTEN – MSC.** After confirming everyone had received and read these; Margot called for changes/additions. Upon hearing none, **MOTION TO APPROVE THE EXECUTIVE COMMITTEE APRIL 16, 2012 MINUTES AS WRITTEN – MSC.**

PUBLIC COMMENT: Margot called for public comments; none were made at this time.

DRS DIRECTOR’S REPORT:

Director’s Comments - Grady began with a welcome to all, thanking them for their commitment. He reported that on April 16th they submitted changes to administrative rules for the Vocational Rehabilitation program and the State Attendant Care Program. Written comments are welcome until May 17th. They held a Public Hearing May 7th regarding these changes. On May

29th these changes will be presented to the Interim Rules Committee. The changes being proposed are:

1. The State Personal Attendant program application is being repealed because the program no longer accepts new people. This program is funded totally with state general funds. Persons currently on the program will remain on it until they no longer need it. Currently twelve people are on this program.
2. Personal Attendant hourly limits under the State program will change to a cap of 42 hours a week, the same cap as the one for the ADLS program.
3. Another proposed change is to the Vocational Rehabilitation administrative rules relating to due process. In the past, many of the rules revolved around 90 day timeframes, which led to consumers missing hearings and delaying the process. Changes will implement time frames between selected processes (i.e., review, mediation, and hearing) and hopefully improve the entire due process procedures.

The Division of Rehabilitation Services (DRS) expects the Interim Rules Committee will approve these changes at their May 29th meeting.

Rehabilitation Services Administration (RSA) Review – Grady explained that RSA is required to review electronic information annually such as State Plan, numbers served, reports on goals and outcomes. In-person, on-site reviews are scheduled every few years on a rotating schedule, and it is SD's turn. RSA will be conducting an on-site monitoring review of the DRS VR and Supported Employment (SE) programs May 14th – 17th. They use a "Monitoring and Technical Assistance Guide" (MTAG) to ensure a systematic approach. RSA will review the agency's progress toward implementation of strategies and recommendations identified in 2007. A focal point will be 'Best Practices' that have been instrumental in improving outcomes. RSA will concentrate on the following areas:

1. **Organizational Structure:** How does the designated state unit (DRS) operate the VR and SE programs; how does DRS relate to the designated state agency (Department of Human Services); how are responsibilities delegated between DRS and DHS. Other focuses will include fiscal operations, autonomy in procedures/practices, and how does DRS interact with the SD Workforce Development Council.
2. **Transition Services and Employment Outcomes:** RSA's focus has changed over the years to a major focus on youth and transition services, especially in the area of soft skills. This focus is seen as key to helping

change the mindset of youth from “getting a job” to “having a career”. RSA will review collaboration with schools, special education personnel, service providers, post-secondary providers – looking for sharing of resources, best practices and quality employment outcomes.

3. **Fiscal Integrity of the VR Program:** RSA will look for the proper management and use of federal funds. Financial aspects, such as matching funds, maintenance of effort, internal controls, purchase orders, contracts and agreements will be reviewed.

While here, RSA will be gather feedback and comments from several entities, i.e. Board of Vocational Rehabilitation, Department of Labor, Client Assistance Program, DRS staff.

Grady explained that DRS has been prepping for this review for a while now. They’ve held a series of conference calls, and no troubles are anticipated to arise. On Monday morning there will be a welcome conference. There will then be a debriefing, Thursday. Later a conference call will be held to review first drafts of RSA’s findings and recommendations. When final reports are available, they will be shared with SILC members. Grady added that the Division of Services to the Blind and Visually Impaired will be having a similar RSA on-site review later in June.

DSS Assistive Technology Reuse Work Group - During the last legislative session, a Medicaid Solutions Work Group was created to identify and develop options to better use Medicaid dollars received in SD. One sub-group was the Home and Community Based Services (HCBS) group. The AT Reuse Work Group is an off-shoot of the HCBS group. One option identified as a way to curb expenditures was the re-use of durable medical goods, such as hospital beds, wheel chairs, canes, pumps, walkers. Gently used items like these can be gathered, refurbished, and redistributed to persons who need them. This group is currently developing a Request for Proposal (RFP) to distribute in order to find a company/agency that would manage this program. The program will include a plan to gather items, evaluate their condition, clean and refurbish those with good potential reuse, and redistribute to persons in need of these items.

Annette agreed this is a great idea, and there’s strong interest for this program/service in Watertown. Lyle added that on the Native American Reservations there is a huge need for such a program. A frequent need they see is for scooters, which are quite expensive. The chance to get reduced priced refurbished ones is exciting. Shelly S. mentioned that she thinks SD

Cares in Rapid City does a similar program – Recycle for Life. It was also mentioned there are smaller scale programs, i.e. recycling hearing aids, eye glasses, canes. This plan will be statewide and inclusive of a broader range of items. When available, this RFP will get shared widely.

IL Services Report - Denise White is out on medical leave, but she provided Grady with a report for the SILC. Currently, 98% of the “core services” budget is spent; 87% of the “other” spending category is expended; and 95% of the Home Modification and Assistive Device (HMAD) program funds are spent. Two of the three Centers for Independent Living (CILs) have received their full allotted contract amount. The third is expected to have their full budget spent by the end of May.

Over 8,000 units (15 minute increments) have been provided to consumers: Advocacy = 28%; Independent Living Skills Training = 18%; Information and Referral = 37%; and Peer Support = 17%. DRS is pleased with these numbers, and attributes some of this success to the annual CIL Staff training.

BVR Report - Grady reported that the Board of Vocational Rehabilitation (BVR) met in Fort Pierre, March 22nd and 23rd. They had a conference call with the main RSA contact conducting the DRS on-site review. They did not include DRS staff in order to promote an open discussion on the feedback they’re seeking. Conversation went well, and feedback received was quite positive. The BVR is working currently on preparing their annual State Plan update. They meet next in Aberdeen, June 7th and 8th, in conjunction with the Youth Leadership Forum (YLF) so BVR members can attend the YLF luncheon.

DSBVI DIRECTOR’S REPORT:

Older Blind IL Program - Gaye Mattke reported that the Older Blind program Consumer Satisfaction Survey went well. They had a 58% return rate – 25% of those responding, said that without these services, they would be living less independently, possibly needing to transition to a more supervised setting.

Closed Circuit TV (CCTV) program - It has 183 total units out in the field with consumers. There’s very low turnover with most program participants utilizing the units since the program started. There is a short waiting list to get a unit. Gaye added that now there is a high-definition CCTV available. The Division is contemplating buying a few of these units. They may explore

donating older CCTV models to senior centers for public use. If SILC members have other ideas regarding where to share these older units, please contact Gaye.

Board of Service to the Blind and Visually Impaired (BSBVI) Report -

Gaye reported that the BSBVI has four existing members seeking re-appointment to another term, including fellow SILC member, Lyle Cook. Two BSBVI member's terms will expire, and they are not eligible for another term. Two new people will be coming on board in the next few months. Nominations have been received and reviewed, and recommendations will go to the Governor soon.

Gaye added that their team attended the "Disability Summit" held in Lower Brule on April 26th. Seventy-nine people attended, thanks to radio and print ads, plus flyers and other marketing efforts. Several agencies were represented, including SD Advocacy Services, River Cities Transit, SD Parent Connection, Board of Vocational Rehabilitation, and the Statewide Independent Living Council. There was much conversation shared, stories heard, and referrals made. These events build relationships and are invaluable for sharing information. Gaye extended a big thank you to Lyle for his assistance with opening lines of communication and required logistics. Lyle acknowledged the thank you, and added he was surprised that he was never asked any questions about VR. He thanked the groups which participated; he's glad we conduct such events for persons in need on the reservations.

Marilyn Kinsman added that in DSS' Division of Adult Services and Aging (ASA), is also doing outreach events regarding people's rights, adult protection, and Senior Health Information and Insurance Education (SHIINE). They chose smaller towns similar to Lower Brule, and maybe there could be future opportunities to collaborate on some of these public events. She added that in 2011, they held a dozen of these small public gatherings to share information and make referrals. ASA just held one in April in Lemmon. Approximately 74 people attended and many great questions were asked and referrals made. They start with a short presentation, and then they mingle and sit with participants during the meal. They have door prizes and have been getting good responses. Marilyn will get the list of the coming events to the SILC. Grady agreed that you have to go to people and meet them on their ground. A meal is key to stronger attendance. He thanked Marilyn for the offer to collaborate with ASA on similar events.

Annette mentioned that she sees a need for these types of public gatherings in the Watertown area. She inquired if possibly Social Security Administration (SSA) employees could attend such events to answer questions. Gaye replied that these short, informal public gatherings may not be the most conducive to detailed questions for SSA. It is an idea worth consideration and further conversation.

SBVI held a DDN video-conferencing meeting on April 5th with sites in Rapid City, Pierre, Aberdeen and Sioux Falls. Another meeting was held on April 13th during the National Federation of the Blind (NFB) Convention in Rapid City. The meeting was hosted by NFB, and they had 34 people in attendance. They were pleased that a busload of participants came down from Sturgis to participate in the meeting.

BREAK

SILC EXECUTIVE SECRETARY REPORT:

Budget Report - Shelly distributed and reviewed a report (See Attachment A). As of the end of April, the SILC budget is approximately 40% spent. After this meeting, Meeting Expenses and Member Travel will get spent down further. The Strategic Planning line item will be discussed later. Some discussion followed on uses of strategic planning funds.

Status of SILC Nomination Process - Shelly shared that in April the SILC received a letter of resignation from Ann Fortin of Aberdeen. Ann cited her workload and family obligations as her main reasons for resigning. There are two members who want to be reappointed – Margot Burton and Matt Cain. The SILC received eight nominations; several of those are state agency people because of the RSA reinterpretation of term limits for all members, including state agency representatives. Shelly spoke to the need for more persons with disabilities on the SILC. Grady reported that nominations have been reviewed by him and are now with DHS Secretary Gill. They will meet soon to discuss them, and next will go to the Governor for final action.

Shelly explained if new appointments are made before the date of the next SILC meeting, there could be a large group of new members in attendance. It was suggested that we include plenty of New Member Orientation training. Remaining members and re-appointees will need to help welcome new members and assist them in any way to acclimate to the SILC.

A member inquired about the possibility of providing SILC members with financial reimbursement, i.e. daily honorarium, for participating in SILC meetings, like some other boards do. It was explained that the SILC was established through Executive Order and not by state statute; therefore the SILC cannot pay for a member's time. We can reimburse travel expenses, as well as items such as personal attendant services or driver services.

CIL Staff Training Event - This was held in Fort Pierre, April 10th-12th. The three CILs sent staff, and it was an interactive group. In the past, training focused on many topics and each got a small amount of time. This year, one topic was the primary focus, and it was covered in-depth. The training was on Mental Health First Aid USA. This program initially started in Australia, and is now being implemented in about five or six states - SD being one of the pilot sites. Mental Health First Aid USA is like CPR - everyone needs to have some firsthand knowledge about how to identify when a person is first beginning to exhibit mental unwellness and know some initial steps for responding to a person in distress. Basically, it is a blueprint for providing comfort, promoting recovery, and helping to reduce distress related to stressful situations, trauma, and crisis. Margot attended this training, and she shared the agenda with members (See Attachment B). She added that it was very worthwhile and the trainer, Kami Kessler of Pierre, was very good – making the training interactive and fun. Shelly shared a compilation of the training evaluations (See Attachment C), and they were all very positive. Many attendees said it was one of the best trainings they had attended. All the feedback was exceptionally upbeat. Participants felt they really gained a lot of new and valuable knowledge that will be applicable as they work with consumers. Vona expressed her appreciation that the SILC allowed two of her staff to attend. They both reported back that they loved it, that it was a great networking opportunity to meet CIL staff and that the topic is definitely applicable to their career areas. Matt added that his staff who attended also voiced high praise for the event. Some of the staff who had attended in the past expressed that this was the most beneficial of them all. Grady inquired of Matt if he thinks his staff looks forward to this training. Matt explained that it's probably 50/50, but this year they all came back excited and pumped. He thinks they will be looking forward to it much more next year. He thanked the SILC for sponsoring this event.

Grady asked if the SILC provides enough training and the right training. Should it maybe be more than once a year; should more be done monthly or quarterly? He explained how DRS is conducting monthly staff training via video conferencing, eliminating both travel cost and lost windshield time. He

added that these sessions are videotaped and available on the “Intranet” to state staff. It could be possible to make them available to others. Matt responded that although those training topics could be valuable, he feels the larger, once a year event is beneficial. His staff appreciates and needs time away and the change of setting helps reduce job stress. It’s a great networking opportunity, even amongst his staff which is spread all over. Matt added that he feels the CILs have some responsibility to train their staff, and there’s not much need for the SILC to do more than what they presently do.

Vona added that SD Housing Development Authority conducts webinar trainings for staff. It has been working quite well for them. It is cost effective and target trouble spots. Margot inquired about getting a listing from her of their coming trainings, and Vona agreed to provide it to SILC Staff.

Requests for Strategic Planning Funds - Shelly reported that there have been three requests for SILC strategic planning funds. They are from the 2012 Youth Leadership Forum, the 2012 Dare to Dream Conference, and Western Resources for dis-Abled Independence (WRDI). She shared a handout condensing all three onto one page (See Attachment D). Shelly explained that the SILC Executive Committee has already discussed these funding requests, and recommended their approval.

1. **2012 Youth Leadership Forum (YLF) – Request \$1,000.** Their total budget for this year’s event is over \$63,000. The event is June 3rd-7th in Aberdeen. They will have 40 student delegates who are persons with disabilities. SILC has supported YLF in the past.
2. **2012 Dare to Dream Conference – Request \$2,000.** This is the first time this conference has requested funds. This event will be in Spearfish, June 10th-12th. It is estimated it will involve over 150 adults and approximately 50 children and teens.
3. **Western Resources for dis-Abled Independence – Request \$2,000.** Their request is to support the development of a revised website. They currently have one, but feel it needs a total makeover. On this request, the Executive Committee recommended that it be funded with the contingent that the SILC will see the before and after websites and receive a report on how many people have been reached via the new website. Staff will share a link with SILC members to the current WRDI website.

Some discussion followed, and consensus was that these were worthy causes to support. **MOTION TO APPROVE THE \$1,000 FUNDING**

REQUEST FOR THE 2012 YLF – MSC. MOTION TO APPROVE THE \$2,000 FUNDING REQUEST FOR THE 2012 DARE TO DREAM CONFERENCE – MSC. MOTION TO APPROVE THE \$2,000 FUNDING REQUEST FOR THE UPDATING OF THE WRDI WEBSITE –MSC.

Margot thanked the council for their generosity. Staff noted these check requests will get processed in May in time for the end of the current BVR-SILC agreement.

A member inquired about attending the Dare to Dream Conference and if their expenses would be covered by the SILC. Grady said, “Yes.” They like to have SILC representation at such events. Members were encouraged to contact staff this week as registrations close Friday, May 11th.

THIRD PARTY IL COST EFFECTIVENESS STUDY – This is an agreement with the USD Government Research Bureau. Mike Allgrunn, Director, has reviewed data and promised a report by the end of June, sooner if possible. Matt assured members that he will share it with the SILC.

CONVERSATIONS ON EMERGING DEVELOPMENTS -

Family Violence & Sexual Assault & how it affects persons we serve – Staff shared a handout (See Attachment E) showing statistics on violence against women and people with disabilities. Margot asked Shelly to discuss why we’re bringing this up today. Shelly asked permission to speak as Coalition Staff; permission granted. Shelly explained that the Coalition has been working closely with the SD Network Against Family Violence and Sexual Assault (SDNAFVSA) and CSD on a grant application to the federal Office of Violence Against Women. The two arenas – the domestic abuse/violence world and the world of persons with disabilities, need to interact more and build relationships to help these cultures understand each other better. There’s seems to be a disconnect. Abuse/assaults on persons with disabilities seem to go unreported or greatly under reported. Our current systems attempt patchwork solutions, but there is a long way to go, and improvements are urgently needed. Shelly explained that grant writing team members went to a national conference on Crime Victims with Disabilities. Often during the conference, there was a notable disconnect between the two cultures/arenas.

The topic of bullying was also raised. A member shared that through their career they see much bullying that escalates into violence in big and small towns, with persons of all ages, with or without disabilities. Another

mentioned how there are now stricter laws on mandatory reporting for certain career areas. In April alone, DSS ASA had 90 adult protective case referrals, and upon investigation, half of those became open case files. In addition, there were 15 reports from nursing homes. Margot said that the Hope Center in Rapid City sees many sexual assaults against women with disabilities being reported. It was noted sadly that often, the worst fallout of these situations is the effect it has on children. The question was raised, do we really think there are more events like this occurring or are we simply hearing about it more? The consensus was that it's probably both.

Staff suggested researching further resources on these topics and possibly conducting future trainings; members agreed that was a good idea.

Employment and those we serve - Shelly explained that the Medicaid Infrastructure Grant - Freedom to Work (FTW) Project is ending. A no-cost extension was granted to spend down remaining funds. These funds are expected to continue to last approximately through mid-summer.

There are two trainings that are being offered through FTW staff. Shelly, Brooke Lusk, and Tarra Stoeser are presenting to providers on Supplemental Security Income and Medicaid and Social Security Disability Insurance and Medicaid. Shelly will be providing two-hour sessions, limited to 10-12 beneficiaries, on SSI/Medicaid and SSDI/Medicare (see attachments F and G). Shelly explained how the current system is “unintentionally” encouraging persons with disabilities to live at or below the poverty level. If a consumer is on full SSI benefits their income is a little over \$8,000 per year – yet the federal poverty line for a family of one is over \$11,000. These trainings are hoping to help change the overall mindset that many people think it is “ok” for persons with disabilities to not work or limit their earnings. These trainings are seeking to reach providers, beneficiaries, family members and others, encouraging them to have higher expectations of people with disabilities, while educating them to ways they can earn more and still have much needed healthcare. Grady inserted that he thinks these are really good trainings and are a great start to educating people on employment and benefit issues. He indicated that eventually they may have to charge a registration fee for such trainings to help hold down costs.

Monte added that in his experience as an SSA claims representative, SSA works to support beneficiaries being employed. The challenge is getting knowledge out to the people to help them make informed employment decisions. He also addressed the SSA staff workload - his office has gone

from 22 staff members to only 8, plus they're losing 2 more in the next two years. Yet, even with online applications attempting to ease the incoming workload burden, all applications still have to be reviewed and processed by a live person. Plus the number of applicants continues to increase.

Annette noted that from an employer's point of view, businesses have to be willing to hire persons with disabilities, and that is where there still are road blocks. Employers aren't always open minded enough to think through accommodations. She added that at their business, they keep a separate spreadsheet documenting payroll and benefits details for their employees with disabilities. This has proven very helpful for the employer to have all these details in one location that she can access quickly when it is needed. Grady expressed much appreciation to her for going to such lengths to aid her employees with disabilities. He asked if she would be willing to share that document with others. Annette quickly agreed yes, especially if it might promote more employers hiring people with disabilities.

LUNCH

(Cont.) CONVERSATIONS ON EMERGING DEVELOPMENTS -

Homelessness, Mental Illness & those we serve - Staff shared another topic covered at the CIL Staff Training - increasing problems related to homeless persons or "near" homeless persons with disabilities. SSI/SSDI Outreach, Access and Recovery (SOAR) is a project of the US Department of Health and Human Services (See Attachment H).

This curriculum, "Stepping Stones to Recovery", is being offered to staff that assist adults with mental illness who are homeless to better fill out their SSI/SSDI benefit applications and potentially be approved for benefits more quickly. SOAR sees benefits as a tool for recovery. The goal is that if people achieve sufficient recovery, have their basic needs met, i.e. housing, they will be able to return to work. SOAR training is being provided in certain communities around the state. It was agreed that CIL staff may profit from these, and the connections that will result in their communities.

CIL REPORTS:

NAAP – Marla Bull Bear, Director, was not able to attend today, but she had sent staff her written report (See Attachment I). Time was allowed for members to review it. No questions/comments arose. SILC staff noted with

sadness, the recent unexpected passing of one of NAAP's former IL Specialists, Peggy Hockett.

WRDI – Ann Van Loan, Director, was not able to join us today. She had provided a written report to share (See Attachment J). Time was allowed for members to review it. No questions/comments arose.

ILC – Matt Cain, Director, shared his report (See Attachment K). He stated that they continue to work on the peer support program. It is going really well. A recent situation came up to work with HUD on a service animal case, so that's been interesting. He is on the ADA Committee for the new Sioux Falls Convention Center. The architects seem to be keenly aware of the need to follow ADA guidelines. Matt added that trainings are being scheduled to help special education persons and students better create Individual Education Plans (IEPs) and help continue building those relationships. One is scheduled for June 4th in Watertown, and June 5th in Aberdeen. Details are on their website at www.ilcchoices.org. Matt continued by addressing their Transition program. He invited members to please check the web for exact details if you know of interested persons.

Matt mentioned that ILC has a general rule that all staff must attend a minimum of four trainings per year. He feels it updates their skills, provides an opportunity to learn new things, and provides a breather away from the daily stresses of their jobs. Two staff recently attended the National ADA Symposium. Two staff attended the Civil Rights Conference in Sioux Falls. ILC also sent several people to the CIL Staff Training in April.

ILC received a Sioux Falls Community Foundation grant of \$25,000 to assist in making more rental units accessible around the greater Sioux Falls area. Their large United Way fundraising efforts will begin soon, which always takes up a little extra time. ILC has used \$50,000 of their own funds on the Home Modification and Assistive Devices (HMAD) program, which has 119 persons on a waiting list. The Harley motorcycle raffle has begun; half the tickets have already been sold. ILC has an agreement with a company that provides negative pressure pumps for wounds. These pressure pumps cost about \$25,000 each, so it's cost prohibitive for agencies or individuals to have them sitting around. ILC is the delivery agent, simply getting the pumps from point A to point B. It's a profitable agreement, yet not terribly time consuming.

Matt was asked if he knows if there still any of the pre-paid ramps inventoried at the Springfield prison facility. Matt replied that he was not certain, but can investigate. He added that he knows ILC paid for and installed 37 ramps in their expanded territory because the one contractor they use to assemble them bought 37 Harley raffle tickets – one for each ramp recipient.

Shelly S. said that she really likes the organizational chart that he provided at the last meeting as part of his CIL Director's Report. She is wondering if that could be included every time. It's handy to have to reference back to when he's referring to staff or other office locations. She suggested it should be considered a part of the CIL Director's Reporting template that they use every time. General consensus was that this was a good idea. **MOTION TO INCLUDE AN ORGANIZATIONAL CHART AS PART OF THE TEMPLATE USED FOR THE CIL DIRECTOR'S REPORTS – MSC.**

OTHER BUSINESS: Civil Rights Conference – Margot asked Shelly P. if she would report on this event. Shelly asked permission to speak as Coalition staff, and it was granted. Shelly explained that in January, she had been contacted by SD's US Attorney Brendan Johnson, explaining that he was arranging a Civil Rights Conference in Sioux Falls and that he would like the opportunity to meet with the Coalition to visit about it. Johnson met February 3rd, with her and Robert Kean, Director of SD Advocacy Services, whom she invited to join them. Johnson was looking for advice on including the disability community in this civil rights conference and whether or not we felt this audience would attend. Both parties assured him they would assist in promoting the event as widely as they could within the disability community.

The Civil Rights Conference was held April 30th in Sioux Falls. One keynote speaker was Assistant US Attorney General Tom Perez, who stated he wishes he was as bored and out of work as the "Maytag repairman", but unfortunately that's not the case. He said their phones ring off the hook with reports of hate crimes, human trafficking, lending biases, discrimination against people with disabilities, and bullying. An overall message was that instead of ignoring or only talking in whispers, we need to raise our voices loudly to bring a decrease in such events.

Another keynote speaker was Judy Shepard, mother of Matthew, who was killed in 1998 for being gay. She said that members of the gay, lesbian and transgendered communities have been relegated to second class citizens

when it comes to marriage rights, job discrimination, etc. Conscious efforts need to be made to move past prejudices, which are usually learned behavior, not something we're born with.

Andre Oliver, Sioux Falls Diversity Council chair, also addressed attendees and remarked that human beings are 99.5% alike and only 0.5% different. The 0.5% is all we seem to focus on. No one race, or one group within it, is better than the other; we are all part of the human race.

Also speaking that day was SD Secretary of Tribal Relations, JR LaPlante, disclosing that many civil rights cases involving Native Americans get quite complex because they involve individual rights and tribal rights. A lack of understanding between cultures only compounds the problems, and frank conversations and additional education could help break down barriers.

Shelly P. added that personally, she was disappointed in the fact that it was over an hour and a half before hearing reference to people with disabilities. It became evident that for many participants, disability rights were a small part of the overall big picture of civil rights, if even on their radar screen. She had also expected to see an extremely diverse crowd that day because of the growing diverse cultural communities in and around Sioux Falls. She was uncertain that participants represented the diversity she had expected. One key message stressed was to think of the U.S. Attorney's Office and staff, first, and not last when situations arise.

Grady attended also, and he was saddened by the use of language, i.e. "handicapped people" and other examples of non "People First" language.

Shelly P. added that after visiting with her Board, they will be writing a letter to Johnson thanking him and his staff for their efforts. At a later time she will pursue a conversation with him to address some of what we saw as shortcomings of the event.

GOVERNOR'S AWARDS SUB-COMMITTEE REPORT - Shelly S., SILC representative on the Governor's Awards Sub-committee, reported that the nominations forms went out in January. The deadline to turn in nominations was in February. There were many great nominations, and the decisions were hard. They met on March 21st to review them. They used a rating system to rank nominations in each category, and those numbers were averaged to come up with the recommended top selection. Those recommendations were then forwarded to Grady. He has sent them to DHS

Secretary Gill, and she will forward them to the Governor's office for his action. Once the Governor has made his selections, his staff will recommend dates on the Governor's calendar for the Awards Ceremony, and BVR staff will make needed arrangements here in the Pierre/Fort Pierre area. Grady encouraged SILC members to attend this event. Their travel expenses will be covered. Staff will keep members informed as the event details unfold.

OTHER BUSINESS: Marilyn announced that in early June the Division of Adult Services and Aging is going to release a new directory called, "Aging and Disability Resource Connection" or ADRC. She asked that, if and when you get one, check it over, proof your data and let us know if the information is accurate. If you do not receive a copy and want one, please contact her.

CLOSING ACTIONS:

Future Agenda Items – It was brought forward that the SILC Work Plan needs to be a standing agenda item. Staff spoke to next meeting involving several new members so there will be a need to include some New Member Orientation training on the agenda. Other topics to include on the next agenda were Governor's Awards update, National Disability Employment Awareness Month (NDEAM) update, and presentation on SILC sponsored Consumer Satisfaction Surveys.

Staff inquired whether to have both the outgoing member and the oncoming members at the next meeting. After some discussion it was decided to have both present. This will be an opportunity to provide thank you gifts to outgoing members and for new members to meet their predecessors.

SCHEDULING OF NEXT MEETING – Staff inquired if the group would like to meet again for a whole day or two half day meetings. Members agreed the one day style meeting is better. Calendars were checked, and three dates were narrowed down to try for the next meeting – September 11th, or 12th, or the 13th - in the Pierre/Fort Pierre area. Staff will let members know when arrangements are finalized.

ADJOURNMENT – Grady and Margot both offered hearty a thank you to everyone for a good meeting and their time. **MOTION TO ADJOURN – MSC.** Meeting adjourned at approximately 3 pm.