

Whole Person Supports: Workforce Strategies and Solutions

Coalition for Whole Person
Supports
1.13.26
SPG Webinar





Our Work

Early Intervention



Educational Policy & Practice



Community Living & Employment



Global Disability Rights & Inclusion



Our Core Activities

Research



Education & Training



Consultation

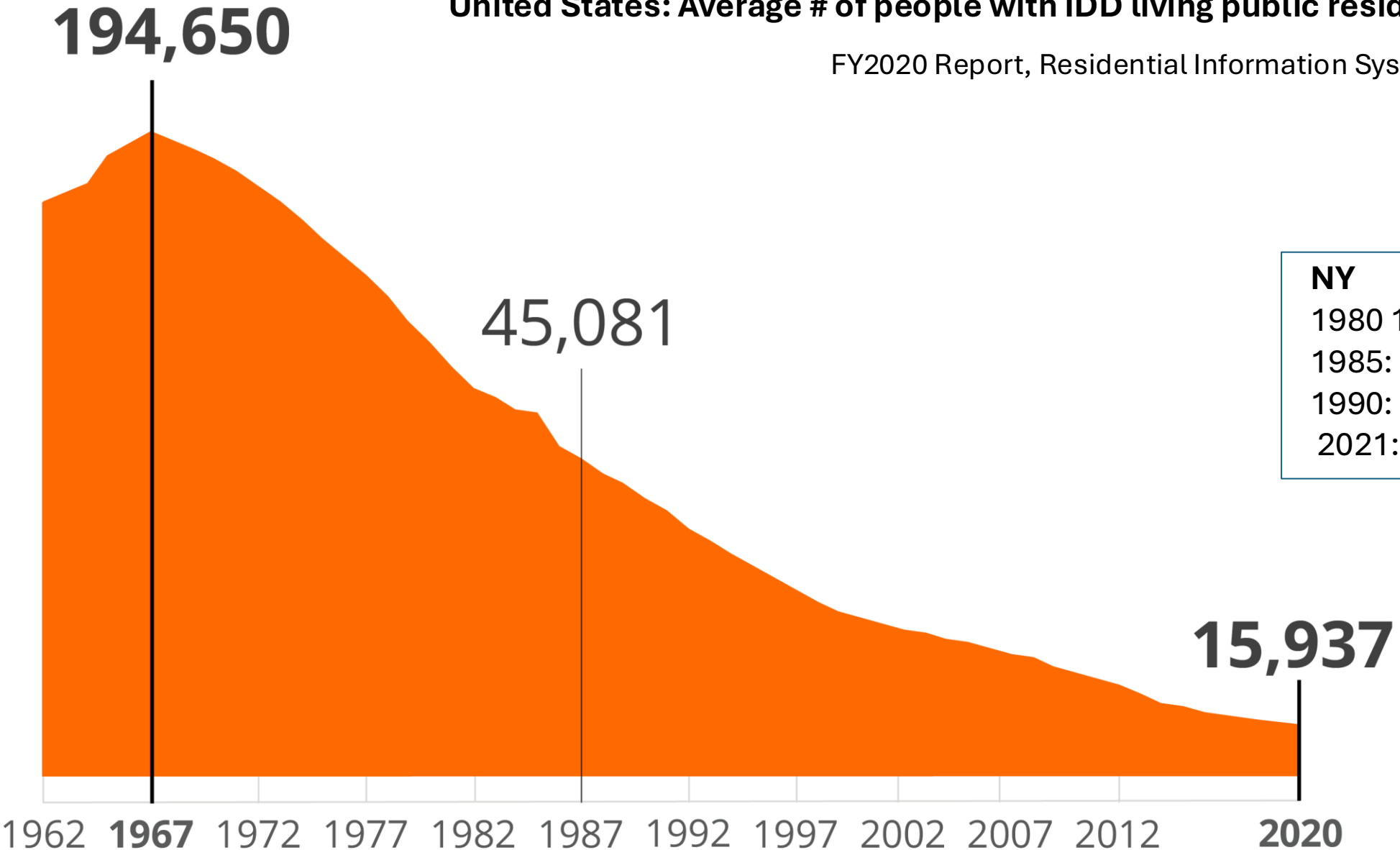


Dissemination



United States: Average # of people with IDD living public residential facilities

FY2020 Report, Residential Information Systems Project

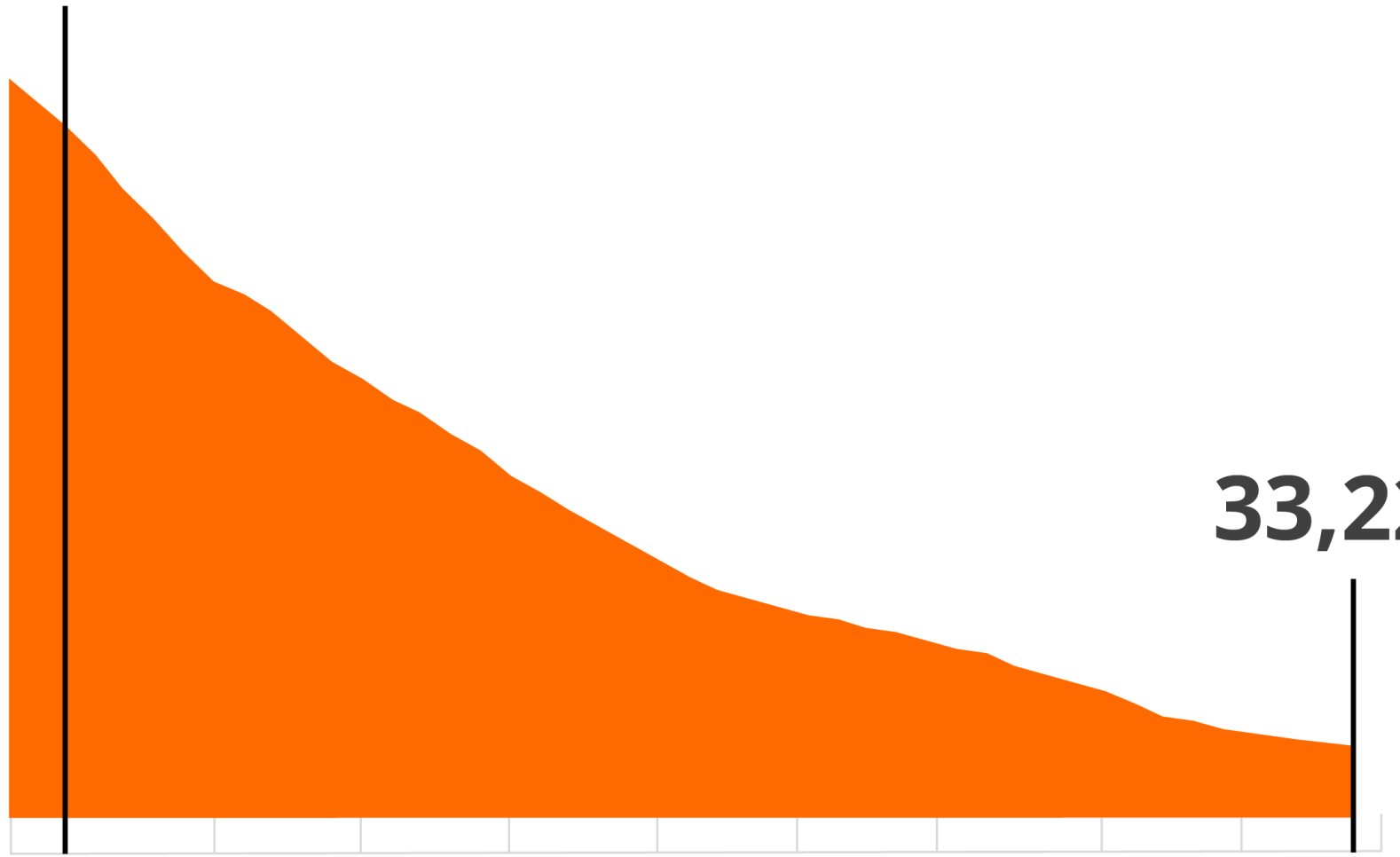


NY	
1980	15,140
1985	13,932
1990	7,694
2021	269

United States: # people living in IDD institutions of 16+ (public and private)

Residential Information Systems Project

207,356



NY
839

33,226

1977 1982 1987 1992 1997 2002 2007 2012 2017 **2021**

Impact

40 Big Ideas

that shaped
inclusive
communities

30+ years of workforce challenges and advocacy

Uplifting the profession



Professionalization



Making a world of difference
in people's lives

Professional association

Code of ethics

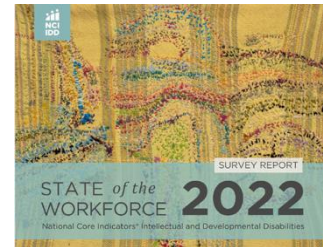
- Person-Centered Supports
- Promoting Physical and Emotional Well-Being
- Integrity and Responsibility
- Confidentiality
- Justice, Fairness and Equity
- Respect
- Relationships
- Self-determination
- Advocacy

Recognition of profession



Resources for employers to support DSPs

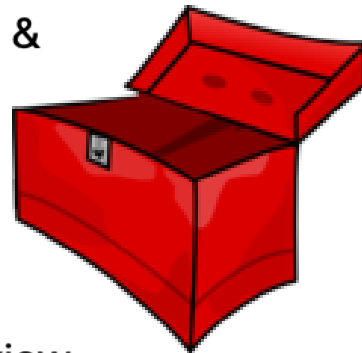
Data + research about the workforce



Support**Wise** 
Direct Support Workforce Solutions

Marketing and selection tools

- Targeted Marketing Flyers & Job Announcements
- Ready-made PSA's
- Realistic Job Preview for DSP's
- Structural Behavior Interview Guide for Hiring DSP's



Evidence-based practices to lower vacancy and turnover rates

Direct Support
Workforce Solutions

A national consulting group



DSP training and education

Conferences

A CELEBRATION OF DIRECT SUPPORT PROFESSIONALS

April 10, 2025
8:30am—4:30pm
CCA Commonwealth Charter Academy
Homestead, Maryland
162 East Bridge Street
Homestead PA 15120

This event will be filled with information, training, and resources designed to assist the Direct Support Professional in professional and personal everyday lives.

- No Cost for attending
- Breakfast and lunch will be served
- Free Parking
- Training hours available
- Lots of giveaways throughout the event
- Jazz session at nearby Courtyard Marriott

For more information
info@directsupport.org
 412-735-0947

Competencies



Competency based curriculum DSPs and FLSs

DirectCourse
ONLINE CURRICULA FOR LIFE IN COMMUNITY

DSPaths
Providing Advanced Training in Human Services

National Frontline Supervisor Competencies
April 2015

Research & Training Center for Community Living
Institute on Community Development/UCR

University of Minnesota
Division of Disability

Credentialing opportunities

NADSP eBadge

DSP TAP
Institute on Human Development and Disability
 College of Family and Consumer Sciences
 UNIVERSITY OF GEORGIA

Professional periodical (*Frontline Initiative*)

Frontline Initiative
DSPs Respond to Crisis

Frontline Initiative
DSPs Using and Supporting Technology Use

Frontline Initiative
Health and Wellness



NY has been leading for 30+ years

- ARPA commitment/investment
- Evaluation of OPWDD - Funded American Rescue Plan Act Workforce projects - Final Report, Fall 2025
- Mixed-methods approach, combining quantitative and qualitative data to support both formative and summative evaluation



Key findings - Credentialing

- Infrastructure to support 44 provider organizations to engage in NADSP E-Badge Academy
 - Participation exceeded goals – 3012/2442 seats, 2,950 certificates awarded, (1,110 DSP-I, 769 DSP-II, 616 DSP-III, 455 FLS)
 - Certified DSPs and FLSs overwhelmingly reported that participation strengthened their skills, confidence, and professional identity
 - NADSP improved review consistency through clearer reviewer guidance and feedback processes.
 - Over 80% of LPAs and leaders were satisfied or very satisfied with the program.
 - Certified DSPs turned over at substantially lower rates than non-certified peers—11% vs 44% in 2022 and 8% vs 38% in 2023
 - Many organizations created recognition systems. About half included wage increases (\$0.10–\$1/hour) or annual bonuses (\$250–\$500); some required certification for promotions or title changes.
 - 80% of LPAs reported positive impacts on staff competencies.
 - 63% of LPAs reported positive impacts on organizational culture.
 - 79% of organizational leaders reported positive impacts on people receiving services, with many citing more person-centered supports and improved staff professionalism



Key findings – SUNY pipeline

- 21 SUNY campuses launched DSP Microcredential programs, all credit-bearing, meeting NADSP accreditation standards, and stackable toward degrees.
- High interest and participation
 - 1,841 students have enrolled in the DSP-I (843 completers)
 - 710 have enrolled in the DSP-II (441 completers)
 - 318 have enrolled in the DSP-III (211 completers)
- Most students (77%) learned about the program through their employers.
- All campuses offered wrap-around supports. Success Coaches emerged as the most impactful resource.
- High student satisfaction



Recommendations

- Continue funding opportunities for national certification
- Continue tracking workforce data on certified staff tenure
- Expand certification opportunities geographically within the SUNY system
- Create mechanisms to recognize certification through career advancement and compensation
- Ensure clear guidance for administrative staff and participants about certification opportunities.
- Recognize and support Local Program Administrators (LPAs) and Success Coaches.
- Support organizations in engaging with certification opportunities.
- Maintain access to tracking dashboards for instructors and LPAs.
- Continue providing pathways for DSPs and FLSs to learn competencies and ethical practices.
- Consider strategies to support certification completion outside work or provide stipends

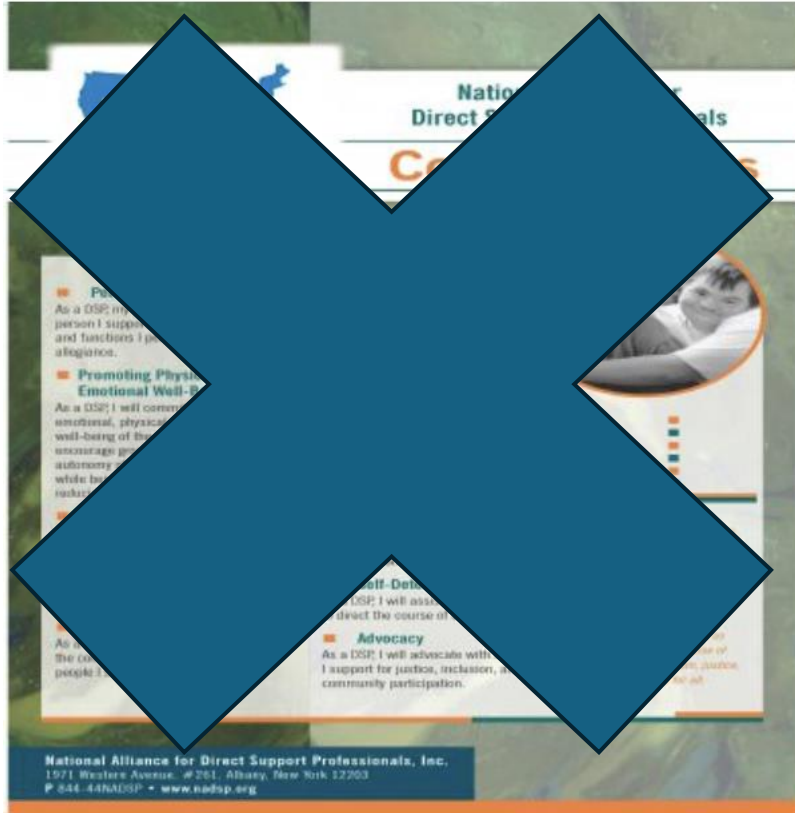


Some NEW workforce “big ideas”

Or..... practical tools and resources designed to help



NADSP Code of Ethics Revision



COMING
SOON
STAY TUNED!

Quick Historical reminder

- Original Code of Ethics
 - Developed in 2000/2001
 - National conversations on professionalization
 - Used a similar development process
 - SME authored
 - Validation workshops
 - Scenarios
 - Feedback
 - Initial version published by NADSP at UMN/ICI in 2001

- Reviewed by NADSP board members and slightly updated in 2016
- Long overdue for a comprehensive and structured update
- The collaborative process began in April 2024

- 12/24 participated
- Subject Matter Experts
 - Kezia Scales
 - PJ Harder
 - Dorothy Heirstreiner
 - Monica McCall
 - Susan O’Nell
 - Kim Einloth
 - Daniel Boamah
 - David Ervin
 - Liz Weintraub
 - Zordan Zimmerman
 - Matt Rice
 - Tracy Wright
- Review the current COE to identify:
 - Edits for outdated language and needed updates
 - Gaps and additions needed
- Feedback obtained and revised version of the COE drafted
- SMEs came together to discuss the revised version
- Version 2.1 was finalized

DSP and FLS/MGR focus groups

- Virtual focus groups (22)
 - Spring/Summer 2025
 - 12 DSP (56)
 - 10 FLS/MGR (52)
 - Geographic and service type distribution
- Six questions, three focus areas
 - If and how COE was used by their employers
 - Ethical dilemmas faced by DSP
 - Gaps and changes to version 2.1 of COE
- Sessions were all recorded and transcribed
- The transcribed data was analyzed
- Version 2.2 of COE was drafted based on data

Validation workshops

- Three validation sessions
 - 2 DSP
 - 1 FLS/MGR
- Structured process
 - Ethical scenarios to validate the ethical statements are used
 - Final review to identify gaps, concerns, and general edits
- Data used to create version 2.3
- Communications manager reviewed for reading level and conciseness

Final reviews

- **Version 2.3**
 - SMEs final review
 - Edits used for the final newly revised version
 - Referred to as Rev. 2
- **Practice Guide companion**
- **Board vote for approval**
 - January 2026

Biggest changes

- Easier to read
- Written to direct support professionals
- Focused on their profession and responsibility and accountability within it
- Identified rights and wellness for DSPs
- More nuanced and focused on partnerships
- Tenets slightly modified
- Fewer ethical statements
- Contemporary

Sneak peek

NADSP
Making a world of difference
in people's lives

CODE OF ETHICS

Advocacy. As a DSP, I will advocate with the people I support for justice, equity, inclusion, and belonging in their communities.

Person-Centered Supports. As a DSP, I will work in partnership with the people I support, approaching their goals and aspirations with flexibility, curiosity, creativity, and commitment.

Confidentiality and Privacy. As a DSP, I will promote, protect, and respect the confidentiality of the people I support.

Justice, Fairness, Equity, and Inclusion. As a DSP, I will advocate for and promote justice, fairness, equity, and inclusion for the people I support.

Physical and Emotional Well-Being. As a DSP, I will promote the emotional, physical, spiritual, and personal well-being of the people I support. I will respect their autonomy while ensuring safety and reducing harm.

Professionalism, Accountability and Growth. As a DSP, I will support people in leading the lives they choose. I will build strong partnerships with them, their families, support networks, other professionals, and the community. I recognize that these partners rely on me to bring my best self to this profession and to be accountable for my actions.

Relationships and Social Roles. As a DSP, I will assist the people I support in developing and maintaining relationships and social roles that matter to them.

Respect. As a DSP, I will respect the dignity, humanity, and uniqueness of the people I support. I will recognize that they have full lives and histories from before I started supporting them, and I will meet them where they are.

Self-Determination and Choice. As a DSP, I will honor and assist the people I support to make choices and direct their lives to the fullest extent possible and within the context of their culture and uniqueness.

NADSP
Making a world of difference
in people's lives

CODE OF ETHICS

- 1. Advocacy.** As a DSP, I will advocate with the people I support for justice, equity, inclusion, and belonging in their communities.
- 2. Person-Centered Supports.** As a DSP, I will work in partnership with the people I support, approaching their goals and aspirations with flexibility, curiosity, creativity, and commitment.
- 3. Confidentiality and Privacy.** As a DSP, I will promote, protect, and respect the confidentiality of the people I support.
- 4. Justice, Fairness, Equity, and Inclusion.** As a DSP, I will advocate for and promote justice, fairness, equity, and inclusion for the people I support.
- 5. Physical and Emotional Well-Being.** As a DSP, I will promote the emotional, physical, spiritual, and personal well-being of the people I support. I will respect their autonomy while ensuring safety and reducing harm.
- 6. Professionalism, Accountability and Growth.** As a DSP, I will support people in leading the lives they choose. I will build strong partnerships with them, their families, support networks, other professionals, and the community. I recognize that these partners rely on me to bring my best self to this profession and to be accountable for my actions.
- 7. Relationships and Social Roles.** As a DSP, I will assist the people I support in developing and maintaining relationships and social roles that matter to them.
- 8. Respect.** As a DSP, I will respect the dignity, humanity, and uniqueness of the people I support. I will recognize that they have full lives and histories from before I started supporting them, and I will meet them where they are.
- 9. Self-Determination and Choice.** As a DSP, I will honor and assist the people I support to make choices and direct their lives to the fullest extent possible and within the context of their culture and uniqueness.

NADSP
Making a world of difference
in people's lives

CODE OF ETHICS

Advocacy. As a DSP, I will advocate with the people I support for justice, equity, inclusion, and belonging in their communities.

Person-Centered Supports. As a DSP, I will work in partnership with the people I support, approaching their goals and aspirations with flexibility, curiosity, creativity, and commitment.

Confidentiality and Privacy. As a DSP, I will promote, protect, and respect the confidentiality of the people I support.

Justice, Fairness, Equity, and Inclusion. As a DSP, I will advocate for and promote justice, fairness, equity, and inclusion for the people I support.

Physical and Emotional Well-Being. As a DSP, I will promote the emotional, physical, spiritual, and personal well-being of the people I support. I will respect their autonomy while ensuring safety and reducing harm.

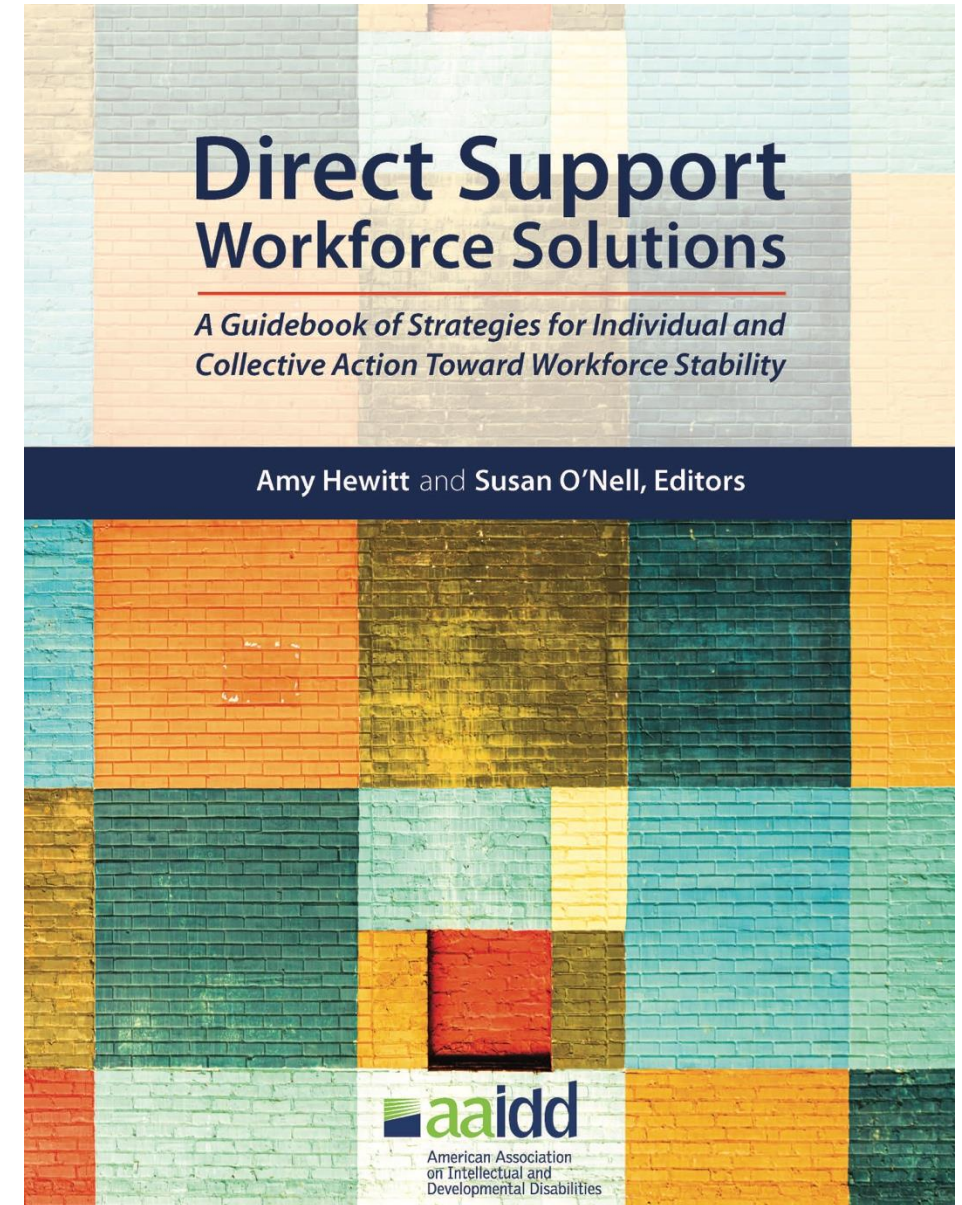
Professionalism, Accountability and Growth. As a DSP, I will support people in leading the lives they choose. I will build strong partnerships with them, their families, support networks, other professionals, and the community. I recognize that these partners rely on me to bring my best self to this profession and to be accountable for my actions.

Relationships and Social Roles. As a DSP, I will assist the people I support in developing and maintaining relationships and social roles that matter to them.

Respect. As a DSP, I will respect the dignity, humanity, and uniqueness of the people I support. I will recognize that they have full lives and histories from before I started supporting them, and I will meet them where they are.

Self-Determination and Choice. As a DSP, I will honor and assist the people I support to make choices and direct their lives to the fullest extent possible and within the context of their culture and uniqueness.

DSP Stories and Advice: frontline and home front







Jackie Silva
RHODE ISLAND





Dayo Solanke
MARYLAND





David Seitz
PENNSYLVANIA





Tammy Delfun
MINNESOTA





Yohannes Seifu
ARKANSAS





Emilio Muniz

NEW MEXICO





Nick Smith
PENNSYLVANIA





Keri Laughlin
PENNSYLVANIA





Marelys
Rodriguez
PENNSYLVANIA





Ambrose Chea
PENNSYLVANIA



Data Can Tell a Story

How many people are leaving?

When are they leaving?

Do we have the right recruitment messaging?

Are there new talent demographics we should be reaching out to?

Employer Data Issues

- Employers need to provide data to numerous entities.
- Data system capacities are different across employers.
- There is no easy way for employers to see their data over time to track progress and/or problem areas.



SupportWise

Direct Support **Workforce Solutions**

- A single place an employer can enter and house data.
- Allows data entry when the employer is ready to enter data.
- Allows employers to pull data from a single place as needed for various requests received.
- Allows employers to see data at a single point or over time.
- Allows employers to compare their data to national or state data.



Crude Separation Rate (Turnover)

This represents the percentage of DSPs who left (turned over) out of all DSP positions during the reporting period. (Please do NOT include temporary DSPs, independent contractors, or on-call DSPs in your calculations)

C6. How many DSPs left/separated from your organization permanently during this reporting period?	<input type="text" value="31"/>
C7. How many Full- and Part-time DSPs worked at your organization at the end of this reporting period? <i>(This number is the sum of item C1 and item C2)</i>	<input type="text" value="102"/>
C8. How many vacant DSP positions did your organization have at the end of this reporting period?	<input type="text"/>
C9. DSP Crude Separation Rate (Turnover)	Partial data <input type="text" value="30.4%"/>

Early Turnover Rate

This represents the percentage of DSPs who left (turned over) with less than 6 months of tenure during the reporting period. (Please do NOT include temporary DSPs, independent contractors, or on-call DSPs in your calculations)

C6. How many DSPs left/separated from your organization permanently during this reporting period? <i>(This number is item C6)</i>	<input type="text" value="31"/>
C10. Of the DSPs who left/separated permanently during this reporting period, how many of them left before working 6 months?	<input type="text"/>
C11. DSP Early Turnover Rate - Within 6 Months of Hire	Partial data <input type="text" value="0%"/>

Percent of DSP Voluntary vs. Involuntary Termination

This represents the percentage of DSPs who left voluntarily and involuntarily during the reporting period. (Please do NOT include temporary DSPs, independent contractors, or on-call DSPs in your calculations)

C6. How many DSPs left/separated from your organization permanently during this reporting period? <i>(This number is item C6)</i>	<input type="text" value="31"/>
C12. Of the DSPs who left/separated permanently during this reporting period, how many of them left voluntarily?	<input type="text"/>
C13. % Voluntary DSP Termination	Partial data <input type="text" value="0%"/>

Save your changes!

? When you interact with a question, if we have extra tips or details for you to view, they'll be displayed below!

You've selected: **C3**

Clarification

Please include only DSPs who were not counted as Part-time or Full-time above

Attributes

format	units
xx	Population

Single Timeframe Dashboard

Org: Demo#0

Period: 2024-01-01 - 2024-12-31

Sector: IDD

Go

Benchmarks

* 2023 NCI = 2023 National NCI-IDD State of The Workforce (national average)

DSP Turnover Ratio

DSP Turnover Ratio

Your data:	2023 NCI* Mean:	2023 NCI* Median:
47.3%	39.7%	31%

DSP Tenure

Less than 6 months

Your data:	2023 NCI*
27.9%	20.4%

6-12 months

Your data:	2023 NCI*
19.3%	18.2%

12-24 months

Your data:	2023 NCI*
19.7%	18.1%

24-36 months

Your data:	2023 NCI*
10.1%	11.1%

36+ months

Your data:	2023 NCI*
23%	32.2%

DSP Early Turnover Rate

Less than 6 months

Your data:	2023 NCI*
22.7%	43.1%

6-12 months

Your data:	2023 NCI*
32.5%	23.3%

12-24 months

Your data:	2023 NCI*
17.1%	14.3%

24-36 months

Your data:	2023 NCI*
15.4%	6.5%

36+ months

Your data:	2023 NCI*
12.2%	12.9%

Trend Charts

Org: Demo#0

Sector: IDD

Go

Chartable time ranges:

--Pick range start--

--Pick range end--

All chartable series:

Demo #0
Population: IDD

United States #0
Population: IDD #mean
Data Source: NCI-IDD State of the Workforce

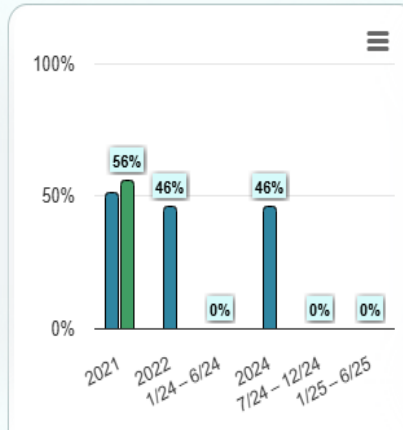
View data over time

DSP data



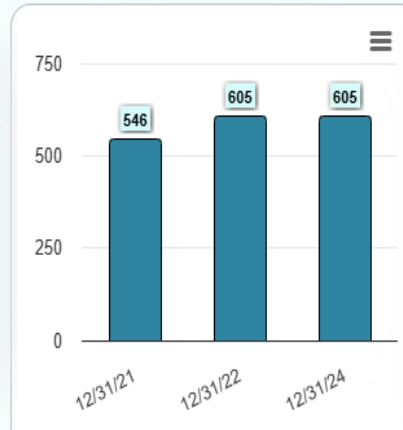
DSP Turnover Ratio

DSPs that permanently separated from the organization during the reporting period divided by DSPs employed at the end of the reporting period.



DSP Benefit Enrollment

Percentage of eligible DSPs enrolled in agency-offered health plans during the reporting period.



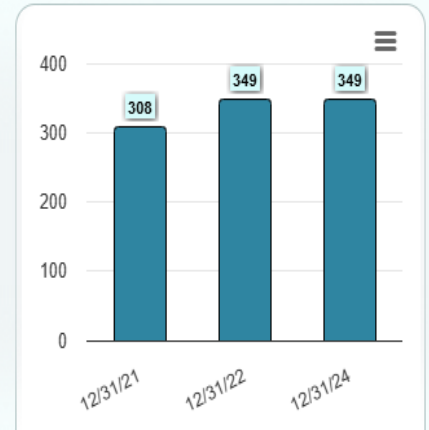
Number of DSPs at the end of the reporting period

Number of DSPs employed at the organization at the end of the reporting period.



Cost of Overtime Hours for DSPs during the reporting period

Additional cost of overtime hours paid to DSPs compared to the cost of regular hours. Assumes overtime is 1.5 times the regular hourly wage.




Number of adults with IDD enrolled in services at the end of the reporting period


Total number of adults with IDD enrolled in services at the organization at the end of the reporting period.

Connecting Workforce Data to Solutions

Look at data 

Identify challenges 

Determine priorities 

Decide workforce strategies 

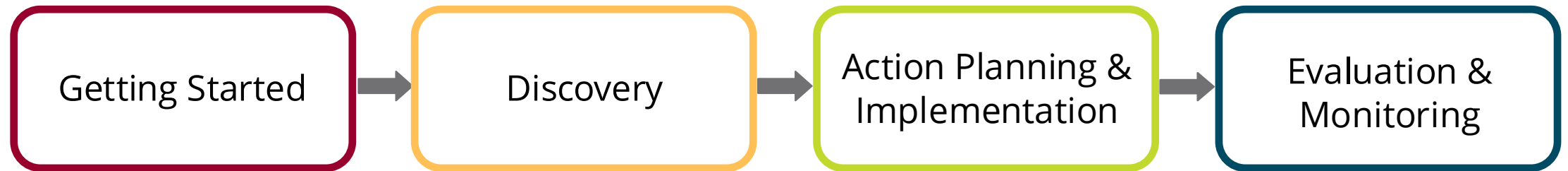
Implement workforce strategies

A Case Study



Employer Level Intervention

(a replicable model)



Perspectives Organizational Assessment Results

The final report ----> 19 recommendations

Prioritized Recommendations:

1. DSP Advocacy & Public Policy
2. Realistic Job Preview (RJP)
3. Competency Alignment
Selection, onboarding/training & performance evaluation
4. Leadership & Supervisor (FLS) Training Programs
5. DSP Credentialing & Career Paths



A collaborative approach to develop and implement

Technical Assistance

- Monthly consultation and ongoing support from lead U of MN facilitator

Stakeholder Group

- Quarterly meetings to review and discuss progress on Initiatives
 - Individuals we support, families, executive Leadership, HR/training, Amy Hewitt

Workgroups

- Regular workgroup meetings with leadership and FLS/managers to work on workforce strategy projects

Monthly Management Updates

- Report on progress and access feedback

Direct support workforce strategies

Advocacy and Public Policy

- Developed Perspectives Advocacy Committee (PAC).
- With rate and wage reform, increased DSP pay rate and addressed wage compression issues.

Realistic Job Preview

- Working with U of M team to create a *Realistic Job Preview for Role of Direct Support*.

Competency-based Job Descriptions

- Adult Services Direct Support Professional and Youth & Family Services - Behavior Technician.
- Continuing with Program Manager, Service Coordinator ...

Behavioral Interviewing for Selection Process

- 62% of managers reported “behavioral interviewing definitely improved the quality of applicants being hired.”
- Applicants have a better idea of job expectations.
- Able to see the type of support and training needed.
- “This is the best interview I’ve ever been in!”



New employee check-in + DSP learning paths

Created a Comprehensive Onboarding Process

Implemented 60 & 120 day Check-ins (stay interviews)

- (93% agreed) “ My supervisor helped me to understand my job expectations.”
- (90% agreed) “I am getting the training & support I need to learn my job.”

Developed (30-60-90 day) DSP Learning Path

- Aligning training with core competencies / job skills and program onboarding.
- Self-directed by employee, receives learning path during new hire orientation.

Redesigning the Performance Management Process

- Establishing new goal setting and employee development process.
- Developing competency-based performance evaluation forms aligned with job description competencies areas.

NEW in 2025! HR 101 Training for Managers (FLS)

- Providing program managers with knowledge and skills for employees to support a positive new employee experience during onboarding and training.



Credentialing/Career Paths

- **DSP Credentialing** through NADSP's E-Badge Academy

→ 2 Cohorts (2022-2024) w/ 46 DSPs participating

Certification Results-

DSP I - 32 staff DSP II - 30 staff DSP III - 19 staff

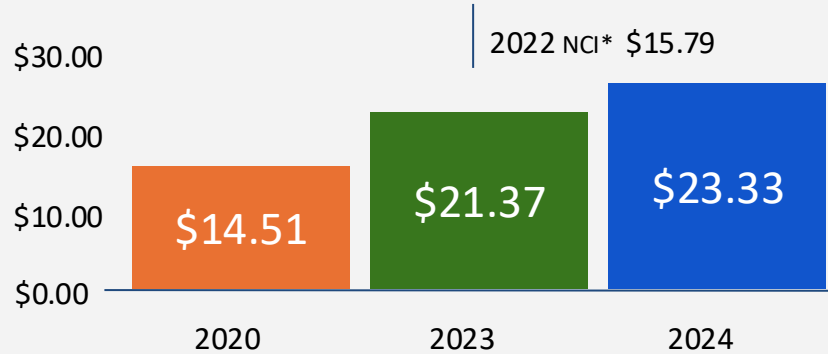
Bonus and pay increase for each certification

- **Career Growth - 47% DSPs were promoted-**
 - 13 DSPs promoted to Site / Field Supervisors
 - 8 DSPs promoted to DSP Mentors
 - 1 DSP joined Ukeru/Trauma Informed Care Training Team
- **NEW DSP Cert. Cohort!** October → 19 participants
 - Certified DSPs Panel trained during orientation
- **Competency-based DSP Mentor Program** implemented with pay increase and training.

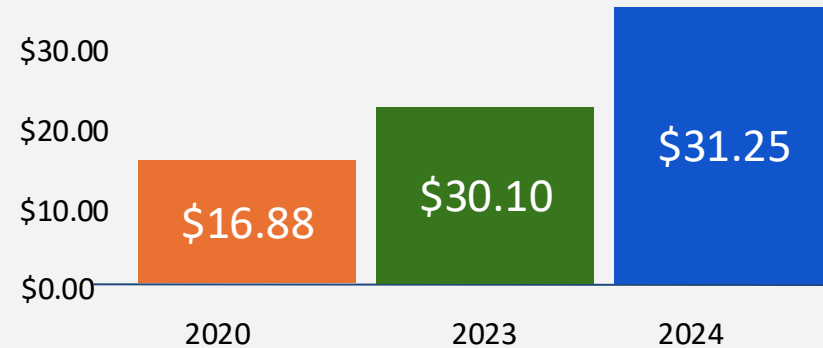


Perspectives Success to Date: Pay and Turnover

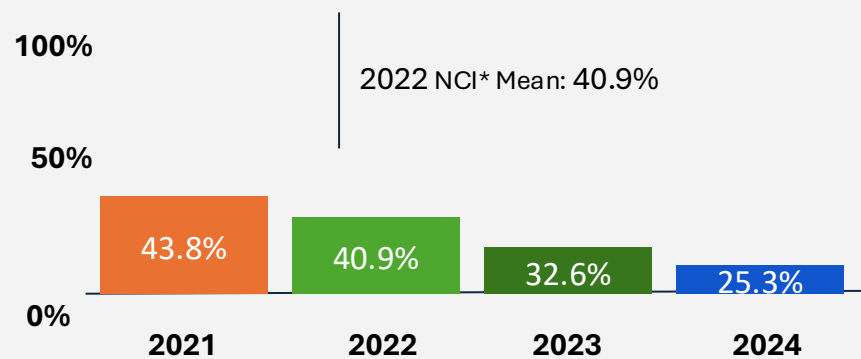
DSP Pay Increases



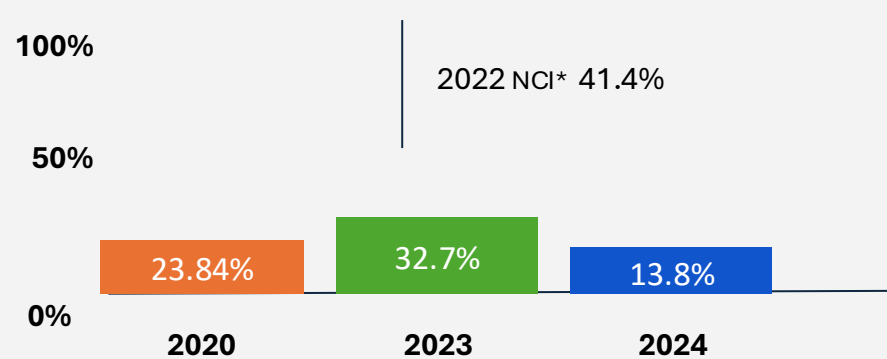
FLS Pay Increases



DSP Turnover Ratio



DSP Turnover - Less than 6 months



Perspectives Success to Date: Vacancy & Positions Unfilled

DSP Vacancy Rate Decrease

2020 - 15%

2023 - 6.9% (FT)

2024 - 6.4% (FT)

2025 - 10.3% (FT)

2023 - 4.9% (PT)

2024 - 4.1 % (PT)

2025 - 11.7% (PT)



DSP Positions Unfilled

2020 - 56 Full-time, 27 Part-time

2021 - 86 Full-time, 16 Part-time

2022 - 44 Full-time, 8 Part-time

2023 - 18 Full-time, 4 Part-time

2024 - 17 Full-time, 4 Part-time

2025 - 29 Full-time, 17 Part-time

Rhode Island Statewide Workforce Initiative

Working in several areas - TA/consulting with employers, assisting with workforce data collection

- IDD employers use SupportWise Data
- SupportWise Data incorporates NCI State of the Workforce benchmarks.
- Providers have real time access to their data, look at it in multiple ways, compare it to national benchmarks when available.



Rhode Island Statewide Workforce Initiative Outcomes

RI Statewide Data Story

	July-Dec 2022	July – Dec 2024
% agencies turning down referrals due to staffing	63%	30%
DSP turnover ratio	21%	17%
% DSP turnover due to termination	32%*	26%
DSP vacancies	17%	11%
Average DSP starting wage	\$18.87	\$20.70
Average DSP wage	\$18.94	\$21.48

* Time period is July-December 2023

**6/24 variables captured in table over time for illustration

Self-Direction: When you
self-direct, you ARE an
employer!



Self-Direction: Staffing Survey Pilot Results

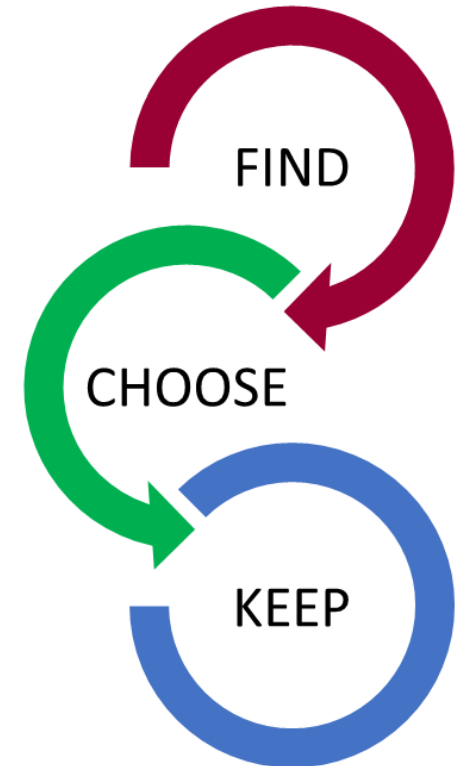
What people who self-direct their services told us about their direct support professional (DSP) staffing.

- **Who responded?** There were 81 responses to the survey.
- **Who works for them?** On average, people employ 3 staff members, with a mix of family and non-family DSPs. Wages average \$27.53 per hour, and not many people offer benefits to their DSPs.
- **Are they keeping staff?** Most people (75%) did not have any DSPs leave in the past year. About one-third of respondents are trying to hire new DSPs.



Self-Direction Staffing Learning Series Pilot

- Three participants
- Learning Series Included:
 - Group discovery session
 - One-on-one session to make a plan
 - 3 learning sessions to support recruiting, selecting, and retaining staff
 - Wrap up session



Employer Culture

- What is organizational culture?

Gallup suggested 5 drivers of culture:

1. Leadership & Communication
2. Values & Rituals
3. Work Teams & Structures
4. Human Capital
5. Performance Management

- What is organizational culture in our field?



Subject Matter Experts

- 16 structured interviews with SMEs

Six Key Questions:

1. How would you describe organization culture?
2. What have you observed that leads to a toxic organization culture?
3. What do you consider to be a healthy organization?
4. What topics/categories fall under organization culture? How important are these to a healthy organization?
5. Do you use any tools or measures or instruments to measure organization culture? If so, what and would you share them with us?
6. What have we missed about organization culture?

Organizational Culture Measures

#1 Communication, Decision-Making & Expectations

#2 Listening & Problem Solving

#3 Opportunities for Staff Development

#4 Compensation & Benefits

#5 Organizational Identify & Mission

#6 Work Relationships

#7 Demographics

What's Next?

- Getting feedback from the SMEs on draft survey
 - 76 items
 - 7 measurement areas
- Finalize items for measuring each of the model components
- Drafting & piloting the survey



Thank You

For more information.

Amy Hewitt - hewit005@umn.edu

Impact

40 Big Ideas

that shaped
inclusive
communities

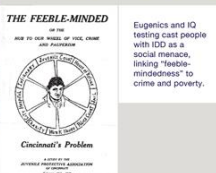


EVOLVING PERCEPTIONS AND REPRESENTATION

MEDIA, CULTURE, AND GROWING AWARENESS RESHAPE HOW DISABILITY IS SEEN AND UNDERSTOOD.



In 1842, P.T. Barnum opens the American Museum, exploiting people with disabilities as curiosities.



THE FEEBLE-MINDED
In 1842, P.T. Barnum opens the American Museum, exploiting people with disabilities as curiosities.



In 1936, President Roosevelt founds the National Foundation for Infantile Paralysis, soon called the March of Dimes.

THE SATURDAY EVENING POST



Hope for Retarded Children

In 1962, Eunice Kennedy Shriver publishes "Hope for Retarded Children" in the Saturday Evening Post, breaking barriers by publicly sharing her sister's story.

America Needs ALL of us



National Employ the Physically Handicapped Week begins in 1946, promoting workplace inclusion.



Life publishes "Bedlam 1946," exposing horrific conditions in U.S. state mental hospitals; in 1948, Gene Hoffman writes "Minnesota Bedlam" in the Minneapolis Tribune.



Dale Evans Rogers' bestselling 1963 memoir Ansel Unaware promotes home over institutional care and raises awareness of Down syndrome, but reinforces the stereotype of children with disabilities as "angels."

State's Institutions: 'Impersonal... Overcrowded'



In 1965, reporter Sam Newburg exposes horrid institutional conditions in the Minneapolis Tribune.

Regional Facilities, Small Units Urged

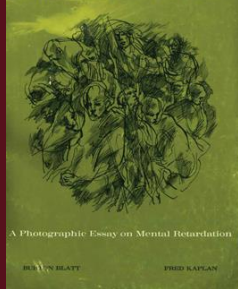


In 1968, TV reporter Bill Baldwin's Suffer the Little Children TV series shocks viewers with conditions at Pennhurst.



In 1965, Senator Robert F. Kennedy tours institutions and calls Willowbrook and Rome State School "snake pits."

CHRISTMAS IN PURGATORY



In 1968, TV reporter Bill Baldwin's Suffer the Little Children TV series shocks viewers with conditions at Pennhurst.



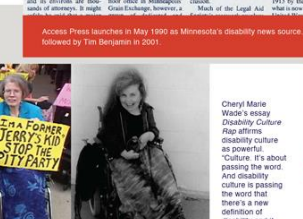
Self-advocate Ken Tice is named Twin Citizen of the Year in 1988.



Access Press launches in May 1990 as Minnesota's disability news source. Charlie Smith is the founding editor, followed by Tim Benjamin in 2001.



Disability activist Mike Ervin and his sister Cris — both former poster children — and wife Anna form Jerry's Orphans to protest the MDA Television's pity approach.



Cheryl Marie Wade's essay Disability Culture Rap affirms disability culture as powerful "culture." It's about passing the word. And disability culture is passing the word that there's a new definition of disability and it includes power.



Anna Storm's "Adapt or Perish" graphic reframes evolution and disability.



Beginning in 1992 as Interact Theatre Company under the direction of Jeanne Cavill, the new Interact Center for the Visual and Performing Arts brings together artists with and without disabilities to create art that challenges perceptions of disability.



The play Let Heaven and Nature Sing, featuring actors with and without disabilities, portrays life at Minnesota's Fairbault State School in the 1940s.



Disability and Proud: It's NOT an Oxymoron, a KFAT Minneapolis radio program, highlights disability culture with insights, ideas, and discussions. Martha is the founding host, followed by Sam Jasmine.



Minnesota Legislature issues a formal apology for institutional abuses dating to 1966.



ICI produces the film Of the Community (2015), telling the stories of individuals with disabilities living vibrant lives as members of their communities.



From 2007-2009, ICI and NADAR's It's Up to You campaign promotes vaccination and health among DGA.



In 2004, the first Disability Pride Parade is held in Chicago.



In 2022, Gov. Tim Walz declares July as Disability Pride Month in Minnesota. Advocating Change Together hosts the first official disability pride event in Minnesota in 2023, celebrating disability identity and the unique cultures of disability communities.

DISABILITY RIGHTS AND SELF-ADVOCACY

PEOPLE WITH DISABILITIES LEAD THE CALL FOR RIGHTS AND FULL PARTICIPATION.



U.S. Reuters and other disabled students at UC Berkeley form the Disability Quilt in 1970, launch the Physically Disabled Students Program, and open the Free Center for Independent Living, now over 400 nationwide.



Self-advocate in Oregon and Washington State organizes the first U.S. self-advocacy conference, drawing over 500 people.



Self-advocate in Oregon and Washington State organizes the first U.S. self-advocacy conference, drawing over 500 people.



Disability Pride '84, a cross-disability celebration of disability culture, is celebrated here in St. Paul during past viewing hours of the MDA telethon.



U.S. Reuters and other disabled students at UC Berkeley form the Disability Quilt in 1970, launch the Physically Disabled Students Program, and open the Free Center for Independent Living, now over 400 nationwide.



Self-advocate in Oregon and Washington State organizes the first U.S. self-advocacy conference, drawing over 500 people.



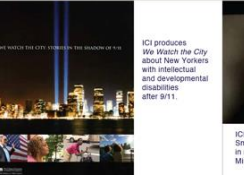
Speaking for Ourselves, a self-advocacy organization for and by people with developmental disabilities in Pennsylvania, is founded in 1982.



In 1982, ACT members protest outside a sheltered workshop, demanding a vote on union representation. One activist, dressed as Mr. Peanut, hands out peanuts to synthesize message, drawing disability rights to their right.



Speaking for Ourselves, a self-advocacy organization for and by people with developmental disabilities in Pennsylvania, is founded in 1982.



The International Symbol of Access is designed in 1968 and updated in 2009 to show forward motion.



ICI's Higher Ground (2006) documents the dedication of DGA's dining and after-Hurricanes Katrina and Rita.



Lenny Moore Jr. (pictured) and Keith Jones found Krip-Hop Institute in 2007, promoting disabled hip-hop artists.



Self-advocate brings leader testifies at the MN legislature in 1980 on unfair workshop wages.



Speaking for Ourselves, a self-advocacy organization for and by people with developmental disabilities in Pennsylvania, is founded in 1982.



Speaking for Ourselves, a self-advocacy organization for and by people with developmental disabilities in Pennsylvania, is founded in 1982.