



Ari Ne'eman- “Everything is Changing: What’s Happening and How Does it Affect Me?”



Ari Ne'eman is cofounder of the Autistic Self Advocacy Network (ASAN), a nationwide self advocacy organization that works to improve policies that impact people who have disabilities. Ari was also appointed by President Obama to serve on the Council on Disability, which advises the president, Congress, and federal agencies on issues that affect the 54 million Americans who have disabilities.



Last month, we were fortunate to have two outstanding trainings by presenters who are known throughout the country for their work helping people to have better lives.

Ari Ne'eman talked about how services are changing, and **Sara Murphy** talked about a new service to help people get jobs that are a good fit for them and help them get more connected in their communities. **Enrique Rodriguez** presented with Sara to show how this new service can help people reach goals for work and in other areas of their lives.

Ari presented at the Regional Self Advocacy meeting in Santa Rosa on Sept 29. He talked about new rules from the federal government that will help people have more choices and more control over their lives.

The new rules say services that you receive at home (not your family home but at group homes) and at programs must do these things to help you have more control over your life:

1. **Help you be a part of your community**
How do you know if you are part of your community?

At home: Can you go to stores, restaurants, religious services, or out with family or friends when you want to? Do you know about activities in your community? Can you go to these activities if you want?

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Ari Ne'eman continued

At your program: Do you have your own schedule based on what you want to do? Are your daily activities similar to what adults who do not have disabilities do?

2. Give you choices and respect your choices

At home: Were you given a choice of where to live? Were you given a choice of a roommate? Do you want to have a different roommate or not have a roommate at all?

At your program: Can you work or volunteer in your community?

3. Treat you with respect

At home: Can you close or lock your bedroom and bathroom door? Is your diet and medication information kept private?

At your program: Do staff keep your personal information private? Do you have a safe place to keep your personal belongings?

4. Give you the freedom to make your own daily choices

At home: Do you have to stick to a set schedule for waking, bathing, eating, exercising, activities? Can you have a meal at the time and place of your choosing?



At your program: Do you have your own schedule for activities based on what you want to do? Are you with other people who you want to be with?

5. Let you choose your services and support staff

At home: Do you know how to ask for a new support staff or a new agency? Do you know how to ask for a new service? Are you listened to when you ask for new services or new staff?

At your program: Did you choose your program? Were you given choices of other programs and the chance to visit other programs if you wanted to? Can you do activities in the community as much as you want to?

Ari said these changes are to help you, "Get free from rules."

ASAN's "Toolkit on Improving Home & Community-Based Services" is a helpful resource:
<http://autisticadvocacy.org/policy-advocacy/policy-advocacy-toolkits/hcbs/>

Thank you to Becoming Independent for letting us use their room for the meeting!

Sara Murphy & Enrique Rodriguez– “Imagine the Possibilities”

Sara Murphy works at WorkLink/TransCen and is a national expert on employment. Enrique Rodriguez receives support from WorkLink. He is an administrative assistant at Diadexus and is a self advocacy leader.

At Sara’s and Enrique’s presentation, “Imagine the Possibilities,” they talked about a new service in the North Bay, where people get help to find good jobs and to get more connected with their communities. This new service is called ‘braided services’ or ‘wrap-around services’.

Braided services are custom designed for each person. No one’s schedule looks the same. Each person’s schedule is based on their skills and interests.

Braided services help people to:

- > find jobs that are right for them,
- > strengthen their work skills,
- > connect more to their community, &
- > address non-work needs.



Sara’s agency, WorkLink, has been providing braided services for almost 20 years in San Francisco. She has been working with two agencies in the North Bay, Redwood Empire Industries (REI) and Products, Service & Industry (PSI) to get braided services started in the North Bay and helping job seekers go to work.

DISCOVERY

Sara says people should, “get the right job, not just any job.” How do you know what the right job is for you? In a process called “discovery,” you get the chance to try different types of work and different work environments. Sara also uses a document called a “Positive Personal Profile” or “PPP” to help people think about ideas and options for work.

Enrique Rodriguez presented with Sara. Enrique talked about the job he had that wasn’t the right job for him, and how WorkLink helped him to figure out the kinds of jobs that would be right for him. Read Enrique’s story on page 4.

“It’s not a question of whether you can work, it’s a question of where you can work.”
~Sara Murphy



Enrique: “Work has Changed My Life”

Enrique Rodriguez talked about the job he used to have at Safeway. It was hard for Enrique to do the customer service that was required in that job. Enrique said, “I don’t like when customers tell me negative things.” Enrique ended up losing his job at Safeway and he felt really bad about it.

Enrique went to Sara Murphy’s agency, WorkLink, where he started the discovery process. Enrique and WorkLink did a Positive Personal Profile (PPP) to figure out how to support Enrique to succeed. Enrique’s PPP is on the next page. Enrique’s dreams were to get a job in a professional place, move into his own apartment, get a girlfriend, and travel to Hawaii. Enrique likes places that are quiet and professional, not loud and busy. He likes working on computers, he’s familiar with office equipment, and he likes working on machines.

Enrique worked hard to build his skills and figure out what kind of job was right for him. He did internships at Kaiser where he worked in Human Resources (HR), family medicine, and environmental services (EVS). EVS was cleaning; he didn’t like that. Enrique’s favorite job at Kaiser was HR, where he did office work. By trying different jobs, Enrique and WorkLink found out that he loved working in an office with computers, fax machines, copiers, and doing filing. After his internship, Enrique continued to work on his computer and office skills while he and the WorkLink Job Developer looked for a good job. He took computer classes at City College and volunteered for Save the Redwoods, doing clerical jobs.

Enrique now works at Diadexus, a biotech company, as an office assistant where he scans, files, restocks supplies and office machines, and helps in the lab.

Enrique said, “I bought a computer with my first paycheck. I can now Facebook my friends any check my e-mails. I have lots of new friends and I’m learning lots of new things. I have money to do fun things, like go to dinner and movies with my girlfriend. I help my mother with bills. I am saving to get my own apartment and take a vacation.”

Safeway didn’t work out for Enrique because it wasn’t a good match for him. He was not a bad employee and it wasn’t a bad job; it was not the right job for him. When Enrique got help to figure out what he likes, what he’s good at, and what he doesn’t like, he was able to get a job he loves where he can succeed.

Thank you Enrique for sharing your story!

Positive Personal Profile

Name: Enrique

<p style="text-align: center;"><i>Dreams and Goals</i></p> <p>Get a job in a professional place and move into my own apartment. Meet a girlfriend. Travel to Hawaii.</p>	<p style="text-align: center;"><i>Interests</i></p> <p>Mexican culture. Video games (Wii). Working on learning to speak Spanish</p>
<p style="text-align: center;"><i>Talents, Skills, and Knowledge</i></p> <p>Likes working on computers – types 63 wpm. Strong clerical skills (filing, photocopying), familiar with lots of office equipment (computers, fax, copiers), likes working with machines and tools, learns quickly, good memory.</p>	<p style="text-align: center;"><i>Learning Styles</i></p> <p>Verbal directions should be clear and concise. Modeling new tasks is preferred. Can follow written directions if he is familiar with tasks. May need reminders if expected to do things differently.</p>
<p style="text-align: center;"><i>Values</i></p> <p>Being respected and liked by others. Being smart. Having friends. Family is important. Being Latino (Mexican)</p>	<p style="text-align: center;"><i>Positive Personality Traits</i></p> <p>Punctual! Honest, candid, smart, detail-oriented, a man of great resolve, strong self-advocate. Good sense of humor, likes a good joke.</p>
<p style="text-align: center;"><i>Environmental Preferences</i></p> <p>Clean, well-organized. Casual, hip places (but not loud) – nothing too professional or boring. Quiet but friendly. Like hospital and medical/science environment.</p>	<p style="text-align: center;"><i>Dislikes</i></p> <p>Bullies and mean people. Chaotic loud places. Being told what to do. Being patronized, condescending, people asking too many questions or interrupting me.</p>
<p style="text-align: center;"><i>Work Experiences</i></p> <p>Project Search/Kaiser Internships; 1) Environmental services, 2) Material management, 3) Human Resources, 4) Sterile Processing</p> <p>School job: Safeway, bagging groceries, collecting carts (did not like customer service, too much pressure)</p>	<p style="text-align: center;"><i>Support Systems</i></p> <p>Family (mom, grandma, and sister – all very supportive)</p>
<p style="text-align: center;"><i>Specific Challenges</i></p> <p>Needs a structured position with consistent but complex tasks. Needs reminders to stay focused. Help with social cues. Initiative is a concern.</p>	<p style="text-align: center;"><i>Solutions and Accommodations</i></p> <p>Structured tasks, consistent routine. Concrete, concise instructions. Direct feedback.</p>

Career Ideas and Possibilities to Explore: Biotech, Hospital administration, Dental offices, Insurance firms, High tech?

SELF ADVOCACY LEADERS

Chen Curtiss presented at the Supported Life Conference in Sacramento on “Leading Your Own IPP Meeting.” Chen talked about how he led his meeting using his own powerpoint and how leading his meeting helped him get support to work on the goals he wants. After his presentation many people came up to Chen and thanked him for the helpful information he provided.



Chen recently met one of the goals that he talked about at his IPP meeting....he got a job!

Congratulations Chen on your great presentation and on your new job!



Savaing, the North Bay’s representative to People First of California, was elected to be the Secretary of PFC. Savaing is a dedicated and hard-working advocate. He always looks for ways to be involved and help others.

Thank you Savaing for being a great representative for the North Bay at PFC!

Mark Your Calendars! The next Regional Self Advocacy Meeting will be on Thursday, December 17, 2015 from 10:30 am -12:30 pm in Fairfield. Details on this meeting will be sent out soon.





We want to hear from you! If you have comments or questions about this newsletter, or if you would like to send an article or pictures for a future newsletter, please contact Cindy Ruder at 707-953-8403 or cindy.ruder@scdd.ca.gov