

WIN: Inclusion Work Group

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Inclusion Tasks:

Identify and address other challenges to full community inclusion.

Identify Emerging Leaders for the Work Group.

Challenges & Suggestions:

Social Opportunities are a Huge Need

- I. Integrated Work Opportunities → Integrated Social Opportunities
 - Work/Job Site/Day settings to promote more integrated social opportunities that can lead to a continuation outside of the day/employment setting
 - Ramp up integrated work opportunities in general that could naturally promote integrated social opportunities
- II. School Setting: Ramp up Best Buddies & Like Programs in FCPS System
 - Paul VI & Robinson have excellent programs to model that focus on integrating individuals with differing abilities into everyday activities and existing school events (versus creating separate groups or events)
 - Programs should be a part of elementary, middle & high school settings
- III. Develop a Best Buddies Program for Adults (Laura Allen)
 - Have an ongoing list of social opportunities available to Families & Individuals either through WIN website or other group (ARC)
 - Suggestion of corporate sponsorship to increase social opportunities
- IV. Pathways to Inclusion: Not One Size Fits All
 - “Everyone out into the community” is a hard-drive philosophy but not an individualized approach; with such emphasis on community-based inclusive approaches, best approaches for those who do not want to go out for any number of reasons are not considered; Steps Program?; Reverse Inclusion?
- V. Real Friendships
 - Many relationships are with associates, staff, changing volunteers
 - Individuals need true friends to do all of the things that friends do (i.e. get a haircut, hang out, go to movies/mall, go to prom, etc.)
 - Make forming friendships among neighbors in apartments and communities, and other community activities/events/courses a more organic process.
- VI. More Apartments versus Group Homes & Roommate Choice Efforts

Family & Individual Supports

- VII. Success Stories
 - Parents especially need to see/hear about other successful experiences with supported community living and non-traditional employment and meaningful day options
 - Suggestion: CSB, ARC and other far-reaching agencies to post
- VIII. Mentoring/Peer Support for Families & Individuals
 - Support to address reluctance/concern/how to
- IX. Ramp Up Focus on Prepping Individuals for “Independence in the Real World”
 - Some programs exist, some are costly (i.e. Social Skills Group = \$110/wk; JSSA is \$30/wk)
 - Suggestion: Corporate sponsorship to reduce costs to families
 - Consider technology

Other Challenges:

- X. Transportation
 - More options needed for families and to promote independence
 - Suggestion: Increase use of Uber because it has an App; Sensitivity training for drivers may be needed
- XI. Eldercare & Retirement
 - Start discussion about options sooner (on par with the general public)
 - Identify and engage community agencies (adult day centers, rec centers, etc.) to ensure proper supports
- XII. Resource & Workforce Issues in Day & Employment Settings
 - More staff/support is needed to accommodate 1:1 and small group activities in the community (not enough to support outings *and* those who need or choose to remain on site)
 - Need to address workforce issues around hiring and retaining staff with the skills needed to provide quality support around community inclusion and still meet regulatory requirements
- XIII. Sensitivity Training Needed throughout Public Service Provider Agencies/Groups
 - How to be a friend to everyone
 - Considering supports to individuals with differing abilities/support needs

Resources:

- Fairfax County Public Schools (FCPS)
- Fairfax County Economic Development Authority (FCEDA)
- Fairfax County Public Libraries (FCPL)
- Neighborhood & Community Services (NCS)
- Robinson Secondary School & Paul VI High School
- Volunteer Fairfax

- Area Agency on Aging
- Special Olympics & Unified Special Olympics
- Long Term Care Coordinating Council (LTCCC)
- GMU & NVCC
- Area Home Owners Associations (HOAs)
- DBHDS & CSB Housing Reps with Residential Providers
- CSB Communications (WIN &/or CSB web posts) & ARC