

B.R.I.D.G.E.S.

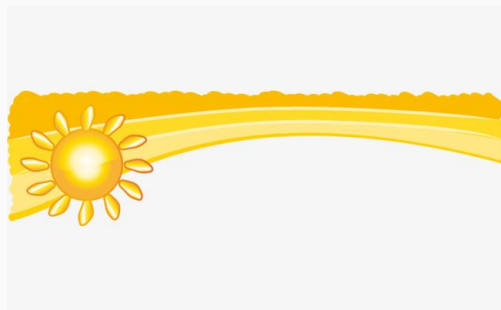
**Building Relationships Intentionally to Develop
Growth and Exemplary Services**

{June 2021}



FORECAST

WELCOME!



June ~ Hello Summer!

The average temperature in **June** for NW Ohio ranges from 75°F- 82°F daytime with 64°F at night. June 21, 2021 is the first day of summer and the longest day of the year in the Northern Hemisphere.

**June
Observances:**

Audi

Book Appreciation Month

Dementia Care Professionals Month

Alzheimer's & Brain Awareness Month



According to the CDC, *dementia is not a specific disease but is rather a general term for the impaired ability to remember, think, or make decisions that interferes with doing everyday activities. Alzheimer's disease is the most common type of dementia. Dementia is not a part of normal aging. Purple is the Alzheimer's signature color, combining the calm stability of blue and the passionate energy of red. Purple is the most recognizable color out of the color wheel. It tends to be the last color that Alzheimer's patients forget. The elephant is a symbol because, as the saying goes, an elephant never forgets.*

As we begin to spend more time outdoors, remember to protect yourself from the sun.

- Stay in the shade, especially during midday hours (10 am to 4 pm).
- Wear clothing to protect exposed skin.
- Wear a hat with a wide brim to shade the face, head, ears, and neck.
- Drink plenty of non-alcoholic fluids.
- Wear sunglasses that block both UVA and UVB rays.
- Use sunscreen with a 15 SPF or higher. Look for Sunscreens that “block UVA & UVB or “broad spectrum on the label.

As a DSP, it's important to know the DODD Core Values. Click on the resource link for more information.

https://dodd.ohio.gov/wps/portal/gov/dodd/providers/all-provider-resources/dsp_resources

- Empathy



- Patience
- Kindness
- Consistency
- Curiosity
- Supportive
- Trauma-Informed

Upcoming Rule Changes:

July 1, 2021 Rule: [5123-10-05](#) (Early Intervention Program - Developmental Specialist Certification)

September 1, 2021 Rules:

[5123-2-08](#) (Provider Certification - Agency Providers)

[5123-2-09](#) (Provider Certification - Independent Providers)

<https://dodd.ohio.gov/wps/portal/gov/dodd/forms-and-rules/rules-under-development/effective+dates+for+new+rules>

 **KUDOS**



TO

Journey Through Life Care Services

For assisting an individual in an emergency situation when the individual was left stranded at the emergency room. Journey Through Life is currently working with the individual 1:1 with their behavioral concerns and helping the individual locate permanent housing. They really took charge on an intense needs case on short notice. Since 5/6, when they took over, the individual has had no new UIR's, MUI's, or hospitalizations.



PATHS TO SUCCESS

Knowledge Does Not Equal Understanding

Like a majority of people today, I own a smart phone, but that doesn't mean I understand the inner workings of it. I *know* how to make a call from it or send a text, but I don't *understand*, and therefore cannot explain, how a call or a text gets to the people I send them to. In other words, *knowing* and *understanding* are two different things. And then, besides knowledge and understanding, there's *wisdom*, which is also different from both knowledge and understanding. Webster and Oxford Dictionaries define knowledge, understanding, and wisdom as follows:

Knowledge: "the fact or condition of being *aware* of something"

Understanding: "to *grasp* the meaning of"

Wisdom: "the soundness of an action or decision with regard to the *application* of experience, knowledge, and good judgment.

So, to *know* about something is to become *aware* of it (knowledge), once you become *aware* of something, through time, desire to learn, and effort you may well get to really *grasp* how it works (understanding) and then, once you *grasp* how something works, you may begin to *apply* your knowledge and understanding to your life (wisdom). Why is it so important to know and understand the difference between knowledge, understanding, and wisdom? So that you can *apply* what you know and understand to your life, thus not only improve your own life, but also the lives of those with whom you come in contact.

The next time you learn something, ask yourself what the extent of your knowledge *and* understanding is about it and then ask yourself if you have enough understanding about it to be able to *apply* it to your life in the way, and to the extent, that you would like to. You'll find that some things, like the example I used earlier of your phone, require

various levels of understanding for different people; for example, the knowledge and understanding you wish to gain about your phone will grow in direct proportion to your desire to use its various features for your personal purposes. Then there are other purposes, which may require you to complete more research because it's important to, and possibly *for you*, to have a deeper understanding of how it works; an example could be medication your doctor has just prescribed for you to take: you may want to know and understand what the side effects are, and whether the side effects are inconsequential compared to the help the medication will provide for you. And, what about relationships? You may *know* someone, but remember that the application of what you know and understand about them is wisdom, do you take the time to *understand* them enough, so that you are better able to help them with respect, empathy, and compassion? On the paths we each *choose* to take, it is the *application* (wisdom) of what we are aware of (knowledge) *and* grasp (understanding), that is an essential part of success in this life.



LAMPPOST

FANS NETWORK

Are you looking for a way to give back to your community? The FANS Network is looking for community partners like you to enhance the lives of individuals with developmental disabilities. For more information, see the flyer below:

https://mcusercontent.com/46f9edd74ac726fdf457dfe0f/files/0f9f705b-ee3c-e063-6442-68685700baff/FANS_volunteer_flyer.pdf

IT Company Has One Goal: Hiring People On The Spectrum by Mark Williams, The Columbus Dispatch/TNS | February 24, 2021

COLUMBUS, Ohio — An information technology consulting company is betting that the push to diversify the workplace extends to an applicant's brain.

Auticon, a Berlin, Germany-based company that exclusively employs adults on the autism spectrum as IT consultants, has begun hiring workers in Columbus as part of its move to set up its regional headquarters here.

"There's a skills shortage in this area," said David Aspinall, Auticon's CEO in the U.S. "We can bring to bear talent that does have a performance advantage and, at the same time, help people."

Auticon received approval for state tax incentives in 2019 to hire 50 people. The company's launch in Columbus has been slowed by the coronavirus.

The company has 15 offices around the world, including in Europe, Canada and the United States, employing more than 220 IT consultants on the autism spectrum.

Its remote workers in Columbus partner with Ohio-based employers that need services in areas such as business analytics, artificial intelligence and software development and migration.

Many adults with autism struggle with employment despite having skill sets that can excel in the workplace, the company said.

Various studies peg the unemployment and underemployment rate for those with autism at 80% or even 90%, said Kerry Magro, who is on the board of directors of the National Autism Association and has autism. At the same time, about a third of those with autism have a college degree.

"It is quite shocking," he said of the high unemployment.

Magro, whose full-time job is public speaking, said many companies believe that hiring people along the autism spectrum is too costly.

Magro views his job as educating companies and their human resources departments about the value of hiring people with autism. Workers with autism are less likely to take time off and more likely to stay at a company longer, he said. He also mentors young adults on the autism spectrum.

Research shows "so many families and so many in their community are more likely to buy products and back and support organizations in the disability community," Magro said.

Applicants with autism often don't disclose they have autism during the interview process, he said. Many also find the interview process taxing.

What often works better is for applicants to have a daylong tryout to show what they are capable of doing, Magro said. Like other new workers, coaches and mentors can help them adapt.

There aren't many companies or organizations that do what Auticon does, and those that do focus more broadly on people with disabilities in general.

JPMorgan Chase & Co., central Ohio's largest private employer, has a program called Autism at Work. In Columbus, Chase has hired about 30 workers along the autism spectrum through the program, most of whom hold technology positions with the bank.

Auticon considers itself a for-profit operation that uses the principles of business to help overcome society's challenges, Aspinall said.

"We basically exist to effect positive change on that underemployment rate," he said.

The company wants to hire workers at various levels of experience.

Even software developers with 15 or 20 years of experience may feel underemployed if they work in an environment where their skills aren't being fully utilized, he said. Switching to a company such as Auticon helps them feel more connected to the people they work with, he said.

“It’s an organization has that has an appreciation for inclusion,” he said.

One of Auticon’s Columbus clients is health care technology company CoverMyMeds, which placed one worker, with a second to join shortly.

“Diversity, equity and inclusion are embedded in our culture,” said Veronica Knuth, the company’s vice president of talent.

Such a focus has been vital to CoverMyMeds’ growth, she said.

“We have a track record of bringing in remarkable people with different backgrounds and abilities,” Knuth said. “We have employees on the spectrum in our business. With Auticon, it felt like such a natural match. It was so fun to be part of that partnership.”

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Provider Certification Rules under Revision

Rule 5123:2-2-01 (Provider Certification) establishes procedures and standards for certification of providers of supported living, including Medicaid-funded Home and Community-Based Services provided in accordance with Section 5123.045 of the Revised Code. "Supported living" is defined in Section 5126.01 of the Revised Code and means services provided to an individual with a developmental disability through any public or private resources that enhance the individual's community life and advance the individual's quality of life by providing the support necessary to enable the individual to live in a residence of the individual's choice. The rule governs two types of providers in Ohio's developmental disabilities service delivery system: agency providers (entities that employ staff who provide the services) and independent providers (self-employed persons who provide the services and do not employ, either directly or through contract, anyone else to provide the services).

DODD is proposing to rescind rule 5123:2-2-01 and adopt two replacement rules:

- 5123-2-08 (Provider Certification - Agency Providers)
- 5123-2-09 (Provider Certification - Independent Providers)

These rules are projected to go into effect September 1, 2021. For a chart of the proposed changes, please see the following links:

AGENCY PROVIDER PROPOSED

CHANGES https://mcusercontent.com/46f9edd74ac726fdf457dfe0f/files/cef34d77-a9a9-4158-b2d9-ac15f29ac3e1/Crosswalk_Agency_Provider_2020_11_09.pdf

INDEPENDENT PROVIDER PROPOSED

CHANGES https://mcusercontent.com/46f9edd74ac726fdf457dfe0f/files/2c7ff6bd-7961-4af5-bf27-9e6e9bf7a73e/Crosswalk_Independent_Provider_2020_11_09.pdf

METROPARKS

Check out Metroparks Toledo where you can explore your parks, enjoy the wonders of the outdoors, and Get Outside Yourself. Metroparks offers a wide variety of inclusive activities for everyone such as kayaking, tree climbing, archery and more! Most activities can be adapted to fit the needs of anyone, regardless of their abilities. Participate in a public program, or request a private group program if that makes you feel more comfortable. The Metroparks Program Team can set up in a park or they can come to you for a program. For more information, contact: Ashley Smith at 419.265.2920 or Ashley.Smith@metroparkstoledo.com

Visit the Metroparks Website:

<http://metroparkstoledo.com/outdooradventures/metroparks-inclusive-programs/>

LOOKING BACK (A HISTORY OF DISABILITIES) By Terry Myers

Edward (Ed) Verne Roberts was born in San Mateo in 1939 in Mateo, California. In 1939, he contracted Polio and had to put his high school studies on hold. However, after he survived Polio, he was left paralyzed in much of his lower body except for a few of his fingers. During his recovery process, he also needed an iron lung. Because of the necessary medical equipment, he attended his classes by listening in on the telephone. He would receive treatment for a period of about eighteen months.

It was after returning to school in person that he noticed that many students with disabilities, like himself, experienced discrimination. Roberts' high school refused to let him graduate because he could not complete the driver's education, nor the physical education credits. However, he petitioned his school and was able to gain his diploma.

After graduation, Roberts was accepted to the University of California, Berkeley. Unfortunately, administrators tried to reverse Roberts' acceptance when they realized that he was quadriplegic. Representatives of the school claimed that the dorms on campus did not have the appropriate equipment or space to accommodate Roberts' 800-pound iron lung and his wheelchair. Yet, Roberts was persistent regarding being able to enroll. Because of this, he became the first at the

university to use a wheelchair.

While he was an undergrad, Roberts created a group called the “Rolling Quads.” This group of students with disabilities moved into a dorm together. As a club, they pressured UC Berkeley to design more accessible classroom and dorm buildings for students with disabilities. This group grew into the Physically Disabled Students Program, which was the country’s first college organization for students with disabilities.

The Physically Disabled Students Program would inspire Roberts to create a community in Berkeley where people with physical disabilities could live as independently as possible. Founded in 1972, this community was the first Center for Independent Living. It served as a model encouraging the movement toward independent living and accessibility in the disabled community. He also co-founded the World Institute on Disability, a program that continues to educate students about disability.

TRAINING

[ALL TRAINING IS OFFERED VIRTUALLY ON ZOOM AT THIS TIME.](#)

The **[June Training Calendar](#)** can be accessed here:

https://mcusercontent.com/46f9edd74ac726fdf457dfe0f/files/a36e9e79-f733-ffdc-aad3-bca5e990612a/June_2021_Provider_Training.pdf

You can also access **new provider** training free online at DODD’s website at the following link: <https://dodd.ohio.gov/wps/portal/gov/dodd/about-us/training/department-provided-training/eight-hour-provider-training>. You will be prompted to make an account and it will keep track of which modules you have completed. You can print off a certificate at the end.



Have you checked out the weekly calendar of virtual events offered through We Thrive and Lucas County Special Olympics? These activities are open to any person, with or without a disability. The calendar can be accessed by clicking the following

link: <https://lucasdd.info/services/special-olympics/> and clicking on "Virtual Calendar." If anyone has any ideas of virtual activities they would like to see on the calendar, please contact Kelley Watson, Recreation Specialist for the Board, at kwatson@lucasdd.org. She is always open to trying new activities and will do her best to make it happen.



ALL ABOUT ZOOM!

As ISP meetings and provider trainings continue to be held virtually, we have all been learning new skills to keep up with our online work. We have linked a helpful video resource for using Zoom on your computer or phone here: <https://youtu.be/mbbYqiurgeo>

For Provider Training sessions, we have some **Zoom Etiquette Expectations** that we ask all attendees to abide by:

1. Choose a dedicated spot to sit during the training that allows you to stay focused and participate in the training. Please sit upright and be attentive.
2. Put your microphone on "mute" so any background noise is not heard by other attendees.
3. Keep your camera on, and pay attention during the training. Dress appropriately as others will be able to see you on camera. Please limit distractions in the background.
4. Absolutely **NO DRIVING ALLOWED**. If you are driving during the training, you will be removed from the Zoom training and will not receive a certificate. This is to ensure the safety of yourself and others.

Thank you for supporting these expectations so that we can continue to offer free provider training that is educational and useful to all!



FIRST AID STATION

Alzheimer's and Dementia

What is Alzheimer's and Dementia?

Alzheimer's is the most common form of **dementia**, a general term for memory loss and other cognitive abilities serious enough to interfere with daily life.

What are the main causes of Alzheimer's and Dementia?

Scientists believe that for most people, **Alzheimer's disease** is **caused** by a combination of genetic, lifestyle and environmental **factors** that affect the brain over time. Less than 1% of the time, **Alzheimer's** is **caused** by specific genetic changes that virtually guarantee a person will develop the **disease**.

Get checked. Early detection matters.

If you notice one or more signs in yourself or another person, it can be difficult to know what to do. It's natural to feel uncertain or nervous about discussing these changes with others. Voicing worries about your own health might make them seem more "real." Or, you may fear upsetting someone by sharing observations about changes in his or her abilities or behavior. However, these are significant health concerns that should be evaluated by a doctor, and it's important to act to figure out what's going on.

Alzheimer's Association is a great resource for people who are... Caregiving for early stages, late stages and many other caregivers needs. Caregivers for Alzheimer's and Dementia face special challenges. Below you can find out a little more about the Alzheimer's Association.

<https://www.alz.org> > Alzheimer's dementia

"WARM LINE" for Emotional Support

In need of some emotional support while dealing with all things COVID-19?

Feeling lonely? Depressed? Anxious? Stressed? Scared? Angry?

Call the Lucas County Emotional Support Line:



SHOOTING STAR



RESOURCES

The Provider Supports Department staff are here for you!

Pat Stephens, Director

Lisha Washington, Department Secretary

Julienne Hardman, Provider Compliance Coordinator

Lisa Poiry, Provider Development Coordinator

Jennifer Wolfe, Provider Training Coordinator

Sarah Diesch, MUI Coordinator
Erica McElmurry, MUI Coordinator

Provider Support Specialists:

Dan Barda	Jenny Kinney	Terry Myers	Jane Meyer	
Linda Repka	Sally Damschroder	George Woodget	Gail Sanders	Catherine
Thanasiu	Michelle Cope-Morris	Meredyth Brown-Grycza	Paul Miles	

Success Coaches:

Faith McCreary and Sharon Calhoun

Technicians:

Sherrie Burkhardt, Mellisa Merritt, Sara Gardner, & Danielle Russell

Investigative Agents:

David Mullin	Mira Banks	Dana Myers	Erin Lee
David Vaughan	Tiffany Rozzano	Nathan Wolfe	Leslie Gray
Madelyn Siegel	Tammy Jones	Tracey Merrithew	

***Helpful provider information is always available
at the following websites:***

DODD: <http://www.dodd.ohio.gov/Pages/default.aspx#>

Lucas CBDD: <https://lucasdd.info/> (Click on "Provider Supports")