

### Working Definitions for this Strategic Plan:

**Advocacy:** Advocacy means speaking up for what you want or need. For people with **disabilities**, the ability to **advocate** for oneself is essential. For many people, group **advocacy** is also an effective way to make changes in systems, policies and procedures that affect their daily lives. <https://rtcil.org/resources/advocacy>

**Capacity Building:** Capacity building occurs at multiple levels: individual, family, connected community/providers, broader community. The purpose of capacity building is to assist people with disability, their families and support networks move from dependent users of services, to people who are active citizens, exercising choice and control and engaging in social, economic and civic life. <http://www.ndis-iac.com.au/>

**Communication Issues:** The purpose of the effective communication rules is to ensure that the person with a vision, hearing, or speech disability can communicate with, receive information from, and convey information to, the covered entity. The ADA requires that title II entities (State and local governments) and title III entities (businesses and nonprofit organizations that serve the public) communicate effectively with people who have communication disabilities. The goal is to ensure that communication with people with these disabilities is equally effective as communication with people without disabilities. <https://www.ada.gov/effective-comm.htm>

**Employment:** Work that ensures equal opportunity in the application process, enables a qualified individual with a disability to perform the essential functions of a job, and enables an employee with a disability to enjoy equal benefits and privileges of employment. <https://www.adainfo.org/content/employers-guide-americans-disabilities-act-basics>

**Health:** The World Health Organization (WHO) defines health as ‘a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity’, There is a growing movement to refine this definition to emphasize health as the person’s ability to adapt and self-manage in the face of social, physical and emotional challenges. <https://www.healthpolicypartnership.com/what-is-health-the-search-for-an-accurate-definition/>

**Informal and formal services and supports:** Formal supports have access to the resources that the system they represent holds in its services and structures. Formal support includes the services provided by professional, trained employees, typically paid for their work, while informal support includes the support provided by her social network and community. <https://findanyanswer.com/what-are-the-differences-between-formal-and-informal-supports-for-families-of-students-with-disabilities>

**Interagency Initiatives:** Interagency collaboration engages all IDD-serving agencies from the public, private, and community-based sectors. These agencies work together to address the complex needs of individuals with IDD in a spirit of community partnership.

**Medical Home:** Location of the health provider’s office/clinic where the individual gets most of their routine care, and where their general health records are kept--Who is seen for most routine health care needs.

**Systems Change:** Systems change is a process that shifts the way that an organization or community makes decisions about policies, programs, and the allocation of its resources — and, ultimately, in the way it delivers services and supports its citizens and constituencies [www.ccitoolsforfeds.org/systems\\_change.asp](http://www.ccitoolsforfeds.org/systems_change.asp)

## **Goal 1: Advocacy**

### **Vision Statement:**

All individuals with I/DD statewide and their family members will have increased access to information throughout the lifespan in order to learn and strengthen the advocacy and leadership skills they need to lead be self-directed lives.

**Five Year Goal:** To develop a sustainable support system relating to advocacy and self-direction that reaches all individuals with I/DD statewide and their families and caregivers statewide, particularly for those with communication issues.

**Objective 1.a.** By Dec. 31, 2023, all individuals with I/DD statewide will be provided/have access to support and technical assistance as part of a dynamic statewide self-advocacy organization, as measured by the numbers of persons with I/DD participating in trainings and leadership coalition activities.

### **Activities:**

1. For each year of 2022- 2026, the HSCDD will increase civic engagement and self- direction on the part of individuals with I/DD by providing support and technical assistance to a statewide self-advocacy organization, providing leadership training opportunities, promoting emerging leaders with I/DD as trainers and speakers, and supporting and expanding participation of individuals with I/DD in culturally-diverse, cross-disability leadership coalitions.
2. For each year of 2022- 2026, the HSCDD, in collaboration with DD Act partners, and with an emphasis on serving historically-underserved populations, including individuals who are limited-English proficient, will provide leadership training and mentoring to at least 20 individuals with I/DD and their families, and will support projects to develop advanced leadership skills and networking opportunities for at least 2 individuals with I/DD and their families through mentorships, internships, and apprenticeships in careers related to public policy and disability advocacy.

**Objective 1.b.** By January 1, 2024, all individuals with I/DD statewide and their families and caregivers will have increased access to information and options around alternatives to guardianship, as measured by pre and post- test survey of participant's knowledge attitudes and practices relating to alternatives to guardianship options, as well as records indicating that training was provided.

### **Activities:**

1. Conduct knowledge/attitudes/behavior (KAP) online survey for all individuals with I/DD statewide and their families and caregivers to determine current status of knowledge/attitudes/behavior regarding alternatives and options around guardianship.
2. Share KAP survey results with all agencies and persons connected to guardianship options and develop training to meet unmet KAP needs for individuals with I/DD, their families and caregivers.
3. Implement guardianship options and alternatives training and advertise widely statewide among individuals with I/DD, their families and caregivers.

**Objective 1.c.** By Jan. 1, 2025, the HSCDD will develop and support projects and programs to decrease barriers in access to technology and internet access/connectivity for individuals with I/DD and their families and caregivers, as measured by the number of new projects/programs offered each year, and the number of individuals with I/DD and their families attending each offering.

### **Activities:**

1. Conduct knowledge/attitudes/behavior (KAP) online survey for all individuals with I/DD statewide and their families and caregivers, to determine current status of knowledge/attitudes/behavior regarding barriers in accessing technology and internet access/connectivity.

2. Share KAP survey results with all agencies and persons concerned with addressing barriers in accessing technology and internet access/connectivity and develop training to meet unmet KAP needs for individuals with I/DD, their families and caregivers.
3. Implement addressing barriers in accessing technology and internet access/connectivity training and advertise widely statewide among individuals with I/DD, their families and caregivers.

## **Goal 2: Capacity-Building**

### **Vision Statement:**

All individuals with I/DD statewide and their families will have increased information and support they need to access the services and supports they need to live, work, and learn in the community with independence.

**Five Year Goal:** To develop a sustainable and accessible system of services and supports that reaches all individuals with I/DD, their families and their caregivers statewide.

**Objective 2.a.** By June 30, 2022, the HSCDD will support projects and engage in outreach designed to ensure increased levels of diversity, equity, and cultural competency in all aspects of the work carried out by the Council and its staff, as measured by specific diversity, equity and cultural competency indicators established and implemented by the HSCDD.

### **Activities:**

1. Conduct knowledge/attitudes/behavior (KAP) online survey for all individuals with I/DD statewide and their families and caregivers to determine current status of diversity, equity, and cultural competency awareness, attitudes and needs relating to outreach and specific supports provided by the HSCDD.
2. Share KAP survey results with all agencies, individuals with I/DD statewide and their families and caregivers to determine current status of diversity, equity, and cultural competency awareness, attitudes and needs relating to outreach and specific supports provided by the HSCDD and develop training and other resources identified to meet unmet diversity needs for individuals with I/DD, their families and caregivers.
3. Engage with other agencies and organizations statewide to develop and implement diversity, equity, and cultural competency training, projects and initiatives.

**Objective 2.b.** By Dec. 31, 2023, the HSCDD will support the development of an information and technical assistance program to empower students, families, and stakeholders in identifying and delivering transition services that align with Employment First initiatives that can lead to supported competitive employment, post-secondary education, and/or independent living options, as measured by program development plans and public information offered on the new program to the community.

### **Activities:**

1. Conduct knowledge/attitudes/behavior (KAP) online survey for all individuals with I/DD statewide and their families to determine current status of knowledge/attitudes/behavior regarding barriers in accessing employment, educational opportunities and independent living options for persons with I/DD.
2. Share KAP survey results with all agencies and persons with I/DD and their families and caregivers regarding barriers in accessing employment, educational opportunities and independent living options for persons with I/DD.
3. Develop and implement training to address unmet needs of persons with I/DD and their families and caregivers regarding barriers in accessing employment, educational opportunities and independent

living options for persons with I/DD, along with a warmline information and technical assistance program.

**Objective 2.c.** By June 30, 2024, the HSCDD will support projects to expand the capacity of Hawaii's system of health and housing options and services supports to serve those with complex medical and behavioral needs, including those who are aging, have behavioral and mental health challenges and/or medical disabilities, and who are engaged in supported competitive employment in their own community, as measured by the development of comprehensive wrap-around services plan and an implementation timetable.

**Activities:**

1. Conduct knowledge/attitudes/behavior (KAP) online survey for all individuals with I/DD statewide and their families and caregivers to determine current status of knowledge/attitudes/behavior regarding the current capacity of Hawaii's system of health and housing options and services supports to serve those with complex medical and behavioral needs, including those who are aging, have behavioral and mental health challenges and/or medical disabilities, and who are engaged in supported competitive employment in their own community.
2. Share KAP survey results with all agencies, individuals with I/DD statewide and their families and caregivers to determine current status of knowledge/attitudes/behavior regarding the current capacity of Hawaii's system of health and housing options and services supports to serve those with complex medical and behavioral needs, including those who are aging, have behavioral and mental health challenges and/or medical disabilities, and who are engaged in supported competitive employment in their own community. Develop training and other resources identified to meet unmet diversity needs for individuals with I/DD, their families and caregivers.
3. Develop training and other resources identified in the KAP survey to help meet unmet Hawaii's system of health and housing options and services supports needs for individuals with I/DD, their families and caregivers.

**Goal 3: EMPLOYMENT**

***Vision Statement:***

All working-age individuals with ID/D, including those with communication issues, will live productive lives with readily available opportunities for employment and education.

**Five Year Goal:** To develop a sustainable support system relating to education and employment that reaches all working-age individuals with ID/D statewide, particularly those with communication issues.

**Objective 3.a.** By Dec. 31, 2022, HSDCC to review and report on all public and private labor practices and laws in Hawaii that affect all working-age individuals with ID/D, in accessing equal benefits and privileges of employment, as measured by a public report on disability-related labor laws and practices and recommendations for needed private/public changes that need to be made.

**Activities:**

1. HSDCC conducts a review and develops a draft report on all public and private labor practices and laws in Hawaii that affect all working-age individuals with ID/D, including disability-related labor laws and practices and recommendations for needed private/public changes that need to be made.
2. HSDCC shares this report on all public and private labor practices and laws in Hawaii with all agencies, individuals with I/DD statewide and their families and caregivers so that information is shared and community responses/comments are included in the final report and recommendations.
3. HSDCC develops and implements an annual implementation plan for ongoing sharing of updated information, as well as specific actions/activities to address recommendations for needed private/public changes that need to be made.

**Objective 3.b.** By Dec. 31, 2023, all working-age individuals with ID/DD will be offered training on basic employment practices, as measured by a pre and post-test survey of their knowledge attitudes and practices relating to employment., and records indicating training was provided.

**Activities:**

1. Conduct knowledge/attitudes/behavior (KAP) online survey for all individuals with I/DD statewide and their families to determine current status of knowledge/attitudes/behavior regarding basic employment practices for persons with I/DD.
2. Share KAP survey results with all agencies and persons with I/DD and their families and caregivers that increases information on current status of knowledge/attitudes/behavior regarding basic employment practices for persons with I/DD.
3. Develop and implement training to address unmet needs of persons with I/DD and their families and caregivers regarding basic employment practices for persons with I/DD. along with a warmline employment information and technical assistance program.

**Objective 3.c.** By Dec, 31, 2024, The HSCDD will convene a working group of all collaborating partners to determine sustainability plans for employment and education educational/training for all working-age individuals with ID/DD statewide, as measured by a written collaborative agreement specifying plans for 2025 on, who/what entity will be the lead on which tasks, how the collaboration will be supported to ensure sustainability of employment and educational opportunities for adult individuals with I/DD statewide.

**Activities:**

1. HSCDD will identify and recruit a working group of community collaborating partners to determine sustainability plans for employment and education educational/training for all working-age individuals with ID/DD statewide
2. Under HSCDD leadership, the working group of community collaborating partners will develop written collaborative agreement specifying plans for 2025 on, who/what entity will be the lead on which tasks, how the collaboration will be supported to ensure sustainability of employment and educational opportunities for adult individuals with I/DD statewide.
3. HSCDD will disseminate the draft written collaborative agreement on sustainability plans for employment and education educational/training for all working-age individuals with ID/DD statewide for review and comment to all agencies and persons with I/DD and their families and caregivers prior to finalizing the agreement and plan.

## **Goal 4: HEALTH/HEALTHCARE**

### ***Vision Statement:***

All I individuals with I/DD, including those with communication issues, will live in a healthy environment that support optimal well-being, and a supportive and accessible system of health services

**Five Year Goal:** To develop a sustainable support system relating health and well-being that reaches all individuals with I/DD statewide, particularly those with communication issues.

**Objective 4.a.** By Dec. 31, 2023, all individuals with I/DD statewide will have an established medical home with tele-health capacity for their healthcare needs, as measured by departmental verification of medical home status with tele-health capacity for all individuals under case management.

**Activities:**

1. HSCDD will conduct a survey of all Medicaid providers regarding the specific location of the health provider's office/clinic where their individual clients with I/DD gets most of their routine care, and where their general health records are kept--Who is seen for most routine health care needs. No identifying information of clients or providers will be required for this survey (HIPAA).
2. The survey analysis of providers and medical homes for clients will be analyzed and shared with all agencies, individuals with I/DD statewide and their families and caregivers, and recommendations for further action to increase medical home access for individuals with I/DD statewide will be incorporated into the survey summary.
3. HSCDD will work with existing medical and health care providers and organizations (HMA, etc.) to determine any barriers to accessing medical home status for individuals with I/DD statewide and review status annually.

**Objective 4.b.** By June 30, 2023, all individuals with I/DD statewide will have access to the full array of COVID-19 services, including prevention, testing, health education and treatment, as measured by a departmental verification of COVID services access for all individuals under case management.

**Activities:**

1. HSCDD will conduct a knowledge/attitudes/behavior (KAP) online survey for all individuals with I/DD statewide and their families to determine current status of knowledge/attitudes/behavior regarding basic COVID prevention, testing, health education and treatment.
2. HSCDD will share KAP survey results with all agencies and persons with I/DD and their families and caregivers that increases information on current status of knowledge/attitudes/behavior regarding basic prevention, testing, health education and treatment, along with barriers to care.
3. HSCDD will develop and implement training to address unmet needs of persons with I/DD and their families and caregivers regarding basic COVID prevention, testing, health education and treatment.
4. HSCDD will ensure that all COVID testing and vaccination sites are trained and supported to provide COVID prevention, testing, health education and treatment services to individuals with I/DD statewide.

**Objective 4.c.** By June 30, 2024 all individuals with I/DD statewide and their support system providers will be trained on emergency preparations for a disaster situation, as measured by a personal emergency/household plan, and a 14-day disaster supplies checklist.

**Activities:**

1. HSCDD will conduct a knowledge/attitudes/behavior (KAP) online survey for all individuals with I/DD statewide and their families to determine current status of knowledge/attitudes/behavior regarding basic disaster awareness and planning, as well as a reliable and accessible disaster information system.
2. HSCDD will share KAP survey results with all agencies and individuals with I/DD and their families and caregivers that increases information on current status of knowledge/attitudes/behavior regarding basic disaster awareness and planning, as well as a reliable and accessible disaster information system.
3. HSCDD will develop and implement training to address unmet needs of individuals with I/DD and their families and caregivers regarding basic disaster awareness and planning, as well as a reliable and accessible disaster information system.
4. HSCDD will develop specialized/specific disaster supplies checklist and materials for individuals with

I/DD and their families that addresses unique disaster preparedness needs.

## **Goal 5: Informal and Formal Services and Supports:**

### ***Vision Statement:***

All individuals with I/DD statewide, including those with communication issues, will live productive lives with the appropriate level and quality of formal and informal services and supports.

**Five Year Goal:** To develop a sustainable formal and informal services and supports system that meets the unique needs of all individuals with I/DD statewide statewide, particularly those with communication issues.

**Objective 5.a.** By Dec. 31, 2024, all individuals with I/DD statewide will have knowledge of and will be able to access both formal and informal support services, as measured by pre and post test survey of their knowledge attitudes and practices relating to accessing key services and supports, and records indicating training was provided.

### **Activities:**

1. HSCDD will conduct a knowledge/attitudes/behavior (KAP) online survey for all individuals with I/DD statewide and their families to determine current status of knowledge/attitudes/behavior regarding what would be a sustainable formal and informal services and supports system that meets the unique needs of all individuals with I/DD.
2. HSCDD will share KAP survey results with all agencies and individuals with I/DD and their families and caregivers that increases information on current status of knowledge/attitudes/behavior regarding a sustainable formal and informal services and supports system that meets the unique needs of all individuals with I/DD.
3. HSCDD will ensure that all formal and informal support services providers are trained and supported to provide for the unique needs of all individuals with I/DD statewide.

**Objective 5.b:** By June 30, 2023, all agencies serving individuals with I/DD statewide will have completed a personalized assessment of the formal and informal supports and services provided to each of their clients, as well as unmet needs. This objective will be measured by the number/percentage of agencies reporting on these services and supports analysis being completed, which is subject to DOH review.

### **Activities:**

1. HSCDD will conduct a survey of all agencies serving individuals with I/DD statewide to request that they complete a personalized assessment of the formal and informal supports and services provided to each of their clients, as well as unmet needs.
2. The survey analysis of personalized assessment of the formal and informal supports and services provided to all clients, as well as unmet needs will be analyzed and shared with all agencies, individuals with I/DD statewide and their families and caregivers, and recommendations for further action on personalized formal and informal supports and services provided to clients, as well as unmet needs. will be incorporated into the survey summary.
3. HSCDD will work with all agencies serving individuals with I/DD statewide to develop a plan to ensure that agencies complete a personalized assessment of the formal and informal supports and services provided to all clients, as well as unmet needs at intake and reviewed at least annually.

**Objective 5.c:** By Dec. 31, 2023, all agencies serving individuals with I/DD statewide shall be aware of and able to access resources and services relating to the HSCDD, as measured by pre and post-test survey of inter-agency knowledge attitudes and practices relating to accessing key services and supports, and records indicating that the training was provided.

**Activities:**

1. HSCDD will conduct knowledge/attitudes/behavior (KAP) online survey for all individuals with I/DD statewide and their families and caregivers to determine current status of consumer access resources and services relating to their awareness, attitudes and needs of key services and specific supports provided by the HSCDD.
2. HSCDD will share KAP survey results with all agencies, individuals with I/DD statewide and their families and caregivers to determine current status of current status of consumer access resources and services relating to their awareness, attitudes and behaviors relating to key services and specific supports provided by the HSCDD. Develop training and other resources identified to meet unmet HSCDD key services and specific supports needs for individuals with I/DD, their families and caregivers.
3. HSCDD will engage with other agencies and organizations statewide to develop and implement HSCDD key services and specific supports needs awareness, training, projects and initiatives.

**Objective 5.d:** By Dec. 31, 2024, the HSCDD will convene a working group of all collaborating partners to determine sustainability plans for formal and informal services and supports for all individuals with I/DD statewide, as measured by a written collaborative agreement specifying plans for 2025 on, who/what entity will be the lead on which tasks, how the collaboration will be supported to ensure sustainability of formal and informal services and supports to meet the needs of adult individuals with I/DD statewide.

**Activities:**

1. HSCDD will identify and recruit a working group of community collaborating partners to determine ensure sustainability of formal and informal services and supports to meet the needs of individuals with ID/D statewide
2. Under HSCDD leadership, the working group of community collaborating partners will develop written collaborative agreement specifying plans for 2025 on, who/what entity will be the lead on which tasks, how the collaboration will be supported to ensure sustainability of formal and informal services and supports to meet the needs of individuals with ID/D statewide
3. HSCDD will disseminate the draft written collaborative agreement on ensuring sustainability of formal and informal services and supports to meet the needs of individuals with ID/D statewide for review and comment to all agencies and persons with I/DD and their families and caregivers prior to finalizing the agreement and plan.

## **Goal 6: INTERAGENCY INITIATIVES**

### **Vision Statement:**

All individuals with I/DD statewide, including those with communication issues, will live in a healthy environment that support their optimal well-being, via inter-agency collaboration to address the complex needs of individuals with ID/D, in a spirit of community partnership.

**Five Year Goal:** To develop a sustainable and functional inter-agency support system that reaches all individuals with I/DD statewide, including those with communication issues.



**Objective 6a.:** By Dec. 31, 2022, the HSCDD will conduct a statewide needs assessment of all individuals with I/DD statewide, in collaboration with all state, county and community partners to reach as many of the 23,000 estimated individuals with ID/D as possible statewide, as measured by the completion and analysis of the survey and the number of individuals with I/DD statewide completing it.

**Activities:**

1. HSCDD will conduct a statewide needs assessment online survey for all individuals with I/DD statewide and their families to determine current needs of all surveyed individuals with I/DD.
2. HSCDD will share needs assessment survey results with all agencies and individuals with I/DD and their families and caregivers that increases information regarding a sustainable system of services that meets the unique needs of all individuals with I/DD, and determine what steps are needed to achieve this goal.
3. HSCDD will ensure that all state, county and community partners, families and support services providers are trained and supported to provide for the unique needs of all individuals with I/DD statewide.

**Objective 3c/6.b:** By Dec, 31, 2024, the HSCDD will convene a working group of all collaborating partners to determine sustainability plans for employment and education educational/training for all working-age individuals with ID/D statewide, as measured by a written collaborative agreement specifying plans for 2025 on, who/what entity will be the lead on which tasks, how the collaboration will be supported to ensure sustainability of employment and educational opportunities for adult individuals with I/DD statewide.

**Activities:**

1. HSCDD will identify and recruit a working group of community collaborating partners to determine sustainability plans for employment and education educational/training for all working-age individuals with ID/D statewide
2. Under HSCDD leadership, the working group of community collaborating partners will develop written collaborative agreement specifying plans for 2025 on, who/what entity will be the lead on which tasks, how the collaboration will be supported to ensure sustainability of employment and educational opportunities for adult individuals with I/DD statewide.
3. HSCDD will disseminate the draft written collaborative agreement on sustainability plans for employment and education educational/training for all working-age individuals with ID/D statewide for review and comment to all agencies and persons with I/DD and their families and caregivers prior to finalizing the agreement and plan.

**Objective 5.d/6.c:** By Dec. 31, 2024, the HSCDD will convene a working group of all collaborating partners to determine sustainability plans for formal and informal services and supports for working-age individuals with I/DD statewide, as measured by a written collaborative agreement specifying plans for 2025 on, who/what entity will be the lead on which tasks, how the collaboration will be supported to ensure sustainability of formal and informal services and supports to meet the needs of adult individuals with I/DD statewide.

**Activities:**

1. The HSCDD will identify and recruit a working group of community collaborating partners to determine ensure sustainability of formal and informal services and supports to meet the needs of individuals with ID/D statewide
2. Under HSCDD leadership, the working group of community collaborating partners will develop written

collaborative agreement specifying plans for 2025 on, who/what entity will be the lead on which tasks, how the collaboration will be supported to ensure sustainability of formal and informal services and supports to meet the needs of individuals with ID/DD statewide

3. HSCDD will disseminate the draft written collaborative agreement on ensuring sustainability of formal and informal services and supports to meet the needs of individuals with ID/DD statewide for review and comment to all agencies and persons with I/DD and their families and caregivers prior to finalizing the agreement and plan.

## **Goal 7: Systems Change**

### **Vision Statement:**

All individuals with I/DD statewide, their families, and support system stakeholders, will have increased ability to be involved in systems change that is intended to support and benefit individuals with I/DD.

**Five Year Goal:** The SCDD will facilitate government and community partnerships, and improve interagency coordination through collaborations and coalitions, in order to reduce barriers to service access and delivery, with an emphasis on reducing inequities experienced by historically underserved populations, including all individuals with I/DD statewide with communication limitations.

**Objective 7.a.** By Dec. 31, 2023, the HSCDD, in collaboration with community partners, will develop and implement a comprehensive public awareness and outreach campaign to highlight and promote the skills, abilities, and needs of individuals with I/DD, and educate communities on ways in which community services can be made more appropriate, accessible, and responsive to the needs of individuals with I/DD and their families, as measured by the development of the comprehensive public awareness and outreach campaign, and its outreach indicators.

### **Activities:**

1. The HSCDD will identify and contact all community partners statewide who can collaborate in the development and implementation of a comprehensive public awareness and outreach campaign to highlight and promote the skills, abilities, and needs of individuals with I/DD, and educate communities on ways in which community services can be made more appropriate, accessible, and responsive to the needs of individuals with I/DD and their families.
2. The public awareness and outreach campaign collaborative will be convened by HSCDD to meet regularly to develop the comprehensive public awareness and outreach campaign to promote the skills, abilities, and needs of individuals with I/DD, and will present a draft plan of action for community input.
3. The HSCDD will implement the comprehensive public awareness and outreach campaign to promote the skills, abilities, and needs of individuals with I/DD, in collaboration with its community partners statewide.

**Objective 7.b.** By Dec. 31, 2024, the HSCDD, in collaboration with family members, advocates, and those providing natural supports, will work to remove barriers and redesign systems in order to improve, simplify, and expand the system of formal and informal supports for caregivers of all individuals with I/DD, as measured by the formation of a task force and its members and the development of a public plan.

### **Activities:**

1. The HSCDD will collaborate with family members, advocates, and those providing natural supports to best determine how to remove barriers and redesign systems in order to improve, simplify, and

expand the system of formal and informal services and supports to meet the needs of individuals with ID/D statewide.

2. Under HSCDD leadership, the Task Force will develop a written public plan draft to describe how to remove barriers and redesign systems in order to improve, simplify, and expand the system of formal and informal services and supports to meet the needs of individuals with ID/D statewide.
3. HSCDD will disseminate the written public plan draft statewide for review and comment to all agencies and persons with I/DD, family members, advocates, and those providing natural supports, prior to finalizing the plan and implementing it.

**Objective 7.c.** By Dec. 31, 2025, in collaboration with families and community agencies, the HSCDD will provide information and support projects designed to improve the capability of Hawaii's behavioral health care system to meet and respond to the mental health and dual diagnosis needs of all individuals with I/DD and their families, including those in urban and rural areas of the state, as measured by a tracking system for referrals and intake, as well as a survey of individuals with I/DD and their families measuring improvements to behavioral health services access.

**Activities:**

1. The HSCDD will develop and implement a statewide survey in collaboration with the Hawaii's behavioral health care system to explore unmet behavioral health needs and improve the capability of Hawaii's behavioral health care system to meet and respond to the mental health and dual diagnosis needs of all individuals with I/DD and their families, including those in urban and rural areas of the state.
2. The HSCDD will work with the Hawaii's behavioral health care system and other health providers to develop and implement a tracking system for referrals and intake, as well as a survey of individuals with I/DD and their families measuring improvements to behavioral health services access.
3. The HSCDD will annually review the response of the tracking system for behavioral health to determine if it meets the needs of individuals with I/DD and their families for referrals and intake as well as access to care.

**Goal 7: Sexuality and Healthy Relationships for Youth and Adults with I/DD**

**Summary:**

Hawaii has evidence of need for better training, education and services as well as awareness of sexuality and healthy relationships for youth and adults with an intellectual and developmental disability (I/DD). A coordinated system of services and collaborative partners will help to ensure that youth and adults with I/DD receive the support they need to have healthy sexuality and safe relationships with others. The Hawaii State Council on Developmental Disabilities (HSCDD) is committed to including this need for youth and adults with I/DD in the 5-year (2022-26) State Plan.

**Statement of Need:**

An estimated 23,000 persons have a developmental disability in Hawaii, 3,000 of which currently receive case management services within the Department of Health (DOH). It is surmised that most persons with an intellectual and developmental disability (I/DD) do not receive services beyond their Department of Education (DOE) time period (age 22 and beyond).

An estimated 25/700 (3.5% of all reported cases) adult protective services cases for individuals with I/DD were reported in 2019 for abuse/neglect investigation. The number of actual cases is likely underreported.

Current training and education of persons who are mandated reporters to APS-DHS is minimal (30 minutes) with most time spent on forms, definitions and only 5 minutes allocated on how to report sexual abuse. The training does not include how to support sexuality of youth and adults with I/DD.

Current sexuality training and education within programs serving youth and adults with I/DD is reportedly sparse and not mandated by state or county or agency. The DOH Developmental Disabilities Division (DDD) and a few agencies have offered trainings in the past, as resources were available.

Community awareness of potential for or how to respond to victimization/abuse of youth and adults with I/DD, is not felt to be widespread and needs to be strengthened significantly.

***Vision Statement:***

All youth and adults with I/DD, ages 16 and above, including those with communication issues, will live in a positive and healthy environment, and a supportive and safe community statewide.

***Five Year Goal:*** To develop a sustainable support system relating to sexuality and healthy relationships that reaches all youth and adults with I/DD, statewide, particularly those with communication issues.

**Objective 1:** Training & Education: By January 1, 2022, develop and implement a statewide Learning Community Group (LCG) to review, assess and make recommendations on all potential evidence-based training and educational programs to support youth and adults with I/DD, their families, caregivers, educators, and services support personnel, to be measured by establishment of LCG and its regular meetings, as well as curriculum, training and education recommendations to HDDC for consideration.

Activity 1.a. HSCDD will convene an initial core group of 3-5 persons from within HSCDD and community partners to initiate regular meetings of the LCG. Attention will be noted regarding county/island level input in any recommendations made.

Activity 1.b. The LCG will maintain meeting notes and convey all recommendations regarding educational and training programs to the HSCDD and its community advisory partners for review/action.

Activity 1.c. By Dec. 30, 2021, the LCG will be fully functional, meeting regularly and ready to submit final recommendations to the HSCDD on training options and education programs to be implemented in 2022-23.

**Objective 2:** Training & Education: By June 30, 2022, a minimum of two (2) sexuality and healthy relationships programs for youth and adults with I/DD, their families, caregivers, educators, and services support personnel, will be implemented via a train-the-trainer program in each county, as measured by establishment of two (2) programs offered statewide minimum, and evidence that sustainable ongoing training is occurring and documented for all counties.

Activity 2.a. HSCDD will share the two LCG-recommended sexuality and healthy relationships programs for youth and adults with I/DD, their families, caregivers, educators, and services support personnel with state, county and community partners for review and input prior to implementation.

Activity 2.b. HSCDD will identify two internal coordinators for sexuality and healthy relationships programs implementation leads, and community partner leads for implementation within agencies.

Activity 2.c. HSCDD will develop a detailed timeline and workplan for training and education programs that will specify who is responsible for what and by when, as well as resources needed.

**Objective 3:** Training & Education: By June 30, 2023, at least 75% of all Direct Support Workers (DSW) and Service Supervisors (SS) participants in the sexuality and healthy relationships educational/trainings for youth and adults with I/DD, will demonstrate increased knowledge, attitudes and practices in addressing sexuality and healthy relationships in youth and adults with I/DD, as measured by their responses to pre and post training/education quizzes.

Activity 3.a. HSCDD will identify a specific goal for agencies to be reached with trainings statewide, and number of youth and adults with I/DD to be reached. Memorandum of agreements will be made outlining education and training specifics and expectations for non-Medicaid waiver agencies.

Activity 3.b. All participating agencies providing training will provide the educational program, as designed, and ensure that complete pre- and post-quiz results measuring each participant's knowledge, attitudes and behavior, both pre and post intervention, will be forwarded to the HSCDD.

Activity 3.c. The HSCDD internal coordinators and the LCG will review all pre- and post- training quiz results submitted by agencies, to determine if the training and educational program/s are functioning as intended, or if changes to the curriculum need to be made.

**Objective 4:** Training and Education/Sustainability: By Jan 1, 2024, to convene a working group of all collaborating partners to determine sustainability plans for sexuality and healthy relationships educational/training for youth and adults with I/DD statewide, as evidenced by a written collaborative agreement specifying plans for 2025 on, who/what entity will be the lead on which tasks, how the collaboration will be supported to ensure sustainability.

Activity 4.a. HSCDD will issue an invitation to all community partners to establish an open working group with the primary mission to determine ways to sustain education and training for sexuality and healthy relationships for youth and adults with I/DD statewide.

Activity 4.b. HSCDD will explore with DDD and Department of Human Services resources to help sustain training and educational programs for youth and adults with I/DD statewide.

Activity 4.c. A sustainability plan will be developed and shared with all state, county and community partners. The sustainability plan will ensure that Caregivers and Natural Support persons will be offered training on Sexuality and Healthy Relationships for Youth and Adults with I/DD at least twice a year.

**Objective 5:** Policy:

By June 30, 2023, all DDD Medicaid Waiver providers will be required to have all DSW staff complete a minimum of 3 hours of training at hire and annually on sexuality and healthy relationships educational/training for youth and adults with I/DD, as evidenced by new hire and annual training records maintained by the organization. At least one supervisory person per agency shall be identified as responsible for conducting ongoing training and education, and shall have 10 additional hours of training specified for resource and educational purposes.

Activity 5.a. HSCDD will work with the DDD to develop a training and educational plan that meets the specifications identified in Objective 5, and that can be added into all DDD Medicaid Waiver contracts, effective July 1, 2023.

Activity 5.b. HSCDD will work with the DDD to develop the monitoring tool/s to ensure that a supervisory agency person is identified and trained and that training is taking place for all DSW staff.

Activity 5.c. HSCDD will work with the DDD to incorporate the required trainings by DDD Medicaid Waiver contractors into the sustainability plan, as identified in activity 4.c.