

Pathways to Friendship: Social Inclusion for People with Intellectual and Developmental Disability

June 2017-June 2019

Christine J. Clifford, MHP
Andreas Agiorgitis, MEd

June 3, 2019



Components of Pathways

Training Staff	Consultation	Evaluation
Introduction to Friends	Targeted support for Participant	Participant Level
The Invitation to Engagement	Monthly Provider Organization Meetings	Residence Level
Social Role Valorization	Organizational Change	Executive Staff Level
Quarterly Statewide Meetings		

Participating Organizations

Organization Names

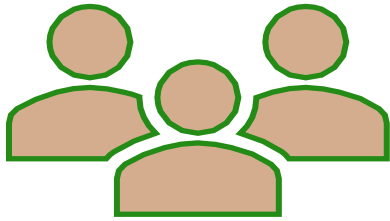
<u>Group 1</u>	<u>Group 2</u>	<u>Group 3</u>
Alternatives	Crystal Springs	Beaverbrook
Community Systems, Inc.	Cardinal Cushing	Northeast Arc
Seven Hills	SE Residential Services-DDS	Communitas
Bamsi	New England Villages	WMTC
Arc of Bristol County	Central Residential Services-DDS	
Vinfen	JRI Berkshire Meadows	
Nonotuck	Behavioral Health Network	
BayCove	Jewish Family and Children Services	
Minuteman Arc	Walnut St Center	
Riverside	Cooperative for Human Services	
	Charles River Center	
	LifeWorks	

Definition of Friend:

- a person who is unrelated to the participant
- not paid to spend time with the participant
- and is not receiving services.

Participants, Residences & Organizations

(Group 1)



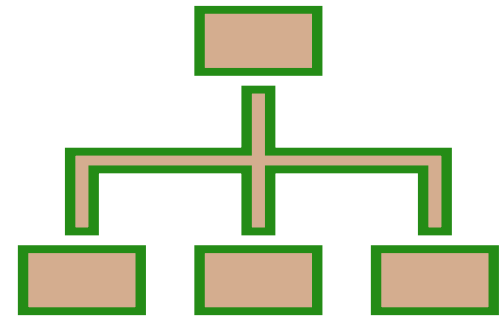
91

Participants w/IDD



81

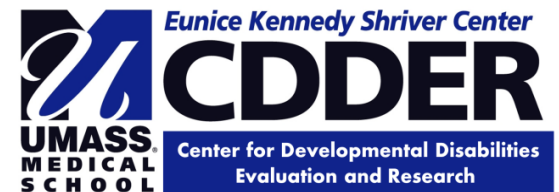
Residences



10

Organizations

PARTICIPANT DATA



Demographics

<u>Gender</u>		<u>Age Group</u>	
Female	53%	18–29	14%
Male	47%	30-39	16%
		40-49	20%
		50-59	27%
		60+	23%
<u>Race-Ethnicity</u>		<u>Condition</u>	
White	84%	Mild ID	42%
Black or African American	11%	Mental Health Diagnosis	29%
Hispanic or Latino	4%	Moderate ID	28%
Other	1%	Physical Disability	24%
<u>Support Needs</u>		Acquired Brain Injury (ABI)	12%
Verbal Communication	48%	Deaf/Hard of hearing	12%
Mobility Impairment	38%	Low vision/Blindness	11%
None	31%	Autism	9%
Vision Challenges	12%	Other	9%
Other	2%	Severe ID	8%

Demographics, cont'd.

<u>Location</u>		<u>Type of Residence</u>	
Suburban	58%	Group home	74%
Rural	21%	Shared living	12%
Urban	21%	Individual supports	10%
		Family home, Adult foster care, Own home	3%
<u>Accessibility of Home</u>			
Participant needs drive/ride	72%		
Near public transportation	30%		
Participant can walk to activities	24%		
Participant needs drive/ride in lift equip vehicle	18%		
Other	2%		

What People Do During the Day

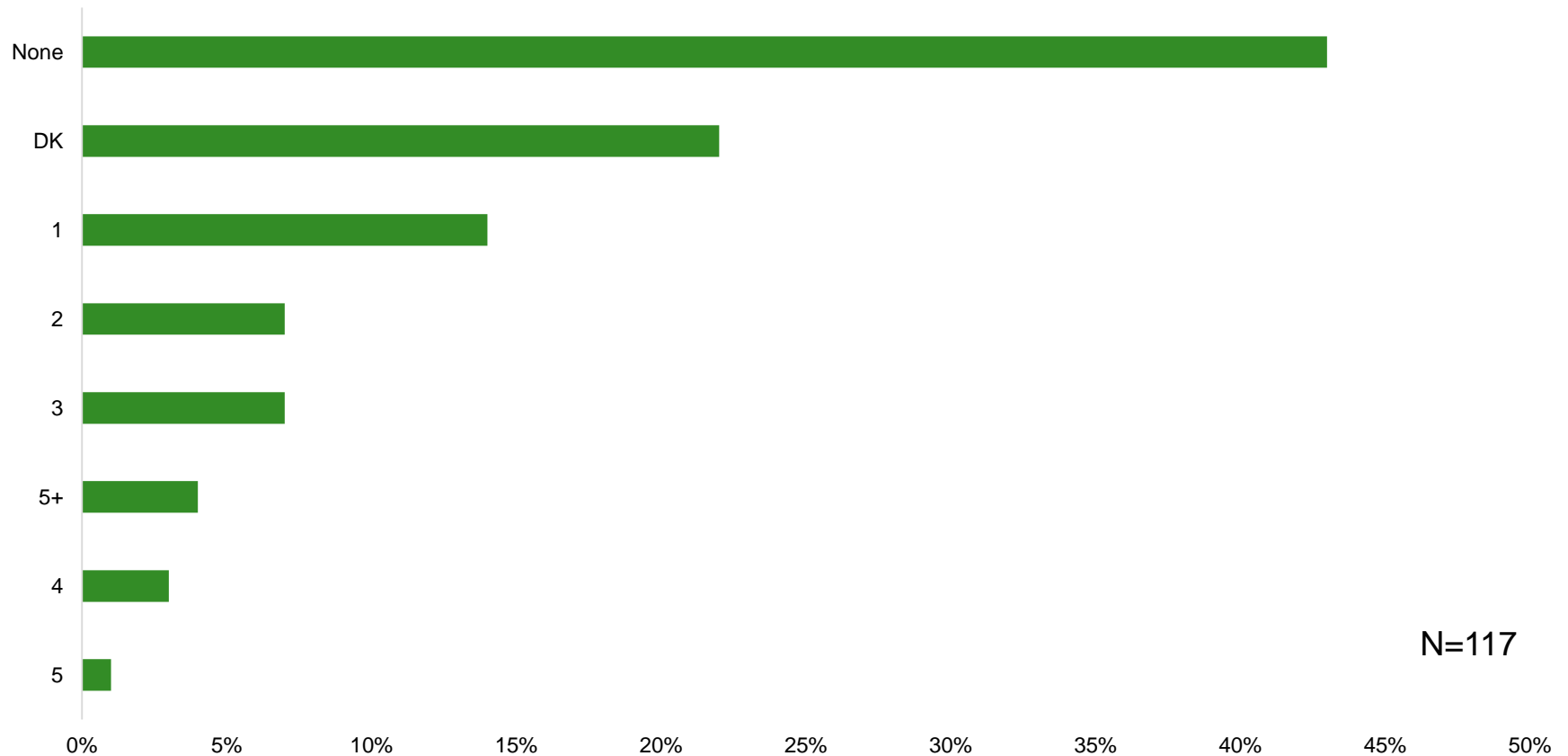
Work		Volunteer	Attend CBDS	Attend Day Hab
23%		14%	48%	59%
Full time	4%			
Part time	78%			
Enclave	17%			

Where People Work: retail, grocery store, car wash, recycle center, food service, Marriott, WHOI

Where People Volunteer: animals, school, church, Relay for Life, water flowers with Lions club, theater

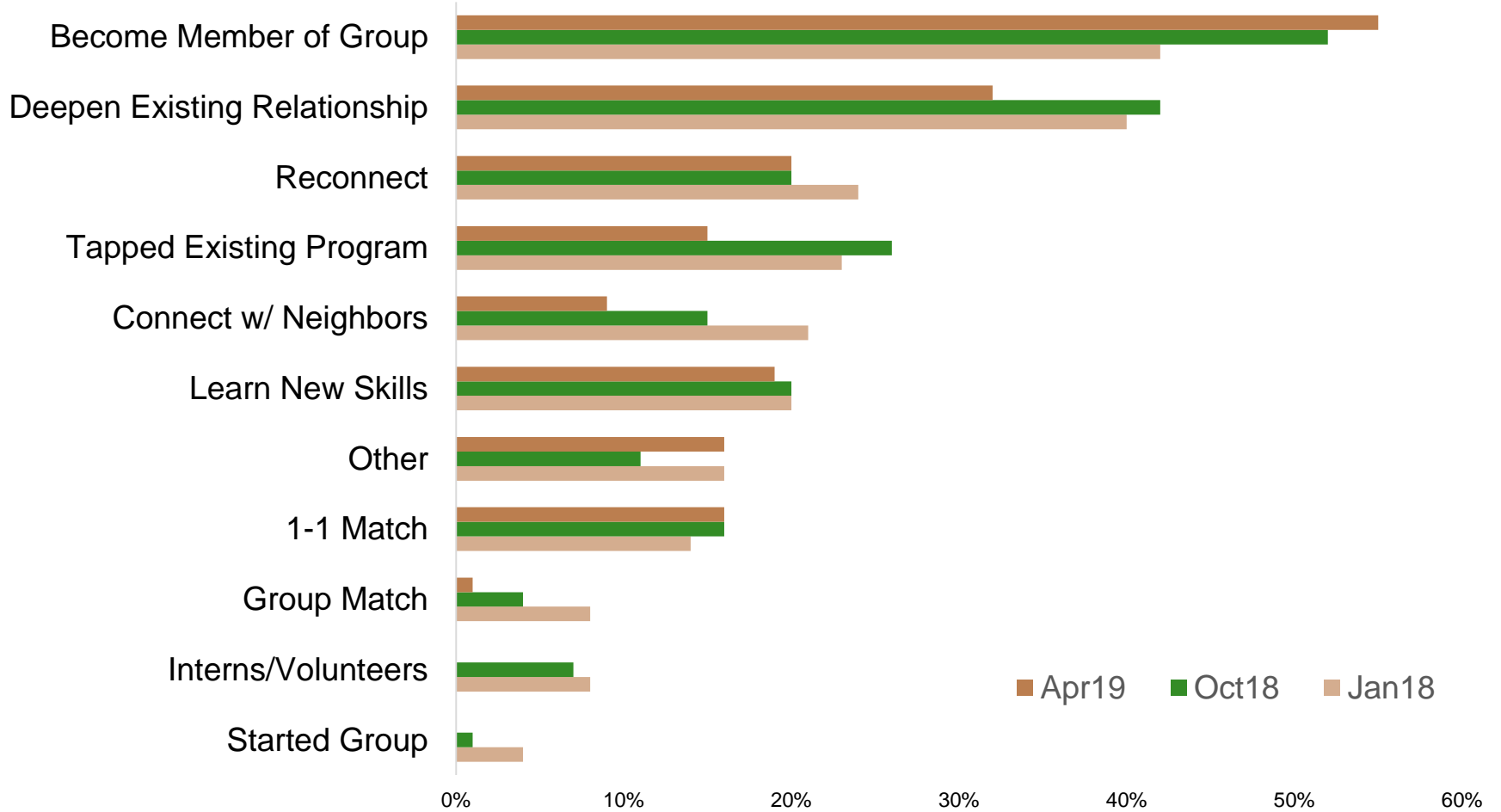
Baseline: June 2017

Number of Friends Reported



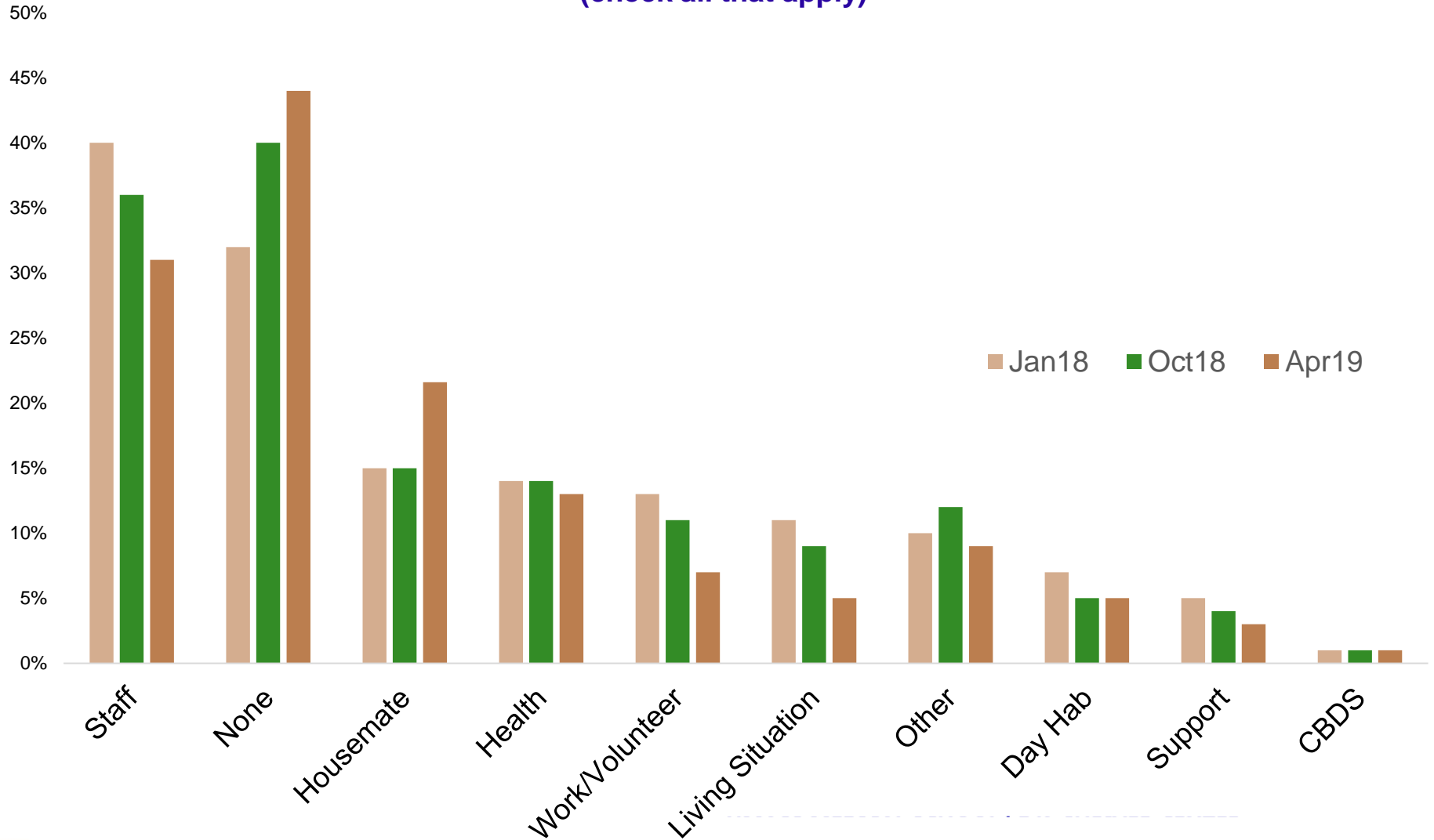
Strategies to Explore Interests

(check all that apply)



Changes That Impacted Life

(check all that apply)



Participated in New Interest/Organization

N=91

- 74% participated in at least 1 new activity
- Of that 74%: 131 new activities
 - 77% Returned
 - 66% Enjoyed it
 - 58% 1-1 interaction
 - 47% Foster connection
 - 38% Consider a friend at the activity
 - 26% Look forward to returning
- 84% Who takes? Staff

What Factors Might Impede Success

- Consistent across survey responses:
 - Behavior
 - Communication
 - Lack of Interest
 - Health
 - Anxiety
 - Transportation
 - Money
- What's New:
 - Staff
 - Finding Activity

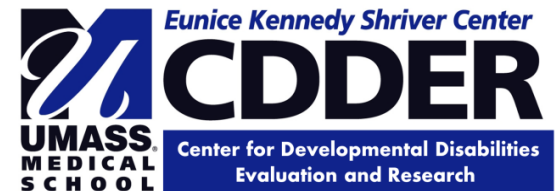
What Factors Contribute to Success

- Consistent across survey responses:
 - Willingness
 - Social
 - Staff
 - Community
 - Modeling
- What's New:
 - Introductions
 - Independence

Of the 44 participants who reported “No Friends” at Baseline:

11 Report New Friends

RESIDENCE SURVEY

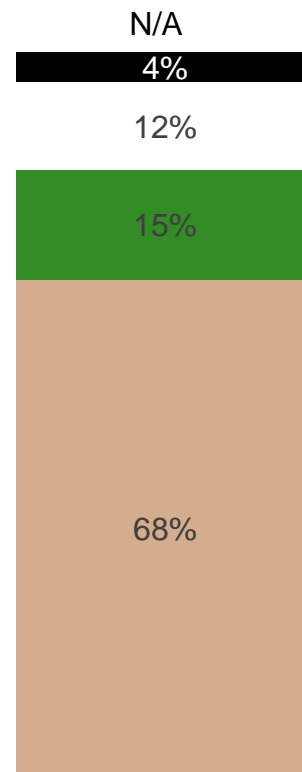


Staff consider it realistic that Participant can make friends

Staff consider it part of their job to connect participant to friends

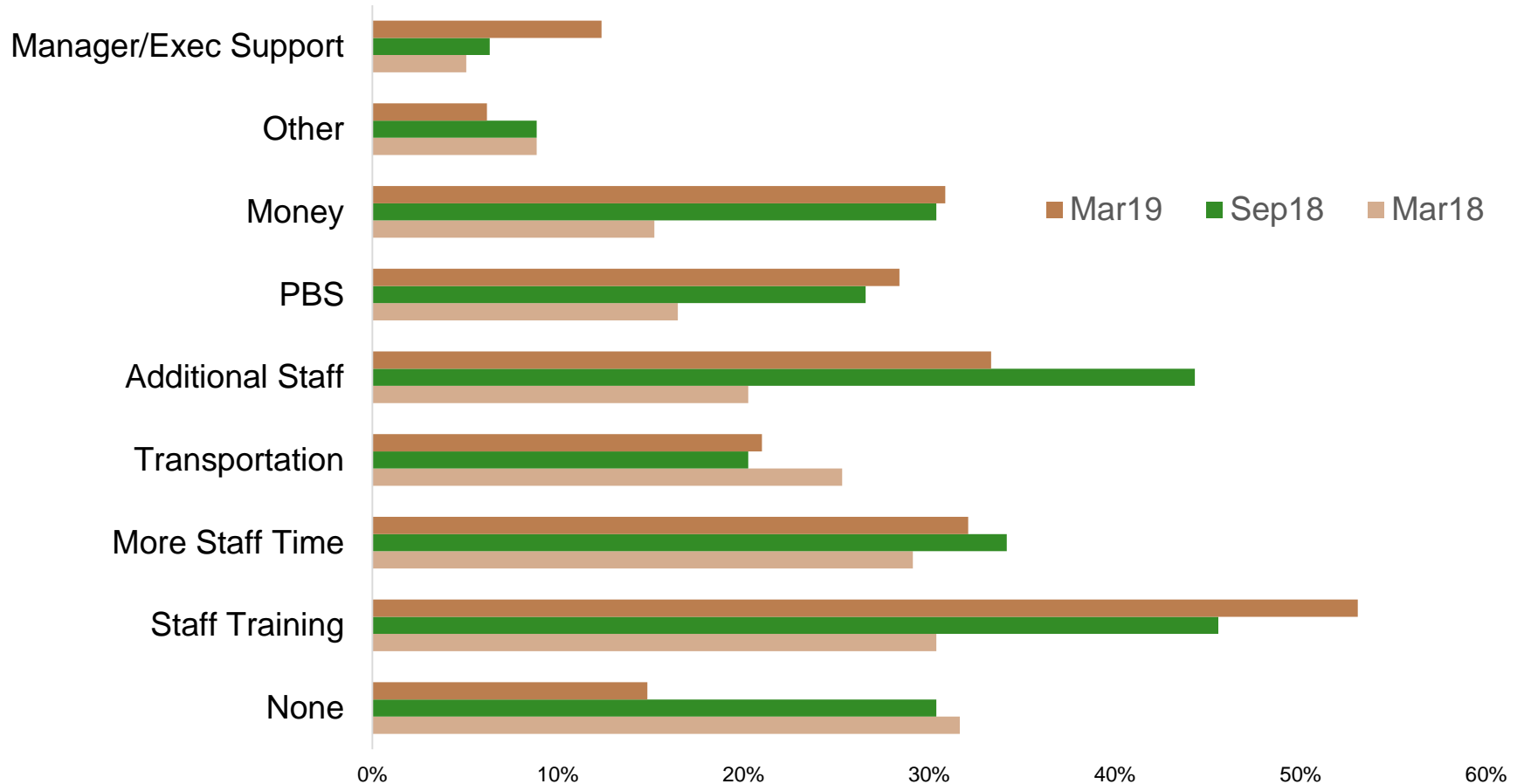
Disagree
Somewhat disagree
Neither Agree/Disagree
Somewhat agree

Agree



Types of Support Staff Requested

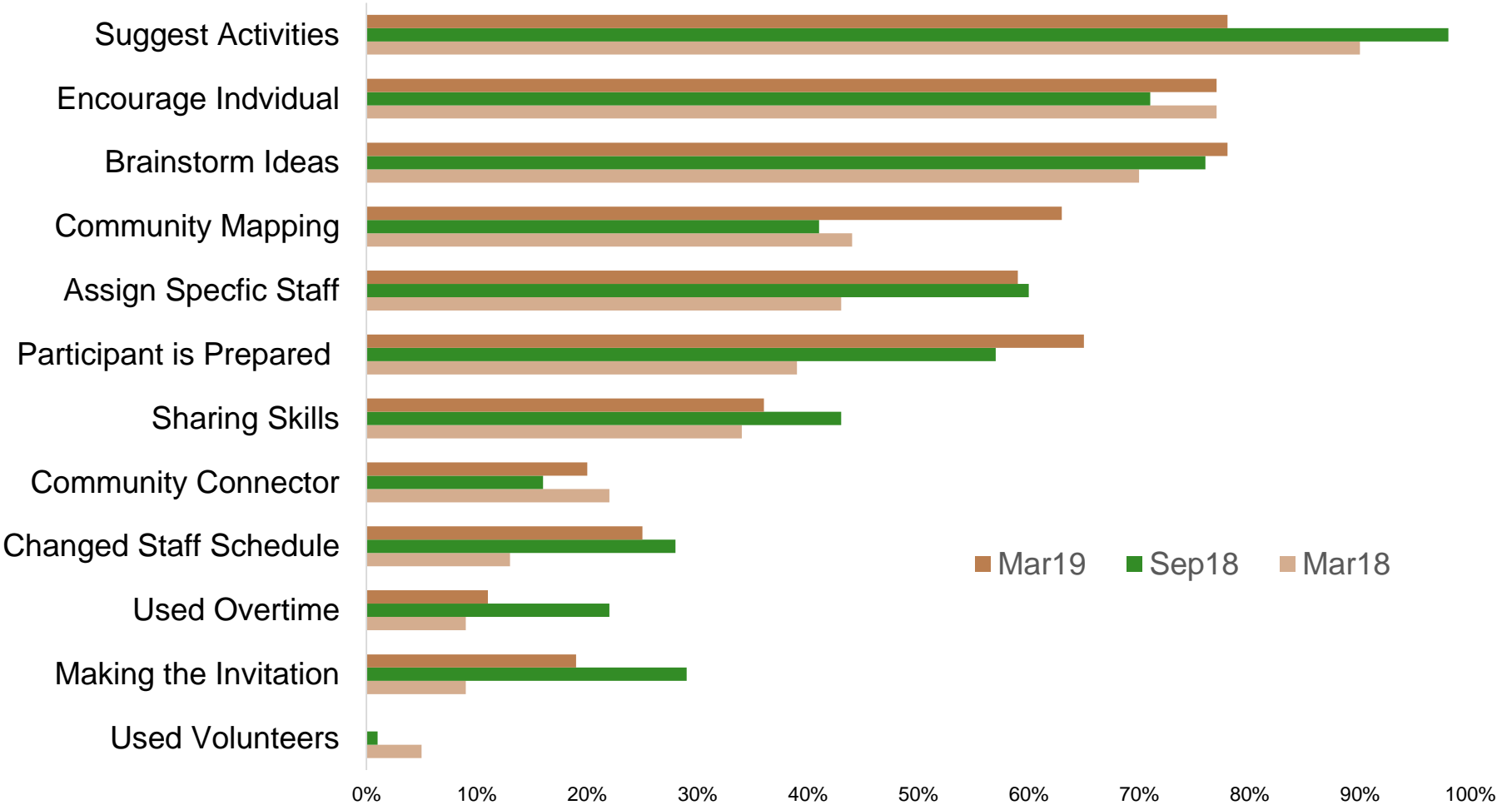
(check all that apply)



81% of the time Organization was able to provide the support

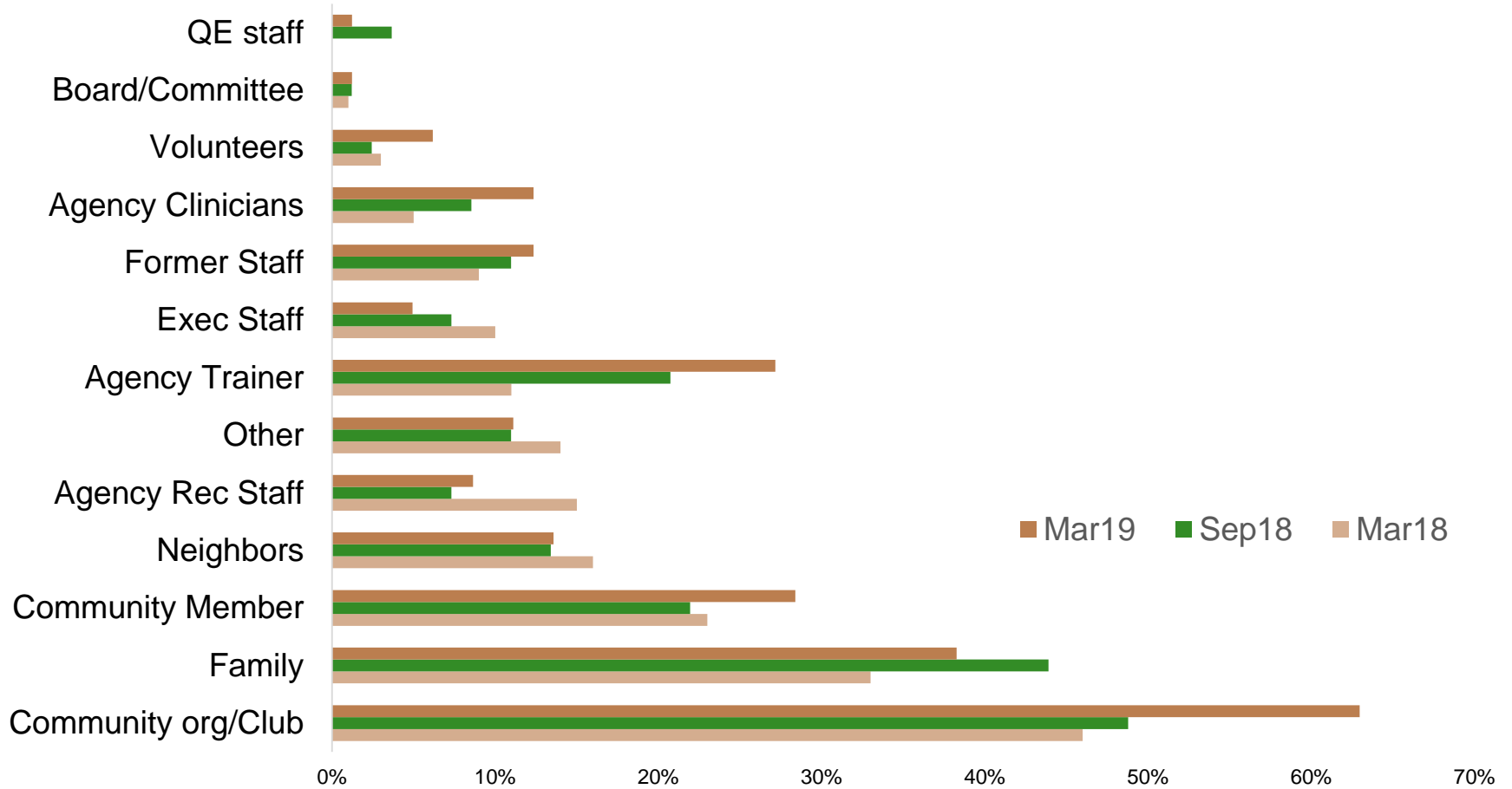
Strategies to Support Participant

(check all that apply)



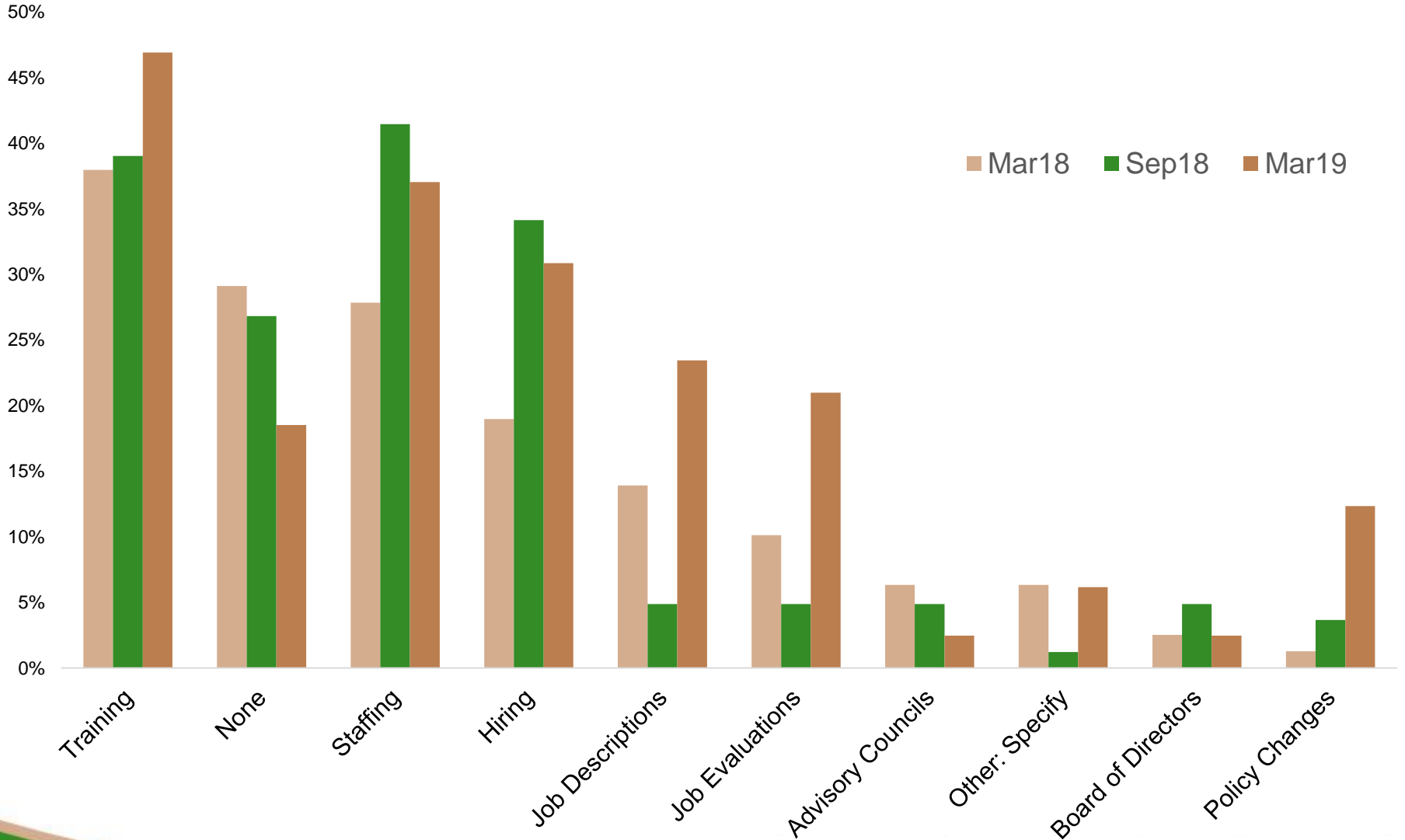
Resources Used to Foster Inclusion

(check all that apply)



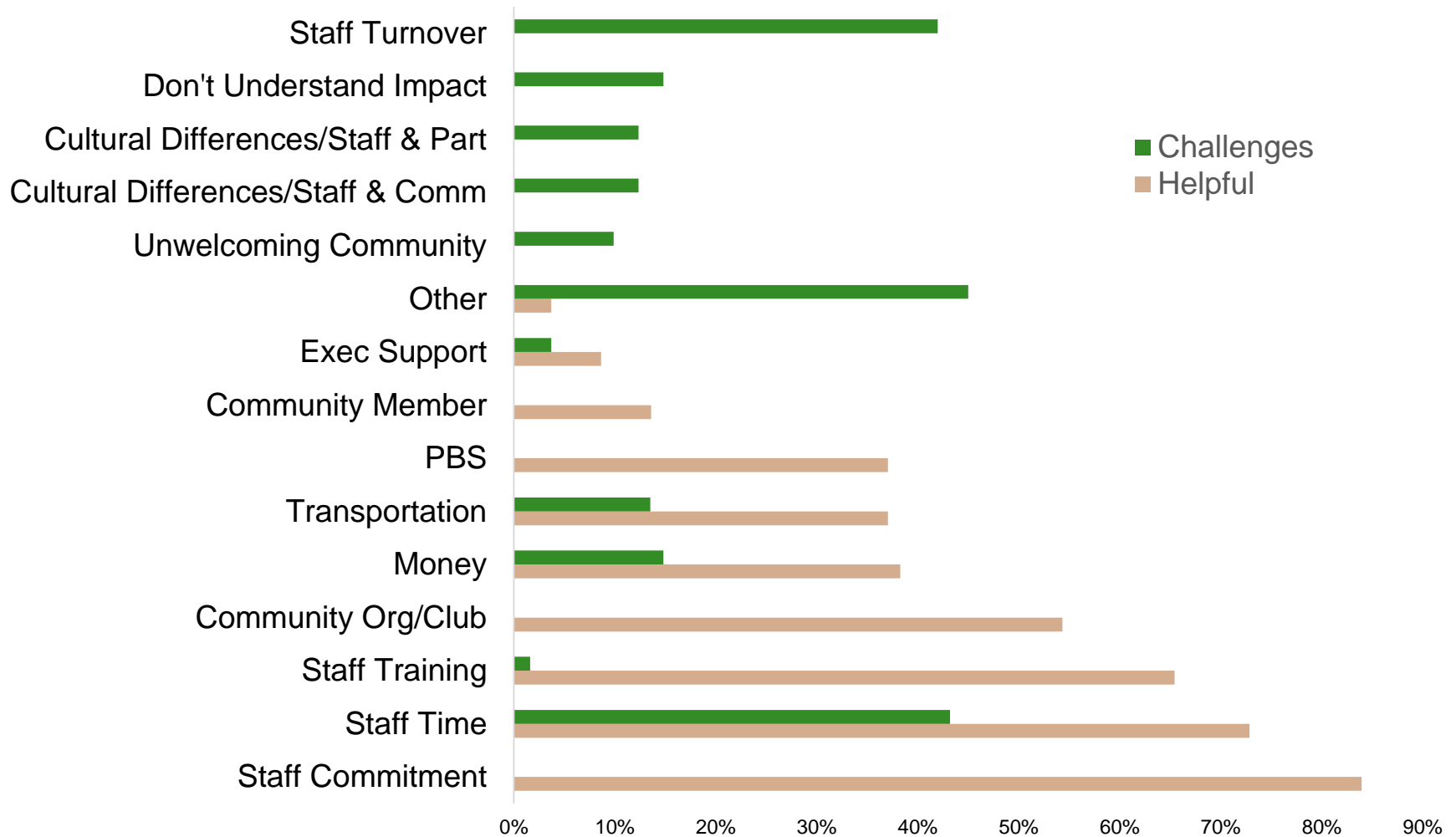
Recommendations to the Leadership

(check all that apply)

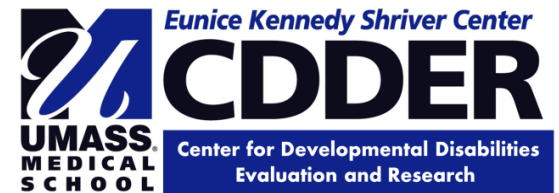


Factors That May Impede or Impact Success

(check all that apply)



EXECUTIVE SURVEYS



Is Social Inclusion Priority? Baseline

- 4 reported it High Priority
 - 5 Medium/High Priority
 - 1 Medium Priority
- 5 Include in Mission Statement
- 6 Include in Vision Statement
- 5 Annual Goals

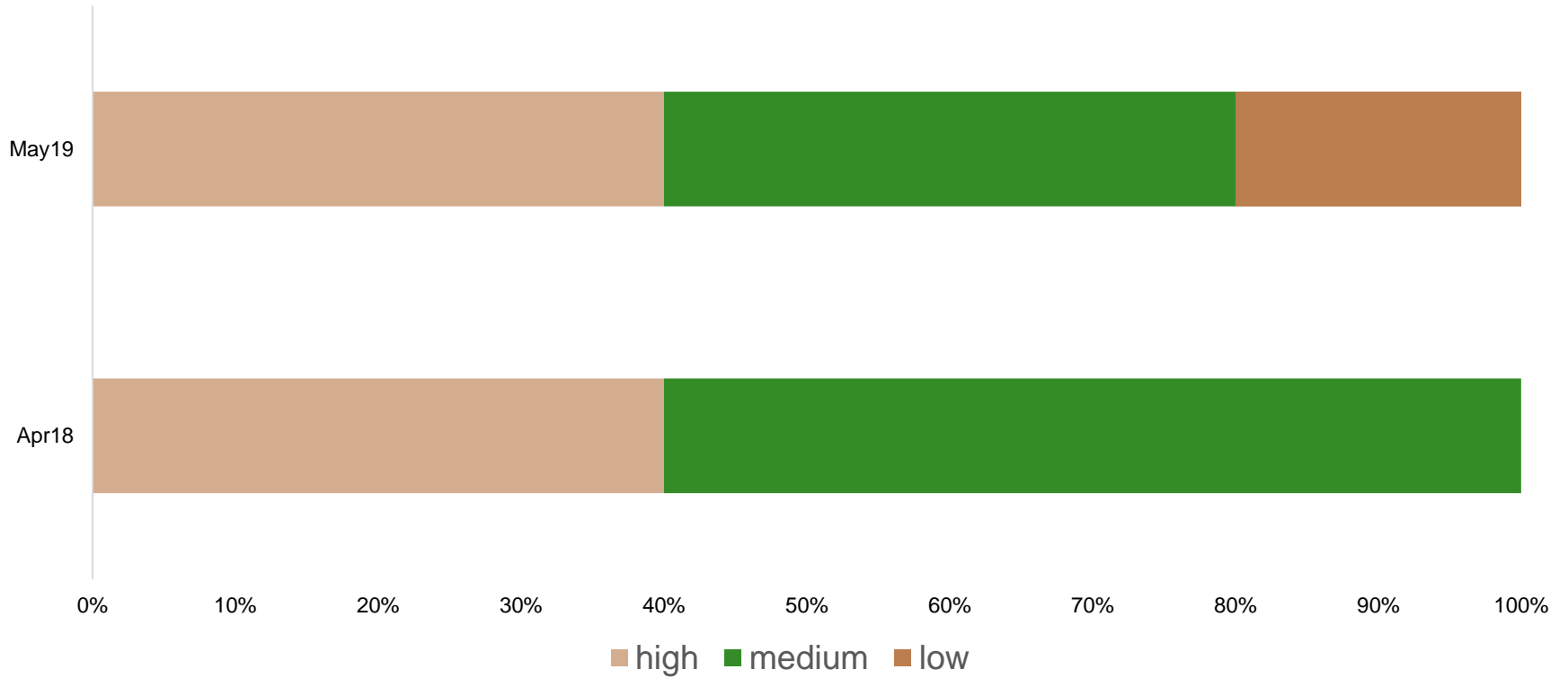
Organizational Change

	# of Organizations		# of Organizations
Staff Meetings	9	Created New positions	4
Staff Schedules*	8	Added Staff	3
Trainings	7	Vision Statement	2
Policies	7	Recruited Volunteers	2
Manage Risk	6	Improved Transportation	2
Staff Evaluations**	5	Other	2
Job Description**	5	Mission Statement	1
Orientations	5		

*DSP, House Manager, Case Manager

**DSP, House Manager, Case Manager, Executive Staff

Rate of Staff Turnover



Staff Turnover by Position

DSP

House Manager

May19



Apr18



0% 20% 40% 60% 80% 100%

0% 20% 40% 60% 80% 100%

Case Manager

Executive Staff

May19



Apr18



0% 20% 40% 60% 80% 100%

0% 20% 40% 60% 80% 100%

increase stay the same decrease

Organization Level Success & Challenges

Successes	Challenges
Large individual successes	Prioritize activities, refocus
Being deliberate, “it’s important”	Staff training, turnover
There’s lots of opportunity out there	Deeper understanding of value
Learned more about community	Taking the next step
Being clear about expectation, reframing education	Anxiety for staff & residents
More aware of how important friendship is	Culture change
	Still resistance that it is even possible

“...seeing the individual’s joy/interaction validates the staff’s hard work to make this activity happen.”

“It appears that the more we are willing to examine current practices and re-focus on inclusion, the more likely it is to occur. We made some great progress and have some fantastic stories”

Questions & Discussion

ChristineJ.Clifford@umassmed.edu

