



## NJCDD announces mini-grant process for FY 2007

**T**he New Jersey Council on Developmental Disabilities has introduced a mini-grant process in FY-2007 to encourage new and innovative local activity that will result in meaningful benefits for people with developmental disabilities and their families.

Any activity funded through a mini-grant must lead directly to independence, productivity and/or integration for individuals with developmental disabilities, or demonstrate an innovative way to do so. Applicants must also explain how:

- the activity has good potential for being applied by others and for continuing;
- it is not simply a one-time, one-person idea but addresses a larger group;
- it demonstrates a unique or innovative approach to tackle a problem;
- the mini-grant funds do not simply replace or substitute for existing funds or resources, or serve to continue activities for which funding has ended;
- the applicant will provide a 25-percent match in-kind or in cash (non-poverty area) or 10-percent match in kind or in cash (poverty area). If hardship is demonstrated on the part of the applicant, the match may be waived at the discretion of the

Council. (See Council matching guidelines at [www.njddc.org](http://www.njddc.org))

Anyone may submit a request for consideration at any time. Consideration will be based on the concept, innovation, replicability and cost-effectiveness of the proposed activity. The maximum funding allowed is \$5,000, but requests will be evaluated with an eye to the appropriate level of Council investment in the proposed activity.

### Process

Log onto the NJCDD website at:

[www.njcdd.org/mini-grants.htm](http://www.njcdd.org/mini-grants.htm)

Open the request form in MS-Word, enter your information and print; or print the form in PDF format and complete it by hand. You can expand the form for up to two pages of narrative (to allow space for responses). NOTE: There is also an auto fillable form, which will expand to allow you to provide the required information in each box. If you complete a fillable form it will expand as required for additional comments and information (up to two pages).

Separate the pages and mail only the two-sided application (and extra pages as appropriate) to the Council at the address shown. You may also fax



the request to the Council at 609.292.7114 or E-mail it if you use the alternate "fillable form" from the Council web Site and return that completed form as an E-mail attachment. Remember to save the form with a unique name for your file. If you have questions, contact [dennis.rizzo@njddc.org](mailto:dennis.rizzo@njddc.org) or 609.292.0054.

Applications will be reviewed and responses will be received by the end of a review period, which end as of the last day of February, April, June, August, October, and December. Applicants will be notified of the progress of the review process.

- Responses are quicker by e-mail so be sure to include your E-mail address on the application.
- There is no limit to the num-

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# NJCDD Mini-Grant Process

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ber of times you may re-submit an idea that has not been funded and which has been substantially revised.

■ Applicants may only receive funds from the Council mini-grant program once in a two year period.

## Leadership Training Support Fund

The New Jersey Council on Developmental Disabilities has funding available to help people with developmental disabilities and their families attend conferences, seminars and other advocacy training and information building activities they may not otherwise have the opportunity to attend.

The annual fund is available on a first come first serve basis and is for in- and out-of-state activities. Individuals apply directly to the Council and must meet certain criteria in order to receive funding. The purpose of the fund is to support the expansion of training and information gathering opportunities to broader numbers of advocates with developmental disabili-

ties and their immediate family members.

## Background and Purpose

Federal guidelines for councils on developmental disabilities mandate that each council work to support leadership training opportunities for people with developmental disabilities, so that the potential leaders of tomorrow get the information and skills they need to be effective advocates for themselves and others. As part of that effort, the Council has earmarked funds to expand opportunities for people with developmental disabilities, and selected family members, to participate in conferences, seminars, trainings and other activities that will help them build those skills.

The funds are targeted to individuals who have had limited experiences of these kinds. It is designed to help those who might not otherwise get to take advantage of these kinds of opportunities because they are not connected with other funding sources and/or do not have the funds themselves to be able to pay for the full costs of attending.

Events must be related to

issues affecting people with developmental disabilities and their families.

For more details and an application form, log onto [www.njcdd.org/lts-fund.htm](http://www.njcdd.org/lts-fund.htm) or contact Norman Reim, 609.633.8280 or e-mail [norman.reim@njddc.org](mailto:norman.reim@njddc.org).

## Top 10 reasons to hire qualified people with disabilities



**1. Many people with disabilities are educated, experienced and qualified to meet your workforce needs.**

**2. Employees with disabilities are rated similarly to their non-disabled peers in terms of performance, quality and quantity of work, flexibility, attendance and safety.**

Source: Virginia Commonwealth University, Rehabilitation Research &

# NJCDD New Jersey Council on Developmental Disabilities

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*NJCDD's Monday Morning* is a compilation of news from various sources, organized to inform people with disabilities about policies, programs, laws, trainings and events. The purpose of the New Jersey Council on Developmental Disabilities is to apply its unique resources for culturally competent advocacy, capacity building and systemic change activity, to build leadership in self-advocates and their families, and to assure that individuals with developmental disabilities and their families are full participants in the design of and have access to needed community services, individual supports, and other forms of assistance that support self-determination, independence, productivity, integration and inclusion in all facets of community life.

Training Center on Workplace Supports and Job Retention, *"The Realities of Hiring People with Disabilities."*

**3. People with disabilities can enhance your diversity initiatives.** Source: *Employer Assistance & Recruiting Network*

**4. Hiring qualified people with disabilities is good for the economy, reducing the overall tax burden.**

Source: *The Chicagoland Business Leadership Network Educational Toolkit*

**5. There are tax benefits for hiring and accommodating qualified people with disabilities.** Source: *Employer Assistance & Recruiting Network*

**6. Research suggests consumers feel positively toward, and prefer to patronize, companies that employ people with disabilities.**

Source: *University of Massachusetts Boston, Center for Social Development and Education Press Release January 2006.*

**7. There are approximately 38 million people - over 14% of the entire population - with disabilities in the U.S. That means 1 in every 7 people is a potential employee and/or customer.** Sources: *2004 American Community Survey; U.S. Department of Justice, "Expanding your Market... Customers with Disabilities."*

**8. People with disabilities have \$175 billion in discretionary income and patronize businesses that are "disability-friendly" - hiring, welcoming, and accessible to people**

**with disabilities.** Sources: *U.S. Department of Labor; U.S. Department of Justice, "Expanding your Market... Customers with Disabilities."*

**9. Companies can enhance their bottom line by integrating people with disabilities into their workforce and customer base.**

Source: *Solutions Marketing Group, USBLN National Conference, November 2005 Pittsburgh, PA*

**10. Many people with disabilities acquire them later in life through medical conditions or accidents; these employees have a wealth of experience and education to add to your workforce.**

Source: *Employer Assistance & Recruiting Network*

*From disabilityworks - an initiative based at the Chicagoland Chamber of Commerce*

## 18th Annual Conference on Medical Care for People with Developmental Disabilities

Sponsored by The Arc of New Jersey's Mainstreaming Medical Care Program, the 18<sup>th</sup> Annual Conference on Medical Care will be held on **Friday, June 1, 2007** at the Westin Princeton in Forrestal Village. Entitled *Promoting Healthy Aging for Older Adults*, this year's conference focuses on issues associated with aging and older adults with intellectual and other developmental disabilities.

The keynote address will be presented by **Elizabeth Lightfoot, Ph.D.**, an Associate Professor of Social Work at the University of Minnesota, where she is also affiliated with the University of Minnesota Institute on Community Integration and the Center on Aging. Professor Lightfoot's primary research has been in the area of disability policy and services, and she has worked on a number of research projects on service delivery and policy implementation related to aging and disability.

**Jennifer Velez**, Acting Commissioner of the New Jersey

Department of Human Services (DHS), will address conference attendees during the opening portion of the program, and there will also be an informative update regarding current Medicaid issues from **Ann Clemency Kohler**, former Director of the Division of Medical Assistance and Health Services. Introductory remarks will be provided by **Kenneth Ritchey**, Assistant Commissioner of DHS and director of the Division of Developmental Disabilities, and **Jo Astrid Glading, Esq.**, Assistant Public Advocate in the NJ Department of the Public Advocate.

Conference attendees will select from a broad range of morning and afternoon workshops.

The conference brochure is available on The Arc of New Jersey's website, [www.arcnj.org](http://www.arcnj.org), by clicking on "Conferences." For additional information or to have a brochure mailed to you, please call 732-246-2525, ext.28, or e-mail [dflynn@arcnj.org](mailto:dflynn@arcnj.org).

## Department of the Public Advocate reports on polling place accessibility

The Department of the Public Advocate has released a report entitled, ***Access Denied: Protecting the Voting Rights of Senior Citizens and People with Disabilities.***

The report includes detailed information regarding the laws and regulations that govern the right to vote and which require that polling places be usable by and accessible to seniors and people with disabilities. In addition, it explains the ongoing problems that voters have faced accessing the right to vote on Election Day in their local polling place, and offers recommendations for legal and practical reforms.

Between May 2004 and November 2006, the New Jersey Division on Civil Rights (DCR) conducted studies of polling place accessibility. Of the 1,120 polling places inspected, 450 (or 40%) failed at least once.

The data shows that during the study period, more than 600,000 registered New Jersey voters were assigned to a polling place that was potentially inaccessible to senior citizens and persons with disabilities.

A copy of the Public Advocate's 44-page report is available at: [www.state.nj.us/publicadvocate/reports/pdfs/AccessDenied.pdf](http://www.state.nj.us/publicadvocate/reports/pdfs/AccessDenied.pdf). Or, contact the Department of the Public Advocate, 240 W. State St., 16th Floor, Trenton, N.J. 08625. Telephone: 609.826.5090.



## Effort launched to place burden on districts in special education cases

The New Jersey Special Education Practitioners, a group of special education advocates spearheaded by the Education Law Center, is leading a state-wide effort to mobilize New Jersey child advocates, disability rights organizations and other stakeholders to secure passage of legislation to place the burden of proof and burden of production on school districts in special education due process hearings.

A4076, sponsored by Assemblypersons Joseph Cryan, Joan Voss and David Wolfe, and S2604, sponsored by Senators Stephen Sweeney and Joseph Doria, would restore the burden of proof to the districts where it had been since the NJ Supreme Court's 1989 decision in *Lascari v. Ramapo Indian Hills School District*. The

proposed legislation would also ensure that the burden of production clearly rests on school districts as well.

The burden of proof refers to the responsibility to show that one's evidence is more persuasive than that presented by the other party. The burden of production is the obligation to be the first party to present evidence at the outset of a hearing.

Despite New Jersey's well-settled law under *Lascari*, in 2006, the Third Circuit Court of Appeals in *L.E. v. Ramsey Board of Education* interpreted the 2005 U.S. Supreme Court decision in *Schaffer v. Weast* as holding that the burden of proof no longer rested solely with school districts. This means that

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# Effort to place burden of proof on school districts

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children with disabilities more often than not must now bear the burden of proof, and it has made it difficult for these children, especially those who cannot afford lawyers, to prevail at hearings.

Placing the burden on school districts would simply require districts to show that they are providing a student with an appropriate education, consistent with federal and state special education law. It is easier for districts to bear the burden than families, as the districts possess virtually all of the information regarding an educational placement. Reallocating the burden to districts will also ensure that tax dollars are being spent on effective programs and will enhance district accountability.

## UPDATE

### Constitutional amendment awaiting Assembly Vote

ACR-240, the Assembly Concurrent Resolution amending the Constitution to delete the words "idiot" and "insane," still needs to get a full vote in the General Assembly. The Senate version of the resolution, SCR-134, was unanimously approved by the full Senate in February.

If you would like to contact Assembly Speaker Joseph

Roberts to request that ACR-240 be posted for a vote, he can be reached at:

**Assembly Speaker  
Joseph J. Roberts, Jr.  
Brooklawn Shopping Plaza  
Route 130 and Browning Rd.  
Brooklawn, NJ 08030  
TEL.: 856.742.7600  
FAX: 856.742.1831  
EMAIL: [asmroberts@njleg.org](mailto:asmroberts@njleg.org)**

### NJCDD's Young Activists for Change program accepting applications

New Jersey Young Activists for Change (NJ YAC) is an initiative of the NJCDD. It is dedicated to educating, empowering and energizing young people with disabilities—ages 18 to 30—to show how their lives are impacted by public policy and how in turn, they can impact public policy.

While NJ YAC's goal is to create activist teams of young people with developmental disabilities across the State, the program is open to all young adults regardless of disability. Leadership training and public policy education will be provided to ensure that all young adults with disabilities have the capacity to promote civic change.

Leadership Training applications are available online at: [www.njcdd.org/yac.htm](http://www.njcdd.org/yac.htm). Someone can help you fill out the application, or you can contact project coordinator Carole Tonks at 609.292.3453 for a phone interview.

### Homeland Security awards equipment and training grants

The U.S. Department of Homeland Security (DHS) recently announced it awarded over 2,000 equipment and training grants to first responders across the nation as a part of the Commercial Equipment Direct Assistance Program (CEDAP). As a result, first responder organizations in New Jersey will receive roughly \$1.4 million in equipment and training awards.

CEDAP offers equipment in the following categories: personal protective equipment; thermal imaging, night vision, and video surveillance tools; chemical and biological detection tools; information technology and risk management tools; and interoperable communications equipment. This program also focuses on those smaller communities and metropolitan areas not eligible for the Urban Area Security Initiative grant program to apply for assistance through this program.

Awardees are required to receive training on their awarded equipment, either on-site or at a CEDAP training conference.

For fiscal year 2006, this direct assistance grant program totaled \$34.6 million. Since its inception in fiscal year 2005, Homeland Security has awarded over \$69.7 million in equipment and training to law enforcement and fire departments through CEDAP.

For more information on CEDAP and other DHS grant programs visit [www.dhs.gov](http://www.dhs.gov).

# COMMUNITY CALENDER

<p><b>May 17-19</b>  <b>Issues in Autism</b>                  25th Annual Conference                  NJ Center for Outreach &amp; Services                  for the Autism Community (COSAC)                  Atlantic City Convention Center                  Contact: Madelyn Schiering                  609.883.8100, ext.14  <a href="http://www.njcosac.org">www.njcosac.org</a></p> <p><b>May 19</b>  <b>Regional Family Support Planning Council #7</b>                  Open Forum                  10 AM to 12 PM                  3 Cooper Plaza, Suite 400                  Camden NJ                  Contact: Monique Wilson                  1.800.216.1199 (option #1)</p> <p><b>May 19-20</b>  <b>Partners in Policymaking Session 2</b>                  12 PM Saturday to 3 PM Sunday                  Lafayette Yard Marriott Hotel &amp;                  Conference Center</p>	<p>1 West Lafayette Street, Trenton                  Contact: Dennie Todd                  609.984.4516  <a href="mailto:dennie.todd@njddc.org">dennie.todd@njddc.org</a></p> <p><b>June 3</b>  <b>"Activate Your Life"</b>  <b>An Advocacy &amp; Employment Conference for Young Adults with Disabilities</b>                  NJCDD's Young Activists for Change (NJYAC—ages 18 to 30)                  Holiday Inn, Somerset, NJ                  Times to be announced                  RSVP: Carole Tonks 609.292.3453  <a href="mailto:carole.tonks@njddc.org">carole.tonks@njddc.org</a></p> <p><b>June 15</b>  <b>The South Asian Community and Disabilities: "Raising Awareness, Facing Challenges, Accessing Resources"</b>                  The Elizabeth M. Boggs Center on Developmental Disabilities, SPAN, NJCDD, UMDNJ-Office of Academic and Clinical Initiatives; in collaboration</p>	<p>with The South Asian Health Project                  8 AM to 5:30 PM                  Hyatt Regency, Two Albany Street                  New Brunswick, NJ                  Registration: <a href="http://rwjms.umdj.edu/boggscenter/conferences/index.htm">http://rwjms.umdj.edu/boggscenter/conferences/index.htm</a>                  Contact: Elizabeth Ong  <a href="mailto:elizabeth.ong@umdj.edu">elizabeth.ong@umdj.edu</a>                  732.235.9327</p> <p><b>June 22</b>  <b>Protecting the Rights of People Who are Blind or Visually-Impaired</b>                  4th Annual NJ Division on Civil Rights Disability Law Conference                  8:30 AM to 12:30 PM                  NJ Law Center                  One Constitution Square                  New Brunswick, NJ 08901                  Contact: 609.292.4605  <a href="http://www.NJCivilRights.org">www.NJCivilRights.org</a></p>
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