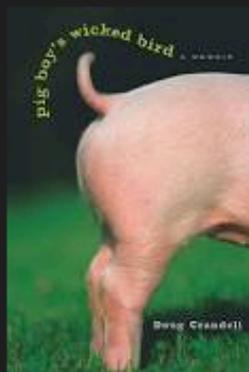
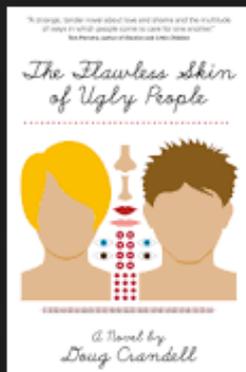


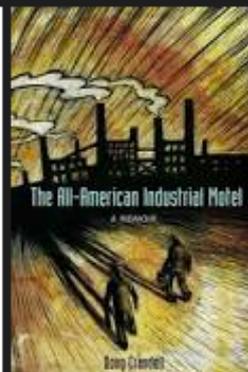
Doug Crandell / Books



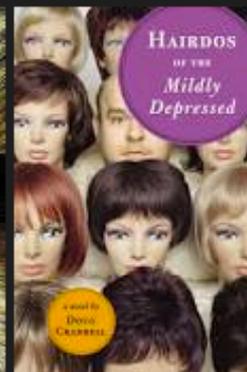
Pig Boy's Wicked Bird: A Memoir
2004



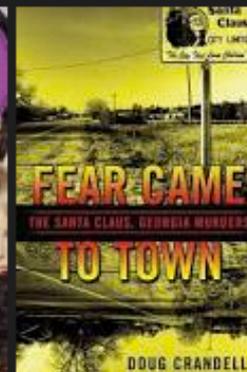
The Flawless Skin of Ugly People
2007



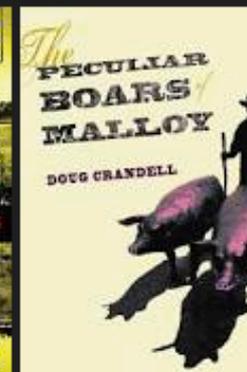
The All-American Industrial Motel: A Memoir
2007



Hairdos of the Mildly Depressed
2008



Fear Came to Town: The Santa Claus, Georgia Murders
2009



The Peculiar Boars of Malloy
2010



They're Calling You Home
2012

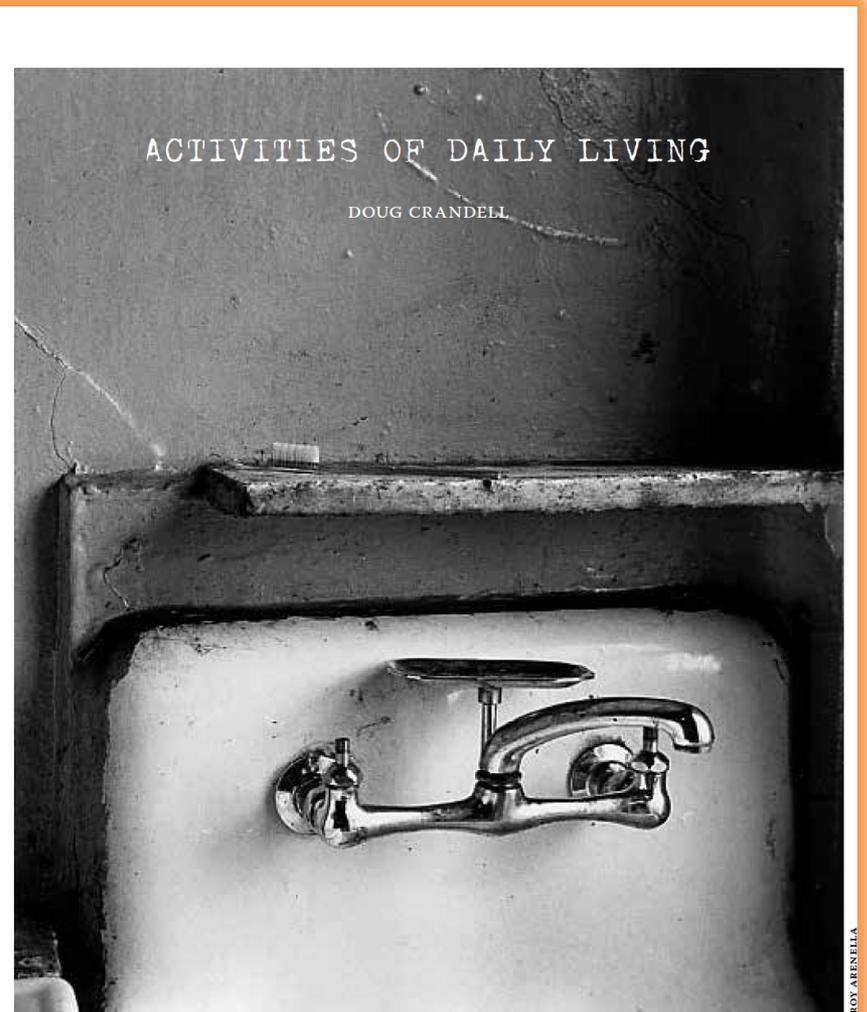
In addition to my work in employment supports, I write books (memoirs, novels and true crime) focused on disability, mental health, and human services. If you show some spirit today, you may win some free books! 770-896-5812

Creative Writing and Our Work

http://thesunmagazine.org/issues/491/activities_of_daily_living

But you can get this essay free too, which is about our work and its importance.

The ISSUE 491
SUN

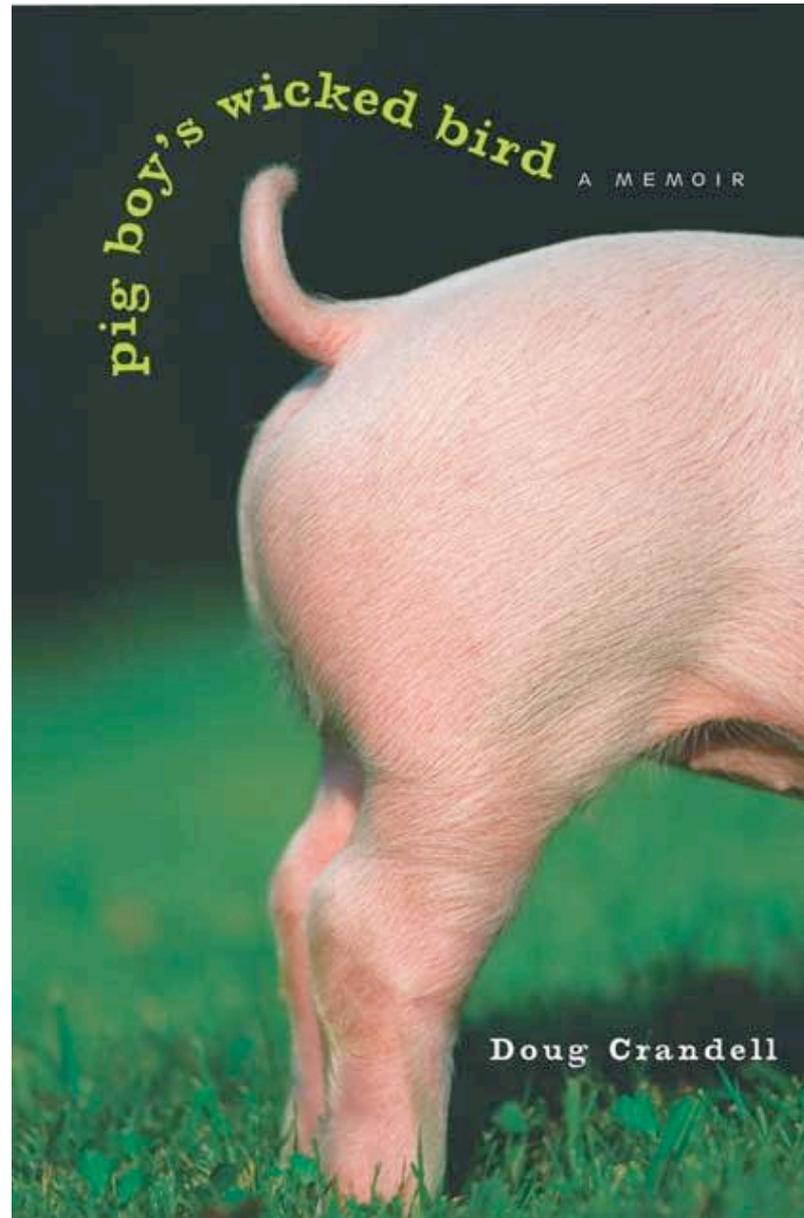


Focus is on physical disabilities, and mental health.

This was my first book. We did an RV tour from Atlanta to Chicago and back. It was during the election season of 2004.

Today, you have the opportunity to win something from that tour!

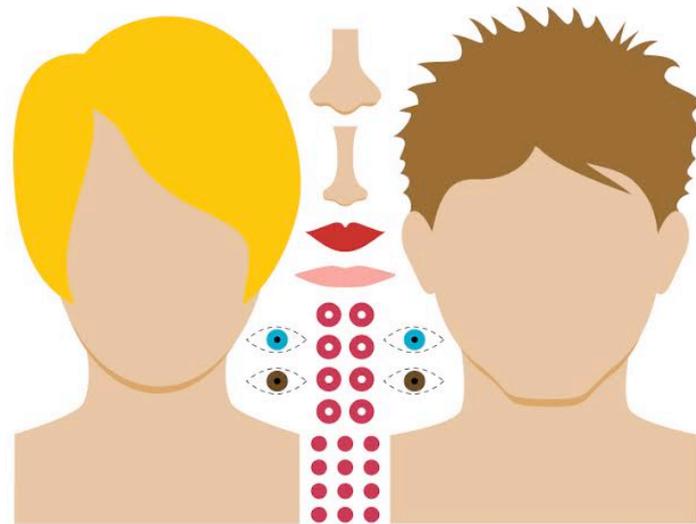
And it couldn't be more fitting during our somewhat outrageous political climate!



"A strange, tender novel about love and shame and the multitude of ways in which people come to care for one another."

Tom Perrotta, author of *Election* and *Little Children*

The Flawless Skin of Ugly People



*A Novel by
Doug Crandell*

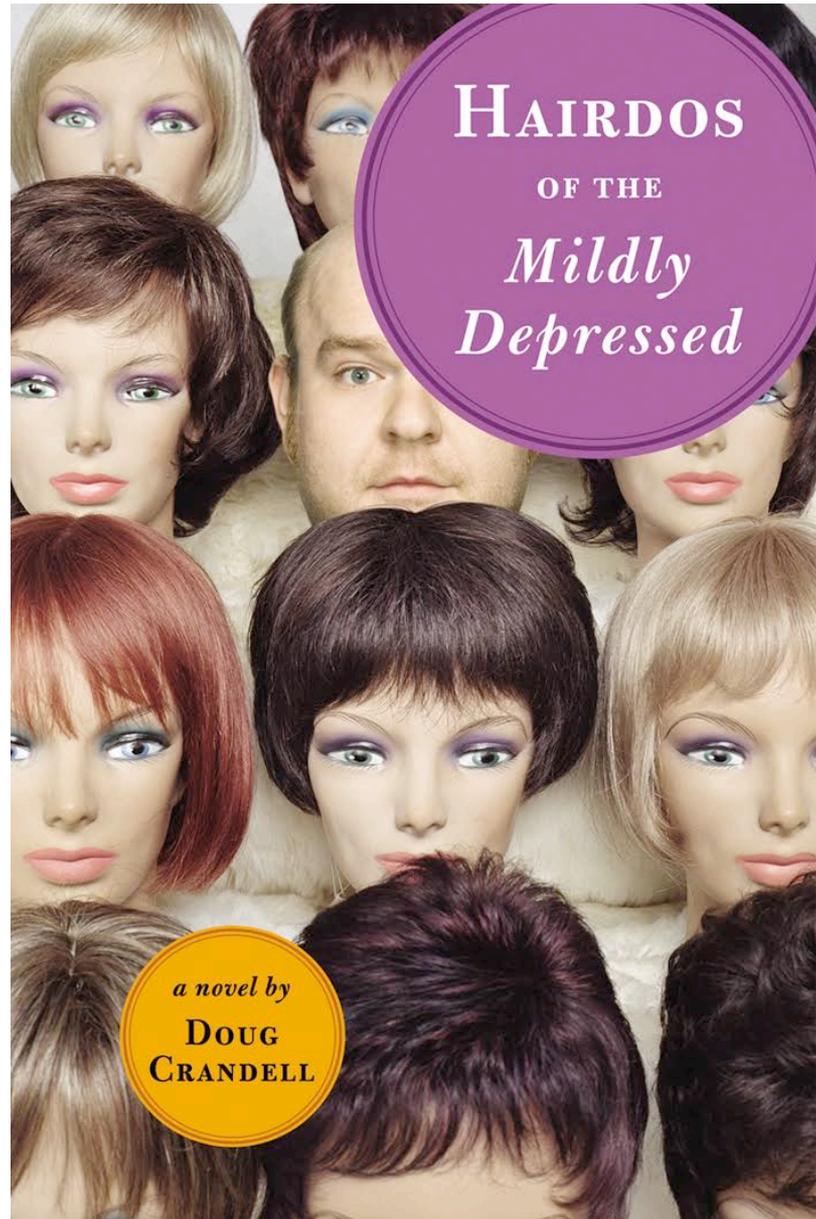
Focus in on physical disabilities and mental health:

Barnes and Noble Discover Pick, optioned for a movie. I went on a book tour...with... Dermatologists!

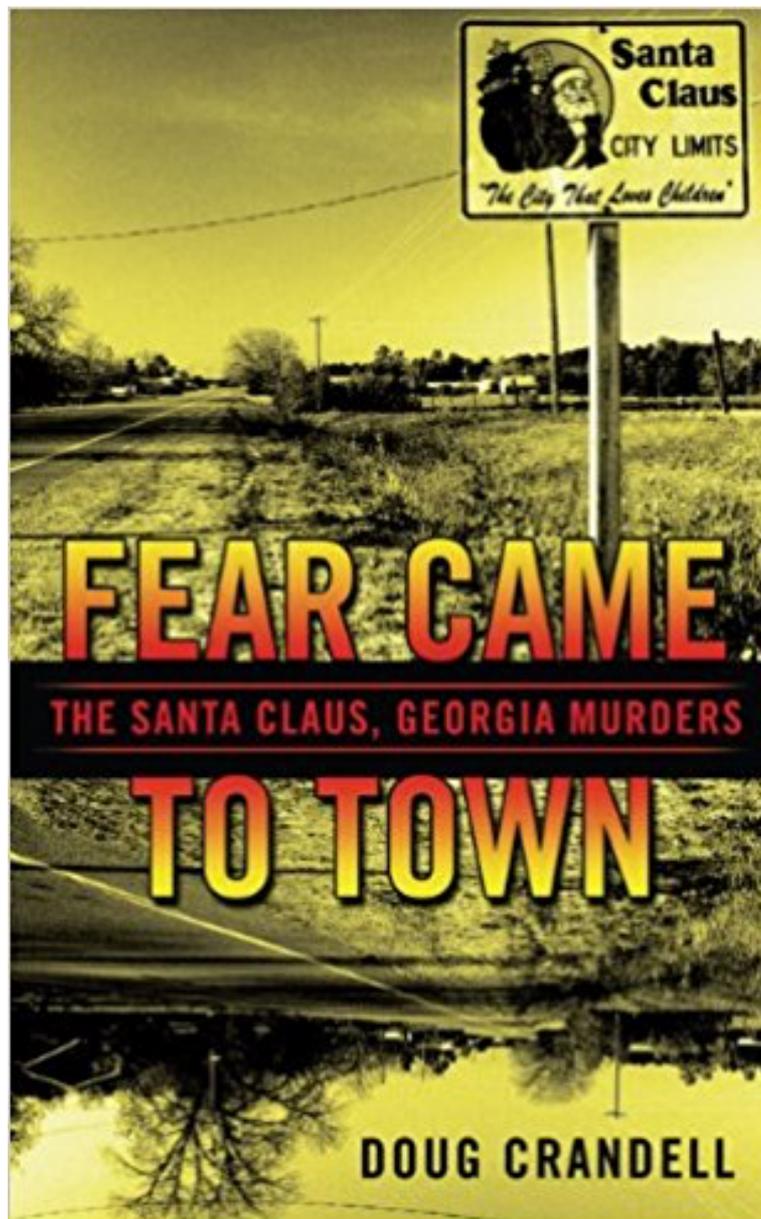
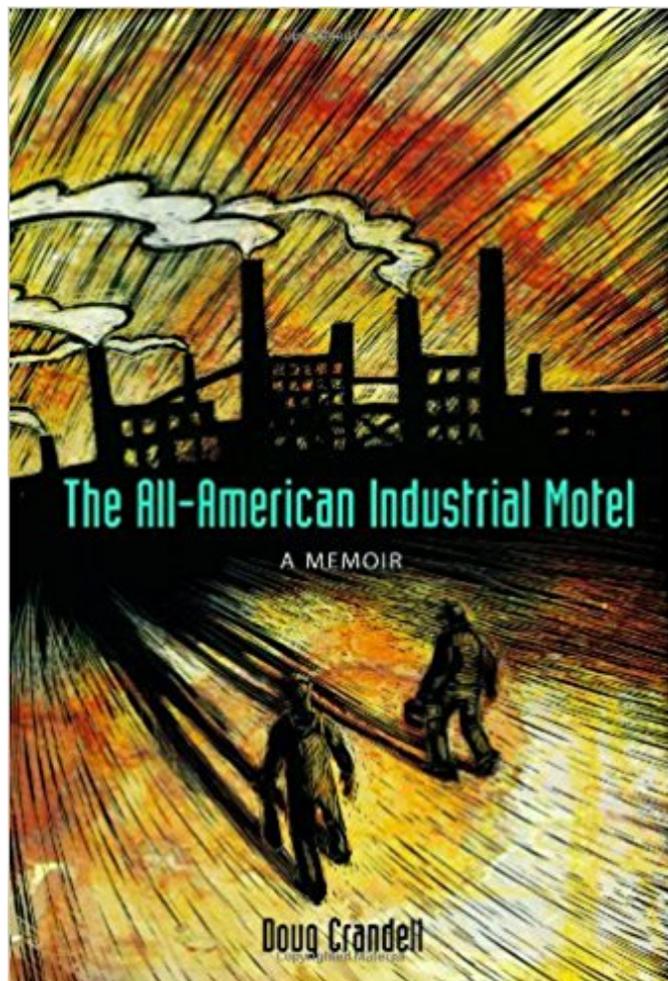
Focus is on mental
health and
intellectual/DD

The old adage
is...

Write what
you know!



Can win either a memoir
or true crime book



770-896-5812

Changes I've noticed across the country...

- Younger parents expect community inclusion, employment, valued roles, and information on funding.
- Boutique providers, with lots of sibling run supports with no buildings.
- Employers bypassing human service systems to do their own thing.
- Self-employment.
- Re-thinking board membership.
- Innovative Pilots with purposeful *scaling-up*.
- Staffing/recruiting efforts. (Creativity as a must-have!)
- Providers finally realizing they cannot innovate with only one or two funding streams...

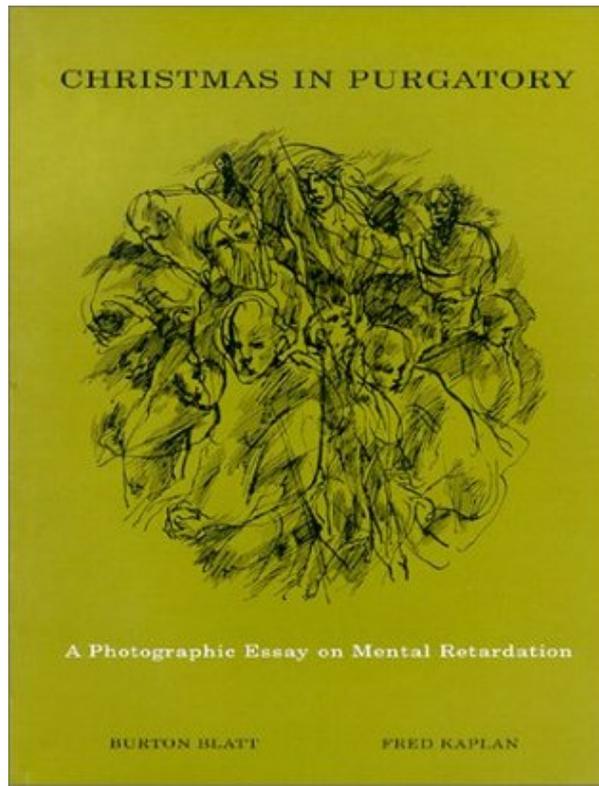
3 Main points today:

- 1) Awareness or what I like to call “being awake”
- 2) Sense of Urgency: How long do people have to wait?
- 3) Creativity: It’s the only thing that’s ever changed a social and civil rights issue!

So let’s start with creativity...and some history!

Christmas in Purgatory

Imagine using 1960s technology to secretly photograph inside a hell hole...



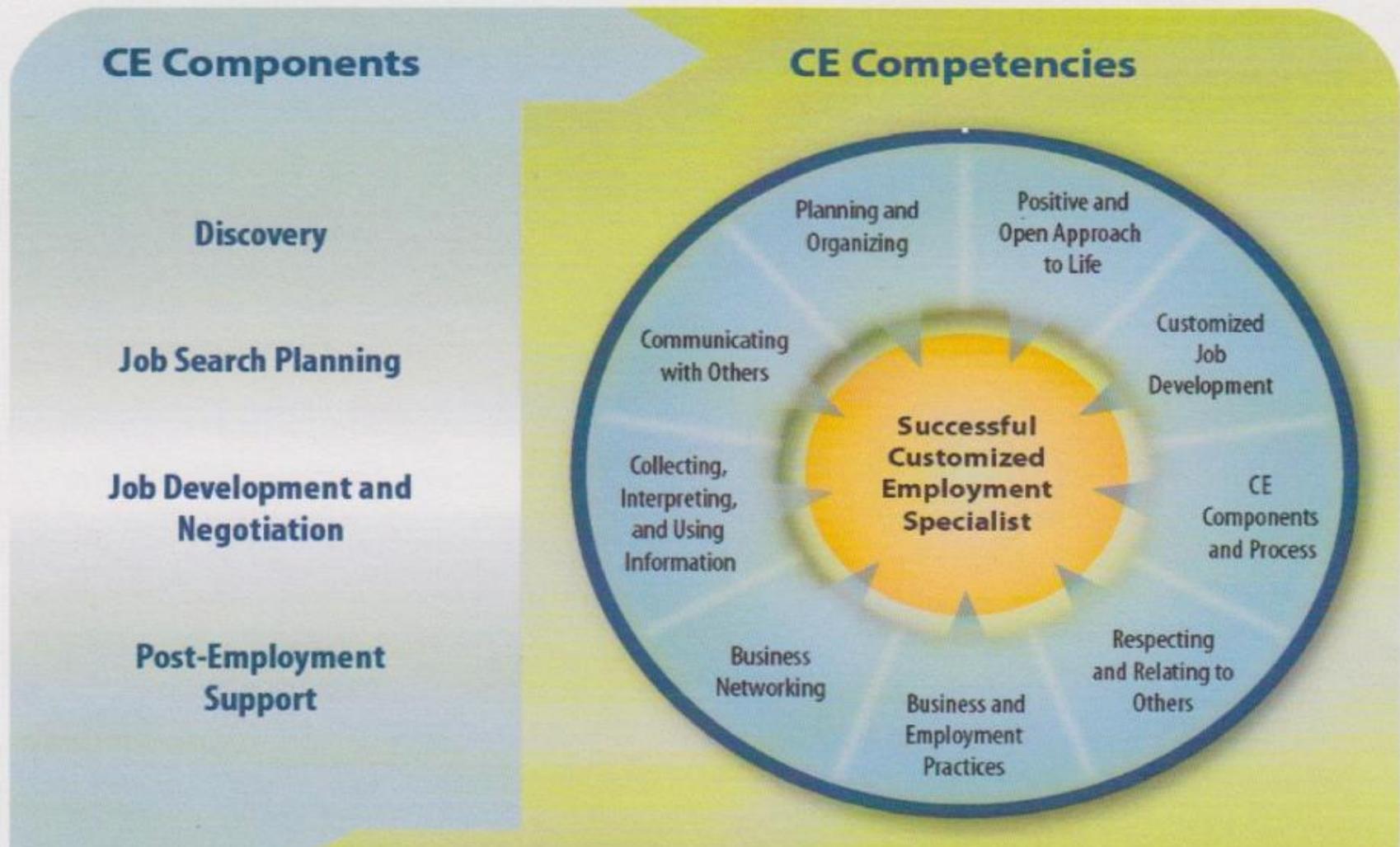
Our Community of Excellence!

- Think about the most creative employment scenario you know.
- What made it unique?
- Who was largely responsible?
- What made it a reality?
- Think of the personality traits of that person.
- Didn't those traits play a role in making the employment scenario a success?

Our #1 Core Competency

Distilled from the input of numerous experts in the field, the diagram below illustrates the four CE components and the nine competencies needed by employment specialists and the CE support team to successfully provide CE services to job seekers.

Customized Employment Competency Model



So what Knowledge, Skills, Abilities and Other Traits (KSAOs) are Necessary for our #1 Core Competency in employment supports ?

Abilities

- - Ability to work independently
- - Ability to react quickly in situations
- - Ability to receive criticism or negative feedback
- - Ability to tolerate frustration (that is, is patient)

Other Characteristics

- - Desires to work in community
- - Desires to help others
- - Stays calm in crisis situations
- - Takes initiative
- - Is persistent
- - Is open (that is, is willing or enthusiastic to try new things and is open to new ideas)
- - Is optimistic (that is, focuses on the most positive aspects rather than on perceived difficulties or shortcomings)
- - Is flexible (that is, is able to adapt to fit changing situations or to meet needs of others)



More of the KSAOs required of us!

- Skill in interpreting how the job seeker's complexities impact work skills, including needed supports.
- Skill in applying knowledge learned about the job seeker (for example, their interests and skills) during the Discovery process to later CE steps and activities.
- Ability to imagine how a job or business process will look after it is changed or its parts are moved or rearranged (that is, visualization).
- Ability to look beyond the immediate details to see the bigger picture.



And more KSAOs

- Knowledge of local community and community employers near job seeker's home.
- Knowledge of the range of strategies that can be used to make connections with potential employers.
- Knowledge of self-employment and resource acquisition strategies and micro-enterprise centers.

More KSAOs (And we thought we were just human service workers!)

- Skill in persuading others to change their minds or behavior
- Skill in negotiating a win-win solution
- Ability to build networks of social contacts with others (for example, disability providers, peers, employers) in order to develop social capital



Some of my favorite KSAOS!

- Skill in active listening (that is, giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate and not interrupting at inappropriate times).
- Ability to generate a number of ideas about a topic (for example, potential places of employment that match job seeker's areas of interest)
- Ability to come up with unusual or clever ideas about a given topic or situation or develop creative ways to solve a problem (that is, creativity)

How do we foster and keep people that are open, positive, creative?

- Finding them...
- Supervising them...
- Leading them...
- Keeping them...
- Rewarding them...
- Making the systems work on their behalf...
- Creating work that is purposeful and recognized by the local, state and national communities...

Clever Ideas and the Power of Teams

- I want to share with you the story of a person I had the honor of working for and with.
- New Mexico Partners for Employment
- VR and DD working together like never before.
- Focus is on solving problems via a truly team-based approach.
- It's fun! Now, for Leo's story...



A man with a love of music, people and humor. Leo would like to work part-time using these talents.



Leo expresses his admiration for music by collecting guitars, some bought, others handmade from found materials.

Leo keeps these instruments stowed safely under his bed, and is always eager to display them to visitors.

His room is often filled with music, played from his radio or television. He provides soothing entertainment for the staff that support him in his home.



Leo believes in playing the instruments he collects, and exhibits a sense of musicality, though he's never had any formal training.



Leo has many skills, including great customer service, interactive performance, a desire to maintain neatness, and a love for wearing stylish clothes. Leo sees himself as a grandfather and likes his friends' children to call him abuelo.

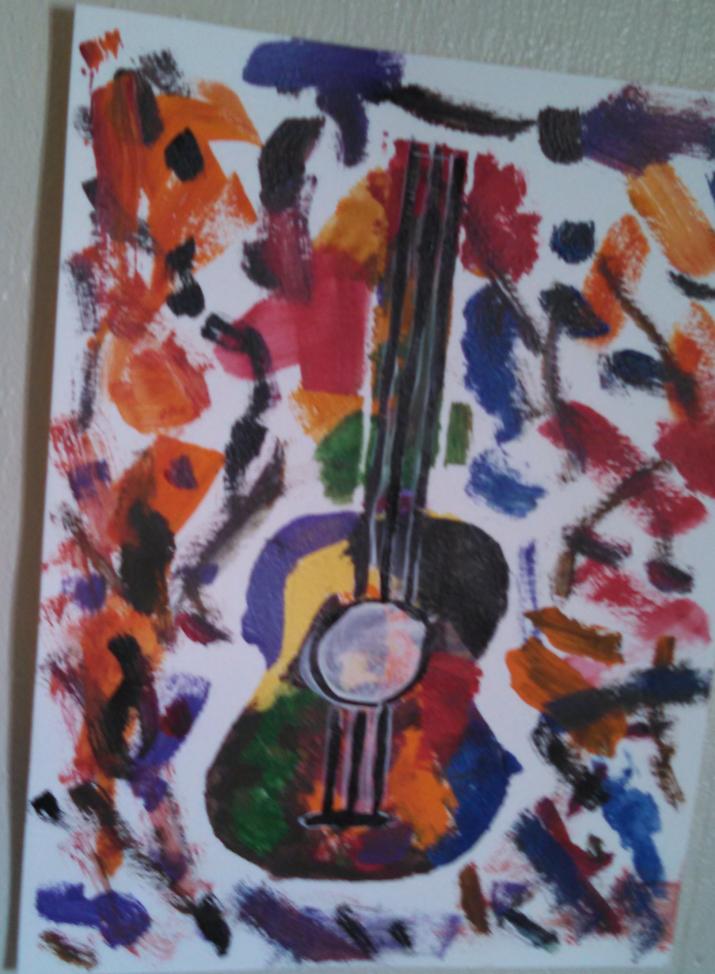


Leo was making cardboard guitars before it became a popular DIY activity to do with kids.

Leo is part of a University of New Mexico project called Partners for Employment.

After doing some research in Gallup and meeting with Colin McCarthy at the Cultural Center, the following possible scenarios were developed:

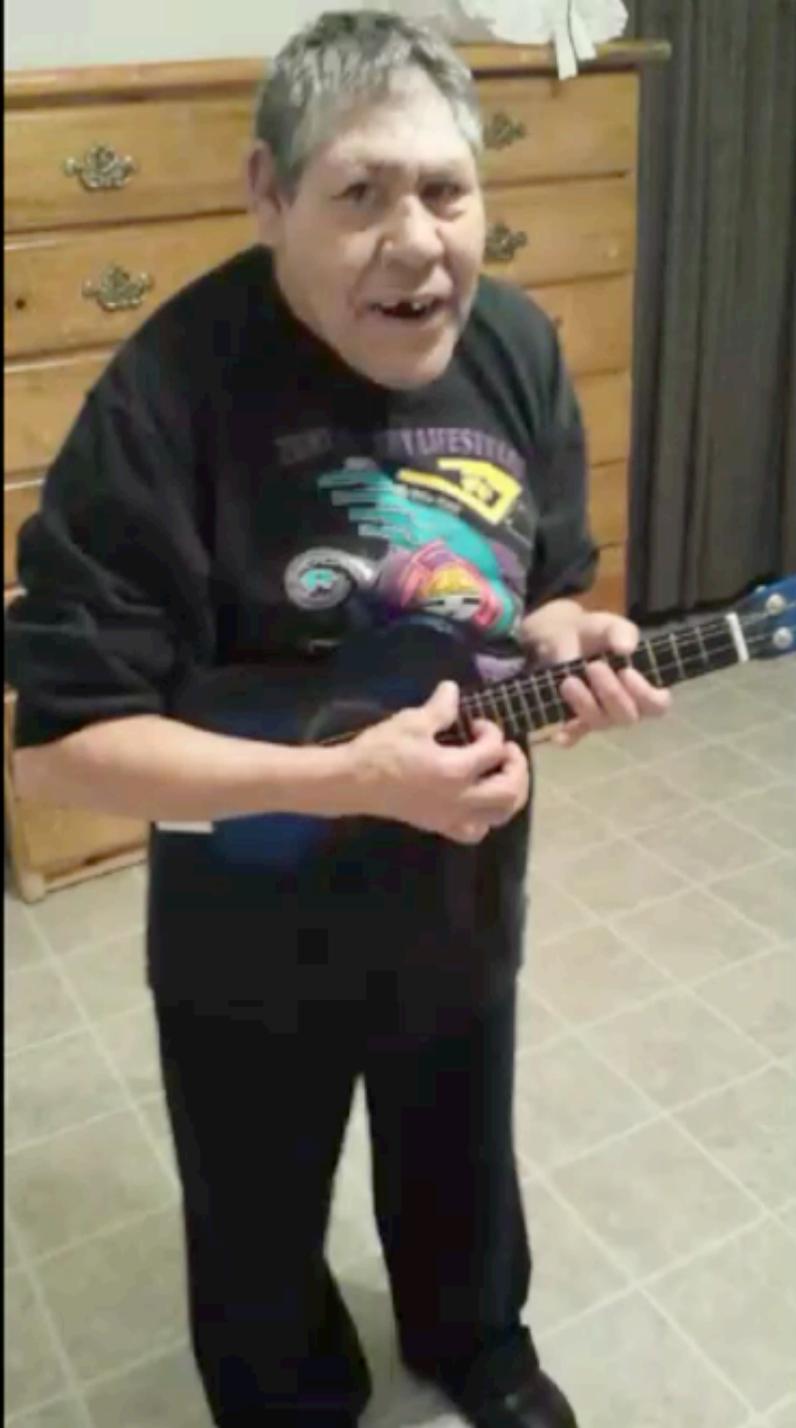
Leo could act as a contract seller of children's novelty musical items, such as plastic flutes, metallic recorders, finger cymbals, little guitars and mini harmonicas.





In addition, Leo could be paid hourly to provide short Music Exploration events with elementary students. Leo can provide multiple sets of the instruments: sand blocks, tambourines, triangles, hand bells, and tone and wood blocks. In addition, Leo could help promote these interactive sessions through printed advertisements to be circulated at local schools. Leo already has a contact with an elementary school principal and Leo's support team would assist him in all aspects of his work. These sessions could be held in the evening, weekends or even during classroom hours as fieldtrips.





Next steps:

- Determine number of weekly work hours (between 15-20) and agree upon hourly wage.
- Determine what instruments to order for the Music Exploration events, and which novelty musical items to order for sale in a small kiosk located in the music room of the Cultural Center.

Leo is a kind, caring person, and will be an asset to his employer. Among the benefits to the Gallup Cultural Center:

- Opportunity to offer a line of children's novelty musical items.
- Increased foot traffic.
- Deeper relationship with local school systems, including faculty, parents and students.

It took our systems 50 years...



201 E HWY 66 • (505) 862-9344

ABUELO'S MUSIC

Sign your class up for this great opportunity to learn about Diversity, Disability Awareness, and Character Counts through an exploration of Music and Abuelo

Leo's Unique Story

Leo Sandoval (Abuelo Leo), who has a significant disability, has met many challenges to follow his interests and find a job he loves. He has turned his love of music into a program he wants to share with children in his community. Sign up for a field trip to the Cultural Center for a morning or afternoon of music fun and meet Abuelo Leo. Celebrate Diversity and Music and follow along by playing one of Abuelo Leo's many instruments which he has to share with you. This activity is free to all Gallup Elementary school children and affordable novelty children's Instruments to buy to take home. There will be instruments to use for free.



Call to set up a field trip with Abuelo's Music: 505-863-4131

Other Cultural Center Activities

Violin Group Lessons Ages 6-9 Saturdays 9am and 3pm Starting January 9th Gallup Cultural Center

For more information call 928-245-8968

Angela's now open 6pm-9pm mon-fri for dinner.

For More Information Contact

Colin McCarty-Director, Gallup Cultural Center 505- 863 4131 • thedirectorgcc@gmail.com

That's what I mean by “a sense of urgency”

- It must be cultivated in all of our systems,
- Like any other sense, it becomes more and more honed when paid attention to...
- A sense of urgency is also tied to my other point, about waking up, becoming purposeful, and knowing the beacons of change!

Lois Curtis and the Supreme Court Decision...



A civil rights pioneer, folk artist, and a citizen.

Diane Cobb was a nurse at Georgia Regional Hospital in the 1980s. She clearly remembers Lois as a teenage patient: “Lackluster and isolated. She did what many of the patients did – walk about the hospital grounds unkempt and uncared for. Her hygiene was horrible. Lois was sullen and depressed. She was withdrawn into herself and rarely smiled. That’s how she survived that environment. She didn’t look forward to something she couldn’t keep, like a friendship with someone or a rapport with a staff person. There wasn’t any nurturing within the psychiatric unit, only more meds and endless monotony.”

A job, a home, a life, shouldn't take so long!

Georgia has kept 44-year-old Lucretia Felder in state institutions, from foster care to a prison hospital, for 42 years. On Friday, a judge gave the state 90 days to find her a home.



Re-thinking our roles...

- Economic Development is a stronger platform.
- Only knowing about labor-demand jobs is not enough.
- Engagement means knowing more about the economic life of our communities.
- We spend a great deal of our time thinking about funding, but should also think about purchasing power, return-on-investment, and community strength.

Power of Purchasing and Our Community

The Nielsen Consumer and Shopper Analytics team found that 5.5% of U.S. households have a member with intellectual disabilities, representing \$31 billion in buying power annually. The team also found that 7.1% additional households have an immediate family member (parent or child) with intellectual disabilities who lives outside the household, and they have \$35 billion in buying power. Combined, this group has \$66 billion in collective annual buying power, indicating that it's a robust and important group in the U.S. consumer market. *July 24, 2016.*

Thank you!

What's a lunch
keynote
without a wig
picture and a few
giveaways.

770-896-5812

crande@uga.edu

dcrandell@griffinhammis.com

