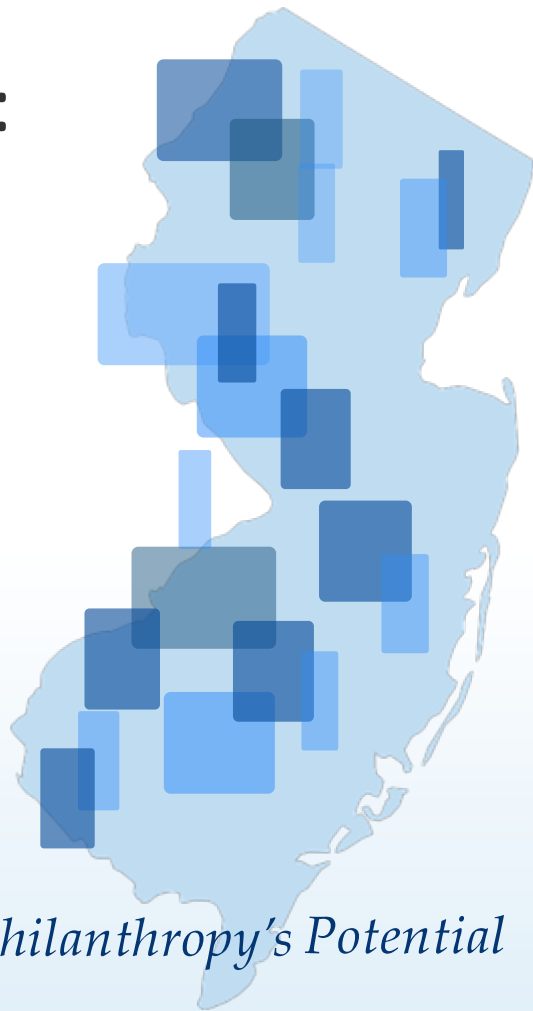


COVID-19 Funders Briefing Series II: Disability Inclusion and Justice During COVID-19

October 26, 2020



Harnessing Philanthropy's Potential



Agenda

- Welcome and Introduction
 - Theresa Jacks, Deputy Director, CNJG
- Challenges Facing the Disability Community During COVID-19 and Opportunities for Support
 - Elaine E. Katz, Senior Vice President, Grants and Communication, Kessler Foundation
- How COVID Impacts People with Disabilities Locally
 - Audrey Winkler, Executive Director, JESPY House
- Q & A

Please submit questions using the Q & A feature at the bottom of your screen.

Health & Employment Implications of COVID-19 for Individuals with Disabilities

Elaine E. Katz, MS, CCC-SP
CNJG Covid-19 Funders Briefing
10.26.20

What is Disability

- Autism
- Autoimmune disorder (e.g., lupus, fibromyalgia, rheumatoid arthritis, HIV/AIDS)
- Blind or low vision
- Cancer
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or hard of hearing
- Depression or anxiety
- Diabetes
- Epilepsy
- Gastrointestinal disorders (e.g., Crohn's, irritable bowel syndrome)
- Intellectual disability
- Mobility
- Nervous system condition (e.g., migraines, Parkinson's disease, MS)
- Psychiatric condition (e.g., bipolar disorder, PTSD)

Neuropsychiatric disorders are the leading cause of disability in the U.S., followed by cardiovascular and circulatory diseases and neoplasms.

<https://www.nimh.nih.gov/health/statistics/disability/us-leading-categories-of-diseases-disorders.shtml> - Downloaded 10.14.20

Being Conscious of Ableism



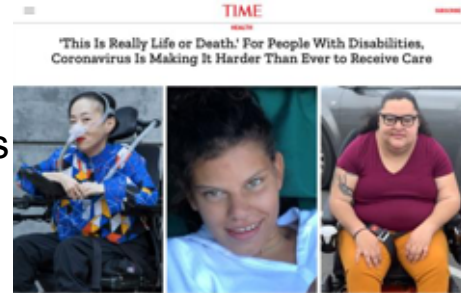
COVID & People with Disabilities

Health status \neq disability

- Many people with disabilities
- Disability alone not associated with higher risk

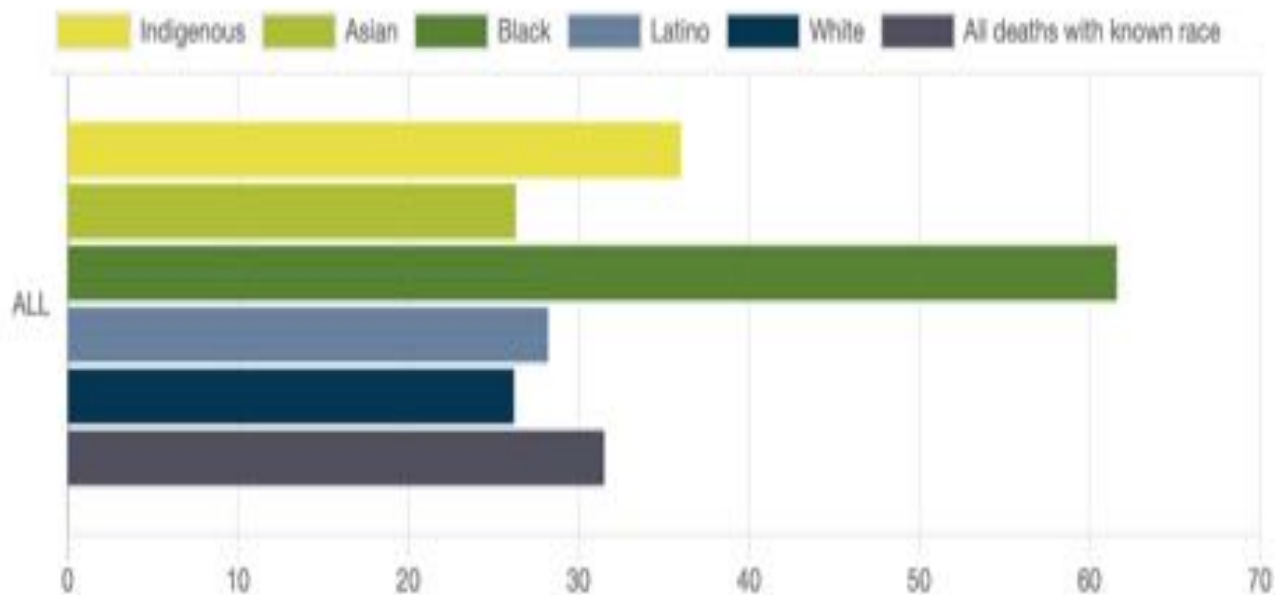
Common reasons for “higher risk”

- Underlying / secondary conditions
- Poverty
- Lack of access to quality healthcare
- Lack of access to PPE, hygiene products
- Confinement (congregant settings)



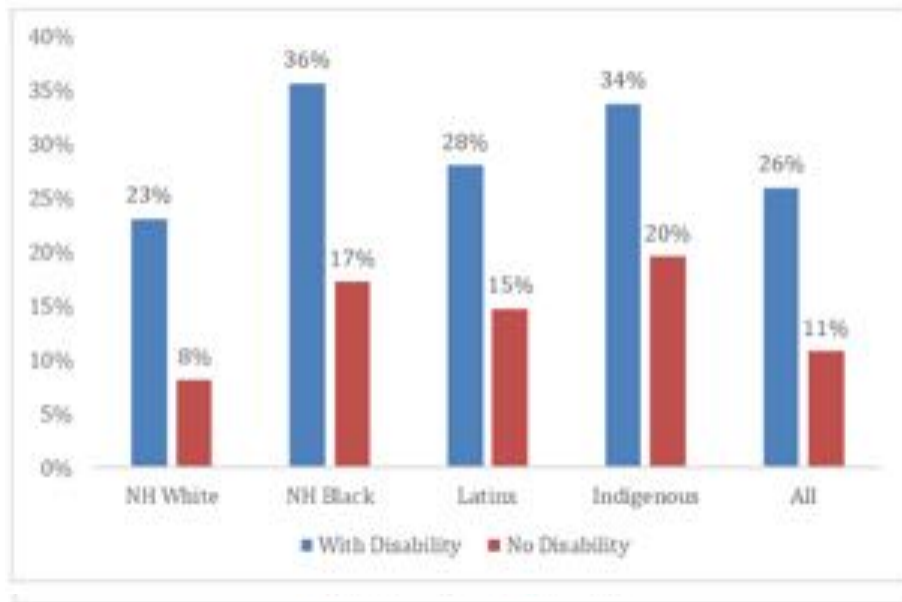
April 24, 2020

COVID-19 DEATHS PER 100,000 PEOPLE OF EACH GROUP, THROUGH JUNE 9, 2020



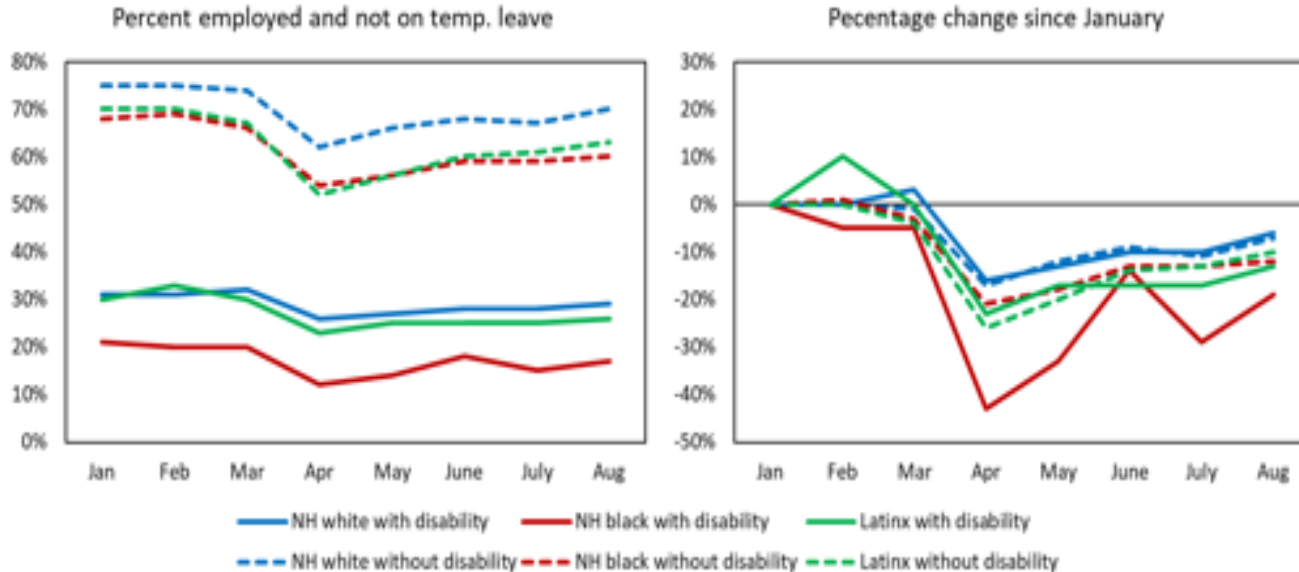
Toward Data Driven Recovery

*Poverty Rate of Working-age Population
by Race, Ethnicity and Disability Status 2018*



Source: NDI Analysis of US Census Bureau (2019)
2018 American Community Survey 1-year Public Use Microdata Sample

Job Loss During COVID



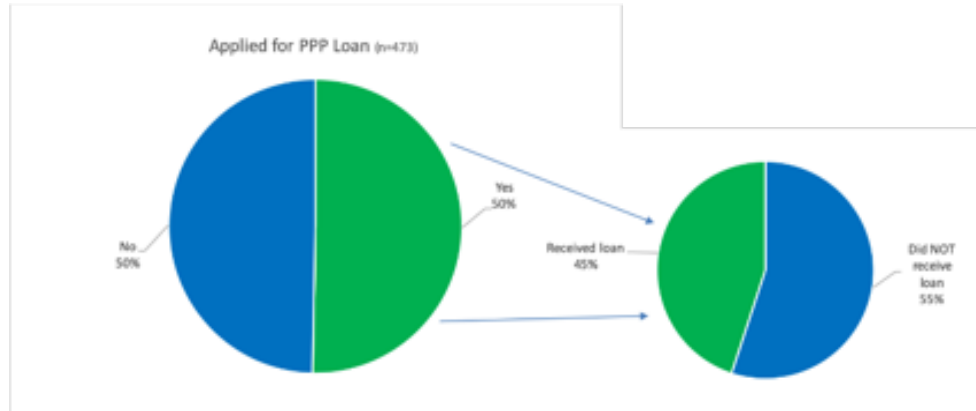
Used with permission from the University of New Hampshire, Institute on Disability, October 2020

APSE COVID Impact Survey

- National survey addressing impact on employment service delivery for PWD
- Conducted June 15-29, 2020
- 600+ responses
- All states - No responses from HI, MS, NV

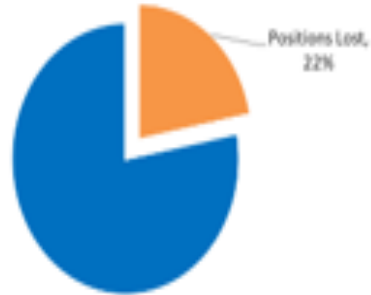
Impact for Organizations

Service Delivery (con't)



Impact for Organizations Service Delivery

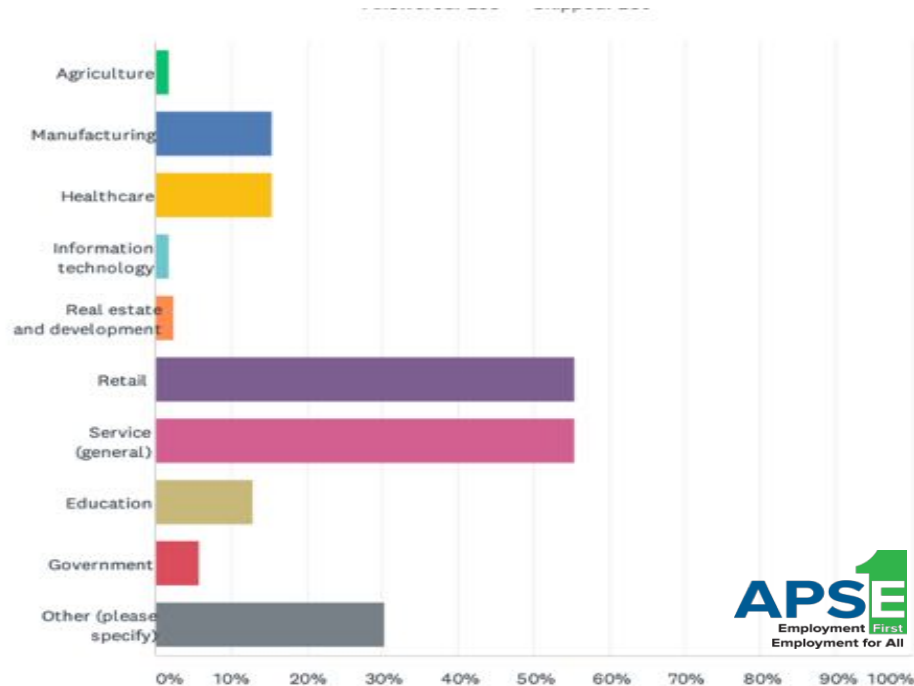
Projected loss of DSP jobs due to COVID-19 (n=478)



Services Closed Due to COVID-19 (n=244)



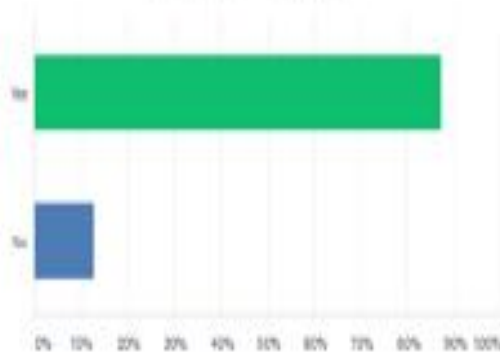
Job loss by market sector for PWD



Virtual Supports

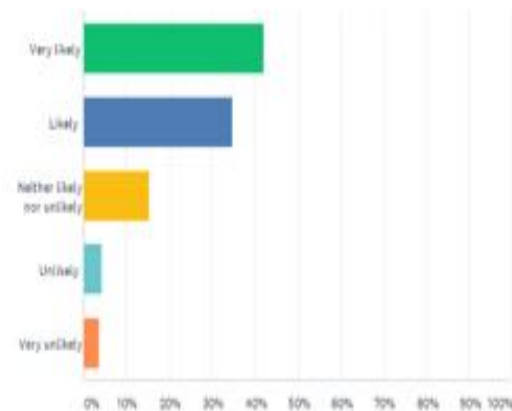
Are you currently utilizing remote/virtual supports to provide employment supports during the COVID-19 crisis?

Answered: 381 Skipped: 238



Do you plan to continue to use remote/virtual supports to provide employment supports post COVID-19?

Answered: 358 Skipped: 252



Kessler's COVID -19 Work

Approximately \$1 million for pandemic related projects

Client Emergency Support

- Food/Meals
- PPE
- Safety protocols
- Technology

Organizational Capacity

- Payroll obligations
- Technology
- Hiring temp staff
- PPE

3 Areas of Concerns

- Technology challenges
- Service Delivery
- Return of ableism



Funders as Agents of Change

- **Increase use of technology**

Provide technology funds to support transition to remote service delivery, acquisition to obtain or upgrade current technology, technical assistance and staff training

- **Promote use of virtual service delivery**

Provide funds to develop new strategic business models that increase service delivery and efficiency

- **Share lessons learned and resources**

Convene like minded groups to develop best practice models

- **Create opportunities for strengthening n-p infrastructure**

Consulting funds to improve financial practices, remote staff supervision, service delivery measurement, outcomes, strategic planning, continuing staff education, transition planning ,etc.

Thank You

Resources:

Julie Christianson, APSE

Andrew Houtenville, University of New Hampshire

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Council of New Jersey Grantmakers

How COVID-19 Impacts People with Disabilities Locally

Audrey Winkler, Executive Director JESPY House - October 26, 2020

JESPY House

JESPY House is a South Orange-based nonprofit organization that serves over 260 adult clients with Intellectual and Developmental Disabilities.

Our mission is to advance independence for our clients.



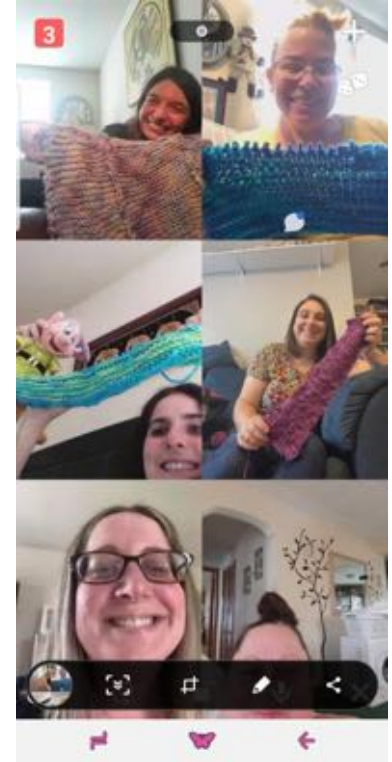
We are a “whole-life” program: our services touch every part of a client’s life.

Our services include:

- residential homes
- day program
- social wellness and expressive arts
- clinical and behavioral health
- work readiness and employment engagement
- athletics and fitness
- case management
- daily living skills training

Caring for Clients During COVID- Our Challenge

- Quickly adjusted to virtual programming
- Using multiple platforms. Over 100 programs, 7 days a week
- Delivering interesting, educational and interactive programs to keep clients focused, active and connected
- Popular programs often have over 40 clients engaged
- Emphasizing movement and fitness to stay active
- Promoting learning-- science projects, spelling b's, geography, current events and music appreciation
- Having fun- knitting, virtual travel, cooking, sports chat and even a cat cam



The Joy of Work

- Having a purpose and making a difference
- Feeling Independent
- Independence through work
- Contributing to the community

Video

https://www.youtube.com/watch?v=jGnKeaGYKZg&ab_channel=JESPYHouse



Top 10 Challenges

1. Employment opportunities
2. Transportation
3. Downsizing
4. Adapting to change
5. Volunteer opportunities
6. Skill development
7. Focus and attention
8. Loss of social skills
9. Technology training
10. Virtual fatigue



The Next Big Challenge

Employment Throughout the Pandemic and Beyond

- Our Work Readiness & Employment Engagement team provides training and skill-building services to our clients to prepare them for what is now the new workforce.
- Placement into competitive employment ongoing
- Employer outreach and networking to build relationships and new job opportunities.
- Skill building, Goal setting and Job retention have been the key to our success during this challenging time.
- Clients who lost jobs due to the Pandemic and downsizing businesses are committed to finding new employment.
- Clients who work for local schools and colleges, participate in skill building while they await their return to work.

Job Coaching, Job Development, Maintaining Skills and Pre-Vocational Training

The Role of our Job Coaches-Key to Success

- Job Coaching/Job Development Services
- Maintaining job skills a critical component
- Pre-Vocational Services



JESPY Clients are valuable employees



Ableism Still A Challenge-Funders Can Help

- Funding philosophy must be more inclusive to address needs of people with disabilities and provide more opportunities.
- Attitudes and actions matter. People with disabilities want to be treated with respect and kindness and most importantly be included.
- Funder relationships with employers can help to advocate for people with disabilities. People with disabilities have many abilities.



New Strategies for Client Employment



Funders Can Help

Grant Making Opportunities and Advocacy

- Convene leaders to open up doors and pave the way to opportunity
- Advocate to employers on our behalf so they hear from those with influence
- Focus on diversity and inclusion in all projects and proposals—diversity takes many forms
- Funding for technology
- Support virtual education for skill development
- Streamline grant applications
- Increase opportunities for general operating support
- Capacity building without impacting program funds is critical
- Ensure that all applications include consideration of People With Disabilities
- Funders have the voice to become advocates for our new way of practice

Council on Foundations Pledge

An important message:

- Commit to listening to our partners and especially to those communities least heard, lifting up their voices and experiences to inform public discourse and our own decision-making so we can act on their feedback.
- We recognize that the best solutions to the manifold crises caused by COVID-19 are not found within foundations.

Moving Forward

- Appreciate financial support from variety of funders now more than ever
- Funding challenges and revenue streams continue to be impacted; goal now to be sustainable
- Our Services are vital to clients and community, we remain agile and adaptable
- Moving forward means continuing to be creative and flexible in meeting our clients' needs.

Thank You



Audrey Winkler

Executive Director

awinkler@jespy.org

Questions?



Thank You!

Please take the survey e-mailed to you after
this briefing

Our next COVID-19 Funders Briefing will be held on
Monday, November 9 from 4 – 5 pm

www.cnjg.org/events

