



2019-2020 Annual Report



Our Vision

All people are full community members recognized for their contributions



Our Mission:

Promoting equitable employment for people with developmental disabilities through innovation, training, and technical assistance.

Our Competencies



Systems
Design &
Change



Community
Capacity
Building



Leadership
Development



Change
Management



Incubation &
Start-ups



Organizational
Development



Transformation



Accreditation
& Certification



Supported
Employment
Best Practices



Best Practices
in the
Workplace

Our 5 Strategic Priorities



**Foster diversity,
inclusion, & equity**



**Innovative training &
technical assistance**



**Create opportunities for
people with developmental
disabilities to lead & teach**



**Maintain dynamic,
healthy board & staff**



**Sustain thoughtful
growth**

Overarching Priority



Sustain thoughtful
growth

Emphasis on
Online
Development

New
Work/Projects

Hiring Staff



Maintain dynamic,
healthy board & staff

WISE Staff

Staff Meetings Continue--Virtually

Key focus areas: ***Project Management and Leadership and Strategic Planning***

- Project Management with Kelly Schlacter
- Leadership Training Series—for the Leadership Team with John Lund
- Development of Strategic Plan



WISE Board



Maintain dynamic,
healthy board & staff

The Wise board values and invests in state of the art technical assistance and training in support of community and employment for people with disabilities



Welcome Back, Amy Gonzalez!



Amy brings years of state and national level expertise in competitive integrated employment practices and policy implementation.



Foster diversity,
inclusion, & equity

We utilized our webinar platform and our website to provide thousands of people the opportunity to learn about and grow their understanding surrounding Diversity, Inclusion and Equity

Racial Equity resource page on our website:

<https://www.gowise.org/advancing-racial-equity/>

Diversity, Inclusion and Equity Webinars

Date	Title	Presenter	# Attending
5/1/2020	Inclusive Supported Employment Practices for LGBTQ2S+ Individuals	Tara Buchanan	428
5/18/2020	Integrating Race: Applying a Racial Equity Lens to the Disability Field	Cecilia Alejandra Borges Farfán, Johnson Bách Nguyễn, María De Los Ángeles Zepeda Flores	513
5/27/2020	Summit: Antidotes for Implicit Bias	Dr. Benita Horn	477
6/3/2020	Summit: It's Not Just About Saying "No"	Shanya Luther	597
6/4/2020	Leveraging Culture to Enhance Services for Minorities with Disabilities	Amy Gonzalez	390
6/9/2020	Disability Justice 101 for Navigating Turbulent Times	ChrisTiana ObeySumner	436
6/25/2020	How to Effectively Engage with Culturally and Linguistically Diverse (CLD) Families	Reehana Nisha and Safio Abdi	318

These webinars were also recorded and posted into our On-Demand Learning Library

The Conversation of Our Time: Employment, Diversity, Equity, Race, & Disability

National TASH presentation December 2019 in Phoenix AZ



50-Minute Breakout Session



100 People from Across the U.S.



Parents, people with disabilities, providers of employment and residential services and governmental officials.



**Foster diversity,
inclusion, & equity**

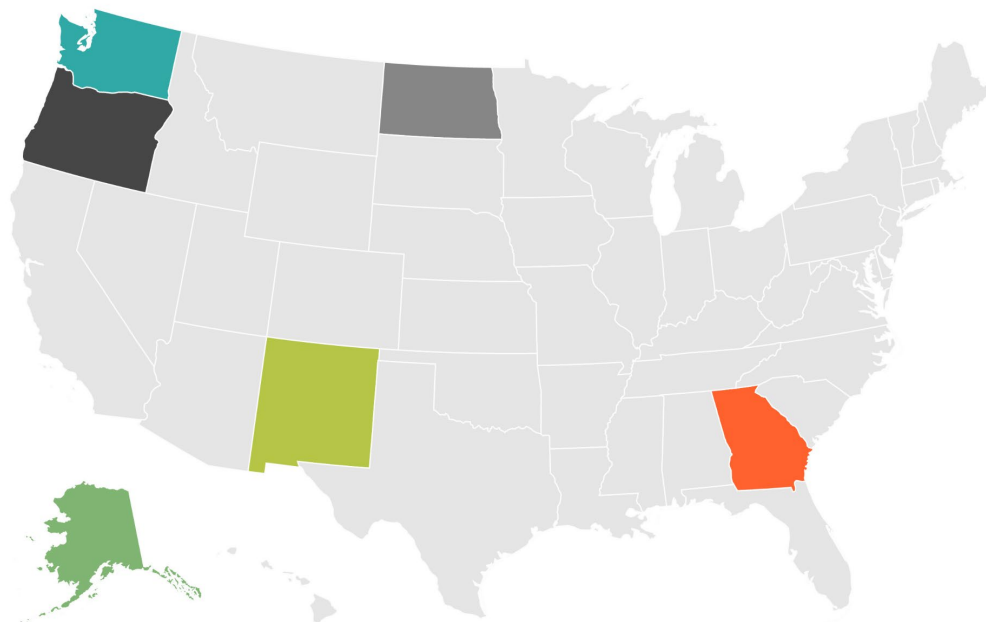


Participating in this session and hearing the voices of a diverse group of constituents was an important opportunity for us to listen and learn.



Innovative training &
technical assistance

Around the Country

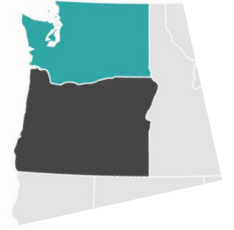


WASHINGTON
OREGON
ALASKA
NORTH DAKOTA
NEW MEXICO
GEORGIA



Innovative training &
technical assistance

Washington/Oregon Training and TA

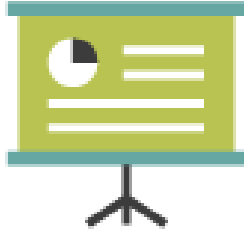


Training and TA by Funding Source



Training and TA by Region





**Innovative training &
technical assistance**

Alaska



- Working with Alaska DVR led us to REACH INC in Juneau Alaska.
- Virtual and in person training series and on-the-ground conversations with local businesses.



Innovative training &
technical assistance

North Dakota



4 Employment Agencies

- In person training: learning and implementing tools to support individuals
- In-Person and Virtual 'Bootcamp' model to receive regularly scheduled, concentrated learning and engagement

DVR Case Managers and Regional Staff

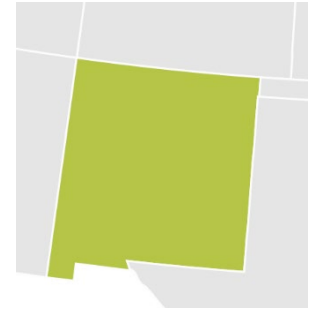
- Twice-a-month trainings to deepen understanding of tools, approaches, and strategies related to Customized Employment
- Two, two-day trainings for case managers on the statewide roll out of Customized Employment





Innovative training &
technical assistance

New Mexico



Wise collaborated with the University of New Mexico's Partners for Employment (PFE) to provide a series of in person and online trainings across the state:

"Reaching New Heights" Conference, which was moved online.

- Two Keynotes: *"The Eye- A Unique (somatic) Look at Leadership"* and *"An update to the New Better Normal"*.
- Two conference general sessions specific to Positive Behavior Support (PBS): *"PBS 101: Introduction to Positive Behavior Supports in Individualized Community Based Services"* and *"PBS 102: Supporting Adulthood and Sexuality in Transition and Service."*

Multiple Trainings

- Four in-person trainings: *Two days each of hands on work surrounding Discovery and Community Informational Interviews.*
- In-Person Systematic Instruction Training. *As the pandemic hit, delivered online version of this training with additional "New Normal" content, which linked employment practices and supports to helping customers feel safe and supported during the stay at home orders.*



Innovative training &
technical assistance

Georgia



23

State Leadership Systems Change
Technical Assistance Meetings

2

in-person

&

4

webinar

Leadership Cohort Sessions

3

in-person

&

5

webinar

Job Developer Cohort Sessions

6 Regional &
1 Leadership

Employment Learning Teams that hosted
11 events and 2 Webinar Trainings and
created video success stories and
resources



Covid-19 response Employment
Strategy Webinar Sessions

Quick Tips Sharing targeted to providers and systems navigators to
build skills and belief

8

Georgia APSE & SE ADA Center
Partnership Webinars with a
total of

1860

registrants in
total logging in



3

Family
Training
Webinars



Facilitated Leaders and Providers Connection and Collaboration

*Returning to a national leadership
position in supported employment
outcomes*



Committed to increasing
integrated employment
numbers from 16.3% to 48.9%
by 2025.



Year 2 of a 3-year Project

Around the World: New Zealand



- Wise staff were hosted by the New Zealand Disability Support Network. They joined a nationwide Employment Support Leadership Workshop in Wellington and provided insights and feedback on the development of New Zealand's new Diploma Qualification in Employment Support
- The following week they provided three full day Workshops in Auckland, Palmerston North, and Christchurch, training a combined 150 New Zealanders on Discovery, including classroom time and trips into the community to practice informational interviewing with local businesses.



Driving Adventure



**Innovative training &
technical assistance**

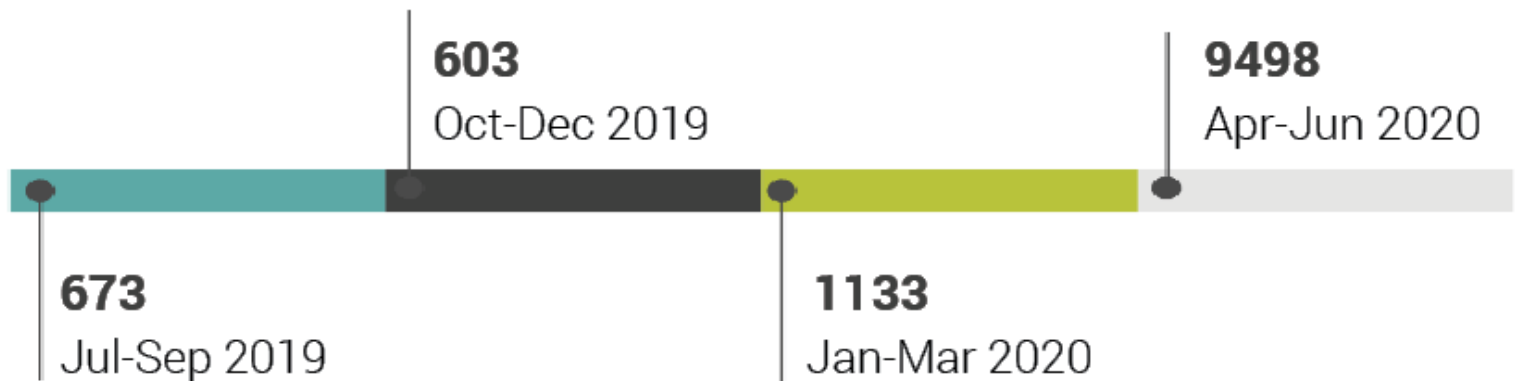


Innovative training &
technical assistance

On-Demand Trainings

Our Online Training Center has provided access to WA State Policy and other training for providers for years. Following implementation of stay at home orders, we created 72 new courses representing over 115 additional training hours.

LITMOS COURSES COMPLETED (96% Washingtonians):



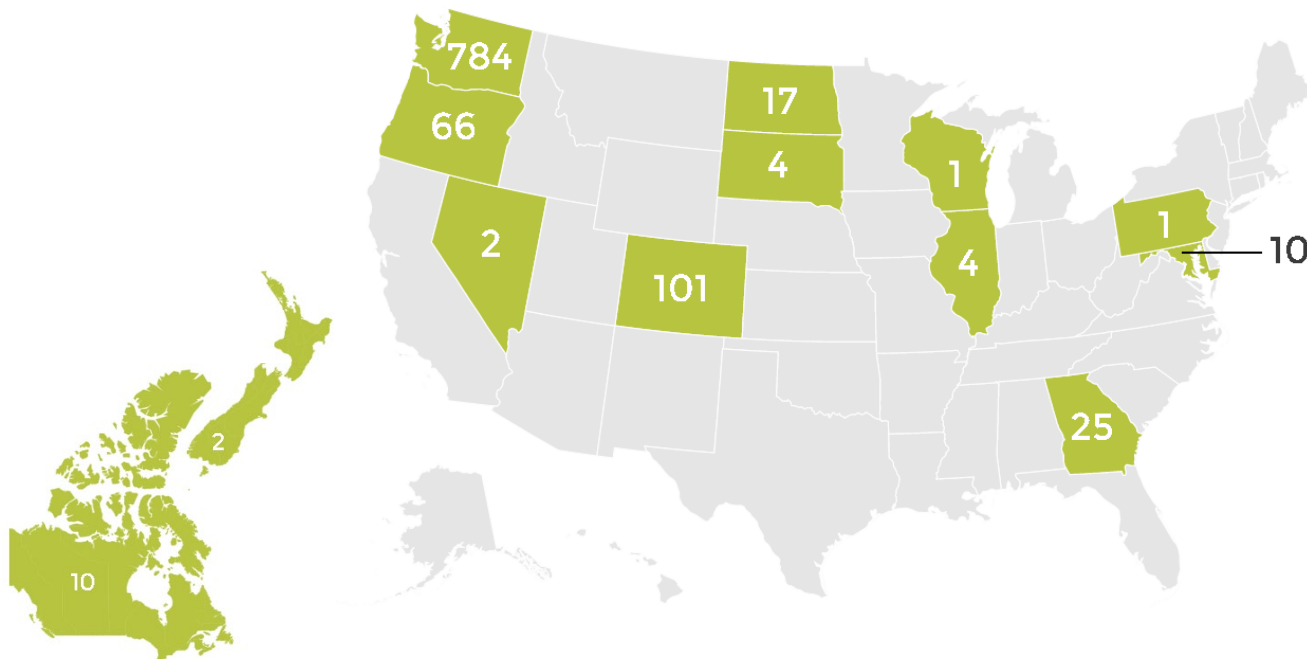
Online Academy

Launched in September 2018 and accredited by ACRE* in July 2019, the Wise Online Academy (WOA) is designed to provide employment professionals with the training, knowledge, and skills they need to deliver quality competitive integrated employment services to people with developmental and intellectual disabilities, as well as sit for the APSE CESP exam.



**Innovative training &
technical assistance**

- Intro to Supported Employment, Discovery, & Person-Centered Planning
- Job Development and Marketing
- Systematic Instruction
- Social Security Work Incentives



STATE/Country	# Seats
Colorado	101
Georgia	25
Illinois	4
Maryland	10
Nevada	2
North Dakota	17
Oregon	66
Pennsylvania	1
South Dakota	4
Washington	784
Wisconsin	1
Canada	10
New Zealand	2
TOTAL	1027

Webinars

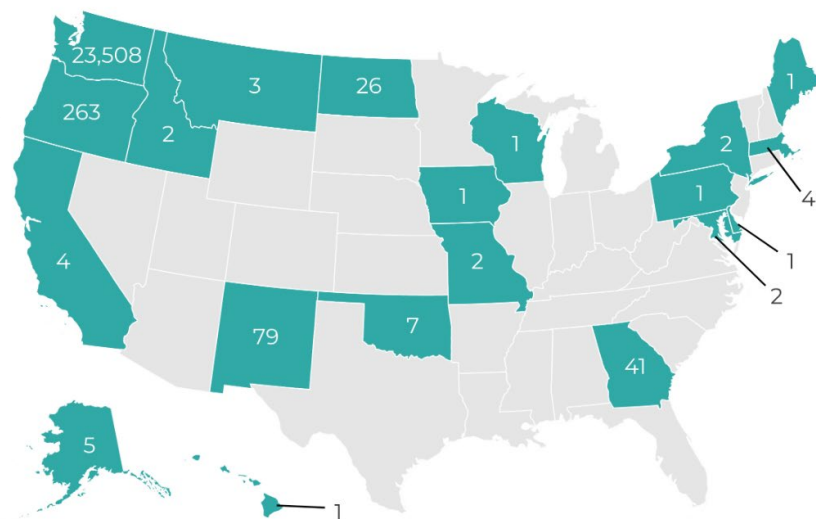
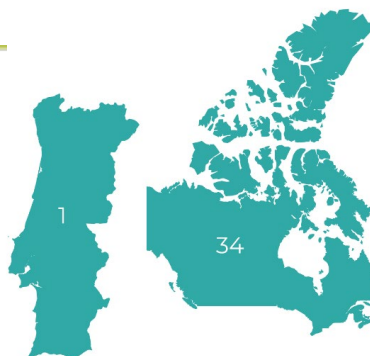
63 Webinars: 23,993 Attendees!!

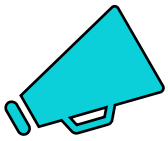
- Our monthly webinars transformed into “Webinar a Day” in late March in response to the pandemic. With support from Washington State and counties, employment agencies were able to access this professional development to sustain themselves during the mandated quarantine.

- Topics at the events focused on supported employment and/or IDD, and many of them spoke directly to how supported employment could be provided during the time of COVID (remote services, market considerations for a changing economy, etc.)



**Innovative training &
technical assistance**





Amplifying the perspectives and voices of people who experience disabilities

WISE reached out to the self-advocate groups early in developing Webinar A Day, seeking presenters and content that would help more people with disabilities get in front of our virtual training room.



Create opportunities for people with developmental disabilities to lead & teach

Webinars Presented with and by People with Disabilities

Date	Title	Presenter	# Attending
4/23/2020	Job Coaching from a Self-Advocate Perspective	John Lemus & Ivanova Smith	555
4/29/2020	Advocacy from Every Level	John Lemus & Ivanova Smith	503
6/17/2020	Summit: Self Determination; Rights and Responsibilities	Carrie Moorehouse & Self Advocate Panel	574
6/22/2020	Social Skills: It's up to Interpretation	Shaun Wood, Zack Siddeek, and ChrisTiana ObeySumner	410

2020 Community Summit

Webinar Series:

A Virtual Gathering Place!

The Summit webinar series consisted of webinars throughout May and June.

6,158 SEATS, OH MY!!

50
PRESENTERS
& PANELISTS

FUNDED BY
WA STATE
& 17 COUNTIES

10
WEBINARS

Out of 6,158 seats...

20 + **3**
STATES ATTENDED
(with 28 WA Counties
represented) ADDITIONAL
COUNTRIES
(Australia, Canada,
Portugal)



Special Featured Speakers:

Evelyn Perez, Assistant Secretary of DDA

WA State Governor Jay Inslee

Dr. Beth Mount

Topics:

Building Community in
a Time of Crisis

Building Hope for the
Future

A Statewide Townhall

Creating Resilience

Equity and Inclusion

Mindfulness

Personal Development

Job Foundations



What People Are Saying...



"WISE you are so awesome for stepping up and making the most of this COVID19 situation. You are leading the way to the change of our industry and the way the whole economic world will be adapting to the new normal that will settle after all this is over."

Meme King, Bremerton WA

"I continue to be really amazed at how much information is packed into these trainings. Not only that, but the information is relevant, and provides hands-on hearts present evidence based truths."

Anonymous, Colville, WA