

Inspiring Change Conflict and Collaboration

Minnesota



Colorado

Our greatest fear is not that we are inadequate, but that we are powerful beyond measure.

It is our light, not our darkness, that frightens us.

As we let our own light shine, we consciously give other people permission to do the same.

Dynamic Tension between Conflict and Collaboration

Learning Conversations

Team of Rivals

Trusted Advisors

Learning Conversations

"If we learn to open our hearts,
anyone, including the people who
drive us crazy, can be our teacher."
~Pema Chödrön

Questions

- 1) How did change begin?
- 2) Proposed Solution
- 3) What worked well
- 4) What we would do differently
- 5) Funding
- 6) Forced Change- Unintended Consequences
- 7) What Outcomes Improved



Who we are

Commission of Deaf, DeafBlind and Hard of Hearing Minnesotans

- 15 Members Appointed by the Governor
- Regional Representation
- Majority must be deaf, deafblind or hard of hearing
- Strategic Plan Every Five Years
- Work Plan that Supports the Strategic Plan
- Convene Task Forces or Committees to Achieve Goals

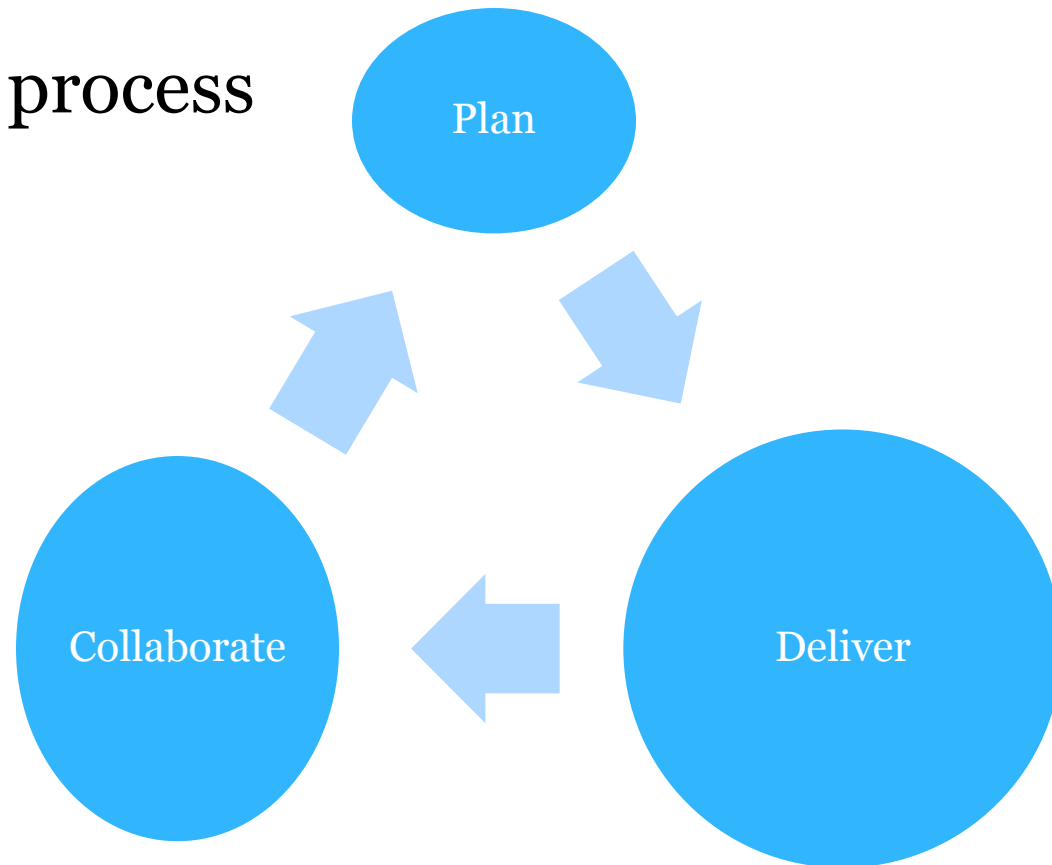
- Identify barriers and develop solutions by convening and participating in groups
- Advocate for implementation of solutions
- When the solutions involved public policy, encourage civic engagement

Over 40 pieces of legislation
passed in the last 11 years.

Try to institutionalize change

How did the change begin?

- Iterative process



What worked well

Develop Relationships with Legislators

- Provide training to legislative staff
- Ask legislators to provide training to the community
- Recognize legislators with awards
- Foster relationships with elected officials-
Secretary of State

Advocating at the State Capitol



Education Bills

- EHDI Mandate
- Early Hearing Detection and Intervention Coordinator
- Funds for Deaf Mentors and Parent Guides
- Hearing Aid Loaner Bank
- Certified Education Interpreter Mandate 1998
- ASL required for teachers of the deaf and hard of hearing
- Increased funds for Interveners for children who are deafblind

Lobby Day at the State Capitol



- Funds for VECTOR- transition program for deaf, deafblind and hard of hearing youth
- Funds for Minnesota Employment Center for Deaf and Hard of Hearing
- Participated in rulemaking process for Teachers of the Deaf and Hard of Hearing
- MA bill that covers outstate inpatient mental health treatment for youth

- Acoustic Standards required for all new schools built in MN
- Education Interpreter Certification Mandate
- Disaggregated data on deaf and hard of hearing and yearly Education report on deaf, hard of hearing outcomes
- Advisory Boards
- Mental health assessments for kids in Greater Minnesota

2013

Eight bills including:

- Increased funds for Parent Guides
- Increased funds for Deaf Mentors
- Mental Health for Children who are Deaf and Hard of Hearing
- Transition Funds
- Increased funds for the Commission

Online Training

www.mncdhh.org

- Making Your Case
- Visiting the Minnesota State Capitol: A Guide to Accessibility Features for People with Disabilities (Accessible Video Series)
- Oral-Visual History Stories of Deaf, DeafBlind and Hard of Hearing

Current Work

Minnesota Collaborative Plan for Deaf, DeafBlind and Hard of Hearing Children

- 25 Stakeholders and agencies
- Goals to improve Outcomes for kids

Employment Task Force

- 25 stakeholders
- Goals to improve employment for adults

Forced Collaboration

- Disaggregated data
- EHDI Committee

Funding

- General fund
- Blood spot fee
- Insurance Mandates
- MA
- Telecommunications Access Minnesota Fund
- Internships
- Executive Pathway programs

What would we do differently

- Take more time to be reflective
- Build in more evaluation with the programs that we got funded
- Have more staff to push change- we still don't have data sharing agreements between MDE and MDH
- Focus more on what's actually happening in the classroom

What would we do differently?

We always ask ourselves that and keep tweaking and learning