



Utah Developmental
Disabilities Council

FFY 2025 Annual Work Plan

Goal 1 – Health and Safety

Description	The UDDC will support physical and mental health and safety outcomes for people with intellectual and developmental disabilities and their families.	
Area of Emphasis	Quality Assurance Health	
Activities to be used in achieving each goal	Training Supporting and Educating Communities	Barrier Elimination Interagency Collaboration and Coordination
The goal addresses	Individual/Family Advocacy System Change Rights of Individuals Capacity Building	

Collaborators planned for this goal	University Centers – IDRPP State DD Agency - Division of Services for People with Disabilities (DSPD)	Utah Parent Center Department of Health and Human Services Disability and Health Program
Objective #1 - By 2026, UDDC will develop partnerships and support initiatives to decrease opportunities for abuse and neglect through increased education and training opportunities for at least 200 people with intellectual and developmental disabilities and people who support them.		
Key Activities	Provide healthy body and relationship training.	
Activity Details	<ul style="list-style-type: none"> ● Train adults with intellectual and developmental disabilities about healthy relationships, sexuality, and interpersonal skills. 	
Expected outputs	<ul style="list-style-type: none"> A. 4 training sessions to prevent abuse and educate about healthy relationships. B. 50 people with developmental disabilities trained. C. 80 % of people with DD report increasing their advocacy because of Council work. D. 80 % of people are better able to say what they want, what services and supports they want, or say what is important to them. E. 80 % of people with developmental disabilities are satisfied with project activity. F. 1 Council efforts led to improvement. G. 1 Council effort implemented. 	

Expected Objective Outcomes	Short term: Individuals/organization(s) will have increased knowledge about healthy relationships.	Long term: People with I/DD will have increased opportunities for training and education with the intent that opportunities for abuse will be decreased.
Data Evaluation and Measurement	<ul style="list-style-type: none"> ● Surveys ● Pre and post-tests ● Stakeholder/participant feedback ● Comparison analysis from year to year 	
<p>Objective #2 – By 2026, UDDC will work with at least two partners to decrease barriers, increase education, and improve community capacity to support positive health outcomes, focusing on the concepts of social determinants of health for people with intellectual and developmental disabilities using new approaches to increase access to wellness, health, and behavioral services and information.</p>		
Key Activities	<ol style="list-style-type: none"> 1. Work with partners to improve access to wellness, health, and behavioral services and information. 	
Activity Details	<ul style="list-style-type: none"> ● Partner to improve health access and improve individual health outcomes. 	
Expected outputs	<ol style="list-style-type: none"> A. 1 2 Partners actively participating in council efforts. B. 1 Promising practice supported. 	

<p>Expected Objective Outcomes</p>	<p>Short-term: Increase in knowledge and skills about healthy living, services, and better serving those with ID/DD and their families.</p>	<p>Long-term: People with intellectual and developmental disabilities and their families will have increased knowledge about healthy behaviors and preventative health care. Community-based organizations will have increased engagement with the disability community.</p>
<p>Data Evaluation and Measurement</p>	<ul style="list-style-type: none"> ● Program records ● Meeting minutes <p style="color: red;">This objective has been met. Purposed action: Maintain current efforts, but do not seek new activities to meet this objective.</p>	

<p>Goal 2 – Transportation</p>	
<p>Description</p>	<p>The UDDC will support the increase of access and availability of accessible and affordable transportation options throughout the state of Utah.</p>
<p>Area of Emphasis</p>	<p>Transportation</p>

Activities to be used in achieving each goal	Training Technical Assistance Citizens Participation Informing Policymakers	Barrier Elimination Systems Design and Redesign
The goal addresses	Individual/Family Advocacy System Change Capacity Building	
Collaborators planned for this goal	Older adult and Aging services Local governments Transportation authorities	
Objective #2 - By 2026, the UDDC will advocate, develop partnerships, and support initiatives resulting in at least two sustainable transportation solutions throughout the state, which will increase opportunities for people with intellectual and developmental disabilities to access community living and competitive community-integrated employment that meet individual needs and preferences.		
Key Activities	<ol style="list-style-type: none"> 1. Convene a coalition to address accessible and affordable transportation. 2. Inform decision-makers about transportation-related issues impacting Utahns with disabilities. 3. Provide training for people with intellectual and developmental disabilities about transportation. 	

	4. The UDDC will increase capacity in rural communities that improve transportation access, availability, and affordability for people with developmental disabilities.	
Expected Outputs	A. 4 Coalition meetings. B. 2 Policy and/or legislative recommendations to improve transportation. C. 1 Transportation mode solution added to a rural community. D. 1 Council effort that led to improvement.	
Expected Objective Outcomes	Short term: Make policy and/or legislative recommendations based on the analysis of identified barriers and coalition discussions.	Long-term: Increased opportunities for people with intellectual and developmental disabilities to access community living that meets individual needs and preferences.
Data Evaluation and Measurement	<ul style="list-style-type: none"> ● Meeting minutes ● Data reports 	

Goal #3 Leadership and Advocacy

Description	The UDDC will improve Utah public policy by developing self, community, and policy advocacy skills of people with intellectual and developmental disabilities and their families.	
Area of Emphasis	Quality Assurance Recreation Formal and Informal Community Supports	
Activities to be used in achieving each goal	Training Interagency Collaboration and Coordination Coordination with Related Councils/Committees/ Programs	Coalition Development and Citizen Participation Informing Policymakers
The goal addresses	Individual/Family Advocacy System Change Rights of Individuals Capacity Building Self-Advocacy Requirement Targeted Disparity Capacity Building	

<p>Collaborators planned for this goal</p>	<p>DD Network Partners Vocational Rehabilitation Division of Services for People with Disabilities Utah Parent Center Utah Division of Medicaid Financing Utah Statewide Independent Living Council Utah Statewide Independent Living Centers</p>
<p>Objective #1 - Annually, UDDC will educate policymakers about the impact of at least two key federal or state bills, Executive Orders, or regulations being proposed, and will increase awareness about the needs and wishes of Utahns with intellectual and developmental disabilities.</p>	
<p>Key Activities Proposed Change: add numbers 2-3 (taken from objective 4.3)</p>	<ol style="list-style-type: none"> 1. Educate policymakers and train stakeholders about at least two key issues impacting people with intellectual and developmental disabilities. 2. Develop and support strategies to reduce the waiting list for home and community-based services. 3. Participate and/or lead activities that strengthen direct-care staff that support people with I/DD.
<p>Activity Details</p>	<ul style="list-style-type: none"> ● Targeted education and advocacy related to Council-identified policy priorities.
<p>Expected Outputs</p>	<ol style="list-style-type: none"> A. 1 Policy newsletter created and distributed. B. 1 Training for advocates to support policy that positively impacts people with I/DD. C. 10 Meetings with legislators, state agency staff, and other

	<p>stakeholders.</p> <p>D. 10 people with DD who participated in council-supported activities designed to increase their knowledge of how to take part in decisions.</p> <p>E. 1 Policy, procedure, statute, and regulation changes improved.</p> <p>F. 5 family members of people with DD who participated in council-supported activities designed to increase their knowledge of how to take part in decisions.</p> <p>G. 80 % of people report increasing their advocacy because of Council work.</p>	
Expected Objective Outcomes	Short-term: UDDC will identify proposed legislation that impacts individuals, organizations, and systems, and provide education to policymakers.	Long-term: More people with I/DD will have access and inclusion into community-integrated settings.
Data Evaluation and Measurement	<ul style="list-style-type: none"> ● Reports ● Comparison analysis year to year ● Surveys 	
<p>Objective #2 - By the end of each fiscal year, UDDC will support or create training opportunities for people with intellectual and developmental disabilities to improve leadership and advocacy skills for at least 20 self-advocates who have been recognized as leaders or potential leaders in their communities.</p>		

<p>Key Activities</p>	<ol style="list-style-type: none"> 1. Provide training for people with intellectual and developmental disabilities and their family members to improve leadership and advocacy skills. 2. Leaders with intellectual and developmental disabilities will provide training for professionals and community members. 	
<p>Expected Outputs</p>	<ol style="list-style-type: none"> A. 8 training sessions for leadership and policy advocacy for individuals with I/DD, their families, and allies. B. 6 training sessions led by DD leaders. C. 20 People with DD trained. D. 5 Family members of people with DD trained. E. 100 Professionals, community members, and stakeholders trained. F. 80% of individuals and families are satisfied with Council-supported activities. 	
<p>Expected Objective Outcomes</p>	<p>Short term: People will be better able to navigate the systems in which they operate. People will be better able to advocate.</p>	<p>Long-term: More people with disabilities will participate in community leadership roles. People will have the skills and knowledge to effect changes in service systems. Professionals and communities will have expanded knowledge to drive systems change and community</p>

		inclusion.
Data Evaluation and Measurement	<ul style="list-style-type: none"> ● Program records ● Pre and post-tests ● Surveys 	
Objective #3 - Annually, UDDC will mentor and expand the participation of people with intellectual and developmental disabilities on at least one cross-disability and culturally diverse coalition, as well as establish and strengthen a statewide self-advocacy organization.		
Key Activities	<ol style="list-style-type: none"> 1. Support a self-advocacy organization to strengthen its infrastructure. Host an educational conference marketed statewide. 2. Support a person with I/DD to participate in board service. 	
Expected Outputs	<ol style="list-style-type: none"> A. 50 50 people with I/DD attending an educational conference for adults with I/DD. B. 6 Leadership and advocacy training sessions for people with DD. C. 1 Person with developmental disabilities serving on boards and coalitions. 	

<p>Expected Objective Outcomes</p>	<p>Short-term: More people with disabilities will have the skills to participate in leadership roles in their community and have increased access to education, resources, and training.</p>	<p>Long-term: The public including, but not limited to, organizational and community leaders, and people without disabilities will increase their understanding of the disability experience. Demonstration of increased numbers of people with I/DD participating in self, community, and policy advocacy programs and assuming leadership roles.</p>
<p>Data Evaluation and Measurement</p>	<ul style="list-style-type: none"> ● Program data ● Surveys 	
<p>Objective #4 - By 2026, UDDC and its partners will support members of the Spanish-speaking community to improve access to service systems to meet the needs of Spanish-speaking families and individuals with intellectual and developmental disabilities.</p>		
<p>Key Activities</p>	<p>1. Work with partners to train Spanish-language speakers to engage in advocacy activities for access to community and specialized services and supports.</p>	
<p>Expected Outputs</p>	<p>A. 5 family members enrolled in a training program to support systemic access. B. 5 training sessions.</p>	

Expected Objective Outcomes	Short term: Spanish-speaking individuals with I/DD and their family members will have increased knowledge about service systems and improved advocacy skills.	Long term: More people will have knowledge and skills to navigate the systems in which they operate, advocate for themselves and others, exercise their rights, and have improved access to supports and services.
Data Evaluation and Measurement	<ul style="list-style-type: none"> ● Program data ● Surveys <p style="color: red;">This objective has been met.</p> <p style="color: red;">Purposed action: Maintain current efforts, but do not seek new activities to meet this objective.</p>	

Goal 4 – Community Access and Supports	
Description	The UDDC will support community access, as well as formal and informal supports, for people with intellectual and developmental disabilities and their families.
Area of Emphasis	Education and Early Intervention Formal and Informal Community Supports

Activities to be used in achieving each goal	Training Technical Assistance Supporting and Educating Communities Systems Design and Redesign Informing Policymakers	Barrier Elimination Informing Policymakers Coordination with Related Councils, Committees, and Programs Coalition Development and Citizen Participation
The goal addresses	Individual/Family Advocacy System Change Rights of Individuals Capacity Building DD Network Collaboration	
Collaborators planned for this goal	DD Network Partners State DD Agency - Division of Services for People with Disabilities (DSPD) Utah Department of Health and Human Services	Governor's Committee on the Employment of People with Disabilities Utah State Board of Education
Objective #1 - By 2026, the UDDC will create or support at least three initiatives that build capacity and support opportunities for competitive community-integrated employment with an emphasis on inclusion and fair wages.		
Key Activities	1. Advance the Employment First initiative for people with developmental and intellectual disabilities.	

<p>Expected outputs</p>	<p>A. 1 initiative supported or created. B. 10 people trained or educated through systemic change initiatives. C. 1 Solution proposed to address barriers to employment.</p>	
<p>Expected Objective Outcomes</p>	<p>Short-term: People with disabilities are better able to advocate for integrated and gainful employment. Lawmakers are educated about the importance of integrated community-based competitive employment.</p>	<p>Long-term: More employers will have access to and understanding of resources designed to hire, retain and promote employees with disabilities. More workplaces will have resources to support an inclusive culture. Jobseekers will have access to resources designed to help them find and keep community-based competitive-wage jobs. Communities will value community-integrated competitive employment. They will have the knowledge and skills to improve interpersonal interactions and develop inclusive organizations.</p>
<p>Data Evaluation and Measurement</p>	<ul style="list-style-type: none"> ● Surveys ● Interviews <p><i>This objective has been met.</i> <i>Purposed action: Maintain current efforts, but do not seek new activities to meet this objective.</i></p>	

Objective #2 – By 2026, the UDDC will support or expand two or more practices intending to improve post-school competitive community-integrated employment outcomes and community engagement for students ages 12-22 as they transition into adulthood.

Key Activities	1. Improve postsecondary outcomes for individuals with disabilities	
Expected outputs	A. 1 Collaborative effort implemented. B. 1 Promising and/or best practices improved.	
Expected Objective Outcomes	Short-term: Students with disabilities participating in transition programs will have a better understanding of and access to formal and informal supports. Council staff will work with community partners to transform fragmented services and systems that support youth in transition.	Long-term: Students will have greater knowledge skills and abilities to improve their post-transition outcomes especially related to self-advocacy and employment. Council staff will actively work to identify and support innovative solutions and ideas to support students in transition who recently exited the public school system.
Data Evaluation and Measurement	<ul style="list-style-type: none"> ● Program records ● Data reports Meeting minutes <p style="color: red;">This objective has been met.</p>	

	<ul style="list-style-type: none"> ● Purposed action: Maintain current efforts, but do not seek new activities to meet this objective. 	
<p>Objective #3—Annually, the UDDC will guide individual, community, and agency cooperative and collaborative efforts to remove barriers to community living, through legislative advocacy, increased transparency at the agency level, and transform formal and informal supports to increase the number of people with intellectual and developmental disabilities who access the community when, where, and how they choose. Proposed change: do not work on this objective in 2025.</p>		
<p>Key Activities Proposed change: move these activities to 3.1</p>	<ol style="list-style-type: none"> 1. Develop and support strategies to reduce the waiting list for home and community-based services. 2. Participate and/or lead activities that strengthen direct-care staff that support people with I/DD. 	
<p>Expected Outputs</p>	<ol style="list-style-type: none"> A. 1 Council-supported strategy. B. 25 Direct-support professionals are participating in skill-based activities. C. 1 Promising and/or best practices improved. 	
<p>Expected Objective Outcomes</p>	<p>Short term: Council will support innovative ways to improve the service delivery system. Lawmakers will have a greater understanding of the value and contributions of people with disabilities in Utah's</p>	<p>Long term: More people with intellectual and developmental disabilities will have the supports and services they need, when and how they need them.</p>

	communities as well as the necessity of solving the HCBS crisis.	
Data Evaluation and Measurement	<ul style="list-style-type: none">● Data reports● Year-to-year comparison	