



# Proposed Five-Year State Plan

## 2022-2026

## **Goals and Objectives (2022-2026)**

### **Goal 1: (Advocacy)**

All New Jersey residents with I/DD and their family members, throughout the lifespan, will have increased access to information in order to learn and strengthen the advocacy and leadership skills they need to be self-directed from an early age, manage supports and services, and engage as active citizens with agency over their own lives.

### **Objectives:**

1. For each year through 2026, NJCDD will increase civic engagement and self-direction on the part of individuals with I/DD by providing support and technical assistance to a statewide self-advocacy organization, providing leadership training opportunities, promoting emerging leaders with I/DD as trainers and speakers, and supporting and expanding participation of individuals with I/DD in culturally-diverse, cross-disability leadership coalitions.
2. For each year through 2026, NJCDD, in collaboration with DD Act partners, and with an emphasis on serving historically-underserved populations, including individuals who are Black, Hispanic, Asian, and limited-English proficient, will provide leadership training and mentoring to at least 20 individuals with I/DD and their families, and will support projects to develop advanced leadership skills and networking opportunities for at least 2 individuals with I/DD and their families through mentorships, internships, and apprenticeships in careers related to public policy and disability advocacy.
3. (Targeted Disparity #1) By 2026, Black New Jersey residents with I/DD and their families will have increased access to information about NJCDD, the DD Network, and how to access the full range of supports and services available through New Jersey's system of services and supports.
4. (Technology) By 2026, NJCDD will support projects to decrease barriers in access to technology and internet access/connectivity for individuals with I/DD and their families.

## **GOAL 2: (Systems Change)**

All New Jersey citizens with I/DD, their families, and stakeholders will have increased ability to improve the design and delivery of the services, both specialized and generic, intended to support and benefit them.

### **Objectives:**

1. Through 2026, NJCDD will facilitate government and community partnerships, and improve interagency coordination through collaborations and coalitions in order to reduce barriers to service access and delivery, with an emphasis on reducing inequities experienced by historically-underserved populations, including individuals who are Black, Hispanic, Asian, and limited-English proficient.
2. By 2026, NJCDD, in collaboration with community partners, will develop and implement a comprehensive public awareness and outreach campaign to highlight and promote the skills, abilities, and needs of people with I/DD, and educate communities on ways in which generic community services can be made more appropriate, accessible, and responsive to the needs of people with I/DD and their families.
3. (Formal and Informal Community Supports) By 2026, NJCDD, in collaboration with family members, advocates, and those providing natural supports, will work to remove barriers and redesign systems in order to improve, simplify, and expand the system of formal and informal supports for caregivers of children and adults with I/DD.
4. (Healthcare) By 2026, in collaboration with families and community agencies, NJCDD will provide information and support projects designed to improve the capability of New Jersey's behavioral health care system to meet and respond to the mental health and dual diagnosis needs of individuals with I/DD and their families, including those in urban and rural areas of the state.
5. Throughout the grant period, NJCDD will monitor and respond to emerging issues and trends affecting individuals with I/DD and their families through collaboration, information, technical assistance, outreach, special projects, and advocacy.

### **GOAL 3: (Capacity-Building)**

All New Jersey residents with I/DD and their families will have increased information and support they need to access the services and supports they need to live, work, and learn in the community with independence.

#### **Objectives:**

1. Beginning in 2022, NJCDD will support projects and engage in outreach designed to ensure increased levels of diversity, equity, and cultural competency in all aspects of the work carried out by the Council and its staff.
2. (Targeted Disparity #2) (Quality Assurance) By 2026, and in collaboration with educators and stakeholders, NJCDD will support projects using best practices designed to eliminate the inappropriate use of seclusion, restraint, suspension and expulsion for Black and Hispanic students with disabilities, in targeted areas (schools and districts with high rates of seclusion, restraint, suspension, expulsion, and/or high rates of referral to law enforcement).
3. (Education) By 2026, NJCDD will provide information and technical assistance designed to empower students, families, and stakeholders in identifying and delivering transition services that align with WorkFirst NJ, and that can lead to supported competitive employment, post-secondary education, and/or independent living options, with an emphasis on supporting those in urban and rural schools.
4. (Housing) By 2026, NJCDD will support projects to expand the capacity of New Jersey's system of housing and supports to serve those with complex medical and behavioral needs, including those who are aging, in the community.
5. (Healthcare) By 2026, in collaboration with community agencies, NJCDD will support projects designed to increase the capacity of New Jersey's behavioral health care system to meet and respond to the mental health and dual diagnosis needs of individuals with I/DD and their families, including those in urban and rural areas of the state.
6. (Employment) By 2026, NJCDD will support innovative projects based on best practices to increase the number of individuals with I/DD, including those with behavior challenges, medical disabilities, and mental health issues, who are engaged in supported competitive employment.