

## AIVRTTAC Presentation #1

### Title of Presentation

The AIVRS Creation Story: A Disability Movement Begins

### Abstract/Session Description

Attendees will gain an understanding of historical beginnings of American Indian Vocational Rehabilitation Services (AIVRS) attributed to the Navajo Nation and other advocates, AIVRS growth trends and the outcomes of AIVRS services as a culturally appropriate model to prepare tribal members with disabilities who reside on or near tribal communities for successful employment. A personal success story will highlight the benefits of tribal and state VR collaboration efforts to achieve a successful tribal consumer employment outcome.

### Key Learning Outcomes

- Understanding historical beginnings of AIVRS: Navajo Nation, Dr. Elmer Guy
- Understanding growth trends and development of AIVRS as a cultural disability advocacy movement: Pioneers and key partners i.e. Bobbie Atkins, Treva, RSA, CANAR 22
- Understanding Tribal VR: access and inclusion at the tribal level: (personal testimonies, accessibility into tribal communities) ADA, Rehab Act, legislative history
- Personal success story – self-advocacy (State/AIVR Shared Case preferred)

### Lead Presenter

#### Name

Michelle Frazier Wilson

#### Position / Title

Vocational Rehabilitation Program Director

#### Organization

Chickasaw Nation

#### Bio

Michelle Frazier Wilson is an American Indian woman (Chickasaw and Choctaw) with a severe visual disability. She was born with severe congenital cataracts and astigmatism. She is a past consumer of both the Oklahoma Vocational Rehabilitation program and the Chickasaw Nation VR Program. With the assistance of these programs, she earned a bachelor's degree in psychology and a master's degree in Human Resources with a concentration in Vocational Rehabilitation. She is a Certified Rehabilitation Counselor. Michelle has earned 21 hours toward her PhD through the Post Employment Training American Indian Rehabilitation Program at San Diego State University.

Michelle has worked for the Chickasaw Nation Vocational Rehabilitation Program since 1999. She served as a Vocational Rehabilitation Counselor for one year then she was promoted to the Program Director position. Michelle plans to make her career in tribal vocational rehabilitation. "The incentive I have for doing this work is simple: I like having the ability to truly help American Indians with disabilities reach the goals that they set for themselves. I have been on both sides of the VR desk and I have a real understanding of how life changing vocational rehabilitation can be for the consumers we serve."

## AIVRTTAC Presentation #2

### Title of Presentation

All My Relations: The Importance of Tribal, State, and Federal Partnerships

### Abstract/Session Description

Attendees will learn effective partnership strategies between AIVRS Programs and State VR agencies to serve tribal members with disabilities. Presenters will identify specific partnership activities and strategies including: development of Cooperative Agreements/Memorandum of Understanding; AIVRS advocacy on the State Rehabilitation Council and the State Independent Living Council; and outreach efforts by State VR agencies to serve unserved and underserved tribal communities.

### Key Learning Outcomes

- Attendees will gain an understanding of the government-to-government relations among Tribes, States, and the Federal Government including information about tribal sovereignty.
- Attendees will learn effective partnership strategies between AIVRS and State VR agencies.
- Attendees will identify specific practices and activities for Tribal and State VR activities including development of Cooperative Agreements/Memorandum of Understanding,
- Attendees will gain an understanding of AIVRS advocacy efforts on the State Rehabilitation Council
- Outreach strategies by State VR agencies to serve unserved and underserved tribal communities will be discussed.

### Lead Presenter

#### Name

Marc Espino LPCC

#### Position / Title

VR Training & TA Specialist

#### Organization

American Indian Vocational Rehabilitation Training and Technical Assistance Center (AIVRTTAC)

#### Bio

Marc Espino is a member of the Tohono O’odham Nation. Born in Tucson and raised in Yuma AZ he is true Native Arizonan. Marc obtained his Bachelor’s Degree in Psychology at the University of Arizona, Masters of Counseling Degree from the University of Phoenix and participated in the Post-Employment Training American Indian Rehabilitation (PET-AIR) graduate certificate program at San Diego State University, Interwork Institute.

Marc is a Licensed Professional Clinical Counselor in CA and Arizona. He has provided psychotherapy services to several tribes, tribal organizations, private, non-profit and State agencies prior to working with American Indians with disabilities. Marc is former AIVR Program Director and currently sits on the CA State Rehabilitation Council.

### Presenter #2

#### Name

Kristen Mackey M.S., CRC

#### Position / Title

Administrator

#### Organization

Rehabilitation Services Administration

#### Bio

Kristen earned her undergrad degree in Exercise Science from ASU and went on to earn a Master’s degree in Rehabilitation Counseling from San Diego State University. Kristen currently holds a Certification in Rehabilitation Counseling. Through Kristen’s career, she has worked with individuals across the lifespan in a variety of rehabilitation settings including early intervention, inpatient psychiatric facility, acute and outpatient rehabilitation, and state vocational rehabilitation program. Ms. Mackey has also worked in the administration of programs that provide services to individuals with disabilities as a referral coordinator, grant writer, and program manager. Ms. Mackey began her career with Rehabilitation Services Administration (RSA) as a vocational rehabilitation counselor, working with the transition population in 2007. Ms. Mackey was in the policy unit for several years prior to moving into the role of Administrator for RSA programs.

### AIVRTTAC Presentation #3

#### Title of Presentation

AIVRS Traditional Healing Services: A Holistic Approach to VR Service Delivery

#### Abstract/Session Description

Attendees will gain an understanding of a holistic approach to AIVR services delivery utilizing traditional healing services as described in the grant proposal. Understand how traditional healing services should be incorporated into the consumer's IPE and justify how this service will result in successful employment outcome. Learn about cultural considerations in how to charge or bill traditional healers.

### Key Learning Outcomes

- Understand how traditional healing services are defined and where traditional healing services is cited in the federal regulations: Section 103 Federal Regulation and 34 CFR 371
- Understand when traditional services should be considered
- Identify how traditional healing services should be written in an IPE with respect to comparable services
- Understand procedures for justifying traditional healing services in an IPE
- Learn what considerations should be made when invoicing traditional healing services
- Learn what program management activities should include traditional healing services

### Lead Presenter

#### Name

Lee R. Gaseoma, Ed.D.

#### Position / Title

AIVRTTAC Project Director

#### Organization

American Indian Vocational Rehabilitation Training and Technical Assistance Center (AIVRTTAC)

#### Bio

Dr. Lee Gaseoma, a member of the Hopi Tribe, received his doctorate degree in Educational Leadership. Lee is the project director for the American Indian VR Training & TA Center at Northern Arizona University – Institute for Human Development. Lee has over 20-years working with the American Indian Vocational Rehabilitation Services programs in different capacities, and he understands the challenges that are encountered by tribal members with disabilities as they prepare for gainful employment and strive toward self-sufficiency, and full inclusion in their respective communities. As well as the need for the development of effective partnership with key stakeholders to improve employment opportunities and to establish a platform that will include the voices of tribal members with disabilities and their families in the development of a tribal workforce toward Tribal Nation-building.

### Presenter #2

#### Name

Darold H. Joseph, M.Ed.

#### Position / Title

VR Training & TA Specialist

#### Organization

American Indian Vocational Rehabilitation Training and Technical Assistance Center (AIVRTTAC)

#### Bio

Darold is an enrolled member of the Hopi Tribe, and he has over fifteen years' experience serving individuals with disabilities. Darold has served in his community, the Hopi Nation, other American Indian Nations and urban communities as an educator in the field of disability. As a team member of the AIVRTTAC, Darold provides his expertise in providing training and technical assistance to the AIVRS programs throughout the United States.

### AIVRTTAC Presentation #4

#### Title of Presentation

Strengthening the VR Circle of Resilience: Addressing the challenges of today and tomorrow through innovation and change

## Abstract/Session Description

A panel discussion will allow attendees to gain awareness and insight into current AIVRS and State VR agency efforts to navigate the changing landscape with the implementation of the Workforce Innovation and Opportunity and Act and the consequences on the AIVRS programs. Panel presenters will share personal leadership styles and proposed future capacity building efforts to work towards achieving common goals. Attendees will have an opportunity to interact with the panel through a question and answer period and share their perspectives on Tribal Nation-building that involves tribal members with disabilities.

## Key Learning Outcomes

- Understanding multiple forms of advocacy for American Indians with disabilities
- Increase knowledge of traditional leadership in a cultural and tribal organizational context.
- Facilitated Panel discussion of current VR and AIVR best practices and innovative solutions in addressing challenges faced by AIVR programs.
- Audience Q & A
- Summarize and Review full days content to review the day.

## Lead Presenter

### Name

Suzanne Malson, M.S.

### Position / Title

VR Training & TA Specialist

### Organization

American Indian Vocational Rehabilitation Training and Technical Assistance Center (AIVRTTAC)

### Bio

Suzanne received her Masters of Science in Community Development with a thesis focus on the Hupa Peoples and Disabilities: Past and Present, and a Bachelor of Arts in Cultural Anthropology, with a Minor in Native American Studies from the University of California Davis. Suzanne served in the United States Peace Corps in Dominica, West Indies for the Dominica Association of Disabled People, and was one of ten Nominated for an Associate Peace Corps Fellowship. Suzanne continued her education by participating in numerous certification workshop, such as Bridges Out of Poverty, aha Process!; Leadership Training, Northern Arizona University Capacity Building for American Indians Project; and Improving Employment Outcomes for American Indians and Alaska Natives with Alcohol Abuse or Dependency, Northern Arizona University Capacity Building for American Indians Project to name a few. Suzanne is a former American Indian Vocational Rehabilitation Services Director, and has served on the State Independent Living Council and the State Rehabilitation Council for California and Arizona, (not in the same years), and the Nineteen Tribal Nations Workforce Investment Board Arizona and the Human Resource Committee of Arizona and the Native American Independent Living Services for Arizona.

## Presenter #2

### Name

Wayne Dagel, M.S., CRC, LCPCPIT

### Position / Title

Content Expert Consultant

### Organization

American Indian Vocational Rehabilitation Training and Technical Assistance Center (AIVRTTAC)

### Bio

Wayne Dagel, first generation descendant of the Blackfeet Tribe, has over 20 years of experience in the VR world. Wayne kicked off his VR career as a client in 1996 after he was involved in a motor vehicle accident that resulted in a spinal cord injury. He worked for the State of Montana for 8-years providing services to the Northern Cheyenne and Crow Reservations. While working for the State, Wayne had the opportunity to develop and provide training to the entire staff of State VR counselors on culturally appropriate services for American Indian clients. Wayne had the opportunity to work as the program director for Northern Cheyenne TVR program. He has experience developing a Community Rehabilitation Provider program from the infrastructure to the implementation of services as an employment specialist assisting individuals with disabilities in

obtaining community employment. Wayne has experience managing a community employment program funded under WIA. He has been a technical assistant consultant and trainer for AIVRS programs since 2011. Currently, Wayne is working as a therapist and completing his hours for licensing as a LCPC.

### Presenter #3

#### Name

Betty Schoen, M.A., C.R.C.

#### Position / Title

RSA/VR Region 1 Transition Specialist

#### Organization

Rehabilitation Services Administration

#### Bio

Betty has worked for the Department of Economic Security for more than thirty years in three different social service programs. It was not until Betty became a transition counselor in 2000 that she felt she had found her "place in the sun." Betty is passionate about working with youth with disabilities, helping them discover their own "place in the sun" so they can lead fulfilling, productive lives doing work that gives them joy, the same as Betty's career gives her joy. Betty is an unapologetic "resource junkie" who loves to share the vast resources she has amassed over her seventeen years of working with youth. Betty also delights in providing technical assistance for transition planning to youth, families, and school partners.

### Presenter #4

#### Name

Melissa Ann Santora

#### Position / Title

Director of Administration and Youth Initiatives

#### Organization

Arizona Statewide Independent Living Council

#### Bio

Melissa Ann Santora is the Director of Administration and Youth Initiatives at Arizona Statewide Independent Living Council, where she coordinates Arizona Youth Leadership Forum (AZYLF) for Students and Transitioning Young Adults Who Have Disabilities, Arizona Youth Engagement Academy, and AZYLF Alumni Association. For more than 25 years, Melissa has served people who have disabilities in a myriad of capacities, and is highly regarded for establishing innovative practices and programs in the field of disability, particularly for youth. For a decade, Melissa served as the Founding Executive Director of Same Difference Inclusive Theatre Company, a disabilities awareness, advocacy, and empowerment troupe that performed in Montana, Texas, New York, Nebraska, Utah, Arizona, and in Canada. Melissa's career also includes positions in corrections, addiction treatment, child protection, early intervention, child and family education, medical case management, strategic planning and results oriented meeting facilitation, domestic violence and sexual assault advocacy, rural services development, poverty alleviation, housing, and Veterans services.

### Presenter #5

#### Name

Adam Robson

#### Position / Title

Employment Administrator/ Chairperson - Governor's State Rehabilitation Council

#### Organization

Arizona Health Care Cost Containment System (AHCCCS)

#### Bio

Adam has been employed in his current position as the Employment Administrator since November, 2009. He started with the Arizona Department of Health Services/Division of Behavioral Health Services (ADHS/DBHS), but with the merger in 2016, he is currently employed with the Arizona Health Care Cost Containment System (AHCCCS). Historically, Adam was in charge with the oversight of employment services and programs for members enrolled in the Regional Behavioral Health Authorities (RBHAs) and Tribal Regional Behavioral Health Authorities (TRBHAs), but with the merger, he currently oversees employment services and programs for all AHCCCS-eligible members, not just Behavioral Health. Since August, 2016, Adam has had the privilege of being the Chairperson of the Governor's State Rehabilitation Council, a council that was created in 1993, through the Rehabilitation Act, as amended in 1992, for the purpose of advising the Vocational Rehabilitation program in the development, implementation, evaluation, and review of innovative rehabilitation services and programs. He has worked with members with Serious Mental Illness in some capacity since 1999. He is a 1998 graduate of Arizona State University.