

NADD 36TH ANNUAL CONFERENCE & EXHIBIT SHOW

OCTOBER 23-25, 2019 | ASTOR CROWNE PLAZA HOTEL | NEW ORLEANS, LA

Parading Through Life: Celebrating Resilience, Joy and Wellness...Letting the Good Times Roll in New Orleans

Who Should Attend?

Administrators • Direct Support Professionals • Educators
Family Members • Nurses • Persons with Disabilities • Psychiatrists
Psychologists • Physicians • Researchers • Residential Providers
Service Coordinators • Social Workers • Students
Vocational Staff • Mental Health Providers

Co-Sponsored By:



In Association With:



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KEYNOTE PRESENTERS



Karyn Harvey, Ph.D

Karyn Harvey has worked as a clinician in the field of intellectual disabilities for over 30 years. She has a master's degree in Clinical Psychology and a Ph.D. in Applied Developmental Psychology from the University of Maryland. She has published articles about therapeutic interventions with

individuals with intellectual and developmental disabilities (IDD), workbooks for individuals with IDD and two books. Her first book, *Positive Identity Development* was published in 2009 and *Trauma-Informed Behavioral Interventions*, published in 2011. She is currently a Consultant with the Developmental Disabilities Departments of Connecticut and Maryland. In addition, she is the Director of Program Development and Training for the Park Avenue Group. She regularly conducts a variety of trainings for both state level and individual agencies on trauma-informed care and positive identity development throughout the country. In 2016 she received the Earl Loschen Award from NADD for Excellence in Clinical Practice.



Chris Stevenson, MBA

Chris Stevenson has over 20 years' experience in nonprofit management and is currently the President and CEO of Cedar Lake based in Louisville, Kentucky. Chris has utilized his expertise in strategic planning as an Associate with Ashley/Rountree, an organization that helps

nonprofits achieve self-sustainability, and for over a decade taught management and marketing classes at Sullivan University in Louisville and lectured on nonprofit management at Bellarmine University in Louisville. Chris also serves as President of the ANCOR Foundation, based in Washington, DC and serves as co-chair of "Included Supported Empowered," a campaign that seeks to challenge mainstream perceptions of people with IDD and ensure the national narrative overflows with success stories of how providers are making a significant impact in the lives of those they support. This high-octane, engaging and interactive presentation will teach you the importance of shaping organizational culture to create a kinder, gentler and more impassioned workforce.

CONTINUING EDUCATION

Program Description: This program will provide information regarding various topics in the field of Dual Diagnosis (IDD/MI).

Program Objectives: At the end of the conference, participants will be able to:

- Describe Key Components of Diagnosis and Assessment
- Identify Strategies to Address Trauma Experienced Both by People with IDD and Caregivers
- Cite Examples of Service Approaches that Foster Resilience
- Describe Various Program Models used in Supporting People with IDD/MI
- Identify Approaches to Systemic Collaboration
- Reflect on Lessons Taught by Direct Support Professionals
- Cite Several Therapeutic Approaches used with People with IDD/MI
- Articulate Systemic Barriers and Challenges Faced by Families
- Reflect on The Barriers and Risks Faced by Persons with IDD in Cultivating Healthy Sexual Relationships
- Reflect on Lessons Taught by Family Members
- Articulate Strategies to Address the Cultural and Linguistics Aspects of Individuals in Treatment Planning
- Cite Examples of Various Approaches to Positive Behavior Support

Who Should Attend? Administrators, Direct Support Professionals, Educators, Family Members, Nurses, Persons with Disabilities, Psychiatrists, Psychologists, Physicians, Researchers, Residential Providers, Service Coordinators, Social Workers, Students, Vocational Staff, and Mental Health Providers.



APA (Psychology): Drexel University College of Medicine, Behavioral Healthcare Education is approved by the American Psychological Association to sponsor continuing education for psychologists. Drexel University College of Medicine, Behavioral Healthcare Education maintains responsibility for the program and its content. This program is being offered for up to 11.5 hours of continuing education. The Pre-Conference Symposia can award 3 or 6 additional hours of continuing education.

ASWB (National Social Work): These credits have been applied for.

PSNA (Nursing): Drexel University College of Medicine, Behavioral Healthcare Education is an approved provider of continuing nursing education by the PA State Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Participants will be awarded a maximum of 11.5 contact hours for attending this program. The Pre-Conference Symposia can award 3 or 6 additional hours of continuing education.



CEU (IACET): Drexel University College of Medicine, Behavioral Healthcare Education has been accredited as an Authorized Provider by the International Association for Continuing Education and Training (IACET), 1760 Old Meadow Road, Suite 500, McLean, VA 22102. In obtaining this approval, Drexel University, College of Medicine, Behavioral Healthcare Education has demonstrated that it complies with the ANSI/IACET Standard which is widely recognized as the Standard of good practice internationally. As a result of their Authorized Provider accreditation status, Drexel University, College of Medicine, Behavioral Healthcare Education is authorized to offer 1.15 IACET CEUs for its programs that qualify under the ANSI/IACET Standard. The Pre-Conference Symposia can award .3 or .6 additional hours of continuing education.

NBCC: These credits have been applied for.

Acknowledgment: Educational grants and Exhibit/Display support will be acknowledged in the participant handout. If you have questions or concerns, contact Laura Bowe at 802-448-9094.

NOTE: Validation sheets must be turned in at conference on your last day. Continuing Education certificates will arrive electronically approximately 10 weeks after the conference from Drexel University College of Medicine. No certificates will be re-issued.

LODGING

Astor Crowne Plaza Hotel New Orleans
739 Canal Street
New Orleans, Louisiana 70131

Website: www.astorneworleans.com/

Rate: \$209.00/night plus taxes & fees
Reservation Cut-off Date: September 30, 2019

Online Booking: <https://book.paskey.com/event/49899562/owner/10756/home>

REGISTRATION OPTIONS & RATES

REGISTRATION OPTIONS	EARLY BIRD (by 9/23/19)	REGULAR RATE (after 9/24/19, until 10/21/19)
Total Registration Package (3 days, W-F) Includes Pre-conference Symposia		
NADD Members	\$490	\$515
Non-Member	\$610	\$635
DSP/Family/Consumer/Student/Retired	\$360	\$385
5 or More Attendees from Same Agency	\$440	\$465
Any Single Day Registration or Full-Day Pre-conference Symposia		
NADD Members	\$235	\$260
Non-Member	\$290	\$315
DSP/Family/Consumer/Student/Retired	\$135	\$160
Optional Items		
Continuing Education Fee	\$55	
Breakfast with the Experts (Friday)	\$40	

A late fee of \$25 will be added after 10/22/19 for any new registrations.

[Click here to register now!](#)

SCHEDULE AT-A-GLANCE

WEDNESDAY, OCTOBER 23

7:00 am-4:45 pm REGISTRATION

9:00 am-12:00 pm PRE-CONFERENCE SYMPOSIA

SESSION 1: (1)

NADD US Policy: Make Your Voice Heard!

Effective Strategies on how to Successfully Educate and Advocate your Message for Change. This session will focus on learning strategies and then hearing from advocate experts.

David Miller, MPAff

SESSION 2: (2)

Trauma Focused Treatment and Clinician Resilience

Adapted Trauma Focused CBT including CBT Groups for Adolescents Participants will learn how Cohen, Mannarino and Deblinger's Trauma Focused Cognitive Behavioral Therapy can be adapted to treat people with IDD who have experienced trauma. In this session, research will be presented that demonstrates the extraordinarily high rates of trauma and vulnerability factors. We will present an adapted model of Trauma Focused Cognitive Behavior Therapy.

Brian Tallant, LPC

SESSION 3: (1)

Families: Key to Future Success

In this session, you will be viewing things from a family perspective. Family issues, autism, nonverbal challenges, behavioral support, crises, anxiety, deaf-blindness, and of course, transition after high-school will be discussed from a family lens. Families have a unique role in all areas of life but, when it comes to health care, we do more than we think is ever possible to do. When joy and well-being is the destination, we use our internal GPS to find our way. Special needs require special attention to many details. We will also look at applying mindfulness into our planning for successes. When professionals can have the opportunity to learn from the family perspective, it facilitates a partnership for better outcomes.

Pam Kissoondyal; Yariela Brandao, MBA, MS-HRM, SPHR

12:15-1:30 pm LUNCH (attendees on their own)

1:45-4:45 pm PRE-CONFERENCE SYMPOSIA

SESSION 4: (1)

Navigating Silos Through System Collaboration: A Family Perspective

Participant will identify differences in service delivery models between MH and IDD silos.

Jenise Woolf; Julia Pearce; Lorraine D'Sylva-Lee, MPA

SESSION 5: (1)

How to Foster Resiliency in Children

The complex needs of children requires attention across treatment teams. Creating a trauma-informed atmosphere is important for children to demonstrate positive behavior and decrease crisis episodes. Staff training is necessary for improved clinical outcomes.

Uzama Price Ed, D, NADD-DDS, RBT

SESSION 6: (2)

Direct Support Professionals: Essential for Excellence in IDD/MI Supports

The competence of the Direct Support Professional can make a big difference in the quality of life for people with IDD/MI. While there are often many training requirements for staff, workforce challenges can make finding, hiring, and retaining qualified Direct Support Professionals difficult. As a result, many people with IDD/MI do not have adequate daily support. Much is expected from staff who are often left out of the planning process, even though DSPs are often instrumental in providing valuable information that determines the success of treatment and therapy. This session will explore the professional development needs of staff who support people with IDD/MI and highlight different ways to build DSP competency in behavioral and mental health. Certification pathways, testimonials from DSPs, innovative training models, and a team-based approach to collaborate across service silos and in the community will be showcased.

Melissa Cheplic, MPH, NADD-DDS; Tony Thomas, LISW-S, ACSW

5:00-7:00 pm NADD WELCOME RECEPTION

THURSDAY, OCTOBER 24

7:00 am-5:15 pm REGISTRATION

8:00-8:45 am

NADD SPECIAL INTEREST GROUPS/ COMMITTEE MEETINGS

Psychopharmacology, Psychotherapy, Young Professionals, Canadian Network, Membership, U.S. Policy, Research & Family Voices. *(Breakfast available for purchase)*

9:00-9:30 am

WELCOME AND ANNUAL MEMBERSHIP MEETING - NADD BOARD PRESIDENT, DAN BAKER, PH.D, NADD-CC; CONFERENCE CO-CHAIRS BRANDI KELLY, PH.D AND MELISSA CHEPLIC, MPH, NADD-DDS

9:30-10:30 am

KEYNOTE ADDRESS: THE PATH TO HEALING KARYN HARVEY, Ph.D

The presence of psychological trauma in the lives of people with intellectual differences is indisputable. This talk will highlight the sources of trauma, the effects of that trauma and the key ingredients critical to healing from that trauma. The development of positive identity and its critical role in the healing process will also be discussed.

10:30-10:45 am

REFRESHMENT BREAK & VISIT WITH EXHIBITORS

10:45 am-12:15 pm CONCURRENT SESSIONS I

SESSION 1: (All)

Caregiver/Advocacy

Person-Centered Transition Planning: A Family Perspective

Hear about both challenges and solutions that families face during transition experiences. A wide range of topics will be covered from the perspective of four different families.

Lorraine D'Sylva-Lee, MPA; Susan Gamache, MSN; Julia Pearce

SESSION 2: (2)

Counseling/Treatment

Trauma Informed Techniques for Neurodevelopmental Disabilities

This presentation will cover counseling and therapeutic techniques that can assist people with Autism, Intellectual Disability and Fetal Alcohol Spectrum Disorder with co-occurring mental health disorders to regulate emotions, problem solve, and increase self expression. The outcome of the acquisition of skills can assist in processing trauma, improve decision making processes, and ultimately improve the quality of life both emotionally and behaviorally. This can enable people to better understand their own human needs and how to get them met responsibly.

Cynthia Hennessy, MSW; Robin VanEerden, MS, LPC, NADD-CC, NADD-DDS

SESSION 3: (2)

Diagnosis/Assessment

TBI, ID and Psychopathology

Traumatic Brain Injury (TBI) results in significant cognitive, behavioral and emotional injury. We will explore TBI in the context of ID and high rates of physical trauma, and atypical brain development.

L. Jarrett Barnhill, Jr., MD

SESSION 4: (1)

Systems Collaboration Program Models

Lock, Stock, and Whole Person Care

Whole person care is not just a description, it is action. Whole person care means breaking down silos and creating the new norm of integrated care teams for all people with disabilities.

Jenna Flynn, LCSW; Ginger Yarbrough, NADD-DDS

SESSION 5: (1)

DSP Skill Building

Mental Health Approaches to Behavior

Some challenging behavior is caused by symptoms of psychiatric disorders or other conditions. This session will outline a Competency-Based approach to help Direct Support Professionals address underlying causes of behavior and provide strategies for wellness.

Melissa Cheplic, MPH, NADD-DDS; Tony Thomas, LISW-S, ACSW

12:15-1:45 pm

LUNCH (ATTENDEES ON THEIR OWN)

LEVELS KEY: (1) = Introductory; (2) = Intermediate; (3) = Advanced; (All) = All Levels

SCHEDULE AT-A-GLANCE

THURSDAY, OCTOBER 24 (continued)

1:45-3:15 pm

CONCURRENT SESSIONS II

SESSION 6: (All)

Caregiver/Advocacy

Discovering My Strengths: Cultivating Joy

Self-discovery and identifying one's strengths amidst the tug and pull of life's challenges are critical toward building a joyful life and sharing a meaningful contribution with society.

Jeff Arseneaux; Amy Greer, Ph.D

SESSION 7: (All)

Counseling/Treatment

Mindfulness For People with Intellectual Disabilities

The evidentiary basis for the use of mindfulness in children and adults with IDD will be reviewed. Applications from the presenters' experiences in a clinic and high school setting will be described.

Debra Marcal, MS; Steven Marcal, Psy.D

SESSION 8: (All)

Diagnosis/Assessment

The DM-ID 2 Workbook: A Workshop

A presentation on the purpose and use of the *DM-ID 2 Workbook*, as well as the role this resource has in making an accurate diagnosis of mental illness in individuals with an intellectual disability.

Rozemarijn Staal, Psy.D

SESSION 9: (All)

Systems Collaboration Program Models

Colorado's Cross-System Crisis Response Pilot

In 2014, the University Center of Excellence on Developmental Disabilities at the University of Colorado School of Medicine, known as JFK Partners, completed a statewide study that identified gaps in services for individuals with an intellectual or developmental disability (I/DD) who experience a behavioral health issue (Gap Analysis). House Bill (HB) 15-1368 was passed into law which established the Cross-System Response for Behavioral Health Crises Pilot Program (CSCR Pilot) to help address the gaps in services identified and serve people with an I/DD and a mental health disorder experiencing a behavioral health crisis. This law also directs the Department of Health Care Policy and Financing to conduct a series of cost analyses that would need to be added to Medicaid to eliminate service gaps and ensure that individuals with I/DD are fully included in the Colorado behavioral health system and are supported in the Colorado Crisis Services.

Cody Hickman, JD

SESSION 10: (2)

DSP Skill Building

Multimodal Approach Implementation in Quebec

The multimodal analysis and intervention approach is widely used through challenging behavior specialized services in the Province of Quebec. Trainings, tools and the implementation process created to support teams will be explained.

Julie Bouchard, M.Sc

3:15-3:45 pm

REFRESHMENT BREAK & VISIT WITH EXHIBITORS

3:45-5:15 pm

CONCURRENT SESSIONS III

SESSION 11: (All)

Cultural Awareness

Birds and Bees: Choices and Relationships

This presentation will explore ways to identify and overcome barriers to building relationships, while operationalizing methods of supporting individuals in developing realistic opportunities to explore dating, sexuality and relatedness in ways that are personally meaningful.

David Attride, MS, LPC; Riki Geyer, MSW

SESSION 12: (All)

Counseling/Treatment

Positive Psychology, IDD, Promoting Mental Wellness

Positive Psychology, the study of strengths, is founded on the belief that people want to lead meaningful lives, to cultivate what is best within. This presentation will focus on ways that PP approaches can be used across settings to support individuals with IDD.

Andrea Caoili, LCSW; Laurie Charlot, LCSW, Ph.D.; David O'Neal, MS

LEVELS KEY: (1) = Introductory; (2) = Intermediate; (3) = Advanced; (All) = All Levels

SESSION 13: (2)

Diagnosis/Assessment

Case Formulation Integrating Positive Behavior Supports

Session will introduce integrative positive behavior screening tools that help providers identify strengths, concerns, and potential interventions. Participants will practice with user-friendly positive support tools to promote improved quality of life.

Dan Baker, Ph.D, CCEP, NADD-CC; Kelli Hammond, MS, BCBA; Michael Scharr, MS LP, NADD-CC

SESSION 14: (All)

Systems Collaboration Program Models

NADD Accreditation: Expert Knowledge Transfer

This session will demonstrate the shared benefits of NADD site visits. The program seeking accreditation benefits from the expertise and consultative approach focusing on enriching the lives of individuals and their families. NADD accreditors are national administrators, clinicians and MI-DD experts who share their knowledge regarding funding/payment structures, clinical findings and policy advances that are occurring in the field.

Donna McNelis, Ph.D., NADD-CC; Robert Fletcher, DSW, NADD-CC; Terry McNelis, MPA, NADD-DDS

SESSION 15: (1)

DSP Skill Building

Understanding Risk and Protective Factors

Risk and protective factors play an important role in mental wellness and functioning. Providing person-centered care for the IDD/MH population requires us to understand how to identify and balance these factors.

Jessica Hamlyn, LCSW, NADD-CC

5:30-7:00 pm

NADD 36TH ANNUAL POSTER SESSION & SILENT AUCTION RECEPTION

FRIDAY, OCTOBER 25

7:15 am-12:00 pm

REGISTRATION

7:30-8:30 am

BREAKFAST CONSULTATIONS WITH THE EXPERTS

BREAKFAST CONSULT A: (All)

Challenges and Considerations for Positive Community/Family Outcomes for Individuals with IDD and Behavioral Health Needs

Families of youth with IDD and BH needs face daily challenges in accessing needed community focused supports. This session will focus on what's working, what's not and what support/strategies would assist families in supporting their loved ones. Key topics will be presented and opportunities for discussion and sharing will occur.

Rebecca Ellis White, CESP, CRC; Ashley McReynolds; Liz Gary

BREAKFAST CONSULT B: (2)

Research Symposia & Discussion: Psychopharmacotherapy of Depression in Intellectual Disability

This session is based on a retrospective chart review of psychopharmacotherapy of depression in 135 individuals with an intellectual disability referred for psychiatric consultation. Our findings revealed that half of the individuals improved and the absence of psychiatric comorbidity led to better outcomes.

Nico Bouman, MD, Ph.D

BREAKFAST CONSULT C: (2)

Research Symposia & Discussion: The Restorative Justice Supports Coordination Program

The Restorative Justice Supports Coordination Program has worked towards a more equitable criminal justice system through diversion of individuals with an intellectual disability out of the criminal justice system and into day and residential services.

Stephen Davis, MHS, Ph.D

9:00-10:00 am

KEYNOTE ADDRESS: YOU ARE WHAT YOU THINK: BECOMING MORE RESILIENT IN THE WORKPLACE THROUGH CULTURE DEVELOPMENT - CHRIS STEVENSON, MBA

Success in an organization is often determined by the collective attitude within an organization, otherwise known as culture. This high-octane, engaging and interactive presentation will teach you the importance of shaping organizational culture to create a kinder, gentler and more impassioned workforce.

SCHEDULE AT-A-GLANCE

FRIDAY, OCTOBER 25 (continued)

10:00-10:15 am REFRESHMENT BREAK & VISIT WITH EXHIBITORS

10:15-11:45 AM CONCURRENT SESSIONS IV

SESSION 16: (All) *Caregiver/Advocacy* Compassion Fatigue, Stress and Self Care

A review of research presenting the facts about compassion fatigue, secondary traumatic stress and self-care, along with recommendations for increasing compassion satisfaction will help caregivers find their way to resilience, joy and wellness.

Patricia Gill, M.Ed, LPC

SESSION 17: (2) *Counseling/Treatment* Polypharmacy in IDD

Psychotropic polypharmacy in the field of IDD will be explored. Following a review of this and other recent research on the topic, possible causes for the observed trends will be discussed, and potential remedies explored.

Lauren Charlot, LCSW, Ph.D

SESSION 18: (All) *Diagnosis/Assessment* Overlap in Trauma and ASD Symptoms

Little research has looked into the overlap in symptom presentation of complex trauma and autism spectrum disorder. This talk will discuss symptom overlap and differential diagnosis.

Shalonda Brooks, Ph.D

SESSION 19: (All) *Systems Collaboration Program Models* Finding Rhythm: Promoting Resilience Through Wellness

Assimilating unique aspects of wellness for each individual crafts the notes/ lyrics to the music of one's life. Infusing a wellness focus into planning is non-negotiable toward building and sustaining resilience and joy.

Amy Greer, Ph.D; Brandi Kelly, Ph.D

SESSION 20: (All) *Cultural Awareness* DeafPlus: Cultural and Linguistic Considerations

Special considerations are necessary to provide culturally and linguistically appropriate support and training for Individuals who are deaf or hard of hearing and also experience challenges with intellectual and developmental disabilities.

Jana Dreyzehner, MD; Karen Goldberg, MD; Celine Turco

12:00-1:20 pm AWARDS LUNCHEON & PRESENTATION OF NADD AWARDS

1:30-3:00 pm CONCURRENT SESSIONS V

SESSION 21: (3) *Caregiver/Advocacy* Burnt: Healing Empathetic Injury in Professionals

"Empathetic Injury", moral injury and empathetic distress drives secondary traumatic stress, compassion fatigue and burnout. Understanding 'multiple empathies', using compassion strategies with self and others, and integrating consistent, evidence-based self-care combat emotional damage in the helping professions.

Lara Palay, LISW-S

SESSION 22: (2) *Counseling/Treatment* Identity Development for Persons with IDD

Who am I? What am I to do in life? These are two of the central questions in the development of a unique identity. The presence of intellectual or developmental disability is a relevant aspect of identity as well, and the nature of these disabilities create unique challenges. The purpose of this presentation is to propose that intellectual or developmental disability plays a role in identity formation and explore relevant topics in identity formation and supports.

Dan Baker, Ph.D, NADD-CC, CCEP; Steve Dahl, MSW, LCSW

SESSION 23: (All) *Diagnosis/Assessment* Pharmacogenomics: Are We There Yet?

Pharmacogenomics (how an individual's genes predict responses to medications), promises personalized psychopharmacology and could greatly benefit persons with IDD treated with psychotropic medications. The question is, does it really help?

Allison Cowan, MD; Amelia Polzella, PMHNP-BC; Stephen Ruedrich, MD

SESSION 24: (2) *Systems Collaboration Program Models* Programs for Promoting Healthy Sexual Behaviors

This presentation focuses on specific prevention and risk reduction strategies utilized in community-based programs for persons with dual diagnosis who have sexually abused. These strategies are intended to promote healthy sexuality and increase overall wellness. Participants will be provided with examples of these methods, which can be adapted to their own programs and the people they support.

Angie Nethercott, MA, RP; Christa Salmon, MSW, RSW

SESSION 25: (All) *DSP Skill Building* Psychological First Aid After Sexual Abuse

People with intellectual disabilities are particularly vulnerable to sexual abuse. Offering them psychological support at the earliest possible moment greatly increases their resilience. This workshop offers a complete, structured and evidence-informed approach to do so.

Aafke Scharloo, DRS, Clinical Psychologist

3:00-3:15 pm REFRESHMENT BREAK & VISIT WITH EXHIBITORS

3:15-4:45 pm CONCURRENT SESSIONS VI

SESSION 26: (2) *Caregiver/Advocacy* Self-Direction and Self-Determination: Exploring the Differences

Explore what it means for individuals with disabilities to self-direct and be self-determined; discuss the prevalence of self-direction and self-determination in health care systems today; and identify obstacles, best practices and successful strategies for both.

Michael Hammond; Dan Ohler

SESSION 27: (2) *Counseling/Treatment* Trauma-Informed Treatment for IDD/MH Diagnoses

Presenters will review evidence-based practices and emerging research regarding interventions that may be utilized to support individuals with a dual diagnosis who also have a history of trauma.

Kristin Cline, MS, LPC, CAADC; Kevin Kumpf, Ph.D, LPC, NCC; Sam Adams

SESSION 28: (1) *Diagnosis/Assessment* Crisis Planning for Dual Diagnosis

Crisis situations can arise at any time and be scary for those involved. The goal of this program is to help participants understand more about how to develop effective crisis plans and implement them.

Katrin Sweeney MA, LPC

SESSION 29: (All) *Systems Collaboration Program Models* EPIC Interventions: Proactive, Positive, Powerful

Presentation outlines Candeo's EPIC program, an initiative funded by the Iowa Attorney General-Crime Victim Assistance Division to empower individuals with ID, CMI, and TBI to live rich meaningful lives through person-centered proactive supports.

Jordan Murphy, BA; Tony Raymer, MSW; Micah Smith, MAPC; Denise Ballo

SESSION 30: (1) *Cultural Awareness* Empowering IDD Providers for Cross-cultural Awareness

Culture influences many aspects of people's lives, including how clients from a given culture express and manifest their challenges, styles of coping, family and community supports. Cross-cultural awareness helps with effective communication in such instances.

Agatha Asimwe, MPhil, Post Master in ABA; Elizabeth Wray

4:45 pm CONFERENCE ADJOURN

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U.S. Tax Information: Conference registration fees are not deductible as charitable contributions for U.S. federal income tax purposes. However, they may be deductible under the provisions of the U.S. Internal Revenue Code. Cancellation Liability: If NADD must cancel the conference for any reason, NADD's liability is limited to the return of the conference fee.

NADD 12 Hurley Ave. Kingston, NY 12401 Phone: (845) 331-4336
info@thenadd.org www.thenadd.org/36th