



NEW YORK  
**ALLIANCE FOR  
INCLUSION & INNOVATION**

# ANNUAL REPORT

2022 - 2023

[nyalliance.org](https://nyalliance.org)

Dear Members and Friends,

It gives me great pleasure to present the New York Alliance for Inclusion and Innovation (NY Alliance) 2022-2023 Annual Report. We've entitled it: ***Vision Anchored, Mission Led*** as we aligned our collective resources with the needs of our members, front and center, and achieved forward thinking and game changing impact on the field as a whole.

Our mission to serve as a catalyst for positive change and leading resource for individuals with disabilities, their families, and the organizations supporting them is the anchor for the work we do, and the annual report features that work and expresses our commitment to our members and New York's intellectual and developmental disabilities service delivery system.

As we moved forward in a post-acute era of COVID, our priority consisted of understanding the ever-changing needs of our members, communicating those needs widely to Executive Administration officials, leadership at State Offices, members of the State Legislature and other key public policy makers and providing necessary resources and key technical assistance to support organizations.

Throughout 2022-23, the NY Alliance Executive Briefings, Statewide Regional Meetings, and meetings of Committees, Councils and Workgroups continued in a remote format supporting the exchange of information to fuel our direction and advocacy on behalf of members. Through these venues we gathered information to formulate recommendations at legislative hearings and comments on the NYS Office for People With Developmental Disabilities' Statewide Comprehensive Plan. We also released reports and issued information briefs to educate decision-makers and stakeholders on topics of most importance to our members.

Listening to our members, we were ready to come back together in person for information sharing on best practices and networking opportunities. We marked the return of in-person events for our major conferences allowing us to celebrate each other, learn from each other and plan for the future.

We broke new ground this year and expanded our advocacy capacity by creating the **NY Alliance Government Action Center**. Through the Center, nearly 7,300 emails were sent to the NYS Legislature and Governor Hochul to urge significant investments in our Direct Support Professional workforce. This type of advocacy worked as the enacted State Budget included investments for the I/DD sector including much needed Cost of Living Adjustments.

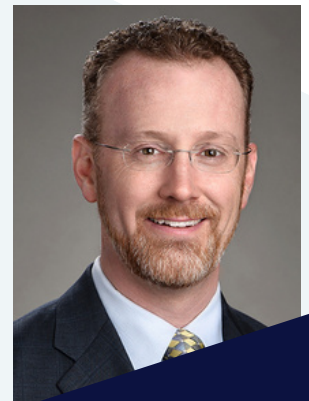
And for the first time in NY Alliance history, we collaborated with several organizations from around the world to present ***Home is the Heart of Shared Living: An International Gathering***. The International Gathering brought together nearly 220 people from 9 different countries and 18 US States to share and learn about innovations and opportunities in Shared Living across the globe.

This was a notable year, and we are honored to share highlights with you as we continue to champion issues on behalf of our members that make a difference in the lives of many.



Michael Seereiter  
President & CEO

**We are strength together.**





## Our Mission.

To serve as a catalyst for positive change and leading resource for individuals with disabilities, their families, and the organizations supporting them.

We do this through:

- Advocacy
- Education & Training
- Technical Assistance & Practice Improvement
- Advancing Sound Public Policy

## Who We Are

A catalyst for positive change and a leading resource for New York’s disabilities community; representing not-for-profit provider agencies who deliver supports and services to people with disabilities.

134

Provider Members

4

Associate Members

15

Affiliate Members

6

Care Coordination Organizations

15

Individual Members

Our Core Values of **Community, Leadership, Collaboration, Integrity, and Equality** propel the work we do on behalf of our members, the individuals they serve and their families.



## We Asked.

In 2022, we asked members for input on your present and immediate needs and how the NY Alliance can best serve your organization after the pandemic. We reviewed the lessons learned and experiences you shared to help us decide the future actions that would benefit you, our valued and trusted members. Here's what you shared.

## You Spoke.

### Most Valuable Membership Benefits

- 70%** Policy & Analysis Updates
- 46%** Webinar Offerings
- 39%** Trainings, Toolkits, Resources

### Top Industry Topics the Alliance Should Focus On

- 77%** Workforce Recruitment & Retention
- 65%** Innovative Practices
- 63%** Rates & Finance
- 50%** Employment for People with I/DD

### Top Considerations for the 2022-2023 Membership Year

- 79%** Efficiencies gained from offering meetings and events in a virtual-only or hybrid capacity
- 63%** Ensure regional meeting format, design and information shared is valuable and timely
- 59%** Increased information sharing and advocacy on specific important topic areas
- 41%** Focus on workforce trainings for DSPs and Frontline Supervisors
- 34%** Advocacy and technical assistance with 853 and 4410 schools

## We're Listening.

The NY Alliance advocacy experts increased efforts to bring awareness to the NYS legislature and NYS OPWDD leadership on the issues of most importance to our members. This year, the NY Alliance provided testimony and comments on the following:

- **Comments:** Proposed Certified Residential Opportunities (CRO) Regulations
- **Comments:** Draft Funding Opportunity for Independent Living Letters of Support (FOFILLS) Request for Applications (RFA)
- **Testimony:** OPWDD Statewide Comprehensive 5.07 Plan
- **Testimony:** 2023-24 Executive Budget
- **Comments:** Occupancy Agreement Guidelines ADM
- **Comments:** Updates & Progress on Goals and Objectives for the 2023-27 Strategic Plan

The NY Alliance also crafted a series of **Informational Briefs** for members to use to educate people on the issues that are of importance to us.

The ten informational briefs are:

- [History of the Cost-Of-Living Adjustment \(COLA\)](#)
- [History of Medicaid Managed Care in the I/DD Sector](#)
- [Details on New York's Medicaid Waivers](#)
- [Why the Home and Community Based Settings Rule is so Important](#)
- [What is the Consolidated Fiscal Report \(CFR\)](#)
- [The Evolution of Person-Centered Thinking](#)
- [Who Are our Direct Support Professionals](#)
- [What Are New York's ACCES-VR Services](#)
- [New York's Article 16 Clinics](#)
- [What's the Debt Ceiling and Why is it so Important?](#)



### Did you know?

All of NY Alliance's comments and testimony are viewable on our Policy & Advocacy webpage [here!](#)

# Government Action Center Launched.



**7,295**  
EMAILS SENT

Launched in early 2023, the NY Alliance **Government Action Center** is a one-click tool allowing anyone to easily act on our Action Alerts by sending notes to NYS legislators advocating for specific budget issues.

Through 6 advocacy campaigns, nearly 7,300 emails were generated and sent to the NYS Legislature and Governor Hochul to urge significant investments in our **Direct Support Professional Workforce** to protect the important work they do each and every day for people with disabilities.



## Our Issues

### Urge the Assembly and Senate to Pass the DSWE Before the State Legislative Session Ends

There are 10 days left in the [2023 New York State Legislative Session](#) left, and we cannot let members of the Assembly and Senate leave Albany without passing the Direct Support Wage Enhancement (DSWE) bill.

The DSWE and corresponding legislation has been a priority for NY Alliance and its NYDA partners. If enacted into law, [A.5268](#) (Seawright) and [S.4127](#) (Mannion), will provide a \$4,000 wage enhancement per eligible direct support professional in New York's I/DD sector. The bills are making their way through the committee process and, with your advocacy, will be on Senate and Assembly Floor calendars for a vote before the 2023 session comes to a close.

#### WHAT CAN YOU DO TO ADVOCATE FOR THE DSWE?

Use the NY Alliance's Advocacy Tool to send a message to your Assemblymember and Senator. You may use the pre-written message that's included in the most recent message, or you can tailor a message of your own.

We'll continue our advocacy on the DSWE until the bill is passed by the State Legislature!



TAKE ACTION!





## Diversity, Equity & Inclusion.

NY Alliance Diversity, Equity & Inclusion (DEI) Committee Co-Chairs, Evelyn Alvarez and Stanford Perry unveiled our official DEI statement during the 2022 Leadership Conference.

The NY Alliance fully supports the NYS Office for People With Developmental Disabilities (OPWDD) Diversity, Equity & Inclusion initiative in partnership with Georgetown University as they prepare to launch an assessment in the field.

## Our Statement on Diversity, Equity & Inclusion

The NY Alliance is committed to being a resource for its members and demonstrating the best practices in Diversity. The NY Alliance will lead by example with accessible leadership and will actively model diversity, equity, and inclusion values. Part of its mission will be to understand and make available to its members best practices in DEI.

### We Will Do This By

1. Continuously receiving feedback to inform decision making.
2. Creating and sustaining an inclusive culture.
3. Being a resource for member organizations.

## Innovation at NY Alliance.

The NY Alliance continues to pursue and secure opportunities to promote the development of innovative best practices and technical assistance opportunities for the I/DD field. In addition to long standing projects like our Regional Centers for Workforce Transformation (RCWT), the NY Alliance has recently received funding to develop the following new projects:

### **Building Bridges and Linking Resources**

Develop and deliver a curriculum to the Student Success Advisors at SUNY Rockland around expanding and enhancing awareness of disabilities within the student population and identify ways to provide effective career and academic assistance to those students. *Funded by SUNY Rockland*

### **National Expansion of Employment Opportunities Network (NEON)**

Supports the development of an individualized plan for the NY Alliance to advance competitive integrated employment for people with disabilities. *Funded by US DOL Office of Disability Employment Policy; made available through ACCSES.*

### **Statewide & Regional Housing Collaboratives**

Establish, facilitate and support capacity building and learning through the creation of individualized housing options. This grant has been funded since 2019 with a focus on educating Care Managers with Care Coordination Organizations this year. *Funded by NYS Council on Developmental Disabilities (CDD)*

### **Transitional Housing Navigation Services for Youth Exiting Foster Care**

Review and discuss the transition process from foster care to adult life, by all stakeholders, in Erie County, NY. The [final report](#) includes the findings and recommendations for a successful transition planning process that could be applied to all countries in NYS. *Funded by Tower Foundation*



## Supporting the Workforce.

### **Featured Initiative**

The **Workforce Recruitment and Retention Technical Assistance Project** is spearheading the development of tools and resources to significantly enhance NYS providers existing recruitment and retention efforts. Learn more on the next page.

### **Housing Resources for Independent Living**

Develop a comprehensive website of resources on non-certified housing options for people with I/DD in NY; provide education to families and caregivers on housing information and the range of non-certified housing options. *Funded by NYS Council on Developmental Disabilities (CDD)*

### **Diversity in Leadership Development**

Provide better training and learning opportunities for up and coming existing executive leaders focusing on leaders from diverse backgrounds to prepare them for the jobs they have undertaken and are undertaking in the future. *Funded by the NY Community Trust*

# Recruitment and Retention of the Direct Support Professional Workforce.

Funded by NYS Office for People With Developmental Disabilities and in partnership with the McSilver Institute for Poverty Policy and Research, the NY Alliance is currently developing several tools and resources to support providers across New York State with enhancing their existing recruitment and retention efforts.

## We Asked.

In early 2023, providers were asked to complete an Organizational Self-Assessment (OSA) to assess and understand their current recruitment, retention efforts and hiring practices. Direct Support Professionals (DSPs) were asked to complete a questionnaire to complement the OSA by providing perspective from the workforce.

The results of the surveys are informing the development of necessary tools and resources that will assist providers with enhancing their existing practices.

## We're Listening.

The resources being developed from these results will be available for FREE on the RCWT website [here!](#) Check out the page now to learn more about the results of the OSA and DSP questionnaire, too!

Tools & Resources being developed include:

- A Podcast to attract and engage the workforce
- An interactive online handbook about DSPs
- A DEI Guidebook to offer best practices in promoting DEI in your organization

*and more!*

## You Spoke.

### Organizational Self-Assessment (OSA)

**125** Voluntary Provider Organizations Completed the OSA

### DSP Questionnaire

**3,135** Voluntary Provider Organization DSPs Completed the Questionnaire

### Findings from the Aggregate Report

#### Organizations Report:

**93%** offer support/resources to address DSP burnout and stress

**100%** they are ensuring the promotion of diversity, equity, & inclusion

**66%** they support DSPs acquiring credentialing in NYS and nationwide

#### Direct Support Professionals (DSPs) Report:

**56%** their agency offers support/resources to address DSP burnout and stress

**13%** their agency does not promote diversity, equity & inclusion

**33%** their agency supports DSPs acquiring credentialing in NYS and nationwide

## Highlights in the Results.

**88%** of DSPs said the highlight of their job is the people receiving supports/services

**91%** of DSPs are generally satisfied with the work they do

**72%** of DSPs would recommend a friend to work at their agency



## Our Vision.

The NY Alliance envisions a society where individuals with disabilities are contributing citizens with equal rights and the ability to live full, productive and meaningful lives.

## 2022-23 Events By the Numbers.

After nearly two years of remote only programming, the NY Alliance transitioned our major events back to in-person and continued our remote offerings.

### Conferences

**1,303**

Participants of  
4 In-Person Conferences

**475**

Participants of  
3 Virtual Conferences

**119**

Sessions Offered  
Across All Conferences

**200**

Presenters & Speakers  
Across All Conferences

**15/63**

Days/Hours Participants Spent  
Learning Across All Conferences

#### In-Person

- Living & Working in the Community Conference
- Leadership Conference
- Legislative & Advocacy Event
- Pre & Annual Conference

#### Virtual

- Data/Finance Summit
- DSP Celebration Event
- Home is the Heart of Shared Living International Conference

### New This Year.

#### International Conference

*Home is the Heart of Shared Living*

The NY Alliance hosted the **first ever, one of a kind International Conference on Shared Living** in November 2022.

Participants, speakers and partners included:



**Home is the Heart  
of Shared Living**

*An International Gathering*

**217**  
Participants

from  
**18**  
US States

across  
**9**  
Countries

The 9 countries included Canada, US, United Kingdom, Ireland, Scotland, Finland, Croatia, Australia & New Zealand.

## Elevating New Leaders.

The NY Alliance **Executive Leadership Development Series (ELDS)**, currently in the middle of its inaugural year, was developed to assist emerging leaders with developing their leadership style and understanding how to apply their styles and tools within all levels of their organization.

The current series ends with a Certificate Ceremony during our Annual Conference in April 2024.

## 2023-24 Series

<b>34</b>	Applications Received
<b>29</b>	Emerging Leaders Enrolled
<b>54</b>	Educational Hours
<b>13</b>	Faculty
<b>22</b>	Presentations & Facilitated Discussions

## Webinars

<b>30</b>	Webinars Offered
<b>1,027</b>	Participants
<b>29</b>	Presenters
<b>123</b>	Hours Spent Learning Across All Webinars Offered
<b>105</b>	Continuing Education Hours Awarded to Licensed Social Workers

## Regular Programming.

The NY Alliance continues to offer our regular programming including:

### Monthly Executive Briefings

- 12 Offerings, 890 Registrations

### Council, Committee & Workgroup Mtgs

- 24 Meetings, 409 Council, Committee and/or Workgroup Members

### Statewide Regional Mtgs

- 4 Meetings, 673 Registrations

# Celebrating Excellence.

## Annual DSP Celebration & Awards

NY Alliance celebrates DSPs all year long and we are pleased to honor their commitment to the work they do during National DSP Recognition Week each September.

In 2022, over 75 nominations were received from 31 provider organizations for the annual Regional DSP awards. The winners were as follows:

**Laurie Silver-Lewis, YAI**

*Mid-Hudson Region*

**Kristie Sutherland, Mozaic**

*Western Region*

**Claudia Sterlin, Mercy Home for Children**

*Long Island Region*

**Debra Preston, Achieve**

*Northern Region*

**Martha “Lidia” Mayen, AHRC New York City**

*New York City Region*

**Vanessa Gannon, Catholic Charities  
Disabilities Services**

*Capital District Region*

## One of Our Own.

Ann Hardiman, NY Alliance’s Chief Innovation Officer received two awards in 2023 for her extraordinary contributions to the field.

**Mental Health News Education’s**

*Autism Advocacy Award*

**New York Nonprofit Media**

*Nonprofit Trailblazers Award*

## Annual Excellence Awards

NY Alliance celebrated the extraordinary contributions made by leaders, policy and change agents, public officials, self-advocates and advocates in the community at our Annual Conference held in April 2023.

## Excellence Awards.



**Dan Brown**

*Leadership Award*



**Ken Stall**

*Leadership Award*



**Carl-Jean Marie Joseph**

*Community Advocacy  
Award*



**James “Jim” Lytle**

*Public Policy & Social  
Justice Advocacy Award*



**Marcus Molinaro**

*Distinguished Public  
Service Award*

# Leading the Way.

## 2023-24 NY Alliance Board of Directors

**Chair:** Evelyn Alvarez-Richards, Heartshare

**First Vice Chair:** Joy O'Shaughnessy, EEDA

**Second Vice Chair:** Russ Hahn, Intandem

**Secretary:** Vacant

**Treasurer:** Ron Colavito, ACCESS: Supports for Living

**Immediate Past Chair:** Kirk Lewis, Schenectady ARC

Robert Budd, FREE

Mindy Cervoni, Community Services for Every1

Nadine Daley, The Center for Family Support

Thomas Ess, People, Inc.

Ellen Gutmaker, Arc of Onondaga

Sam Laganaro, New Horizons Resources

Elizabeth Martin, Living Resources

### **Regional Directors:**

#### **New York City Region:**

Steve Towler, AHRC New York City

#### **Western Region:**

Doug Digesare, The Arc Erie County

#### **Mid-Hudson Region:**

Patrick Paul, Anderson Center for Autism

#### **Northern Region:**

Sarah Louer, Mountain Lake Services

#### **Capital Region:**

Candace Opalka, Liberty ARC

#### **Long Island Region:**

Linda Gangi, IGHL



Here for you.

## NY Alliance Team

**Kate Connally**, Senior Director of Branding, Product Design & E-Learning

**Ann M. Hardiman**, Chief Innovation Officer

**Robin Horwath**, Administrative Project Assistant

**Jennifer Ivery**, Senior Director of Communications and Project Management

**Michael Lawler**, Chief Program Officer

**Kathleen P. Mayo**, Chief Administrative Officer & Vice President of Government Affairs

**Lisa A. Mount**, Senior Director of Events, Business Relations & Administration

**Carol Napierski**, Vice President of Program Development and Grant Management

**Katie Page**, Assistant Vice President for Finance and Strategic Analytics

**Monica Robinson**, Associate Vice President of Workforce Advancement

**Kirsten Sanchirico**, Vice President of Workforce Advancement

**Michael Seereiter**, President & CEO

in addition to

**48** PROJECT-RELATED CONSULTANTS  
& SUBJECT MATTER EXPERTS

## Stay Connected.

Like & Follow Us on Social Media and Join Our E-Lists!

Facebook: @NYAlliance  
Join Our **2,200** Followers

X (Formerly Twitter): @NewYorkAlliance  
Join Our **939** Followers

Instagram: @nyaii1  
Join Our **658** Followers

E-Communications: nyaii@nyalliance.org  
**132** Emails Sent in 2022-23



# Financials.

	<u>2022-23</u>		<u>2021-22</u>	
Assets	2,095,816		1,502,489	
Liabilities	<u>546,753</u>		<u>251,579</u>	
Net Assets	1,549,063		1,250,910	
Membership Revenue	1,329,003		1,209,043	
Grants	1,397,784		1,032,801	
Educational Programming	659,987		421,617	
Other Income	<u>236,608</u>		<u>163,549</u>	
Total Revenue	3,623,382		2,827,011	
Expenses	3,343,889		2,720,567	
Operating Income / (Loss)	<u>279,493</u>		<u>106,444</u>	
Non-Operating Income / (Loss)	18,659		(4,640)	
Change in Net Assets	<u><u>298,152</u></u>		<u><u>101,804</u></u>	
Expense Allocation				
Management and General	561,257	16.8%	517,844	19.0%
Program Services	2,782,633	83.2%	2,202,723	81.0%

# Partnerships.

## Preferred Products



## Proud Members of



Making a world of difference  
**in people's lives**



VISION ANCHORED

MISSION LED



NEW YORK  
**ALLIANCE FOR  
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