

On 5 December 2012, Wisconsin DD Network convened a day of listening and thinking to explore...

...the practices that we are confident are fundamental to supporting good lives for people with developmental disabilities

...the influences on our capacity to sustain these practices

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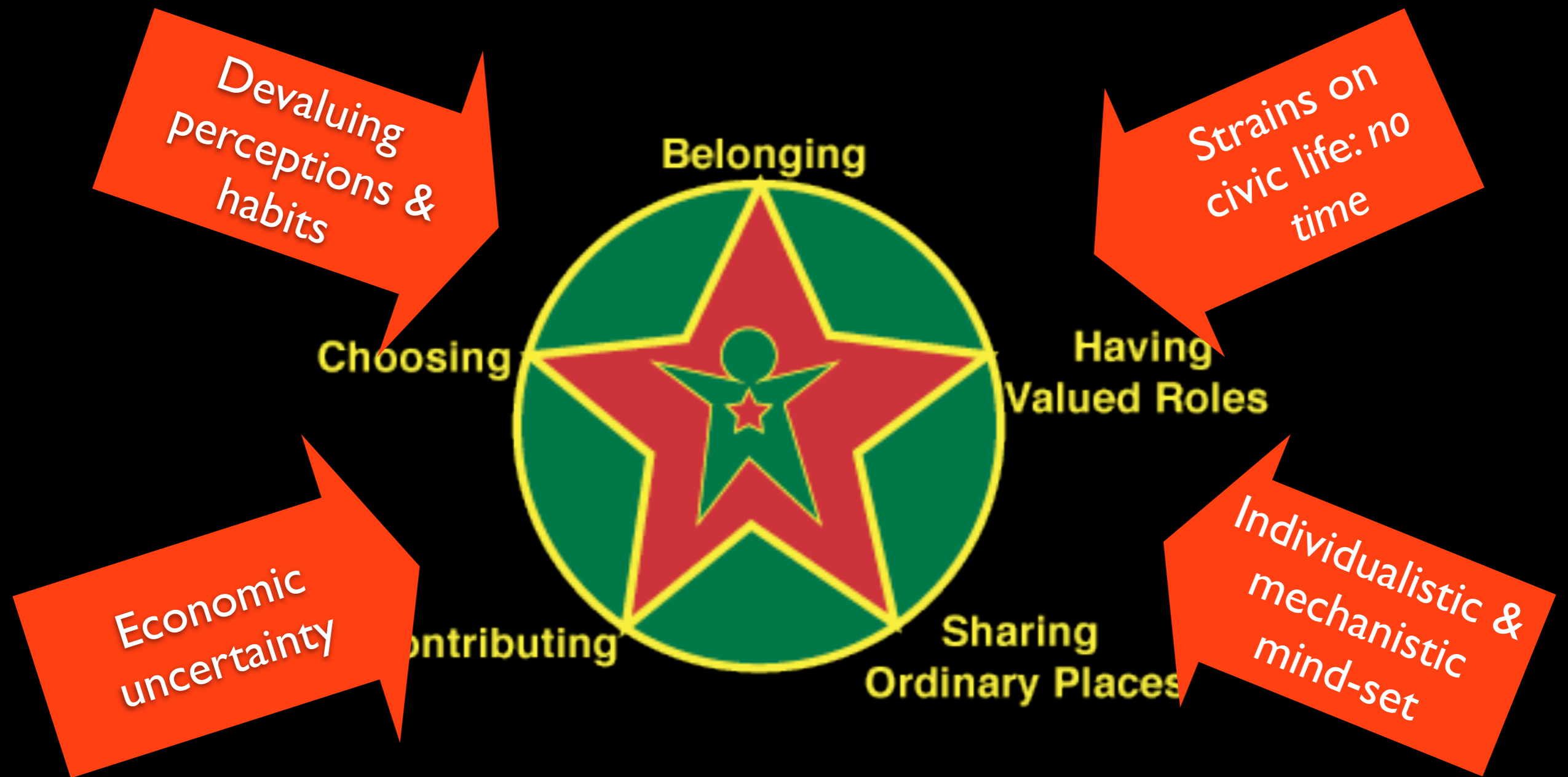
Monica Bear	Tom Kohler
Kristin Berg	Peter Leidy
Lynn Breedlove	Howard Mandeville
Marcie Brost	Julia Mandeville
Sarah Cutler	Connie Lyle O'Brien
Jennifer Davis	John O'Brien
Jenny Felty	Stephanie Primm
Deamon Hargis	Heidi Stringer
Terri Hart-Ellis	Kim Turner
Doug Hunt	Chelsea Wagner
Gail Jacob	Mark Whitcomb



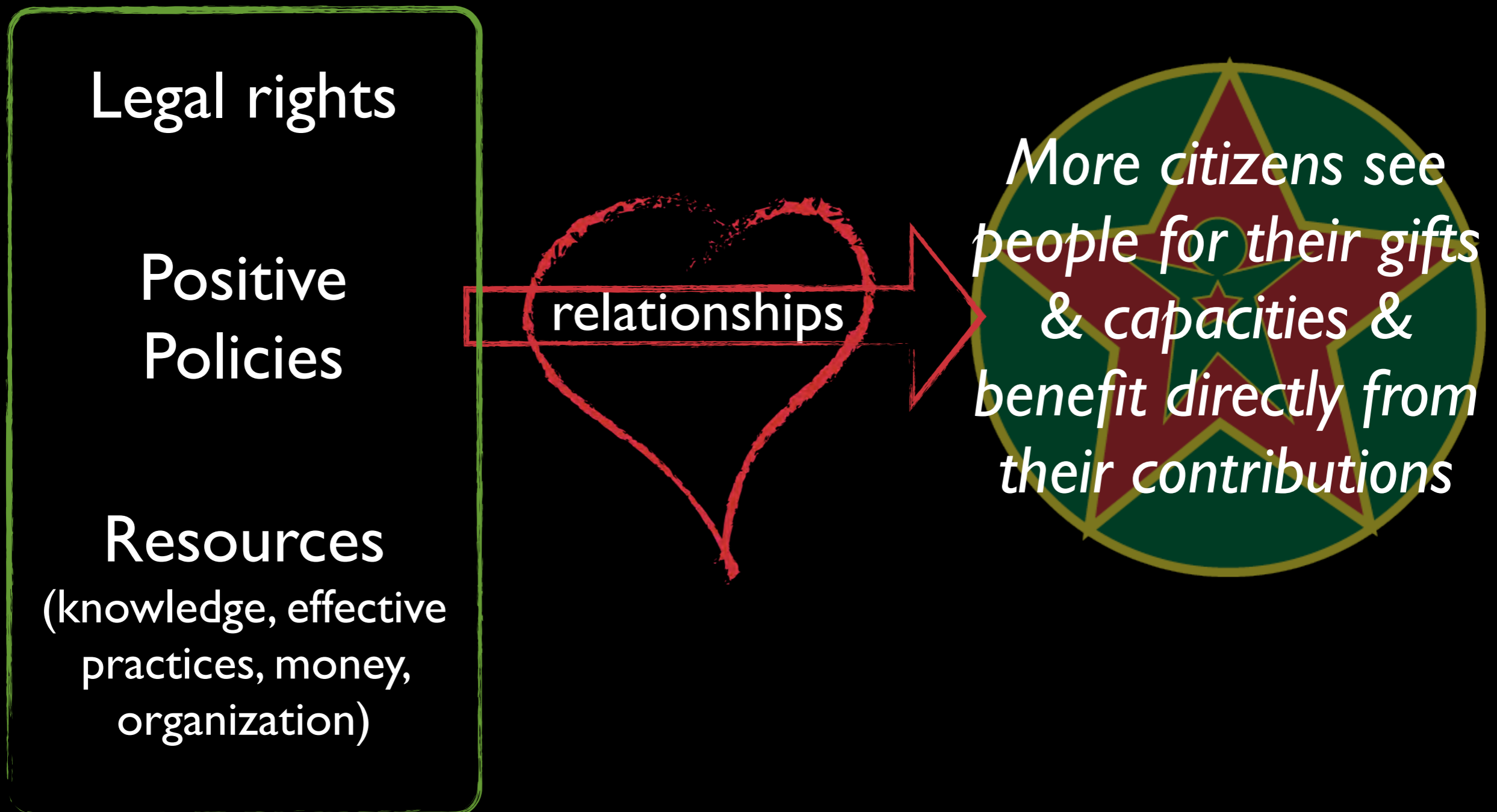
If people with developmental disabilities are going to have more of these **valued experiences**...



...growing numbers of people will need to join the enduring work of **cultural change** by acting in the face of these social forces:



*Committed **relationships** translate public investments into cultural change as people with DD show up in their communities in new ways.*



Culture changing relationships find direction & power as the circles of people connected by choice to a person's future grow wider & more diverse.

I want to build relationships that let people see my son as I do: a capable, witty person who makes a contribution.



*The foundation of intentional relationship building is deeper knowledge of a person's identity, gifts & interests. A quality of **spaciousness** invites this knowledge.*

Make time

Slow down

Shift perspective

Quietly listen &
notice the subtle

Let go of...

...certainty about what's possible

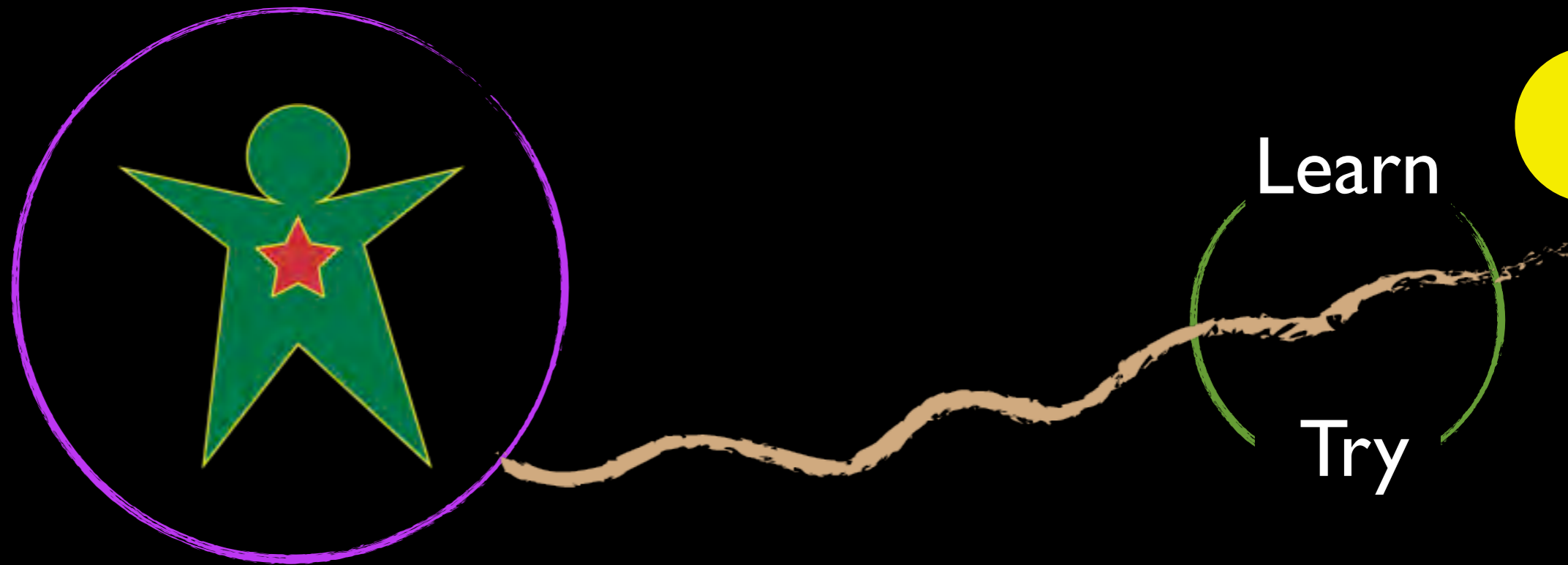
...taking control of the situation

...habitual responses



Intentionally approach
from equality

As spaciousness reveals a better view of the whole person, pathways to more valued experiences open up. If we are willing to face risk, uncertainty & ambiguity we can learn to move together toward a better life.



Shift
Perspective

Notice

Practices that create spaciousness

Slow down
Make time

Challenge the social rule
that says it's important
to be "too busy"

Recognize the time you
can make choices about

Slow Down • Make time

Spaciousness is a quality
of time, not just a matter
of duration. Keep the
hurry out of the time
you do invest

Consider the relationship
to time that you are
modeling for others

Go for a walk
in a beautiful place
instead of driving

Let go of the idea
that every moment
has to have a point

Search out new
ways to understand

Shift Perspective

Seek out stories about...

...relationships that last through ups & downs

...the resilience of the human spirit

...civic action & community building

...people in positive roles

Cultivate
mindfulness &
compassion

Seek out models
of noticing &
learn from them

Notice

Reflect on the way we notice...

...what attracts our attention

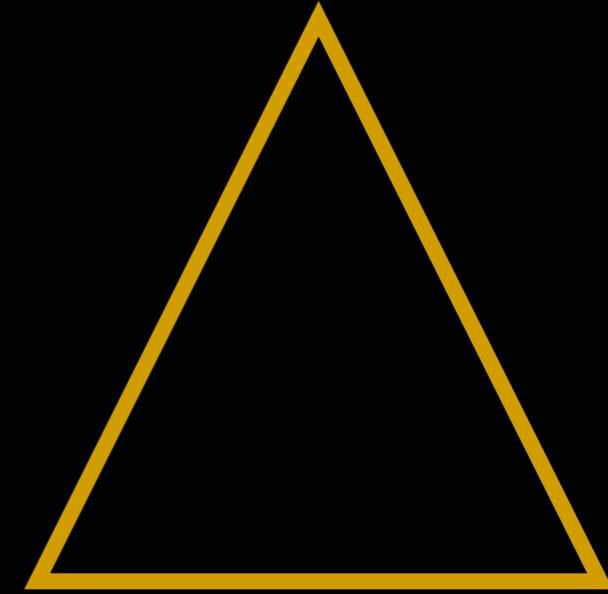
...unquestioned assumptions (e.g. paid relationships can't be authentic)

...the effect of our roles (e.g. we have to have a fix for every situation before we explore it)

...the effects of labels



Relational



Transactional

The practices we have confidence in grow from relationships that open moments of spaciousness & support us to act on what we notice there to create valued experiences in community life.

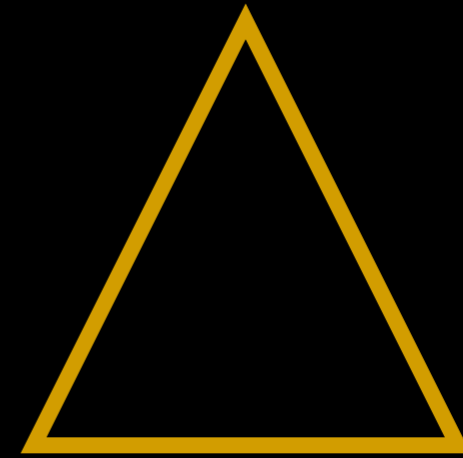
The system people with developmental disabilities depend on is increasingly focused on efficient delivery of care & treatment that respond to system defined deficiencies.

These differences creates contradictions that are difficult to manage.



Relational

Meaning in culture
change through
supporting people into
new & unexpected
community roles &
relationships: drive for
innovation



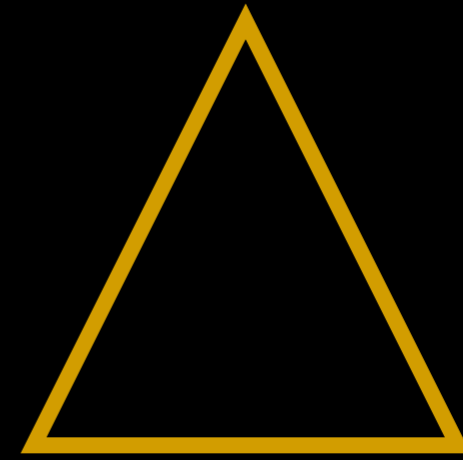
Transactional

Meaning in cost
managed achievement
of pre-determined
service outcomes:
drive for uniformity &
compliance



Relational

Person as
contributing
citizen



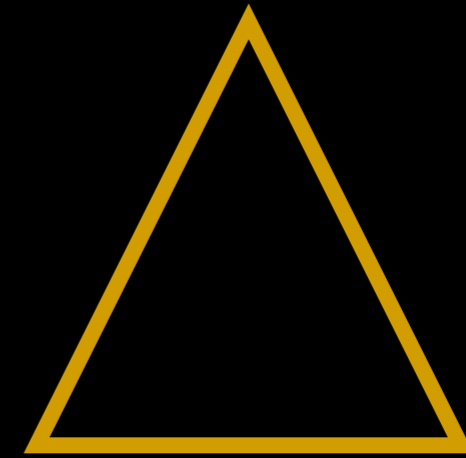
Transactional

Person as
consumer of
services



Relational

Commitment,
continuity & diversity
of relationships as
safeguard & way to
promote resilience to
failure



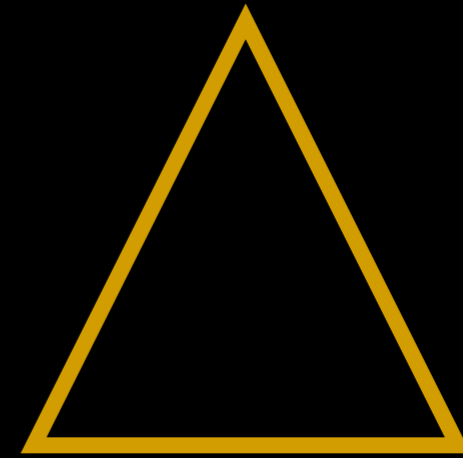
Transactional

Compliance with
detailed contracts &
regulation
Risk management as
professionally
controlled procedure



Relational

Key support roles negotiated & refined in the context of reciprocal responsibility: aim is committed, sustained, trusting relationship



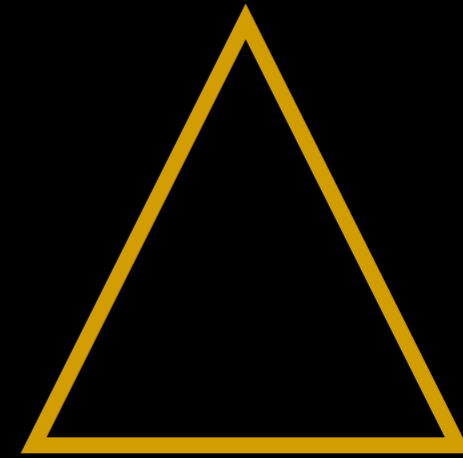
Transactional

Service delivered within predefined boundaries: aim is efficient deployment of personnel.



Relational

Initial investment
of trust to build
relationship



Transactional

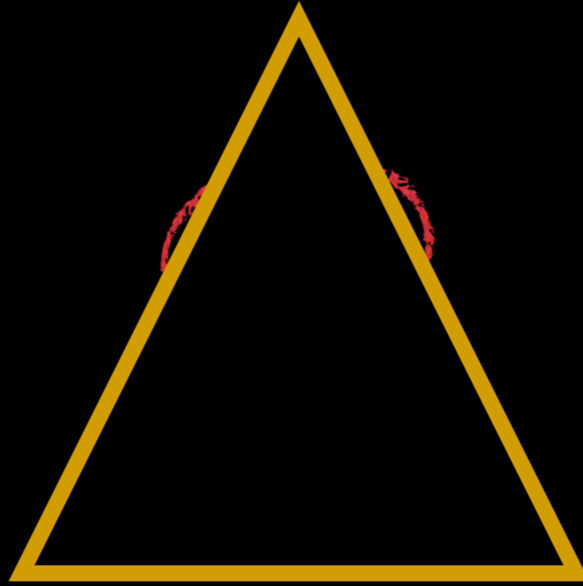
Vigilance & defensive
routines based on fear
of...

- ...people & families who
might misuse funds
- ...provider greed
- ...negative media
exposure

As Transactional approaches grow stronger...



As Transactional approaches grow stronger...



- ...distance grows between system management & the sites of learning for culture change
- ...detail complexity increases in a search for certainty
- ...trust & confidence decrease
- ...the cost of spaciousness rises & action is more constrained
- ...alienation grows among those committed to relational approaches

We can...

- ...**resist** by continuing to create spaciousness & act with the people involved on what emerges
- ...create more ways to **organize** & extend the circles of committed people connected to positive personal futures
- ...recognize that there is a **struggle** to preserve & extend relational approaches & choose to be part of it: tell the story of the costs of working around the demands of the current system; push back.
- ...invite **public conversation** on how we want our communities to develop in order to fully experience the contributions of people with developmental disabilities