

CENTER FOR PEOPLE WITH DISABILITIES

2021



ANNUAL REPORT

www.CPWD.org

2021 Highlights

2021 was a year of transition and transformation, community organizing and advocacy. The COVID-19 pandemic changed the way we all relate in society, bringing new challenges and opportunities. Initially, we worked hard to ensure that no people with disabilities were left without services during social distancing. Then, we made great efforts to connect online and deliver services remotely. This required skills training for both staff and consumers, along with upgrades in technology and the ability to rapidly adapt to changing circumstances.

By mid-2021, we were strongly engaged in access and equity activities, ensuring the under-represented populations, including low-income and immigrant people with disabilities, had access to vaccine clinics, and related services and resources.

As a community organization dedicated to equality and equity, and in response to Black Lives Matter, CPWD formed the Inclusion, Diversity, Equity into Action (IDEA) Committee. Consisting of staff and board members whose goals are to foster a culture that promotes diversity, equity, and inclusion while actively challenging and dismantling systemic oppression, the IDEA committee embarked on an education and information campaign at the intersection of disability rights and civil rights to champion equality, equity and access within or service region and our local communities.



In other areas, we experienced 67% growth in one of our key employment programs that assists people with disabilities in making the challenging transition from benefits to self-supporting full-time work.

As part of our Veterans Independence Program for Veterans with disabilities, we were members of Joining Community Forces, a statewide collaboration that develops solutions for connecting Service Members and their Families to local military and community resources.

Staff were part of the Advisory Committee for the Regional Transportation District, which focused on improving accessibility and visibility in public transportation and pedestrian access. Similarly, we were part of the Accessibility Panel Discussion with City of Boulder Transportation Staff, providing input and evaluation to inform the City's new Transportation Plan from the perspective of people with disabilities around transportation needs.

A Center for Independent Living

OVERCOMING BARRIERS

- Since 1977, our mission has been to assist people with disabilities in overcoming barriers to independent living.
- As a Center for Independent Living (CIL), we champion Peer Support and Self-Advocacy as pathways to Independence.
- We believe that everyone has the right to choose how to live their life, including the right to try and fail, and to learn from trying. That includes the right to choose medical providers and treatment, home and lifestyle, the right to work, live independently, and participate fully in society.
- We are consumer-controlled: more than 51% of our staff and board are people with disabilities.
- We promote collaboration, and work closely with our community partners and funders to address the real and current needs of people with disabilities in our community.

Board of Directors

We are proud to have a diverse, skilled and engaged 9-member Board of Directors representing a variety of disabilities, ethnicities, gender orientations, professions, and residences in our service region.



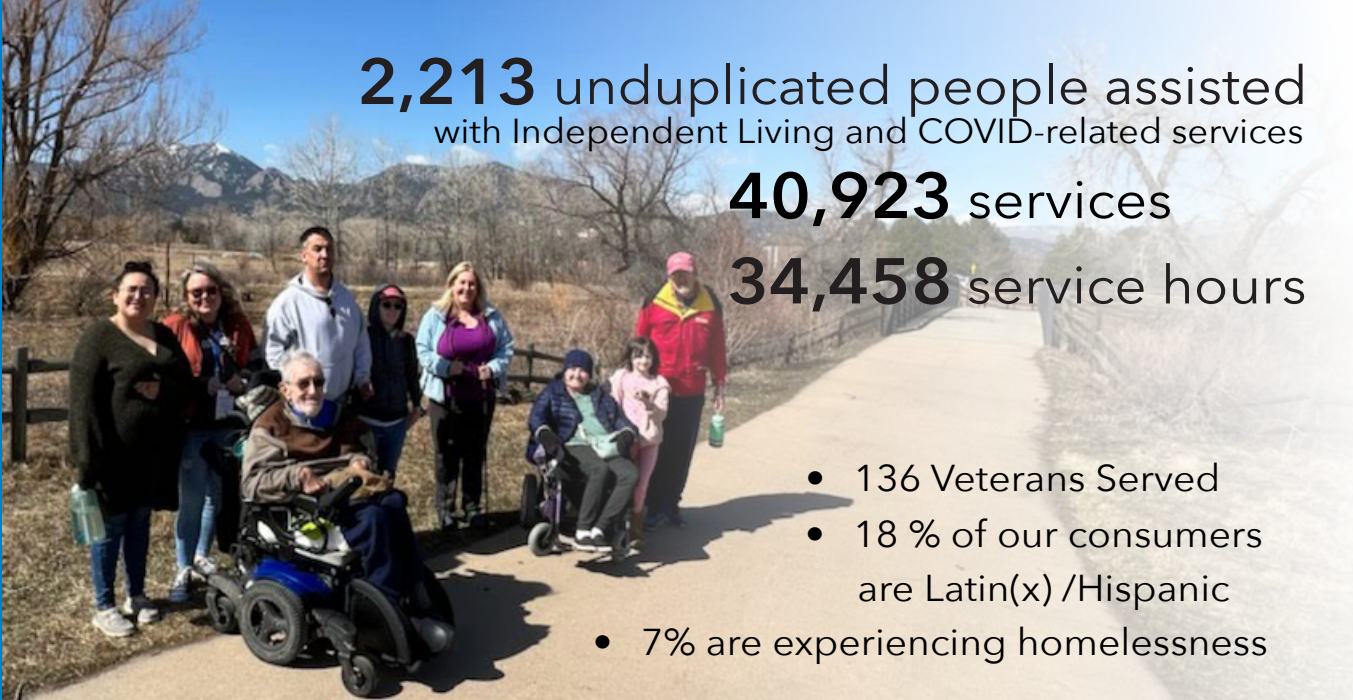
Chair Yoga at CPWD's main office in Boulder

2021 by the Numbers

2,213 unduplicated people assisted
with Independent Living and COVID-related services

40,923 services

34,458 service hours



- 136 Veterans Served
- 18 % of our consumers are Latin(x) /Hispanic
- 7% are experiencing homelessness

- 241 Self-Advocacy services
- 23,000 Home Health Services
- 2,660 Peer Support services
- 290 Job-Seeking services
- 2,882 Independent Living Skills Training services
- 721 Nursing Home Transition services
- 472 Hours Supporting Youth with Disabilities
- 10,697 Information & Referral services
- 366 Assistive Technology services
- and more...
- 63% female
- 36% male
- 1% not listed
- 1% non-binary
- 1% transgender
- 85% earn less than \$30K/yr
- 52% earn less than \$10K/yr
- 11,458 hours assisting people with disabilities with COVID-related services

Serving all people with all disabilities, including support and assistance for families and caretakers.

4 CPWD Locations: Boulder • Longmont • North Metro • Broomfield

Where We Work

CPWD provides our mandated Core Services in our 6-county catchment area: Adams, Boulder, Broomfield, Jefferson and Weld counties, as well as specialized services throughout the the greater Boulder-Denver and rural Boulder mountain areas.

CPWD's 5 Core Services:

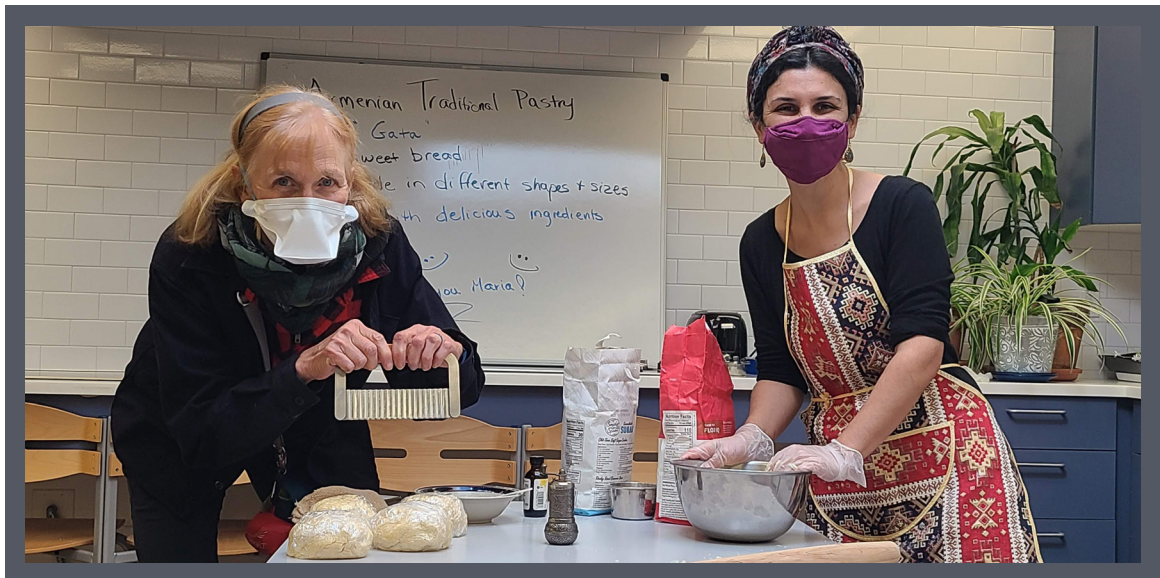
1. Information & Referral
2. Independent Living Skills Training
3. Individual and Systems Advocacy
4. Peer Support
5. Youth and Nursing Home Transitions

CPWD serves Latin(x)/ Hispanic Communities by sharing resources and information, hiring bilingual staff, and collaborating with:

- Cultural Brokers Resilience Program/iSuma!
- Centro Amistad
- Latino Chamber
- Concentric Clinic
- Latino Task Force
- Audio Information Network
- Intercambio Uniting Communities
- Colorado Immigration Rights Coalition



CPWD assists ALL people and ALL disabilities



Inclusion, Diversity & Equity in Action

The IDEA Committee

Throughout 2020, CPWD's staff and board witnessed polarization, social and law enforcement oppression of minorities, and other human rights abuses increase in our society. People with disabilities are a group that has long endured oppression and discrimination. At this time of pain, we found solidarity in the call for equality, equity and inclusion. An impassioned group of staff set out to form a committee to educate people about the causes and solutions for social oppression. The CPWD board of directors approved the mandate in January 2021, and the CPWD IDEA Committee was formed. Following is some of the key language for its charter:

One of our core values is to have all groups equally represented with an equal voice and equal access.

CPWD stands united with the Black community, People of Color (POC), Latin(x), Indigenous peoples, LGBTQ+ and Tribal communities, and we are proud to support the fight to end racial injustice and oppression. The IDEA Committee will work to foster an inclusive environment within our community and take action by:

- Creating a safe place within CPWD that cultivates conversations with the intention of understanding the historical significance and impact of systemic racism.
- Listening and learning how we can best support marginalized communities.
- Developing an outreach strategy to identify community events and other opportunities to spread awareness regarding systemic racism and its intersection with the disability community.
- Partnering with local organizations that share a similar mission for racial justice; we are stronger when we join forces as allies.
- Constructing a time line for our action plan to create accountability.

This is a continuously evolving initiative and we expect to learn and grow along the way. The most important step is starting now. We hope you will join us in the process of committing yourself to helping create a more inclusive and equitable society for all!



Vaccine Equity and Access

2021 was a year of the enduring COVID-19 pandemic. In alignment with our commitment to equality, equity and inclusion, CPWD made great efforts to ensure that all people with disabilities had access to vaccine clinics and other resources.

CPWD and community collaborators formed the Vaccine Equity Coordinating Committee (VECC), dedicated to ensuring equitable access to vaccine clinics throughout 2021. Other members of the VECC included cultural brokers from Out Boulder County, El Centro Amistad, and the Area Agency on Aging. Together, they worked by conducted vaccine site tours to ensure accessibility, as well as trainings onsite for clinical staff to teach about disability or gender identity etiquette.

Noticing a need for education, eventually the VECC members conducted a 2 ½ hour in-services training for all Boulder County clinical and support vaccine personnel. This led to a best-practices toolkit that could be used onsite at clinics. Some examples of changes by VECC include wide enough spaces for wheelchair accessibility, clear face masks for people who are deaf to read lips, critical information available in large print and braille for people who are visually impaired or blind, and a resource list for contacting interpreters fluent in ASL or other communication needs.



CPWD also formed a special contract with Via Mobility to ensure that accessible transportation was available on the two days a week vaccine clinics were conducted, and help arrange rides and other accommodations necessary for access.

We also worked with Boulder County to reserve vaccine appointments for people with disabilities to ensure equality and overcome barriers of registration and competing with the public for access.

Later in the year, we became a distribution point for at-home testing kits, again to increase access to resources for people with disabilities. The state-run program was very effective but also had barriers to access including the Google form sign-up, websites that weren't accessible by screen readers and so forth, which created challenges for some people with disabilities. Stepping in to increase access, between November and December 2021, we distributed almost 200 at-home test kits.

Specialized Programming

All of CPWD's services are offered at

CPWD offers a continuum of programs to assist with independent living goals for people with disabilities in the communities we serve.

Information & Referral is a key service available to anyone with questions about services that support independent living. People with disabilities can get information and referrals, as can family, friends, caregivers, or anyone looking for information or a referral to providers and services for all disability-related matters.

Beyond Vision is a unique program for people with visual impairment or who are blind. Through peer support groups and 1:1 services, this program offers education, skills training, adaptive technology training, community support, friendship, encouragement, professional speakers, and access to the latest medical and benefit information to participants.



Employment and Benefits Counseling addresses all of the varying needs of job-seekers with disabilities. We work with the Department of Vocational Rehabilitation, offer the Ticket To Work program, and provide group and individual training for resume building, mock interviews, job searching, benefits counseling, and all aspects of job seeking and job readiness.

Peer Support is a tenet of Independent Living, bringing together all people with disabilities to share their experience, strength, friendship, encouragement and life lessons to benefit each other on their journeys of independence.

Specialized Programming

no cost to consumer

Our services are based on 45 years of experience, deep community collaborations, best practices, continuous assessment and improvement.

Nursing Home Transitions manages the many specific and complex steps needed to get a person with a disability out of nursing care and into their own home. Finding accessible housing, transferring out, setting up home health care, securing benefits, providing training and support around meals, bathing, assistive tech and communication, and more. Transitions and home care are critical services, ensuring equal rights, choice, access and freedom for people with disabilities who otherwise might be institutionalized to receive services.

Youth Transitions addresses the pivotal time when youth with disabilities transition to adulthood. Logistics, such as family planning, education, employment and finding an independent home are all important, as is the inner work of self-confidence and reliance, building a support network and stepping into the adult world with greater strength and certainty.

Individual and Systems Advocacy includes education, understanding, and knowing one's rights, and then encourages bringing one's voice to self-advocate for independent rights and needs. Advocacy also includes bringing a collective voice to call for positive change in systems and laws that affect people with disabilities.

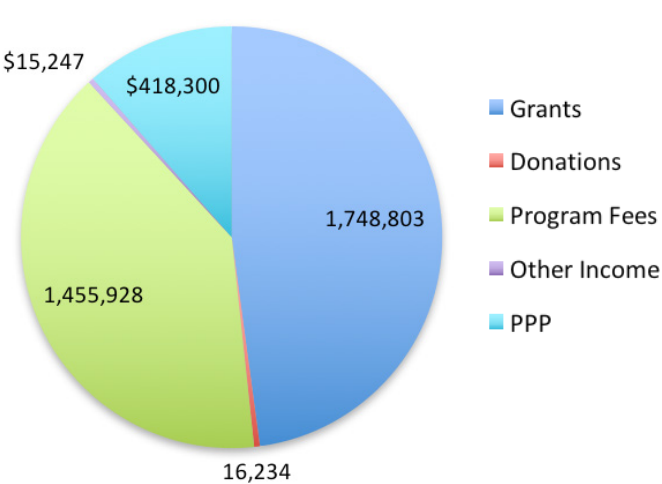
Veterans Independence Program works in partnership with the VA to enable veterans with disabilities to live independently, at home, and manage their own health and well-being services. Without this program, many veterans with disabilities would be forced into nursing care.



Financials

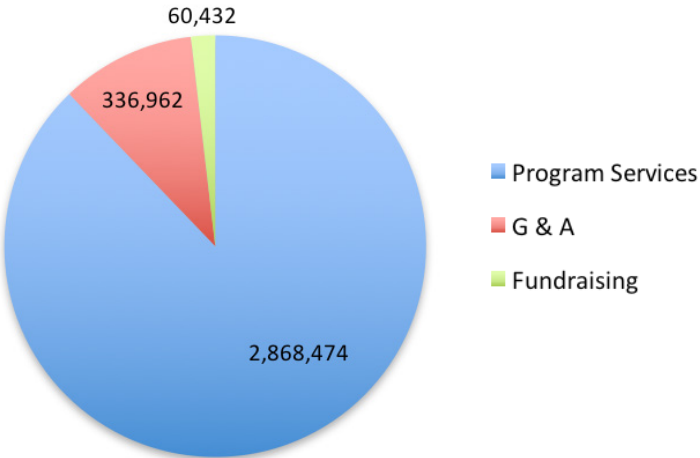
INCOME

Total Support and Revenue: \$3,654,512



EXPENSES

Total Expenses: \$3,265,868



For a copy of our Audited Financials, contact Jude@CPWD.org

CPWD’s revenue consists of grants and fees for service (Medicaid reimbursement). All of CPWD’s services are offered at no cost to consumer. Ongoing COVID-19 in 2021 contributed to some challenges in funding, yet we were able to adapt quickly and remain solvent. We received Paycheck Protection Program (PPP) funds, and closed the year in a positive financial position with adequate reserves to weather temporary setbacks in revenue.



THANK YOU. . . to all of our donors and funders, including the following:

Austin Community Foundation
Boulder County
Boulder County Area Agency on Aging
Boulder County Public Health
Boulder County Worthy Cause
Broomfield Community Foundation
Christopher & Dana Reeve Foundation
City of Boulder
City of Broomfield
City of Longmont
City of Thornton
City of Westminster

Colorado Dept. of Labor and Employment
Colorado Garden Foundation
Daniels Fund
Denver Regional Council of Governments
Dept. of Health and Human Services
Enterprise Holding Foundation
Left Hand Giving Circle
Longmont Community Foundation
Lynn and Helen Clark Fund
McCarty Charitable Foundation
Rose Community Foundation



We are Grateful!

A sincere thank you to our consumers and all those who support Independent Living! Your courage and commitment is powerful and gives us the strength to carry our mission forward!

Facing a Home Care Shortage

One of the pressing challenges developing over the last several years and increased throughout COVID-19 is a lack of home health care staff for people with disabilities.

Going back decades, people with disabilities either lived with their family or caretakers, or were institutionalized due to lack of services that would enable them to live independently. For someone with a significant disability, to live independently, they may need assistance with bathing, getting dressed, eating, transferring to the bathroom, and so forth.

In the '80s, '90s, and 2000s, significant progress was made. More and more home health companies were staffing certified nursing assistants (CNAs), registered nurses (RNs), and home makers who were trained in providing care at home services so that people with disabilities aren't forced to live in an institution to receive the care they need to live.

Over the last few years, those positions have dwindled. In part, fewer people are seeking these positions as a career paths. At the same time, the return to full employment has created significant wage competition and consequently far fewer applicants and hires than needed to meet demand for home health care services.

The lack of skilled and unskilled nursing care for at-home services is cause for alarm. More and more people with disabilities who, with basic home healthcare, could live independently, are being forced to either live with their families or transition to an institution.

To begin addressing this issue, in September 2021, CPWD, in collaboration with the other 8 members of the Association of Colorado Center for Independent Living (ACCIL), established a strategic development goal to make access to home health care and traditional health care a priority focus over the ensuing 18 months, with the vision of finding real and effective solutions to the home health care service shortage, as a way to champion and protect Independent Living for all people with any disability.



The VISION of CPWD is to build a community of resources, services, caregivers and consumers that collectively form a foundation of support for Independent Living. We encourage an integrated community that equally welcomes everyone, all disabilities and cross-disabilities.