FROM THE DIRECTOR’S DESK

Happy Autumn Arc Friends and Family!

September has brought the start of our 9th year of Project SEARCH and we have 12 interns participating in this life-changing job readiness program. Our before and after school program is in full swing, Day Habilitation continues to engage safely in the community, and we are planning for our first ever Bike, Pedal, and Roll: The Wheely Big Bike Ride for The Arc on October 10th. We hope you will all join us!

There are so many things happening this fall. One of them is a new service called Customized Discovery. The Arc was invited by Iowa Vocational Rehabilitation Services (IVRS) to become trained and certified by the Association of Community Rehabilitation Educators (ACRE) to deliver this service. Customized Discovery is a proven evidence-based practice that improves employment outcomes for youth and adults with disabilities. Discovery opens doors to employment for people who experience barriers to employment. The Discovery process enables youth and adults with disabilities and others to find a job that is a good fit with an employer who values and needs the talents they have to offer. One of our Employment Specialists is currently being trained and in a few months we will be certified to deliver this service. This is very exciting for The Arc!

We appreciate all of your advocacy and support for the America Rescue Plan which brings a significant amount of money into Iowa. But we still need your help in making sure the Home and Community Based Services (HCBS) section of the plan gets fully funded so we can expand the services we provide to your loved ones. If you haven’t already, please consider letting Congress know by sharing your story: Tell Congress how much these changes would mean in your life. We need to send thousands of stories to help move the needle!

With appreciation,
Theresa Lewis
Executive Director

SITE BASED SERVICES UPDATE

It’s a season of change with Site Based Services. We will have lots of new faces at programs this fall. The Service Center Coordinator position was filled in late August by Lauren Zimmermann. Lauren’s goal for the Service Center, although following current COVID precautions, is to see it start to thrive again and the participation numbers go up. She’s planning on doing this through collaborating with
families and staff and having a fun safe environment for old and NEW activities. Service Center has a new activity of an All Things Slime group that she is excited about trying (look for pictures to come in future publications) and is wanting to increase the frequency of some of those time tested and true favorites because participants love them so much.

Madalynn has been in her role as the Daycare Enrichment Site Based Coordinator for less than a month. She’s continuing to get to know the participants and touching base with families who utilize this program. With the seasons changing we are also rebuilding programming staff and currently only running three rooms. As we add more staff Madalynn is hoping to start adding individuals from the waitlist and reopen blue room (elementary age room). She is also focused on filling lead positions in each classroom to give our participants consistency in routine as well as the DSPs they interact with. As a new coordinator, Madalynn would like to try new and different theme weeks and get some new activities for the individuals who have been coming for years as well as ones who are new to the program. She’s also hoping to get some field trips scheduled for the upcoming holiday season!

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**EQUITY & PRIVILEGE**

Equity. What does this word really mean? It is defined as “fairness and justice” and is different from equality: where equality means providing the same to all, equity means recognizing that we do not all start from the same place and must make adjustments for that imbalance.

The Arc wants equity for those we serve and their families. We want our participants to have the same access and opportunities as non-disabled people. We want families to have the same access and opportunities to work, go to school, and access childcare and other services as families not caring for a loved one with a disability.

During the month of September, the United Way of East Central Iowa issued a 21-Day Equity Challenge. Day 5 of the challenge was Privilege. Privilege is defined as the unearned, social, political, economic, and psychological benefits of membership in a group with institutional and structural power. This is of particular interest, because most people do not think of the privilege they have in fully accessing our world and the opportunities that affords us, and the barriers which do exist for individuals with an intellectual, developmental, physical, or mental health disability.

Privilege is not harmful in itself. Those with privilege still experience difficulties in their lives, but their privilege affords them better access to power and opportunity. Coming to terms with privilege is not always easy or comfortable, but the discomfort we feel can help us grow more aware of the inequities and injustices others experience.

We commonly hear about privilege based on race or gender, but privilege comes in many forms. The below chart highlights some of the areas where privilege exists.
Recognizing the access and opportunity privilege you may have is the first step toward achieving social equity. You don't need to renounce your privilege but use it to advocate on behalf of those who may not have the same access or opportunities as you experience. You can explore your privilege by participating in one or both of the activities in the links below. Learn about how identities intersect, interact, and affect our perspectives, experiences, and access to power and privilege.

- **Check(list) Your Privilege** with this eye-opening self-assessment from BuzzFeed and discover where you are on the privilege spectrum.
- Complete this **Privilege Wheel** worksheet from Americans for the Arts and reflect on how demographic characteristics (or social identities) are linked with privilege.

**ANNUAL MEETING**
Monday, September 27th
6:30 pm | via Zoom

Please join us for the 2021 Annual Meeting!
Each year we share highlights, year-end financials, and discuss the direction for the coming year. We will thank our retiring board members and welcome new board members.

Please register in advance by clicking on the link below. We hope you will join us!

REGISTER TO ATTEND

BIKE, PEDAL & ROLL: THE WHEELY BIG BIKE RIDE FOR THE ARC PRESENTED BY VERIDIAN CREDIT UNION

Register today to join us on our first community bike ride! Your ride will be self-paced, festive, inclusive and fun!

- **Sunday, October 10th**
- **Soft Start at Noon**
- **Ride Starts and Stops at Kickstand,**
  - 203 16th Ave SE
- **Two Routes Offered**
  - Short Route: Approx 5 miles
  - Long Route: Approx. 20 miles

**Registration:**
- $40 per rider | $350 for a team of 10

**Each Registrant Gets:**
- Commemorative Silicone Glass & Lid
- 3 Raffle Tickets
- "Wheel Deal Passport" with Discounts at Area Businesses on the Route

REGISTER NOW

RAFFLE

Our 2021 raffle is underway! We have many great packages up for grabs and YOU get to choose which one you would like to go for!

**You can get your tickets many different ways!**
- Add them to your bike ride registration.
- Stop by The Arc's main office Monday - Friday from 9:00 - 3:00.
- Purchase from any office staff member.
- Purchase from an Arc Board Member.
- Buy them online at arceci.org.

BUY TICKETS ONLINE NOW
Package descriptions are available by clicking on the button above. Drawing will be held Friday, Oct. 15th. Need not be present to win.

*Sponsored by: Goldfinch Cyclery & Modern Woodmen*

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**WELCOME TO THE ARC**

Hi, I’m Elizabeth Hoagland and I am a new Employment Specialist. I have a passion for helping people achieve their goals in life. In my spare time, I enjoy spending time with my two children and husband.

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Hi, I’m Lauren Zimmermann and I am the new Service Center Coordinator. I have worked for The Arc for the last 2-3 years and I am so excited to continue with the company in this new role. Some of my favorite things to do are play my ukulele, be outside and hangout with my guinea pigs.

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Hi, I’m Madalyn Adams and I am the new Site Based Coordinator. I am very excited about this position as I love having fun and getting to meet new people. When I'm not at work, I enjoy taking long walks around my neighborhood and cuddling with my 2 cats. I want to thank everyone I have met so far for making me feel so welcomed here and I look forward all of the new experiences and relationships I will gain from being here at The Arc!

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**SAVE THE DATE**

**Trunk or Treat**

*Saturday, October 30th*

10:00 - 11:00 AM

*Details to be released soon!*

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**SAVE THE DATE**

**The Arc March**

*Saturday, March 12th, 2022*

8:00 - 10:00 AM

*Mark your calendars!*

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**WE ARE HIRING**

Are you looking for a new job or maybe a second job? Do you know someone who is? We have many open positions available right now! Please go to [www.arceci.org/jobs/](http://www.arceci.org/jobs/) to view all job
Join our team and make a difference!

Your donations help us support those with disabilities in our community.

DONATE NOW

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A Partner Agency of United Way

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