



**DEPARTMENT ON
DISABILITY SERVICES
ANNUAL REPORT
TO THE COMMUNITY**



LIFE.

YOUR

WAY.

1

Message from the Director

2

About DDS

3

National Disability Employment
Awareness Month

4

Don't Take No to Heart

5

The Right Support Makes Change Possible

6

Project Search Grads/
Direct Support Professional Academy

7

Testimonials

8

People Planning Together for Employment

9

Consider Technology First

10

The First Annual Latinx Conference

11

International Collaboration

12

30 Years of Self-Advocacy

13

District Employees Recognized for
Their Service

14

Providers

Message from the Director: It's What We All Want



In the spring of 2019, the Department on Disability Services invited stakeholders, providers, business partners, and people supported by our agency to participate in a series of focus groups to help us refine our brand image. We worked with a creative company to assess what audiences internal and external to our agency knew and understood about our efforts to support people with disabilities. The goal was to develop a succinct, easily recognizable message and imagery that would resonate with employees, family members, employers, and the broader public. After much deliberation, we identified a tagline I believe embodies our mission and accurately defines what we hope the people we support will achieve.

LIFE. YOUR WAY.

All of us want and deserve the opportunity to set our own personal and professional goals. We need and value time with and away from family and friends—personal time, privacy, and the freedom to come and go as we please. This is what the staff of DDS and I want for people we support. Using a person-centered service delivery model, we and our provider agencies are committed to assisting people with disabilities identify and strengthen their unique skills and abilities so that they can live and enjoy life in the manner they choose. This report highlights some of the accomplishments of fiscal year 2019 (FY '19) that have moved us closer to this goal, including:

- **The Technology First Work Group.** Technology has permeated virtually every area of our lives, from smartphones to smart homes, giving us access to information, loved ones, and various services with just the click of a button or a tap on a screen. Greater use of enabling technologies can assist people with disabilities to enjoy their communities and their homes in the manner they prefer most. In July 2019, we organized the Technology First Workgroup to examine how technology can be fully integrated within our service delivery strategies to assist people with disabilities in living more independently.
- **Direct Support Professional Academy.** In FY '19 DDS provided financial and technical assistance for a program created by RCM of Washington to expand employment opportunities for people with disabilities. The Direct Support Professionals Academy is an innovative strategy that provides training and employment opportunities for people with disabilities supported by RSA and strengthens the Direct Support Professional workforce. This initiative helps to strengthen our DSP workforce and it provides a training and employment opportunity for people with disabilities supported by RSA.
- **First Latinx Conference.** We hosted our first all-Spanish language conference in September 2019. The event was an opportunity for Latinx families to hear directly, in Spanish about services to support their family members with disabilities. The conference was a product of our participation in the National Community of Practice on Cultural and Linguistic Competence and sought to broaden our engagement with the District's Latino community so they have access to resources and information about disability services.

As we prepare for the 30th Anniversary of the Americans with Disabilities Act in July 2020, our charge is to build upon the successes highlighted in this report that demonstrate the positive contributions people with disabilities bring to our communities, neighborhoods, workplaces, and families. Let's continue to work together to champion their right to live life their way.

About DDS

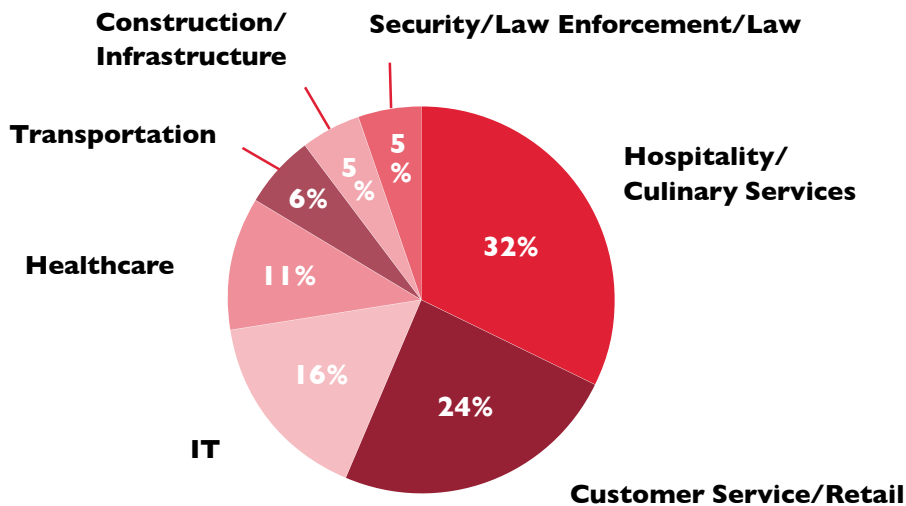
The Department on Disability Services (DDS) is comprised of the Developmental Disabilities Administration (DDA) and the Rehabilitation Services Administration (RSA). Through these administrations DDS coordinates a diverse network of service providers to assist people with disabilities in leading vibrant, self-directed lives. The agency also houses the Disability Determination Division, which processes Supplemental Security Income and Social Security Disability Income disability claims for District of Columbia Residents and the citizens of the U.S. and U.S. territories. These activities are federally driven by the Social Security Administrations, Office of Disability Determinations.

From October 1, 2018, through September 30, 2019, DDS provided support services to

- **7,952** people with disabilities, of whom
- **2,395** received support services through DDA; and
- **6,243** received support through RSA

Last fiscal year, DDS assisted **546** people with disabilities enter, retain, regain or advance in employment through supports provided by RSA. Aligned with our commitment to prepare people with disabilities for careers, people were placed in various high-demand fields such as hospitality, healthcare, and IT. The average wage was **\$16.04**, which is approximately 13 percent higher than the District's minimum wage and approximately 10 percent higher than the District's living wage.*

Of the 546 people who achieved Competitive and Integrated employment supports from RSA during FY '19, 498 or 91% were employed in the following high-demand fields listed in the chart below. Ten percent were hired in an array of fields including business, education, and human service.



*The minimum wage in the District of Columbia is \$14 and the living wage in the District of Columbia is \$14.50. Source: does.dc.gov

National Disability Employment Awareness Month

October is annually recognized as National Disability Employment Awareness Month (NDEAM). An initiative of the U.S. Department of Labor's Office of Disability Employment Policy, NDEAM celebrates the contributions of workers with disabilities and emphasizes the importance of ensuring that all people with disabilities have access to the services and supports to enable them to work. In FY'19, DDS hosted a series of events to celebrate the accomplishments of participants in the Aspiring Professionals Program and to acknowledge businesses and other District agencies for partnering with us to help people with disabilities develop the skills and get the experience needed to obtain, retain, regain, or advance in employment.



Speed Interviewing

Twenty students from Ballou High School showcased their communication skills and career aspirations during the RSA Speed Interviewing event. The simulation was designed to help students with disabilities practice their interviewing skills in preparation for real-life job interviews. Just like speed dating, students circulated from one table to the next, greeting and interacting with DDS staff who acted as mock interviewers. Special Education Teacher Sharon Bean commented that this was the first time in her 40-year career that her students had been exposed to something like this. "It's wonderful!"

After speed interviewing, two students received a little extra attention from DDS staffers through **Disability Mentoring Days**, a career development event organized by the American Association of People with Disabilities. The students learned how to create a life trajectory and honed their presentation skills.



1. DDS Business Relations Specialist Sylvia Bailey-Charles (left, blue jacket) coordinated the Aspiring Professionals Internship Program. She is pictured with former interns, now full-time District employees: William Seals, Human Rights Officer with DC OHR; Yohanna Miller, IT Specialist with the Dept. of Human Services; Alice Aguehounde, DDS Customer Service Rep.; Courtney Bowman, Program Specialist with DCRA; and Ayesha Jackson, Staff Assistant with DC MPD/ Professional Development Bureau. In the back: Darryl Evans, Deputy Director for DDS/RSA and Miriam Aybar-Morales, DCHR Disability Employment Specialist. **2.** Each staff volunteer asked each student one question and at the sound of the bell provided future job seekers with feedback to help them with land their desired job. **3.** DDS Performance Manager Charlotte Roberts found her role as a mock interviewer very enjoyable. "Any opportunity to engage students in real-life exercises in a supportive environment is great. These students were well prepared and took the process and feedback seriously." **4.** Patrick and Daniel had a full day at DDS during Disability Mentoring Days. Their day concluded with meeting DDS Director Andrew Reese. **5.** Mentoring Tip: A firm handshake and eye contact will take you far in life and in business!

Employer Recognition

Antwanye Ford, CEO of Enlightened IT and Management Consulting firm and Chairman of the DC Workforce Investment Council, was the keynote speaker for the Employer Recognition Event. The father of a son with a disability, Ford challenged the audience of government and local business employers to find solutions to “make people care” enough to give people with disabilities an opportunity to demonstrate their capabilities. The event also included panel discussions with participants in the Aspiring Professionals Program. The six-month paid internship gave people with disabilities opportunities to work with various District agencies. Now full-time District employees, they each shared how having a good job has enhanced their ability to be part of their communities and how the program removed the stigma about employing people with disabilities. Employers noted that being part of the program was one of the smartest moves they made for their agencies. Ford stressed to the audience that employing people with disabilities is not an altruistic endeavor, but an effort to match qualified people to meaningful jobs.



Ford (L) is the co-founder of Enlightened, Inc., a leading Information Technology and Management Consulting firm. He is pictured with Darryl Evan, Deputy Director for RSA

People Profile: Afra Abdullah

Don't Take 'No' to Heart



Transitioning from high school to college was a struggle for Afra Abdullah. She connected with RSA during her senior year at Kingsbury Day School and went on to study communications at Curry College. Though the college had strong support services that provided her extra time for exams, tailored reading programs, and a note-taker if requested, Abdullah needed guidance on managing her time before and after class. Vocational Rehabilitation Counselor Shontae Waldrip made Abdullah's toughest year a lot easier. “It was great working with Ms. Waldrip. She didn't work from a script; she focused on my needs.” Waldrip emailed Abdullah study tips and coached her on organizing her schedule. By junior year, Abdullah had found her way.

Waldrip continued to support Abdullah as she journeyed to graduate school at American University. She completed a one-year intensive program to earn a master's degree in public affairs and broadcast journalism. Abdullah is now an associate producer on the ESPN and Southeastern Conference (SEC) shows broadcasted on Sirius XM Radio. Her mornings begin at 5:30 am and she is tasked with operating the audio board, coordinating guests, and making sure the content is appropriate for listeners of all ages. While she never considered a career in radio before, Abdullah is learning all she can from her first professional job. “I'm taking it all in like a sponge. My coworkers are very helpful and sports is fun.” She especially likes being able to wear jeans and a nice shirt or sweater to work. Recalling the frustration of searching for employment, Abdullah reminds job seekers with disabilities to not get discouraged. “Learning styles are different, but there are so many avenues to explore, even starting your own company. If you need help, RSA is there. Persevere. Don't take 'no' to heart.”

People Profile: Thornell Moore

The Right Support Makes Change Possible



Thornell Moore readily admits that he didn't always have the best disposition when it came to working with RSA. He had been connected with similar organizations across the region for years, but often felt like he wasn't being heard and that staff just dismissed him. At one point, his anger and disruptive behavior caused him to be escorted out of DDS/RSA. Then he met Vocational Rehabilitation Counselor Alecia Trunk, and things changed.

Moore has experienced just about every aspect of street life imaginable, resulting in multiple hospital visits and several stays in homeless shelters. He joined various support groups, but never really committed to the principles of self-discipline necessary to change his behavior. Before he realized it, he was over 50 and angry at himself for the time he'd wasted.

According to Moore, Trunk was the first person who told him he could turn things around. She encouraged him to focus on his passion for cooking. After earning his food handlers license, he signed up with a temp agency and turned his passion into his "hustle." Moore has managed kitchen activities for government and nonprofit agencies-- from setting staff schedules to preparing meals and ordering supplies. Currently, he works as a head cook at an elementary school on weekdays, and on weekends he is a chef at the National Rehabilitation Hospital. Stable employment and the appreciation of students and colleagues have made a big difference. "The kids give me drawings to say 'thank you' for lunch or breakfast, and my coworkers remembered my birthday." It was the first time he recalled ever having received such sentiments. "It was great."

Moore is putting the tools he received from RSA to work while he expands his cooking ventures. He recently married the "love of his life" and has reunited with his daughter. "I appreciate the way Ms. Trunk dealt with me. She was authentic and helped me to be open and patient with the process. You've got to want to change. Now, I have a whole new outlook on life. I feel free; my future is unlimited."

DDS Advances Employment First in the District of Columbia

DDS continued to promote Employment First for youth and adults with disabilities through multiple initiatives and partnerships. DDS collaborates with the Office of the State Superintendent of Education and its Secondary Transition Community of Practice; participates on the Workforce Investment Council and its Youth Committee; supports staff at the DC Department of Human Resources to focus on hiring people with disabilities within District government; and convenes 12 District agencies as an Employment First Leadership Team to share information and resources about their programs and initiatives related to employment and career pathways in the District. These agencies discuss opportunities for collaboration to improve outcomes and the experience of people with disabilities and families who are eligible for services from multiple agencies. Agencies collaborate on co-location of staff, co-enrollment so that people can benefit from coordinated services from multiple agencies, employer engagement, capacity-building for employment staff, and more.

Project SEARCH Grads

Fifteen youth supported by RSA Transition completed a program that equipped them with the tools and skills needed for securing and maintaining employment and leading self-directed lives. Project SEARCH is a workplace immersion program designed for young adults with intellectual and developmental disabilities. Participants spend a minimum of six hours each day at a host business, engaged in job training and career exploration. They also receive support with accommodations, adaptations and on-the-job coaching from teachers and employers. As a result, after completing the program, students are fully prepared to enter the workforce.

Youth supported by DDS received valuable career training at the National Institutes of Health (NIH), Embassy Suites by Hilton, and the Smithsonian. Six students accepted jobs with Hilton and the Smithsonian, and one is working with a wedding planning company.



Vocational Rehabilitation Counselor Christin Grochala with Project SEARCH NIH Graduate Douglas Morales. Douglas is awaiting final approval of paperwork to begin part-time employment with NIH. The Washington Post also highlighted the achievement of Mionna Smith who is employed full-time with the Smithsonian as an Office Automation Clerk with the Office of Finance & Administration. She was one of five graduates of Project SEARCH Smithsonian.

Direct Support Professional Academy

In April 2019, RCM of Washington piloted a program aimed at providing 11 DC transitional youth the skills and certifications required for first-line disability services work. The Direct Support Professionals (DSP) Academy was a six-week customized vocational training program that exposed participants to a variety of career paths within the field of health and human services. Participants gained essential job readiness skills and completed life-saving coursework including health and wellness, CPR/First Aid, and Crisis Prevention Intervention. They also designed and implemented field projects, including facilitating lessons for self-advocates and hosting a monthly book club to help people with disabilities enjoy reading with friends and community members.

Nine (9) of the original 11 cohort members completed the DSP Academy and received certifications to become Direct Support Professionals in the District of Columbia. The adult disability services provider agency plans to conduct the academy quarterly and is exploring the possibility of replicating the program with other vulnerable populations, such as veterans and immigrants. Two primary objectives of this initiative are to address employment outcome goals for people with disabilities and to strengthen the direct services workforce.



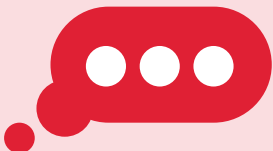
1. The first graduating cohort of the Direct Support Professional Academy (front row, L-R: Jeanell Ward, Damea Dalton, Denise Anderson, Dayona Walker. Second row, L-R: Giselle Tavarez, Montez Green, Jose Villatoro, Joseph Woodland. **2.** (L-R) Amy Brooks, CEO of RCM of Washington; Giselle Tavarez, DSP Academy Graduate who secured employment as a community navigator; DDS Director Andrew Reese.

Testimonies from DSP Academy Pilot Program Graduates

“ I enjoyed engaging myself with all types of disabilities and coming up with creative ideas to help support a person so that they can have a good quality of life.”

“ This experience was an eye-opener for me. It gave me insights into the history of disability and how programs for people with disabilities came about.”

“ The most valuable experience wasn't academic. It has been enhancing the lives of people with disabilities. I have learned different disabilities people may have and how to support them. Through the training, I have learned how to support people to enhance their social skills, communication skills, and self-worth. I have learned empathy for others.”





Meet the St. Coletta students who completed our first People Planning Together for Employment training for in-school program. The course, led by adults with disabilities, helped students identify career interests & chart a path to reach their goals. #BrightFutures #DDAwareness19

People Planning Together for Employment

In March 2019, St. Coletta of Greater Washington invited the DDS DC Learners and Earners team to conduct the first school-based People Planning Together for Employment (PPTE) course. Over the course of four days, seven students engaged in lessons and activities that explored what was important “to” and important “for” them, assessed what careers they liked and disliked, and identified supports they might need to be successful. They also developed an employment trajectory plan which was useful in helping them create a vision for their

lives and identifying the steps and challenges they may have to face in order to reach their goals. Students are now able to use skills and tools acquired during the PPTE training to lead the development of their Individualized Education Plan (IEP) and Individualized Plan for Employment (IPE). The curriculum for PPTE was adapted from the Learning Community for Person Centered Practices. DDS has developed a series of PPTE Training Videos that can be found on our website at:

dds.dc.gov/node/1372136.

JumpStart Preps Youth for Summer Internships and the New School Year

The 2019 JumpStart program provided job readiness training to 21 youth with disabilities participating in the Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP). Before beginning their internships, youth attended a weeklong orientation where they engaged in hands-on learning activities to help them begin to build the self-advocacy and soft skills necessary for successful employment experiences with various agencies such as the DC Housing Authority, DC Public Libraries, DC Department of Parks & Recreation, Metropolitan Police Department, National Children’s Center, OSSE and DDS. At the end of their summer internships, JumpStart youth gathered for a three-day closeout session to reflect on their experiences, and to connect their

summer jobs to their Individualized Education Programs (IEPs), Individualized Plans for Employment (IPEs), and short-term and long-term employment goals. Youth created short iMovie Trailers highlighting their summer experiences and crafted video resumes to aid in acquiring future employment.

DDS/RSA conducted JumpStart in partnership with the Department of Employment Services, SchoolTalk, and the DC Center for Independent Living (DCCIL), and Workforce Opportunities Unlimited (WOU).

Consider Technology First

A new workgroup was formed in 2019 to examine how existing and emerging technologies can benefit people with disabilities. The Technology First Work Group (TFWG) brings together people with disabilities, family members, providers, and DDS staff to develop a strategic plan that will establish the District of Columbia as a Technology-First State. The TFWG will:

- Develop a Shared Vision of what it means to be a Technology First State;
- Examine how to increase access and use of technology among people with disabilities to enhance their quality of life, independence, and personal freedom;
- Implement supportive policies and procedures to ensure that people supported by DDS have equitable access to technology;
- Foster community engagement to identify best practices in enabling technology; and

- Assess and evaluate the agency and District's progress in becoming a Technology First State.

Enabling Technologies are tools that enhance a user's ability to perform specific tasks. Examples include:

- Assistive Technology
- Environmental Controls
- Remote Supports
- Mobile Applications
- Other Smart Tech Innovation



First Annual Latinx Conference



On September 30, DDS partnered with various District agencies to host the first all-Spanish Language Conference. The Latinx Conference took place in the DC neighborhoods of Columbia Heights and Mt. Pleasant at St. Stephen and the Incarnation Episcopal Church. It was designed to provide Spanish speaking people with disabilities and their family members with access to information, support, and resources in their native language and assist District agencies to better understand the experiences and needs of Latinos within the disability community. Conference topics included: financial literacy/education, coordination of services, and employment. During a Listening Session, attendees shared their experiences and thoughts about District services. Fifteen District agencies and community service providers rounded out the day with an information fair for conference participants. The conference was a collaborative effort of DDS, the Developmental Disabilities Council, the Mayor's Office on Latino Affairs, the Quality Trust for Individuals with Disabilities, the Office of Disability Rights and the DC Department of Human Resources.

The primary focus of the inaugural Latinx Conference was to learn about the needs and experiences of Latino District residents with disabilities. Attendees were asked the following questions:

1. What is the DC government doing well in serving Latinos and Latinas with disabilities?
2. What can the DC government do better?
3. What would you like to see in the future?

A few key responses:

"I am very grateful that this conference is in Spanish."

"It is important to mention that the Mayor's Office sends a text message, phone."

"I need more information for children living with autism."

"Many people don't know what resources are available for parents."

"As a parent, I feel that I have a little support but I think that much is lacking."

"Many families are not clear about the magnitude of the disability of their sons or daughters and do not know what to do."

"Improve the quality of agency interpretation services, because many people do not understand what they are told and do not report this."

The feedback received from the listening session is being used by District agencies to inform practices to better engage this community.

Dating, Marriage, Love

There was a lively discussion about dating, marriage, and love at the True Reformer Building on U Street. The event was part of our 2019 celebration of Developmental Disabilities Month. Among the panelists: Ricardo and Donna Thornton, former residents of Forest Haven who have been married over 30 years. Clips from the movie “Profoundly Normal” were shared throughout the evening. The made-for-TV movie was about the couple’s journey from an institution, to dating, to parenting and grandparenting. When asked why she wanted to get married, Donna responded, “I wanted to show people we could do everything they could do.” **#DDAwareness19**



The movie Profoundly Normal was based on the real-life story of Ricardo and Donna Thornton. The two met and fell in love while residing in Forest Haven. They have been married more than 30 years.

DC & MD Self-Advocates Celebrate 30 Years of Action



DDS Director Andrew Reese(C) presented the Mayoral Proclamation to Project ACTION! Board Members Ricardo Thornton(L) and Thomas Magnum(R)

Project ACTION! and People on the Go gathered at Bethesda Marriott on Friday, September 13, to celebrate 30 years of self-advocacy. Self-Advocacy in Motion: 30 Years and Beyond, was the theme of the day-long conference that gave attendees access to tools and resources to help them live their best life. Topics included Voting Rights and Responsibilities, Nutrition and Wellness, Building Healthy Relationships, and Police Interactions and Personal Safety. Many of the sessions were conducted by self-advocates. Disability Cocoon Founder Dustin Wright was the luncheon speaker. He shared insights about the positive role enabling technologies can have in helping people with disabilities live as independently as possible. DDS Director Andrew Reese presented a Celebratory Proclamation to Project ACTION! on behalf of Mayor Bowser. Christian Miele, Deputy Secretary of the Maryland Department of Disabilities presented People on the Go an award on behalf of Governor Larry Hogan. The day concluded with an anniversary reception and dance.

Project ACTION! began 30 years ago when a small group of men and women with developmental disabilities began meeting monthly at the Lt. Joseph P. Kennedy Institute to discuss issues that impacted their lives and goals they wished to achieve. Today, Project ACTION! is an independent 501(c)(3) organization that has supported people with disabilities to become empowered self-advocates with members serving on national disability organization boards and committees, including the President’s Committee on Persons with Intellectual Disabilities, and locally on the DC Developmental Disabilities Council and a number of committees at DDS.

People Profile: Thelma Green

Self-Advocate Featured in Money Magazine



The interview took place nearly two years ago, but Thelma Green got her copy on February 27, 2019. The Certified People Planning Together trainer was co-facilitating a session at St. Coletta's School in southeast DC. Staff and other facilitators were cutting out sections of old magazines for students to create collages about their career interests. And that's when they saw it: a full-page photo of Green in Money Magazine. The War on Pre-Existing Conditions, written by Alicia Adamcyk, was published in the online edition of Money in July 2017; the print edition came out in September 2017. Beaming with pride, the self-advocate commented: "I forgot all about it."

It's easy to understand how the interview slipped her mind. Green is an active member of Project ACTION!, the District's coalition of self-advocates and self-advocacy organizations, and serves on the national advisory board of Self-Advocacy Resource and Technical Assistance Center. She's also quite active with DC Special Olympics and The Next Chapter Book Club. In the Money article, she shared her thoughts on the Better Care Reconciliation Act (BCRA). She remains a sought-after guest for local and national broadcasts on the topic of disability rights and health care issues affecting people with disabilities.



South Korea Seeks to Improve Disability Services

Colleagues from DDS/RSA welcomed 20 guests from the Gyeongsang Province of South Korea on Wednesday, September 25. The delegation toured several cities in the U.S. and Canada, meeting with disability services organizations to learn how they may improve access to quality support services for people with disabilities. In the photo, DDS colleagues Yufanyi Nshom, Angela Spinella, and Ricky Wright with the Korean delegation holding the Gyeongsang disability services agency banner.

Parks & Recreation Employee Recognized for Inclusive Spirit



In the photo (L-R): Abraham Oguntimehin; Recreation Specialist Margie Robison; and Winslow Woodland, Deputy Director of DDA.

Excellent Community Services recognized Margie Robison, Recreation Specialist at the Bald Eagle Recreation Center for outstanding dedication, commitment, love and support for people with developmental disabilities. Abraham Oguntimehin, CEO of Excellent Community Services Inc., commented that during his years of working on behalf of people with disabilities in the District, he has visited more than 20 recreation centers across the city and Bald Eagle was by far the friendliest and most welcoming of people with disabilities. That is due in large part to Margie Robison. Surprised by the recognition, Robison commented that she is committed to ensuring that people supported by Excellent Community Services are welcomed, safe, and have fun while at the center. "I am happy to have you here and I am happy for who you are. This is a place where you can come and relax, feel comfortable, and enjoy the activities we offer."

People supported by Excellent Community Services visit the center twice a week, taking part in art classes, working out in the gym, assisting with the food pantry, and, as needed, assisting senior citizens who also use the center. Art Instructor Porche Jordan told holiday revelers that she was inspired by their creativity and appreciative of their willingness to trust her with their talents. "In art, there is no wrong thing. Be you, because there is only one you and you are great just the way you are."

Employee Highlight: Robert Harris Five Decades of Service to People with Disabilities

The greatest asset of any organization is its employees. In FY 19, DDS recognized 27 employees for 30 or more years of service to people with disabilities. One employee received a rousing ovation: Business Services Technician Robert Harris. A native Washingtonian and Vietnam veteran, Harris was recognized for 50 years of service. Upon completion of his tour of duty in Vietnam, Harris was stationed in Oahu, Hawaii where he was an active volunteer with what was previously known as the Army Association for Retarded Citizens. After being honorably discharged from the U.S. Army, he worked briefly as a Federal Protective Officer at the National Gallery of Art before joining RSA. Harris began his career with RSA/DDS as a counselor aide, conducting home visits and assessing the living conditions and needs of people supported by the agency. He then worked in the office supply room and later transferred to the operations unit where he processed invoices by hand. "That was long before computers," he recalled. "We did everything by hand so it could be keypunched." Having seen a lot of changes in service delivery and process management, Harris attributes his longevity to one thing: "The people."



Robert Harris (center) is pictured with DDS Director Andrew Reese (L) and DDS Chief of Staff, Jared Morris.

DDS 2019 Providers

The Department on Disability Services is able to support people with disabilities in living life their way through the work and support of the following service providers.

I Axiom, LLC	Care Speech Language Pathology Service, LLC
A Vivid Age, LLC	Center on Deafness
ABC Technical Solutions	Cheryl McAfee
Abundant Life Residential Services	CHW Solutions, Inc.
AGAPE, Inc.	Circle of Care Quality Services, LLC
Alight Supports, Inc.	Columbia Lighthouse for the Blind
Amazing Grace Supports	Community Audiology Services
Amazing Love Health Services, LLC	Community Connections, Inc.
America Works of Washington	Community Multi Services (CMS)
American Healthcare Services	Community Support Systems
Anchor Mental Health Association, Inc.	Community Wellness Ventures, LLC
Angel Loving Care Group Home	Cornerstone Rehabilitation & Wellness
Anna Healthcare, Inc.	Crystal Springs, Inc.
Apex Healthcare Services, Inc.	DBA Club Z
Apex Nursing of Maryland	DC Cares Center, Inc.
ARC of DC, Inc.	DC Center for Independent Living
Art & Soul	DC Healthcare, Inc.
Art Enables	DC Public Charter School
Associated Community Services	DC Residential Services Inc.
Avid Care, Inc.	DCCO-OP
AWS Benchmark	DEAF Access Solutions, Inc.
Azure, LLC	Deaf Reach
Bee Homes South, Inc.	Demetre Whitmore
Benedictine School for Exceptional Children	Devereux
Blossom Services, Inc.	Diana J. Wall, Psy.D
Bridges Center	DIGI Documents Inc./Document Mergers
Bridgeway Community Services	Divine Connect Care
Broad Futures	Dr. KG Johnson & Associates LLC
Brookland Senior Day Care Center	Dr. Stanley Smith, DDS, PC
C.G. Dixon & Associates	Dupont Computers
Capital Care, Inc.	Eckington House Mental Health Services
Capitol Discovery Services, Inc.	Elites Care, LLC
Capitol Hill Supportive Services	EPIC Life

Excellent Community Services, Inc.
Fescum, Inc.
Finsby Care, Inc.
First Metropolitan Community Services, Inc.
Frontline Community Services
Full Circle Employment Solutions
Galaxy Healthcare Solutions, Inc.
Gentle Touch, Inc.
George Washington University - Speech and Hearing Center
Gina Outreach Services
Global Resources & Supports, LLC
Grace & Mercy Health Services, Inc.
Grafton Integrated Health Network
Hakim Life and Wellness LLC
Head Start to Life
Health & Joy Services, LLC
Health Resources Services
Health Tech
Hellams Fitness, Inc.
Helping Hands Adult Day Services
Hillcrest Children's Center
Hi-Tech Solutions, Inc.
Hope Found, Inc.
Howard Music Therapy
Humanity in Transition
Husband Therapeutics
I.A.M., LLC
IMA Professional Services
Immaculate Health Care Services, Inc.
Individual Advocacy Group, Inc.
Innisfree Village
Innovative Concepts, Inc.
Innovative Day, LLC
Innovative Life Solution
Integrated Community Services
Interdynamics, Inc.
JA Community Services
Jennifer Hooker
JM Davis Consulting Group, LLC
Joyful Healthcare, Inc.
Kahak, Inc.
KBEC Group, Inc.
Kennedy Institute
L'Arche, Inc.
Libia McDonough
Life Line, Inc.
Link to Life
Living Water Health & Wellness
Lori Dingle
Love Your Life Health Care, Inc.
Lt. Joseph P. Kennedy Institute
Marjul Homes
MBA Non-Profit Solutions, LLC
MBI Health Services, LLC
Med Staff Associates
MedScope
Metro Day
Metro Homes, Inc.
Miles of Fitness Personal Fitness
MT & G Enterprise, LLC
Multi-Therapeutic Services
Muriel Raglin
MVP 123 Fitness and Massage
My Own Place, Inc.
National Associates, Inc.
National Children's Center
New Beginnings, LLC
Newman's Bodyshop Personal Training Inc.
On With Life Therapy
Outstanding Possibilities Revealed
Pathways to Housing DC
Pendergrast Alston Consulting
Person Centered Services, LLC
Petticare, Inc.
Phase II Academy
Premier Health Services
Premier Integrated Care, LLC
Project Redirect, Inc.

Providence Care, Inc.
PSI Family Services, Inc.
Psychiatric Center Chartered
Psychiatric Rehabilitation Services
R&J Consulting Group
RCM of Washington
Regina Thomas
ResCare, WV
Roberta's Developmental Disability Center
S.W.A.T. Fitness LLC
Sarah H. Fisher
School Talk DC
Scott Steininger
SEEC
Shelia Kelly (Nutrition)
Simky Family and Healthcare Services
St. Coletta of Greater Washington
St. John's Community Services
Starlite Care Services, Inc.
Superior Caring Hands, LLC
Supreme Healthcare Services, Inc.
Symbal Foundation
TCS Associates, LLC
The Arc of Tampa Bay
The VanMar, Inc.
Tiffany Rice
Time for Change
Total Care Services
Total Quality Residential Services, Inc.
Tree of Life Services, Inc.
Triumph Therapeutics, LLP (Multi Professional Services)
United Cerebral Palsy
University Legal Services
Valentine Community Services, LLC
Verigreen, Inc.
Vested Optimum Community Services, Inc.
Victory Communication Services, LLC
Volunteers of America
Ward & Ward

Wholistic Habilitative Services
Winner's World
Woods Services
Work Opportunities Unlimited



Office Hours

Monday - Friday, 8:30 am - 5 pm



Parking

Limited street parking,
several parking garages nearby



Nearest Metro

Federal Center SW



@DDS.DC



@DDS_DC

Department on Disability Services

One Independence Square
250 E Street SW, Washington, DC 20024
202-442-8400 | www.dds.dc.gov



LIFE. YOUR WAY.
Department on
Disability Services

WE ARE GOVERNMENT OF THE
DISTRICT OF COLUMBIA
DC MURIEL BOWSER, MAYOR