

**Q4**  
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ANTHESIS PRESENTS

# INCLUSION MATTERS

A QUARTERLY UPDATE

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## OUR MISSION

To support independent and inclusive lives for adults with disabilities through employment and community integration.



## MEET OUR NEW WRITER, ELIZABETTE GUÉÇAMBURU

Hello Friends of Anthesis!

My name is Elizabethette. I recently joined the Anthesis team to help expand their commitment to disability advocacy and empowerment. I will be writing for the blog and assisting them with amplifying disabled voices and perspectives.

There's an old Latin phrase that has become an informal anthem for the disability rights movement—"nihil de nobis, sine nobis." It translates to "nothing about us, without us." This short, simple phrase carries a lot of meaning to the community. After all, for most of history (and even today), disabled folks have often been hidden away, silenced and marginalized. Further, disabled people have had little say in the policy decisions, laws, and systems that effect their everyday lives.

This needs to change. And Anthesis wants to help make that happen. This is why they brought me on to the Anthesis team.

You see, I'm disabled, too. I was born with a rare neuromuscular condition called Spinal Muscular Atrophy. I've used a wheelchair since the age of 4— so I'm well-versed in how challenging it can be to navigate a world not designed for disabled people. After graduating from Santa Clara University,

I became a freelance writer and consultant. I'm excited to bring my life-experience to Anthesis—and to be an advocate for the diverse and vibrant disability community.



Elizabethette Guécamburu

When I'm not working or writing, I enjoy reading, Netflix, eating pumpkin-flavored things, and hanging out with my cat, Charley.

You can find my recent blogs on the Anthesis website: [www.anthesis.us](http://www.anthesis.us)

To learn more about me and my work, check out my website: [www.elizabetteunplugged.com](http://www.elizabetteunplugged.com)

Thanks for being a friend of Anthesis. Together, we are stronger!

## SHOWCASING WILLIE M., SUPPORTED EMPLOYMENT PROGRAM



Since joining Anthesis on October 3, 2016, Willie's goal was to find a job he was passionate about, and throughout his time at Anthesis, he has had a positive impact on many others who have had the opportunity to work with him. Willie was hired as a member of the FSC Lighting enclave on January 29, 2018, a job that aligned with the skills he learned in the Work Activity Program.

Ultimately, Willie really enjoys his job and feels fulfilled when he accomplishes his tasks and responsibilities successfully. Willie exudes positivity and dedication, so much so that his coworkers take notice. Willie's coworker at FSC Lighting was going through a tough time because she was battling breast cancer. During her treatment, she said she found her strength by looking to Willie's determination and joy for life as an example. She admires that Willie shows up every day with a positive attitude and the initiative to work hard. In her own words, she said that she found strength because "giving up or giving in is not an option for Willie."

Keep up the phenomenal work, Willie! You are a great role model and everyday hero!

## THANK YOU TIFFANI KENAN & HASHERS!

Tiffani Kenan, Board Member Yi Eubank's daughter, raised \$2,664 for Anthesis! Tiffani, who is currently stationed in Korea, is a part of a running group called Hateful 8 Hash House Harriers, who often fundraise during their runs. This past 4th of July, she organized an orange dress running event, including an auction with all proceeds benefitting Anthesis.

Thank you for your generous donation, Tiffani and Hashers!



## ANTHESIS GRAND OPENING & RIBBON CUTTING CEREMONY RECAP



Anthesis hosted a Grand Opening and Ribbon Cutting Ceremony to celebrate our new headquarters building located in Ontario on August 20, 2021. Although Anthesis' headquarters relocated, the mission remains the same—to support independent and inclusive lives for adults with disabilities through employment and community integration. The event was a success with a wonderful turnout. Attendees were able to hear remarks from Cheryl Gilbert, President of the Anthesis Board of Directors, and Mitch Gariador, Executive Director and also toured the building to see the ins and outs of what it takes to run Anthesis' programs and support participants. We are truly thankful to be a part of such an amazing community that has supported Anthesis over the past 55 years!

## LEGISLATION MATTERS

A heavy blow to the Employment programs of Anthesis and others throughout the State was felt recently when Governor Newsom signed into law SB639 which eliminates the subminimum wage program in California by January 1, 2025. Although hailed by disability rights advocates as a human rights victory for individuals with disabilities, we fear that it will result in fewer program choices for the individuals we serve and actual loss of jobs for those workers. The loss of this program that allows so many individuals a training ground and a progressive means to later minimum wage employment will end up costing the State more money because many individuals will be transferred into higher cost day programs or worse, they will stay home all day. The unintended consequences of this legislation could be devastating for many families.

It is not helpful to belabor the negative aspects of this legislation since it is a done deal, our next steps need to be how to we overcome the loss of this program. Built into the SB639 legislation is a requirement that a transition plan be put into place prior to 2025 that identifies a path for transitioning individuals from subminimum wages jobs to minimum wage employment including steps for future disabled workers to learn skills and obtain training at a pace that takes into consideration their disabilities. This effort will be led by the State Council on Developmental Disabilities (SCDD) and

various stakeholder groups throughout the State. It is important for Anthesis to be part of that process to ensure a smooth transition for many of the individuals who currently work on our Supported Employment enclaves and earn wages according to their own productivity. We will stay involved in the discussions and if there are any individuals or their families who want to help advocate for a smooth transition, please contact Mitch Gariador at [mitch@anthesis.us](mailto:mitch@anthesis.us) or 909-624-3555 x241.

On a separate front, we are celebrating the passage of a State budget trailer bill this year that includes the full funding of the Rate Study. The Rate Study was commissioned by the Legislature in 2016 to find a way to fix the systemic underfunding of the Developmental Disability system in California. The final analysis was presented to the Legislature in 2019 and approved for funding during this year's budget negotiations. We applaud the Governor and State Legislature for passing this funding that is long overdue and imperative to save services to individuals with I/DD throughout the State as the total funding impact will be quite substantial. The funding of the Rate Study will take place in three stages. The first phase will be funded starting in April 2022 and will be for 25% of the differential between current rates and the fully funded rates. In July 2023, the rates will go another 50% of the differential and the final increase will take place by July

2025 and will include a 10% component based on outcomes.

In the past year, due to COVID-19, our funding system has changed to allow more flexibility due to safety concerns and challenges to staffing our programs. Prior to the pandemic, we were paid daily rates based on an individual's attendance, during the pandemic we have been paid for alternative services on a monthly basis and the Rate Study put together a system that pays for services on an hourly basis. At this time, we have no idea which of these three methods of funding will take precedence after the State of Emergency is lifted and we begin our post-COVID reality. This situation effectively has us in limbo as we try to plan for the future of services.

One side effect of the changes caused by the pandemic has been the implementation of Alternative Services which allows for flexibility in providing services either remotely via electronics or in-person in a variety of locations according to everyone's person-centered goals. Hybrid services are proving to be very popular and effective, so our hope is the ultimate funding system that is implemented continues to maintain the flexibility that we have benefitted from for the past year. This is a win-win option for everyone.

## 2021 ANTHESIS PICNIC

The Anthesis Community came together for an exciting day of fun, community, and memories on Wednesday, October 6, 2021 at the Anthesis Picnic! Attendees enjoyed a variety of activities, including the Anthesis Ninja Obstacle Course, Plinko, flamingo toss and so many other games. Our DJ, Austin Burge, had everyone up and dancing to the latest hits. Attendees also got to taste chili samples from the 5th Annual Chili Cook-Off competition, and contestants consisting of 3 Staff members: Rita Ramirez, Oscar Gonzalez, and Lucy Jimenez. All contestants made some great chili that had everyone lining up for more. It was a tough decision, but Rita Ramirez took home the First Place Prize!

Thank you to all that joined us for our Annual Picnic, and a special thank you to the Mt. SAC students who volunteered! You were a tremendous help in setting up the event and assisting participants in the obstacle course.





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Ontario, CA 91762

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## Empowering Adults with Disabilities to Blossom

### CURRENT PROGRAMS:

**DAY:** *Adult Development Center and  
Round About Senior Services*

**TRANSITION:** *Integrated Employment and Community-  
Based Supports*

**PLACEMENT:** *Employment Placement Services*

**SUPPORTED EMPLOYMENT:** *Individuals and group*

### Get in Touch

INFO@ANTHESIS.US  
WWW.ANTHESIS.US

### Address

1063 W. 6th Street  
Ontario, CA 91762



Consider sending a special year-end gift to support independent and inclusive lives for adults with disabilities through employment and community integration.

Donate today at <https://bit.ly/AnthesisGT21>