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Allan I. Bergman is the CEO of HIGH IMPACT Mission-based Consulting & Training, a company that he created in 2010. A nationally recognized policy analyst, change agent and thought leader in cross-disability policy, social justice and "best practices", he brings over 50 years of continuous experience at the local, state and federal levels as a service provider, legislative advocate, policy analyst and systems change facilitator, including work on the ADA, health care disparities and equity, Medicaid, HCBS waivers, IDEA and transition from school to adult life, the Tech Act, Rehabilitation Act Amendments, integrated employment, benefits planning, ABLE Accounts– diversity, equity and inclusion/belonging-integrated community living/supported living, meaningful day, affordable/accessible housing, person-centered thinking/planning, supporting families, social determinants of health, intersectionality, interagency collaboration, capacity building, infrastructure design, rate reimbursement methodology and braided funding. Allan has worked nationally and in 44 states as systems change facilitator, strategic planner, culture change/organizational/provider transformation designer, board governance consultant, group facilitator and trainer, including 35 continuous years in Partners in Policymaking. He possesses an extraordinary ability to understand and analyze complex issues and to present them and proposed solutions in an articulate-understandable manner to diverse audiences.

He has served as the CEO of six non-profit agencies (TX., CA., CO., VA., and IL.) with budgets ranging from \$3.5 million to \$31 million. He spent 18 years (1986-2004) in D.C. as the Director of Government Relations & Director of State-Federal Relations for United Cerebral Palsy Assocs. (UCP) and as the CEO of the Brain Injury Association of America. He began his career as a Rehabilitation Counselor for TX. Commission for the Blind on a joint project with the TX. Dept. of MH-MR. While serving as the E.D. for the Arc of San Francisco, from 1975-1981, he had the privilege and pleasure to meet and work with Ed Roberts and Judy Heumann and many others at the first Center for Independent Living in Berkley. Allan was proud, with several Arc participants, to be part of the "sit-in" at the S.F. HEW building in April 1977, demanding that the Secretary of HHS sign the Section 504 Civil Rights Rules, the first for people with disabilities, that had been enacted in 1973.

Allan has testified on numerous occasions before Congress and at least twenty State legislatures on many subjects. He is the only person invited to testify before both the U.S. Senate Finance Committee and the U.S. House Ways & Means Committee on the loss of health care and long term supports as major barriers to competitive integrated employment for people with disabilities receiving public benefits; resulting in 1999 legislation creating the Medicaid "buy in" and the Medicare continuation for individuals who go to work as SSI and/or SSDI beneficiaries, and the Work Incentives Planning and Assistance (WIPA) program. He also worked with the National Disability Rights Network to enact a Protection & Advocacy System for Individuals living with TBI. In 2001, collaborating with colleagues in PA. & N.J., they created the bipartisan, Congressional Brain Injury Task Force, to promote brain injury awareness, education, research, services, advocacy, and funding. It continues its active role today. His "fingerprints" are on at least ten other federal disability policies.

Allan was an original signer of The Community Imperative, developed by the Center on Human Policy at Syracuse University, under the direction of Dr. Burton Blatt, in 1979 – a logical endorsement after opening the first "group home" for four women with DD in Dallas, TX. In 1974, as E.D. of the Arc of Dallas. The purpose of The Community Imperative "was to establish that all human beings, regardless of nature and severity of disability, are inherently valuable, have fundamental rights, and

are capable of learning, growth and development.” This value driven policy statement led to his collaborative work, while at UCP, with Dr. John Agosta and the Human Services Research Institute, on several federal grants and contracts, and their seminal development, working with families having a family member with a developmental disability, of Family Support legislation and policy initiatives in many states in the early 1990s to assure the rights of children with disabilities to grow up with the love, support, and nurturance of a family unit. He served as co-editor of the Family Support Bulletin. Allan was honored to be one of fifty persons invited to attend a “Supporting Families Summit” in May 2022 in D.C., hosted by ACL, NASDDDS and the UCEDD at U. of MO, K.C. He continues today as a member of the National Collaborative for Supporting Families Steering Committee.

Allan has served as an “expert witness” for life planning costs in individual cases of “wrongful birth” and in cases of negligence/violation of federal/state regulations, resulting in “death;” most recent case settled in Dec. 2021, in MT. currently he is engaged in an abuse case in Nebraska. He works with families and their financial advisors to develop life plans and costs for their sons/daughters with disabilities. He served as an “expert witness” and was in federal court on the stand for a full day for the plaintiffs in the New Mexico class action, Jackson v. Los Lunas & Fort Stanton Hospitals & Training Schools. The Court found the institutions violated the rights of the residents; both institutions were closed in 1992. The State of IL appointed Allan., with approval of the plaintiff’s legal guardian and the State court, in 2011, to serve as Guardian Ad Litem for a young lady to develop community living and educational services after her “near death” in a group home.

He also was subpoenaed and deposed for a full day as an “expert witness” by the U.S. Department of Justice and the Center for Public Representation in the OR. class action case of Lane et al. v. Kitzhaber, in which a group of eight self-advocates requested community integrated employment (CIE) under Title II of the ADA, rather than continuing in their segregated, sheltered workshop program. The case, settled in 2015, creates a right to CIE supports and services, major changes in special education and adult services and annual performance/outcome measures for Oregonians. In 2013, Allan was engaged to serve as an SME to assist the MN. DHS to prepare its Olmstead Plan.

Allan was fortunate to work with Dr. Marc Gold and his “Try Another Way” approach before Marc’s premature death in 1982. He has worked with Michael Callahan and his team at Marc Gold & Associates since 1988 as they have developed the Customized Employment process. Allan also has a long-standing working relationship with Cary Griffin of Griffin-Hammis, Richard Luecking, and Paul Wehman at VCU, leaders in Customized and Supported Employment. During his tenure as the CEO of Anixter Center, a community provider agency in Chicago, he developed Illinois’ first Customized Employment (C.E.) services with federal ODEP grant funds in 2005-07. The project resulted in ten individuals with intellectual disabilities and 5 Individuals with mental health disabilities becoming employed in customized jobs. In 2013, Laura Owens, Ph.D., invited Allan to provide the keynote on Employment First for the 25th Anniversary Conference for APSE (the Association for Professionals Supporting Employment First). More recently, Allan has had the opportunity to work with Dr. Virginia Selleck, Jackie Pogue and other experts in Individualized Placement and Support (IPS), an evidence-based practice for supported employment for persons experiencing serious mental illness (SMI).

Allan has served as a Subject Matter Expert (SME) for the Office of Disability Employment Policy (ODEP) at the U.S. Dept. of Labor since 2012. He has worked on State Medicaid HCBS waivers, service definitions, interagency agreements with vocational rehabilitation, special education, workforce, developmental disabilities, and mental health as well as rate-reimbursement methodologies and outcome/milestone payments to incentivize CIE and integrated community life in 6 states: AL., N.C., MO., UT, TN., and OR. He conceptualized and co-designed the TN. Medicaid 1115 HCBS waiver for TennCare, “Employment and Community First Choices”. Working with CMS, it is the first Medicaid waiver in the country that focuses on Integrated Employment, Meaningful Day, and Supported Living. It is “facility free.” It was implemented on July 1, 2016. From July 2016 – Dec.

2018, Allan was engaged as a senior policy consultant for Pathways to Careers, an enhanced Customized Employment initiative sponsored by Source America with sites in UT., VA., MASS., & MI. He also has served as an SME for Advocates for Human Potential, Inc. -AHP – since 2016.

In July 2020, he was engaged by ODEP to provide an online seminar on the 30th anniversary of the ADA and its impact on employment, for over 190 national employment staff of the Veterans Health Administration (VHA). He began a contract in the spring of 2020 with the CO. Office of Employment First to develop a comprehensive rate methodology system with stakeholder input, for services to all persons with disabilities, built upon fidelity, infrastructure, staff competencies, cost-based rates, and performance outcomes for CIE for braiding across funding streams. The final report was completed in Feb. 2022. Allan was awarded a contract to develop and facilitate ten well attended and successful 3-hour webinars, from April - Sept. 2021, on Employment and Transition for the N.C. Council on DD.

The MN. Governor's Council on DD engaged Allan to write a policy paper, "Expanding Employment and Career Options for Individuals on the Autism Spectrum in 21st Century Digital Media and Communications Technology", published in September 2010. Allan was awarded a contract from the OH. Department of DD for "Funding System Redesign for Ohio's Employment First Initiative" in 2015. He developed a statewide curriculum on Employment First for the OH. Assoc. of County Boards for DD's "The Good Life Network Community Project;" created and managed three, 12-month provider agency Customized Employment, demonstration projects; in IL., N.Y., and CT. In August 2018, ODEP invited Allan to provide the opening policy, fiscal and economic context for each of three half-day federal interagency briefings in DC on: Transition from School to Adult Life; Provider Transformation; & State Interagency Collaboration; and for their training for new states in Feb. 2019. In Sept. 2019, ODEP sponsored him in a national 90-minute webinar, "The Need for Immediate Systems Change to Increase Competitive Integrated Employment". He completed writing 3 separate briefs for ODEP.

In April 2022, Allan was hired to facilitate the engagement of all stakeholders in the transformation of a center-based "day habilitation" program for 12 adults with intellectual/multiple disabilities and medical issues into an Agency Without Walls for the Independent Living Center of Mobile, Alabama, built upon a Discovery process, a person-centered plan for a meaningful day in the community and customized employment, using assistive technology. The project is scheduled for completion in March 2024, to assure compliance with CMS's-HCBS "Settings Rule". In Feb. 2022, he was engaged by LARC, in Lansing, IL, to provide training for the Board of Directors on their legal roles & responsibilities, work with Board & senior staff to examine the agency's purpose, mission, vision, & core values, & revise its strategic plan to enhance their supports & services as a "premiere" provider.

Allan is an insightful and perceptive strategic planner skilled at aligning goals, groups, and available resources on organizational missions. He is an inspirational trainer and has provided training to over 82,000 individuals working with over four hundred organizations and government agencies in 44 states in the U.S., Israel, and Australia. He works with all levels and functions within an organization to build trust through a collaborative strategic vision and plan, with consistent messaging, open communication, and support to achieve long term goals through staff development, culture, and transformational change. The result is improved efficiency, meaningful customer outcomes and a good return on investment (ROI) to funders. He is astute at building strong relationships and business partnerships with multiple constituencies. In 2021 he provided conference keynotes for PAR (Pennsylvania Advocacy Resources for Autism and Intellectual Disability) and IARF (the IL. Assoc. for Rehabilitation Facilities).

During the past 12 years, Bergman has provided consultation, training and technical assistance in the states of N.H., VT., MA., CT., N.Y., N.J., PA., DE., MD., VA., GA, N.C., FL., AL., TN., AR., LA., TX., KY., OH., MI., IN., WI., IL., IA., MO., OK., CO., N.M., KS., MN., ID., WY., MT., S.D., UT., AZ., NV., CA., OR., WA. and AK. During this period, about 35% of his work has been in Medicaid managed LTSS for people with disabilities. He authored a MLTSS checklist for providers and advocates for ANCOR. Allan has

been consulting for the National Conference of State Legislatures (NCSL) since 1990, providing staff support to its first Developmental Disabilities Task Force. He was invited to conduct an online seminar on MLTSS for NCSL in April 2012, to serve as one of five faculty during a November 2013 NCSL Invitational Forum in D.C., and to lead a plenary panel at the NCSL Annual Conference on MLTSS and Community Integration in MN. in August 2014. With NCSL sponsorship, he testified before interim study committees in N.C., S.D., & MT. between 2015 and 2017.

He also facilitated the development of the Disability Leadership Coalition in AL. and the CT. Cross Disability Alliance. Since 2011, he has served as a policy consultant and strategic planning adviser to the Papanikou Center on D.D. in CT., Individual Advocacy Group in IL., and Community Bridges, N.H. from 2016-2019. Allan worked for Cornell University's Employment and Disability Institute as an SME in system transformation to assist the N.Y. Office of Mental Health's Clinics' planning and change management into Medicaid "managed care" from Dec. 2013 – June 2015. In April 2015, he completed a report for the VA. Dept. of Behavioral Health and Developmental Services, responding to a legislative request, "Recommendations for HCBS for Individuals with Acquired Brain Injury and/or TBI in the Commonwealth of VA." In Nov. 2017, HIGH IMPACT was awarded a 3-year contract from the IL. Council on D.D. for Partners in Policymaking to develop a cadre of parent and self-advocate leaders for systems change, resulting in sixty-six graduates across the state with appointments/ elections to leadership roles at the local and state levels. A new 3-year contract was awarded in Jan. 2023.

At the individual level of community integration, Allan has assisted five individuals with significant disabilities to live in "homes of their own" with person-centered environments and appropriate services and supports ("Words Not Spoken," a book by Lawrence Markin). AAIDD invited Allan to co-chair & develop a three-session strand on Housing & Supports (supported living, person-centered environments, & Microboards) for the 2018 national Reinventing Quality conference. He serves as a volunteer on the TBI Advisory Council at the IL. P&A and has chaired the Public Policy Committee for TASH since February 2017. Among his many awards, he most values being the first recipient of the George N. Bouthilet Award for Outstanding Service and Support in 2008, in the national effort to improve the quality of life experienced by persons with intellectual disabilities and their families from the President's Committee for Persons with Intellectual Disabilities. In May 2022, he received the certificate as "most impactful faculty" from the participants in Partners in Policymaking in AL. He was elected to the National Academy of Social Insurance in 2004. In Dec. 2021, he was selected for recognition for his professional accomplishments in the Marquis Who's Who in America "biographical dictionary of notable men and women". In 1976, he was elected to Outstanding Young Men of America for "contributions to community and profession, shaping the future of our nation." He graduated from Cornell U. and completed graduate studies in rehabilitation & special education at the U. of TX., Austin.

Allan brings a strong personal perspective to his work. He is the father of Dina, a charming young lady who lives in her own condominium in Evanston with self-directed supports, drives and owns a car and has multiple achievements beyond special education predictions. Dina lives with intellectual disabilities and mental health issues and began new employment in May 2023 after three years of Pandemic related unemployment. He is also Mindy's stepfather. Mindy is a lovely young lady who lives in a group home with two other women in Chicago and participates in integrated community day supports. Mindy, who lives with multiple disabilities secondary to Rett Syndrome, began the Discovery process for Customized Employment in April 2015. She began competitive integrated employment in December 2015 at the age of forty-four, having been determined, earlier in her life, not to be capable of sheltered employment. Mindy continued in her customized employment with new duties and tasks and more hours for over four years –interrupted by Covid. Mindy began to have a "voice" at 47 years of age, using augmentative communication with eye gaze technology, dispelling the negative diagnoses and labels she was given for most of her life. Each day is a new opportunity for Mindy to show others that the low expectations that were applied to her for more than 40 years of her life have no validity. Mindy clearly demonstrates the application of the quote, "It's never too early and it's never too late."

