

Employment First & Advocacy Newsletter



Questions about employment or advocacy? Contact Tammy Smith, Employment & Advocacy Coordinator

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As we come to the end of 2025, this is a wonderful time to reflect on the progress you made on your employment goals.

Whether this was becoming a better employee or taking steps toward finding a job, congrats on your progress!

You can get a start on your 2026 goals now! Use what you have learned about yourself and answer the following:

My 2026 goal is _____.

Things I will <u>start</u> doing:
Things I will <u>stop</u> doing:
Things I will <u>continue</u> doing:

Place your answers where you will see them daily! This will help you to stay on track to reach your goals!

Advocacy Minute:

To promote advocacy and highlight those who demonstrate speaking up and advocating for themselves or others, the Board will recognize a person(s) as an advocate or ally in our **“Speak-Up Spotlight”** on social media and other platforms. Each quarter, nominations will be reviewed, and an advocate or ally will be chosen to be featured.

To be recognized as an **Advocate** or **Ally**, a person must meet one or more of the following criteria:

Advocate- An individual served by ACBDD who has spoken up to advocate for matters important to themselves or others.

Ally- A family member, provider, ACBDD staff person, employer or other community member who has provided encouragement and support to help an individual served speak up and /or participate in trainings or activities to improve their skills to become a better self-advocate.

Want to nominate someone?

Please send the name of who you would like to nominate along with a brief description on why that person has been nominated.

Please send nominations to Tammy Smith at tsmith@acbddd.org