

## CAP-MR/DD Core Values

The Core Values are a set of ideas and norms that have been established to express the foundation in which services are to be created, implemented and delivered to all participants in the CAP-MR/DD waiver. With the implementation of innovative services to waiver participants and loyal partners these Core Values have been formed. The Core Values are:

- Empowerment
- Community
- Partnership
- Integrity
- Commitment
- Quality

**Empowerment:** Empowerment is a process that challenges our assumptions about the way things are and can be. It challenges our basic assumptions about power, helping, achieving, and succeeding. The process which enables one to gain power, authority and influence over others, institutions or society. The CAP- MR/DD waiver supports participants to be empowered to make informed decisions about their lives, the services that they receive, the person's that serve them and how they are served.

Empowerment is probably the totality of the following or similar capabilities:

- Having decision-making power of one's own
- Having access to information and resources for taking proper decision
- Having a range of options from which you can make choices (not just yes/no, either/or.)
- Ability to exercise assertiveness in collective decision making
- Having positive thinking on the ability to make change
- Ability to learn skills for improving one's personal or group power.
- Ability to change others' perceptions by democratic means.
- Involving in the growth process and changes that is never ending and self-initiated
- Increasing one's positive self-image and overcoming stigma
- Increasing ones ability in discreet thinking to sort out right and wrong

In short, empowerment is the process that allows one to gain the knowledge, skill-sets and attitude needed to cope up with the changing world and the circumstances in which one lives.

**Community:** A group of interacting individuals sharing an environment, an interacting population of various kinds of individuals, individuals who share characteristics, regardless of their location or type of interaction.

Communities share intent, belief, resources, preferences, needs, risks, and a number of other conditions that may be present and common, affecting the identity of the participants and their degree of cohesiveness. The CAP-MR/DD waiver acknowledges the utilization of unpaid supports in the communities in which participants live. We fervently advocate for participants to become an integral part of the communities in which they live as well as beyond county borders. The CAP-MR/DD waiver recognizes that it serves participants that live in diverse communities that fluctuate from a wide variety to limited resources. Due to these challenges the waiver offer services and supports to assist individuals with attaining meaningful lives in the communities of their choice.

**Partnership:** A relationship between individuals or groups that is characterized by mutual cooperation and responsibility, as for the achievement of a specified goal. The partnerships within the CAP-MR/DD waivers vary from intimate ones, such as partnerships with the participant and the targeted case manager; to board partnership with local and state agencies. However no matter what partnerships have been created the achievement of the specified goal is to provide services and support for participants in the CAP/MR-DD waiver.

**Integrity:** It is the concept of basing of one's actions on an internally consistent framework of principles. Integrity can be expressed as personal honesty: acting according to one's beliefs and values at all times. The CAP-MR/DD waivers with its partners are committed to a level of integrity to serve participants at all times. Thereby honoring and respecting ones beliefs, wishes, wants, needs, desires, aspirations, and dreams in a respectful and in a meaningful manner.

**Commitment:** The means to duty or pledge to something or someone, the state of being bound emotionally or intellectually to a course of action or to another person or persons. We use this word "commitment" or "committed" to express why we do what we do. We must realize that commitment is not just a word but it is an action. The development of the CAP-MR/DD waivers has taken this action word "commitment" and has written the waivers to convey this endeavor; to be committed to the people we serve everyday.

**Quality:** The totality of features and characteristics of a product or service that bear on its ability to satisfy stated or implied needs. In the vernacular, **quality** can mean a high degree of excellence ("a quality product"), a degree of excellence or the lack. In the development of the CAP-MR/DD waivers commitments were made to ensure specific assurances of quality will be implemented, and monitored at all levels of the service system. Quality is a variable that will determine if the services we provide meet the needs of participants.