

The PIC Informer



From the Desk of the Director

JUST A REMINDER: All DSPs have the responsibility to complete tasks on their shift. The Individual's safety and health are first and foremost. Meals, chores, documentation, and shift notes are the minimal amount of work that should be completed after/during every shift.

Be mindful that "this" is not your home and try to leave the space better than you found it. The Golden Rule applies here – "Do unto others as you would have them do unto you." Or "Putting oneself in the other guy's place". Your co-workers do not appreciate seeing dirty dishes in the sink every time they relieve you from shift or vice versa.

Awake staff will have more responsibility when it comes to completing services goals and chores than OSOC staff. This is reflected in the pay rate. (Video games are not to be played during awake hours under any circumstance.)

Be mindful and use respectful communication while in the workplace. This includes written as well as verbal communication. If there is an issue with another DSP's performance, please contact the office so that we can address the issue appropriately. We would like to avoid anyone obsessing over issues and becoming upset. Please be constructive and offer your suggestions for improvements going forward.

While we may work in different locations, we all work for PIC! Our purpose is to provide the best supports we can and support each other in the process.

NIGHT TO SHINE



Partners In Community, Inc.



**CRACK BREAKFAST
CASSEROLE**

For the Meat

- 1 pound Pork Sausage Substitute with turkey sausage for a lighter option.
- 6 slices Bacon Can be replaced with turkey bacon for a lower-fat version.

For the Base

- 3 cups Hash Browns Frozen, shredded hash brown potatoes are recommended.
- 8 ounces Cream Cheese Use low-fat cream cheese for a lighter option.
- 1 cup Sour Cream Swap with Greek yogurt for added protein.

For the Egg Mixture

- 1 cup Milk Almond milk can be used as a non-dairy alternative.
- 6 large Eggs Consider a flax egg or egg substitute for a vegan option.
- 1 packet Dry Ranch Seasoning Homemade ranch seasoning can replace commercial mixes.
- 1 teaspoon Onion Powder Fresh onions could be added for more texture.
- 1 teaspoon Garlic Powder Use fresh garlic for a stronger taste.
- to taste Salt Adjust based on dietary needs.
- to taste Pepper Adjust based on dietary needs.

For the Cheesy Finish

2 cups Cheddar Cheese Experiment with mozzarella or pepper jack for different flavors.

Directions

1. Preheat the oven to 350°F (175°C) and grease a 9x13-inch baking dish.
2. Cook the pork sausage and bacon in a skillet over medium-high heat until browned and crispy, about 5-7 minutes.
3. Drain any excess fat to keep your casserole from being too greasy.
4. Mix cream cheese and sour cream in a large bowl until smooth.
5. Add milk, eggs, ranch seasoning, onion powder, garlic powder, salt, and pepper; stir until well combined.
6. Fold in the cooked meats, hash browns, and 1 cup of cheddar cheese; combine until evenly mixed.
7. Transfer the mixture to the prepared baking dish, spreading it evenly.
8. Top with the remaining cheddar cheese.
9. Cover the dish with aluminum foil and bake for 50-60 minutes.
10. Remove the foil and bake for an additional 8-10 minutes until the top is golden brown and bubbly.
11. Let the casserole rest for a few minutes before slicing and serving warm.

**“One day
in retrospect
the years
of struggle
will strike
you as the most
beautiful.”**

SIGMUND FREUD

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Keith's Law to help people with disabilities communicate with first responders



A new law set to take effect this month is geared toward helping first responders and people with disabilities communicate.

After being passed and signed by Gov. Mike DeWine in October, House Bill 144, better known as Keith's Law, will officially go into effect in Ohio on Jan. 19.

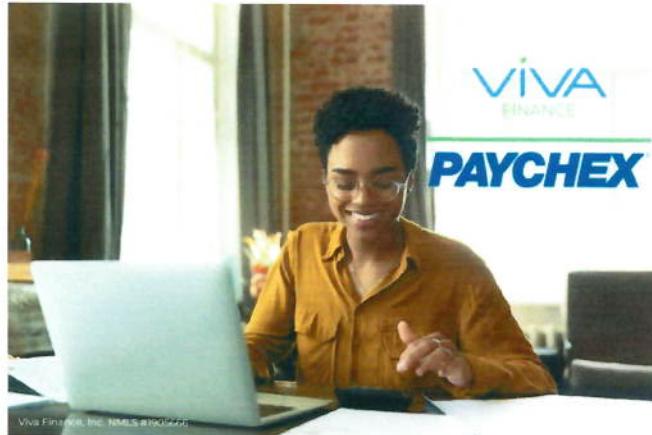
The bill is designed to improve the interactions between first responders and those with disabilities by informing the first responders of the individual's specific needs ahead of time.

"At a county level, we are very excited to see something like this go statewide," said Erin Anthony, a behavioral specialist. "There were many counties that have implemented this, but it hasn't been statewide, and it is definitely a need."

Keith's Law expands the state's Communication Disability Database, allowing individuals to register their disability in a form to be stored in 911 dispatchers' systems so first responders are aware of a person's condition before they arrive on scene.

The law covers developmental and communication disabilities, as well as mental health conditions, providing first responders with crucial information about the person they're serving. It's a way the community can work together to improve emergency response.

Those who want to register with Keith's Law can submit a disability verification form to the Department of Developmental Disabilities.



Tax refund smaller than you hoped? A VIVA personal loan can help you stay on track this tax season. VIVA loans are based on employment—not just credit score. Apply for up to \$10,000 and get funds as soon as tomorrow.

How to Detect Bio-Baiting

Exaggerating or fabricating details in a dating profiles to appear more attractive is a contemporary dating staple. Bio-baiting deceptions can range from small lies like adding a few inches to one's height to major fabrications about jobs, educations, or marital status. The goal is to lure others in until an emotional attachment forms or to maintain the lie indefinitely – though height is not an alternative fact.

While no formal statistics exist, anecdotal evidence suggests bio-baiting is common, reflecting a broader "fake it till you make it" culture in which deception is normalized. The problem is that bio-baiting undermines trust, making it harder for honest daters to find compatible partners. Warning signs include vague or sales-like language, generic goals like a growth mindset, implausible details, or over-the-top self-promotion. If something seems too good to be true, it probably is.

For those tempted to embellish their own profiles, bio-baiting is risky – it can attract incompatible partners and start relationships on a foundation of dishonesty. Authenticity, not deception, remains the real key to connections. *-Psychology Today Feb.26*

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FEBRUARY 2026

Disability History Museum Set To Open



A one-of-a-kind museum chronicling disability history is reopening after a five-year hiatus in a new, bigger space that's hundreds of miles away from its previous home.

The Museum of Disability History will open its doors Tuesday in Albertson, N.Y., just outside of New York City, with exhibits showcasing the history of the disability rights movement from its inception through today.

Until 2020, the Museum of Disability History was housed at People Inc. in Buffalo, N.Y., but it shuttered after the COVID-19 pandemic left the institution unable to welcome visitors. The Viscardi Center, a nonprofit disability service provider, ultimately took over the collection and is now reopening the museum in a brand-new 4,500-square-foot gallery space in its Kornreich Institute for Disability Studies. “The Museum of Disability History at The Viscardi Center is uniquely positioned to empower people, from all communities, to learn about the disability experience throughout the arc of American history,” said Chris Rosa, president and CEO of The Viscardi Center. “The museum’s exhibits serve as portals that allow visitors to situate themselves in social, cultural and political contexts, helping them to understand what it means to be a person with a disability at key moments in history.”

With more than 8,000 artifacts, documents, books and photographic images, Kim Brussell, a senior vice president at The Viscardi Center, said the organization is not aware of any other museum like it. About 130 items are currently on exhibit including a Hall Braille Typewriter, which transformed Braille writing for those who are blind, a unique three-wheel vehicle known as the Invacar that the British government promoted as a mobility aid for decades and a video of the Capitol Crawl, a 1990 protest where dozens of people with disabilities left their wheelchairs to crawl up the steps of the U.S. Capitol in an effort to urge lawmakers to pass the Americans with Disabilities Act.

Most of the museum’s collection carried over from the Buffalo location, but there are some new additions and items are displayed differently, according to Brussell.

One big addition is an exhibit about Dr. Henry Viscardi, Jr., the founder of the Viscardi Center, that is housed in his former office. A self-advocate who created a business staffed primarily by people with disabilities, Viscardi advised eight U.S. presidents and influenced legislation including the ADA.

Officials at The Viscardi Center say they hope the new iteration of the museum will help spur momentum for the creation of a larger museum focused on disability history on the National Mall in Washington. — *Disability Scoop Feb. 26*



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