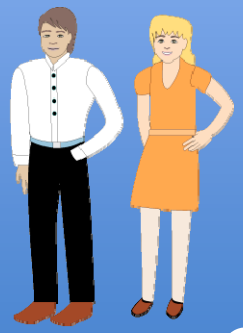
Self-Advocates Advisory Committee

CALIFORNIA SCDD

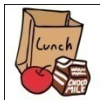
State Council on Developmental Disabilities



Advocacy

July 26, 2011

Meeting Agenda

WELCOME/INTRODUCTIONS	**10.00 - 10.15**	Jennifer Allen
IA. CAC ORGANIZATION •Committee Operating Rules •Review Draft from 5/2011 meeting •Committee communication	**10.15 - 11.15**	Facilitators/CAC
IB. CAC STRATEGIC GOALS •SCDD 5 year plan •Year 1 goals and action Plan	**11.15 -12.00**	Facilitators/CAC
IC. SELF-ADVOCACY NETWORK	**12.00-12.15**	Carol Risley, CAC
 **LUNCH**	**12.15 - 1.15**	
II. LEADERSHIP •Mission, Plan •Teamwork	**1.15 - 2.30**	Coach, Charlene (CW)
BREAK	**2.30 - 2.45**	
III. SCDD ACTION ITEMS •RCOC Waiver Request •Employment First Report •Employment Grant	**2.45 – 3.30**	Facilitators/CAC
IV. CAC BUSINESS • CAC Reports •Other Items/Wrap Up	**3.30– 4.00**	Jennifer/Facilitators/CAC
ADJOURN		Jennifer

I. CAC Organization

CAC Mission (Purpose)

Key Discussion Points

DRAFT Mission Statement:

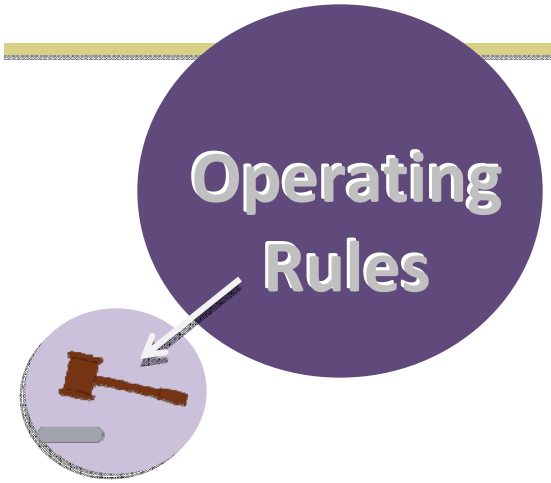
Be a voice for all Californians with disabilities by promoting SCDD participation and peer advocacy that advances independence and inclusion.

DRAFT Key Words:

- Promote independence
- Inclusion
- Increase council member involvement
- Be a voice for all Californian's with developmental disabilities
- Advocate with peers through policy making

CAC: What We Do

Key Discussion Points

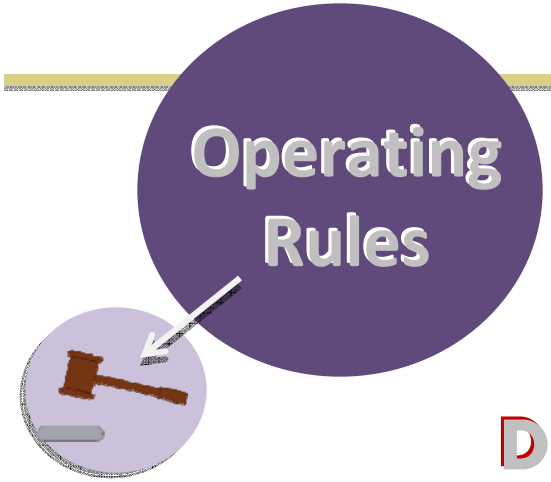


WHAT WE DO

- Speak up for people with disabilities.
- Learn about issues important to people living with disabilities.
- Advise SCDD and staff on policies that affect us.
- Share information about our rights and other issues.
- Help people living with disabilities be on Boards and committees.
- Participate in regional and statewide advocacy groups/networks.

CAC Officers

Key Discussion Points



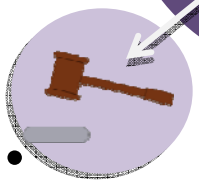
DUTIES OF THE CHAIR

1. With Vice-Chair and SCDD staff, prepare CAC meeting agendas.
2. Know CAC operating rules and lead CAC meetings.
3. Represent the CAC in the community.
4. Create subcommittees to work on specific projects or events.
5. Present CAC reports at SCDD meetings.
6. Follow-up on issues brought up at CAC meetings.
7. Explain and demonstrate duties to the Vice-Chair.
8. Conduct new member orientation.
9. Contact CAC members in-between meetings, when necessary.
10. Demonstrate leadership qualities.

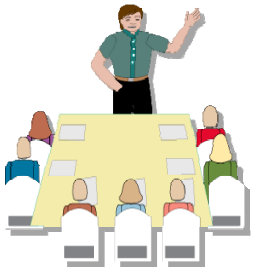
Membership and Meetings

Key Discussion Points

Operating Rules

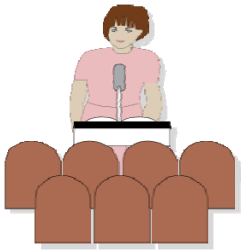


MEETINGS



- The CAC will meet every two months.
- Meetings held day before the scheduled SCDD meeting.
- CAC may call special meetings to discuss important issues.
- CAC annual meeting and officer elections held in May.

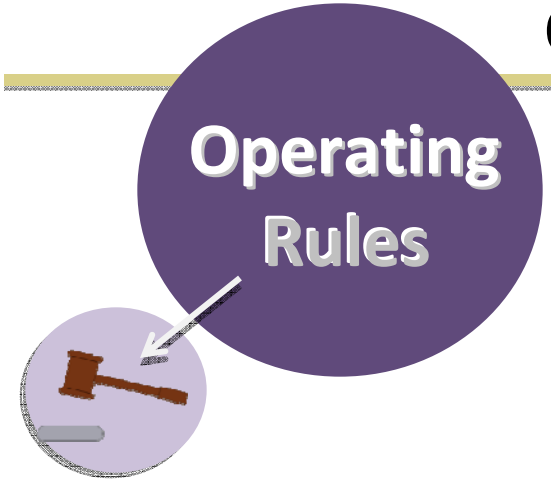
MEMBERSHIP



- New members will participate in a CAC orientation.
- Members encouraged not to miss more than 3 meetings in a row without a reason.
- Members who miss 3 meetings but want to remain a member, may ask for a temporary leave from the meetings.

Committee Communication

Key Discussion Points



CHAIR AND VICE CHAIR

- Contact members in-between meetings.
- Member-to-member communication.
- Team building

SCDD CAC LIAISON

- Member support
- Future: Resource Center at SCDD

CAC Strategic Goals

CAC Future Planning

Goals Action Plan

KEY POINTS

- SCDD 5 year plan
- CAC annual goals
- CAC annual action plan

2011-16 STATE Plan

Goal #1

Information, skills, opportunities and support to advocate for rights and services and achieve self determination, independence, productivity, integration and inclusion.

- Statewide self-advocacy network
- Local self advocacy groups
- Educate self-advocates/conferences
- Youth and cross disability groups
- Train self advocate trainers

Goal #2

Individuals and their families are aware of their rights and receive supports and services (early intervention, transition school/education/ to adult life, adult services and supports, and senior services).

- Advocacy for families and individuals
- Trainings/conferences
- Collaborate with SELPAs and others
- Collaborate with federal partners

2011-16 STATE Plan

Goal #3:

Individuals with developmental disabilities and their families express the degree to which they are satisfied with their services and the extent to which they feel their needs are being met.

- Implement QA Program per contract with DDS
- Advocate for innovation , including self determination

Goal #4

Public safety agencies, first responders and justice system get information and assistance to be aware of the needs of individuals so they can respond appropriately when possible abuse, neglect, sexual or financial exploitation or violation of legal or human rights.

- Work with police/first responders and courts at the local level

2011-16 STATE Plan

Goal #5

Individuals and their families get information to be prepared for emergencies.

- Disaster preparedness at the local level

Goal #6

Young adults and their families get information and support to be prepared for and experience successful transition to adult life.

- Information, advocacy/support during transition

Goal #7

Children birth to 3 at risk of or have a developmental delay and their families receive early intervention services to achieve their potential.

- Training for parents of young children
- Advocacy, support and technical assistance

2011-16 STATE Plan

Goal #8

California will adopt an Employment First policy which reflects inclusive and gainful employment as the preferred outcome for working age individuals.

- Employment First committee to monitor progress and implementation of Employment First Policy

Goal #9

Working age adults have necessary information, tools and supports to succeed in inclusive and gainful work opportunities

- Expand employment and self-employment
- Develop/expand post secondary education
- Information about benefits and the benefit of employment

2011-16 STATE Plan

Goal #10

Individuals understand their options regarding health services and have access to a full range of health, dental and mental health services.

- Information and guidance about health related initiatives including MediCal managed care, 1115 waiver, etc.
- Monitor transition to managed care at local level

Goal #11

Individuals have access to affordable and accessible housing that provides control, choice and flexibility regarding where and with whom they live.

- Participate in regional centers' CPP Plan
- Information on available housing options

2011-16 STATE Plan

Goal #12

Affordable/accessible housing developed to expand options for individuals.

- Influence housing plans of municipalities
- Advocate for legislative change to increase affordable housing stock
- Advocate against NIMBYism

Goal #13

Individuals and their families have access to community services and supports available to general population (recreation, transportation, childcare, etc.).

- Increase access to generic services: child care, transportation, recreation, etc.

2011-16 STATE Plan

Goal #14

Public policy promotes independence, productivity, inclusion and self determination of individuals and their families

- Positions on legislation/regulations that impact people with developmental disabilities
- Legislators and staff educated on issues affecting people with developmental disabilities
- Educate general public

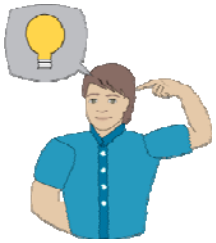
Goal #15

Individuals and their families have access to information and resources in ways that reflect their language and cultural preferences.

- Materials translated into languages and plain language

CAC Annual Goals

Goals
Action Plan



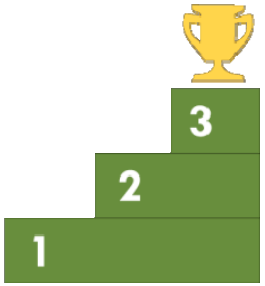
THINK - What are our priorities this year?

PLAN - What is our CAC plan?

DO – Action Plan! What, When, Who

CAC Annual Goals

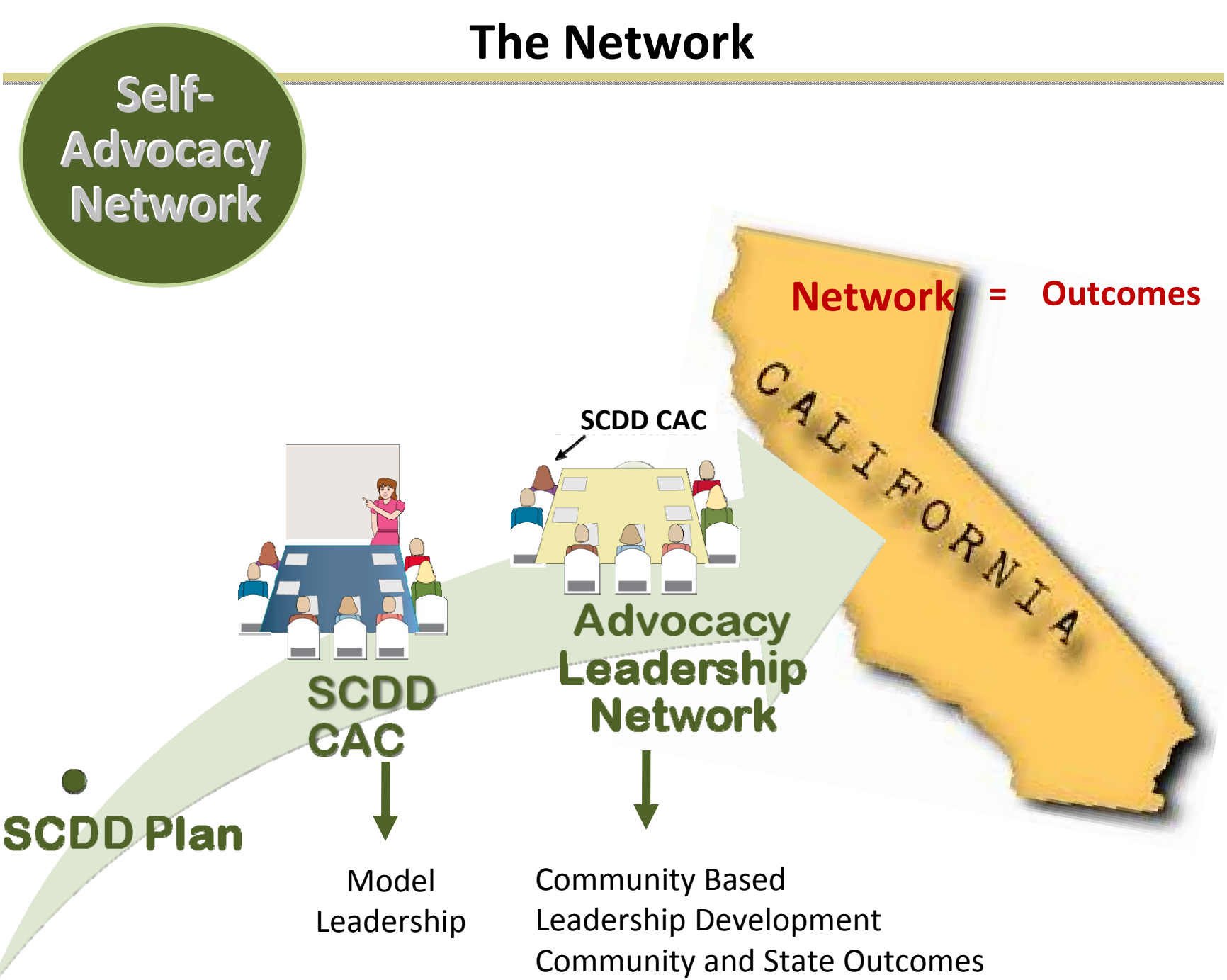
Goals
Action Plan



Action Plan!

WHAT	WHEN	WHO

The Network


Self-Advocacy Network
Network = Outcomes
CALIFORNIA
SCDD CAC
SCDD CAC
Advocacy Leadership Network
SCDD Plan
Model Leadership
Community Based Leadership Development Community and State Outcomes

Network Leadership

Self-Advocacy Network

Personal Leadership – 1st Steps

1. Develop advocacy mission statement (SCDD Plan).
2. Identify advocacy goals and plans to achieve them.

Statewide Network

1. Develop statewide advocacy vision.
2. Representatives identify local advocacy goals
3. Create action plans to achieve desired outcomes.
4. Implement in communities.
5. Annual report to SCDD and community organizations.

Network Peer Advocacy

THINK

Statewide Advocacy

- Area Boards
- Advocacy Groups
- SCDD CAC

PLAN

Strategy

- Community/Area Plans
  - Collaboration
  - Greater influence
- Outcomes
  - Policy-making
  - Representation
  - Inclusion

DO

LocalAction

- Involvement
- Leadership
- Change

II. Leadership and Mission

Leadership Coaching

Leadership Mission

Goals & Action Plan

CAC Advocacy

CAC Leadership

Leadership Coaching

Let's Recap

LEADERSHIP COACHING

- Leadership skills learned and practiced.
- National leaders have coaches.

CAC LEADERSHIP COACHING:

- Mission statement drives actions
- Our values show the way
- What we say and do matters
- How we act tells others what we care about

CAC Leadership

Leadership Coaching

Let's Recap

COACHES:

Believe you can choose how to live your life.

Support you to use skills and abilities you have.

Ask questions about what is important to you.

SCDD CAC LEADERSHIP COACH HELPS YOU:

- **THINK** Create a plan to live your leadership mission.
- **PLAN** Create your leadership Advocacy Plan
- **DO** Live your plan.

Your Mission Statement

Leadership Coaching

Let's Recap

THINK

MISSION STATEMENT DRIVES YOUR ACTIONS

What is your CAC leadership interest?

Does your leadership mission statement connect to your role as a leader?

Does your mission statement need to change in any way?

Working Together

Leadership Coaching

Let's Recap

- Make appointments to talk on the phone.
- Plan 20 minutes.
- Bring notes from other coaching sessions.
- Talk about your leadership goals and concerns.

REMINDERS

- If you need to change your appointment, call or email.
- Be ready and on time.
- During your coaching time

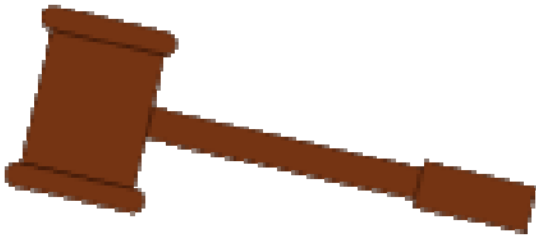
Your Mission Statement

1. Create a personal advocacy mission statement
2. Define key words and meaning

3. Develop action plan to support the mission

4. Identify the SCDD goal consistent with your mission statement.

III. SCDD Action Items



Council Action

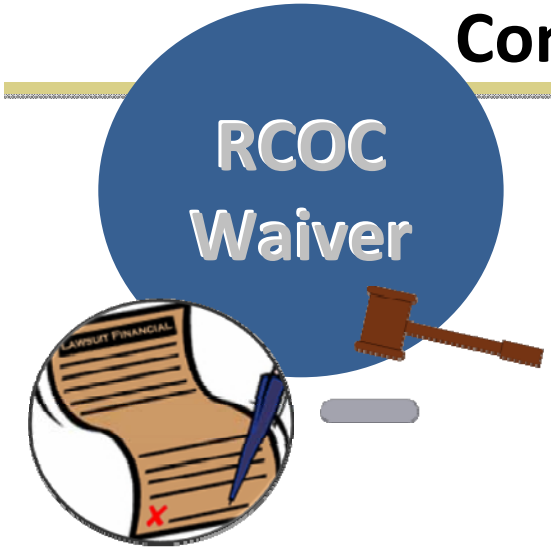
RCOC Waiver

Employment 1st

Grant

Project of National Significance

Conflict of Interest Waiver



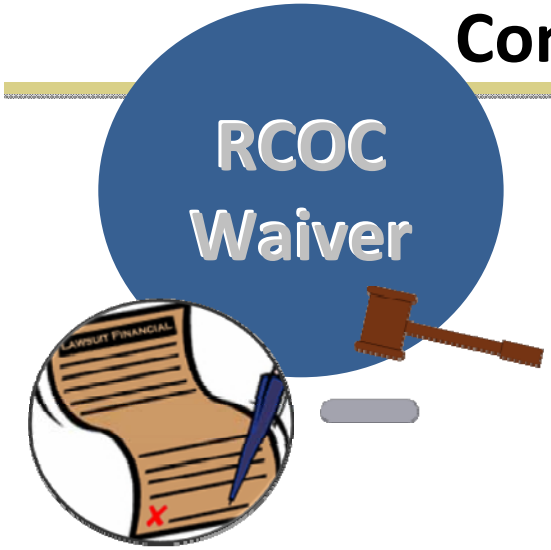
Background:

California law says DDS may waive (put aside) the conflict of interest criteria (rules) if a regional center has a good reason, if both State Council and Area Board approve.

Conflict of Interest

A regional center board member has an interest outside of their board member duties that can affect their vote while on the regional center board.

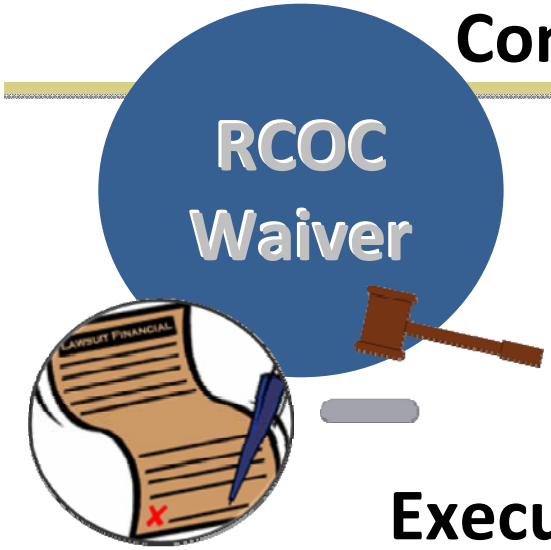
Conflict of Interest Waiver



Issue:

Regional Center of Orange County board member also works for Orange County Transportation Authority which is a provider of regional transit services for consumers RCOC.

Conflict of Interest Waiver



Executive Committee Recommendation

<u>Oppose</u> waiving (putting aside) the conflict of interest criteria (rules).

Comment:

These rules assure regional center board members can fully participate in all board decisions without any conflicts of interest.

Employment First Policy

Recommended

(Employment First Committee)

It is the policy of the State of California that integrated competitive employment is the priority outcome for working age individuals with developmental disabilities.

WORK IS FOR ALL

Employment First is about focusing on real jobs, real wages and real business settings for individuals with developmental disabilities to have the ability to increase their income and benefits, accrue assets and build wealth.

Employment First

Employment 1st

Report Summary

California Trends in Employment

Supports that would help are not always available or sufficient levels.

•Majority of working age adults with developmental disabilities are in segregated non-work programs or facility based employment.

KEY 2009 data shows:

15%	Served by DDS provided services in integrated employment;
70%	Community based non-work settings
15%	Facility-based work and non-work
26%	Working age individuals with disabilities living below poverty line (13% general population)

Employment First

Report Summary

•2007, individuals without disability nationally earned mean weekly wage **$771** as opposed to
$223 for individuals with developmental disabilities in California.

•Educators, adult service agencies and service providers face barriers to collaboration.

•No one agency is responsible for charting cross system services, locating gaps or measuring progress on employment.

Employment First

Report Summary

Issues, Goals and Recommendations

1. Interagency Collaboration and Coordination

Reform existing state laws, regulations, guidelines, and procedures to increase agency collaboration and coordination.

Recommendations

(1) Review laws and regulations to ensure adequate collaboration among the Departments (CDE, EDD, DOR, DDS), schools, regional centers, and service providers, and employers to promote work experience and training for students.

(2) Focus on transition of youth and working age adults into employment.

Employment First

Report Summary

Issues, Goals and Recommendations

Interagency Collaboration and Coordination

(3) Strengthen regulations and processes that encourage blending funds.

(4) Spread best practices (College to Career Program - community colleges) provide inclusive education, job preparation, and placement services.

(5) Coordinate availability and use of assistive technology across systems.

(6) Develop and implement evaluation strategies to determine effectiveness of models for interagency collaboration and coordination.

Employment First

Report Summary

Issues, Goals and Recommendations

2. Transition

Ensure students are adequately prepared for competitive employment.

Recommendations:

(1) Transition planning and services begin early in secondary school and services included in IEPs, and individualized plans for employment.

(2) All important agencies and partners participate in transition planning.

(3) Students have opportunity to explore all postsecondary options, including college and other training for employment.

(4) Provide opportunities for career exploration/ preparation through peer mentoring work-based learning, internships, volunteerism, paid employment.

Employment First Report Summary

Issues, Goals and Recommendations

3. Getting Work

All working age youth and adults will have choice and opportunity to work in jobs that are integrated, earning benefits and competitive wages.

Recommendations:

(1) Employment training, services and supports target present and future job growth with input from employers.

(2) Increase opportunities to pursue self-employment and micro-enterprises.

(3) Ensure supports are provided and generic resources, including natural supports (family, community, work setting) are included.

(4) Showcase what is successful with an employment first agenda.

(5) Provide training and technical assistance to develop knowledge and skills for providers, job developers, job coaches, and agencies and employers.

Employment First

Report Summary

4. Benefits

Individuals, their families and service providers have access to resources that fully advise them of ways to maintain benefits while working. Barriers will be reduced.

Recommendations:

(1) Individuals understand the impact of work on their public benefits.

(2) Information provided in plain language to working age individuals including those in transition from school to adult life.

(3) Make public benefits more flexible to support working.

(4) Ensure all agencies involved in assisting individuals provide accurate advice and resources concerning benefits and work.

(5) Reform existing state laws, regulations, guidelines, procedures and funding to eliminate any disincentives caused by the risk of losing benefits when working.

Employment First

Report Summary

Issues, Goals and Recommendations

5. Support

Provide adequate supports to get and maintain integrated employment.

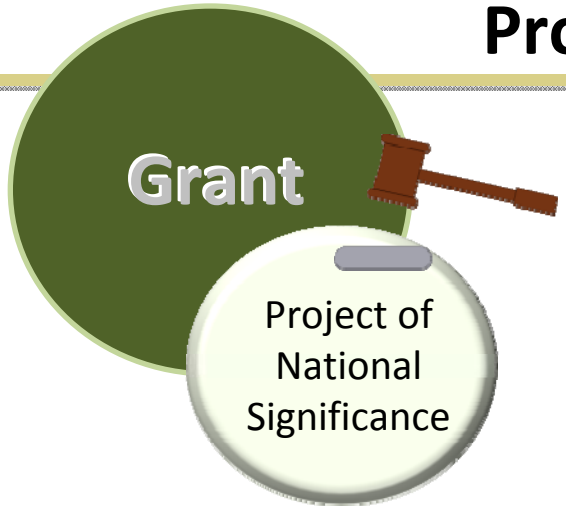
Recommendations:

(1) Provide RC service coordinators with employment training from experts about supports to get and keep integrated employment.

(2) Provide employment specialist at each Regional Center, to increase information about employment related issues to individuals, families, service coordinators, and employers.

(3) Provide training for employers on how to appropriately accommodate individuals.

Project of National Significance



ADMINISTRATION ON DEVELOPMENTAL DISABILITIES

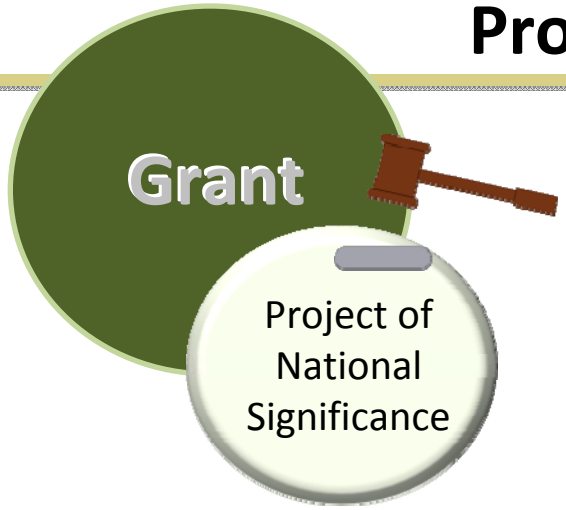
Grant opportunity:

Federal funds for collaborative projects to create employment systems change at the state level.

High interest for youth and young adults with developmental disabilities.

Development of an employment work group aimed at creating and implementing new policy and the systems change necessary to translate policy into practice –

Project of National Significance



Employment First Committee Recommendation:

Agree to have the Council's Employment First Committee serve as the employment work group required by the project and actively collaborate on implementation of the grant if funded.

CAC Business

Reports

1. Employment First
2. CAC Report
3. Member Reports

Other Discussion Items

Next Steps