

The Board Resource Center


Making Complex Ideas SimpleSM

Facilitation Support and Training Services for the California State Council on Developmental Disabilities



Jaimal Kordes, 2012
SSAN member

Summary Report - September 30, 2012
(Period: March 1, 2012 through September 30, 2012)
Submitted by: Board Resource Center

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In August 2011 the Executive Committee of the State Council on Developmental Disabilities (SCDD) approved the commitment of resources to support self-advocate participation on the SCDD's Employment First Committee, the SCDD Self-Advocates Advisory Committee, and the SCDD State Plan goals to develop a Statewide Self-Advocacy Network.

Intended and designed to increase effective participation and leadership by persons with disabilities on SCDD and in the community, this report is submitted to the Executive Committee to provide a summary of activities and outcomes.


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INTRODUCTION

“Only when self-advocates organize and build leadership among themselves, will the disability rights movement have more success.”

Molly Kennedy
SCDD member

Historically, people with developmental and intellectual disabilities had been excluded from social and governmental affairs that impacted their lives. Today, increased diversity is one of the greatest transformations occurring among communities across the nation. As society seeks expand the exercise of civil rights, public interest groups, political associations and service organizations are realizing the potential offered by differences that make up their communities, such as gender, ethnicity, family structure, economic status, and disability.

Disability rights movements have spurred activism on the part of individuals with developmental disabilities who have increasingly become valued participants in their communities, viewed less as “clients” in need and more as “citizens” who have contributions to make. With this shift comes recognition that a unified voice of self and peer advocates can transform culture and impact public policy.

In this era of public resource reductions and difficult economic circumstances, expanding advocacy partnerships has become all the more imperative to protecting and advancing human rights. Community members and their organizations must turn to one another to build relationships and share responsibilities necessary to improve quality of life for all. Using the power of peer leadership, accessible information and lessons learned from human rights movements, self-advocates on the SCDD Employment First Committee, the SCDD Self-Advocates Advisory Committee and the Statewide Self-Advocacy Network have initiated plans guided by their communities and are taking action to assist peers to do the same.

BACKGROUND

“I believed for many years that California can be led by self-advocates - working together we can make our voices louder.”

Jennifer Allen
SCDD - SAAC Chair

In 2011 the federal Administration on Developmental Disabilities (ADD) held multi-state regional self-advocacy summits throughout the country to obtain recommendations for strengthening the self-advocacy movement nationwide. Held in Los Angeles for the western region, the California team (with self-advocates representing the State Council on Developmental Disabilities, Disability Rights California, University Centers for Excellence in Developmental Disabilities, Department of Developmental Services and People First of California) made a number of key self-advocacy leadership and support recommendations, including:

ADD Policy and/or Action:

- Develop and identify core funding for self-advocacy in states.
- Add self-advocacy to “areas of emphasis” in Federal DD Act.
- Support cross-state collaboration in implementing self-advocacy.
- Establish paid self-advocates to provide tech assistance to states, regions.
- Develop task force on self-advocacy progress after summits.
- Reach out to underserved groups.
- Leadership training.
- Develop a Consumer Advisory Committee to guide its work.
- Host website clearinghouse of self-advocacy organizations.

State Policy and/or Action:

- Create alliances between communities.
- Strong need to establish common goals.
- People should make their own decisions.
- Start self-advocacy training before high school.
- Grow in numbers, unity and power.
- Change society’s attitudes so people are treated with respect.
- Develop websites, listserv and social media – build a coalition network.
- Advocate from the community.

PURPOSE

“The problem is we have lots of groups but there is no focus. We need to go back into it and try a strategic level... to bring self-advocates together and hear their priorities to establish common goals.”

CA ADD Summit Member

Throughout California there are self-advocacy groups and organizations where persons with disabilities share common experiences, learn from each other, acquire organizational skills and advise on disability issues. These local and regional associations are essential elements of a vibrant grassroots presence and overall advocacy strategy.

However, without a coordinated mechanism to build on these strengths and partner with community-based and state level allies, broadening the reach of advocacy achievements will be difficult, especially across a state as large and diverse as California.

In response to the Self-Advocacy Summit and Goal #1 of the 2012-2016 State Strategic Plan on Developmental Disabilities, SCDD seeks to increase advocacy by persons with disabilities through development of personal and public leadership that engages community, regional and statewide allies to advance the quality of life for all Californians with disabilities.

Central to accomplishment of SCDD’s mission is an active commitment to leadership by persons with disabilities in personal and public advocacy. By supporting leadership development by self-advocates on its Employment First Committee (EFC), its Self-Advocates Advisory Committee (SAAC) and the newly initiated Statewide Self-Advocacy Network (SSAN) with regional representation, SCDD seeks to strengthen pathways to change led by persons with disabilities.

Self and peer advocacy today



- Established advocacy identity and People First language.
- Gained access to policy-making groups and advisory committees.
- Established validity of relevant support strategies and services.
- Developed leadership.
- Advanced expectations.
- Demonstrated possibilities.

Self and peer advocacy tomorrow



- Ongoing rights education and leadership in community life.
- Development of meaningful partnerships to expand networks, personal and organizational.
- Integration into community, regional and state common causes.
- Identification of shared goals and braided funding among diverse allies.
- Engagement in public policy development.
- Focused strategic action directed toward outcomes.

State Plan Objectives Served By Supporting EFC, SAAC and SSAN

2012-16 STATE GOALS

Goal #1

Individuals with developmental disabilities have the information, skills, opportunities and support to advocate for their rights and services and to achieve self determination, independence, productivity, integration and inclusion in all facets of community life.

Areas of Emphasis:

Quality Education and Early Intervention
Health Employment Housing Formal and Informal community supports Cross-cutting

Objectives

1a) The Council will promote the stability and expansion of a statewide self-advocacy network through financial and in-kind support, which includes ensuring that local delegates are able to participate effectively in statewide meetings and events.



1b) The Council will strengthen existing self-advocacy groups and promote establishment of new groups at the local level. At least 23 new self-advocacy groups will

2

1. Council will promote the stability and expansion of a statewide self-advocacy network.... ensuring local delegates are able to participate effectively in statewide meetings and events.
2. Council will strengthen existing self-advocacy groups.
3. Council will help to educate self-advocates so they are better able to assert their human, service and civil rights.....be better informed on issues that impact them.
4. Council will collaborate with local and statewide groups to promote and support the efforts of cross-disability and youth disability organizations to strengthen their leadership networks.
5. Individuals with developmental disabilities will be supported and trained to become effective trainers of other individuals with developmental disabilities who in turn, will assume leadership roles.

BRC APPROACH

BRC uses an approach aimed at client-defined outcomes that encourages organizing, collaborating and advocacy action by persons with disabilities who lead others through their examples.



In 2007, BRC assisted SCDD and California federal partners to gather information and recommendations from self-advocates regarding more inclusive governance meeting practices to foster greater peer leadership.

BRC conducted interviews, facilitated a statewide focus group and delivered reports titled "Building Participation" to each participating agency. The reports identified specific strategies and support accommodations to enhance future participation and informed decision-making at meetings.



In 2007 BRC was engaged by SCDD to support self-advocate members and provide adapted materials for the statewide Senate Bill 1270 community meeting process mandated to gather input and provide recommendations regarding improved services for Californians with developmental disabilities.

BRC also developed and produced a plain language summary report in video format featuring only self-advocate participants was delivered to the California Legislature.



In 2011 BRC produced for SCDD "Work is for All", a video and booklet illustrating a range of employment successes and the lives of productive community members who happen to have developmental disabilities.



During 2011-2012 BRC worked in partnership with SCDD and Eastern Los Angeles Regional Center to produce "Boards for All", a sequenced webinar training with an easy-to-follow informational design that incorporates strategies to community leadership. It serves two objectives, increase personal empowerment and create opportunities for persons with diverse abilities to be viewed as valuable community members who can lead as members of boards, committee and councils.

Awarded a competitive grant that began in March 2012, BRC commenced current services to SCDD in its work to build on a tradition of support for leadership by Californians with disabilities and increase effectiveness through collective learning, organizing and action. By providing leadership training, facilitation, adapted plain language materials, media and technology support, self-advocate members of the EFC, SAAC and SSAN are fulfilling their roles and strengthening contributions to local, regional and statewide advocacy.



Specializing in outcome driven curricula and easy-to-use tools - plain language, accessible design, digital media - BRC focused on developing co-teaching and learning processes that advance personal and policy advocacy by individuals, community groups and large organizations.



These methods, along with online communication technologies, are employed to sustain success by members of EFC, SAAC and SSAN and the organizations which they participate and lead.

Board Resource Center's role



Employment First Committee



Overview of Responsibilities

- Adapt Employment First Committee materials.
- Develop preparation session materials and provide copies to members.
- Facilitate committee preparation meetings.
- Support members at EFC meetings, if needed.
- Follow along between meetings.



Self-Advocates Advisory Committee



Overview of Responsibilities

- Adapt SCDD meeting materials.
- Develop/provide SAAC meeting materials.
- Leadership coaching with SAAC officers.
- Facilitate group meeting process.
- Develop training and support materials and provide to members.
- Facilitation training to members' facilitators.
- Support to members/members' facilitators at SCDD meetings, if needed.
- Follow along between meetings.
- Develop and maintain SAAC webpage.



Statewide Self-Advocacy Network



Overview of Responsibilities

- Adapt SSAN meeting materials.
- Develop/provide multi-media formats.
- Leadership coaching with SSAN officers.
- Test/refine/deliver Leadership Plan format.
- Facilitate SSAN group meeting process.
- Develop/provide statewide training materials.
- Assist/support members' facilitators.
- Support members' regional organizations.
- Support development of advocacy plans.
- Support SSAN regional meetings.
- Support to sustain/expand state partnerships.
- Develop/maintain SSAN webpages.

EMPLOYMENT FIRST COMMITTEE (EFC)

“Employment First means consumers have real jobs, working with people without disabilities and making the same money for the same job.”

EFC Member

The Employment First Committee is a standing committee of SCDD established to ensure development of an Employment First Policy with an intended outcome of significantly increasing the number of persons with developmental disabilities engaged in integrated, competitive employment (ICE).

Self-Advocate members of EFC provide illustrative personal experiences about the employment environment for individuals with disabilities. From abandoned expectations, lack of opportunity, underemployment or inadequate supports to successful job development and retention of a gainful competitive integrated job, members provide their own experiences and the perspectives of their peers.



Equally important, they have participated actively in EFC meetings, the Committee’s strategic planning, and in its efforts to forward SCDD’s Employment First policy in state legislation.

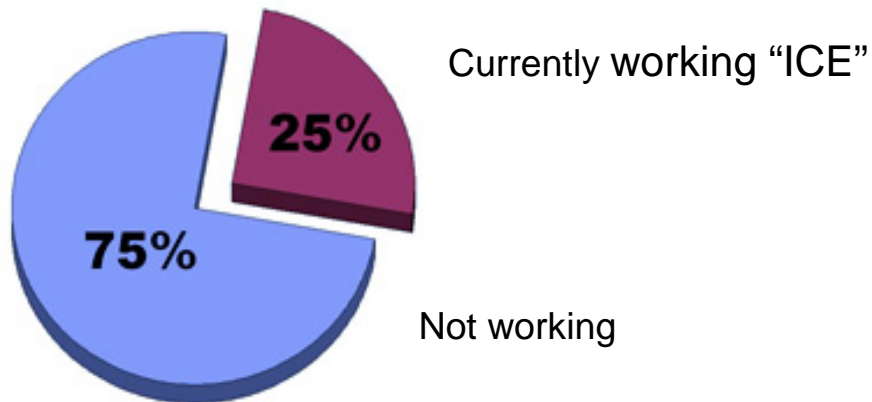


BRC - Preparation Activities

1. Reviewed April & August EFC agenda/packet with SCDD Executive Director.
2. Facilitated half-day preparation sessions prior to April and August EFC meetings, including identification of employment issues significant to self-advocates and strategies for communicating at EFC meeting.
3. Developed materials for preparation meetings prior to each EFC meeting to enhance understanding of relevant issues. Materials distributed to self-advocate members (as directed by SCDD), and delivered to SCDD for distribution and posting on www.scdd.ca.gov website.
4. Facilitated monthly support sessions via telephone for self-advocate members to review committee priorities and prepare to gather community information/annual data collection.
5. Facilitated leadership development with self-advocate member coaching during monthly support sessions and providing tools for outreach/data survey in their communities. Developed presentation materials with and for self-advocate members.



BRC - EFC Meeting: April and August



8/2012 Presentation Report to
Employment First Committee by
Kecia Weller and Cindy White.
Survey of 40 self-advocates.
www.scdadvocacy.org

1. Provided member support during EFC meetings (e.g., facilitation)
 - a. Organization of materials.
 - b. Clarification of terms, presentations, charts and discussion topics.
 - c. Contribution to strategic plan and on-topic discussion comments.

BRC - Post Meeting Activities

1. Maintained email contact with self-advocate committee members.
2. Through email and phone calls, assisted self-advocate committee members with community outreach and communicating with peers to collect information/data for presentation at EFC meetings.
3. Facilitate completion of EFC related annual activities/projects; consolidate information for self-advocate member input at meetings.
4. Create pictorial graphs, slides and notes with self-advocate committee members for data survey presentation at August EFC meeting.
5. Provided plain language *unofficial* EFC and prep meeting notes for self-advocate committee members to use before official meeting notes are released.



SELF-ADVOCATES ADVISORY COMMITTEE (SAAC)

“Learning more about leadership by sitting in chairperson seat....

Learning more as a team player... Speaking up more.... More aware of SCDD and committee work...

Leaning to use more technology.”

SAAC Members

The Self-Advocates Advisory Committee, as a standing committee of SCDD, is established to advise SCDD on self-advocacy issues involving SCDD and the community.

SCDD operates with agreement that self and peer advocates should take the lead in carrying out the mission of the organization and access necessary support to do so, if needed.

As experienced self-advocates who are engaged in various advocacy pursuits in their communities and regions, SAAC members have worked to build effectiveness of this statewide committee and enhance their personal leadership capabilities.

Self-Advocates Advisory Committee Mission Statement

Key Words



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

Mission Statement

“ Be a voice for all Californians with disabilities by promoting State Council participation and peer advocacy that advances independence and inclusion.”



BRC - Preparation Activities

1. Provided monthly 1:1 officer leadership coaching for chairperson and vice chairperson.
2. Facilitated weekly Think-Plan-Do personal leadership development (lead by example) meetings with chairperson and vice chairperson.
3. Supported ongoing chairperson and vice chairperson leadership development, email exchange and facilitated communication among members.
4. Reviewed SCDD meeting agenda/packet and adapted multi-media materials for SAAC meetings in consultation with chairperson and vice chairperson (with direction from SCDD).
5. Assisted development of members' facilitation plans using SCDD facilitation guide and planning tool.
6. Developed presentation, training materials and follow-up evaluation tools as advised by members for community outreach. Materials posted on www.scddadvocacy.org website for member and community use.
7. Developed training and support materials and distributed to SAAC.
8. Delivered SAAC meeting and training materials for SCDD website. Posted accessible version and text versions on www.scddadvocacy.org website.
9. Developed and utilized SAAC meeting evaluation tool to improve meeting process per feedback from members.
10. Assisted with preparation of SAAC guest presenter materials, post on www.scddadvocacy.org website for member and community use.
11. Facilitate communication between SCDD chairperson and SAAC chairperson about committee interests, accessible meeting protocols and presentation at SAAC meetings.

12. Provide members, facilitators and SCDD with committee materials, advocacy videos and presentation slides on computer "flash drive" for presentations.
13. Provided all members with technology briefcases (webcam, headsets, speakers, flash drives) for video conferences and community presentations.

BRC - SAAC Meetings: March, May, July, September

1. Provided general support to members and facilitated group/meeting process.
2. Assisted SAAC leadership development - establishment of committee operating rules, member responsibilities, annual committee goals, plans, action steps, and committee reporting protocol to SCDD.
3. Facilitated SAAC member leadership development- reviewed and assisted development of member advocacy mission statements, goals, plans, action steps with annual review.
4. Completed orientation to SCDD facilitation guide (BRC/SCDD 2011), assisted members and their facilitators with facilitation needs surveys.
5. Facilitated regular review SCDD agenda items, SAAC discussion and recommendations, SAAC member preparation for participation in SCDD meetings.
6. Assisted SAAC chairperson and members with reports for SCDD meetings.
7. Provided advice for member participation in community outreach activities.
8. Facilitated support for SAAC collaboration with SSAN.
9. Provide practice with video conferencing and use of "flash drives" with files containing SAAC materials and advocacy resources.
10. Through September 2012, provided members and SCDD with paper copies of meeting materials.
11. Provided SCDD with electronic version of meeting materials.
13. Posted all SAAC materials used at meetings on www.scddadvocacy.org website in accessible formats and text versions.

BRC- SCDD Meetings: March, May, July, September

1. Provide member support during SCDD meetings (e.g., general support to members and/or members' facilitators, if requested).
2. Provide unofficial meeting notes on specific topics of interest to SAAC members as requested.
3. Provide SAAC chairperson with notes and written reports prepared overnight from SAAC meeting.

BRC - Post Meeting Activities

1. Maintained email and telephone contact with SAAC officers. Provided post meeting leadership reviews and advice about strategies to increase member participation and effectiveness of SAAC meetings.
2. Supported members (and their facilitators) with development of "Leadership by Example" role exemplified by outcomes achieved by SAAC officers.
3. Developed and provided members with requested outreach /presentation materials. Provided coordination support, if requested.
4. Facilitated "Leadership by Example" role for participation by SSAC representative at SSAN. Provided support and coaching for SAAC chair who served as acting chairperson of SSAN for two quarterly meetings.
5. Provided committee minutes in plain language for SCDD distribution.
6. Posted accessible and text versions of committee documents and meeting presentation slides on www.scddadvocacy.org website.
7. Provided additional 1:1 support for SAAC member and facilitators.



STATEWIDE SELF-ADVOCACY NETWORK



“It’s very important that self-advocates organize; we say that we have a voice; this is a civil rights movement...”

We are looking forward to spreading vision and self-advocacy news throughout CA, perhaps the world.”

SSAN members

The Statewide Self-Advocacy Network is a statewide association of self and peer advocates who represent regional and statewide advocacy organizations. Supported by SCDD, SSAN is established to build an alliance that links California communities with statewide organizations to advance inclusive civic participation and advocacy leadership by persons with disabilities.

SSAN organizes individuals who rely on California’s human service systems to direct efforts that lead to more Californians with disabilities exercising fundamental freedoms. In so doing,

SSAN also functions as a means for accomplishing local, regional and statewide advocacy goals, with support of state and regional partner organizations.

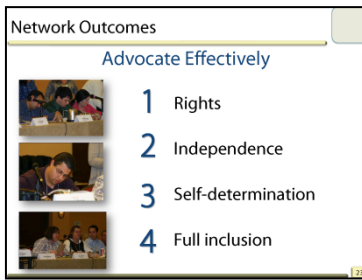
SSAN leadership will reach out to California communities through multi-year regional and state advocacy plans. By addressing local and statewide advocacy issues, SSAN provides practical approaches that reflect varied interests of people they represent. Plans are outcome-driven with activities and accomplishments included in reports to SCDD.

The disability rights movement has demonstrated that individuals with developmental disabilities can play a principal role in shaping public policy and advocacy. All members of the SSAN are engaged in various civic affairs of their communities, concentrating on peer and system advocacy for Californians with disabilities. After only two meetings they are engaged in personal and regional and/or statewide commitments to move their leadership forward and of their peers across the state. Accomplishing significant advocacy, be it personal, peer or policy outcomes, calls for reliance on engagement of local sponsoring organizations, meaningful partnerships and cultivating new allies to collaborate with shared action to accomplish sustainable change.



BRC - Preparation Activities

1. Developed detailed SSAN information booklets in plain language for members and Area Boards to learn about the Network in three formats, for statewide distribution and posting on www.scdd.ca.gov website.
2. Developed presentation materials and provided SSAN community presentations at four Area Board regions.
3. Ongoing consultation with SCDD leadership in preparation for network meetings, resource development, plan development and IT implementation.
4. Provided leadership coaching for acting chairperson March through July. Began monthly meetings in August with newly elected chairperson.
5. With SSAN acting chair developed meeting agendas for two SSAN meetings.
6. Developed all multi-media meeting and training materials for April and July two-day meetings in consultation with acting chairperson and SCDD.
7. Delivered multi-media meeting/training materials to SCDD for webpage.
8. Developed meeting evaluation tools.
9. Provided and prepared leadership coach speaker and volunteer SSAN member for presentation at SSAN meeting.
10. Prepared materials for SSAN organization and facilitator orientation sessions at SSAN meetings.
11. Provided members community report coaching prior to each meeting.
12. Provided technology coaching for members and organizations.



BRC - Quarterly Meeting #1 and #2: **April 11&12, July 25&26**

1. Facilitated two-day SSAN meetings with three meeting facilitators, tech specialist and videographer.
2. Videotape member community reports for compilation into video record of member outcomes.
3. Provided orientation to SSAN and SCDD support team (facilitation, coaching, materials and website).
4. Provided two day facilitation for acting chairperson.
5. Facilitated review of SSAN purpose and development of mission and brand.
6. Assisted SSAN leadership development of committee operating rules, mission statement, member responsibilities, meeting rules and election of officers.
7. Facilitated creation of SSAN brand (logo, tag line).
8. Created field tested advocacy mission statement and action plan template.
9. Facilitated creation of SSAN member mission statements, goals and plan.
10. Initiated discussion of SSAN goals, plans, action steps, and reporting to SCDD.
11. Completed orientation to facilitation guide, assisted members and their facilitators with facilitation needs surveys and implementation.
12. Provided guidance in community outreach activities.
13. Provided "technology" briefcases to SSAN members and practice with utilization: SCDD advocacy website, computer "flash drive" (loaded with SSAN materials and advocacy resources), webcam, SSAN online "Google" communication group, Internet video calling.

BRC - Post meeting activities

1. Compiled initial data from meeting evaluations completed by SSAN members.
2. Provided graphic artist to develop SSAN logo/tag line design with members.
3. Provided ongoing support to facilitators of SSAN members.
4. Provided outreach/orientation to sponsoring organizations.
5. Prepared SSAN member, communication, reporting and leadership tools.
6. Facilitated two regional SSAN follow-up meetings (Los Angeles, Fairfield) to review content from quarterly meeting #1 and practice use of technology.
7. Facilitated completion of SSAN member mission statements and goals.
8. Facilitated use of Google group for member communication and decision-making.
9. Ongoing online AdobeConnect training.
10. Prepared and distributed meeting notes on scddadvocacy website.



SSAN meetings



Year One 2012

Meeting #1

1. Orientation
2. Network components
3. Role & responsibility
4. Leadership plan
5. Introduction to technology

Meeting #2

1. SSAN organization
2. Operating rules
3. Member communication
4. Leadership development
5. Technology use

Community Assignment

1. Leadership & facilitation plans
2. Outreach and awareness
3. Technology practice
4. Community data

Spring Meeting #2

1. Regional outreach
2. Regional collaboration
4. Develop regional plans
5. Leadership/mentoring



Year Two 2012-13

Winter Meeting #1

1. Mission, operating rules
2. Network components
3. Community organizing
4. Expand partnerships
5. Leadership progress

Summer Meeting #3

1. Regional plan completion
2. Regional collaboration
3. Taking action on plan
4. Leadership by example

Fall Summit #4

1. Taking action on plan
2. Regional collaboration
3. Network – planning process
4. Leadership demonstration

MEDIA AND TECHNOLOGY RESOURCES

“Technology is very important...”

“Excited to learn how to use new technology – will be great to bring to local groups.”

SSAN members

BRC developed a dedicated SCDD advocacy resource website that includes EFC, SSAC and SSAN materials along with training products developed or accessed for ongoing advocacy leadership development. These documents and materials will also serve others as tools for personal and organizational leadership goals so engagement in policy making may be more successfully lead by individuals with a wide range of abilities.

BRC invested in learning to utilize multi-media communication technologies that assist self-advocates “lead by example” when reaching out more broadly and connecting in new sustainable ways. As representatives of local, regional and statewide organizations, their use of email, teleconferencing, video conferencing, online organizational groups and social media, demonstrates both fluency with technology and cost effective approaches to building partnerships.

Technology tools introduced and practiced by EFC self-advocate members, SAAC and SSAN included: advocacy resource websites, computer “flash drives,” teleconferencing, video conference hosting and calling, and an online Google group. These tools provide opportunities for increased self-reliance with communication and information sharing as self-advocates conduct business similar to that of other agencies.

The use of video media by self-advocates and organizations provides an easily accessible record of their efforts. BRC will produce reports in plain language and video to illustrate this advocacy work and outcomes. Both the plain language report and video will be posted for permanent record on the scddadvocacy.org website.



ACTIVITIES → OUTCOMES

**Employment First
Committee**



- Adapt committee materials
- Facilitate preparation sessions
- Support member committee activities
- Continuity between meetings
- Facilitate participation at meetings

**Self-Advocate
Advisory
Committee**

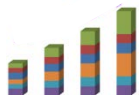


- Adapt SCDD meeting materials
- Facilitate meeting process
- Develop slide presentations
- Provide members with materials
- Maintain SAAC webpage
- Leadership coaching for officers
- Develop training materials
- Provide facilitation training
- Support member committee activities

**Statewide Self
Advocate Network**



- Adapt SSAN meeting materials
- Develop easy-to-use formats
- Coach SSAN leadership
- Facilitate SSAN meeting process
- Support SSAN leadership
- SSAN development plans
- Support to members' organization/staff
- Regional plan support
- Develop/maintain website



Leadership by Example

Employment First Committee

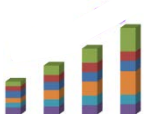
- Member testified at two legislative committee hearings re: Employment First.
- Members contributed to committee strategic goals and plans.
- Completed and presented data collection survey about employment.
- Brought community employment perspectives to committee meetings.

Self-Advocate Advisory Committee

- Completed individual advocacy mission statements, implemented plans and achieved outcomes to address personal/advocacy leadership goals.
- Completed facilitation guide and needs surveys to develop customized facilitation support plan and increase participation at committee and SCDD meetings.
- Increased participation at SCDD meetings.
- Began utilization of electronic online technology to communicate and share information: "flash drives" (loaded with SAAC materials and advocacy resources), SCDD advocacy website, and Internet video calling.
- Approved SAAC ground and operating rules, communication plan.
- Approved SAAC Annual Plan:
 - 1) Present recommendation to SCDD regarding better practices-accessible meetings and understandable information;
 - 2) Advocate on one state and one national disability rights issue;
 - 3) Continue community presentations/outreach; and
 - 4) Members make comment on at least one SCDD agenda item at each SCDD meeting.

Statewide Self-Advocacy Network

- Began completion of individual advocacy mission statements, plans and action steps to address personal/advocacy leadership goals. Some members have achieved outcomes that have increased their advocacy priorities.
- Completed facilitation guide and needs surveys to develop customized facilitation support plan. More focused facilitation support at meetings and in regions.
- Began utilization of electronic, online technology to communicate statewide and share information: "flash drives" (loaded with SSAN materials and advocacy resources), SCDD advocacy website, SSAN online "Google" group, Internet video calling. Increased communication and support.
- Use of online technology for communication and decision-making.
- Drafted operating rules, mission statement, member responsibilities and completed election of SSAN officers.
- Training and orientation to sponsoring organizations about SSAN, leadership and regional plan development.
- Regions began identifying partner organizations and advocacy groups.



Increased member participation in community activities, organizational leadership and policy-making.

Employment First Committee Members

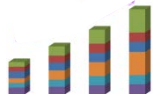
- Members conducted presentation at August EFC meeting that reflected member activism in communities with their collection of information from peers regarding employment status.
- Outreach to advocates in communities using social media to determine interest in employment.
- Emailed state senators regarding Employment First legislation.

Self-Advocate Advisory Committee

- Four SAAC members selected to make presentations at June statewide self-advocacy conference.
- Developed statement concerning reports of abuse at developmental center(s).
- Finalized suggestions for more inclusive and accessible SCDD meetings with personal strategies using facilitators for SCDD leadership.
- Delivered recommendation for SCDD to support International Convention on the Rights of Persons with Disabilities and send letters to U.S. Senators.

Statewide Self-Advocacy Network

- Members were engaged at various leadership development levels during this period. For example, members reported they are: working with facilitators to move forward in their role as a SSAN member and its responsibilities; focused on personal leadership development plans; conducted community presentations; learned to utilize new communication technology; coordinated regional gatherings of SSAN members; identified groups with advocacy interests outside of the disability community; and attended conferences to share information.



Increased community awareness of SCDD advocacy leadership and advocacy resources, including advocacy online web pages.

Employment First Committee Members

- Representing EFC, peer advocate members conducted online and in-person survey of peers regarding employment status.
- Use of social media for outreach about employment perspectives.

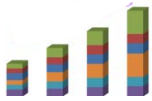
Self-Advocate Advisory Committee

- Members conducted nine presentations in regions across the state regarding SCDD-SAAC. As active members of many local and regional organizations, (e.g., regional center consumer advisory committee, University Center for Excellence on Developmental Disabilities Community Advisory Committee, People First, In-Home Supportive Services advocacy group, high school transition advocacy group and Area Boards), they also reported that information about SCDD and its advocacy work was shared during these routine meetings and/or outreach involvements.

Statewide Self-Advocacy Network

- After first meeting in April, members reported in July that they had conducted 20 presentations in regions across the state regarding SSAN. As active members of many local and regional organizations (e.g., community day programs, People First groups and self-advocacy networks, UCEDD and Area Board activities, regional center consumer advisory committees, autism support and disability awareness groups, Department of Developmental Services Consumer Advisory Committee, independent living center youth advisory council and a variety of civic involvements not specific to disability rights), members indicated they are sharing information about both SSAN and SCDD's advocacy resources, including the website and its multimedia tools.

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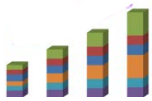


Sustainable statewide self-advocacy network that engages community, regional and statewide advocates.

Statewide Self-Advocacy Network

- Established routine quarterly meetings: two-day meetings (leadership development training and committee business) with meeting facilitators, tech specialist and videographer support.
- Amplification of SSAN and its purpose by providing members PowerPoint template and plain language booklet to assist with describing SSAN.
- Initiated discussion of SSAN goals, plans, action steps, and reporting obligations to SCDD.

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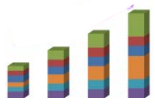


Easy-to-use advocacy website pages and blog.

Employment First Committee Members, Self-Advocacy Advisory Committee, Statewide Self-Advocacy Network

- Developed dedicated website - www.scddadvocacy.org - that includes SSAN, EFC and SAAC meeting materials, training tools and products developed or accessed for ongoing advocacy leadership development.
- Regular and timely submissions of EFC, SAAC and SSAN meeting and training materials, related advocacy resources (e.g., Convention on the Rights of Persons with Disabilities plain language resources and videos) for uploading on SCDD website.
- SSAN Google group activated with members and their sponsoring organizations are contributors providing resource information and updates about advocacy outreach in regions.

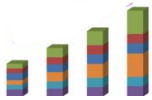
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SCDD advocacy resource room

- Provided organizational support with establishment of accessible SCDD advocacy resource room at SCDD headquarters that highlights online self and peer advocacy training tools, multimedia resources and others available in traditional formats.
- Provided resource room with two laptops, LCD projector and accessories for self-advocate use; video conferences, conferences, community meetings.

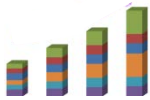
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Technology and Resources

- Website development with upgrades and ongoing uploads of advocacy tools and meeting materials to website: www.scddadvocacy.org.
- Establish SSAN online Google Group.
- Assist SCDD with development of Self-Advocacy Resource Room
- Collect meeting video recordings of leadership activities to demonstrate strategies in video and plain language formats for annual report.

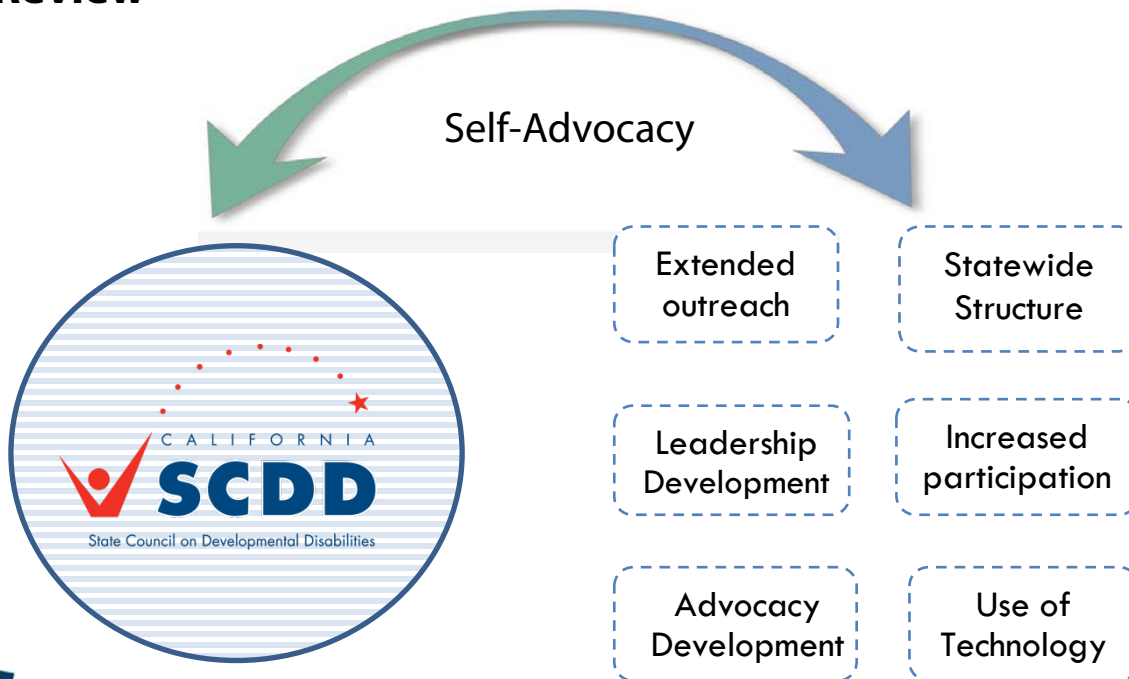
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Additional deliverables

- Annual report produced in two alternative formats - plain language and video.
- SSAN Newsletters describing the SSAN and member outcomes
- Multiple booklets describing SSAN purpose and components.
- Multi-media documents/media tools for self-advocates and advocacy groups to support leadership development, planning and engagement in policy-making.
- Training for SCDD staff on creating accessible documents.
- Support to SCDD advocacy liaison.
- Supplied additional advocacy website content for community access.
- Assisted with facilitating regional SSAN member gatherings to review SSAN activities and practice leadership and technology skills.
- Record and produce video of SSAN member community from July meeting.

Review



2012 Review

BRC has successfully performed the required activities and achieved outcomes described in the *Facilitation Support and Training Services for the California State Council on Developmental Disabilities* grant. In addition, BRC provided extra deliverables to strengthen the efforts of self-advocates in realizing the long-term advocacy goals identified at the ADD Summit in 2011.

BRC performed activities, submitted deliverables and achieved prescribed outcomes utilizing less than 2012 budget allocation for this period due to the following:

1. Success of methodologies that reduced need for BRC team support.
2. Increased role of self-advocates.
3. Use of webinars for training purposes.
4. Area Boards utilization of self-advocacy funds for technical equipment.
5. Reduced cost to implement technology usage, website design.
6. Reduction of travel expenses due to use of online meeting technology.

Attachment



1. Evaluation – Statewide Self-Advocacy Network



Self-Advocacy Network Evaluation

Hannah H. MacLaren, M.A.

BRC developed assessment tools to evaluate effectiveness of training process and content, materials adaptations and member input at meetings. A satisfaction survey was also used to document member satisfaction and effectiveness of facilitation, coaching and training tools and adaptations.

Evaluation, First Year (two quarterly meetings) 2012

Context:

In 2011 the federal Administration on Developmental Disabilities (ADD) held a Self-Advocacy Summit in Los Angeles to generate recommendations for strengthening the self-advocacy movement across the country. The California team, including self-advocates, made recommendations that are incorporated into the Statewide Self-Advocacy Network (SSAN):

1. 13 Area Boards as regional groups be the organizing units around which a state network could be developed;
2. Self-advocate members would identify their priorities and establish common network goals;
3. State network of self-advocates would work toward expanding self-advocacy in their respective regions; and
4. Statewide coalition building, with capacity for peer led participation and leadership, and creation of statewide self-advocacy resources available in an on-line library.

Incorporating many of these recommendations, the State Council on Developmental Disabilities (SCDD) created a 2012-2016 State Strategic Plan, with its Goal #1 *to increase peer advocacy by persons with disabilities through development of personal and public leadership that engages community, regional and statewide allies to advance the quality of life for all Californians with disabilities*. As a means to achieve this Goal, the Council created SSAN with four key objectives:

1. Council will promote the stability and expansion of a statewide self-advocacy network... ensuring local delegates are able to participate effectively in statewide meetings and events.
2. The Council will strengthen existing self-advocacy groups.
3. Council will help to educate self-advocates so they are better able to assert their human, service and civil rights..... Be better informed on issues that impact them.
4. The Council will collaborate with local and statewide groups to promote and support the efforts of cross-disability and youth disability organizations to strengthen their leadership networks.

The federal element from the Summit provided further recommendation about what could be included in SSAN:

1. Websites (online library) with self-advocacy resources and information be *user-friendly*;
2. Influence public policy;
3. Outreach to (transition and adults under 30 years), underserved communities, and seniors.

The Board Resource Center (BRC), which has years of successful experience creating self-advocacy tools and working with disability communities to enhance life quality, was charged with assisting the Council in establishing SSAN and develop a three-year plan to meet the self-advocacy goals outlined above, beginning in March 2012.

BRC uses a comprehensive service methodology, previously refined with their work for SCDD and numerous other advocacy groups. Key elements include: 1) strategic leadership development and training; 2) group facilitation and individual coaching; 3) meeting preparation activities; 4) multi-media materials development and adaptation; and 5) developing self-advocacy websites.

Project Summary: The BRC/SSAN comprehensive three-year project is designed to enable SSAN members to become leaders in their respective regions, engaging more participants in authentic self-advocacy and multi-agency project development. To this end, BRC holds quarterly SSAN meetings and trainings with key stakeholders: members, their facilitators and coaches, and supporting agencies. Each meeting, run by the elected members, provides information about aspects of current statewide initiatives, training on the sequence of tools and processes, practice opportunities, and demonstrations of mastery of prior tools and processes.

Evaluation, First Year (April 2012 – September 2012) BRC/SSAN

This evaluation includes Key Performance Indicators (milestones to determine progress toward the project goals) through the assessment of process, outcomes, and needs using both qualitative methods of interviews and observations and quantitative methods of surveys and questionnaires with in specific parameters of the project. Data is used to identify next steps, support needs, meeting agendas, and process modifications. The specific evaluation categories are to look at the *effectiveness* of the BRC trainings processes and the *satisfaction* or *affect* component of the meetings.

The April meeting survey focused on the effectiveness of the training through the questions:

- | | |
|--|-------------|
| 1. Was information presented clearly today? | 17/yes 0/no |
| 2. Do you understand the Network’s purpose? | 17/yes 0/no |
| 3. Do you understand your role, the role of facilitators, and your area board sponsor? | 15/yes 2/no |

What is an advocacy mission statement? Why is an advocacy mission statement important?

These questions required a statement from each of the participants, indicating the degree of understanding in their own words. This was important as the members were expected to create their own advocacy mission statement and begin the process of explaining it to their agency constituents.

And also asked, under the heading of Support and Information: ***Are there any areas you need additional information to carry out your role as a SSAN member?***

In this section the members were able to note their areas and needs going forward.

- | | |
|---------------------------------|-------------|
| 1. SSAN Purpose | 9/yes 11/no |
| 2. SSAN member responsibilities | 9/yes 7/no |
| 3. Leadership Coaching | 10/yes 6/no |
| 4. Using technology | 11/yes 6/no |

- | | |
|----------------------------|-------------|
| 5. SSAN facilitation (BRC) | 10/yes 6/no |
| 6. Member facilitation | 10/yes 6/no |
| 7. Creating regional plan | 12/yes 3/no |

This data from the first SSAN meeting in April provided BRC key information regarding gaps in understandings and areas in need of targeted support to be planned and proffered before the following meeting in July. It also underscored the reality that while the information was felt to be clearly presented, getting to a place of understanding on the part of the members would necessitate modifications in the process' next steps.

This was reflected in the refinement of the agenda for the July meeting: minimizing the new information to be presented (the coaching position and function); providing the practice opportunities for the new tool that was introduced (Google group, internet meetings, and communications), reporting out and presentations of prior work (advocacy mission statements and reports on their agency work) which were oral and video-taped. Additionally, the April evaluations provided BRC team facilitators a picture of the level of supports the SSAN members were receiving from their respective agencies.

The July meeting surveys were designed to provide feedback on BRC facilitators (BRC team) vis-à-vis the *effectiveness of the training process* and effectiveness of the training and information content components. The results showed that the SSAN facilitators were:

- | | |
|---|-------------------------|
| 1. helpful | 14/yes 1/no 2/sometimes |
| 2. respectful of members | 16/yes 0/no 2/sometimes |
| 3. listened to members | 15/yes 0/no 3/sometimes |
| 4. helped members be included in discussions | 16/yes 0/no 2/sometimes |

The *content* results showed increased understanding as SSAN members became increasing comfortable with SSAN and their responsibilities:

- | | |
|--|-------------------|
| I better understand the important issues in our state | 15/yes 2/not sure |
| Meeting participation | |
| <i>I felt prepared giving my report</i> | 16/yes 2/no |
| <i>Member reports are a good way of sharing resource information</i> | 17/yes 1/not sure |

Members were asked to comment on support they were receiving from their agency facilitators:

- | | |
|--|--------------------------|
| 1. <i>Helped me prepare for the meeting today</i> | 15/yes 2/sometimes |
| 2. <i>Helped me understand what was presented at the meeting</i> | 17/yes 1/no |
| 3. <i>Helped me participate</i> | 15/yes 1/no 12/sometimes |
| 4. <i>Available when needed</i> | 18/yes |

Comments reflected in increased engagement of the agency facilitators since the April meeting:

1. I had an emergency and she came and helped
2. My facilitator is laid back and helps when needed
3. Very hard working, very supporting, caring and a really good friend
4. My facilitator was not here but other staff helped when needed

At the July meeting two new elements were introduced: a leadership coaching options which the members could request and a new online tech tool AdobeConnect

Members' survey evaluations show that most of them understood what leadership coaching is (17/yes, 1/sometimes), what the benefits are (13/yes, 2/no, 3/sometimes), how it could support them (12/yes, 2/not sure), and if they would like a coach to work with them (10/yes, 1/no, 3/not sure). Additionally, this part of the survey asked members to describe the kind of coaching support they would use: 7/Encourage me, 5/Focus on my action steps

Other:

- Meet to discuss goals
- Teach me how to strengthen my leadership skills
- Give me advice on becoming a better leader
- Help me with my plan
- Bounce ideas

The addition, AdobeConnect (online video calling) was added to members' kit of tools with a practice component built into the session as they worked in groups. The evaluations showed the degree of understanding how to use AdobeConnect (14/yes, 4/not sure); helpfulness of this tool (16/yes, 2/not sure), and how it might assist with online calling (9/helpful, 2/not helpful, 7/sometimes helpful).

The final evaluation component looked at how SSAN members were using the various tools available, online PowerPoint slides (15/helpful, 3/sometimes helpful), knowing how to take photographs that can be used in a video (15/yes, 3/not sure), their computer flash drives on which all the meeting materials had been loaded (16/helpful, 1/not helpful, 3/sometimes helpful)

And prompted the following comments:

- Did not use flash drive
- I need more practice
- Doesn't work with wifi
- Awesome! Cool!
- Pre-load flash drive prior to meeting
- I hope we can use Adobe soon; practice for practice sake gets repetitive
- Need materials ahead of meeting
- All tech combined makes it easy to reach people who aren't local
- Ongoing, work in progress

In summary, it is clear there is a significant increase in understanding, utilization and authentic engagement on the part of network members and their facilitators on the purpose and process of the SSAN component of this project. Additionally, BRC facilitators are reflective and responsive to the feedback from the members and using the input from the July meeting to organize the next meeting with the elected representative of the Network.

Hannah MacLaren
External evaluator
BRC/SSAN