

# **EFFECTIVE HUMAN RIGHTS CAMPAIGNS**

Pacific Rim International Conference on Disability & Diversity  
March 2012

**HUMAN RIGHTS**

**CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES**

**ADVOCACY AND INFORMED DECISION MAKING**

**CIVIC ENGAGEMENT**

**Board Resource Center**  
**State Council on Developmental Disabilities**



# About Board Resource Center

BRC creates effective solutions that increase inclusion of people with disabilities, deepen community connections and initiate effective organizational transformation.

**Mark Starford – [www.brcenter.org](http://www.brcenter.org)**

## MAKING COMPLEX IDEAS SIMPLE



Collaborative, flexible approaches that assist individuals, groups and organizations assure inclusive decision making, policy development and service delivery using plain language and accessible formats, person/user-centered commitment to make complex ideas simple.

## INCLUDE



Training and technical tools to increase access to new ideas and resources that create natural community experience, relationships and collaborative partnerships.

## RESOURCES



BRC provides a library of tools that assist individuals and organizations support people they serve to live quality self-determined lives and contribute to their communities. They are organized in three categories: Include, Connect, Transform and are free of charge.

## CONNECT



Facilitation and tools that lead to greater connections and active membership for individuals and their families in neighborhood communities, agency-to-agency collaboration, public/private cooperation that enhance agency effectiveness.

## NEWS



BRC produces periodic newsletters that feature new trends, strategies and our new public domain print and digital media tools. BRC advocate advisors share data they collect surveying community members about employment, community life and ways to access natural supports

## TRANSFORM



Training and facilitation for organizations to assist with system transformation. BRC acts as a coach and support team to encourage new ways of thinking about mission fulfillment and service.

# EFFECTIVE HUMAN RIGHTS CAMPAIGNS

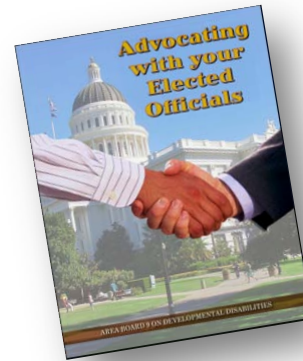


Effective rights campaigns involve the pursuit of legal, legislative and policy changes and call for the active voices of individuals who seek to assert their meaningful and rightful place in society.

The Convention on the Rights of Persons with Disabilities (CRPD) strengthens obligations of countries to ensure persons with disabilities are included in society and supported to build their capacities. An important belief underlying self and peer advocacy is that informed decision-making and civic engagement real equality. Plain language and accessible formats open doors to increase knowledge, rights and engagement.

This workshop describes three projects that expand opportunities for persons with developmental disabilities to be informed decision makers and contribute to policy making.

**Advocating with Your Elected Officials, ]Self Advocacy Network and Boards for All** provide a framework and tools that that open doors for effective leadership, positions on decision making governance boards and successful ways to advocate with elected officials.



Using plain language materials and designs, these tools were developed by and persons with developmental disabilities to strengthen collective advocacy and rights based outcomes.

The tools are public domain, sustainable and applicable in any state or region for individuals or agencies to provide self advocates with the means to be in leadership positions and influence policies that impact their lives.

# WORKSHOP PATH



## **Part #1: Rights**

Human rights

CRPD Articles

Human Rights video

*Group activity – Interrelated Rights*

## **Part #2: Advocacy – Exercising Rights**

Civic engagement

Advocating with Elected Officials

*Group activity – Advocating for CRPD*

## **Part #3: Informed Decision Making**

Informed decision making

Strategy: Think-Plan-Do

*Group activity – Civic Engagement*

## **Part #4: Self and Peer Advocacy**

Statewide Advocacy Network

Impact and replication

## **Part #5: Boards for All**

Public policy and governance

Equal participation

Facilitation and mentoring

*Group activity – Governance*

## **Part #6: Wrap Up**

Human and Civil Rights

Advocacy and policy making,

# ABOUT THE CONVENTION



The Convention on the Rights of Persons with Disabilities is an agreement by countries around the world to ensure people with disabilities and people without disabilities are treated equally. Conventions, called treaties, covenants, international agreements or legal instruments, tell governments what to do to make sure people can enjoy their rights. All adults and children with disabilities are included. The UN Convention was adopted on December 13, 2006.

## Why care about the Convention?



People with diverse disabilities from different countries worked together with their governments to develop the Convention. They got ideas by looking at good practices and laws that were helping people with disabilities go to school, get a job, live happily in their communities and have equal rights.

It is important to remember that the rights in the Convention are not new rights. They are the same human rights recognized in the Universal Declaration of Human Rights, the Convention on the Rights of the Child and other international human rights treaties.

The CRPD guarantees these rights are respected for people with disabilities.

# PART 1: HUMAN RIGHTS

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Rights we all have simply because we are human!





# HUMAN RIGHTS

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## **UNIVERSAL**

They belong to everyone.

## **INALIENABLE**

Can not be taken away.

## **INDIVISIBLE**

Cannot be divided from each other.

## **INTERRELATED**

All human rights affect each other.

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# HUMAN RIGHTS

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## BASIC RIGHTS INCLUDE

- Equality**      The right to be treated equally – not different than anyone else.
  
- Safety**        The right to be safe from disaster, abuse and violence.
  
- Privacy**        The right to privacy – no matter where you live.



# BASIC RIGHTS

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## Other Rights

Think what you want

Be included in the community

Have healthcare

Work in safe conditions

Be paid a wage you can live on

# CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES (CRPD)

## What is a Convention?



A convention is an agreement (treaty) between countries to obey the same law about a specific issue.

When a country signs and ratifies (approves) a convention, it is a legal promise and guides the government.

It often leads to adapting and changing laws to support the goals of the convention.

# WHY A CONVENTION (TREATY)?

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Over 650 million people with disabilities worldwide.



People with disabilities were sometimes treated as “invisible” in many countries.

Many people experience human rights violations.


Countries want to improve the quality of life for their citizens.

Countries agreed that a human rights treaty specifically for people with disabilities was the best solution!

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# CRPD GENERAL PRINCIPLES



- Freedom of choice and independence
  - Equal opportunity
  - Non-discrimination
  - Full participation and inclusion in society
  - Accept people with disabilities as part of human diversity
  - Accessibility (transportation, places, information)
  - Respect children with disabilities (respected for abilities)
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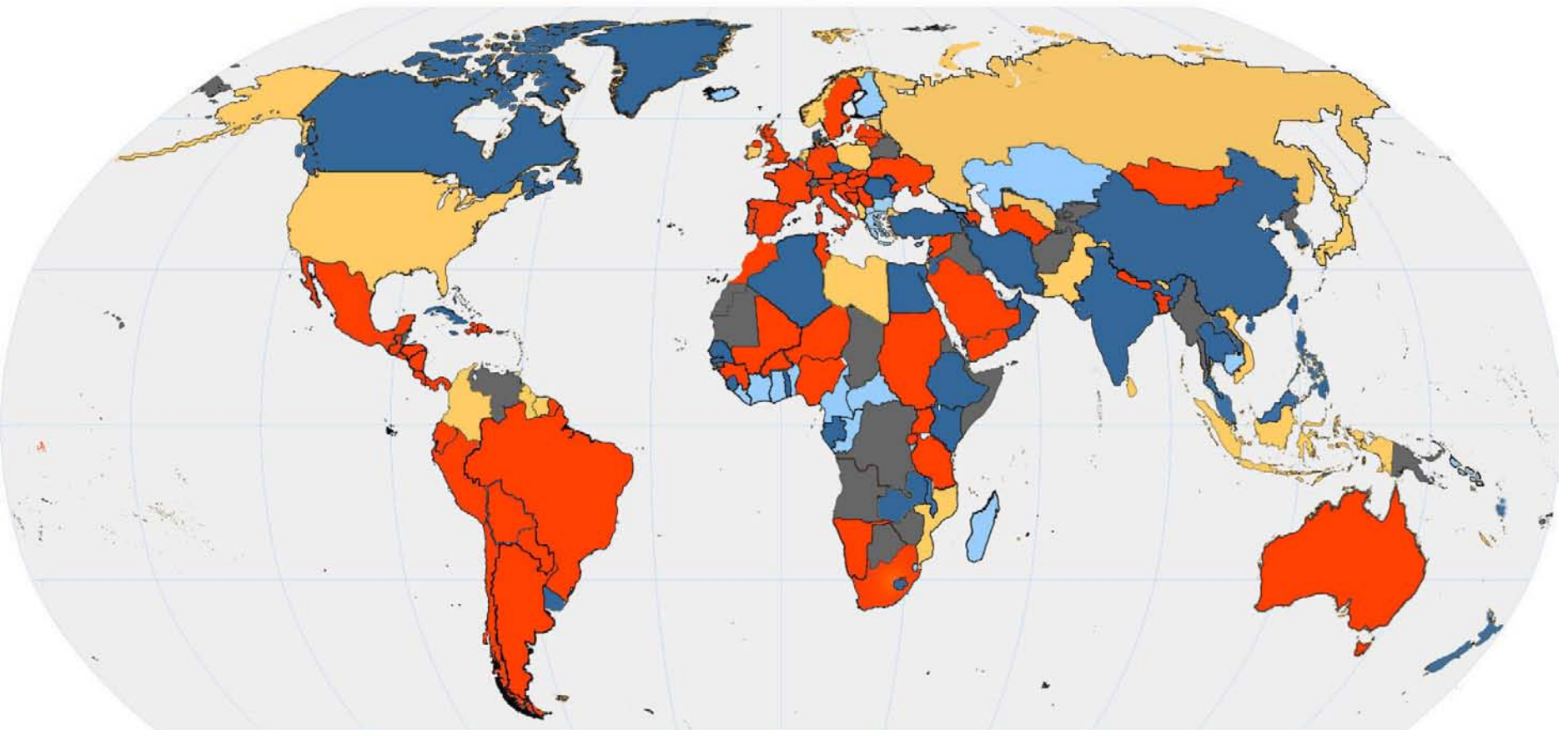
# CRPD STATES PARTIES 3/2012

153 signatories

110 ratifications



■ Not Signed   ■ Signed Convention   ■ Signed Convention & Protocol   ■ Ratified Convention   ■ Ratified Convention & Protocol



# UNITED STATES PROCESS

## “SIGNATORY”

President Obama ordered the treaty to be signed, July 2009.



*Means:*

United States agrees with the ideas in the treaty.

United States is interested in joining the treaty.

# UNITED STATES PROCESS

## "RATIFICATION"



To become law, the Senate votes to accept the treaty  
There needs to be a two-thirds majority vote for approval



# LIVING THE TREATY

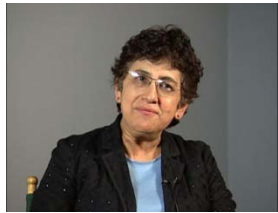
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**Focus on CRPD Articles**

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# ARTICLE 7: CHILDREN WITH DISABILITIES



Children with disabilities treated equally

Children with disabilities enjoy human rights and freedoms equally with other children.

- Children with disabilities have the same rights and freedoms as other children.
- Children with disabilities have the right to be heard about things that can affect them.
- Support will be given to help make this happen.

# ARTICLE 9: ACCESSIBILITY

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Accessibility - access to information,  
New technology



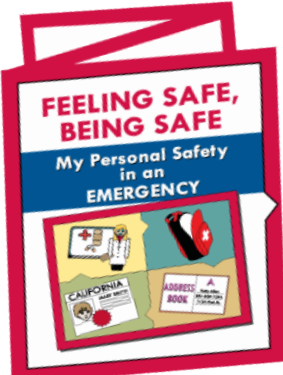
Better access to participate in communities.

- Better access to public buildings, schools and transport
  - Signs in easy-read and Braille.
  - Guides and sign language interpreters in public buildings.
  - Access to new technology.
  - People get support they need to important information.
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# ARTICLE 11: RISK AND EMERGENCIES

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People are properly protected when there are risky situations



People are *properly protected* in risky situations and the right to be protected and safe during a war, emergency or atural disaster.

- Cannot legally be excluded from a shelter.
- Cannot be left alone while others are rescued due to disability.

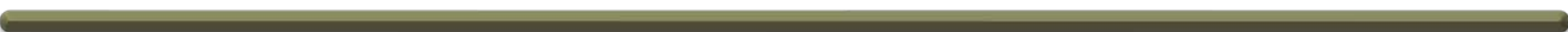
## INTERRELATED ARTICLES



ACCESSIBILITY



INCLUSION



# ARTICLE 12: EQUAL RECOGNITION/LAW



People have the same rights to make their own decisions



The right to enjoy 'legal capacity' in the same way as other people.

- Respected by the law like everyone else.
- Same right to make personal decisions.
- "Proper" support provided when making decisions.

If a person needs someone to speak for them there are rules to ensure it is done properly.

# ARTICLE 19: INDEPENDENT LIVING



Independent living and being part of the community

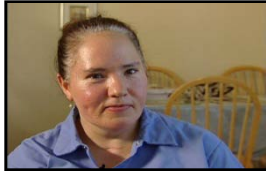


People with disabilities have the right to make choices about where they live - like everyone else.

Live independently and be included in the community. Have access to support services if needed to live in the community.

- People have choices about *how* they live, *where* they live, *who* they live with and ways to be part of their community.
- Not have to live in a place don't want to.

# ARTICLE 27: WORK AND EMPLOYMENT



People have a right to work, equal job rights, rules and pay

The right to work at a freely chosen job without discrimination, equal with others, that is open, inclusive and accessible.

- Equal job rights, rules and pay.
- Access to work training.
- Help is provided to set up businesses.
- Jobs available with government and other suitable places.
- Not forced to do unpaid work.



# VIEW DVD: LIVING THE TREATY



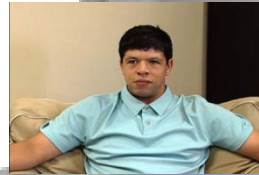
Children with disabilities treated equally



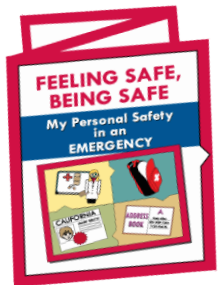
Independent living and being part of the community



Access to information, New technology



Work, equal job rights, rules and pay

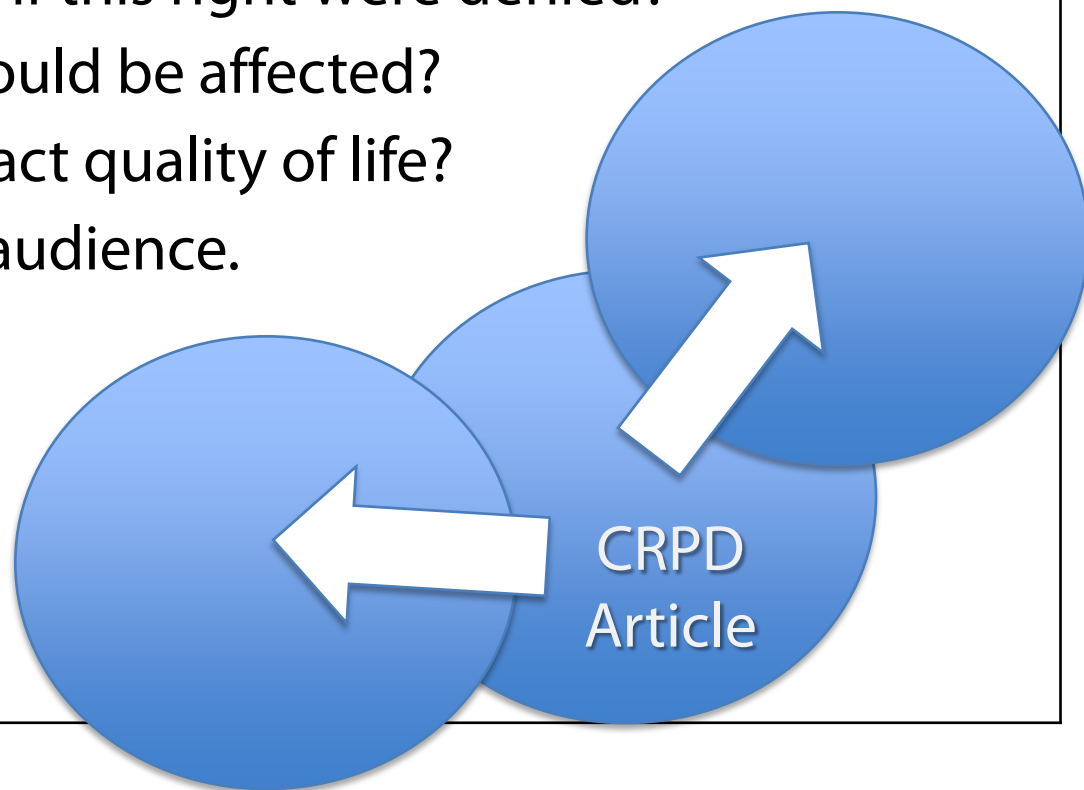


People are properly protected when there are risky situations

# GROUP ACTIVITY: RIGHTS

## INTERRELATED RIGHTS

1. Think about a CRPD article.
2. Discussion:
  - What would happen if this right were denied?
  - What other rights would be affected?
  - How would this impact quality of life?
4. Share outcomes with audience.



# PART 2: ADVOCACY

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## EXERCISING YOUR RIGHTS

### Civic Engagement



Having a voice in the political process

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# CRPD ARTICLE

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## Article 21



### **Freedom of expression and opinion, and access to information**

Provide information intended for the public to persons with disabilities in accessible formats they can *understand and use*.



# CRPD ARTICLE

## Article 29



### Participation in political and public life

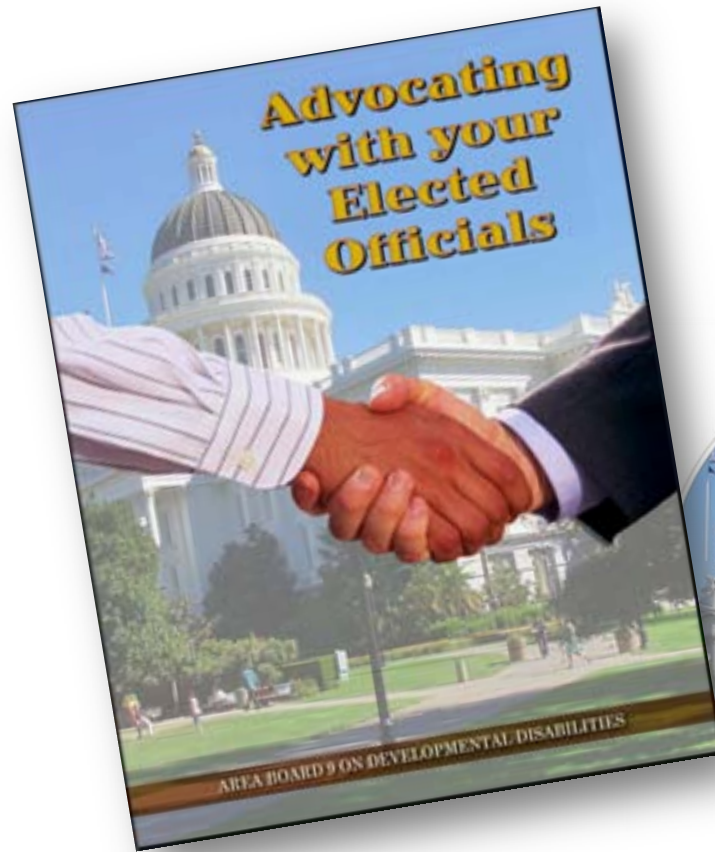
Political rights and opportunity to enjoy them on an equal basis with others.

... Ensure materials are appropriate, accessible, easy to understand and use.

# ADVOCATING WITH YOUR ELECTED OFFICIALS

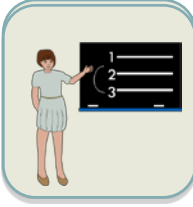


## Civic Engagement



# CIVIC ENGAGEMENT/ADVOCACY

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common  
purpose

## **Legislative Advocacy**

Increase the number of community members engaged in meaningful interaction with elected officials.



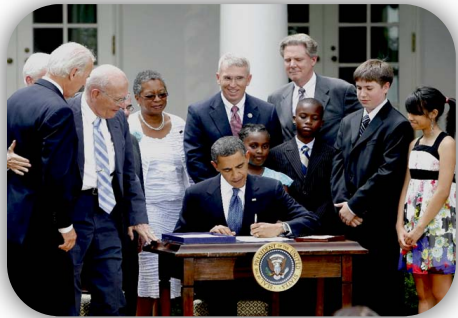
# CIVIC ENGAGEMENT/ADVOCACY



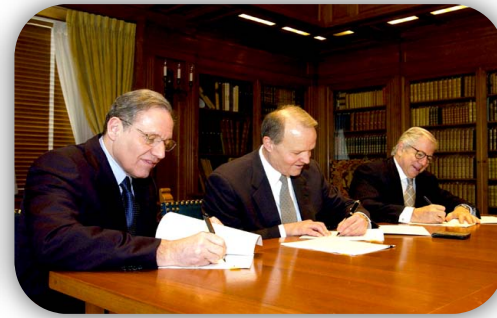
- Democracy requires active participation.
- “The people’s voice” is important in the political decision-making process.
- Advocacy with elected officials is one of the fundamentals of a democratic society.

# CIVIC ENGAGEMENT/ADVOCACY

1 ✓  
2 ✓  
3



Become a  
resource  
for your  
legislators.



## People must advocate in the political process to:

- Avoid human rights abuses.
- Advance societies.
- Further inclusion and self-determination.

# CIVIC ENGAGEMENT/ADVOCACY

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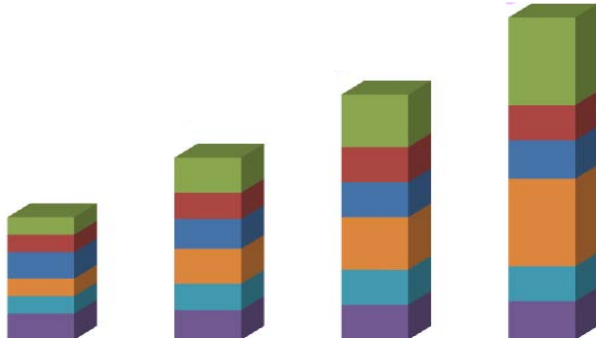
We need *knowledge and skills* to be effective and heard by our elected officials.

Many with intellectual disabilities are disenfranchised from the political system due to lack of access to –

- understandable information
- adequate support



# CIVIC ENGAGEMENT/ADVOCACY



## Objectives

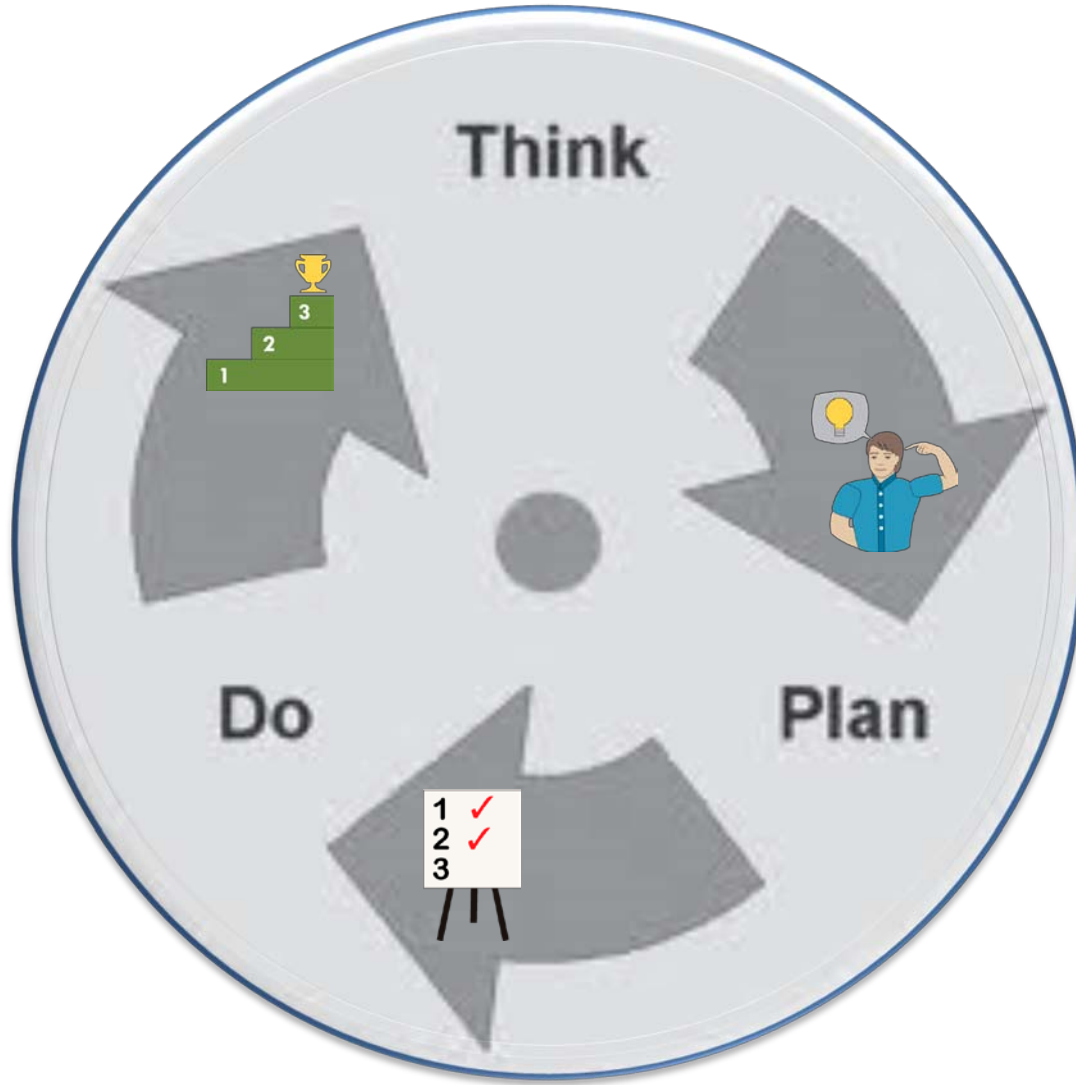
- Increase advocacy
- Greater voice in civic affairs
- Easy-to-use tools
- Sustainable approach



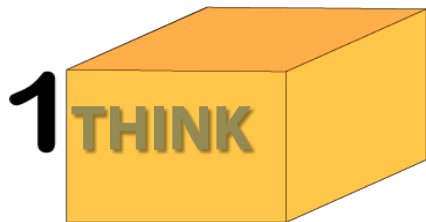
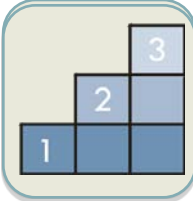
## Outcomes

- Respected by elected officials.
- Increase in communication with officials.
- Community trainings.

# ACCESSIBLE STRATEGY



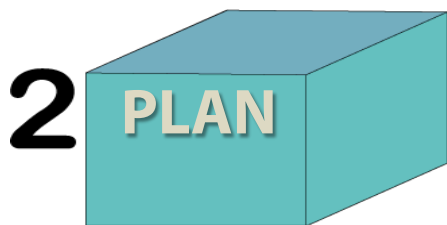
# ACCESSIBLE STRATEGY



What's my issue?

Way to communicate with elected officials

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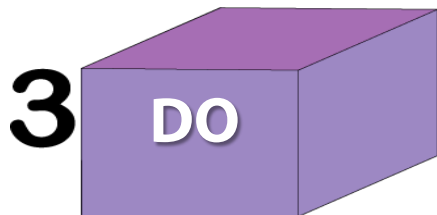


Learn about my issue (*ex: impact of new law*)

Learn about my elected officials

What do I share?

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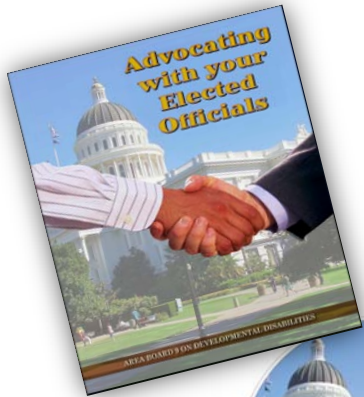
Prepare a draft or practice

Get support, if needed

*Take action* and follow up with official



# ONLINE ADVOCACY TOOLS



## Instruction Booklet

- Meeting with an elected official
- Calling an elected official
- Sending an email or letter

## Companion Video

- Illustrate and narrate each step

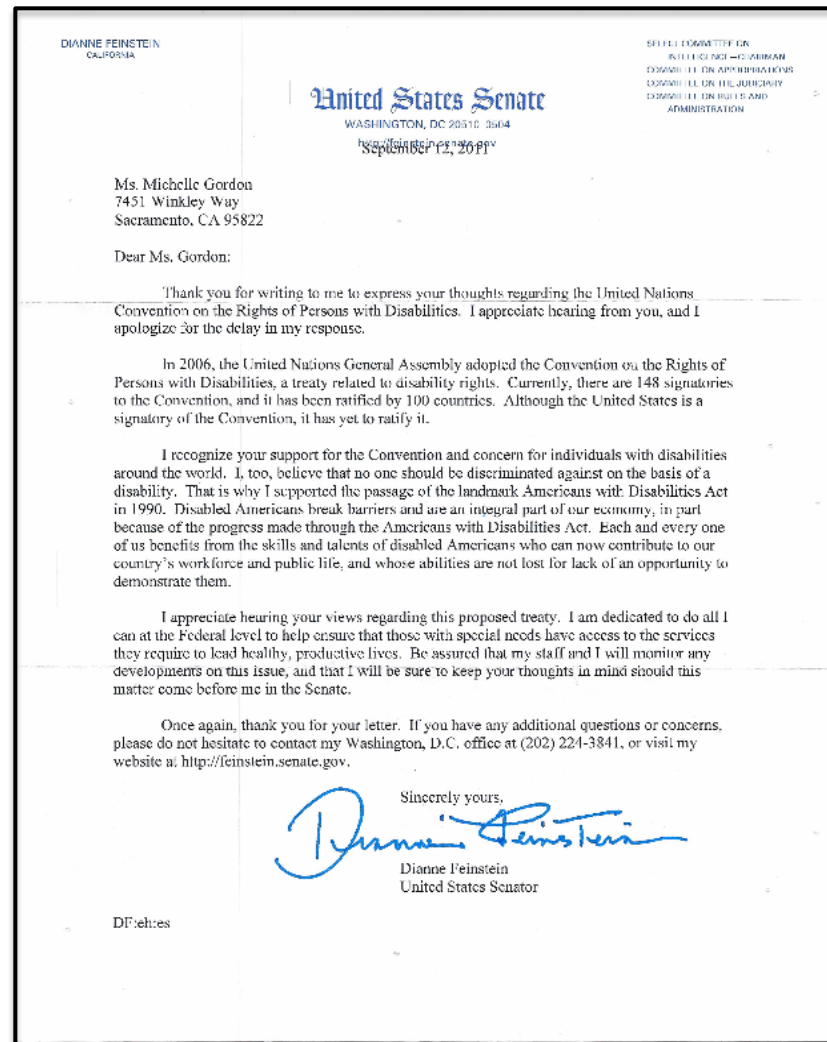


## Website and Community Training





# VIEW DVD: ADVOCATING



- Introduction
- Sending an Email or Letter





# GROUP ACTIVITY: ADVOCATING

## Advocating for CRPD

Tear Off Work Sheet

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(1) **Your Elected Officials**  
Name \_\_\_\_\_  
Contact Info \_\_\_\_\_  
\_\_\_\_\_  
Staff member \_\_\_\_\_  
Contact info \_\_\_\_\_

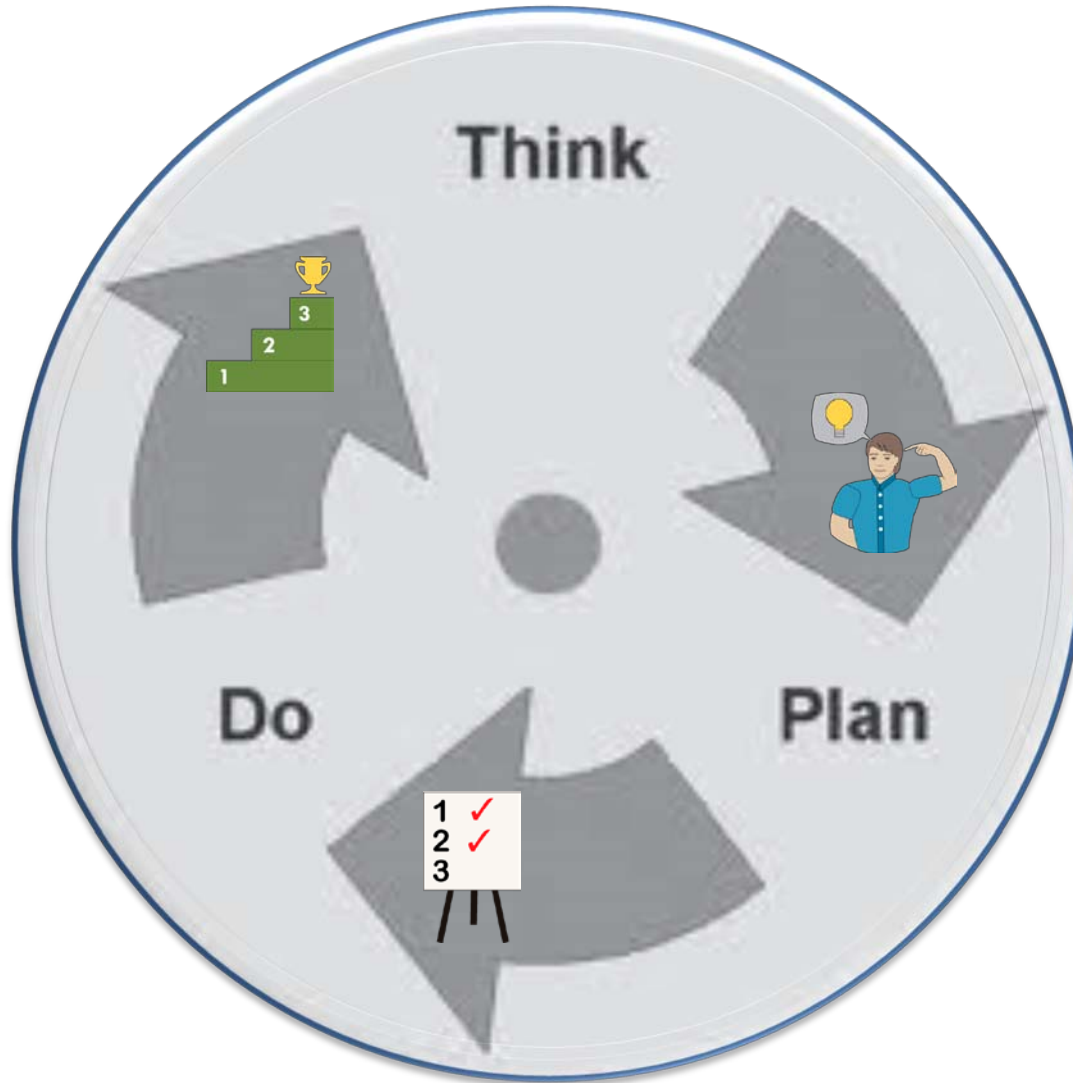
(2) **Your Issues**  
What do you support/oppose?  
\_\_\_\_\_  
\_\_\_\_\_  
Bill number and author  
\_\_\_\_\_

(3) **Why do you support/oppose (be brief and focused)**  
Impact (personal story, work experience, or official position)  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
Recommendations/suggestions  
\_\_\_\_\_  
\_\_\_\_\_  
Answers to questions you might be asked  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Form a group to complete worksheet.

1. Review pages 14 and 15.
2. Compose an email to send to your elected official about the CRPD.
3. Describe why you support/oppose.
4. Complete and share worksheet.

# PART 3: DECISION MAKING



# INDEPENDENT DECISION MAKING

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**THINK** - PLAN - DO

*What does it mean?*

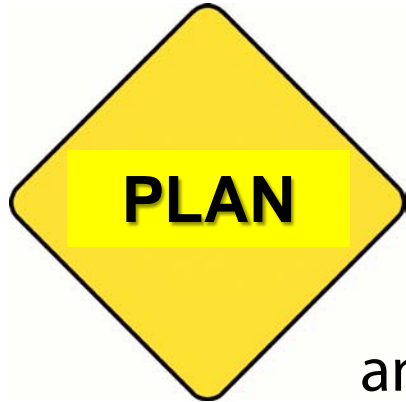
consider something before taking an action

having a belief or opinion

basis for a plan

imagine something

# INDEPENDENT DECISION MAKING



THINK - **PLAN** - DO  
*What does it mean?*

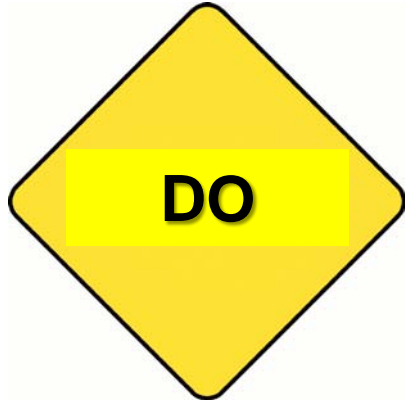
an outline (roadmap) to accomplish something

a series of steps to carry out to reach a goal

an idea about what to do and how to do it

*The steps to reach an outcome.*

# INDEPENDENT DECISION MAKING



THINK - PLAN - **DO**  
*What does it mean?*

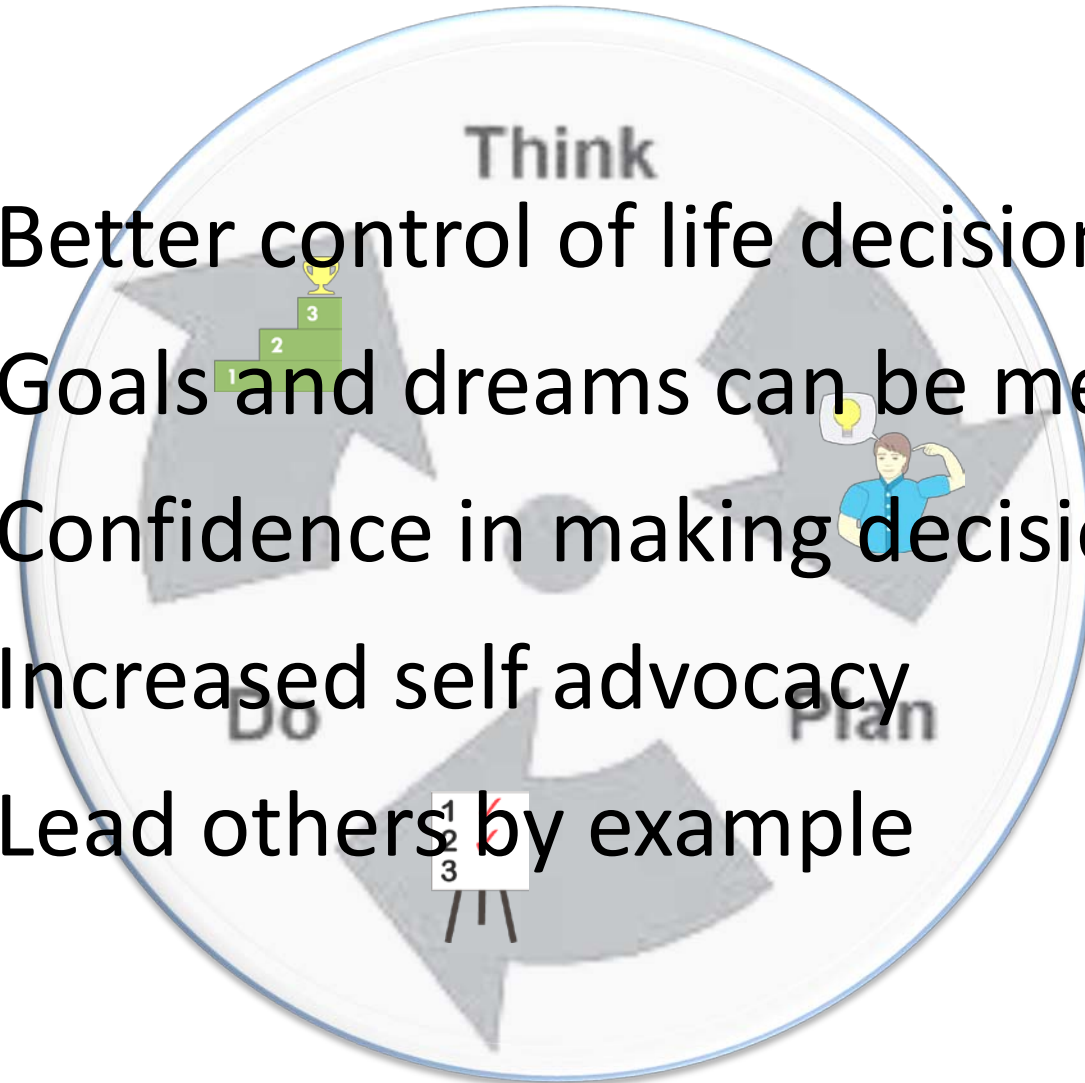
perform an action

accomplish something

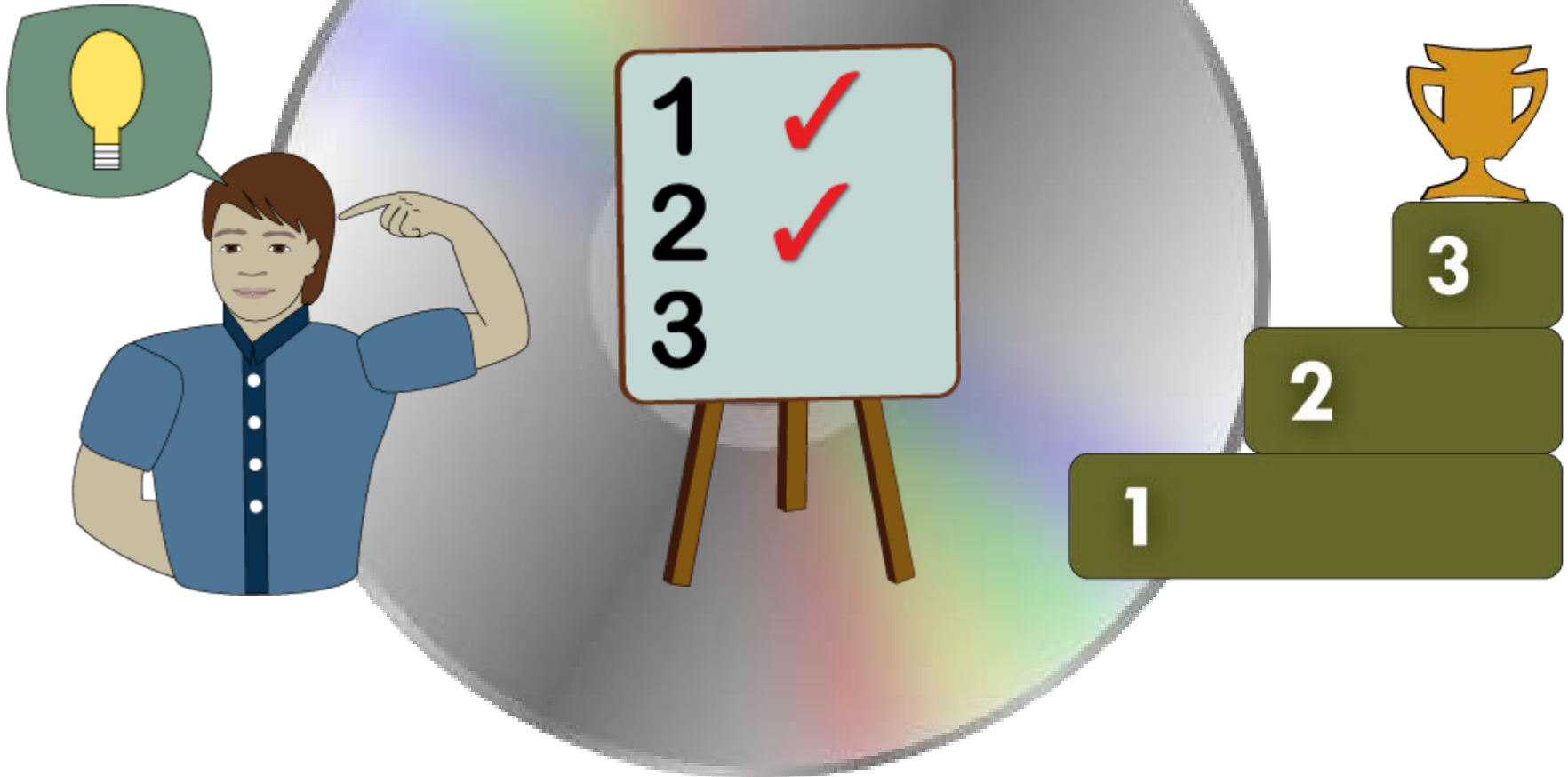
*The action/activities that make something you desire happen.*

# HOW THINK-PLAN-DO HELPS?

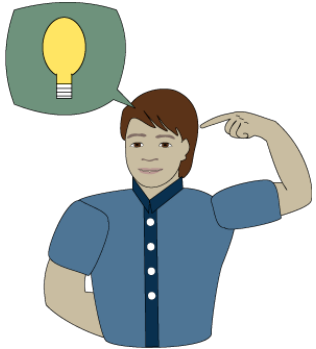
- Better control of life decisions
- Goals and dreams can be met
- Confidence in making decisions
- Increased self advocacy
- Lead others by example



# VIEW DVD: THINK-PLAN-DO



# INDIVIDUAL ACTIVITY



## THINK

Why is it important to be an advocate?



## WHAT IS YOUR PLAN?

What steps can you take to be more engaged in advocacy activities?



## DO – TAKING ACTION



# EFFECTIVE STATEWIDE ADVOCACY







# SELF-ADVOCACY VISION



State

... build a statewide peer advocacy network linking advocates, communities, regions and statewide leadership.

-  Increase representation
-  Build a collective voice for individuals with disabilities
-  Personal and group leadership skill building
-  Outcomes that increase quality of life

# SELF-ADVOCACY NETWORK



## Persons with disabilities take the lead !



Link advocacy efforts across regions.

- Advocate with state policy-makers.
- Impact state and local policies.
- Measurable Outcomes!

# REGIONAL ORGANIZATION

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## Regional Groups

Identify advocacy groups in region and include representatives in a regional network.

## Purpose

- Develop multi-year advocacy plans  
Address ongoing and evolving advocacy interests
- Identify outcomes  
Initiate practical approaches

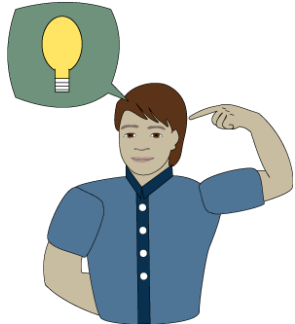


# STRATEGIES

Region

State

Person



## LEAD BY EXAMPLE

**Demonstrating** personal change that others can follow.

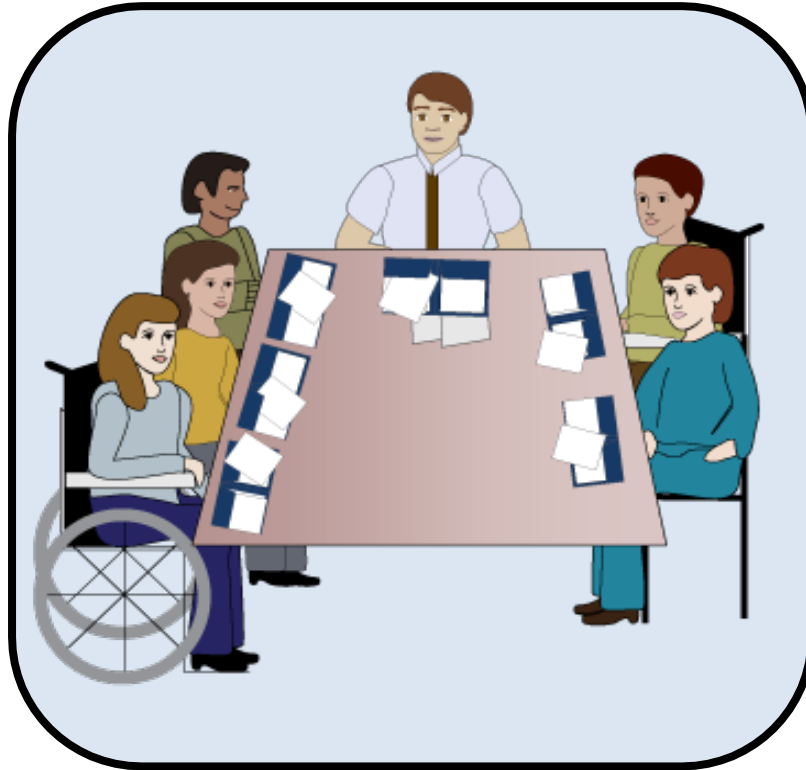
**Sharing** experiences to guide others.

**Advocating** for the rights of others.

**Reaching out** and respecting differences.

# BOARDS FOR ALL

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A training series using a plain language video webcast format to teach rules of governance for advocacy groups, government councils and non-profit organizations.

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# CRPD ARTICLE 29

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Ensure materials are appropriate, accessible, easy to understand and use.

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*"People with developmental disabilities and community members can be valuable members of governing groups and informed decision-makers".*

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# BOARDSMANSHIP SERIES

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## ONLINE TRAINING



5 part video series, worksheets, webpage

- Each video illustrates a specific area.
- Each video includes a worksheet.
- Volunteer Mission Statement

English, **Mesas Directivas para todos**  
服務大眾董事會

Closed caption all languages  
Text version



# BOARD OF DIRECTORS

## Video #1



What is a governing body?

What is a Mission Statement?

What does a governing body do?

What are member responsibilities?



# BOARD MEMBERS' JOB

## Video #2

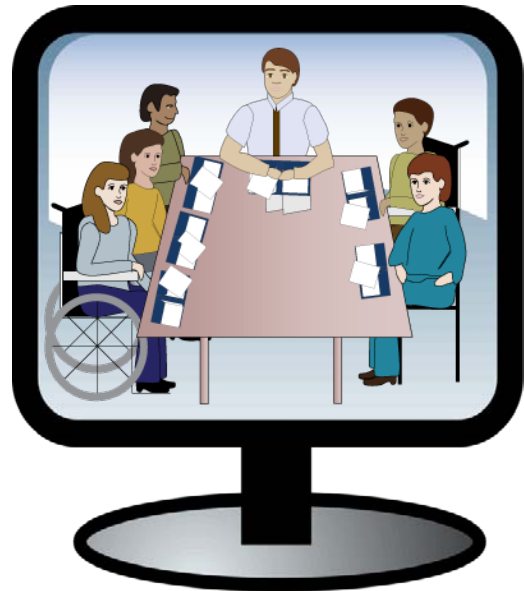


How can I prepare for a meeting?

What will be expected of me?

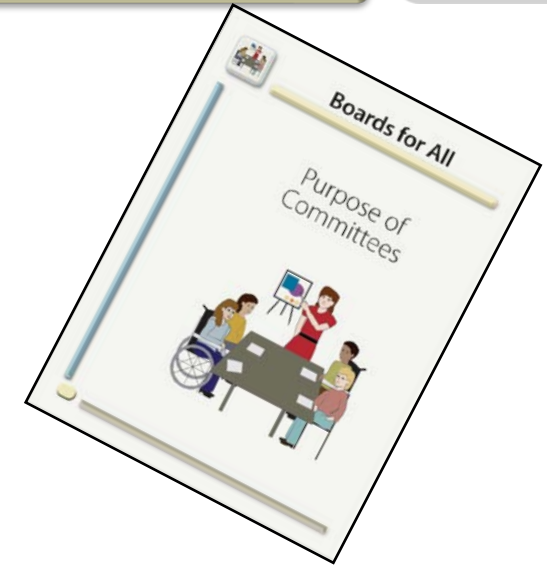
What is the voting procedure?

What is my relationship with the community?



# PURPOSE OF COMMITTEES

## Video #3



What is a committee and what are the rules?

How does a committee gather information?

What kinds of committees are there?

What does a governing body do with committee reports?

# BOARD DEVELOPMENT

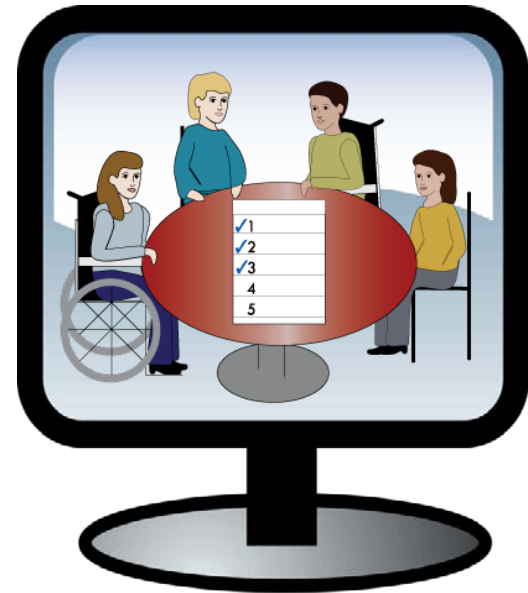
## Video #4



How do governing bodies stay involved?

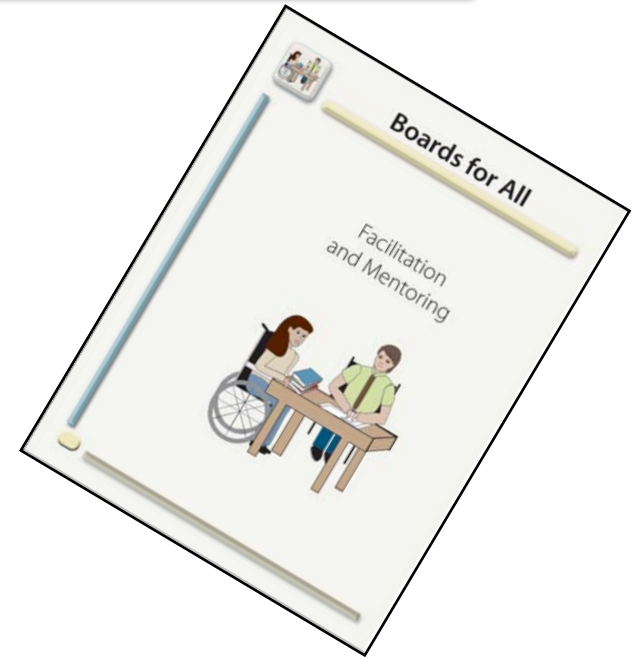
What does a Chairperson do?

How do you keep members engaged?



# FACILITATION/MENTORING

## Video #5



What does facilitation mean?

What is a facilitation plan?

What is a meeting mentor?



# VOLUNTEER MISSION STATEMENT

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*Helps members*



Think about why they want to volunteer.

Think about how they can help strengthen the organization.

Identify what they want to accomplish.

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# ACTIVITY

## BOARDS FOR ALL WORKSHEETS

If you have experience as a board member of a nonprofit organization, complete worksheet “BOARD OF DIRECTORS”

If you have not had an opportunity to participate complete worksheet “VOLUNTEER MISSION STATEMENT”.



# FACILITATION – PURPOSE, PLANNING

## FACILITATION



### PURPOSE – PLANNING – PRACTICE

### Facilitation Worksheet

Facilitator and Member to complete.

#### Agreement

As partners we will communicate openly and honestly with each other.

#### As the member, I agree to:

- a. Work as a partner with my facilitator.
- b. Communicate when I have questions or concerns about facilitation.
- c. Be prepared and professional.
- d. Communicate when I need to change my plan.
- e. Respect confidentiality of the facilitator.
- f. Other

#### As the facilitator, I agree to:

- a. Work as a partner with the member.
- b. Communicate when I have questions or concerns about facilitation.
- c. Be prepared and professional.
- d. Respect confidentiality of the member.
- e. Other

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ date

signature (member)

\_\_\_\_\_ date

signature (facilitator)

\_\_\_\_\_ date

signature (organization)

**Make copies for facilitator and organization**



# Contact Information



Area Board 9



200 East Santa Clara Street, Suite 210  
Ventura, California 93001 Phone: (805) 648-0220  
[http://www.scdd.ca.gov/Area\\_Board/Area\\_Board\\_9.htm](http://www.scdd.ca.gov/Area_Board/Area_Board_9.htm)

Board Resource Center

PO Box 60-1477 (916-574-1023)  
Sacramento, CA 95860  
[www.brcenter.org/mark@brcenter.org](http://www.brcenter.org/mark@brcenter.org)

CA State Council

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***ADVOCATE!***

***THANK YOU***

