

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 **PLAIN LANGUAGE**

(March 1, 2012 – September 30, 2012)



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

Molly Kennedy,
State Council Member

Background

The disability rights movement has shown that persons with developmental disabilities are community members with important contributions to make. With a united voice, self-advocates can change their communities and make a difference.

During this time of limited public resources, expanding advocacy partnerships helps advance the rights of all people by working together. Community organizations can be good team members and share responsibilities. With the power of peer leadership and easy-to-use information, persons with disabilities can take the lead in communities and influence public policy.



In 2011 the federal Administration on Developmental Disabilities held regional summits throughout the country to learn how to strengthen the self-advocacy movement nationwide. The California team made suggestions to increase leadership by persons with disabilities that included:

- Create partnerships with other groups.
- Share goals.
- Grow in numbers, unity and power.
- Develop easy-to-use websites, listserv and social media.
- Start self-advocacy training before high school.
- Advocate from the community.



Goal #1 of the 2012–2016 State Strategic Plan

“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.”

Responding to the self-advocacy summit, the State Council on Developmental Disabilities (SCDD) made a commitment to provide opportunities for people with disabilities to take a leadership role in personal and public advocacy.

SCDD made leadership development and activity available to self-advocates on the Employment First Committee, Self-Advocates Advisory Committee and new Statewide Self-Advocacy Network.

Using the Board Resource Center for training, facilitation, adapted plain language materials, and technology, support was provided to strengthen local, regional and statewide advocacy, led by persons with disabilities.



Board Resource Center's role



Employment First Committee



Responsibilities

- Adapt Employment First Committee materials.
- Develop preparation session materials.
- Facilitate committee preparation meetings.
- Support members at EFC meetings, if needed.
- Support self-advocate members between meetings.



Self-Advocates Advisory Committee



Responsibilities

- Adapt SCDD meeting materials.
- Develop/provide SAAC meeting materials.
- Leadership coaching with SAAC officers.
- Facilitate SAAC meeting process.
- Develop training and support materials.
- Facilitation training for members' facilitators.
- Support members' facilitators at SCDD meetings.
- Support members between meetings.
- Develop and maintain SAAC webpage.



Statewide Self-Advocacy Network



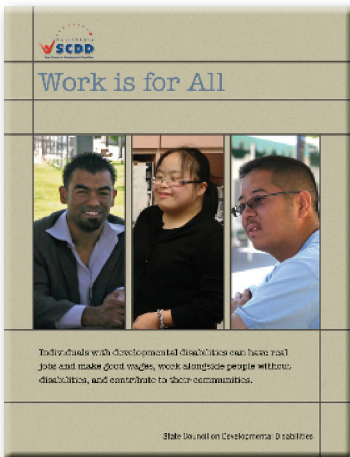
Responsibilities

- Adapt SSAN meeting materials.
- Develop/provide multi-media meeting materials.
- Leadership coaching with SSAN officers.
- Test/refine/deliver Leadership Plan tools.
- Facilitate SSAN quarterly meeting process.
- Develop/provide training and support materials.
- Assist/support members' facilitators.
- Support members' regional organizations.
- Support development of regional plans.
- Support SSAN regional meetings.
- Support to expand regional partnerships.
- Develop/maintain SSAN webpages.

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

EFC Member

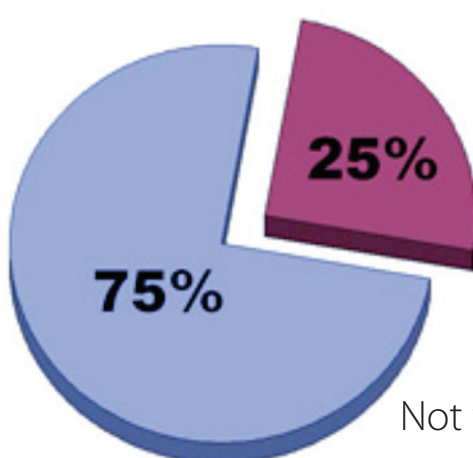
Employment First Committee



The Employment First Committee (EFC) was created by the State Council to develop a statewide Employment First Policy. The committee’s purpose is to find ways to increase the number of people with developmental disabilities working in integrated competitive employment. Self-Advocate members shared views and reached out to peers to gather their input. They participated actively in committee meetings and its efforts to see more persons with disabilities working in good jobs.

2012 Outcomes

- Testified at two legislative committee hearings.
- Contributed to committee goals and annual plans.
- Conducted an employment presentation with information from peers.
- Reached out to self-advocates using social media.
- Emailed state senators regarding Employment First legislation.



Currently working integrated competitive employment (ICE)

Not working

8/2012 Presentation to EFC by
Kecia Weller & Cindy White.

Survey of 40 self-advocates.
Presentation and report available:
www.scddadvocacy.org

"I am learning more about leadership by sitting in chairperson seat."

"I am learning more as a team player!"

"I am more aware of SCDD and committee work."

"I am learning to use more technology."

"Speaking up more."

SAAC Members

Self-Advocates Advisory Committee



The Self-Advocates Advisory Committee (SAAC) was created to advise SCDD on self-advocacy issues. Experienced self-advocate members built a successful committee and improved their leadership skills. They worked on important advocacy issues and contributed to SCDD decisions. As leaders, they also used new technology to communicate, made presentations and shared resources in their communities.

SAAC Mission Statement

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

2012 Outcomes

- Completed leadership goals and accomplished advocacy plans.
- Completed a facilitation guide and used person-centered support plans.
- Used new technology to communicate and share information.
- Approved committee operating rules and created annual advocacy action plan.
- Gave four (4) presentations at June statewide self-advocacy conference.
- Developed committee statement on abuse at developmental centers.
- Developed and presented suggestions for more accessible SCDD meetings.
- Developed recommendation to support the Convention on the Rights of Persons with Disabilities and send letters to U.S. Senators.
- Conducted nine (9) presentations about SCDD and SAAC.
- Shared information about SCDD across the state.

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

Network (SSAN) Member

Statewide Self-Advocacy Network



The Statewide Self-Advocacy Network (SSAN) brings together self-advocates who represent many advocacy organizations to connect with each other across California. SCDD supports SSAN to build partnerships in communities and with statewide organizations to increase advocacy leadership by persons with disabilities. SSAN unites many voices to accomplish shared advocacy goals in communities and participate in statewide public policy.



Meeting #1

1. About SSAN
2. Member responsibilities
3. Leadership plans
4. New technology

Year 1 (2012)

Meeting #2

1. SSAN rules and officers
2. Leadership goals
3. SSAN communication
4. New technology practice

Meeting #2

1. Outreach, working together
2. Lead by example
3. Develop advocacy plans
4. Community collaboration

Meeting #1

1. SSAN rules and mission
2. Community organizing
3. Outreach and sharing
4. Leadership mentoring

Projected for Year 2 (2012–13)

Meeting #3

1. Regional advocacy action plans
2. Work with community partners
3. Lead by example
4. Mentor webpage

Meeting #4

1. Regional advocacy action plans
2. Work with community partners
3. Lead by example
4. Annual reflection – Summit

2012 Outcomes

- Created quarterly schedule: two (2) days – leadership training and business meeting with support from facilitators and technology/media specialists.
- Completed advocacy plans and leadership goals.
- Completed facilitation guide to create facilitation plans.
- Used new technology to communicate and share information.
- Developed operating rules, mission statement, member responsibilities.
- Elected officers.
- Explored new partnerships and advocacy groups in regions.
- Shared information about SSAN and SCDD's advocacy tools.
- Provided PowerPoint presentations, adapted materials and plain language booklets about SSAN.
- Shared SSAN goals, plans, and completed reports.
- Members reported they:
 - ◆ worked with facilitators to carry out SSAN responsibilities
 - ◆ learned to use new communication technology
 - ◆ coordinated regional meetings of SSAN members
 - ◆ conducted 20 presentations about SSAN

Network Outcomes

Advocate Effectively



1 Rights



2 Independence



3 Self-determination

4 Full inclusion

“Technology is very important...”

“Will be great to bring to local groups.”

“Excited to learn how to use new technology...”

SSAN Members

Technology and Resource

2012 Outcomes

- Developed and revised advocacy website **www. scddadvocacy.org** for all meeting materials, announcements, training tools for leadership development.
- Developed online Google group for SSAN communication, exchange, announcements.
- Provided SCDD with all materials and videos for SCDD website and federal reporting.
- Assisted SCDD to open accessible advocacy resource room with self and peer advocacy training tools.
- Provided two (2) laptops, LCD projector and audio visual equipment for SCDD sponsorship of self-advocate presentations and training.
- Provided SAAC and SSAN members with “technology briefcases” to use when conducting presentations and video conferencing.
- Produced video recordings of members’ meetings and their leadership activities for annual reports.
- Produced facilitation webinar to support use of BRC/SCDD facilitation book.

Added Outcomes

- Annual report in two additional formats – plain language and video.
- Published two SSAN newsletters.
- Assisted with two regional SSAN member meetings.
- Recorded and produced video of SSAN members from July 2012 meeting.



Future

2012–2013 Employment First Committee Members

- Increase understanding of Employment First goals.
- Create leadership plan, increase participation at meetings.
- Increase Employment First community outreach.
- Advise EFC on ways to include persons with disabilities at meetings.

2012–2013 Self-Advocate Advisory Committee

- Carry out annual plan for more accessible SCDD meetings.
- Create plans to increase personal leadership.
- Carry out plans to take on state and national advocacy issues.
- Increase member participation at SCDD meetings.

2012–2013 Statewide Self-Advocacy Network

- Develop SSAN regional and statewide advocacy plans.
- Grow partnerships with community groups.
- *Lead by example* – share resources, communicate and mentor peers.
- Increase understanding of SSAN around the state.
- Maintain and expand use of advocacy resource room, website and communication technology.