

The Board Resource Center


Making Complex Ideas SimpleSM

Facilitation Support and Training Services for the California State Council on Developmental Disabilities **EMPLOYMENT FIRST COMMITTEE**




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.

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.

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.

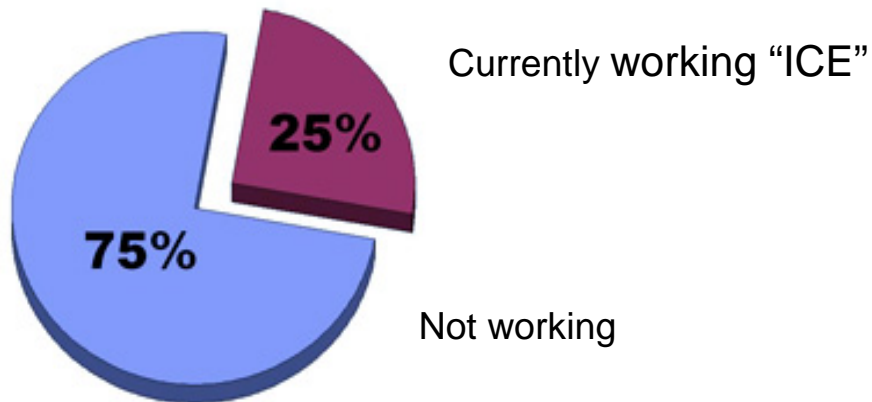


ideas

- ▶ Educate self-advocates about the value of work
- ▶ Communicate in ways people understand and can use!
- ▶ Educate employers
- ▶ Peer advocates who work lead others by example



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.





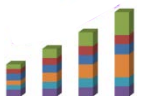
ACTIVITIES → **OUTCOMES**

Employment First Committee



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

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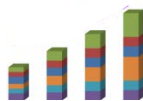


Leadership by Example

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.

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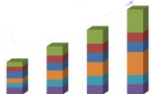


Increased member participation in community activities, organizational leadership and policy-making.

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.

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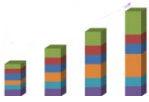


Increased community awareness of SCDD advocacy leadership and advocacy resources, including advocacy online web pages.

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.

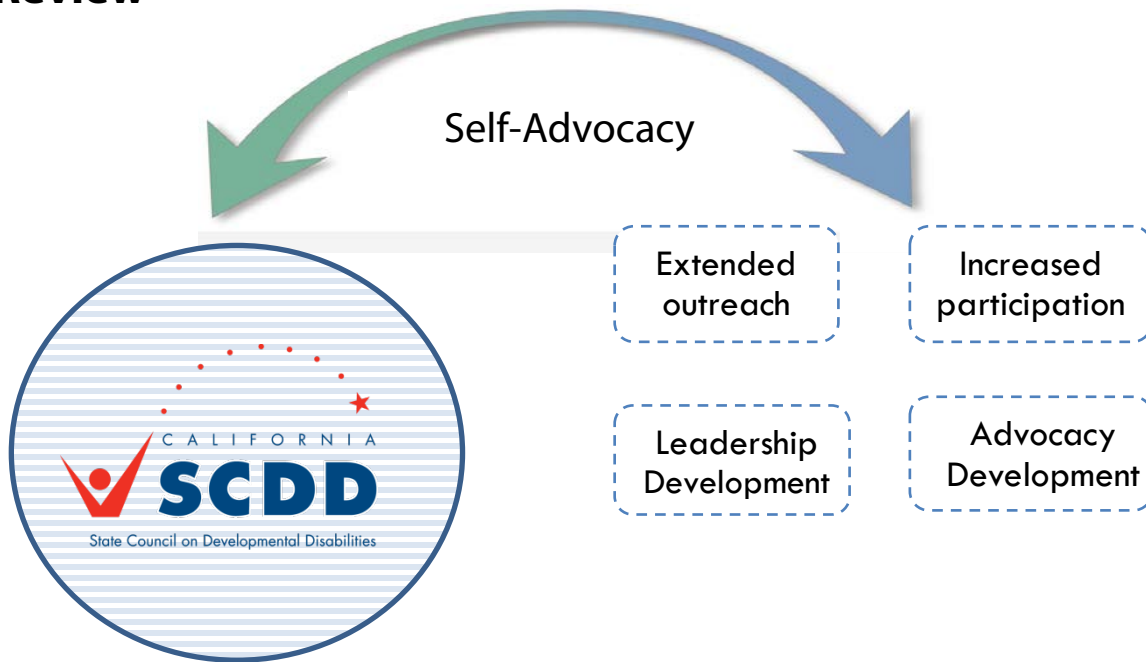
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Employment First Committee Members, Self-Advocacy Advisory Committee, Statewide Self-Advocacy Network

- 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.

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.