

IDAHO STATE INDEPENDENT LIVING COUNCIL (SILC) STRATEGIC PLAN, 2010-2013

GOALS, MISSION, AND OBJECTIVES

The Idaho State Independent Living Council (SILC) aspires to promote a philosophy of independent living, including a philosophy of consumer control, peer-support, self-help, self-determination, equal access, and individual and system advocacy in order to maximize opportunities for individuals with disabilities, and the integration and full inclusion of individuals with disabilities into the mainstream of society.

The Idaho SILC's present Mission Statement was developed during the State Plan for Independent Living Planning Session April 29, 2004 and adopted at the SILC Quarterly Business meeting July 23, 2004. It states: The Idaho SILC's mission is to advocate for and achieve independence, choice, self-determination, equal access and equal opportunity for Idahoans with disabilities through systems change, policy involvement and public education. In developing the above statement, Council members committed to the following responsibilities as directed in Title VII, The Rehabilitation Act of 1973 as amended in 1998:

- Develop, sign and submit, in cooperation with the Idaho Division of Vocational Rehabilitation (IDVR) and the Idaho Commission for the Blind and Visually Impaired (ICBVI), the State Plan for Independent Living (SPIL) for people with disabilities. The SILC will monitor, review and evaluate the implementation of the SPIL.
- Support the centers for independent living (CILs) and advocate for independent living (IL) services provided through state and federal programs for people with disabilities.
- Gather and disseminate information, conduct studies and analyses, develop model policies, conduct training on IL philosophy, outreach to un-served and underserved populations, and work to expand and improve IL services.
- Develop a plan for the provision of resources to the SILC.
- Develop and pursue a public policy agenda that results in positive systemic change for people with disabilities.

In 2004 the SILC became an autonomous governmental entity with the passage of House Bill 711. Council members committed to the following additional duties under Idaho state statute (Title 56 Chapter 12, 56-1204):

- Assess the need for services for Idahoans with disabilities and advocate with decision makers;
- Supervise and evaluate such staff as may be necessary to carry out the functions of the council;
- Ensure that all regularly scheduled meetings of the council are open to the public and that sufficient advance notice of meetings is provided pursuant to the open meeting law;
- Prepare reports and make recommendations, as necessary;
- Perform other activities the council deems necessary to increase the ability of Idahoans with disabilities to live independently;
- Promulgate rules, as may be necessary, in compliance with chapter 52, title 67, Idaho Code.

BARRIERS

Idaho has unique attributes such as beautiful scenery, land that is sparsely populated and a sprawling geography. It is rapidly growing, with its population growth estimated to have increased by 17.8% since 2000. Rural areas cover 88.3 percent of the state where 36.2 percent of the total population reside. Changes in federal funding have shifted responsibility for many social services from the federal to state and local government levels and has increased pressure on state and local budgets in Idaho. Additionally, Our aging population is rapidly growing, and is estimated at 11.7% of our population. This has increased the difficulty of providing quality social services. Economic difficulties in rural communities translate into increased problems for people with disabilities. Some barriers may be obvious, such as lack of ramped entrances for people who use wheelchairs, lack of interpreters or captioning for people with hearing impairments, or lack of Braille or taped copies of printed material for people who have visual impairments. Transportation within and between cities either doesn't exist, is inconvenient, inaccessible, or is too expensive to use. Accessibility of housing, public buildings and businesses are inadequate. Personal assistance services, occupational, physical and cognitive therapies are often not available in smaller communities or the service industry has too many people on their waiting lists to meet all the needs; couple that with poor transportation facilities to get to the metropolitan areas for these services, and people tend not to receive all that may be available. We must also take into account a increases in minority populations, with the cultural and economic factors inherent in reaching these individuals.

Since the Idaho SILC's inception, it has been actively engaged in activities that assist in providing Idahoans with disabilities a greater voice in obtaining services that are consumer-responsive, cost-effective and community-based.

Four initial focus groups were held at the Centers for Independent Living (CILs) to gather input for the new three-year State Plan for Independent Living. Living Independence Network Corporation (LINC) invited consumers to attend sessions in Boise and Twin Falls in September and October of 2006. In cooperation with Living Independently for Everyone (LIFE), the SILC conducted a focus group in Pocatello in September, 2006. In cooperation with Disability Action Center-Northwest (DAC-NW), the SILC held a focus group in Coeur d'Alene in August, 2006. The CILs recruited people with disabilities to attend and provided logistical support to organize the focus groups. A total of 59 people attended the first round of focus groups. The SILC also held a Three-Year State Plan for Independent Living (SPIL) one and one half day planning session in January, 2007. Council members voiced the concerns and priorities that they received from people with disabilities in their communities. A second round of focus groups followed this to review and comment on the draft plan. These were held in Caldwell and Burley and scheduled in Lewiston in April, 2007 in cooperation with the centers for independent living in these areas. The SILC also provided opportunity to comment on the plan through the SILC website.

A compilation of priorities and common themes from the focus groups and the planning session are as follows: (1) increased availability of accessible affordable transportation statewide; (2) the enforcement of existing civil rights laws and the advancement of the civil rights for people with disabilities; (3) public awareness to reduce stigma and increase understanding of people with disabilities, especially in schools and with law enforcement professionals; (4) access to and coordination of information and resources available to people with disabilities.

VISION

It is the vision of the Idaho SILC to realize the philosophy of independent living in local communities where people with disabilities reside. The SILC's goal is to maximize opportunities and to incorporate people with disabilities into all walks of life by empowering them. The road to empowerment includes changes in the individual and systems change. Changes in the individual include recognizing and using the power of peer support and self-help groups to raise awareness that self-determination is within reach. Systems change includes further de-medicalization, de-institutionalization, strengthened public policies for equal access and further utilization of individual and system advocacy. The SILC will continue to evaluate existing programs to determine their effectiveness, and then encourage redirection of resources to provide optimum opportunities for people with disabilities. The SILC will also work to

promote greater program coordination in order to reduce inappropriate and unnecessary regulatory requirements, which will allow the state to utilize a greater portion of its resources for services to individuals.

DESIGN FOR THE STATEWIDE NETWORK OF CENTERS

Idaho Coalition of Independent Living Centers — The Idaho Coalition of Independent Living Centers (ICILC) will, in this plan period, compare consumer record data gathered from each Center's annual report and make recommendations on how Centers can better serve minority populations.

Living Independence Network Corporation (LINC) — The Living Independence Network Corporation (LINC) is a not-for-profit 501 (c) (3) grassroots organization that incorporated in Idaho in 1988. LINC operates a center for independent living as provided for in Chapter 1, Title VII of the Rehabilitation Act, as Amended. The organization has three offices, located in Boise, Caldwell, and Twin Falls, Idaho, and serves Ada, Canyon, Boise, Elmore, Payette, and Twin Falls counties.

LINC is a consumer controlled, cross-disability, non-residential, community-based organization that provides Information and Referral, Peer Counseling, Individual and Systems Advocacy, Independent Living Skills training, Nursing Home/Other Institution placement prevention and relocation, and a consumer-directed Personal Assistance Services program. LINC also provides assistance in accessible home modifications, assistive technology, accessible transportation, and other individualized services designed to help people with disabilities maintain or regain their independence in the community.

Living Independently for Everyone (LIFE) -- LIFE maintains one satellite office specifically to serve one of the main minority populations in the LIFE service area. The Blackfoot office, which is located in Bingham County, serves the Hispanic and migrant worker population mainly in the Power, Bingham, and Bannock counties and the Burley office serves Cassia and Minidoka counties. The other two offices are located in Pocatello and Idaho Falls. Staff are employed from these communities that know and relate to the cultures and traditions of each community. LIFE service area contains nineteen counties served from four offices. There are 40,426 square land miles in total for these counties with a population of approximately 400,000.

Disability Action Center Northwest (DAC NW) - DAC serves the 10 northern counties. Services in outlying areas are not equivalent to those in the areas immediately surrounding office locations - Moscow, Coeur d'Alene, and Lewiston. The DAC NW mission is "building community, achieving equality, and creating independence in an accessible world."

APPOINTMENT AND COMPOSITION OF THE SILC

Council members are usually referred as nominees by CIL directors or other Council members, disability advocates or the general public throughout the state. Nomination forms are accepted on an ongoing basis. Selection of a nominee is based upon one’s knowledge of the independent living philosophy along with the desire and ability to serve. Full participation is crucial to the success of the Council, so candidates must carefully consider their time commitment and other factors when submitting a nomination form. When a vacancy occurs, nominations are reviewed by the Membership Committee. The Committee makes a recommendation to the full Council regarding its selection. The Council forwards its recommendation to the Governor. The Governor appoints all members.

**Part II – Performance Measures and Benchmarks
2010-2013**

Goal One: Promote and conduct activities that empower people with disabilities.

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
<i>Increase and coordinate access to information about resources for Idahoans with</i>	Use WAI web access initiative guidelines and section 508 of the Rehab Act.		Staff will ensure SILC website is universally accessible. (2010-2011)	Budget constraints

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
<i>disabilities More people with disabilities will be involved with the independent living movement.</i>	Increase attendance by 20%.	160 people attended **how many people attended in 09?	In conjunction with CILs, hold state independent living conference every other year. (2011, 2013)	Transportation and health issues of participants Weather Budget constraints
	Increase new attendance by 20%.	60 people attended	In conjunction with CILs, conduct regional leadership activities every other year. (2010, 2012)	Transportation and health issues of participants Weather

Goal 2: Reach out to un-served, underserved and minority populations.

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
<i>The SILC will conduct outreach activities to identified un-served and under-served groups of people with disabilities.</i>	Outreach committee will meet in 2010 to review progress on plan. Increase mailing list by 10%. Visit at least 10 organizations.	4,800	Outreach Committee will set goals to promote independent living (IL) with veterans and conduct outreach to veteran's groups. (2010)	

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
	Agreement developed with Commission on Aging and Idaho AT Project to increase knowledge of adaptive devices.	Acquire funds to support collaboration.	Outreach Committee will collaborate with the Aging Community on issues of shared concern. (2010)	
	Create youth leadership network comprising people age 16-26)	8 people (2010)	The SILC will conduct outreach to youth with disabilities to increase knowledge and leadership potential. (2010)	
	1 youth representative on the SILC.		Recruit SILC member from youth leadership network. (2011)	

Goal 3: Provide education and training on disability issues.

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
<i>The SILC will influence public policy to improve the lives of people with disabilities</i>	5000 legislative reports / scorecards distributed.	4,800	Monitor disability legislation and inform people with disabilities of results. (2010-2013)	Budget constraints
		4,800	Continue distributing legislative alerts on disability related legislation. (2010-2013)	Budget constraints
<i>Gain support of new legislators for SILC's position on disability related legislation</i>	Increase the number of legislators who vote consistently with the SILC's position on disability related legislation by 5%. Hold one forum with legislators (2009).	91	Approach and distribute information to all new legislators. (2010-2013)	Availability of legislators, staff time involved

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
	Track number of SILC members who contact legislators each year. (2010-2013) SILC Membership Committee will identify tracking mechanism and review each year.		Increase advocacy involvement of SILC council members. (2010)	
			Ask experienced supportive legislators to influence newer members, as needed. (2010-2013)	
<i>Support legislators who currently vote consistently with the SILC's position on disability related issues</i>	Legislation supported	1 Update annually including scorecard at the end of the legislative session	Communicate with constituents through legislative scorecards and updates. (2010-2013)	
			Support them by supporting legislation that is not necessarily disability related but is consistent with the SILC's values and mission. (2010-2013)	

Goal 4: Support projects that expand and improve independent living opportunities.

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
<i>Increase access to transportation</i>	11 action plans created.	110 people with disabilities and stakeholders will create 11 action plans (2010)	Identify current services geographically and prioritize needs with a focus on rural and intercity transportation.	

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
	Transportation network groups will review at least 5 other state models. Increase new ridership by at least 5%. (2011)	Will establish rider ship level	Identify successful models in other states and select one to implement in Idaho.	Funding availability
	7 regional network groups will secure at least 2 sources of funding. (2010)		Seek new funding or create partnerships with existing transportation stakeholders.	
	Add at least one new transportation option in each region. (2011)		Identify new strategies to enhance services within existing programs.	Coordination with existing transportation programs
<i>Establish additional funding resources for the SILC</i>	\$300,000		Explore other funding alternatives such as social entrepreneurship, signature events, foundation funds, state general funds. (2013)	Availability of funds, economic climate
<i>Develop SILC Membership</i>			Membership Committee creates a profile of model SILC member. (2011)	
	Annual training calendar established and updated.		Train SILC members and potential SILC members on independent living philosophy, roles, legislative process and responsibilities. (2010-2013)	
	Page exists on website		Membership Committee will develop online profiles of all SILC members including contact information, interests and legislative district. (2010)	
<i>The SILC will plan for succession, disasters and contingencies.</i>	List of major activities, key responsibilities, contact info, state and federal requirements, timelines.		Executive Director will create a desk manual. (2011)	

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
	Use Friends and Allies Network to keep a pool of 10 potential SILC members.		Membership Committee will continue to maintain a cadre of 8 interested people to serve on the SILC. (2010)	
	Plan developed.		Executive Committee will develop a contingency plan to operate the council in the event of an emergency. (2011)	
	Executive Director will continue participating in coordinated efforts.		Help coordinate disaster readiness training for first responders and people with disabilities. (2010-2013)	
<i>The SILC will develop performance measures</i>	Each objective will require at least one performance measure.	Each objective has at least one performance measure	Outcome measures will track performance improvement and quality of service. (2010-2013)	

Goal 5: Conduct activities that develop model policies for Idahoans with disabilities.

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
<i>Support and advance the civil rights of people with disabilities.</i>	One policy change proposed		Policy Committee will propose at least one policy change or piece of legislation to address this goal. (2011-2013)	
	Policy Committee will propose revisions to address gaps.		Identify gaps in civil rights within existing legislation and address systematically. (2010-2013)	Legislation required
	Reviewed at least once during Idaho legislative session.		Policy Committee will actively monitor proposed changes to legislation impacting the civil rights of people with disabilities. (2010-2013)	

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
	SILC staff will continue to advocate for access, choice and control in health care, housing, education, employment, and assistive technology where opportunities arise.		Promote early and voluntary access to services and programs, particularly with mental health issues such as involuntary commitments and forced drugging. (2010-2013)	
	Conducted annually.		In cooperation with the Consortium for Idahoans with Disabilities (CID), Policy Committee will hold a legislative policy session each year to identify priority issues. (2010-2013)	
<i>The SILC will train and educate domestic violence and sexual assault facilities with the goal of reducing domestic violence and sexual assault against women with disabilities in Idaho</i>	Number of trainings for agencies and direct service providers at all levels (2010).		Project Director will increase accessibility to domestic violence programs and services. (2010)	
	Number of pieces of information about domestic violence grant activities distributed.		Project Director will serve as liaison to disability organizations statewide. (2010)	

Goal 6: Increase the awareness and understanding of the independent living philosophy in Idaho.

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
<i>Influence public perception about people with disabilities.</i>	Conduct statewide outreach to media outlets.		Develop media campaign emphasizing the benefits of employing people with disabilities. (2010)	
	Distribute national media materials through Idaho media advertising.		Participate in national media campaign targeting business leaders. (2010)	

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
	Celebration occurs.		Sponsor celebration for 20 th anniversary of the ADA. (2010)	Participation of other disability organizations and availability of financial support
	Development Specialist will apply for at least 2 sources of funding.		Explore establishing a statewide media center, including a staff person. (2012)	Availability of funding
	Staff will track number of contacts.		Increase no cost press releases and media contacts throughout the year. (2010-2013)	Media willingness to publicize
	Staff will track number of people reached.		Create content for news stories, features, video releases, web pages. (2010-2013)	
	Resource tools, audio-video, and courses offered through the website and via CD/DVD.		Leverage grant activities to develop and offer interactive online content—including resource tools, audio-video, and e-Learning courses— emphasizing and educating about independent living, employment, financial literacy, and other topics of interest to people with disabilities, state and local agency staff, and policy makers. (2010-2013)	
<i>Increase public awareness / visibility of CILs / SILC</i>	Page conforms to state requirements.		Redesign SILC webpage to comply with new state templates. (2010)	
	Staff and Membership Committee will track growth of the Network.	Each SILC member identifies 5 people in their personal network to add.	Create a SILC Friends and Allies Network. (2010)	
	Increase number of conferences attended by 5%.	Each staff person attends at least one conference.	SILC staff and council members will attend non disability related conferences and display our materials. (2010-2013)	Budget constraints

Objectives	Performance Measures	Benchmarks	Strategic Activities	External Factors
	Every event is included.		Include SILC events in community calendars. (2010-2013)	
	State Panel of Personal Assistance Work Group recommendations are delivered to policy making bodies. Staff attend Personal Assistance Oversight Committee meetings and advocate for IL participation.		Leverage grant activities— to increase recruitment and retention of Personal Assistants employed by people with disabilities through the CILs— to strengthen a role for the CILs and independent living in the formation of state policy. (2010)	
<i>Support the ongoing development of a network of centers</i>	\$250,000 base funding \$100,000 satellite funding	\$750,000	Advocate for additional state and federal funding to bring all CILs and satellite offices to adequate funding levels. (2010-2013) Use available resources for the provision of technical assistance, which will benefit the CILs. (2010-2013) Work to increase additional resources to support special projects that may be implemented by the CILS. (2010-2013)	public support; economic climate; state budget

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