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Statewide Independent Living Councils (SILCs) – Composition and Recruitment

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What You Will Learn

- The statutory requirements for composition of Statewide Independent Living Councils (SILCs).
- How states implement the federal requirements.
- Effective strategies to strengthen SILC member recruitment processes that result in committed, diverse and highly engaged council members.
- Ongoing issues SILCs and states frequently face regarding SILC composition and recruitment.
- Effective strategies for responding to barriers, challenges and compliance issues, with shared examples and lessons learned from the states of Kansas and Ohio.

Composition Requirements

- Section 705 (b) of the Act states that the membership of the council must include:
 - (A) among its voting members, at least 1 director of a center for independent living chosen by the directors of centers for independent living within the State;
 - (B) among its voting members, for a State in which 1 or more centers for independent living are run by, or in conjunction with, the governing bodies of American Indian tribes located on Federal or State reservations, at least 1 representative of the directors of such centers; and

Composition Requirements, cont'd.

(C) as ex officio, nonvoting members, a representative of the designated State entity, and representatives from State agencies that provide services for individuals with disabilities.

Additional members may include:

- A) other representatives from centers for independent living;
- B) individuals with disabilities;
- C) parents and guardians of individuals with disabilities;
- D) advocates of and for individuals with disabilities;
- E) representatives from private businesses;
- F) other appropriate individuals.

Composition Requirements, cont'd. 2

A majority of the SILC must be individuals with significant disabilities that:

- Do not work for a Center for Independent Living
- Do not work for your State
- Ex-Officio members representing the DSE and other state agencies
- Individuals that provide statewide representation
- Individuals that represent a broad range of individuals with disabilities from diverse backgrounds
- Individuals who are knowledgeable about centers for independent living and independent living services

Composition Requirements, cont'd. 3

- All SILC members must be appointed by the governor or appointing authority, **including** ex-officio, non-voting members.
- Some who cannot be included in the majority are:
 - CIL employees (including the CIL Director selected by the CIL directors in the state), even though they are voting members
 - State agency representatives
 - State employees who are not representing their agency, but are voting members

SILC Indicators Regarding Composition & Members

- (1) SILC written policies and procedures must include:
 - a. A method for recruiting members, reviewing applications, and regularly providing recommendations for eligible appointments to the appointing authority
- (2) The SILC maintains regular communication with the appointing authority to ensure efficiency and timeliness of the appointment process.
- (3) The SILC maintains individual training plans for members that adhere to the SILC Training and Technical Assistance Center's SILC training curriculum.

SILC Assurances Regarding Composition & Members

(2) The SILC is composed of the requisite members set forth in the Act (Sec. 705(b)(2), 29 U.S.C. Sec. 796 (b)(2)); appointments to the appointing authority

(3) The SILC terms of appointment adhere to the Act (Sec. 705(b)(6), 29 U.S.C Sec 796(b)(6));

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Questions & Discussion

Kansas SILC Composition

- Bylaws state between 10-14 “voting” members, 3 Ex-Officio members
- Currently have 12 voting members and 3 Ex-Officio
- The Governor appoints our voting members and allows the different Departments to assign the Ex-Officio

Diversity in Kansas

- Population statistics of your state—look at those
- Board break down
- What does diversity mean for your state? Does your board represent the population of your state?
- Disability diversity – KS tends to ebb and flow. Currently we have Physical, DD, Vision, Hearing, Learning, and multiple.

Diversity, cont'd.

- Board composition goes beyond disability, culture, and ethnicity
- Do you have professionals? Do you have parents of children with disabilities? Do you have more than one CIL person?
- Ages—Kansas SILCK has 1 (20's), 3 (30's), 2 (40's), 4 (50's), 4 (60's), 1 (70's)
 - 40% Females, 60% Males
 - 86% White, 7% Hispanic, 7% American Indian
- Census for Kansas shows 65% between 18 and 65, 50/50 for female/male ratio, 75% White, 12% Hispanic, 6% Black

Recruitment in Kansas

- Executive Director does the majority, but this isn't a good idea.
- Annual Board training focused on member involvement, especially with recruitment.
- Change in how we recommend to Governors office.

How do we recruit?

- Word of mouth
 - Developed rack cards for staff and members to use
- List serves of other disability organizations
- University/College disability offices
- Ethnic chambers of commerce
- Youth organizations
- Associations that current members are in
- Watch for CIL staff who retire
- Social media, both SILC and CILs

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Questions & Discussion

Ohio Composition

- Our composition requirements are set by the Governor in an Executive Order
- 19 total members, 14 Voting, 5 Ex-Officio
- Executive Order also specifies the 5 state agencies that will have appointed Ex-Officio members to the SILC
 - DSE – Opportunities for Ohioans with Disabilities
 - Department of Developmental Disabilities
 - Department of Job and Family Services
 - Department of Transportation
 - The DD Council

Diversity in Ohio

- We have looked at diversity in many forms for our Council
 - Types of disability, race and ethnicity
 - Background work and experience
 - Governor's office has looked at gender and political affiliation
 - It can be helpful to know what your Governor's Office looks for as well as explaining to them what your Council finds important
 - Use that conversation as an opportunity to work with your Governor's Office

Recruitment

- SILC Director and members discuss approaching candidates
- We previously had a committee for nominating and recruitment
- Now we have an Education and Outreach Committee that has the additional responsibility of helping to find new SILC members
- Last year we went from 7 voting members to a full 19 person Council.

How do we recruit?

- We have looked at other groups to find leaders in the disability community.
- Reaching out to CILs.
- Reaching out to elected officials.
- Sending out letters to groups to share with their networks.
- Targeting specific groups and populations where we are missing members.

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Questions & Discussion

Barriers and Challenges in Kansas

- Administration and Political party caused refusal of excellent candidates or promoting people not even wanting to apply for SILCK.
- Past Governors appointed members who didn't fully understand or commit to the IL Philosophy.

Lessons Learned

- KS has a good relationship with the Governors apt office.
- Use the Federal Regulations on compliance as an advantage to get appointments made. Educate them on what those are.
- Mention the loss of Subchapter (Part) B and Subchapter (Part) C funds if a SILC goes out of compliance.

Compliance Issues

- Ohio had a noncompliant Executive order
 - 7 voting members, 7 Ex-Officio Members
- Notified ACL prior to the submission of our Program Performance Report (PPR).
- Developed a corrective action plan.
- Set timelines and steps to achieve compliance.
- Having the notice from ACL after reporting we were out of compliance allowed us to work with the Governor's office on changing the Executive Order .
- Followed plan and became compliant.

Constant Recruitment

- Often members leave before their term is over for a variety of reasons.
- When we find people that may make a good SILC member we try to engage them even if there are no vacancies.
- Invite them to meetings or to visit CILs.
- Get them involved in the work of the SILC/CILs.
- Build up your pool of candidates on a regular basis and the recruitment becomes easier.
- SILC reviews all candidates before submission to give recommendation to appoint or not-appoint.

Appointment issues

- In the past the DSE had a say in the appointments.
- Now SILC makes recommendations on candidates to the Governor.
- Built relationship with the Governor's Staff, let them know about our process and requirements.
- They now look for our recommendations on candidates.

Final Questions and Evaluation

Any final questions?

Directly following the webinar, you will see a short evaluation survey to complete on your screen. We appreciate your feedback!

Evaluation Survey Link will be inserted here...

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SILC-NET Attribution

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