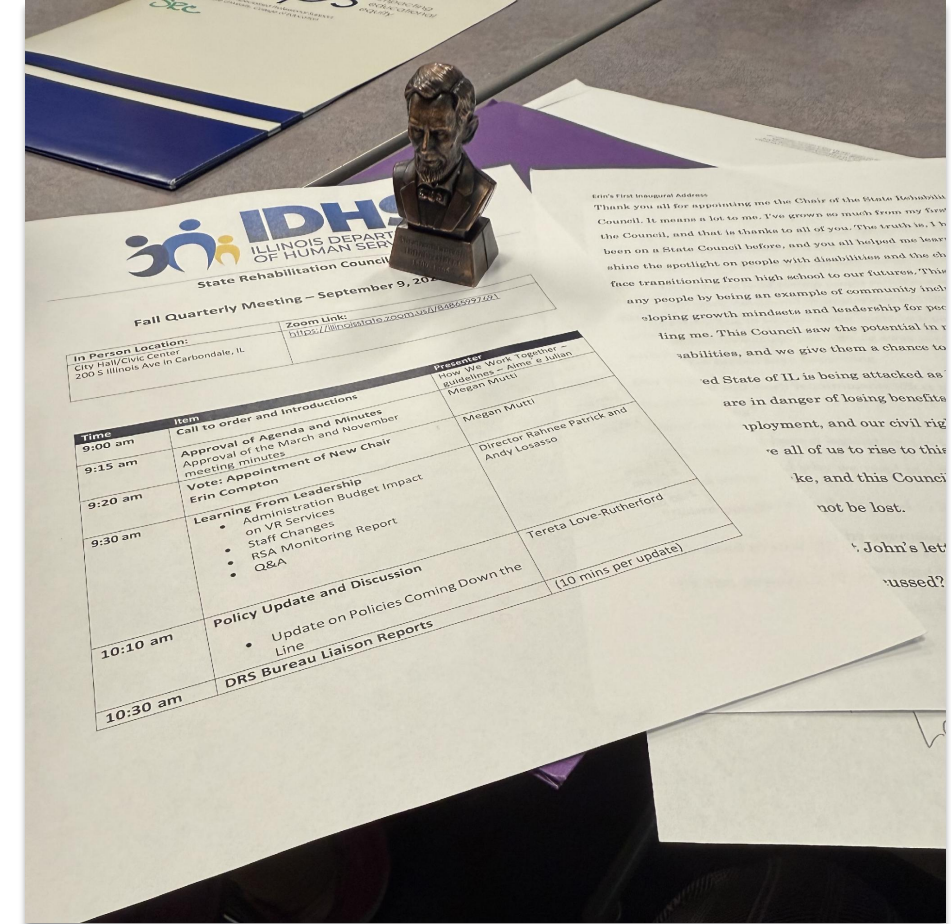


Ensuring People with Intellectual Disabilities Are Represented on Boards and Councils



Agenda

1. My SRC Journey
2. Recruiting (The 5 W's and H)
3. Meeting Accessibility Hacks
4. On Your Mark, Get Set, Go:
Making Your Plan

What is the State Rehabilitation Council (SRC)?

- The SRC advises the State of IL administrators on what it is like to have a disability and work with the Department of Rehabilitation Services.
- Members listen to reports from organizations who help people with disabilities get and keep jobs.
- It is important to have people share their real-life experiences.



My SRC Journey

- I joined the SRC six years ago, when I was 15.
- Then, SRC member Cindy Montgomery, nominated me.



My SRC Journey: The People

- I am so lucky to serve with Director Rahnee Patrick, who also was on the SRC, and is now the Director of the Division of Rehabilitation Services.
- The whole team is amazing and has made it possible for me to serve and represent.
- I can't believe I get to work with so many of my heroes.



Reverse Planning: My SRC Why



Become President

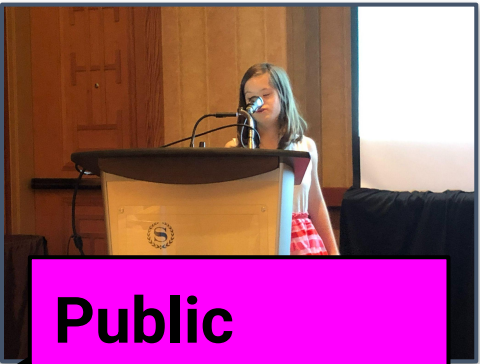
College

General Studies Degree

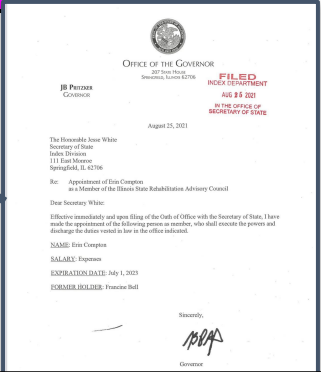
Communication

Goal-Driven Services

OT for Typing

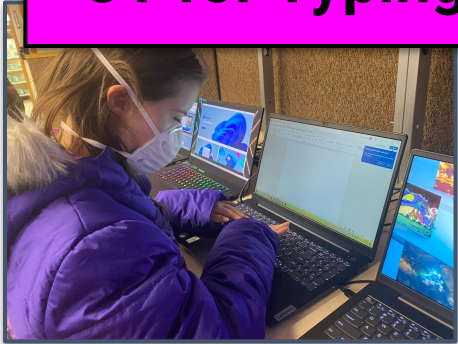
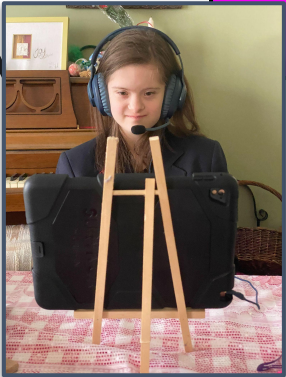


Public Speaking



Government Work

Speech And Assistive Tech



Accommodation for Students





Recruiting and Finding Leadership Opportunities

Who, What, Where,
When, Why, and
How.

Who?

- Getting People with Disabilities on Boards and Councils



What and Where?

- A term on the Councils and Boards like the SRC.
- For the SRC, you get to travel the State!



When and Why?

- **Right now!**
- **Nothing About Us Without Us!**
- Shows the State's commitment to supporting and giving a voice to people with disabilities.
- Gives people with disabilities the opportunity to gain valuable leadership and employment skills, while sharing lived experience with Councils.



How?

Find the Council or Board to Join

- There's a website that lists the IL Councils, Boards, and Commission and the number of openings they have.
- <https://govappointments.illinois.gov/boardsandcommissions/>
-

Find Recruitment Partners.

- Department of Rehabilitation (DRS) Counselors
- Advocacy Groups
- Centers for Independent Living (CILS)
- Current Members of the SRC



Using the Governor Appointments Tool

1. Follow the link:

-

Find Recruitment Partners.

- Department of Rehabilitation (DFR)
- Counselors
- Advocacy Groups
- Centers for Independent Living (CIL)
- Current Members of the SRC

Board and Commissions

Show 100 entries

Category Filter:

Search:

Name	Category
Abraham Lincoln Presidential Library and Museum Board of Trustees	Economic Development
Access and Functional Needs Advisory Committee	Transportation & Infrastructure
Accessibility Committee for Employees with Disabilities	State Government
Adult Use Cannabis Health Advisory Committee	Health & Human Service
Advisory Board of Livestock Commissioners	Agriculture
Advisory Council on the Education of Children with Disabilities	Education
African American Employment Plan Advisory Council	Labor & Employment



Meeting Accessibility Hacks

Accessibility =
Efficiency for All

Interview Tips and Tricks



People with ID and DD may be nervous interviewing.

Find a way to make them comfortable.

- Telephone, Zoom, In-Person
- Use Plain Language
- Use graphics

Provide Person-Centered Accommodations

Every person is different, and so are their accommodations.

The good thing is that there are Vocational Rehabilitation Experts on the SRC, who can help.

Accommodation Suggestions



- Scribes and/or Dictating Apps like Otter AI.
- A meeting assistant (a person or app).
- A microphone for people who are soft-spoken.
- A way to get people's attention if they want to say something in the meeting.

Plain Language Meeting Packets

A

B

- Making information accessible means SRC partners are more likely to read and share information with their customers.

A

B

Simple Language

- It will also help all members of the SRC understand the issues better.
- More people will read the materials ahead of time.
- Creates an inclusive environment.

Pre-Meetings to Prepare Everyone for Discussions



- If you have a meeting with a lot of complex topics or decisions to be made, a pre-meeting can help make the discussion go more smoothly.
- These meetings can be voluntary and can be used to provide background and explanations for new members, too.

Make Data Accessible: Many People Will Thank You!

Instead of Just This

Book1 - Excel

File Home Insert Layout Formulas Data Review View Help Nitro Pro

Calibri 11 B I U

	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
	Comp C	Comp D	Comp E	Comp F	Comp G	Comp H	Comp I	Comp J	Comp K	MIN	Lowest	MAX	Highest	MIN		MAX
0	1.48	2.01	1.76	1.13	1.12	2.56	2.20	2.50	1.38	1.12	Comp G	2.56	Comp H	2	Comp A	2
8	1.44	1.90	1.67	2.22	1.54	1.04	1.50	2.09	1.11	1.04	Comp H	2.65	Comp A	1	Comp B	3
6	1.50	2.26	1.92	1.67	2.63	1.87	1.03	2.75	1.46	1.03	Comp I	2.75	Comp J	2	Comp C	2
8	1.87	1.68	2.69	1.04	1.85	1.83	2.38	2.01	1.52	1.04	Comp F	2.69	Comp E	1	Comp D	4
0	1.26	2.42	2.07	1.41	1.68	1.84	1.52	1.72	1.71	1.00	Comp A	2.42	Comp D	1	Comp E	1
4	3.09	2.26	2.38	1.85	2.94	2.38	2.44	2.39	2.09	1.64	Comp B	3.09	Comp C	0	Comp F	2
4	3.07	1.70	1.62	2.87	2.79	2.89	2.46	2.98	3.20	1.62	Comp E	3.20	Comp K	1	Comp G	0
3	3.10	3.11	2.70	3.10	2.79	2.24	2.87	3.01	1.66	1.66	Comp K	3.11	Comp D	2	Comp H	0
1	2.37	2.73	2.59	2.99	1.73	2.50	1.47	2.77	2.72	1.47	Comp I	2.99	Comp F	1	Comp I	1
3	1.15	1.40	2.93	1.18	1.99	1.89	2.85	2.81	2.69	1.15	Comp C	2.93	Comp E	1	Comp J	0
	1.16	2.97	2.94	2.62	2.02	1.75	2.31	2.03	1.31	1.16	Comp C	2.97	Comp D	3	Comp K	1
2	2.68	1.82	1.58	2.23	1.42	2.45	2.65	1.33	2.53	1.33	Comp J	2.68	Comp C			
5	2.75	2.18	2.56	2.98	2.54	2.03	2.19	2.04	1.92	1.92	Comp K	2.98	Comp F			
6	1.17	2.23	1.26	1.66	2.50	1.05	1.22	2.16	1.16	1.05	Comp H	2.86	Comp B			
3	1.72	2.83	1.41	2.05	1.91	1.79	2.31	2.73	2.92	1.22	Comp A	2.93	Comp B			
4	2.41	2.97	2.86	2.80	1.46	1.99	1.94	2.15	1.12	1.12	Comp K	2.97	Comp D			
5	2.73	2.32	1.99	1.32	1.55	2.28	2.48	1.97	1.29	1.29	Comp K	2.90	Comp A			
8	2.35	2.70	2.64	1.65	2.74	1.30	2.92	2.72	2.65	1.30	Comp H	2.92	Comp I			
1	2.40	2.06	1.71	1.68	1.42	2.01	2.36	2.53	2.88	1.42	Comp G	2.88	Comp K			
4	1.91	1.27	1.36	2.02	1.76	2.63	2.14	2.16	1.66	1.27	Comp D	2.64	Comp A			

M2=MIN(B2:L2) Q2=MAX(B2:L2)
 N2=INDEX(\$B\$1:\$L\$1,MATCH(M2,INDEX(\$B\$2:\$L\$2,MATCH(A2,\$A\$2:\$A\$21,0),0))
 P2=INDEX(\$B\$1:\$L\$1,MATCH(O2,INDEX(\$B\$2:\$L\$2,MATCH(A2,\$A\$2:\$A\$21,0),0))

Also Use These Ideas

- Explanations like: “We found 20 more people jobs this month than last month.”
- Fact Sheets Highlighting the important data.
- Pictures of clients working and having fun. The faces of the numbers.

Other Ways to Share Your Voice: Public Comment



- Public Comment
 - Councils should have a time for people to share their thoughts and ideas during meetings.
 - You can find information on the Councils' Website.

Other Ways to Share Your Voice: Surveys



- Many councils and organizations have to use surveys to get feedback from people they serve.
- Surveys are a great way to share your lived experiences.

Other Ways to Share Your Voice: Attending Meetings



- If the Council has to honor the Open Meetings Act, anyone can attend the meetings and hear what is going on.
- You just can't speak on issues during the meeting, so wait until the Public Comment time unless you are told it is ok to speak during the meeting.

The SRC's Comprehensive Statewide Needs Assessment

2023 Comprehensive Statewide Needs Assessment (CSNA) Online Survey

Pursuant to 34 CFR 361.29(a), the Illinois Department of Human Services, Division of Rehabilitation Services (IDHS-DRS) is mandated to conduct a comprehensive statewide needs assessment every three years. In 2023, IDHS-DRS committed to a large-scale study incorporating a variety of methods to ensure participation by people with disabilities across the state, including those from targeted communities and individuals with the most significant disabilities.

The Illinois Department of Human Service Division of Rehabilitation Services elected to subcontract the 2023 Satisfaction with Customer Service and the Needs Assessment Surveys. Both surveys were conducted concurrently using online methodology. Three customer groups (disabled persons, providers, and employers) were surveyed. More than 19,000 respondents between all three customer groups completed the survey, a stark increase from the 2018 needs assessment, where IDHS-DRS only collected 1,000 valid responses.

Based on feedback from all three customer groups, the top five responses from all three groups were scored and weighted by priority of each group. The already implied responses were added for a total weighted score of priorities. Below is the weighted priority order for all three groups:

1. Making the referral process easier
2. Virtual access to counselors
3. Online access to applications
4. Cross-training of staff on services provided by the Division of Rehabilitation Services (DRS)
5. Information about transition programs on DRS website
6. Better accessibility to other state workforce programs
7. Coordinating funding and staffing
8. Disability awareness training
9. Increased DRS presence in the Illinois Workforce Development Systems
10. Extended hours at in-person offices
11. Accessible equipment in Workforce Development Centers
12. Interpretation services for primary languages

The survey design incorporated feedback from collaboration with the Division of Rehabilitation Services State Rehabilitation Council (DRS-SRC) and a review of town hall meetings held by the Director of the DRS in 2022. The SRC indicated the following top priorities for the survey: statistically significant response rate, accessibility, readability, and translation into multiple languages. Analysis of the town hall transcripts revealed the following areas of concern: transportation, technology infrastructure, limited access to the DRS team, and the need for skills training.

- Every 3 years, the SRC and DRS do a survey of people with disabilities who can or are benefiting from DRS services.
- This fall the survey will be released.
- The information collected will be used to make getting and keeping a job in IL easier for people with disabilities.

The SRC's Comprehensive Statewide Needs Assessment And You!



- Every 3 years, the SRC and DRS do a survey of people with disabilities who can or are benefiting from DRS services.
- This fall the survey will be released.
- The information collected will be used to make getting and keeping a job in IL easier for people with disabilities.

Speak Up and Speak Out on the CSNA Survey

- We have a sign up sheet, if you would like to Speak Up and Speak Out on the CSNA.
- The SRC needs to hear from you!



<https://youtu.be/uqvIRWHIDr8?is=PQZXXYMVGYuJQyRt>

On Your Mark! Get Set! Go!

This is my team that
is changing the
world every day.

Who will your team
be?



Let's Create Your Plan Now.

Thank you

Erin Compton

Erin.Compton2004@icloud.com

IL SRC Chair