

INCLUSION & DIVERSITY

SPIIL 2007-2010

FOUNDATION FOR INCLUSION & DIVERSITY

VISION

The vision of the California SILC is a world in which people with disabilities have equal opportunities for full participation and inclusion in all aspects of society

MISSION

The SILC's mission is to maximize options for independence of persons with disabilities.

CORE VALUES

The SILC core values, defined as beliefs and principles that guide our daily behavior while accomplishing our mission, are as follows:

- **Equal Opportunity**
- **Equal Rights**
- **Full Access**
- **Informed Decision-Making**
- **Self-Determination**
- **Choice**
- **Empowerment**
- **Public Participation**

PRINCIPLES OF INCLUSION & DIVERSITY

- **We will accept, appreciate and accommodate cultural and disability differences.**
- **We value diversity and accept and respect differences.**
- **We accept the influence of our own culture in relation to other cultures.**
- **We strive to understand and manage the dynamics of difference when cultures and disability intersect.**
- **We are willing to examine components of cross/cultural/disability interactions.**
- **We are willing to move beyond accepting, appreciating, and accommodating cultural and disability differences and actively educate less informed individuals about cultural/disability issues.**
- **We seek out knowledge, develop skills to interact in diverse environments, become allies with and are comfortable interacting with others in diverse settings.**

CORE STRATEGIES FOR INCLUSION & DIVERSITY

INCLUSION: We seek to raise the level of inclusion of a diversity of Californians with disabilities across all types of disabilities, age, gender, race, ethnicity, geography, faith, immigration, language, socioeconomic status, sexual identity and institutionalization.

PUBLIC PARTICIPATION: We seek to raise the level of public participation of a diversity of Californians with disabilities in the decision-making process.

PUBLIC POLICY: We intend to research, evaluate and make recommendations for systems change and policy improvements, which will enhance the independence of a diversity of Californians with disabilities.

COMPREHENSIVE PLANNING: Our objectives and activities will be based on sound planning processes which will actualize the SILC's vision, mission, core values, and core strategies that impact a diversity of Californians with disabilities.

PUBLIC EDUCATION: We will promote the view that persons with disabilities are fully included and active participants in society and strive to eliminate the restrictive view of single disability stereotypes of persons with disabilities, and promote the richness and diversity of Californians with disabilities.

QUALITY PROGRAMS & ACTIVITIES: Our programs and activities will be developed through a process that includes a diversity of individuals who are served by those programs and will be designed and evaluated through the use of qualitative and quantitative outcome measures.

PARTNERSHIPS: We are committed to building productive partnerships with agencies, departments, organizations, individuals and cultural groups to advance the inclusion of a diversity of Californians with disabilities.

LEADERSHIP: We will seek leadership roles in agencies, organizations and associations related to advancing the inclusion of a diversity of Californians with disabilities.

UNDER-REPRESENTED COMMUNITIES OF PEOPLE WITH DISABILITIES

IDENTIFIED IN THE STATE PLAN FOR INDEPENDENT LIVING 2007-2010

In order to increase the capacity of California communities to embrace and accommodate individuals with diverse backgrounds, cultures, disabilities and beliefs, the SILC will work to identify under-represented communities, evaluate gaps, provide technical assistance, training, leadership development and funding to increase the capacity and cultural competency of Independent Living Centers, disability organizations, as well as under-represented communities to better meet the needs of the diversity of Californians with disabilities.

The SILC will annually review data provided to the Department of Rehabilitation by California's Independent Living Centers regarding individuals served to assist in identifying emerging under-represented communities of people with disabilities accessing services.

The goal of the 2007-2010 SPIL is to achieve a 5% increase in services to each of the populations listed below:

- **Native Americans with Disabilities**
- **Latinos with Disabilities**
- **People with Brain Injury**
- **People with Disabilities in Both Rural & Urban Areas**
- **People with Mental Health Disabilities**
- **Transition-Aged Youth with Disabilities**
- **Veterans with Disabilities**

STRATEGIES FOR ENHANCING INCLUSION & DIVERSITY

INTERNAL ADMINISTRATIVE CAPACITY

STAFF RECRUITMENT: Qualifications for positions at the SILC will include a statement encouraging people with disabilities to apply. The job description will seek individuals who are bilingual and who have experience working across cultures.

STAFF DEVELOPMENT: SILC staff shall have the opportunity to attend a training or conference on an annual basis that will enhance knowledge and understanding regarding an under-represented community. SILC staff may attend diversity trainings offered to the SILC membership.

OFFICE: The SILC office will display positive disability imagery in its lobby and conference room depicting the diversity of Californians with disabilities. The SILC office will use language translation services (for example, Language Line) to answer phone calls across multiple languages.

MARKETING MATERIALS: The SILC will develop marketing materials that reflect the diversity of Californians with disabilities. The SILC will ensure that these materials are available in alternative formats, and the top three California state threshold languages (currently Spanish, Vietnamese, Cantonese). In addition, the SILC will also work toward making materials available in the Department of Rehabilitation's additional threshold languages: Armenian, Cambodian, Korean and Tagalog. The SILC will ensure that digital media and videos are open captioned and audio described.

SCHOLARSHIPS: The SILC will offer travel scholarships to a diversity of Californians with disabilities to attend disability and diversity related events, conferences or trainings for individuals who would otherwise be unable to attend.

STRATEGIES FOR ENHANCING INCLUSION & DIVERSITY

SILC MEMBERSHIP CAPACITY

INCLUSION & DIVERSITY COMMITTEE: The SILC shall create a committee that will focus on initiatives related to Inclusion and Diversity. The goal of the committee will be to ensure that the SILC implement and evaluate both internal and SILC membership capacities including but not limited to:

- **Staff Recruitment**
- **Staff Development**
- **Office Environment**
- **Marketing Materials**
- **Scholarships**
- **Member Recruitment**
- **Sponsorships**
- **Funding**
- **Training**
- **Policy**
- **Outreach**

STRATEGIES FOR ENHANCING INCLUSION & DIVERSITY

SILC MEMBERSHIP CAPACITY

MEMBER RECRUITMENT: The SILC will assess its membership representation on a semi-annual basis to determine gaps in representation across all types of disabilities, age, gender, race, ethnicity, geography, faith, immigration, language, socioeconomic status, sexual identity and institutionalization. SILC members shall play a critical role in recruitment efforts that will include identification and direct encouragement of possible candidates.

SPONSORSHIPS: The SILC will offer sponsorships to a diversity of Californians to attend disability and diversity related events, conferences or trainings that promote and enhance an understanding of Inclusion and Diversity.

FUNDING: The SILC will review and allocate funding based on a community needs assessment that is the foundation of the State Plan for Independent Living (SPIL), including elements of this Inclusion and Diversity Plan.

TRAINING: SILC members shall have the opportunity to attend trainings or conferences that will enhance knowledge and understanding regarding an under-represented community. SILC members shall receive Inclusion and Diversity trainings as a part of two quarterly meetings each year. The SILC may also hold a full day of Inclusion and Diversity training annually.

POLICY: The SILC will review and advise the Governor regarding policy issues that impact the lives of people with all types of disabilities, across age, gender, race, ethnicity, geography, faith, immigration, language, socioeconomic status, sexual identity and institutionalization status.

OUTREACH: The SILC will engage in efforts to reach out to organizations, leaders and individuals with all types of disabilities, across age, gender, race, ethnicity, geography, faith, immigration, language, socioeconomic status, sexual identity and institutionalization status.