

# Iowa Developmental Disabilities Council's 2022 work plan

## Key:

Yellow highlighted: Items that have changed since last meeting

Green highlighted: Items we still need additional input on

## Goal #1 (Advocacy):

**Develop strong advocates and leaders who create the positive change they want.**

**Objective 1. Annually increase the number of Iowans with developmental disabilities and family members who engage in the civic and political decision-making process.**

Key Activities	Expected Outputs	Expected Outcomes	Progress
<ol style="list-style-type: none"> <li>1. Host Capitol Advocacy days and town hall meetings.</li> <li>2. Provide training for 2022 General Election to both community and facility sites.</li> <li>3. Update voter training materials.</li> <li>4. Provide advocacy trainings and advertise our ability to offer this assistance.</li> <li>5. Host and support Make Your Mark! and other self and family advocacy conferences.</li> <li>6. Educate and inform advocates, stakeholders, and legislators, through</li> </ol>	<ol style="list-style-type: none"> <li>1. Five advocacy groups visit the State Capitol during session. Three advocacy groups hold town hall meetings during off session.</li> <li>2. 200 Iowans attend voter trainings.</li> <li>3. Voter materials are updated at least annually to ensure they remain current.</li> <li>4. Training and advocacy toolkits developed.</li> <li>5. 120 Iowans with Disabilities and family members are active participants in advocacy trainings.</li> <li>6. 100 Iowans with disabilities participate in the annual Make your Mark conference and other self and family advocacy conferences support by the DD Council.</li> </ol>	<ol style="list-style-type: none"> <li>1. People with disabilities and family members learn about the legislative process and engage with lawmakers.</li> <li>2. People with disabilities using DD Council resources are registered and voting.</li> <li>3. People with disabilities and family members use the DD Council resources to stay informed and to increase their effectiveness as advocates.</li> </ol>	<ol style="list-style-type: none"> <li>1. Four were held during session. We will promote townhall opportunities after session.</li> <li>2. Hosting three voter trainings in rural areas. We have been marketing that these trainings are available. Provided training during capitol chat. Bill provided training at ICUB.</li> <li>3. All voting training material has been updated and printed and put on website. Voting position statement distributed.</li> <li>4. Providing this to the Family leadership Institute in May and Together we Can. Wartburg summit held in May.</li> <li>5. Scheduled for September 14<sup>th</sup> and 15<sup>th</sup></li> </ol>

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<p>infoNET, social media posts, and emails.</p> <p>7. Increase the number of advocates connected to the lowans with Disabilities in Action network.</p>	<p>7. 15 email issues of InfoNet are distributed to at least 4,000 lowans and four hard copy newsletters are distributed to 4,000 lowans.</p> <p>8. Information is shared weekly through social media/and or emails</p> <p>9. 50 new advocates connect with our network.</p>		<p>6. Weekly emails, weekly snapshots, and monthly capitol chats. Next Capitol chat in October.</p> <p>7. Website has been updated. Will visit with the team about increasing memberships.</p>
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**Objective 1.2 Annually increase the number of lowans with developmental disabilities—including young adults and their family members—who lead and mentor others and take on leadership roles in projects, coalitions, councils and boards that increase the inclusion of people with disabilities in community living.**

Key Activities	Expected Outputs	Expected Outcomes	Progress
<p>1. Support peer-mentoring programs such as Community Ambassadors.</p> <p>2. Explore how to create an intern position within our state structure for a person with a disability to assist with training and projects.</p> <p>3. Continue partnerships with our DD network to provide the Youth Leadership Academy (YLA).</p> <p>4. Support graduates of the youth leadership academy to engage in other councils, boards, community action groups at the local or state board.</p> <p>5. Support the mentoring program in the Iowa Talent Bank (Iowa's State and Local board and</p>	<p>1. At least five people become peer mentors as a result of Council support</p> <p>2. Meetings held with DHS and our DD network partners on internship development</p> <p>3. 10 youth attend the Youth Leadership Academy</p> <p>4. 100% of graduates of YLA are engaged in other leadership type activities.</p> <p>5. 2 outreach events are held to create awareness of opportunities available on boards and commissions</p> <p>6. At least one training is held for people with disabilities to be more effective Council/commissions boards.</p>	<p>1. lowans with disabilities are trained by their peers to vote and become advocates.</p> <p>2. Youth with disabilities are active as leaders in their communities and state boards and commissions</p> <p>3. Boards and commissions are more inclusive for people with disabilities</p> <p>4. People with disabilities are active members on boards and commission</p>	<p>1. Partnering with CDD for another year for the ambassador projects. Videos will be updated and more events will be scheduled. They did share stories at the townhall meeting as requested by DHS. Ambassadors hosted a legislative day as part of Disability Awareness Month. Six legislators attended. Ambassadors will have a break out sessions on MYM.</p> <p>2. Visited with VR about their internship program. Started conversations with DHS HR on how an internship project would work. Draft job description. Had a meeting with Drake</p>

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<p>commission application site) by hosting outreach and awareness campaigns about opportunities available on commissions and boards at the local and state level.</p> <p>6. Work with the Talent Bank and the Governor's office to begin tracking those with disabilities that serve on boards and commissions</p> <p>7. Work with DD network to train and mentor people with disabilities on how to be effective members of boards, councils, and commissions.</p> <p>8. Work with boards, councils, and commissions to share ways they can be more inclusive of people with disabilities and the importance of inclusion.</p>	<p>7. Two or three Conversations/meetings are held with leaders/chairs of boards and commissions on how to be more inclusive</p>		<p>about recruitment. Will put on for summer. Discussed this with the Director of VR who is very interested in us having a VR candidate as an intern.</p> <p>3. We had 12 students graduate this summer. We had an in-person graduation event.</p> <p>4. Continue to email leadership opportunities. Invited graduates over 18 to apply for the council members. One 2021 graduate applied for the Council.</p> <p>5. The Talent Bank Application now does ask about disability. Work starting on fact sheets for inclusive boards.</p> <p>6. Same as above</p> <p>7. Will start discussions with DD network at next meeting. Will start developing a training.</p> <p>8. Working with Governor's office and DHR about possible future orientation training for new council members.</p> <p>9. Inclusive communication and discussion document sent to all administrators of boards and commissions. Received positive feedback.</p>
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**Objective 1.3 With the support of our disability network of advocates, annually support to strengthen self-advocacy organizations led by individuals with developmental disabilities so that there are more leaders with developmental disabilities and a more unified self-advocacy movement**

Key Activities	Expected Outputs	Expected Outcomes	Progress
<ol style="list-style-type: none"> <li>1. <b>Support</b> self-advocates to train others to register to vote and vote.</li> <li>2. Support self and family advocates, and Council members by hosting town hall meetings and other public events with local and state leaders in their communities.</li> <li>3. Host a leadership summit as part MYM with Key advocacy organizations and disability advocacy lead groups</li> <li>4. Other activities from the Council.</li> </ol>	<ol style="list-style-type: none"> <li>1. Five proposals for voter education and engagement that include people with disabilities in lead roles are supported by the Council</li> <li>2. Two town hall meetings and/or other events, led by people with disabilities are supported by the Council</li> <li>3. Plan put in place on what initiatives should be supported that are led by people with disabilities</li> </ol>	<ol style="list-style-type: none"> <li>1. Iowans with disabilities and family members demonstrate leadership skills through participating and leading community projects, training, and local events.</li> <li>2. Iowans with disabilities are trained by their peers to vote and become advocates.</li> <li>3. More people with disabilities are leading a self-advocacy initiatives to create change</li> </ol>	<ol style="list-style-type: none"> <li>1. Trainings will be held in September and October.</li> <li>2. Four capitol advocacy days in March. Market townhalls after legislation session. We continue to market these, so far, no takers.</li> <li>3. <b>Leadership Summit will take place after MYM. We have 13 people attending.</b></li> </ol>

**Objective 1.4 : In Collaboration with our DD network partners, annually the DD Council will provide advocacy and voter training to young adults (18-26) with developmental disabilities across all populations in two rural communities. The council will reduce the lack of civic engagement and increase self-advocacy in rural areas for youths with developmental disabilities. This is our targeted disparity goal.**

Key Activities	Expected outputs	Expected Outcomes	Progress
<ol style="list-style-type: none"> <li>1. With the assistance of Council members, seek out opportunities in Council members' rural communities to host and/or sponsor advocacy and voter training and townhall meetings</li> </ol>	<ol style="list-style-type: none"> <li>1. Six community conversations are held in rural areas</li> <li>2. Tools and resources adapted</li> <li>3. Two voter training and/or local capitol days are hosted</li> </ol>	<ol style="list-style-type: none"> <li>1. The DD Council will establish relationships with underserved populations.</li> <li>2. Underserved populations advocate for their priorities</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Three events in Sheldon, Spencer, and Sigourney for the Fall with Council members hosting.</b></li> </ol>

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2. Partner with our DD network partners including Department of Human Rights to promote events and host events 3. Continue to sustain relationships developed by adapting DD Council tools, training, and resources so people can better advocate for their needs and stay engaged and informed.			
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## **Goal #2 (Systems Change):**

**Improve policy and practice that positively supports services, supports and communities for people for people with developmental disabilities.**

**Objective 2.1 Annually, target at least three key policy proposals (e.g. legislation, executive orders, or regulations being announced) to identify opportunities to educate policymakers about the impact of specific policies and make recommendations to ensure policies align with the principles of the Developmental Disabilities Act and the legislative priorities of the DD Council.**

<b>Key Activities</b>	<b>Expected Outputs</b>	<b>Expected Outcomes</b>	<b>Progress</b>
1. Research state and federal public policies and trends effecting people with disabilities and share information to keep people informed 2. Develop Policy briefs and/or white papers with key recommendations	1. Number of policies shared through email social media and at events. 2. Two policy briefs developed 3. Number of events and projects with other community organizations 4. Monthly meetings with the DD network and number of issues identified	1. As of a result of the DD Council education, each session sees positive policy changes for people with disabilities. 2. Legislative leaders and state agencies obtain input from the DD Council about policy changes that effect people with disabilities	1. This is done through InfoNet and social media. Focus has been voting bills, service animals, Mental health Beds, hearing aids, newborns screenings, college scholarships for people with disabilities. 2. Council staff participate in various meetings with national groups to stay

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<ul style="list-style-type: none"> <li>3. Facilitate strong relationships with community organizations.</li> <li>4. Collaborate with DD network partners (Disability Rights Iowa and the Center for Disabilities and Development) to identify issues and needs.</li> <li>5. Foster relationships with policymakers to influence policy by meeting with key leaders prior to the 2022 session.</li> <li>6. Participate and provide public comment in commissions and council meetings (Mental Health Disability Services, Medical Assistance Advisory Council, the Autism Council, the Brain Injury Council, and the Olmstead Task Force) and before administrative rules and legislative committees</li> <li>7. With Council members and DD network partners, develop an annual list of policy priorities that increase community living for people with disabilities.</li> <li>8. Educate policymakers and other state leaders about gathering input from people with disabilities and sharing information in plain language.</li> </ul>	<ul style="list-style-type: none"> <li>5. Five meetings held with legislators prior to session</li> <li>6. DD Council open house held yearly with legislators.</li> <li>7. Council staff will provide public comment at five or more commissions and council</li> <li>8. Priorities developed</li> </ul>		<p>abreast of Federal trends that may have impact.</p> <ul style="list-style-type: none"> <li>3. Position statement on voting was released and distributed.</li> <li>4. Council staff continue to partner with various agencies and attend events such as NAMI, Autism Society, Latino day at the hill, livable homes commission, Caregivers association, Sponsoring DRI's event in May. Contracting with CDD to the public health funding outreach. Coordinated a meeting with other disability advocates to discuss shared legislative priorities.</li> <li>5. We meet regularly with DRI and UCEDD. We have several projects with both.</li> <li>6. Draft legislative agenda will be shared at September meeting for a vote.</li> <li>7. Relationships developed through townhall.</li> <li>8. Council staff do participate in meetings and provide public comment as necessary.</li> <li>9. Policy committee met in June and will be now meeting monthly.</li> <li>10. Council staff did encourage DHS to host townhall meeting on the community</li> </ul>
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9. Educate policymakers and other state leaders on how to gather input from people with disabilities.			integration plan. We need to continue to work on the best way of doing this. Put together a cheat sheet for legislators on what plain language means and how to gather input from people with DD when they are considering bills. We did develop a cheat sheet for council, could modify for legislators.
<b>Objective 2.2 With the use of DD Council resources, people with disabilities and/or their family members will annually propose new legislation and/or policy changes or about an issue important to them.</b>			
Key Activities	Expected Outputs	Expected Outcomes	Progress
<ol style="list-style-type: none"> <li>1. Use infoNET to inform Iowans with disabilities and their families about policies that impact community living and inclusion.</li> <li>2. Share grassroots success stories of people advocating for themselves locally and at the state and federal levels.</li> <li>3. Support and collaborate with the Iowa Family Leadership Training Institute to help families advocate for themselves and others.</li> <li>4. Host regular (at least monthly) policy calls with advocates and</li> </ol>	<ol style="list-style-type: none"> <li>1. Fifteen electronic issues of infoNet are produced, four print publications are produced.</li> <li>2. 2,000 people with disabilities receive InfoNet</li> <li>3. Thirty-five social media posts are made</li> <li>4. Three success stories shared</li> <li>5. 10 family members are trained through the Iowa Family Leadership Training</li> <li>6. Eight policy calls are held</li> <li>7. 10 advocates attend each call</li> </ol>	<ol style="list-style-type: none"> <li>1. As a result of using the DD Council resources, people with disabilities and family members are instrumental in positive policy changes.</li> <li>2. Legislative leaders and state agencies obtain input from people with disabilities and family members about policy changes that effect people with disabilities.</li> </ol>	<ol style="list-style-type: none"> <li>1. Sending emails weekly and snapshots need to survey after session to determine the effectiveness.</li> <li>2. Grassroot stories are featured during Capitol snapchats and weekly emails. Will feature a story on Carol. We did a story on YLA. Shared Robert's story.</li> <li>3. This happens in the Spring.</li> <li>4. Happening each month.</li> </ol>



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stakeholders during the legislative session for discussion and questions about proposed legislation.			
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## Goal #3 Capacity Building

**Strengthen communities so that people with developmental disabilities will have the supports they need to live and thrive in their communities**

**Objective 3.1 Through annual training, technical assistance, and resources, the DD Council will collaborate the DD network, state agencies, and community programs to improve competitive integrated employment outcomes for people with disabilities.**

Key Activities	Expected Outputs	Expected Outcomes	Progress
<ol style="list-style-type: none"> <li>1. Partner with Iowa Vocational Rehabilitation, the Iowa Coalition on Integrated Employment, and our DD network to provide training opportunities to community rehabilitation providers.</li> <li>2. Through infoNET and Iowans with Disabilities in Action, promote National Disabilities Employment Awareness Month with various activities with local and state officials and legislators.</li> <li>3. Share employment success stories, with advocates, stakeholders, legislators, and community businesses.</li> </ol>	<ol style="list-style-type: none"> <li>1. Five community rehabilitation providers are trained</li> <li>2. Four events promoting integrated employment are held during NDEAM month</li> <li>3. Four employment success stories are shared</li> <li>4. Thirty people with disabilities attend an employment related conference.</li> </ol>	<ol style="list-style-type: none"> <li>1. Iowans with disabilities and their families advocated for policies and practices that support integrated community employment</li> <li>2. More people with disabilities are competitively employed.</li> </ol>	<ol style="list-style-type: none"> <li>1. We are continuing the Customized Employment project with VR for another year. They are offering this program statewide to all providers who go through the customized employment training. We are discussing how we can continue to support next year with limited funds.</li> <li>2. Shared stories throughout March of creative works from people with disabilities. Hosted a legislative day with ambassadors and discussed employment opportunities.</li> </ol>



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4. Sponsor and collaborate with DD partners (the Autism Society, Association of People Supporting Employment First, Iowa Vocational Rehabilitation, and others) to host employment-specific conferences for people with disabilities and their families.			<p>3. We will continue to share these videos and others throughout the year.</p> <p>4. IACP and VR sponsorships. We will support the Autism Employment conference again this year. INS published a story about self-employment on behalf of the council that features straw hat farms.</p> <p>5. We will be partnering with APSE to do a take your legislator to work day.</p>
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**Objective 3.2 By September 30, 2026, the DD Council will partner with the DD network, state agencies, and/or other community programs to respond to emergent needs that impact individuals with developmental disabilities and their families**

Key Activities	Expected Outputs	Expected Outcomes	Progress
<p>1. Work with community partners to host community conversations to determine emergency issues that could be addressed through new initiatives supported by the DD Council.</p> <p>2. Develop and communicate informational briefs on lessons learned.</p> <p>3. With DD network and other partners develop a resource toolkit to provide health and health advocacy education for people with</p>	<p>1. Four community conversations are held.</p> <p>2. One informational brief developed.</p>	<p>1. Innovated practices promoting community inclusion are developed.</p>	<p>1. Wartburg listening session will be in May.</p> <p>2. Hosted Community Integration townhall meeting. We have meet with the DD network and Medicaid about workforce issues.</p> <p>3. Meeting with DD partners to do a workforce crisis campaign for DSPs and how their jobs are valued.</p> <p>4. Information brief could be about workforce crisis. Legislative priorities will feature this. Bill formed an alliance with other</p>

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<p>ID/DD and those supporting them</p> <p>4. Continue to partner with the IABLE staff to provide education about the IABLE accounts to increase financial independency of people with DD</p>			<p>advocates to discuss this and our priorities.</p> <p>5. UCEDD has a social work intern convening an advisory committee that met over the winter to make recommendations to the toolkit developed by Oregon. Recommendations have been submitted. Meeting in April with Oregon to establish MOU to make changes. Script for a new video on vaccines will be completed in the spring.</p> <p>6. IABLE training held in May.</p> <p>7. Public health workforce work with CDD will begin in September.</p>