# MISILC Quarterly Business Meeting

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>> JAN LAMPMAN: Do we want to call the meeting to order? All right thank you all for coming I'd like to call this meeting to order. We do have a pretty full packed agenda and we have some folks virtual and some folks in person for the first time since I don't know early 2020 maybe. So that's pretty exciting. First of all. I'd like to ask if there are any specific accommodation requests at this time. All right I don't see any what I'd like to ask is those of you on the Zoom if you can use the raise hand function just because it's harder when some of us are on Zoom and some of us aren't to see when somebody has something. Seeing no accommodation requests can we make sure everyone is muted, please? Thank you. We do have our interpreters on Zoom and so we will do our best to make sure they are highlighted so we can always see them throughout the presentations. But please bear with us and be patient with us because technology is, you know, this particular technology is new to a few of us. So, if we could do that, that would be great. And at this point I would like to ask Tracy to please do a roll call of the members present.

>> TRACY BROWN: Frank Animikwam? Present. Glen Ashlock? Here. Allen Beauchamp? Here. Jamea Davis, present. Stephanie Deible, present. Mindy Kulasa? Present. Jan Lampman? Present. Theresa Metzmaker? Present. Mark Pierce is here. He is in the building. He is just not in this room. You have a quorum.

>> JAN LAMPMAN: Thank you very much. Okay so at this point I would like to entertain a motion to approve our consent agenda if everyone has had a chance to look at everything that is on the consent agenda and is ready to make such a motion.

>> JAMIA DAVIS: I approve the consent agenda.

>> JAN LAMPMAN: Thank you. Do we have a second?

>> GLEN ASHLOCK: This is Glen I second.

>> JAN LAMPMAN: Glen Ashlock is seconded, so shall we have a vote?

>> TRACY BROWN: Frank Animikwam? Aye, Glen Ashlock, aye, Allen Beauchamp? It cut out there a minute. Jamea Davis? Aye. Stephanie Deible, aye. Mindy Kulasa, aye. Jan Lampman, aye. Theresa Metzmaker, aye. And Mark Pierce is not in the room yet. Motion carried.

>> JAN LAMPMAN: Thank you very much. That brings us to our staff and committee reports.

>> STEVE LOCKE: Jan, if I could interrupt, I apologize for this what we should have under our call to order is approval of the meeting agenda itself. And I need to add one item to the agenda. And I apologize that our agenda did not reflect that. What I need to add is the idea 39 contract extension under new business if we possibly could.

>> JAN LAMPMAN: Okay so then we need to back up and we need to amend the original motion which was to approve the consent agenda. So, a new motion that I would entertain would be to approve the consent agenda with the addition of the item related to our idea 39 contract. Who would like to make that motion, please?

>> JAMIA DAVIS: I make the motion.

>> JAN LAMPMAN: Thank you.

>> GLEN ASHLOCK: Second.

>> JAN LAMPMAN: Thank you Glen can we please have a new vote, Tracy.

>> TRACY BROWN: Frank Animikwam? Aye. Glen Ashlock? Aye. Allen Beauchamp? Aye. Jamea Davis? Aye. Stephanie Deible, aye. Mindy Kulasa? Aye. Jan Lampman aye. Theresa Metzmaker, aye. Mark Pierce? Aye. Motion carried.

>> JAN LAMPMAN: Thank you very much. And just let the minutes reflect also that Mark has joined us and so he is able to be present and now we are to staff and committee reports and Steve you are up first with your Executive Director report.

>> STEVE LOCKE: Great thank you so much, Jan. The first thing I would like to talk about is I would like to give a massive Kudos to Annie and her Michigan department of civil rights team for an incredible civil rights summit earlier this week. I was fortunate enough to attend that and the breakout sessions were absolutely fantastic. They had everybody from the Attorney General to the secretary for HUD on the training and I learned so much. And Annie I'm so appreciative of you and your staff and what you pulled off this week with that summit. It was absolutely fantastic. Thank you so much for that. The next thing I'd like to talk about is our SPIL writing team. We would like to get the next SPIL writing team assembled this month. We would like to have I've already asked CIL directors to select three directors to be on our team. And we are going to begin holding public hearings starting in the late summer and they will go through the winter. We will get the team together regularly starting in the fall to begin reviewing public comments and begin the writing process writing team meetings are going to be public and I've asked the CILs to let me know as soon as possible who they selected to be on the team. What I need from our Council are three people three members who are willing to participate on the SPIL writing team. This is going to take up some of your time to do. And it's going to be during work time, the regular workweek and it's going to be a commitment to being part of this process and it's very vigorous. At first it starts out slowly but as we get into the writing process it becomes a bit more intense. I'm looking for folks that have skills in goal writing, outcomes, objectives, and skill sets that are going to lend themselves to creating the next SPIL. As Council members I want you to really do an inventory if you have the time to commit to this and if you have the skill sets to bring to the team to help us set goals and objectives based on public input into the SPIL. I've also been meeting monthly with the CIL directors where we have been collaborating and sharing updates. We are still deciding if the meetings are going to continue on a monthly or on a quarterly basis. Based on the letter that that SILC sent several months ago with the CIL vendor rates the SILC chair have been facilitating meetings between MRS and CIL directors to strengthen IL relationships. The balance of the meetings will be complete later on this month.

In terms of appointments, four Council members terms expired as you know on December 31st of last year and one vacancy occurred when Yvonne Fleener resigned in September of 2021 leaving five voting seat vacancies. The four members I'm happy to report were reappointed on April 29 of this year Yvonne's seat is currently accepting application and the ex officio seat from the Department of Education is being replaced with a retirement of Janis Timms so if any of you know people with disabilities who are neither state nor CIL employees who represent a cross section of diversity here in this state, please encourage them to apply and let me know who they are so that I can let the appointments office know that we have some applicants that SILC is behind. And can support. We are really looking for more applicants. We don't have a lot of applicants that have been applying for our Council. I reached out to the CIL directors and the IL network. I'm also asking our partners that are on the call if you know people with disabilities that know IL, they know CILs and they know the services that CILs provide, please have them apply. We are especially looking for people across different demographics, diverse demographics and we really want to diversify our Council. As you see the training that we have coming up, is going to be part of what we are looking for, which is not tokenism we are looking for people with significant disabilities to become leaders on this Council and I'm looking for your assistance to help us in that process. I'm not going to read the rest of my report to you. It's there for you to read. But if there are any questions in that report, I'd be happy to entertain them now.

>> JAN LAMPMAN: There are no questions Steve thank you for your report and for a lot of work you have gotten done, a lot of things accomplished since we last met as a Council. I really appreciate everything you do so thank you. It looks like Steve you're up again with our strategic planning committee report.

>> STEVE LOCKE: Yes, so strategic planning. As you know we completed our strategic plan about a year ago. What we are going to do in the next SPIL writing is start integrating those strategic plan goals into goals for our Council in the next state plan.

Some of our strategic goals have been rolled out in what we are doing in our statewide outreach right now and you can read the updates in my report. So, bringing it back to our strategic planning in August a Zoom meeting invite has been sent to all of you actually a poll. We are looking for one Saturday in August where we are going to do our retreat. And we are going to really focus on the goals that we want for our Council including advocacy goals based on the strategic plan, so we are going to put into our next SPIL goals for our SILC around advocacy and around other issues that the Council wants to work on so that we are intentional about those. And we don't hamstring ourselves over the next three years and the next state plan. When issues come up that we may not have identified or articulated when the plan was written so that we have flexibility to act on advocacy issues going forward into the next three years. And I'd be happy to take any questions on that.

>> JAN LAMPMAN: Are there any questions for Steve on where we are with the strategic plan? Okay seeing none, next up is our financial report and that would be Stephanie, yes?

>> STEPHANIE DEIBLE: Hi everyone in terms of our financial report we are doing really well. Right now, as it stands, we are using about 80% of our budget. So, we are right on track with that. And as you saw in Steve's report, he talked about in his report in the month of July we will be doing line-item transfer from the statewide data system license and moving that to SPIL support in the amount of about $15,000. And that is to cover our idea 39 contract for the months of July through September of this year. And the reason we are able to do that is because at the beginning of this year we had budgeted for a data system, and we are no longer incurring an expense for that, so we are able to move the funds that we had set aside for that to help with the idea 39 contract that we have. A couple of other updates. Steve, Tracy, and I did go to chase bank in Grand Rapids area, and we opened a chase bank account to meet the needs of our interface system, accounting system. So, we have a new account opened in chase bank. We will be closing the credit union account that we currently have once all the payments, old payments go through. That account will be closed. And then we will be also working on a budget for the upcoming year. And that will be reviewed, put together and reviewed in July and August. And then we will be working with MRS and BSBP to get that reviewed and approved. And then also the executive committee will review it. And then the full budget will be available for the full Council to review at our September meeting. So that's kind of where things stand from a financial aspect. Does anybody have any questions? Or, Steve, do you want to add anything that I missed?

>> STEVE LOCKE: I think you did a great job on that, Stephanie. Regarding the statewide database licensing, SILC has always paid for the annual licensing fees for the CIL data collection systems. The CILs changed over to a new system last year. But we intentionally left 17,000 in our budget in case there were reports that cost money out of their new system that they purchased. But since we have changed our goals and objectives in the current SPIL away from specific CIL data, there's no need for SILC to have to tap data out of their system that CILs can't provide to us. Therefore the $17,000 was a fungible amount for the current year as Stephanie has told you and we would like to pull that back into our statewide outreach to promote Independent to unserved and underserved populations throughout the state. Which we intend to continue next year and into perpetuity.

>> JAN LAMPMAN: Does anyone have any other questions about anything on the financials? We did receive those in advance as well. So, seeing no other questions or comments, then let's go to the policy and by law committee as a standing item on our agenda.

>> STEVE LOCKE: I'll take that one Jan. The only thing we have outstanding is our financial policies. We need to get a team together to review our financial policies. There are several updates we need to make in our policies. So, I'm going to be working with Stephanie here over the next couple of months to assemble a couple Council members to start the review of those policies and really enhance those. Our policies are essentially two pages long. And we have some best practices from ILRU we are going to review so that we can make our policies more robust.

>> JAN LAMPMAN: Okay that is awesome thank you Steve and maybe we can get an ad hoc member of the committee from somebody or a CIL that has a finance person who would join us if you wanted to kind of look that direction.

>> STEVE LOCKE: Absolutely.

>> JAN LAMPMAN: All right awesome thank you. Okay so next up on our agenda is our presentation our Council education so Steve were you going to introduce our team? Or who or we didn't talk about that. How we want to do that.

>> STEVE LOCKE: Jan I would love if you would go ahead and introduce them.

>> JAN LAMPMAN: Okay thank you and I just see that Mary just came popping up, she turned her camera on. So, we are really lucky we have Mark Friedman and David tailor Mary Angus and where did she go Sarah where did you go Sarah?

>> SARAH CARMANY: Right here.

>> JAN LAMPMAN: I see you all right there we are Sarah Carmany and they are a team of folks we were very fortunate to be able to access and I think David or Mary or someone will tell us more why we are able to access them but they are going training on best practices for boards Councils related to make sure everybody on the board or Council are engaged and have a meaningful role within the Council. Did I say that right Mark?

>> MARK FRIEDMAN: That is a good start thank you very much.

>> JAN LAMPMAN: Thanks, I don't want to take away your whole thing.

>> MARK FRIEDMAN: We are delighted to be here. I have my partners here Sarah Carmany that many of you know from Kalamazoo. And David Taylor. David has been having a little trouble with his camera, but we will make the best he can, and he had a former life in Michigan. He has actually moved out and is in transit, moving from one place to another, we will be sharing some of that with you. Make Mark Friedman the project director for beyond tokenism and inclusion project and we will be presenting that to you. Before we start, I want to tie into some of the things you talked about particularly Steve talked about and I want to thank Steve and Jan for having us. And Tracy for a lot of background information to make all this work well. We feed into the issue of underserved and underrepresented people. The project that we are doing is helping people with disabilities development disabilities, significant disabilities serve on boards and directors. And what we have a Council project, project funded by the DD Council to provide training to people. And the whole goal is to have more people with developmental disabilities serving on boards. And particularly as Steve talked about having more people who maybe don't have the experience or haven't been experts at it and particularly people who have more significant disabilities. So that's what we are talking about. We will share with you a little bit as we go through and some of the other pieces we are dealing with. So let me share our PowerPoint we are going to be doing. And work through along with our co‑trainers as we begin. This is the intersection and what we hoped to do is enter into a project with you that we will be working with you over the next several months. Providing a series of trainings that we do particularly around how to help and support people to be on your board and to expand the people who are on your board who have more significant disabilities. Today we have an hour with you. This is all about the I guess fundamental mission, purpose, belief of centers of Independent and SILCs and nothing about us without us. We will do welcome which we have done now and do an overview I'm doing right now we will talk about inclusive practices what we call the elements the six steps and areas that are important to be able to fully support people. And recruit that includes recruitment, how do you recruit additional new people. Primarily as an organization what can you do to more effectively support people to make them effective members. This all comes from the project beyond tokenism that nobody wants to be a token and many of you I'm sure as you have experienced being on boards people feel like tokens and how can you as an organization and other organizations do that. Additionally, you're modeling behavior what are the things you do and can do to have more organizations have more people with disabilities. The ultimate goal of the project is you go anywhere in Michigan and people with disabilities on that drives the group people will say something is wrong here we need people. Discussion and self-assessment we talk about in a future training and work plan with you. Excuse me. The Michigan disability Council sponsors the training. And we have been working with them almost actually for a series of multiple years working on helping people get more people on boards. I wanted you to know you are a part of a wide-ranging group and added to the list is recent groups the Disability Network of Southwest Michigan. All these groups we provide training and partners and working to have either people new people be on their boards or be more effective at supporting people on their boards. So, this takes a village this is our training team with all of us here today including you have not seen Ruth and David Taylor and Sarah Carmany and Mary Angus is in the background making sure our tech is working and you will hear from them as we go through the training. We start from what does board inclusion mean and Sarah first then David. Sarah you are on.

>> SARAH CARMANY: Board inclusion means that everybody comes to the table and contributes to the work of whatever board they serve on.

>> MARK FRIEDMAN: Thank you Sarah. David, if your video and sound is working, we will try you.

>> DAVID TAYLOR: More inclusion means that having individuals to really have a place not just at the table but to have a voice and really be a part of the change that is happening and really focus on how to not just help change the dynamic but really to really step outside of the box. And really focus on how to help people improve their everyday skills.

>> MARK FRIEDMAN: Thanks David, Sarah can you ask a second question on why it's so important.

>> SARAH CARMANY: Why it's so important is the work that the boards do to help people with ‑‑ to help people with disabilities be able to live a fulfilling life. And it's important that people with disabilities are a part of that work so they can help the board achieve its goals.

>> MARK FRIEDMAN: Thanks Sarah and David can you add?

>> DAVID TAYLOR: Really to focus and push the envelope and not just that but really have a lot of what is the word, to really understand how to come together as one and really be a team and really focus how we can work together and really have other people be a part of something that is a great thing to do but really to change the dynamic on how things used to be and how things can be in the future and now.

>> MARK FRIEDMAN: Thanks, David. I'm going to share with you a little bit of video clips and Sarah you can do the introductions.

>> SARAH CARMANY: This is why are inclusive boards important to organizations. And Peter burns from the arc is the executive director of the arc of the USA. He will shed some light on the subject.

>> If you are really going to adequately represent the interests and work with people with intellectual and developmental disabilities and families have to be at the table and the parents of the siblings need to be at the table and intellectual disabilities need to be at the table as well. So, you have to take the plunge. And then you have to take the time to think through the process that you use to bring people on the board and really be true to what the needs of the organization are. If you are really going to ‑‑

>> SARAH CARMANY: Why are inclusive boards important to organizations? Betty Williams a self-advocate will also shed some light on this question.

>> I think a lot of times we can get our voices heard and we can do the best work that we can do. You know, by connecting with other people. And making a difference in people's lives. That's why I do it. Trying to make a difference in the lives of people with disability. I think a lot....

>> RUTHIE: So, I'm going to jump in here and thank everyone as Mark said earlier to be able to be with you today as part of the original beyond tokenism research study that we did. And my part of the presentation will go a little bit into what that was and how that evolved into and how we use the information we gathered from that national study to help inform the training we are doing and come up with ways that we found that we are going to be really effective best practices evidence based practices to be able to help move people's leadership forward. So now to the PowerPoint. Here it comes. So, we are going to start off with a true‑false. And we designed this to help, you know, really get some of the misperceptions and the myths about people with developmental disabilities in particular serving on boards. So, I'm going to call on David and Sarah back and forth to see if they can help us understand whether these statements are true or false. So, the first one Sarah is individuals with disabilities can serve as the Chairperson of a board of directors? True or false?

>> SARAH CARMANY: True.

>> RUTHIE: Board meetings are too long and boring for individuals with disabilities to get much out of them?

>> SARAH CARMANY: False.

>> RUTHIE: David are you there? What about the next one? Only people who can read and write can serve on board or committee?

>> DAVID TAYLOR: That's false.

>> RUTHIE: Then the next one the voices of individuals with disabilities influence the decisions that the board or community makes?

>> DAVID TAYLOR: Can you read that again please.

>> RUTHIE: The voices of people with disabilities influence the decisions that the board or committee makes?

>> DAVID TAYLOR: That's true.

>> RUTHIE: So far you and Sarah are getting a perfect score. I will go back to Sarah. Sarah mentors tell people what to say and manipulate their opinion?

>> SARAH CARMANY: False.

>> RUTHIE: What about the next one-color coding materials is childlike and too much work?

>> SARAH CARMANY: False.

>> RUTHIE: We will go back to David for the last two. Organizations climate and culture changes when individuals with disabilities are involved in leadership roles.

>> DAVID TAYLOR: True.

>> RUTHIE: Good and the last one David if someone breaks down and cries at a board meeting the best thing to do is to ignore them? David? I'm not sure what happened, Sarah what about you?

>> SARAH CARMANY: False.

>> RUTHIE: It's false and you both got a perfect score today as usual and that is why you are co‑trainers. So, I'm going to move on to the next slide. And this is a really important slide. This was really part of the core of what we wanted to make sure was addressed when we have been doing the research and the training that we provide. And it's really talking about tokenism and Dr. Martin Luther king was the first person to really coin this term as it relates to people being invited or being part of an organization but not really fully there or really having the influence or power that everyone else sitting at the table shares. Dr. King said he who gives you the token instead of the coin always retains the power to revoke its words and to command you to get off the bus before you reach your destination. Tokenism is a promise to pay, democracy in its finest sense is payment. So next slide. So, we look at tokenism it is truly the opposite of inclusion. Tokenism is really only making a perfunctory to have one or two people from an underrepresented group to give appearance of inclusion. We have a self-advocate on our board but that self-advocate really isn't truly supported to have an enjoyed full membership and influence. Inclusion is deliberately aiming to involve all types of people. Next slide. So as Mark indicated earlier the work that we are sharing with you today came out of the national research study that we did that was functioned by the Michigan DD Council. The effort that we had included 250 surveys around the country, 40 plus interviews with organizations that we found were doing the best work at supporting people with disabilities to be in leadership roles. And in most cases those groups were supporting up wards of four to five people with significant complex disabilities to be on their boards. And we were blessed to be able to learn new strategies and techniques that they were using to help those individuals be successful. The outcome of the research can be found in a specific edition the 19‑2016 edition of inclusion which is from the American association on intellectual and developmental disabilities and so the summit, the complete summary of that you can find in that special edition. Next slide. So, what came out of that research and what we will be sharing with you today is giving you a very brief overview is that we identified six key elements that were important in that the boards that were the most inclusive practiced it. And that included authentic membership, deliberate communication, full participation, meaningful ways to contribute, true influence and members and supports. Next slide. So, what we found is that inclusive boards are transformed and are transformed at both the individual and the organization level. And when all of the elements are in full force in playing out together and interacting together you find that the board itself has been transformed in ways that benefit the organization and the individuals and constituency that the organization was formed to support. Next slide. So, when I talk next about a little bit about what are the impacts, what are the impacts on individuals with disabilities themselves and then we are going to talk about some of the concrete things we found in terms of how organizations benefitted from having individuals with complex, complicated disabilities on their board. So, the first question I want to ask today is getting back to Sarah and Sarah why is being on a board important?

>> SARAH CARMANY: Because I feel like that people that are on boards can help give input and kind of help direct or kind of help the board understand that people with disabilities have voices too and can contribute to the work as well. And it helps them too also be more inclusive.

>> RUTHIE: Good, David? What about you? Why is being on a board important? We may have lost him. He has been having some tech problems this afternoon.

>> David had to go out.

>> RUTHIE: Let's go to the next slide and I will catch up with him on the next question and get the harder question. So, we found as we looked at how the elements worked together and the kinds of concrete evidence-based things that boards were doing to support people, ultimately, we want to know did it make any difference. You know, what is the end game here, what are we hoping to help people accomplish. And this is a self-advocate based in.

>> ALLEN BEAUCHAMP: And has been past president people of.

>> ALLEN BEAUCHAMP: And self-advocacy board and said it helped me a lot how to work with people. How to ask questions and how to feel good about myself. So, we found individuals who served on boards had increased self-advocacy and self-determination skills. They had increased self-confidence. They had expanded interpersonal skills. They were able to create a network and found a network of social networking opportunities. As their board membership continued, they found expanded leadership roles. It helped to enhance their status within the community. And it filled a broad and helped them begin to fill a broad range of roles within and outside of the organization. Next slide. So, the next question, there is David, he is there, so David how does my question for you, is how does having people with disabilities on a board help the organization? Are you there? I see you.

>> DAVID TAYLOR: I'm having some issuing with Zoom right now.

>> RUTHIE: We can hear you right now can you answer the question how does it help the organization for people with disabilities on the board.

>> DAVID TAYLOR: It helps the organization because having a person with a disability on your board actually helps change the dynamic but also really helps the organization to grow as more of an advocacy organization and really pushes the envelope to really focus on how to knock down barriers and really think outside of the box really. And really focus on how to really help change how the how things are looked and really focus on how a person with a disability really impacts the organization and really focus on really making things really more of an understanding a lot more.

>> RUTHIE: Great thank you so what we found David and let's go to the next slide is that it really does touch on the things that you and Sarah both said as we started our presentation today. Sarah did you want to add to that?

>> SARAH CARMANY: Yeah, how does it help the organization? It helps the organizations by giving a perspective of what people with disabilities can need and how they can help accommodate people with disabilities also.

>> Organization outcomes we found and there were several it increased their adoption of person-centered practices. People with disabilities were engaged at all levels and planning at all levels of the organization not only at the board level but also in the different program levels that the organization was operating. It increased their emphasis, and it has congregated practices that promote it and enhance people's community inclusion. It increased quality and satisfaction are the people they were supporting. And it changed the organization's goals and in many cases their priorities changed as they began, and the people were able to influence the decisions they made and the directions the organization was going to take. Next slide. So, it changed in some cases the organization structure. One board we met with is a really huge, large board and they changed their whole meeting structure in order to be able to get down to a level where people really were able to discuss things in a more personal level. So, they changed the structure from having everybody at a giant table where you are need a megaphone to get across the room to having small groups to come back together to talk about the recommendations that those groups had developed. They found increased resources or funding and many funders now want to make sure there is representation from an organization constituency in leadership and decision-making roles. It expanded people's influence with policy makers. When people went to the legislature, and they had members of their organization who were in leadership roles speaking for the organization policy makers were able to see people in a different light but also paid more attention to what the ask was that those people were sharing. It expanded the views of board members of what the people's capabilities were when you begin to interact and break bread with people who come from different backgrounds with disability or racial background or gender background you begin to have an expanded view of what people really can do and what they have to contribute rather than just being able to look at people from the old deficit driven deficit perspective. So, people with disabilities were hired to work with an organization and people with disabilities were integral with improvement efforts and able to see and give feedback firsthand about whether and how successful the organizations programs really were in terms of meeting the constituencies needs. We have to clips on the screen can you introduce the first person for us?

>> SARAH CARMANY: Transformational outcomes are changes in the organization where everyone is valued as key to the organization's success. Key analysis former president of self-advocates becoming empowered which is the national self-advocacy organization will shed some light on this question.

>> I think you really need to be included in every part of the board to be really successful, not only in just being there, sitting there but in part of the executive committee, a part of the full parts of the board. When they are going out to do some legislation actually being asked to be a part of that. And not just the people who speak really well. And all the professionals. But to be fully included. And I think the most important thing that you can do is get that Chairperson to really buy in to helping make sure that the person with the disability is included on the board. We figured out that once you have the support of the Chairperson, on the board or committee, others will follow by example, by role models and learning how to include somebody to be a full member of that board or committee. I think...

>> SARAH CARMANY: Oh, and Nancy Thaler former Executive Director of the national association of state DD services will also shed some light on the question of transform outcomes or changes in the organizations cultural, culture wherever is valued as key to the organization's success.

>> The presence of people with disabilities particularly cognitive disabilities on the board is that it changes the whole dynamic of how people interact with each other. In a positive way. Because if you truly make an effort to include and listen to people who have a cognitive disability intellectual disability traumatic brain injury, whatever that disability is that affects the speed of communication, the speed of comprehension if you adjust the meeting and the interaction, slow it down, pace the conversation so that people can really participate, it changes the environment positively for everyone participating. So, it slows it down for everybody and makes it more rationale and understandable for everybody. And by slowing it down and pacing it differently, you allow people the space and time to consider the emotion content of what is being said and the emotional state that other people are in. So, the communication among everybody is deeper, more meaningful, more respectful. And I think everybody feels better about what happens in the meeting. It's not unlike what we say about the classroom that when you make the classroom a friendly place for a child with a disability it becomes a friendlier place for all children in the classroom. And I believe the same thing happens if you change the process and accommodate people. Pace things so that they have an opportunity to participate and listen and process the information according to the speed they need to do it. So, I think it makes for a better meeting for everybody.

>> MARK FRIEDMAN: Thank you Nancy. Excellent we appreciate your comments. There we go. Excuse me. So, what we want to do here, it's a little bit more difficult and we hope we are successful is asking everybody we will do a round Robin, and we have people in the room itself and we have people on Zoom. So that makes it a little more complicated, but we want to ask people in the room and ask Tracy who is there or Jan to help do a round Robin for people in the room and if we are able to do it on Zoom. We want to go here and Tracy if you help us each person just briefly what is one personal goal you have for being on this board? For participating what brought you on it? What kept you on it? What is the goal? So, Tracy will you help us do a round Robin and people in the room who goes first to share with us one personal goal for being on the board can you do it?

>> Glen?

>> GLEN ASHLOCK: One goal for me is to support work that I have been fitted from and many people that I know have benefitted from so it's an opportunity to give a little bit back.

>> JAMIA DAVIS: One goal of mine is to increase my self-awareness and just increase my advocacy as an attorney I want to really give back and that is one of the main reasons why I became an attorney. Just so that I can be able to, you know, give back in that way.

>> JAN LAMPMAN: One of my personal goals is you know I have a son who has benefitted from lots of the different supports that CILs have been able to bring to the table. And I have a sister who survived the Mount Pleasant regional center. And so, because I love two people very deeply that are a part of this world, I want to make a positive difference in this world.

>> MARK FRIEDMAN: I got everybody in the room and Tracy, we will put you on the spot too.

>> JAN LAMPMAN: We don't have everybody.

>> MARK FRIEDMAN: Sorry.

>> JAN LAMPMAN: Bill you can go.

>> BILL ADDISON: I have one goal, but it has part A and Part B. This is where we get five minutes each. The first part is still I need to learn more about all these programs and VR and how this connects to VR and the more from the ex officio the more I know how CILs work the better I can serve them.

>> MARK PIERCE: I'm Mark Pierce I'm a liaison for the CILs across the state. I'm also a CIL Executive Director. And you can't be involved too much to understand the big picture of disability across the State of Michigan to be a part of the advocate of that. We are very much a part of the CILs are of putting together the modeling program which is important to the feds. And I have people on my board and my CIL to brings about good authenticity as to what the real voice of people with disabilities and how it's being heard and displayed. Not just in leadership but in everyday work, you know. And it has a lot to do with the way that we approach our community because communities are all different. You know, they are not all the same.

>> THERESA METZMAKER: I'm Thursday Metzmaker and my one goal is centering people with disabilities and in every action, we are doing with CILs that providing and getting services and also being ones that provide the services.

>> MARK FRIEDMAN: Thank you so much is there something else there.

>> TRACY BROWN: We are all set.

>> MARK FRIEDMAN: We are doing well here. And we are experimenting here and going to go with our Zoom people so I will go around and Allen I'm going to start with you. If you would.

>> ALLEN BEAUCHAMP: I was thinking about you know because I sit on a couple different boards, but outreach comes to mine is one goal I have. As you obtain this information and understand all the moving parts and then understand the services and then, you know, that outreach has to happen to try and try to connect with as many people as possible.

>> MARK FRIEDMAN: Thanks Allen Stephanie can you go next?

>> STEPHANIE DEIBLE: One goal for me is to really try to reach under served and unserved populations as a board member. I grew up in a very rural area. So, there were not a lot of resources available to me. So as a board member I really wanted to try to do what I can, similar to Allen to outreach to those areas.

>> MARK FRIEDMAN: Thank you Stephanie we appreciate that Vendella, hi Vendella we are going to put you on the spot I know you just got here but delighted to have you here.

>> Hi Vendella.

>> VENDELLA COLLINS: So one of my personal goals is to connect with advocates with CILs because as advocates I think the more, we learn and I will put myself in there the more I learn the more I can facilitate and help people with their learning and to be able to connect the work of the Council and the work of this group I think is great. It helps to basically just to increase knowledge all the way around. So that is one of my personal goals to share that kind of information.

>> MARK FRIEDMAN: Thanks, Vendella and thanks for coming and being with us great. Alex? We don't see you on camera, but can you share? Just unmute yourself.

>> ALEX: Hi, good afternoon. Alex‑Gossage the Executive Director for center for independent living and I was muted and watching the meeting today and able to hang in there so thank you for having me. You know I don't know that I can add anything different than folks have already shared. As being part of the center for Independent myself it's always been important to me and disability representative as I think was just said the more people, we can get involved always the better. And the more folks that we can get out there the more individuals can see in our communities just how vibrant and substantial the disability community is.

>> MARK FRIEDMAN: Thank you Alex we appreciate that. Sigrid, can you unmute yourself and perhaps come on and share your personal goal?

>> SIGRID: Sure, for me it's about just being able to obtain a different perspective, so I have a sister who has received services from a center for independent, living and dealing with issues associated with disability has been a part of my life since I was probably five. So, I just appreciate the different perspective as compared to working in the VR world.

>> MARK FRIEDMAN: Thank you so much. Annie, can you come on?

>> ANNIE URASKY:

>> MARK FRIEDMAN: Hi Annie.

>> ANNIE URASKY:

>> MARK FRIEDMAN: I'm not hearing you; we are seeing you.

>> ANNIE URASKY: Through the interpreter.

>> The interpreters are working with her Mark.

>> Katie you need to unmute yourself.

>> ANNIE URASKY: Sorry about that I have to start over yes hello my name is Annie I want to say how much I appreciate everyone being here today. It has been a wonderful opportunity to learn. I think for me what I find important and what my personal goal is really just to expand my knowledge. You know, I want to have been more involved visually with the community. And for me a personal goal is just to make sure that, you know, to recognize my privacy is important. And spell it again, please. Oh, intersection, intersectionality we want to focus on intersectionality and including all the different communities and enhancing opportunities for them. I feel there is so much more we can learn, and we need to continue to advocate for all of that.

>> MARK FRIEDMAN: Thank you Annie and Katie for interpreting and Yvonne? And she helped with training the groups and Yvonne can you come on?

>> YVONNE FLEENER: Nice to see you all again and I know Mindy who is the chair of the CIL that I work for, we were really excited and actually did some follow‑up discussions at our next board meeting about your presentation to us. So, I agree with what Vendella added. I think it's really important speaking of intersection that the intellectual development disability intersects with the work of a CIL, and I would like to see us do more and more of that. So, yeah, that's it, thanks.

>> Nice to see you again Yvonne.

>> YVONNE FLEENER: You too.

>> MARK FRIEDMAN: Did I get everybody? Did I miss anybody?

>> LISA KISIEL: I'm with the Bureau of blind persons good afternoon. I'm trying to turn on my camera here. It's a little slow. But I'll just get started. I am you know I think that is a great question and I think that it's really important that for me being a person with a vision impairment which is a low incidence population and I agree completely with the conversations regarding intersectionality and inclusion, and I once heard a comment that said if one person is not included in our community it's not a full community. So, I advocate every day for the needs and the inclusion and the collaboration and the employment and the independence of individuals who are blind. Our Centers for Independent Living and our CIL community are a huge part of that. And whether you work with VR or whether you don't, your CIL should be there for you. So, I appreciate that, and I advocate for it, and I work towards that every day.

>> MARK FRIEDMAN: Thank you Lisa I'm sorry I missed you. Did I miss anybody else? Did we get everybody?

>> STEVE LOCKE: I think we have Steve.

>> MARK FRIEDMAN: We did not get Steve.

>> STEVE LOCKE: We have Mark.

>> And Stephanie and Mindy.

>> STEVE LOCKE: And Mindy.

>> Mindy you can go first.

>> MINDY KULASA: Hi I was just waiting to see who was going to jump in. This is Mindy Kulasa. I joined the SILC because I wanted to be a part of a movement within the State of Michigan that enhances the lives of persons who identify as having a disability, in particular mental health disabilities.

>> MARK FRIEDMAN: Thank you Mindy. Frank?

>> FRANK ANIMIKWAM: Hello everyone. My name is Frank Animikwam. And I'm a SILC Council member. I am also a family medicine physician. Being a physician for my tribe in Northern Michigan, the little Traverse Bay of Odawa Indians is not the reason that brought me to SILC when I was a resident I was encouraged to apply, to join the SILC Council by a colleague and fellow tribe citizen Wynonna who ‑‑ she said that you know it would be an opportunity for me personally to learn and also to advocate for our State of Michigan. So, it's coming more from an underserved community background and having that opportunity to advocate for my tribe and also Native American and Indigenous people in the state. And you know, that was my initial goal. And I think like many of you here as time has gone on it's been two years now and I find and added more goals. And it's been nice to learn so much and to also not just have personal goals but have goals that we share, and we can direct our energy towards together so thank you.

>> MARK FRIEDMAN: Thank you Frank and Steve.

>> STEVE LOCKE: Thanks Mark I'm the youngest sibling of a brother and sister that have were born with two significant disabilities. I'm also a person that has acquired two hidden disabilities myself. And my goal working in the IL movement is to identify and amplify the diverse voices of people from the disability community and to bring them on to our Council and amplify their voices to create change. To create better change for people that have choices in their lives. That live self-directed lives. And that's my goal of being here.

>> MARK FRIEDMAN: Thank you, Steve. I heard you say break. I hope we can go on to 4:00 without a break can we do that or do could need a break, Steve?

>> JAN LAMPMAN: 4:00 is our break time so we are good.

>> MARK FRIEDMAN: Thank you anybody else? I think I got everybody. Excellent well thank you all for sharing and sharing so deeply your personal goals and while you are here. And the reason we did that for a number of reasons. One is to get to what is the heart of the matter here and a huge number of people talked about intersectionality. It's sort of a buzz word in the world but reality how do you do that? How do you recruit and bring on people who are diverse intersection, have lots and lots of different characteristics, represent different constituencies that is what this work is about? This work is about concretely how do you do that? How do you be successful at it? Because of the research we are able to do we can share with you, and we will do this right now really concrete success methods that other groups have taken to be successful and that can be low hung fruit things you can do to be better successful at this. A lot of this is recruitment but a lot of this is support. How do you support people who have different needs, different issues, different comprehensions, different goals, different desires to be members of your group? And it's also to the effective members because again nobody wants to be a token. Nobody wants to be present in the room that is insufficient. People want to be full participants. These again are the elements that we went over earlier, and they were the things that break down that really makeup the components of how one brings about board inclusion. We will go through each of these and talk about them a little bit as we move through them. The first one is authentic membership. And we are going to hear from David if his video is working. Sarah why don't you go first because we know your video is working then we will hear from David. You have to unmute yourself, Sarah.

>> SARAH CARMANY: Okay, sorry about that. Authentic membership individuals feel like they are equal members. And some of the boards that I have served on, they can help me feel equal. I get like five minutes to give them like an update of some of the work, the self-advocacy work that I've done.

>> MARK FRIEDMAN: Thanks Sarah. David?

>> DAVID TAYLOR: An equal member to me really is just having just being a...

>> MARK FRIEDMAN: I think we lost you again, David. Well, we are going to hope you get back on and if David, there you go, can we hear now, David? No, I think we lost him. Sorry David you are having a problem. If David comes back let him in off of the waiting room and try to see how that is. I will go through some of the specifics of what authentic membership means and how one does that, what are the outcomes. So, recruitment is thorough and broad-based meaning how are you going to find people who have diverse issues, so the recruitment process is reaching out too often not to SILC and not to centers of independent, living who by and large have done an extraordinary job, most of the board members of people with disabilities. But you're talking about are several issues.

One issue from our perspective you model behavior so the more people you have and people with disabilities in positions and almost most of you are on other boards and committees and groups so you can share that behavior and modeling, but you're interested in having people more underrepresented come serve on the SILC. And serve on the CILs. So, your recruitment has to be broader based to be able to connect out of all people and give people the opportunities they have not before. Secondly is there is a board orientation. These are sort of techniques and are really the things we are talking about to a great extent are good board practices but more important than ever for people who haven't been on boards. Who maybe have not had the experience that other people have? Maybe who were left out and maybe were in the back of the room which happens to many people. We can help you with the board orientation to involve people and who have not had the experience as we go down the road. Individuals on board meetings, retreats, and fellowship opportunities. This is the issue of people who are marginalized and end up are often left out of some of the really important pieces. So, people may be participating in attending the board meetings but when it comes down to retreats people get left out or fellowship meeting when people gather and break bread together and those things. So, it's really important for people to be included in all the activities. You heard them say people should be involved in all the activities as people go to the legislature or if people are having a meal or people coming in the day before in the morning or whatever it is that people are a part of all of those things, so they get the same opportunities. In many ways are more important. The board management are committed to inclusion obviously are and have a long history of this. This training is really part of you know the commitment that you do have in sharing with people the things you are doing. And there is a budget. And many groups say we are supporting people. We would a lot of groups said to us if somebody needed it, we would pay for that. That is really different than having a budget that says we have money set aside for transportation, for a reader for you, for help with staying extra time because your body is worn out. Whatever it is and having a budget is really important, it both makes a statement and also helps the person not be in a position where they have to be asking for something special. Something that people may not want to have to ask for something special. People have to feel like oh, I'm beholden to you because I had to ask. First does the organization have a budget that says we set aside this money to provide this help. It's part of our membership. Next deliberate communication. Sarah, you want to go first then we will have David if we can get David back?

>> SARAH CARMANY: Deliberate communication, individuals can understand information they receive and communicate with other members. Yeah. I know when I've been on like some of the boards I've been on, I can schedule an appointment and go in and ask questions if there is something in the board packet that I don't understand.

>> MARK FRIEDMAN: Thanks Sarah and David let's hope we can hear you this time.

>> DAVID TAYLOR: All right so I had a chance to really like before like two weeks before the board meeting started to really communicate with the chair and the Executive Director to go over the agenda a lot of times and I think that helps a lot. Because it helps to understand what's in there.

>> MARK FRIEDMAN: Lost you on the last part but will go on. I will talk about some of the specifics of these things you heard. David and Sarah heard, and we are going to hope we get David back on our next go around individuals for use of technology. We know how important technology is. We are doing Zoom. This is like really amazing. We have people for your in person meeting some people in Zoom were able to do that as a hybrid which is more complicated than having Zoom meetings. People having tablets people having access to Zoom and teams. People being able to use smartphones whatever it is that people can actively participate and speech technology and what other technology would people need to enable them to participate? Not having to ask for it and be afforded that and be helped and assisted with that. Just as aside we are having tremendous progress, people being made and revolutionize the things we are doing with voice technology. People using Sire and Alexa and so forth, how will that help people participate on committees and boards is the question. Communication style or interpreters factor you have two ASL interpreters you are obviously very committed in doing this. Many, many organizations don't provide that. So, it can be as simple as breaking down and having committee meetings so people can have more time to understand, having discussion groups, having various ways that people can participate that it may not be simply the typical formal board meetings that we have. And as a SILC you have complicated issues you have to make decisions on. You have formal governmental procedures you have to follow so what are the ways those can be made simpler so people who may not be familiar with Roberts rules of order can participate effectively. Individuals are called upon for their input and asked for clarification. So are people actually engaged. Sarah, I have not heard from you today or David what do you think or Jan we have not heard your wisdom. And, Tracy, I know you have some ideas are people engaged and efforts made to help people be more active and be participant in that, Sarah, do you want to add something?

>> SARAH CARMANY: Yeah, I know also when I haven't heard from the board in a while, I will ask when is the next board meeting because I haven't heard anything about it. And they usually tell me.

>> MARK FRIEDMAN: Thanks, Sarah. The board adopts user friendly document practice, plain language. Plain language is being used more by and large the documents are really complicated or difficult to understand. And we use large type to assist people, can we color code things and reduce the jargon. These are simple things. We have a whole list of training we do helping people understand how to create plain documents for all their practices. But these are just some of the things that can assist people in being a full participant. As you think about it with all the acronyms for example think of yourself somebody raised up and says I don't know what HQI is and half the people in the room don't understand it, but people are afraid to ask so how can we be clearer about those things. The board has user friendly meetings and time to understand the discussion and breaks like you will have. Reduction of acronyms and helping everyone be part of the discussion and trying to make the formal meetings that we have that intimidate people. If you think about it yourself the first time you go to a group, any group, you are the first person to jump in, you are in the back of the room and that is what happens to people often, Sarah?

>> SARAH CARMANY: The use of plain language so everybody including people with disabilities can understand.

>> MARK FRIEDMAN: Thanks, Sarah. And full participation Sarah do you want to go first then we will hear from David?

>> SARAH CARMANY: Yes, full participation individuals have what they need to be actively involved. Yes. I know I have what I know when I sit on the board, I had what I needed to be actively involved.

>> MARK FRIEDMAN: Thanks, Sarah. David is your sound going to work for us maybe hopefully.

>> David will put it in the chat, this is Mary and that will save some time, David?

>> DAVID TAYLOR: Yes.

>> Can you speak?

>> DAVID TAYLOR: Can you hear me?

>> Yes.

>> DAVID TAYLOR: Yes, for me it helps me to have large print. And to really have the one-on-one time with the board president. And the Executive Director and other members.

>> MARK FRIEDMAN: Thanks, David. Sarah, you want to add.

>> SARAH CARMANY: Also, I know because I don't hear very well, and I wear hearing aids. And sometimes it helps them if I look at the person speaking.

>> MARK FRIEDMAN: Thanks, Sarah. So here are some of the specifics that really have been helpful for people that have be effective members and have full participation. Individual combination and frequent breaks you talked about breaks.

Breaks can be enormously helpful, and we all get tired and even breaks on Zoom we can only stay on, and we love Zoom and can take so much of it and understand it ourselves. Breaks give the person an opportunity to have a side conversation to say to somebody I did not understand what that point was, or could you explain that to me? And some people just need breaks because it's just exhausting for the work, they are doing because of impairments people have. Ongoing board training. You are doing that right now. That is really what this is about. How can you enhance the abilities and skills and knowledge base of board members? And you, particularly the SILC and the CILs and most of the Government entities are dealing with extremely complicated issues. And so, coming to understand how some of the services work. One of the gentlemen I forget his name talked about wanting to learn more about how CILs work so he could be a more effective ex officio member. Committees and subcommittees are really critical because that is where there is more time. Smaller number of people. And so having work done in small committees allows people to have more participation. There's more time to listen to the person. There is more time to listen to each other why there are committees or subcommittees but it's a way to help people have more effective participation and a way for people to learn the ropes. We know these are really complicated ways. It's one of the reasons one boarding and orientation and many people say it takes a year or two years or three years to get up to speed on a DD Council or on a SILC or CIL figuring out that the gentleman Frank who is the doctor talked about. He is on his second year and now he is broadening the goals that he has. Board membership includes two or more individuals. This is one of the most significant findings we had the organizations that had the most people with the most significant disabilities had two to three people serving on them. That it wasn't up to one person to be representing everybody's interests, everybody's issues of disability or as women serving on boards or African/American or Hispanic or anybody who is a member, if there is one person, they are supposed to feel all the responsibility is on them. As you get more people from different categories people get listened to more. And board maintains contact and you heard Sarah talk about how important that was that people stay connected with them. And heard David talk about having time with the Executive Director. Next meaningful way to contribute, everybody wants to contribute. David, you want to go first.

>> DAVID TAYLOR: Sure, can you still hear me?

>> MARK FRIEDMAN: Yes.

>> DAVID TAYLOR: Okay, I think people I think really by having and being like a chair or being an outstanding board member and really having to really help push the organization and really focus on to really help other board members and just help other board members really join and being mentors to them. And I think it really helps the organization grow, change, and really involve.

>> MARK FRIEDMAN: Thanks David, Sarah do you want to add to that?

>> SARAH CARMANY: Yeah. I think having roles and responsibilities that help the group. I think that would help people feel more included. And I know and help people to contribute.

>> MARK FRIEDMAN: Thanks Sarah. I will go through some specific things that help people be contributing. Everybody wants to feel like they are contributing. Most people have a reason for being on boards and make a difference in contribution. Areas of interest that they can identify something areas of interest that people can feel it's meaning.

People come on to do something specific around a specific issue or what not and there are opportunities to raise something particularly of interest to the person. The agenda that can be added and people can find a way to get their issue of importance or things that they are passionate about. Be listened to or heard. And leadership and other types of training. We talked about this earlier but being able to be more effective member by being able to attend retreats, attend knowledge building and attend capacity building for all the board members and helping as people get more skilled and knowledgeable, they are able to make a bigger contribution and have some impact and have some influence. The board assignments are completed in pairs. This is a big issue we found when people can do things together be it a subcommittee or be it as a team people can be more effective. People can contribute. Many ways that people otherwise would have difficulty. Board members are carried out and done in a way that is plain language or simple that people can understand. What are the things that people are expected to be able to do? And next is influence. Everyone wants to have influence Sarah do you want to go first?

>> SARAH CARMANY: Individuals feel like they are making a difference. I know on some of the boards I've been on, I've helped with contributing to their strategic planning. And I felt more like I was a part of the work.

>> MARK FRIEDMAN: Thanks Sarah, David?

>> DAVID TAYLOR: For me I think really doing a lot of work in the community. And really doing and helping with outreach and like help being involved in the conference committees and really being like help starting up like self-advocacy committees. And really also like being like the involved in like the voting of who is going to be the chair. And having an opportunity to really being really deep involved in the leadership and also the change that happens.

>> MARK FRIEDMAN: Thanks, David. Some of the areas of influence is having be able to be a coleader. Organizations having somebody be the vice president. Connecting up and being able to put forth people. Often times when people can share code leadership they can learn skills, things they did not know how to do. People's suggestions and ideas listened to are adopted and again people feeling like they have influence on the board and what is occurring. And participates in efforts to educate policy makers of stakeholders and you heard the former national president of south advocates being empowered talk account going to the legislature. One of the things our research showed significantly for a number of organizations was that when you had people with disabilities being participating these are from many of the protection advocacy and Councils and advocacy groups. That when people with disabilities went with the speaker to the legislature they were listened to in a higher degree as they were before. Written bylaws that require inclusive practices. This is really important because you can be inclusive and the board president who is say really connected and really supportive of these leaves and a new president comes in and it falls by the wayside. What we found were a number of organizations that had done participation really well and over time it changed. The board rotation is adding new voices. We found boards with one or two people serving but the same people year after year. What we do is coming back to intersectionality is getting new leaders. How do we find new people that have not been the usual suspects, people that maybe have not had the experience or opportunity before? So finally, we talk about six as the mentor and support Sarah do you want to go first?

>> SARAH CARMANY: Mentors, supports, and tools and coaching opportunities needed to be prepared and be effective at board meetings. I have on some of the boards I've been on, I've had ‑‑ I've been able to schedule an appointment if I have questions about anything in the board packet or if I have questions about the board itself. And I can either reach out by an e‑mail or a phone call and go in and get some ‑‑ have somebody explain it to me.

>> MARK FRIEDMAN: Thank you, Sarah. David, we can we hear you.

>> DAVID TAYLOR: Yeah, I think having a mentor is one of the biggest things because it helps, and I had the opportunity to have a mentor and it helped me. I think when you can also be a mentor to someone else it helps change their nerves. They will still be nervous, but it helps them to be more comfortable and really just to really have more questions and I think having an opportunity to expand on both Sides. I think it works because when you have a mentor and that person is also it helps you to really ask questions that you wanted to ask and really focus on this, the outcome that you see yourself growing into as a member of the board and/or Council.

>> MARK FRIEDMAN: Thank you, David. We are winding ourselves down and here are the things. The number of the groups we have worked with have worked on mentor and supports really one of the really key things that people found is the difference between being able to serve as effective board member and particularly intersectionality and particularly people with more significant disabilities how do you provide the supports. The mentors we would be happy to work with you. A number of the organizations that have selected the support how can they be more effective at providing supports and we help people start mentor's programs and are currently working with two others. There is mentor, transportation we talked about materials being sent in advance and plain language we described. Pre‑meeting is something that is really the idea many of the organizations had a pre‑meeting before the meeting. Which helped people to understand what the agenda was. Pre‑meetings were held the week before, the day of the event, the evening before. And they were set so they were open to everybody and reviewed the agenda and what happened they were set up meant for people with disabilities, but they ended up more and more people attending to be more effective themselves. On working on sort of reviewing the agenda and seating. Where people sit, who sits next to the board Chairperson. How far away from people. We had organizations that adopted round seating to make it easier for people to see people and participate and be effective. So, I wanted to talk and winding up in a few minutes who the next steps will be. We hoping you are joining. This is a project we have through November. And it's our work. In the process of the next steps, we will be forming a board inclusion team of the Executive Director, president, two or three women so everybody wouldn't have to do all of these things. Doing a self-assessment which I describe in here. The self-assessment would be the next step and people found this really, really helpful. This is an interactive process that we go through with you. And it is going through each one of these elements and they are just questions, and they are just items that you have mentors or supports, do you provide plain language all of the things and ranking them. What happens is that most the board starts off saying yes, we do that, we do that we do that. Someone on the board wait a second, I did not get the materials. Or wait a second, I did not understand that.

Or wait a second, I was not helped when I needed help. And so, it's to identify the areas. What is so helpful here is that we get an immediate bar chart. It's one we are working with which shows the strengths and weaknesses of you as an organization.

It allows you to make a management decision, a board decision to say we want to work on this area. So, with this organization that will be anonymous were strong in areas but deliberate communication meaning how they got the word out to board members was a weakness and how people felt making contributions. So, they then decided that they would work around communication as the focus. We then did for the next step of training that we do, specifically in communication. This specifically was around plain language. Things they could do to be more effective. So that is what we would be doing with you as an interactive process that would be the next step. The step after that would be picking a training as I said in this case if it were supports it would be training around supports or communication around communication. We developed a work plan and steps that we will take for the next pieces going on and providing technical assistance, David and Sarah will be working with your subgroup as we go along and working with people. And there is actually a work plan that we help you produce. They are the six elements. This is a sample work plan. We provide handouts and really just deciding where you will focus on and what are the things you will be doing and what are the things you are going to be trying to work on. And the things that are particularly important to you. We have a whole resource list that we will share with everybody. At this point I'm going to stop, and we hit our time limit and we want to thank you for this time, energy, and effort that you provided with us. We will take any questions that people have but on behalf of myself, Sarah and Sarah Carmany David Taylor and myself and Mary Angus helping in the background we thank you for having us. We hope you find it useful and think it's useful to go ahead and we will be able to work with you as we go. Jan, I turn it back to you.

>> JAN LAMPMAN: Thank you for this excellent presentation. It gives us as a Council some good a good starting point when we talk about our upcoming retreat and how we can better include and better gain the perspective of all people. So, thank you so much. At this point we are ready for our break so let's take a ten‑minute break and when we come back, we will start right off with the ex officio reports. Thank you.

And of course, you are all welcome to stay.

[ Recess for ten minutes]

>> MARK FRIEDMAN: Thank you for having us good‑bye everybody.

>> SARAH CARMANY: Are we done Mark?

>> MARK FRIEDMAN: We are done Sarah. Good‑bye everybody.

>> STEVE LOCKE: Thank you so much.

>> SARAH CARMANY: Mark are we going to debrief.

>> MARK FRIEDMAN: We will have a debrief on our debriefing I will send you a link.

>> Is that now or are you going to send the link now.

>> MARK FRIEDMAN: Yes. Good‑bye everybody and thank you for having us.

>> See you soon.

[ Recess for ten minutes]

>> JAN LAMPMAN: Okay I would like to resume the meeting to call us back to order if that would be great. And we are going to do ex officio reports and Bill.

>> I didn't hear the gavel this morning either.

>> JAN LAMPMAN: Forcing me to use a gavel I enjoy that so we will get started with the ex officio reports. I want to say again I appreciate everyone's patience as we try to figure out how to be hybrid from having been virtual for two years it's been kind of fun. Michigan rehab you are first on the list of our ex officio reports.

>> BILL ADDISON: Thank you for the gavel and the update I can't remember the last time I gave an update it has been six or three months.

>> JAN LAMPMAN: Three months.

>> BILL ADDISON: Since it's been three months, I want to talk about what has been going on since we went back to our offices for MRS. As you know the Governor had a requirement, we all go back in May. And our staff did go back in May. We are dealing with kind of a perception right now and that is it would still people still view MRS as being closed and we were never closed. Always provided services. They were in a different format, different method of serving our clients but we still continue to do it. We go to the door you got served. And our problem is it looks like at least the perception is we are not open for business. So, we are addressing that. What we are trying to do is we use if words like we want to reconnect, reaffirm our partnerships with not only the customers with all of our partners that we do business with. It's real important that we do that. At the same time, we are still dealing with some COVID issues and COVID has not gone away. It's a very challenging situation for our director. Tina Fullerton and we ought to continue to have services and want more people to come in the door and excited about that but at the same time internally we have to deal with COVID. In the last two months four individuals at our central office came down with COVID again. That's a large number for a few people. So that is kind of the balancing act we are doing right now. But things are going well. We feel like what we really want to do is kind of put an open sign in front of our district offices that says come on in. We appreciate and want to go back to greater numbers that we had in 2019. So that's one of our objectives. To give you kind of an update of where we are on that though we look at certain statistics that kind of tell us where we are. This is all good news that I'm going to give you in a minute. The last two years in the last two Mays this prior May and the May before that a number of folks that walked through the door have gone up and that is great. We have a progression of getting better with people that are walking in the door. We also what has gone up is eligibility. When the folks come in the door, we have a larger and larger number of people that have been deemed eligible in the process. Both May, the May just passed and the prior May both those years have the numbers for those years have gone up. That is all good news. The last thing that tells us that we are improving is exit employed has gone up for the last two Mays. So, we feel like we really are going in the right direction. We just want to hit the road and have more folks come in the door.

>> JAN LAMPMAN: Is that it?

>> BILL ADDISON: That is it.

>> JAN LAMPMAN: Next Bureau of services to blind people Lisa are you on the call still.

>> LISA KISIEL: I am.

>> JAN LAMPMAN: Awesome.

>> LISA KISIEL: If I can make the camera turn on or not. I have system capacity issues there we go. Thanks everybody appreciate the opportunity to be with you today. And you know, BSBP has been serving customers in person since July 12 of 2021. Our director really took a pretty strong opinion about making sure that when we were able to reengage, we did reengage. Like Bill is saying. We have never closed. We have stayed open. We are not you know, there is no issue with that at all. We are seeing people in person. We are doing COVID screening still. We will continue to do that. That means before we see somebody, we call them and do a little health screening to make sure they are healthy. And we are healthy. So, our numbers are also going up a little bit which is a good thing. It's not a race to the finish. It's a slow and a steady. And maybe not slow but it's steady. And that's important. Because we want to make sure that we are reaching individuals. Reengaging. We actually we had representation at the Michigan optometric association conference. So that is you know a place where we again rate referrals, et cetera. We are training center and our field staff are reaching out to service providers. And community partners to promote us. And you know remind and get people remembering that we are serving and going into homes and working with people. So, yeah so, it's a climb, right? And that's what we are doing. We are climbing. So just a few things going on. Steve, I had to chuckle when you were talking about the SPIL. We just finished the mid cycle review of the unified state plan. So, I'm up to here in goals, priorities, strategies, impediments, and successes and numbers and amounts of money served per customer. Et cetera et cetera. So, yeah, I got you. It's a process. But that plan has been approved. And we are excited about that. And probably one of the notable changes in this plan as opposed to the 2020 plan this mid cycle review, we just added a goal for improvement of our training center. So, as we work to improve programs and services, and you know that means that we have to make sure our building is well maintenenced and our programs are well maintenenced the equipment we are using to train and is up to speed et cetera so that is probably the most notable. I did send that approved version of the state plan to Tracy. For review. So, you will have that. I also shared with her just an interview with one of our teammates that came out yesterday I believe. And she did a nice interview with a disability group in Ann Arbor who has a Podcast radio type show. Page Lloyd from our central region one of our vision rehab therapists did a great job and wanted to promote that. Our Flint office will be relocating from the State of Michigan building in downtown Flint right across from U of M Flint and moving to the Flint Michigan works location. And we will be neighbors with our Michigan rehabilitation field services team over there. So, thank you to Tina and others for welcoming us. Linda Watson and Tracy Jennings and the team. So, we are really excited. So, I had intended to invite our newest manager. One of our newer managers Amy from our central region to the meeting today. However, she is in Flint helping them organize, rearrange, and get ready to pack us out to move us hopefully by the second week this August. But, you know, when you live in a house for a long time you got a lot of stuff to sort through. So, it's going to take a minute.

So, we are excited about that too. It's a good innovative opportunity for us. And let's see. I sent we are also excited about the partnering we are doing with our Michigan works team I'm sorry with our Disability Networks around the state in order to help us provide services to our Pre‑ETS customers. We actually have a purchase order and a work plan in place with Disability Network lakeshore. And DAC out of Grand Rapids and Kent County to really do some gap analysis for our students to ensure that there is a, you know, that we are helping our kids to make sure that they get the five required categories of preemployment transition services whether being provided by BSBP, the HUD the schools community programs et cetera. So, we are really doing a gap analysis to determine where we need to spend some energy to help our students to get what they need. So we are, you know, always excited about those partnerships. And I believe that our Detroit area our east region is working toward putting together some financial literacy training. Possibly working with some centers for independent, living on that side of the state as well so just really valuing the partnership that BSBP has with our CILs Disability Networks because you know it takes a village and I think as we've heard today it's important that we are inclusive and that we try to close those gaps, fill the needs et cetera.

We will also MRS, BSBP we will be kicking off the try annual comprehensive statewide needs assessment process that we will beginning soon. Our customized employment pilots in partnership with Michigan rehab services and several providers around the state are off and moving and had two successful placements. Looking toward successful closure of those placements here pretty quick. So, we are excited about that. And that's about helping individuals who have not had success in other placement experiences to be successful. And you know obtain competitive integrated employment.

Did want to mention just recently out of a publication from NCIL that there was some language in there and my director and myself were talking about this yesterday. That was suggesting that ACL was looking to maybe capture some funding from VR related to 5% of our preemployment transition services set aside if you will. And that is a national interest. And potentially some funds related to post employment. So, I don't know if you all read that particular publication, but BSBP on behalf of us as VR partner in Michigan we would ask that before any type of endorsement of something like that, that number one we would have some conversation about that. If you chose to do that. Endorse something like that. And that also just to clarify VR does not have post-employment set aside funds so I'm not exactly sure where the wisdom with that comes from. But we would just caution any you know premature endorsement of that and ask for some conversation regarding strategic planning as to how those funds would be used and by who and what the purposes would be. So just throwing that out there. It was just kind of an eyebrow raiser as we reviewed some of those documents that come out to us. You know that we get fairly often. So, any questions or concerns for me? All right.

>> JAN LAMPMAN: Thank you, Lisa.

>> LISA KISIEL: Thanks for the opportunity.

>> JAN LAMPMAN: All right, so next up we have the Michigan department of civil rights report. And earlier, yes, Annie is still on the call, so.

>> ANNIE URASKY: Yep, I'm here.

>> JAN LAMPMAN: If you can do your report that would be great, Annie.

>> ANNIE URASKY: Yes, this is Annie signing. So, an update from me. There are a few key things. Obviously, Steve thank you for that recognition. We just recently hosted that summit on Wednesday. So, as you can imagine, you know, it was a really heavy lift for our department. So, I'm still recovering actually from all the planning and everything. And honestly though it was truly a wonderful event. And we are really looking forward to sparking some more conversation after the summit. You know, out in the community, with kids, and other community members. I do want to mention a few things that my office is working on. Our office, our department right now we are in the office one day a week. I think in July we are going to transition to two days a week. And that will be a rotating schedule. So, one of my employees is out right now on maternity leave and just had a baby and that is exciting, so we have been able to bring in a summer intern. And she just started. So, I'm excited to work with her. And she is planning on working in the healthcare field so it will be nice, you know, to have exposure with the deaf community and the needs and what communication access needs and what people in other communities need as well. So, some of our special needs. So, some other things that have been happening. Since the last time we met, the AP style book, the guidebook you know for literature, for news reports and that, the APA, so they just posted on their blog they are planning on updating terminologies related to the disability community. In terms of having more inclusive language. So, they were ‑‑ they met with people that were in the disability community and had conversations with them and so now it's being recognized and promoted. And I really think that's important to know. You know, because there are offensive terms and that those things, you know, hearing impaired, deaf, and dumb, deaf, and mute. You would be shocked to see how many articles still use that terminology. Those words. And just I think that acknowledgment and you know deaf people in the deaf community prefer to use, you know, maybe seeing a deaf person in the first‑person language, more person centered. We use a capital D to show culturally linguistically deaf person so the APA, the APA style book that is coming out, the guidelines are going to be actually released later this month. So, within your communication teams and your organizations, I really suggest you look into that maybe purchase a copy or look into that. So, you know next month is the anniversary for the signing of the Americans with Disabilities Act. So, I know some local disability organizations, sorry, there is my pup, Winnie saying hi. Let me move here for a minute. I think she is ready for me to be done for the day. So, I know some disability organizations are coordinating events out in the community. Related to that. So that will be exciting to see those things happening. And just two last things I want to mention. The division, the advisory Council, we have not been able to host a meeting because of COVID. We wanted to make sure that everyone is accessible for our entire community including the deaf and blind community. So, we recently had a discussion with the chair, and we are going to be able to schedule our first meeting this fall. So that is when we plan to really have all of our staff back in the office and everything. And we can figure out what the best structural will be for the meeting in terms of the hybrid set up. We need to figure out, you know, vendors and everything like that. Just in order to make it accessible for all of the members of our board and our entire community. So, we have one Council member who left and so we have a recent new appointee and then the last thing I want to mention, and I don't know if I mentioned this last time or not. But we were notified that we are going to be partnering with the state of Idaho. And Idaho state University for a five‑year grant. And that's in relation to rural areas healthcare interpreting. And the impact that it has on people's healthcare in those communities. It's going to be a big project. So, we are right now we are going back and forth about what the expectation of the project is going to be but it's going to be a big one. We are one of 7 states that are going to be partnering with them on this curriculum. They are going to develop a curriculum. We will be serving the deaf community. In terms of their video remote interpreting experience. In terms of going into the doctor's office with an interpreter. And what their experience is in their rural environment. So, I think that wraps up everything I have to say. So good to see everyone and if you have any questions or comments I'm here.

>> JAN LAMPMAN: Thank you. Thank you, Annie we usually have a report, from the Department of Education however currently I don't see any one on the Zoom or in the room that is from the Department of Ed so we will just hold that until our next Council meeting. Hopefully, they will have appointed a representative so that brings us next to the Michigan developmental disabilities Council and Vendella Collins I see you're on the call.

>> VENDELLA COLLINS: Hi everyone. Just a couple of things have happened since I last attended a meeting here. And more recently in May we reconnected and reengaged with our legislatures. We had a legislative meeting May 18; I think it was moderately well attended. I'm surprised that the number of people who didn't show because we were right in the capitol. But nonetheless we are reengaging with our legislatures and person. We had taken the hiatus during the pandemic and just communicating with people by phone. And on Zoom. So, it was like I said a modest showing but we are hoping to get back on our legislative representatives radar so they can look at people effected. We received monies from ACL one for vaccines and others for and another pot of small pots of money to help increase the public health workforce. Our vaccine money went to three entities just more recently. The Detroit association of Black organizations obviously in Detroit, Washington heights United Methodist Church in Battle Creek and step in Wayne County. That specifically is for vaccinations. That those grants will need to be over by September. But I understand that ACL is probably going to give a no cost extension so we will see whether or not our grantees would need an extension because the grants just started. But they were advised that they would need to be completing their process by September so we will see what happens with that. We may be asking for a no cost extension. That was about $96,000. The other pot of money another modest amount $115,000 that went to increasing the public health workforce. That RFP was reissued in May. And actually, yeah, late May. And the proposals are due June 30. So, we will see if we get some robust and competitive responses to our work. We hope to do that. And those projects will start October 1. And so also, we have our office is involved with the Michigan vaccine partners. And those partners are disabled rights Michigan, Michigan developmental disabilities institute, the autism alliance of Michigan and then the brand-new association of Michigan. Those four organizations got about I'm going to ‑‑ I think over a million dollars to of COVID money to cares money I think it was to provide vaccine and assistance and it's not just for COVID vaccines but all vaccines. And so, we are partner with that. We did not get any money I have to say that our Council decided not to take any more money. That we had more COVID money than we could spend and we just frankly this was relief for me not to take it. Because it would have been difficult to spend this money. We have lots of money in Michigan for, you know, for vaccines and more specifically for the COVID vaccine. Anyway, we are still partnering with those four organizations and have been recently having community activities. I had one earlier in June at bright Moore district community center in Detroit. And I think they will come back to bright Moore in August and are attached with the special Olympics in Detroit and are getting the word out and getting activity in the communities for people to be engaged with vaccines in general. Not just COVID vaccines. So that is what we have been doing. And we continue to work with our code of competency and linguistic competency work we have been doing around DEI and going well. We continue to get more partners. We are looking for individuals with disabilities to participate on our steering committee as well and we will be putting out some information about that soon. That is, it for me, thank you so much.

>> JAN LAMPMAN: Awesome thank you Vendella Mark Pierce could you provide us with an IL network update?

>> MARK PIERCE: Okay, glad to be here and first off, I want to say thank you to the Council. I was able two directors from the CILs were able to attend the SILC Council which was a great time. And got a chance to see nationally other SILCs across the country. Altogether I think it was like 32. I could be wrong. But it was a great opportunity to see what some of the major issues were across our country. And it was interesting that some of the topics that were covered there were the same issues that we have here. It was a great conference. And I'm looking forward to going again next year so thanks a lot Steve for getting us involved with that.

Most of the CILs are all open. And probably more of a hybrid mode. We all kind of struggle just like was said earlier with the COVID. It seems like people get it and then we know our protocol and are out for a few days. Thank God we are not losing, you know. And we have done some things to keep that from happening. Social distancing, things of that nature. So, I can't tell you exactly where the CIL is at with that. But I think they handled it in according with the region. Because some regions have been hit a little bit harder than others.

The funding.

>> This is the interpreter speaking I'm having a hard time hearing can we get maybe a little bit closer to the mic? Thank you.

>> MARK PIERCE: Here.

>> JAN LAMPMAN: Come and sit by the gavel, please.

>> MARK PIERCE: Is that better?

>> Yeah, that is much better thank you so much.

>> MARK PIERCE: Thank you for calling me out on the same thing I had issues with. Okay, so I was talking about the public health workers money that was out there. The state gave us a small portion of funds for that along with ACL. So that money most of it is probably going to get spent in 2023. The CIL I can't speak for all of them. But it's going to be a real help to everyone, getting them services out there.

Well, you know, next month is Americans with disability act celebration and different CILs are doing different things. I was able to get a few. I sent one over to Tracy from Mid‑Michigan. I don't know if you can put that up on here. But they are not doing the ADA per se but got another office in another location. And Mid‑Michigan is the Executive Director there has a nice picture which I will get to the Congress. I will get to the Council right after this meeting. We will put that in the notes and things. That's nice. Also, Disability Advocates of Kent County they moved from, let me see, I'm trying to think of the name of That Street. It slipped my mind, but they are out on a 68th Street in Grand Rapids on the southwest side, southeast side I'm sorry and we went to see it. They had a ribbon cutting a few weeks ago. So, if you get a chance, you can see some of the CILs and new locations. I know they are excited because I was excited when I got out of the new location. So, Disability Network as far as the ADA celebration, they are celebrating on Friday, July 29 from 3:00‑5:00 p.m. At the Kalamazoo farmer's market which is located at 1204 Bank Street in Kalamazoo. So, we are really looking forward to getting out there with them. That would be a great thing. Our celebration here at capitol area will be over on the 28th. And it will go from 1:00‑3:00. Here at our office. And we will be having pizza here and having some education also and we will be doing our celebration on that too. Also, there will be announcement will be done what is called legislative day back in May. However, Terri will be giving that report and she will tell you how well that went. And that's just about it what I have for the IL network update. Anybody have any questions?

>> I'm sorry the interpreter's camera was turned off by a cohost it says. We have the other one on now.

>> JAN LAMPMAN: I think they switched interpreters at least one of our interpreter's cameras is on.

>> Yes, I will just need the option to switch when it's my turn and that was taken away. Someone took that choice away but that is okay.

We will sort it out.

>> JAN LAMPMAN: I think we can make it so everybody's camera can just be on when they feel like it now that our presentation is over. So, we will work on that technical thing here. So just give us a second. I don't want to do business until we've got an interpreter on our screen that people can see.

>> The other interpreter is on right now.

>> STEVE LOCKE: Looks like Julie is on.

>> JAN LAMPMAN: Julie you are still signing so we can continue? Yes, okay.

Thank you. So then let's move into our SPIL monitoring. Thank you by the way for all of our ex officio reports. A lot of work is being done in the State of Michigan. Extremely exciting.

Let's go to SPIL monitoring now. And the first item on our SPIL is advocacy and leadership. And I see we've got Theresa Metzmaker and Jon Hart and Theresa is in the room with me, do you have anything, any updates you would like to give us at this point or are you feeling it's all contained in the written report?

>> THERESA METZMAKER: Steve do you feel it was contained in the written report?

>> STEVE LOCKE: Yeah. I think a lot of it was contained in the written report. But one of the most exciting things that's happened were conversations that I've had with Theresa and Jon from Jackson. That we are going to get a full-fledged youth leadership forum up and running by 2024. There is going to be a hybrid event that will happen next year that Jon and Theresa have been collaborating on. We talked with Vendella from the DD Council. And there are a lot of partners that have been wanting to get into the leadership forum going again. And we are absolutely going to get this going full stop no matter what. By 2023 we are going to have a youth leadership forum, full stop going here in Michigan. And every year after that. So just know Council members that I'm going to be bringing this to you in our budget. We want to provide financial support. To this effort. And it's extremely exciting opportunity. So, Theresa I am going to turn it back to you.

>> JAN LAMPMAN: Did you have anything else Theresa except what Steve said?

>> THERESA METZMAKER: Very exciting a lot of this summer I had a lot of people approach me about it and keep sending them to Steve.

>> JAN LAMPMAN: Very good awesome I'm super excited as well that we will be full bore back into it by 2023 and it's great to have a hybrid version as well. I mean I think that is going to be also a really good opportunity. And you know one thing that I have noticed is that sometimes when we add that virtual option, we can get people who wouldn't otherwise have been able to participate. So hopefully you will see that happen as you are working on the event for this upcoming year.

Diversity and inclusion we've got Mark and Luke working on that. Or listed as the leads on that effort. Did you have anything that you wanted to add to the diversity and inclusion work?

>> MARK PIERCE: No. It was a short report. Not much change in it thus far. What you see written out on this caliber we have at this time. We are doing the best we can with that piece there. Steve can add something if he has something.

>> STEVE LOCKE: Mark, yeah, if I could, I would like to just say on the diversity and inclusion the CILs identified ableism as a best practice for CIL staff. And so far, they provided training to ten CILs. And all 14 CILs are currently utilizing the IL philosophy training that is in the online system which is an online system they have for their staff to bring them up to speed when they come on board as new employees to make sure that they are steeped in the IL philosophy. So that's extremely exciting. What the CILs are doing internally for diversity and inclusion training.

>> JAN LAMPMAN: Awesome thank you Steve. So, for personal care attendants, it's me, Jan Lampman and Lori hill sanders and I don't see Lori on the call so, Steve helped us to put together a really robust report on what has been going on with the goal related to personal care attendants. The only thing I would add to that is that there be direct care wage coalition has done a lot of work around creating a new ask for the legislature. You know we got that $2.35 an hour for direct support professionals. And last year or the current budget the budget we are working in now, but we feel like if we could bring the average direct support professional wage closer to $18 then the $14.50 that it is right now, we would have a better opportunity. There would be a better chance for us to start to impact this director shortage we see across the State of Michigan.

Right now, the ask is it's $127 million we are asking the legislature to add into the upcoming budget for next year. So, I'm saying this on the call and hoping lots of people will listen to it because we want, you know, we are hoping that citizens will do education with their legislature about how important the direct support professional workforce is to our daily lives. You know, my sister, Mary, I don't know what she would do if she didn't have her direct support professionals that came every single day to help her. You know, with everything she needs help with. So that is some really important work that's going on so there is lots of opportunity to learn more about it and if you choose public, do some advocacy. That's it. Unless you have more, Steve you want to add.

>> STEVE LOCKE: No Jan I think that covered it. The next is under served and unserved and the last which is SILC led outreach campaign and are covered under the outreach section in the Executive Director's report and I really have to tell you how excited I am about working with idea 39. And I think that Jan probably feels the same way. This is a diverse group of young go getters that also work on political campaigns under their other corporate name. But what they have done for us has been absolutely incredible. They have breathed life back into our social media channels.

>> JAN LAMPMAN: We may have lost Steve. I will keep going. This is Jan. And what he means, oh, you are back go ahead.

>> STEVE LOCKE: No, go right ahead, Jan. Can you hear me now?

>> JAN LAMPMAN: We can hear you now so you can go ahead.

>> STEVE LOCKE: I'm just really excited about the contractor idea 39 that we have for our statewide outreach campaign. And you'll see that later in the meeting where we will extend their contract then we will put out an RFP to continue outreach services statewide into the next fiscal year.

>> JAN LAMPMAN: Thank you I would only add one of the things I really enjoyed using our social media platform we have been able to really highlight some of the work of many of the CILs across the state. And so, when you've got an event coming, we are able to put it on social media in addition to yours and gets the spread bigger. So, I would encourage the different CILs to continue to send us your press releases about upcoming events or initiatives so we can continue to help you get the word out to people that might not hear that easily about it. So, thank you.

>> I have a concern about idea 39.

>> JAN LAMPMAN: Idea 39.

>> Should I say it here when we talk about it or under the contract.

>> JAN LAMPMAN: Under the contract. We can talk about that then. Thank you. Next up is emergency response. And that is Frank and Mark. Did you have anything you wanted to add to your report besides what was in the written report? He is up there.

>> FRANK ANIMIKWAM: Hello everyone. Thanks again for this opportunity to join virtually. And also, for the opportunity to represent the emergency preparedness team. I just wanted to share just after, reflecting after the last meeting and also want to speak more from the SILC side of things. And respect Mark's time and Mark's opportunity to share for more specifics from the CILs. So, every time we meet, we have been meeting monthly it's been more of a commitment, but it's also been a great investment. I feel like we are making more progress as we are working towards our goals. And we always bring it back to the five pillars that is outlined in the SPIL report. So, I won't go through all of them at length. But you know just to kind of hitting the essence of each one of them grants resources, training, looking at number two intake for consumers.

And that's at the CIL level doing assessment for individuals. Three, CILs connections with local emergency management agencies. Four, which we had not really worked on too much but certainly there is an opportunity there but the Governor's office engagement with inclusion of people with disabilities and emergency management Councils and five emergency management planning on officials. And so having those resources and opportunities to grow diversity within emergency management professionals to include persons with disabilities. So, we always whenever we have our meeting, we bring it back to the pillars to make sure we have the framework and guiding principles that are having helping us to move our work forward.

In working through our specific planning for emergency preparedness but also kind of over arcing framework we identified the continued need to work on communication. And that's you know among our group at all. So, as we look to partner and build our networking with different regions in Michigan. Each of the regions may have their own unique say risk for natural disasters and the state is feeling the effects of the pandemic but there is a unique disaster response that need to happen at the region level. Each of the members on here we have a pretty good representation of the state, UP, northern, and southern Michigan, rural and urban to have good advocacy opportunities to make sure that we don't overlook groups that maybe in need. And then more specifically we also with the network collaborations is having more community engagement. That is one thing I think we will be exploring some more in our next meetings. Our next meeting is going to be July 11th. And we will be reconvening on our goals that we are working on. And another thing too just to add with regards to our idea 39 and building our social media platform, one thing that Steve had requested from our CILs is trying to have a resource list that's created. So, if there is a person who is in need during a time of emergency preparedness and they need to connect with an agency or emergency management team in that region or area then we could, you know, potentially have that as well offered to them to access those services. So, I will leave it at that. I will be mindful of time Mark if you have anything to add and Steve as well, thank you.

>> MARK PIERCE: Well, thank you Frank I appreciate that. Real exciting part about the thing is 13 out of 15 CILs have definitely engaged in emergency preparedness in creating emergency packets and plans for people. One of the things that was a highlight at the last meeting and what happened in Gaylord is emergencies come in a lot of different shapes and forms and how are we going to respond to that in reef life input back you know. So that was really interesting you know. And so, I think moving forward we got these plans and want to do all that, but we got to be in the real time. Where if a CIL is close to an emergency disaster, how do we get all our resources together and identify what is needed for people with disabilities and outreach. That's all I have.

>> JAN LAMPMAN: Thank you for bringing up the tornado. I was going to ask you about that actually if there was any feedback from folks about how they were able to be assisted.

>> MARK PIERCE: The person that was tasked with that, did you get it, Frank?

>> FRANK ANIMIKWAM: Can you hear me?

>> MARK PIERCE: Yes.

>> FRANK ANIMIKWAM: This is Frank so yeah, we talked about that. And there were Disability Network of Northern Michigan they were on the ground. They were right there and responded when it happened. Another big partner of ours who attends our monthly meetings for emergency preparedness was Red Cross and had an emergency shelter in place. And I think the one thing that like I was getting at when I shared earlier what we identified as a need is to have more time in communication. We have stronger networks. So, you know we had the Red Cross response. We had Disability Network of Northern Michigan. But there is other I know there is more CILs out there. And even a SILC response. We are kind of thinking about what could we have done as a governing body. So certainly, lots of opportunities to grow and learn from this as we move forward and be more prepared as we move forward.

>> JAN LAMPMAN: Thank you very much. The BSBP objective was covered by Lisa earlier in our discussion. So, thank you for that, Lisa. So next up on our agenda is unfinished business, is there any unfinished business? There is nothing listed so I feel like.

>> MINDY KULASA: Jan, this is Mindy. Before we move on, I just wanted to make a comment about the reports we've heard today on SPIL monitoring and what was in our packets. I am so excited to all of you in the trenches who are doing such great collaborative work with other organizations. It was like, you know, I kept going and the emergency preparedness team is involved with the Red Cross. And this group is working with YELL. And just to see the collaboration and the synergies and knowing that SILC is an active partner at that table just made me really proud. So, I just want to thank all of you for all of that hard work.

>> JAN LAMPMAN: Well Mindy thank you very much for those comments. I know everyone who is doing the hard work appreciates them very much because you know sometimes, we don't get those words. So, let's go on to new business. And the first order of new business is to discuss and approve the fiscal auditing contract for the next three years. Steve, can you lead us through that discussion, please?

>> STEVE LOCKE: Certainly. So, we issued an RFQ for auditing services. We received two proposals. And those proposals were evaluated by three SILC members. Out of those two proposals we landed on the ALG group as the top ranked firm. We asked for a proposal for the current year. And then two years beyond that. And the ALG group was responsive to that. They came in at 4200 hours per year for the audit for all three years going forward and 800 per year for the completion and submission of the 990 form. Based on the Rankings of the three Council members the ALG group came out on top, and we are looking to award a contract to the ALG group for $4200 per year plus $800 per year for the 990. For the next three years.

>> JAN LAMPMAN: I guess I would just adjust because I was one of the folks that did the evaluation, this is Jan Lampman, sorry, that of the two firms, I think that the firm that we are recommending like read what we were asking for a little bit more carefully if you will. They seem to understand better what it is that we are looking for. What it is that we do. And they you know gave us that pricing for all three of the years like we requested. So, you know just those were a few comments that I had about why we are recommending who we are recommending.

>> That is dirt cheap for an audit.

>> JAN LAMPMAN: I know it is.

>> Extend the contract.

>> JAN LAMPMAN: Obviously, they are probably considering that part of how accounting firms reduce the rates for non‑profits sometimes as part of their charitable giving.

I'm sure we are part of their charitable giving plan, but they have also have really great references. They, you know, there are other customers seemed happy with them. So, and I did personally know a few of the organizations they listed. And so, I actually reached out on my own. Just to see. So, any way that is all I would add. You are good. Thank you. Okay, so at this point if anybody has any questions or if not, we can entertain a motion to approve this contract for the next three years.

>> MINDY KULASA: I move that we approve the retention of the ALG group for the next three years to complete our annual financial audit and our annual 990.

>> JAN LAMPMAN: Thank you Mindy. And do we have a second of that motion?

>> MARK PIERCE: This is Mark Pierce and I support.

>> JAN LAMPMAN: Okay we have a motion on the floor and a second. So, I'll just give one more request for any further discussion? Seeing and hearing none I would ask Tracy to please call the vote.

>> TRACY BROWN: Frank Animikwam, aye. Glen Ashlock, yes. Allen Beauchamp, yes. Jamia Davis, aye. Stephanie Deible, aye. Mindy Kulasa, aye. Theresa Metzmaker, aye. Mark Pierce, aye. Motion carried.

>> JAN LAMPMAN: Thank you. Okay so the next thing on our agenda is for new business is the retreat we are looking to schedule for August of 2022.

>> STEVE LOCKE: Actually, Jan if I could jump in here really quick. When we started the meeting, I wanted to add the idea 39 contract extension to new business. So, if we could maybe entertain that now I would appreciate it.

>> JAN LAMPMAN: You want to do that before we do the other two pieces of new businesses yes.

>> STEVE LOCKE: If we could that would be great.

>> JAN LAMPMAN: 100% absolutely.

>> STEVE LOCKE: So, as you know you approved the contract with idea 39 last year for 45,000. That contract covered January through June of this year. And they have been doing an absolutely incredible job for us. What we want to do is bridge the gap between July and September. I'm working on issuing a new RFP for outreach services for continuation of our statewide outreach. But to cover the gap we are proposing a contract extension with idea 39 for July, August, and September at 4500 per month for retainer fee. What that would cover is social media management. E‑mail and newsletter management. Public relations direction and coordination, all of our printed materials for our community outreach that we are going to be engaging in that you saw in my Executive Director report and miscellaneous outreach needs. 4500 per month retainer is less than their original contract fee which was right around 4900. Simultaneously I'm issuing an RFQ for outreach services for the next entire fiscal year that idea 39 will be welcomed to bid on but we are going to do a complete new RFQ for that. So, what we are asking you to do is to approve a contract extension with idea 39 for 4500 per month, that money will come out of the statewide database licensing system line item of 17,000. For which we are going to have no expenditures against. Because the CILs moved to a different data collection software program. Historically SILC paid for the CILs licensing software when they were using the NetCIL database system. And they are no longer using that, so we budgeted that money in case SILC needed reports out of the new CIL software system. We don't need those reports based on the current SPIL.

Therefore that 17,000 is fungible and recommending we use it for continuation of our outreach through the end of the fiscal year.

>> JAN LAMPMAN: Thank you Steve does anyone have any questions for Steve about what he said so far? Okay, seeing none, do you have a question? Or are you having your own thing?

>> MARK PIERCE: No.

>> JAN LAMPMAN: Very good then let's bring up any ideas, concerns that folks have. I know Theresa you mentioned earlier you had a concern you wanted to bring up at this time.

>> THERESA METZMAKER: I did so the idea 39 are they doing the I have a concern that the goal of outreach is to reach people we have not reached before and give out the message of CILs. Over half of the posts that are on there are about people with disabilities have high blood pressure. We need to pay attention to men's health. People with disabilities are more likely to be obese. People with disabilities are more likely to smoke. People with disabilities are likely to have poor mental health and report it fair. Over half of the posts are medical model health issues and it says that you know if any of you can contact your CILs if this is an issue. And CILs are peer support, advocacy, inclusion, system technology, emergency preparedness, like all of these amazing things we are talking about. If we are talking about outreach too it's pride month. It's Juneteenth is this weekend. To me if we are talking about doing outreach, I have concerns that the reason that these are the posts are because they don't understand disability from a social model. Don't have a perspective from a CIL model. And I just have concerns that the message we are putting out there is very medical.

>> STEVE LOCKE: Theresa, thank you so much for that. And I would welcome you to join our weekly meetings on the steering team to help guide our contractor in this outreach effort. So, I would welcome you to come on to those meetings. It's every Monday at 10:30. And if you would like to be part of the next one, I would welcome you into that to start guiding what goes out on social media. So, thank you so much for that. I think Frank has it hand up.

>> JAN LAMPMAN: Yep. I can't really see that, but I believe you. I don't know why I can't see it. There we go, yes, Frank. The chair recognizes Frank.

>> FRANK ANIMIKWAM: My question, this is regarding the extension. You mentioned what services and work it will include. Does that also include training for management of the social media after the contract is completed?

>> STEVE LOCKE: It does, Frank.

>> FRANK ANIMIKWAM: I guess, okay, so, yeah, that's kind of where my question was coming from. They would be providing support managing the system but then after the partnership is completed then who is going to be continuing it then after? So.

>> STEVE LOCKE: Yes. That includes training.

>> FRANK ANIMIKWAM: Okay thank you.

>> JAN LAMPMAN: This is Jan I would really love to see lots of posts about our SPIL objective and things we are doing related to SPIL objectives. I know people think I'm a broken record about the SPIL but that is our role. And so, I think we can definitely impact that, Theresa. Would you be you willing to do that?

>> THERESA METZMAKER: I will respond to Steve. We are paying these people 4500 a month and the response to them not really to me this is a preempt issue they are putting out there. You can come weekly and guide the people who we are paying 4500 a month to help brand us. I have concerns about that too. I mean, I'm happy to give input but we have a whole CIL network that has a mission and values, and they are supposed to be helping people connect to the CILs. And so, I don't know.

>> JAN LAMPMAN: So, I would say this we are putting the RFQ back out right.

>> THERESA METZMAKER: And something to think about is it a branding agency to put an RFQ or should they have a staff person a person with a disability related to the CIL network that is doing the social media and the outreach for this kind of initiative. I don't know if an organization I mean you are talking about 75,000 to a branding group. Or whatever you want to call them, outreach group. That could be someone's salary that is actually connected or has a disability or is connected to the CIL movement that might be able to put out our message better and do better outreach. I just I went through them today and then right during this meeting another one was posted that said people with disabilities have high blood pressure. So, I just had to bring it up. I'm sorry.

>> MARK PIERCE: I don't know what is out there, but I know people hijack social media and it may not be what you are talking about. I don't know anything about it.

>> THERESA METZMAKER: These are the actual posts that the branding company is making it says people with disabilities like 50% are more likely to have high blood pressure.

>> MARK PIERCE: They can say something different.

>> THERESA METZMAKER: I think it needs to be motivated. I feel it's an issue, medical.

>> JAN LAMPMAN: I just pulled it up.

>> THERESA METZMAKER: And more than half of them are that way. One of them is like it's even the image. One is like an I don't know what you call that a measuring tape like around the person's belly and people with disabilities are more likely to be obese.

>> MARK PIERCE: That is not a good profile at all. It's almost negative.

>> JAN LAMPMAN: This is Jan. I have to tell you though that I mean I think we would need to be trained on how to do social media. I'm not a social media person. But to hire someone to be able to have someone who is a part of who works at you know who is a part of the CIL movement would be really cool. Now I do think there is a place for a public relations firm in they have access to getting us publications we can't get ourselves. Or have knowledge of when is the right time to you know get something in the newspaper and you know what I mean. Those are the kinds of things but content it would be cool to employ someone or maybe they employ someone I don't know but it's a person that is part of the movement like a peer like you said. I think that is a great idea.

>> Across the calendar.

>> JAN LAMPMAN: Exactly. They can help us with the content calendar, right. We do the content, but they help us knowing when we are supposed to put the content out. Right? So, I think shifting how we use a public relations firm and looking internally within the community for someone who can actually execute the public relations firm's plans. Is what you're saying.

>> MARK PIERCE: Yeah.

>> THERESA METZMAKER: How it happens I just think the content is not what the CIL network is about, right.

>> MARK PIERCE: We are not. We would warrant the messaging to speak from a positive side for people with disabilities. Anybody in the community can say negative. But why don't we highlight telling our story, people will actually have been successful to stimulate conversations that are more positive because we are talking about branding and speaking for people with disabilities, we want to have a better image. You know, I mean I take enough pills and enough stress. And there are a lot of other people out there too. That is not me. You know, and so, yeah, I just don't know enough about it or education.

>> THERESA METZMAKER: To me I don't want to say health is negative. It's not just but that is the past of medical model of the CIL and literally are rejecting that model. So, it bothers me it's like this is the thing. Go see your CILs for smoking too much. I don't feel like that is not what our thing is.

>> JAN LAMPMAN: Depending where you go you may have a coffee clash about smoking.

>> THERESA METZMAKER: Peer support, I'm not promoting smoking, but it may be peer support to someone. So that is my issue.

>> JAN LAMPMAN: So, I'm looking at it though because they are posting things that are like from different CILs.

>> THERESA METZMAKER: I did not know if they were doing the post or Steve was posting the other, they are doing all. My main issue is with the ones they created the pillar ones.

>> MARK PIERCE: I don't know.

>> JAN LAMPMAN: So, I think we need to give them different direction and talk to them very candidly about the issue.

>> STEVE LOCKE: I appreciate the feedback from Council members too. This is what we need. We need your input so we can continue guiding our folks because they don't know. We train them a little bit in IL but apparently, we need to do a better of a job than what we are doing with the content that is going out is in a positive fashion. We will get right on it thank you for that.

>> THERESA METZMAKER: I saw Disability Network Southwest Michigan did you read that? They do an excellent job on there.

>> JAN LAMPMAN: They do a good job. This is like yeah this is somebody's training one of the CILs training Disability Network West Michigan. Muskegon, the Muskegon group. They have a good post on here. So, I'm looking and it's like the posts that we are getting from the CILs are really good posts. And we just need to help them understand what we would like to see on those I call them generic posts.

>> THERESA METZMAKER: They are not great.

>> JAN LAMPMAN: Okay let's fix that and get that rolling.

>> STEVE LOCKE: We will.

>> JAN LAMPMAN: Thank you for bringing that up. I should look at the social media a little more. Too busy looking at my grandchildren. Thank you. That's awesome. So, with that said, I think there is still a request from Steve on the floor about extending their contract out so that we at least have some assistance until the end of this fiscal year then we will do an RFQ for moving forward. So, can we get a motion at least on the floor for that?

>> THERESA METZMAKER: Can we add the motion they need to go through training.

>> JAN LAMPMAN: Yes, make the motion.

>> THERESA METZMAKER: Okay someone else.

>> JAN LAMPMAN: So, I believe that Theresa this would be maybe what I will suggest this. That we move to extend the contract out to the end of September with the additional requirement that they receive training from the Disability Network of Southwest Michigan on independent, living philosophy. Is that what you would like to move?

>> THERESA METZMAKER: Yes, and then I would hope as a SILC we would look at whether the options are besides RFPing it out.

>> JAN LAMPMAN: Yes. All right so the motion on the floor is that we will extend the contract to the end of the year with the caveat or the requirement that the contractor get training with the Disability Network of Southwest Michigan. Do we have a second of that motion?

>> FRANK ANIMIKWAM: This is Frank and I second.

>> JAN LAMPMAN: Are you seconding the motion?

>> FRANK ANIMIKWAM: Yes, I second the motion.

>> JAN LAMPMAN: Okay thank you, Frank. And so, is there any additional comment or discussion before we call the vote?

>> MARK PIERCE: I do.

>> BILL ADDISON: We tried to train them once and we got this product.

>> JAN LAMPMAN: Well Steve can you speak to that comment or question that Bill just asked?

>> STEVE LOCKE: I did not hear the question can it be repeated please.

>> BILL ADDISON: The question is didn't we try to train them once on this already?

>> STEVE LOCKE: We gave them an introduction Bill, but they never had a formal training in IL. You know, our steering committee did a little bit of an introduction to them. What IL was but in terms of what Disability Network Southwest Michigan can do, what we did can't even compare to that. So, I'm happy to hear that as part of the motion. And I'll get with Adrian on that first thing next week on getting those folks into that training.

>> BILL ADDISON: I guess the control to me would be the training. Is there any approval process that we have in there? Before we post them?

>> JAN LAMPMAN: That is a great idea, Bill. Can we before they post it publicly one of us, somebody on the steering committee, I mean we have how many members on the steering committee.

>> Me, Stephanie.

>> STEVE LOCKE: There is seven.

>> JAN LAMPMAN: There is seven. So maybe us three committee members has to approve a post before it goes out unless it's from a CIL because those should be okay.

They have already been vetted.

>> STEVE LOCKE: I can also put IL training into the RFQ also.

>> JAN LAMPMAN: Okay.

>> MARK PIERCE: I was going to say this, I had one more, this is Mark. We have this out west and if they are training on to compensate if there is a process at a minimum, we should ask them what the cost is to do the training. So that ‑‑ they got to use the staff of people. And it's just I understand from an Executive Director you have a budget. And a lot of money but it's not like that. So, referring to the expertise and I think we need to talk to them before and find out maybe what the cost is.

>> JAN LAMPMAN: I see something in the chat is that something new Tracy, or no? That is just Disability Network Southwest Michigan would be happy to do a training. I'll just ask this question we have 17,000 that is available to us that we won't be spending on something else that we could add to it. So, we could add funding to pay the for the time that it takes for the Disability Network of Southwest Michigan to do the training, right? I'm asking.

>> GLEN ASHLOCK: It feels like should we pay them to do the work we are paying them to learn to do the work that we are paying them to do? I mean.

>> JAN LAMPMAN: Well, I think any time you hire a firm that does something different than you do you have to train them. Steve is owning the fact we may not have done a good job of training them.

>> STEVE LOCKE: Right.

>> MARK PIERCE: Hopefully.

>> JAN LAMPMAN: Yes, I'm hoping she will as well.

>> MARK PIERCE: Okay.

>> JAN LAMPMAN: I'm trying to like hint‑hint as much as I can perhaps during public comment something could be said.

So, what options I mean we have a motion that's been made and seconded. So, right, so.

>> THERESA METZMAKER: I don't know everything else they do. I realize they meet and are doing, and Steve started it by saying he was very excited about them. So, but it just seems like a lot of money. I mean what I'm seeing the things that they do. Not our mission. Not the CIL's mission. Not so and then I mean, Disability Network, I don't know how this ‑‑ Disability Network Southwest Michigan does a great job and I don't know maybe they should be paid to do it. I just don't know paying this firm or group is not doing a great job on the posts and we could use firm money.

>> JAN LAMPMAN: Just so you know we are not just getting the social media posts, right? And so there have been a couple of ads that have been written that were approved, that were vetted and approved by members of the committee that were good and on point and about our what we want to get across as far as our outreach goes. And so, there is that piece. And they also helped us with like the look and the branding, right? And the things, the little what do you call them, little what are those called when you go to an event, and you have little cards. Rat cards. So, they did you know design work. And so, I think we need to get clarification about are we asking them to design work or are we asking them to be content managers because that is two different things.

>> Content.

>> JAN LAMPMAN: You feel you want content.

>> Yes, us going back to the steering committee saying this is feedback from the Council, this is what we want to see more of. I think that would be you know just having a conversation.

>> JAN LAMPMAN: I will say there is a message in the chat from the Disability Network of Southwest Michigan that they can meet with the committee. Yvonne is members of the committee any way. And customize a training that would best assist. They can figure out the cost and they appreciate that recognition there would be a cost. And then we can open it up to the more SILC members that might be newer to the Council or whatever. So could we amend the motion if we are going to have a motion on the table and we are going to move forward with the idea of providing them with more, providing us our PR firm with more training around what we really want our content to look like, not just our pretty pictures but the content of those. Then we could maybe amend this motion to add in also negotiating a fee for the trainer. I'm just asking.

>> STEVE LOCKE: Yes, and I can work that fee out with Yvonne because we have enough in the budget to cover that.

>> JAN LAMPMAN: We need amendment to the motion that is on the floor adding in being able to pay the Disability Network of Southwest Michigan for helping us with the training. If anybody wishes to do that.

>> JAMIA DAVIS: I make the motion.

>> JAN LAMPMAN: To amend the motion that is on the floor.

>> JAMIA DAVIS: Yes.

>> JAN LAMPMAN: So, the amended motion that is on the floor, it's all good, so the amended motion that is on the floor is to extend the contract with the current PR firm until the end of September with the requirement that they receive training from the Disability Network of Southwest Michigan. And independent, living philosophy and that we also negotiate with the Disability Network of Southwest Michigan a reasonable fee for providing that training. That's the motion on the floor. You're welcome.

>> The fee for the training wouldn't be included, their expectations.

>> JAN LAMPMAN: Correct, yep. And so first thank you Mark will second.

>> MARK PIERCE: I will second that motion in that context, okay.

>> JAN LAMPMAN: Okay and now we have an amended motion on the floor. Is there any last discussion on the amended motion?

>> I don't have the contract in front of me. We are unhappy with training them and spent our money and content.

>> JAN LAMPMAN: Yes.

>> We are not going to include the portion to include the postings.

>> JAN LAMPMAN: Thank you for reminding me. Can we do that as a separate motion?

>> I wanted you to finish.

>> JAN LAMPMAN: Let's vote on this motion and then let's have somebody make a separate motion to that piece because I think that is really important.

>> Can I make a comment.

>> JAN LAMPMAN: Yes, you may.

>> Understanding CILs are involved.

>> JAN LAMPMAN: I do not agree with that. But I guess.

>> They are good. And I don't know. Is one training going to make a group of people who are not exposed to this at all understand the CIL the philosophy itself?

>> JAN LAMPMAN: Well, if it doesn't then we still as Theresa said we have an out on our contract, right? With the contract. What is that?

>> MARK PIERCE: If the contract expired at the end of the month.

>> JAN LAMPMAN: The contract is technically expired.

>> STEVE LOCKE: It's good through this month.

>> JAN LAMPMAN: It's good through the end of this month you are right Mark.

>> MARK PIERCE: If we don't renew it and have a website, we have to manage is that the case? Is that money tied into them and that website? I'm just trying.

>> JAN LAMPMAN: It's not about our website. It's about all of our communication. So, there are some modifications to the website and social media. There is our access to being able to get ads put in different publications.

>> MARK PIERCE: Okay.

>> JAN LAMPMAN: There is branding materials we will be using out this summer that Steve talked about. There are a lot of things.

Social media is an important one but it's just one.

>> MARK PIERCE: Just one.

>> JAN LAMPMAN: But it's an important one because the other stuff we decided what was said. This it's just like sometimes they just post something because maybe we have not posted in a few days, and we should be posting so they are posting things.

>> MARK PIERCE: We are happy with the other part. We are concerned about the social media.

>> JAN LAMPMAN: It's the part of the social media they are trying to figure out on their own what to post what they are seeing. Again, I really like the posts that are coming out of like the different centers for independent, living. Right.

>> MARK PIERCE: Know what they are doing.

>> JAN LAMPMAN: So, I think that is why I think that that additional just sort of supervision of the content is important. So, at this point we have the motion on the floor to extend the contract with the training and making sure that the trainer gets financially funded for doing that training. So that is the motion that is on the floor. We have a first and a movement and a second to the movement and we had I think some excellent, wonderful discussion. So, Tracy can you call the vote please.

>> TRACY BROWN: Frank Animikwam?

>> JAN LAMPMAN: I think he is frozen, no, he here comes. You are on mute.

>> TRACY BROWN: Frank Animikwam? Now you are frozen. Can you skip ‑‑ come back to him. Allen Beauchamp, aye. Jamea Davis, aye. Stephanie Deible, aye. Mindy Kulasa, aye. Theresa Metzmaker, nay. Mark Pierce? Aye. Jan Lampman, aye. Frank Animikwam?

>> STEVE LOCKE: He said aye in the chat.

>> JAN LAMPMAN: We don't know what is happening. All right, thank you.

>> JAN LAMPMAN: Thank you for that discussion I would like to see if anyone would entertain a motion that social media posts need to be looked over.

>> I make the motion.

>> JAN LAMPMAN: Committee approve the social media post is there a second? Theresa seconds. Is there any further discussion we want to have about that topic before we call the vote?

>> JAMIA DAVIS: Can I propose we do a social media content calendar at the steering committee? Or can we come up with one.

>> JAN LAMPMAN: They is one they will share with us.

>> JAMIA DAVIS: Okay.

>> GLEN ASHLOCK: So, any member can approve it?

>> JAN LAMPMAN: There is a steering committee team that I think has seven people on it. I think the steering committee will have a conversation how that will mechanically work.

>> GLEN ASHLOCK: The steering committee will figure out the process.

>> JAN LAMPMAN: Yes, we done have to micromanage the process, but we have to say that is what we want to have happen.

>> GLEN ASHLOCK: Thank you for making it clear thank you.

>> JAN LAMPMAN: I appreciate everybody sticking with us. Can you call the vote Tracy?

>> TRACY BROWN: Frank Animikwam? He put aye in the chat. Okay.

Allen Beauchamp? Jamea Davis, aye, Stephanie Deible, aye, Mindy Kulasa, aye, Theresa Metzmaker, aye, Mark Pierce, aye, motion carried.

>> JAN LAMPMAN: Awesome thank you. So, then we are 35 minutes past our time. And we have two additional things and I know that we say in our you know our agenda that we ‑‑ that the times are subject to change. So, let's see if we can get through the August 2022 retreat. Steve?

>> STEVE LOCKE: Yeah, Jan, I will cover them really quick.

>> JAN LAMPMAN: Make it quick please.

>> STEVE LOCKE: Council members and we are trying to find a Saturday in August for the treat and respond to the doodle poll. SPIL writing team I need three members willing to commit time and effort to the next writing of the SPIL please e‑mail me your interest. The last thing I have is SILC business meeting times. We have one Council member who cannot meet during the business day. This is a hardship for him.

And he is asking that we start our meetings at 4:30 or 5:00 p.m. is that an issue with any of you?

>> JAN LAMPMAN: We have been doing that since we have been on Zoom for the last couple of years. How do people ‑‑ is that going to still work for people if we continue doing it that way? Will that work for you? Theresa does that work for you or no not so much?

>> THERESA METZMAKER: Not really great but I mean I don't think the time will work for everyone and we will worry about what about location. Are they going to be okay with location?

>> JAN LAMPMAN: Yeah so, the question Tracy is asking which is a really good one how about the fact we want to start doing in person meetings when we can and moving around the state. How will that impact? A 5:00 start time if we are driving to north Michigan right, we all still have to take a half day off work to get there, right? So, I just wonder, that is a really good question.

>> TRACY BROWN: Are the centers going to be open late enough.

>> STEVE LOCKE: That is one thing I talked about because at our CIL we held the board meetings after hours and start at 6:00 p.m. because our board members worked. So, some CILs can stay open. There is the issue does the CIL stay open for us to visit them after hours, do we get greater participation from our Council members making accommodations for those that work full time? Fridays from 2:30‑5:30 were the most voted for times when we did our poll. But, again, making it a hardship for Council members that work full time outside of the IL network and we want to be able to accommodate folks the most that we can. So, I told Will that I would bring this up for your discussion to make accommodations for him. Because he has a full-time job plus a private practice that's precluding him to being able to participate in the way that he wants to.

>> JAN LAMPMAN: I have a question regarding accommodation because I mean there are lots of different ways so with the private practice sometimes if you have to take three hours off in the middle of your day guess what you get 0 dollars of pay for that because you only get paid if you have a customer that comes in your door. So, I know that in the past you know like a lot of times when there would be board members or Council members for different groups I've been on, if there is somebody like if you have to take unpaid time off work there is a way to reimburse for that. And I just don't know if we have that capacity or not. But that is another way to help someone with accommodation if you can't afford right to take an unpaid day off work.

>> STEVE LOCKE: Yes, and that is what we want to talk about Jan in the finance policy revisions whether or not the Council wants to budget for compensating members that have to take time off from work to participate in Council duties. And if we want to write that into financial policy.

>> In the past they mentioned childcare costs.

>> STEVE LOCKE: Yep.

>> THERESA METZMAKER: Because that becomes if you do meetings at nights and weekends you will get into that and we cannot assume because someone works during the work, they are also working the weekend at a different job or obligations to families to watch their children so their families can work. I think there are a lot of accommodations. I keep hearing one accommodation for Will, but I think there are lots of issues for lots of people. I don't think we should just pretend that we are just giving it up lots of people with different things.

>> JAN LAMPMAN: It's not giving that up at all.

>> BILL ADDISON: Steve at the conference we went to it had items and childcare was one that Federal funding will allow.

>> JAN LAMPMAN: Yes so, I just think that this is a bigger question than again what time of day we have the meeting. I think that we ‑‑ I know you have the financial policy group working and are coming together. And I agree with what Bill and Theresa are saying maybe we need to look at all of the possible accommodations and especially if we want to expand like you know have a more diverse and more robust sort of Council. Not that we are not diverse and robust now. If we want to add people that might have different challenges that the few of us sitting here today don't have. All kinds of stuff like that. So can we, Steve, put this into that, can we assign the finance committee or the financial policies committee or the policy committee to have a look at how we accommodate Council members.

>> STEVE LOCKE: Yes.

>> JAN LAMPMAN: Try to add some policy that allows for reimbursing people who take unpaid time off or reimbursing people for childcare. I mean.

>> STEVE LOCKE: Yep, we will do that.

>> JAN LAMPMAN: Okay, thank you.

>> Family care too.

>> JAN LAMPMAN: Any kind of family care, yeah.

>> Paying for PAs.

>> JAN LAMPMAN: Yeah.

>> Who chairs that committee?

>> JAN LAMPMAN: That is.

>> STEVE LOCKE: We do pay for PAs already for Council members as part of our policy.

>> THERESA METZMAKER: You have a family member who you provide care for and come to this meeting instead of being at home you pay for someone to care for your family member.

>> JAN LAMPMAN: Right, it could be your mother‑in‑law. It could be you know a foster kid who is old enough to stay home technically but maybe not old enough to stay home alone so those kinds of things. We have a lot we can look at so do you want to quickly say who that committee is comprised of Steve.

>> BILL ADDISON: I have that document in my office of what they will pay for, and I will e‑mail it to who is in charge of it.

>> JAN LAMPMAN: Is that Stephanie?

>> STEPHANIE DEIBLE: Yes, and we volunteered some time, and we will get together and figure out moving forward.

>> JAN LAMPMAN: Okay thank you. Okay, at this point I think we are to the public comment section of our meeting do we have anyone who would like to make public comment?

>> MARK PIERCE: Come on.

>> YVONNE FLEENER: Can everybody hear me.

>> MARK PIERCE: Yes.

>> My name is Terri and I'm the director of community relations for Disability Network Michigan and I just want to start by telling all of you thank you for your service to the Council. I know just this last succession pointed out some hardships that may occur, but your service is very important, and I certainly appreciate it. I will be really quick with my update as Mark said earlier, I wanted to talk about legislative day. And we Disability Network Michigan had their legislative day at the capitol on May 10th and each of the CILs met with their area legislatures and discussed legislation including the go logo bill which most of you though that is the bill to change the symbol for parking right now it's a stationary person of someone sitting in the wheelchair and the symbol would be the person in the wheelchair leaning forward that is more active. In the Senate health policy committee right now and working together with the chair's office, the sponsor's office, the Governor's office, and the department of civil rights to try and reach a compromise on some language. But I do expect to have that bill pass out of committee next Thursday from communication I received from the chair's office. And so, we also talked about our funding request. It went this and what was really important about that day we had people tell their stories to their legislatures and tell them why it was important for the funding to continue and what that funding looks like in real time. And the services that were provided in part to the funding that we received. So, it's a very exciting day for everybody. We had a great turn out. It wasn't the greatest because of COVID restrictions. We did try to do a hybrid legislative day where we were you know able to have people on Zoom and tune in. I know Steve participated. So, we appreciate that, Steve. And hopefully next year we can get 100% participation. We don't have our official numbers right now because I got to meet with the legislative group for a wrap up. But I think by my count unofficially I think we had about 65 people participating. One of the best things we did that everybody pretty much had some terrific feedback from was D and M presented Senator Ken horn and representative Terri Stabo with our independent, living champion awards and both of them were very humbled by the award. They were chosen because they have been fantastic champions for the independent, living movement. In the past they worked with their CILs very well. And they have been very receptive to phone calls and e‑mails and requests. Including Senator horn who last year made the amendment to give us an increase of $3 million in the budget. So, we wanted to show them both our appreciation. And that is my wrap up for all of you. I appreciate you letting me speak today. And pull you in on how well legislative day went and looking forward to having a greater turn out next year. If anybody has any questions for me, I can happily answer them, or I will just let you go on with your weekend.

>> JAN LAMPMAN: So, I'm going to reach out to you and ask you a question just because I had an e‑mail from someone about the changing the sign. And so, I'm not going to waste Council's time on that, but I will reach out separately if that is okay.

>> Is this Jan?

>> JAN LAMPMAN: Yes sorry.

>> Yes, no, that is okay.

And I apologize. I have to call in to this but, yes, please do. You do have my e‑mail, correct?

>> JAN LAMPMAN: I do, yes, so I will e‑mail you with the question I got and then you can help me figure out how to answer it, how about that?

>> That sounds great and look forward to it.

>> JAN LAMPMAN: Thank you so much okay and I see that Yvonne Fleener would like to provide some public comment.

>> YVONNE FLEENER: Yes, thank you I think everybody knows me I'm Yvonne Fleener and the CEO of the Disability Network Southwest Michigan CIL two CILs. And I just wanted to give a couple updates. One, thank you for hearing us about the MRS rate cuts and the impact that has not only on our CILs but on the people we serve. We continue to monitor that. The new rates a slowly being phased in July 1st is the next rate time. We have already notified MRS of some services we will no longer provide. And that is going to continue to happen. You know, the next thing coming up, is benefits planning which I know most of you know how important or all of you know how important benefits planning is right because people think I can't get a job because I have been fits. Well, that's not true. There is a way to do both. There is a way to transition all of those things and it's really, really critical especially from a work perspective from MRS to find employment to do that. Unfortunately, because of the rates being supplied as well as the things that are not billable for that such as travel time, report writing, the intake process, contacting MRS Counselors to talk about that particular customer or anyone else, those are just a few, there are more. None of those things are billable. So, it's not clear to us how we can provide quality service. I'm sure there is somebody out there who will provide it, but will it be quality I don't know. We happen to have a person on our staff at BSBP and MRS use to train their people on benefits planning because he's that knowledgeable. And so, there is just a point, right, where equilibrium I guess of where and when we can provide those services. Because ultimately, we are a business. We are finding that a lot of the services as they get rolled out and we spend time either doing them or just really looking carefully at what's new about the service is that a lot of them are break even or if we have to travel, we lose money. If we provide that service. And that's just simply not something we can do. So just letting you know that that continues. I saw Tina was on the call. I'm sad she left before she could hear me say that, but I will certainly share that with her when we meet with her on our one on one. So on to happier things. Our advocacy academy has started.

People apply for it and are paid. It's a paid position for the summer for eight weeks and it's people with disabilities and learn all about advocacy and they pick a project they work on, and we assist them with that. So super cool.

I'm super excited. I get to meet you know my first class of the academy next week. So, looking forward to that. Mark mentioned July 29th which is our ADA celebration. What he didn't mention, and I want to add is that Joel Cooper who many of you know was the CEO for 20 years, 20 plus years. And he is being recognized with a lifetime achievement award at our ADA celebration. So, you know, he unfortunately when he left some things had to get cancelled because of COVID like his retirement party and such. So, if you could make it over, to help us recognize him and see him that would be fantastic. And I know it would be really meaningful for him. So, I will send Steve, you the flier and please spread it far and wide so we have a really nice turn out. For ADA and for Joel. So those are my only items, thanks for hanging in there and allowing public comment 50 minutes past your deadline appreciate it.

>> JAN LAMPMAN: Okay is there any other public comment? Seeing none, I would like to entertain a motion to adjourn this meeting.

>> THERESA METZMAKER: Motion to adjourn.

>> MARK PIERCE: Second.

>> JAN LAMPMAN: Theresa moved, and Mark seconded. And the motion to adjourn, yes, are we going to have discussion? Okay I'm ready. So can we just have we don't have to call the vote. Can we just say all in favor of adjourning this meeting say aye? Opposed? Okay and we are adjourned. That was exciting.

>> STEVE LOCKE: Thank you everyone.

>> JAN LAMPMAN: Thank you it was a very good meeting.

[ Concludes at 5:51 p.m.]