# SILC RETREAT

AUGUST 27, 2022

10:00 a.m. ET

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QA-SILC-082722

>> CHAIR JAN LAMPMAN: Good morning.

How are you?

>> Better now that you're here in particular we got closed captioning working.

>> CHAIR JAN LAMPMAN: Say Sarah, how are you?

>> CHAIR JAN LAMPMAN: Thanks Mary.

>> Good morning, everyone.

>> SARAH CARMANY: What do we have to do to enable closed captioning?

>> CHAIR JAN LAMPMAN: You click on live transcript at the bottom of the Zoom, right? Do you see on the bottom?

>> SARAH CARMANY: I see it.

>> CHAIR JAN LAMPMAN: Okay.

>> MARY: It says show subtitles.

>> SARAH CARMANY: Okay.

>> DR. MARK FRIEDMAN: Happy to be here with you.

>> It is great to see everybody here all of the Council Members that have dedicated four hours on a Saturday and it shows your dedication, and I am very appreciative of you being here on this Saturday morning together.

>> CHAIR JAN LAMPMAN: It is 10:01 so shall we go ahead and call the meeting to order? Call the retreat to order? And I believe that we're starting with our training; is that correct, Steve? I don't have an agenda, but I believe that's the case, yes?

>> STEVE: Yes, I just shared my screen.

>> CHAIR JAN LAMPMAN: Welcome and introductions.

Just to start off auto, I'm excited that we're going to have additional training beyond tokenism which is some trains that we did a small amount of at our last Council meeting.

So, we're going to take a little bit of a deeper dive and talk about ways that this Council can be sure that we're really including all people when we talk about all.

That all means all and I'm super excited about that.

We will spend time to look at the strategic planning and talking about our Council goals and objectives for the upcoming years and as always, we'll have time for Public Comment at the end.

I would like to ask if there are any accommodation requests at this time.

I know folks were asking about closed captioning which is turned on.

If you need that, that is available to you.

Are there any other accommodation requests at this time? I don't see any hand raises or hearing none then let's move onto our roll call.

Tracy, can you call the roll, please?

>> TRACY BROWN: Sure.

Aaron Andres.

>> AARON ANDRES: Present.

>> TRACY BROWN: Frank.

>> FRANK ANIMIKWAM: Present.

>> TRACY BROWN: Allen Beaucamp.

>> CHAIR JAN LAMPMAN: -- thank you.

I do think that he was on.

>> TRACY BROWN: Glen Ashlock?

>> GLEN ASHLOCK: This is Glen.

I'm here.

>> TRACY BROWN: You are here, great.

Jamia Davis?

>> JAMIA DAVIS: Present.

>> TRACY BROWN: Stephanie Dieble.

I don't believe she's on yet.

Will Harrison is not able to join.

Mindy?

>> Present.

>> TRACY BROWN: Jan Lampman.

>> CHAIR JAN LAMPMAN: Present.

>> TRACY BROWN: Theresa unable to join.

Mark Pierce.

>> MARK PIERCE: Here.

>> TRACY BROWN: You have a quorum.

>> STEVE: This is Steve.

Stephanie did text me and she is joining us.

She is taking a delivery later this afternoon and she may jump in and out of the meeting.

Did you lose Tracy?

>> TRACY BROWN: I'm here.

>> CHAIR JAN LAMPMAN: Do we have a quorum?

>> TRACY BROWN: We do.

>> CHAIR JAN LAMPMAN: With that let's go onto Council Education and I will hand the mic over to Mark and his team for the excellent training on Tokenism.

>> DR. MARK FRIEDMAN: Thank you.

Most of you were with us on the training that we did in June, and we are elated to have this opportunity to be with you today and share more of the Beyond Tokenism training.

We went to review a little bit about what we did the last time and specifically hone in what we call the self-assessment and this is an inter active process once we get through our overview where we're asking to you participate on how well that you think you're doing in the various areas and its purpose is to identify your strengths and weaknesses and help you select where you want to work on more improvement of you as the Council.

We are very excited to be working with the SILC.

We've worked with this in several other states, and you play just a critical role in promoting the independence and autonomy of the people.

I'm going to do a little bit of a background piece.

If anybody needs anything feel free to jump in.

Raise your hand and unmute yourself and any of the bill of indictment this is what we did last time for everybody who misses the session.

We're going to talk about the six different elements of including people fully.

All of you have a lot of appearances.

You're quite an accomplished organization.

The training is sponsored by the Michigan Developmental Disabilities Council and most here are familiar with that.

I wanted to give a list of the other organizations that we're working with, with their Boards.

Although, they all have a little bit of different thrusts.

Mental Health Association service providing advocacy organization like this Michigan Disability Rights of Michigan.

We want you to know you're a part of a group doing all of these things.

This is a training team and David Taylor and Sarah and myself and Mary are here.

It takes a village to help.

When we do the full Board training, we have breakout rooms and have people helping with the pieces we're not used to.

Slight overview -- what does Board inclusion mean? This is David Taylor and Sarah Carmany.

>> DAVID: It means that for any people disability is just -- like just being in the front line and at the table and not just there but really having a voice and having an input on the discussions and changes and also having to help like different committees and different outcomes like being a part of the leadership stuff that happens in an ongoing day-to-day of the Board and is really focused on how to improve the outside comes of how things can come together and focus on how to make things more easier and more simple.

>> DR. MARK FRIEDMAN: Sarah, do you want to add to that?

>> SARAH CARMANY: Board inclusion means that many are a part of the work of the organization and that their ideas are shared and took into consideration.

>> DR. MARK FRIEDMAN: Thanks sir.

And when we talk about these things, all of you are expert at it.

You've done it.

Almost everybody here and really trying to highlight the SPIL State plan for Independent Living.

One of the goals is diversity and inclusion and a subset of that is really always serving underserved people and serving more diverse people.

So, what this training is about -- we're going to focus on a self-assessment but it's really how you're going to be able to do that.

How you're able to take steps that will improve people who haven't had these experiences, haven't had the cases of being strong advocates and in particular, people who have been left out so often and so much.

The tokenism, the idea of people being left out and I imagine everybody here -- everybody in general has felt a token at one time whether it's been the Glee club or Girl Scouts or church group and what we're talking about what are the steps we can take to fully include people.

This is based on best practices and it is the issue of moving from tokenism which is a negative thing of being left out to feeling included and how do you have those skills and abilities and one of the other things we're working on is the person shouldn't have to be the accountant or insurance broker to serve on Boards and also that you're all model behavior.

Working in other committees and groups.

And other things that you do.

Finally, a big piece in our goal is leadership development.

As you bring on people, when you talk to people who become leaders -- David is an excellent example and Sarah.

Sarah just won an award.

Neither started out and having more people with diverse and experienced people being in committees and groups is where people build the leadership development and one of the important roles that you have and all the other groups that we showed, the other Boards, is building leadership capacity of new people.

I want to let you know the whole series of training is based on a national study that we did that was almost eight years ago that David Taylor and I did together.

We did a survey and looking at the best practices.

Looking at complex needs and people that have been left out and how and we interviewed more than 40 groups.

David -- the training that we're doing and the things that we're talking about, are best practices, evidence based and these are things that as you develop them, focus on them, you can being successful and you can be more successful and that is what we're working on bringing to bear the direction and ideas and mentoring and support that you can fill out and be successful.

These are the six areas, and we'll go through this more.

Authentic membership and participation and doing a little bit of an overview.

We're helping you to transform this corporation many other organizations that you work with. It's the idea that when you bring together structural changes and relationship building together, this is developed by Dr. Ferdet who is in Canada.

So, David and Sarah if you just -- we wanted to credential them.

Some of these are things that David has been doing and has done.

Sarah has most recently been hired for the Center of his voice his choice.

David, would you like to speak about things you've had experience about and then we'll do Sarah?

>> DAVID: So being a part of different organizations and being a part of a Board and I have experience of really looking at how to really help like to really focus on my, me as a person but really looking into how to really be a more mentor to a lot of new Board Members that came into the organization but really helping other Board Members to really push the mission that we had to really focus on how to approve the outcomes to really make it more easier to help each other make not just the Board but the organization strong enough to really have a good relationship with each other but also with the community a lot of times.

And I think having that type of, and also be being a person, my voice was involved in a lot of efforts, a lot of the new developments as well when a Board wanted to do a change and really focus on the outcomes and how to change the Board and really giving other people opportunities to really be a part of this and being a mentor to a lot of them.

>> DR. MARK FRIEDMAN: Sarah, do you want to add a little bit? Sarah is on these Boards and has vast experience and again has a new job.

Sarah?

>> SARAH CARMANY: Hi.

Yeah.

I think that being on Boards is important because it helps people like people that have disabilities have their voice heard and that they can distribute to the work of the organization.

>> DR. MARK FRIEDMAN: Thanks Sarah.

Sarah has served on quite a number of Boards and has quite a bit of experience doing all of these things.

We're going to be doing an assessment but David, if you would, on how does it help? Again, if you think about it, to everybody here, this is but a few of the SILC goal and mission but of course the organization that you're sitting on the ground and working with, and things people can do too.

David?

>> DAVID: I think one of the important things is really giving a person an opportunity to actually try to help them to really be a part of a wonderful thing that happens and I think a lot of times is just giving the person the opportunity to really be themselves and having that type of support in place for them to really focus on, to really, not just having them but it can change how you do business every day and really focus on how the organization looks as a whole and having them type of meetings with the Secretary or the President or the Chair of the Board and not just that but being involved in the communities a lot of times.

I think having the one-on-one times and doing the meetings -- before the meetings and after the meetings a lot of times and I think that helps build the core of the person to be a part of the organization and it helps for them to have a voice and to have a place at the table to really change things but also working together.

You think that helps make the relationship and partnership to grow.

>> DR. MARK FRIEDMAN: Thanks David.

And Sarah -- Mark, you had your hand up and did you want to add something, or did you hit that by mistake or unmute yourself and speak to us?

>> MARK PIERCE: This is Mark Pierce; Executive Director of a CIL and I have a Board in place and I'm really appreciative of this conversation.

One of the things I wrote down on your sheet is full participation.

My question is, if I could get a little bit of a clarity, both of you David and Sarah, you're both great Board Members and it sounds like you're participating.

How long did the process take to feel as though you were really valued on the Board.

If you could share a few things like David, you did say having a meeting with the Chair of the Board before the meeting was very helpful.

If you could share some of that out, I would really appreciate it.

>> DAVID: Sure.

It took me two to three years to really get comfortable on the Board.

I felt that my voice, one, won't be heard.

I had to focus on how to be comfortable in my own -- asking questions about what is this and how to really, just it took me a couple of years to get comfortable around everybody on the Board and really to speak up about things.

And I think that just having people in there with a person and take my time it really helped me to get more comfortable and I started slowly going to all the Board Meetings and getting involved with that and a lot of times it's really going to the -- really going to the -- just being a part of having people just constantly having me go to different meetings and being a part of different stuff and really understanding a lot of it.

So, I started to keep putting myself out there a lot more and really to different meetings, committees, and really being a part of something and then I think after a while I started doing things on my own.

Really communicating with the President and the Secretary a lot more, I think.

>> DR. MARK FRIEDMAN: Mark, that's a really important question.

Sarah, can you add to that? Mark asked how long it took to feel comfortable being on a Board.

>> SARAH CARMANY: It's taken me awhile.

I have been on the IFK Board for a bit.

It took me awhile to get used to it.

>> DR. MARK FRIEDMAN: Go ahead I'm sorry to interrupt.

>> SARAH CARMANY: I know with me when I first got on the Board, I was kind of nervous and I had never been on Boards, and I didn't know what to expect.

But I know that if I needed help, I would reach out to the ISK integrated services of Kalamazoo -- and sometimes they could reach out and talk with me about the Board packet.

>> DR. MARK FRIEDMAN: That's a really important question and I think I -- I put up on the slide when we do the full training, some of the elements that really help people.

Having breaks in Board training.

Like you're having here and having more trainings with people.

The committees can be really helpful because there's more time in a committee meeting for people to share.

People feel more comfortable, and the committee meetings tend to have fewer people in them and it's not as much pressure.

Everybody here knows when you go anywhere the first time you kind of hold back and sit in the back of the room.

What the training and effort is trying to do is trying to get people up to speed quicker so that people are not spending two and three years trying to figure out how it all works.

As you all know, the SILC is a really formal organization and you have complicated issues that you have to talk about or think about or work on, so helping people get up to speed quicker is something that can really, really help and that's what this training is really talking about.

We're trying to help you think about how you can be more effective of bringing people in quicker.

Mark, you talked about your own Board? We would be happy and pleased to do this training program with your particular Board where there's more time to go over the things we're trying to do.

But just to finish this, having two more people.

Too often a person of an underrepresented group gets on a committee, and they are expected to speak for everybody, and you hear that a lot.

Having more people.

A lot of our research has been done by women serving on corporate Boards and there's been a huge effort around that.

It took three people from an unrepresented group to feel included and listened to.

You heard context that Sarah and David talked about of premeeting.

When we worked in our research, we found people having a premeeting with people with disabilities on a Board and other Board Members wanted to come too to go over the agenda to be more effective.

Background pieces to all of these things.

Any other questions? Let me just go back up a little bit here.

And so, I'll just briefly go over the six elements of Board inclusion.

These are the six areas.

We're going to talk about these just a little bit, so we know.

The full participation -- I'm going to skip and one through these.

The person has what they need to be involved.

We went through this answering Mark's questions for him.

Ways to contribute.

David and Sarah, do you want to talk about some places that you found where you are able to contribute to the Boards to make a difference?

>> DAVID: Being a part of -- so I used to serve on self-advocates of Michigan and being a part of the public policy committee helped a lot because I got the turned to go to help curate agendas to go to the public policy submit in DC a lot of times and really go in there to talk about different agenda and also helping to set up, like, going to talk to legislation.

Congress scheme help put the agenda together and having talking points and just having a role as the Chair, it helped out because it helped me learn to help others.

Not just everybody but having leadership and really helping the organization and to really focus on how we can work together and to really make a whole -- to have an impact on changes but really just being a part of the changes that was going on.

>> DR. MARK FRIEDMAN: Thank you.

Any of the different committees or Boards that you felt you were able to distribute, Sarah?

>> SARAH CARMANY: Aaron Andres has his hand up too.

>> DR. MARK FRIEDMAN: Thank you, Sarah.

We're not hearing you.

It doesn't look like you're muted.

>> AARON ANDRES: I have a question regarding -- can you hear me now?

>> DR. MARK FRIEDMAN: Yes.

We love questions, Aaron.

>> AARON ANDRES: How do we ensure that we get total buy in from the Centers for Independent Living within the network and have autonomy between the two because in the past we had created great SPILS but because we lacked the ability to gain all the support of the Centers for Independent Living, they kind of got -- the goals kind of got watered down and how do you prevent goal from getting watered down and at the same time make sure that everybody is on the same page and they want, we want the best thing for the State but also we don't want our goals to get watered down and we don't want anybody to feel left out, of course.

So could you talk a little bit about that.

>> DR. MARK FRIEDMAN: That is a real challenge.

We feel, and it's a lot bigger than just the things we're talking about too.

But we feel in terms of the part that we're doing is the more people that you can include -- and, again, what we found from our research was that people's voices were heard that as the organizations had more people with disabilities serving and people with more significant disability that's had more influence with the legislators and governmental officials.

It can be hard to get everybody -- the things we're talking about as techniques here, we cover it nor our full session, are ways that can help you help the organization to help people feel more included.

And that gets more people's voices and to come back to your question, that gets people more committed to your goals.

I think I heard within your question, Aaron, some people who might be on the CILs who do not fully support your goals or are not strong advocates but the more people you get involved really significantly, I think that's one answer to that.

That's the answer that we're focused on here is and one of the things you heard from David -- we see this by participating in other activities and people getting leadership in conference.

I see Jan and Steve.

>> CHAIR JAN LAMPMAN: Is it okay if I go first, Steve?

>> STEVE: Absolutely.

>> CHAIR JAN LAMPMAN: Aaron, welcome first of all and we will spend more time after the education as fellow Council Members but we are going to spend a lot of time after this training using some of the things that we're learning this morning to really incorporate that into the work of writing the SPIL for the next SPIL writing team and we are going to talk about the strategies that we are employing to get as much engagement as we can.

The other thing that I would let you know to update you by way of update is that Steve and other Council Members have been really working hard to connect with the CILs in a much deeper way than we have in the past, perhaps.

Or maybe that we have for a while.

And so, I feel like when we goat that part of the day you will see we've been intentional about improving the issues that you have brought up.

We recognized it, too, Aaron.

I hope you're going to be able to jump on Board with us on some of the ideas that we have and bring us new ideas that you have after the training this morning.

>> AARON ANDRES: Absolutely.

Thank you.

>> DR. MARK FRIEDMAN: Steve?

>> STEVE: Thanks Mark.

I have a question for David and Sara prior to me being on the Council I served as a Council Member.

I never got an orientation and I feel like I spent the first four years out of six being lost in the woods and I'm wondering from your experience did you get an orientation on the Boards that you served on? Were they effective? Did those help you be a more effective Council Member? Did you not receive an orientation and did that affect your ability to integrate in a quicker way onto the Boards that you serve?

>> DAVID: To your question, Steve, two of them I didn't get an orientation and I just jumped right in.

My first two or three years was hard for me because it was a struggle to really figure out what the organization really was doing and to focus how to be a part of something that I have -- I knew about, but I didn't know how to help not just the organization but how to help myself to be a leader on the Board or organization.

And it was hard for me and the other one, I had to really focus on and I had to ask them one day -- I stopped the meeting and asked one day, do we have orientation for new Board Members that comes on and do we have mentors and they said no and I was like we need to focus on how we can get that because people won't want to join because it will be more harder to get people to get new members on there.

And I think, working with the leadership team and starting to build different ways of how to get orientation and put it in the agenda for how to do it and bring somebody else in help us to change how they did it now and I think for me it helped.

I think sometimes when you ask them a question and they can either tell you yes or no but when I got onto another Board, they had an orientation already and I had a mentor when I got on a new Board.

And it was a whole lot easier for me.

And it was more -- I was more relaxed.

And I can focus on my duties as a Board Member more.

And I think the lessons that I learned from not having an orientation and having one, I think it helped me really change.

But I think when I first did it, it made me really open my eyes to really, instead of me complaining, I can just help and we can do this together and really focus on how we can change it to make not a whole lot easier not just for the person who is joining but for the organization to make it easier for them and more comfortable for them as well.

I think sometimes as Board Members we forget sometimes, and I think sometimes we take a break and just really think about if we can help each other and I think having meetings -- one on one meetings with each, I think that helps a lot too.

>> DR. MARK FRIEDMAN: Sarah do you want to add to Steve's question?

>> SARAH CARMANY: Yeah.

With me I don't remember ever receiving a Board orientation.

So sometimes it is kind of hard because I mean, I always understand what the organization work is.

>> DR. MARK FRIEDMAN: Thank you Steve and thank you everybody for questions.

Add in as we go along.

It's really helpful because it just helps for everybody to know what people are thinking about and a little bit of concern and what's on people's minds.

So let me go on with this and get into our self-assessment that we want to do.

So, the area of feeling and influence.

We covered that.

You heard from David and Sarah.

But everybody wants to make a difference on the Board.

That's really the number one goal of people.

When you ask people, they say I want to make a difference or a contribution.

Then we come to mentors which is really something we want to spend more time on.

You heard David talk about, this is really an answer to a number of the questions of getting people more involved or connected.

The mentors go hand in hand in the organization to help people.

We are working with and a little bit surprised but three of the organizations we're work with are implementing that in programs that are working with them.

CMHA -- the umbrella organization for all the community health centers, has developed a very extensive mentoring program and is putting that in place for all of the Board Members.

One of the things around mentors that people found most helpful was to offer for everybody new coming onto the Board, any Council, for some period of time.

That helps because people are not then stigmatized.

Usually, it starts with a person with disability, and we will help you.

People that are not disabled, it turns out that they appreciate getting up to speed quicker.

It doesn't have to be something that lasts a lifetime, but it can be something time limited with people.

I'll put these items up here.

These are things we talked about earlier.

Premeeting.

Having material inside advance.

Transportation.

And as David talked about this really helped him and helps people feel more a part of the group.

Some of these things we can talk about more.

So, what we really want to get to be this self-assessment.

This is what we're going to do with you next.

Self-assessment is taking all of these six areas and run through it and simply rate yourself and what usually happens is that a number of people -- the more people we hear from, the better.

It's an interactive process.

What usually happens is someone will say we do that perfectly and someone will say wait a second.

As you heard Sarah say or I forget who it was.

I didn't get the materials, or I didn't get Board orientation.

These are things that we're going to do.

What people find useful is in the end we have a bar chart, and this is from one of the organizations that's we're working with T this is helpful because it identifies your strengths and weaknesses and at the end of it you make a decision of where you want to go next.

So, for example, on this one, saying that this organization was really effective and strong, and it is a rolling chart of people's self-assessment of how they think they are doing.

They think they are doing really well with supports and mentors.

The areas where they were small is deliberate communication and meaningful contributions.

We did a training on each one of these and a whole hour follow up training with the Board and it came down to a number of specific things of how people are getting materials and how people are communicating at the Board and closed captions and those things. This is what we're about to do with you.

Let me stop for a moment.

Any questions that people have about that as we begin that process? Any comments? Questions? Thoughts.

>> STEVE: Mark, this is Steve.

Out of curiosity, do you want this to be a Council Member self-assessment as their own Council? Do you want Tracy and I as Staff to participate in this? I'm happy to do it either way.

>> DR. MARK FRIEDMAN: I think everyone should participate.

>> STEVE: Very good.

>> DR. MARK FRIEDMAN: It's your decision, your organization but that's my preference.

Good.

Okay.

Let's start.

We're going to have Sarah and David read these.

But the first is equal status, authentic membership.

David you're going to read this and have people do a rating as we get through this.

David? You have to get yourself unmuted there, David.

>> DAVID: I apologize.

Individual is provided Board orientation.

>> DR. MARK FRIEDMAN: So, this is from -- collectively as this is happening is it a zero, one? Sometimes people do a .5.

I want to hear particularly from Jan or Steve, did people get a Board orientation?

>> JAMIA DAVIS: This is Jamia.

I received an orientation going through the guidebook that each Member receives and also each Member's role and the attitudes of each Council Member and just an orientation of how the CIL works and the connection between the Centers for Independent Living and the funding and how that goes to each center for Independent Living.

But it took a while because it's very complex.

So, you know, I had to really get involved with the SILC as far as the committees was to a better understanding because it was kind of an overload for me coming in.

So yeah.

But I would definitely say I had an orientation, yes.

>> DR. MARK FRIEDMAN: Let's hear from Aaron.

Just one comment.

The orientation can't do everything, but it is a really important part.

Aaron?

>> AARON ANDRES: I did receive an orientation and previously on -- well this is actually my first meeting this time.

But I had been on the Council previously and I did receive an orientation and I even received potential help if I needed it from the Chair at the time, robin Bennett was the Chair at the time when I was first on the Council.

But yes, I did receive an orientation process by Steve and by Rodney and then I've tried to add to it as I was more involved with the Council and because of my past experiences as Board President, I have all the background if anybody wants anything.

>> DR. MARK FRIEDMAN: Excellent.

We're going to give you a one and say star for Steve for doing a Board orientation.

That's a good report here.

Just a piece of feedback.

One thing -- we heard Steve say he didn't get any.

Sometimes somebody who feels left out is really effective going forward because they want to make sure that people coming ova better experience than they had.

So, I commend you, Steve.

David, number two?

>> DAVID: Individual attends Board Meetings, retreats, and fellowship opportunities.

>> DR. MARK FRIEDMAN: What do you think about that? Anybody?

>> STEVE: This is Steve.

I would say the majority of our current Council Members do exactly this.

There are some that don't for a variety of reasons that occur after they have been appointed.

I think during the application process and the interview process, I'm going to work with the appointments office to talk about a commitment of time.

This is a voluntary organization and more often than not, we do have some Council Members that are unable to participate for a variety of reasons, whether it's during the work week or the weekend.

They don't want to give up the weekends.

Their job interferes during the work week but by making that clearer of what that commitment expectation is so to make sure everyone who is going to be on the voluntary Council is able to fill the commitment.

It is a commitment and you're taking up a seat representing people with disabilities.

I would say number two from my perspective as the Director, I would say we're about 85 to 90% at.

I would like to see it get better, though.

>> DR. MARK FRIEDMAN: Okay.

Number three?

>> SARAH CARMANY: Individual's interests match the needs of the organization.

>> DR. MARK FRIEDMAN: Maybe Steve or Jan, what do you think is your perspective?

>> CHAIR JAN LAMPMAN: I definitely think that's a one.

>> STEVE: I do too.

People come intentionally looking for our Council when they are perusing through Governor's Boards to serve on so I would agree with that.

>> DR. MARK FRIEDMAN: Four, David?

>> DAVID: Board and management are committed to inclusion.

>> CHAIR JAN LAMPMAN: Absolutely.

>> STEVE: I would say we are.

>> CHAIR JAN LAMPMAN: Absolutely.

I haven't met anybody yet who isn't.

>> DR. MARK FRIEDMAN: Number a David?

>> DAVID: Board has designated a budget for inclusive support.

>> CHAIR JAN LAMPMAN: So, I would say that our budget that we have just developed, definitely, yes.

It's more robust than it's been since I have been on the Council so I'm kind of excited, actually, about what we have added for inclusion supports to our upcoming budget.

>> DR. MARK FRIEDMAN: That's great.

Let me just make a comment on that.

That's important.

So often what we've heard from people is that the Board will say we'll pay for XYZ if we have an ask.

The person doesn't want to be, or they feel sheepish to ask.

Or they are ashamed.

Section two, Sarah? Supports and mentors and tools and coaching opportunities needed to be prepared for to be effective at Board Meetings.

Sarah number six?

>> SARAH CARMANY: Yep.

Individual is provided with a Board sponsor or mentor.

>> STEVE: This is Steve.

Even though I like to do the orientations with new Council Members, either with the full Council or individually and then provide myself as a resource to new Board Members into perpetuity, I don't think that we do this, actually.

>> CHAIR JAN LAMPMAN: Right.

>> STEVE: Honestly, I don't.

I would have to say we're probably a zero in that as far as that specific statement.

>> CHAIR JAN LAMPMAN: Yep.

>> DR. MARK FRIEDMAN: It's something we would like to help you with and it's surprising how many organizations are working on that.

As an advocacy comment, one of the things that is helpful is it becomes systemized and it's something that goes on.

Sarah number seven? Frank has a question.

>> FRANK ANIMIKWAM: I have been a part of the Council going on two years and we don't do this in a formal sense but mentorship and if you will, sponsors, which is always there in an informal sense.

I do feel that leadership is there as well as Council Members in generality we're always there to support one another.

I do feel mentorship is occurring although we're not having a formal process.

>> DR. MARK FRIEDMAN: Thank you, Frank.

Just to make sha point -- a lot of the groups that used to do mentors and it became informal over time.

Number seven, Sarah?

>> SARAH CARMANY: Individual received needed assistance with transportation arrangements and expenses in advance of meetings.

>> STEVE: This is Steve and I want to encourage all Council Members to participate.

Frank, I appreciate you and Jamia jumping into this.

I encourage you if you have anything to say on these, please, please contribute.

>> AARON ANDRES: This is Aaron.

I would say they do provide assistance with hotels and transportation or whatever we may need.

>> SARAH CARMANY: Okay.

>> DR. MARK FRIEDMAN: Okay Sarah.

>> SARAH CARMANY: Number eight.

Individual receives materials at least one week prior to meetings and in an alternative form if helpful.

>> AARON ANDRES: I don't know what our policies are now but in the past when I was the Chair, we did that.

>> CHAIR JAN LAMPMAN: We do.

>> SARAH CARMANY: Okay.

Number nine.

Premeetings are provided to enhance participation preparation.

>> STEVE: This is Steve.

I would say because we're a public body subject on the Open Meetings act, we don't do that.

However, I am always available to Council Members if they have questions about the upcoming meetings.

I sometimes get calls or texts or emails about certain agenda items and will take the time to go over those individual questions, but I wouldn't say that we have formal premeetings in terms of preparation for those.

>> SARAH CARMANY: Uh-huh.

>> CHAIR JAN LAMPMAN: Right.

>> DR. MARK FRIEDMAN: Number ten, Sarah?

>> SARAH CARMANY: Board Meeting arrangements are altered to allow for closer seating for leadership or speakers.

>> DR. MARK FRIEDMAN: What you used to do or what you might do in the future.

>> CHAIR JAN LAMPMAN: We have had one hybrid meeting since COVID and in that hybrid meeting, I mean people were able to -- we don't have assigned seating, but we were able to do that.

I don't know that we have a policy to do it, but we are organized in such a way that you can, right?

>> DR. MARK FRIEDMAN: Okay.

Next, we're going to go into three.

I'm going to do this one.

Deliberate communication.

Consideration of the way the individual receives, processes, and expresses information and ideas.

We have found individuals with more significant needs and complex needs -- sometimes with communication, communication Boards et cetera or sometimes slowing down the meeting and sometimes not having a voice issue impairment but just comprehension.

Number 11: Individual is afforded use of technology to prepare and participate in meetings.

What do you think of that?

>> FRANK ANIMIKWAM: I would say this is a one and COVID certainly has pushed us more into the use of technology as well.

We access -- the meeting's access to each other, I feel like SILC does a really good job of tapping into all of the different technologies out there, especially for those who need special accommodations.

>> DR. MARK FRIEDMAN: Thanks Frank.

COVID has been devastating for people but there is a silver lining for people being able to participate in ways they couldn't before.

Number 12.

Individual's communication style or use of interpreter factored into Board Discussions.

>> CHAIR JAN LAMPMAN: That's a one.

>> DR. MARK FRIEDMAN: Individual is routinely called upon for their input and asked for clarification when needed.

>> JAMIA DAVIS: I would say that's a one.

>> DR. MARK FRIEDMAN: Board adopted user friendly document practices.

Language, language, large type, color coding, reduced jargon.

>> CHAIR JAN LAMPMAN: I would say we do our best.

We can always get better at it.

>> DR. MARK FRIEDMAN: We'll do a .5.

>> CHAIR JAN LAMPMAN: Do the half.

I like the .5 on that.

We can always get better.

>> MARK PIERCE: This is Mark, and I would like to comment on that.

I just went through training with my coordinators about this.

The whole piece about accommodations, we have to take the time to go through that to empower the person with the ability to speak on their accommodation.

Unfortunately, no one can know what that accommodation should be.

I know these are examples but to be an intentional about an accommodation, saying that yes, we do have closed caption.

Yes, we do have a large print.

Yes, we do offer, we try to reduce jargon and the CILs is horrible.

We have acronyms that are unreal.

And so, you have to be really intentional about just saying to people don't just say it's the ADA.

Say the Americans with Disabilities Act.

I think a .5.

Communication is an ongoing thing.

I think this particular question speak to our accommodations needed for documents or whatever it may be.

>> DR. MARK FRIEDMAN: Thanks, and I think just to -- thinking about so many things and one of the biggest things I think is modeling behavior.

You are a very important organization and lots of people pre-Covid attend meetings and see what you're doing.

I'm sure almost every one of you serve on other Boards and Committees and when you go to those things, in our group we do X.

It promotes advocacy and what not.

Those things that you're doing are really important.

The other thing I wanted to mention is time.

It really does take time.

It both takes time to prepare, and it takes time to have a relationship with the person.

Nobody wants to say I need XYZ and I'm special.

So, it takes time for people to feel comfortable with what they need, and it takes time for the organization to put that in place.

And in particular with people with speech problems, it takes time for the meeting.

It's one of the things that people are concerned about a lot.

Communication -- oh it takes longer to listen to the person.

There are a number of groups we worked with over time that people really valued that input and people got more comfortable.

The time sequence is an issue in a whole lot of ways there.

Full participation.

Actions taken to fully include the individual and the organization's mission and purpose.

We've heard a lot of things you're doing.

Individual accommodations include frequent breaks or rest periods.

Thoughts on that?

>> JAMIA DAVIS: This is Jamia.

I would say yes because we factor in breaks for our Council meetings.

>> DR. MARK FRIEDMAN: Excellent, thank you.

Individual received ongoing Board training.

I think we talked about that.

.5.

In addition to the orientation going on, rushed a one because you're doing it today.

>> CHAIR JAN LAMPMAN: We do a lot of Board training, and we try to do a training educational component at every meeting.

>> DR. MARK FRIEDMAN: Excellent.

Individuals participate inside committees or subcommittees.

I'm not sure of your committee structure.

>> STEVE: We've really reduced our committee structures and have gone to an executive economic structure, but we have a lot of workgroups.

Opportunities for all Council Members to participate on work teams.

We're revising our financial policies that are going to help reimburse more expenses for Council Member that's prevent them from participating, whether it's childcare or other allowable expenses.

So, I think we do afford all Council Members an opportunity to participate outside of just the standard business meetings of our Council.

>> DR. MARK FRIEDMAN: This is the feedback you heard David talking about.

People learn from going to other opportunities.

19 Board membership includes two or more people with disabilities.

Obviously, you have that.

A lot of Boards just bring one person on a lot of the time.

Number twenty, Board maintains contact with individual between meetings.

>> FRANK ANIMIKWAM: Yes one.

>> DR. MARK FRIEDMAN: Next area is meaningful contributions.

David you're going to do that.

Efforts made to fulfill the responsibilities of Board membership in ways that demonstrate commitment to the Board and organization.

We've certainly heard a lot about that.

David? Number 21, can you see it? Did I go up too far? You have to unmute yourself.

>> DAVID: You went too far, Mark.

>> SARAH CARMANY: No, he didn't.

>> DAVID: I see it now.

Individuals preferred -- okay.

Okay.

Individuals preferred airs of input or concerns are given outlets for action.

>> DR. MARK FRIEDMAN: Outlets for action.

>> CHAIR JAN LAMPMAN: I feel like the fact that we have a SPIL and different Council Members can engage in various workgroups around each of the SPIL objectives along with other Council activities gives us lots of opportunity to kind of find your niche, right?

>> DR. MARK FRIEDMAN: Okay.

David?

>> DAVID: Individual provides agenda items for meeting.

>> STEVE: I would say our agenda, we have pretty much standardized standing items on our agenda; however, on our SPIL monitoring -- we have CIL champion and counterpart of -- goal that's do report outs of in our Council meetings.

>> DR. MARK FRIEDMAN: Twenty-three?

>> DAVID: Individual receives memberships.

>> STEVE: I sent out ILRU or -- Council -- I would say the water –

>> DR. MARK FRIEDMAN: Twenty-four?

>> DAVID: Board assessment –

>> DR. MARK FRIEDMAN: Assignments.

>> DAVID: Board assignments are completed and -- is that.

>> DR. MARK FRIEDMAN: In pairs.

>> DAVID: In pairs that include the individual.

>> STEVE: This is Steve, and I would say yes.

On our SPIL goal workgroups, most of our teams are made up from anywhere from five to eight individuals that are Council Members and CIL either Directors or employees and we meet on regular basis to review the progress of those goals.

>> DR. MARK FRIEDMAN: Twenty-five, David?

>> DAVID: Board Members roles and.

>> DR. MARK FRIEDMAN: Duties.

>> DAVID: Duties –

>> DR. MARK FRIEDMAN: Doing with the orientation and training but more specific.

Your thoughts?

>> FRANK ANIMIKWAM: I would like to provide a perspective on this one.

This is Frank.

I do see that our SILC or our Board, we do have roles and duties explained with the orientation that we do have set up especially with our handbook.

In terms of carried out and I think this is speaking to what Steve had shared earlier about time commitments, making sure that we're, the Board Members are able to balance their time and protect their time, if that's for their own personal work, other Boards, or for this voluntary Board that they signed up for.

I don't know if I can give this a one but I'm open to hear others' inputs.

Thank you.

>> DR. MARK FRIEDMAN: Any thoughts? We can do a point scale.

We've gotten to that point.

A .5.

>> STEVE: This is Steve, and I would agree with that.

Thank you for that, Frank.

I don't feel like it's necessity fault of any Council Member that joins.

I don't think anyone intentionally wants to join and then not participate.

There are things that happen in all of our lives, and they come up and they are understandable.

But yeah.

Thank you for that, Frank.

>> FRANK ANIMIKWAM: The sense I get from working with this team is that we are all very passionate and to a fault at times pleasing people.

We want to make sure we're pleasing our constituents and making sure we're fulfilling their needs and mitigating barriers and also making sure we're commit to go each other.

There's only so much time and energy and that's where finite things come in.

>> DR. MARK FRIEDMAN: True influence.

Repeat and consideration of the Board to the extent that it acts on ideas or concerns that the individual with a disability has expressed.

>> SARAH CARMANY: Individual is in leadership or co-leadership role.

>> DR. MARK FRIEDMAN: I'm going to give you a one.

Of course, you're certainly doing that.

Number 27?

>> SARAH CARMANY: Individual suggestions and/or recommendations are adopted bit Board?

>> DR. MARK FRIEDMAN: That is people's perceptions here.

We want to hear from people here.

>> JAMIA DAVIS: This is Jamia.

I would a say a one for this from my perspective because when we discuss agenda items, usually there's room for discussion and also if you're in a workgroup, typically, Steve or like Jan will suggest, you know, input from everyone on the work team, so I would say yes.

>> DR. MARK FRIEDMAN: Twenty-eight.

Sarah?

>> SARAH CARMANY: Individuals participate in efforts to educate policymakers and other stockholders.

>> FRANK ANIMIKWAM: I would say a one for this one.

We do have our leadership who I believe at times will meet with policymakers and other stakeholders and in the CILs network as well.

The other thing is I participate a little bit more indirectly as a Board or Council Member is that we do letters at times if there's a specific issue or concern, we want to make sure a legislator or policymaker is aware of, then we'll get on the letter or mailing list and send out multi-letters to hear multiple voices stronger than one.

>> SARAH CARMANY: Right.

>> DR. MARK FRIEDMAN: Twenty-nine Sarah?

>> SARAH CARMANY: Board and organizations have written bylaws and policy that's require inclusive practices.

>> DR. MARK FRIEDMAN: I'm going to give you one. That's part and parcel of the documents we have seen of your SPIL plan and organizing documents.

Number 30, Sarah?

>> SARAH CARMANY: Board rotation adds new individuals with different voices and perspectives.

>> MARK PIERCE: This is Mark.

I don't think we have much control over that.

Because we're only getting so much time.

I am a little concerned in relationship to we do have to be really intentional about on boarding of Council Members to ensure we can get maximum participation out of them.

So yeah, we're going to get new people but at the same time we have to be really intentional about getting them empowered and being a part of it quickly.

I would give them a one.

I've been in this Council for a while.

>> STEVE: This is Steve, and I would agree, Mark.

Thank you for that.

One thing that I do is maintain a relationship with the appointments office and letting them know we're constantly trying to diversify our Board across all demographics and economic levels and across geography.

Urban and rural areas and underrepresented groups. In the last four years I think we have increased the diversity of our Council quite a bit from what it's been and that is the direction we're headed in full steam ahead as I continue to work with the appointment’s office.

>> DR. MARK FRIEDMAN: I want to give feedback from our national study.

One of the major things that governmental entities would explain about that they didn't control their own appointments.

The commissioners appoint.

Yet we heard from just a few but exactly what you're talking about, Steve, of how they intentionally had created relationships with the appointment’s office, often times with the governor and had tremendous influence and success in that and sometimes they have been saying these are accommodations required under the Americans with Disabilities Act.

You deserve a lot of credit for figuring out how to do that and improving on it despite it's not easy we hear almost every time we talk about this.

We don't have a choice over that and someone else makes those decisions.

One group started playing tennis with the points secretary.

So, there are lots of ways.

So, this brings us to the exciting part which is the chart of this assessment that we've just done and what is really useful is that this is your chart.

We will send this to you, and you can see, and I can share with you from most groups that we do, you're really high on virtually all of these things.

So, we commend you and applaud you for the work that you're doing already to include people.

Obviously, purpose and mission you have extensive number of people you are serving and nonetheless it's quite impressive and we commend you for that work.

So, the next step is to really think about where you would want to concentration.

Where you might want to go and that would be the next thing that we would be working with you.

We do trainings on each of these pieces.

But let me open the floor to both Steve and Jan and the whole group and committee and where you might want to go with this and how far.

Next um, after this is to come up with a work plan.

But I think right now it would be really useful to have a discussion with all the Board Members and Council Members about your thoughts about it.

So, I turn it to open it up.

>> STEVE: This is Steve.

I'm intentionally staying quiet because I want to hear from all the Council Members on what we just did.

>> MARK PIERCE: This is Mark.

First off, I think it's really cool because I like to do it with my Board.

I asked in the chat; can you provide me with one of these little assessment tools.

When you put it in and then see where you're at, it's very impactful.

I think this is great and I never looked at it from this perspective and then to get some type of impact or evaluation back of where you're at.

Especially, if you're real truthful about the things you do.

>> DR. MARK FRIEDMAN: I'm laughing, and I don't mean to be.

>> MARK PIERCE: Yeah.

>> AARON ANDRES: I think it provides us a good snapshot of where our organization is and the areas we need to improve and of course, there's always room for improvement and always room for more engagement and more efforts put on areas but overall, I think we're doing a real good job.

So yeah.

>> ALLEN BEAUCHAMP: This is Allen.

I would like to add what we're doing to is very valuable, I feel, as a team.

Because we don't -- one thing is most of us haven't even met in person yet.

So, I'm still on the computer and seeing everybody on screen.

So, I really think this is valuable exercise and I think this can only make us stronger as a team.

>> FRANK ANIMIKWAM: This is Frank.

I wanted to add that we can look at these as goals, but I think what we should be looking at or how we should be looking at these -- goals have an end point.

I think we should you know kind of seconding what Aaron had shared about continuing improving these.

We should always be striving toward always getting better on these.

Even though we had 100% there, there's always areas for improvements.

SILC over all does a great job of striving to reach these.

>> DR. MARK FRIEDMAN: Other comments? Fark we will provide, and I will send it to everybody or to Mark to get it out.

To be able to use yourself in whatever ways that you find helpful.

It's really what you want to do next as part and parcel with this.

There are a number of other steps and see how far you want to go and see how much you want to finish.

We can talk more about future steps.

Let me ask that to Steve and Jan where you want to go next, we have a little bit of time left on our schedule.

Jan or Steve?

>> STEVE: This is Steve.

I like the questions are based on research you all have done that probes into a lot of specific areas of an organization or a council, particularly ours.

And I'm so interested in the whole supports and mentoring piece where we hit a 60%.

Because we are a disability-based council where a majority of our Council Members are people with disabilities, and it's required to be consumer controlled.

I mean, this is kind of affirmed some of that and as Frank has said, that's a path that's a continual improvement process always, always, always.

But the supports and mentoring piece is so key for me.

Because beyond the orientation and the behind-the-scenes support that I can give individual Council Members, this is showing us areas that we can continue to expand into and improve and increase that inclusion and full participation in meaningful ways for all the folks that come our way to be part of this Council to advance Independent Living in the State of Michigan.

So, I'm appreciative of this process and I'm appreciative of the picture it's showing us and where we can continue down that path forward together to ever increase that inclusion and participation from everybody that's part of our IL-NET work and part of the disability movement.

>> CHAIR JAN LAMPMAN: So, this is Jan and I want to add a comment.

I'm going to guess that the rest of the Council will agree that just focus on how we're supporting and engaging folks and connecting with mentors and we'll work on this more.

I want to point out the title of the presentation is Beyond Tokenism and sometimes we think that believes providing a mentor to the person experiencing a disability.

I learned more from my sister who has a developmental disability than probably anyone in my entire life and, you know, I was taught by people like John O’Brien, and I think Mary taught me more.

She continues to be my mentor and she's ten years older than me and has more life experience than me.

She's been my mentor really and truly and when I think about the work that we do as a council of trying to promote inclusion and participation of all citizens, right? There are lots of people who maybe have never experienced a disability that need the mentorship, right? Outside of our council.

So, from within our council, I feel like we need to be thinking about mentoring not just within ourselves but how we are out in the world, sort of, teaching the rest of the world about the values, right?

>> MARK PIERCE: Yeah, I agree with you Jan, this is really well said.

This is Mark.

Sorry I have to identify myself here.

I was thinking about this training just from one was explained by David and Sarah.

We're getting ready to do a survey and trying to elicit input across the consumers across the State in Michigan.

How do we use this training to help take down the barrier.

What this is saying is our approach -- I'm going to be truthful.

If I designate a three-hour window for people to come in and state their needs or concerns in person or on video, whatever it may, it sounds like I didn't throw the net far enough and it has a lot of holes in it, so people don't make, they don't get gathered.

So, I'm trying to think of it and I'm definitely looking at our new SPIL that we're trying to write.

How do we gather input from people using this model? I don't have the answers, but I'm definitely listening for some ideas.

>> DR. MARK FRIEDMAN: You ask the most important and complicated questions, Mark.

I have done quite a bit of national work on what is called citizen engagement and how you engage people and particularly how you engage people with disabilities, and I will be willing for you Mark or your organization or the SILC at another time to put forth one of those presentations that I do.

It's and a national program on citizen consumer participation funded by the Federal Government.

It's a whole other piece.

Just to respond a little bit.

So many people are trying to do this.

And it is hard and my sort of conclusion, we try too.

My conclusion is that a lot of it doesn't work.

A lot of it just doesn't work.

So, we're, and like one of the reasons we came with the assessment was the whole goal is how do you bring about change, right? We started this project two years ago and the driving force for me was at the end of it, we don't want this just to be somebody puts this in a book and puts it on a shelf.

How do you impact people? So, there's a tremendous amount of working done around diversity and inclusion, and we haven't made much progress on it.

I'm being really blunt here now.

Nonprofits across the Board, not just disabilities -- nonprofits there is very little improvement over ten years of under-represented people.

Hispanic and African groups and by enlarge people with disabilities group is not included in that.

We have worked with the National Parks service, and they have a terrible track record of having nonwhite people in that.

My conclusion is all about trust networks and so you have to work with people who have trust in the community and then will ask somebody else.

You think about it for yourself -- somebody mentioned you get Members from somebody going on the Governor's webpage.

My experience is you get somebody ask you, somebody that you trust, your friend, your colleague, your worker, and somebody says oh, have you heard about the Council? Or have you heard about this job? There are huge amounts of working done in the job and we know that 80% of people get their jobs from somebody who works there.

We have an opening.

Can you come? And so, it's -- you know, working across the Board.

Much of what we're doing is talking about these techniques for including everybody.

Not really just people with disabilities.

How do you make somebody feel comfortable? Whether you call it an orientation or not.

There's a huge, huge dropout rate when underrepresented people get on committee or policy or whatever it is, they don't feel anybody is listening to them and they leave, et cetera et cetera.

Just again I would be happy to do a bigger training, but I think it comes down to trust.

What does that mean for you as a Council? It means that the more people that you include in your network, they are going to include other people in the network.

I think that's going to be the most effective way to broaden your representation is as you have these -- you call them workgroups -- and teams, even just the language of teams -- that's a very, just to be blunt, talk about teams rather than committee Member -- a very powerful statement.

A number of you talked about it.

Jamia, you talked about being on and being listened to and you have been successful in that.

The major way to have success would be bringing more people in whatever you define as underrepresented, be that as people of more significant disabilities.

But other underrepresented people from rural areas. We've had a two-year project in Alaska.

We tracked 5,000 people using a Zoom platform on Person-Centered Planning and we were able to reach more people in rural areas on video than would be able to come.

We did a piece on -- one of our [indiscernible] is bilingual and we had a translator, and you can do that at a much cheaper cost.

We had a full Spanish translation for our training events.

I'm not telling you to do that but just giving you an example.

Ways to get other people connected. Those are some of the ways and the success -- where can you get the biggest bank for the effort? We've heard a number of people saying people only have so much time.

You know.

On the one hand people should give more but on the other hand people only have so much time.

One of the things that led us to the research -- we did a tremendous amount of research -- which is how can you get the biggest bang for the buck.

The things that we're presenting to you all are things that are successful.

If you implement these, you can get success from them rather than spinning your wheels.

Aaron, I'm sorry you wanted to comment.

>> AARON ANDRES: I have a question.

What is your thought on how to combat confusing activity with progress?

>> DR. MARK FRIEDMAN: Say more about that?

>> AARON ANDRES: Basically, we have goals and things we want to accomplish, and we have activities to accomplish those goals but a lot of times you see so many groups that talk about doing great things and because of one way or another they are not able to implement, and they talk about implementing and they sometimes confuse activity with progress.

>> DR. MARK FRIEDMAN: That's an excellent question.

You all ask some really tough -- you can see Mary shaking her head.

Mary hasn't spoken up but Mary has been on the SILC in Nebraska and was the Chairperson of it and so she has extensive experience with these kinds of issues.

There are issues across the Board.

It's really an issue of are you focused on process or are you focused on outcomes to be really, really simplistic and to be really blunt.

I think the things you've talked about Steve doing organizational development person is my approach to most of these things.

Everybody here has talked about a lot of things that make an organization effective.

Having workgroups and having people participate in them.

Doing a number of things around COVID.

Allen said you have not met each other but you're being effective in a number of ways.

Involving more people.

To me this looks like a diverse group compared to many of the groups I have met.

It's implementing and getting things done rather than talking about it.

That's what happens with diversity.

People don't like to do it, so you talk about it.

I worked with a woman in the national parks service, and she was the youngest and the highest person in the National Park service, African American, in the entire nation and she said when we talked about this, she couldn't assist with on one more diversity committee because everybody was turning to her, and it didn't make a difference.

She was working with Loretta King in Atlanta but had the same perception.

They are making a difference.

Again, I think it's a trust network.

The other thing is you model behavior.

I'm being really blunt here.

But and I have been a woman African American who works with us in California and actually she shocked me when she says this.

She's African and first identified who is Spanish and African American and underrepresents and a nonwhite person when she walks into a room.

These are challenging things and challenging times that we have but all of the efforts that you're making make a difference.

But ultimately, it comes down to modeling behavior and being able to do some of these things.

The techniques we have given you are across the Board.

They are small steps that compound themselves.

It's like having a Board orientation.

This is not meant to as a checklist; okay? That's why the chart is there.

The chart is to say pick one of these areas and focus on.

Don't try to do all of these. That's what happens with accessibility.

I'm sure you have all seen it and you have a list of a hundred things and you're like oh my God I can't.

Do one.

This is your decision and that's one of the things we like about it.

You can choose any of them.

It's a management decision and you decide for whatever reason this is an area we want to focus on.

Communication, support, whatever it is.

We're going to focus on this area and then we can come to your question, how much can we succeed at it? Mark?

>> MARK PIERCE: I have my hand up again.

Thank you so much.

I want to first commend Steve on strategically sliding this in and I think we do need to work on partnerships and workgroups to widen the nets of inclusion.

At first I didn't understand what you were doing when you brought all the different groups in but now I can see in the bigger picture the partnership could be very useful, especially to CILs and with CILs the Directors are so busy doing what we're doing in the five core services, we really don't understand strategically how to put that out there.

I can talk for hours.

But I do appreciate just one step.

We do have one thing we need to accomplish and that is create a net to include as many people as we can for input for people with disabilities across the State of Michigan on their needs and we should create a tool that creates a large, broad net and an easy way for people to put their input in that net.

Disability is a hard thing.

I don't want to call it too hard.

I think we can do it if we give yourself a few goals.

Look at how many people we were able to contact in our last writing and say hey, how many people can we get feedback for this next one and we would like to take it to 500, 600, a thousand people and be more qualitative from there.

I'm not here to say what we all ought to do.

But I am concerned about the silks.

If you think about it, the CILs are our worker bees and we are the governing body that comes up with the ideas but the people to get out there to do the work are your CILs and if they get -- if you lay it to them the right way, we can do this.

I think we'll be talking about this this afternoon at 12:00 o'clock in our strategic planning.

>> DR. MARK FRIEDMAN: Stephanie just joined us.

Do you want to say hello? I know you haven't taught anything.

You've missed a lot.

>> STEPHANIE DIEBLE: Hi everyone.

Apologies for being late and it's good to be here and to be part of the remaining discussion.

>> DR. MARK FRIEDMAN: Mary is from Nebraska, and she's been one of our extraordinary co-trainers and support person and just fantastic.

She was chairperson of the silks and CILs in Nebraska which is I must say a lot smaller than Michigan.

>> MARY: I was going to say first off; the SPIL is one of the hardest things I've ever had to do.

I worked with the the Executive Director a friend and inputting the data was frustrating and it could have been and thrown out and all of that and I really commend you.

The other thing is Frank had an interesting question and he wants to know if we have future different trainings about walking around different partnerships and that is a key for everybody.

You're not the only one that has that question.

Coming up with that question.

[indiscernible] Mark, do you have any comment on that? Thing that's we might be able to offer on that.

>> DR. MARK FRIEDMAN: These are challenging questions that you have, and I come back to implementation and how to make a difference.

I think people come to participate under trust networks that they are somehow connected in, and you can do a lot to have new people and come in and what not.

But the whole notion of something that they know.

Think about yourselves. Whatever it is.

Even if it's being an athlete or golfer or the glee club and somebody pulls you in.

It's the number one way of fund-raising.

Would you give to this organization? Would you join this? Would you be part of the Council? Would you be part of the SILC? People don't know and this is really why we're in the conversation is Beyond Tokenism.

People think that organizations like this are just one more bureaucratic place.

Mark when you say how do you get people to come and give input, people say what's the point.

They are going to take their stack of paper and put it in the drawer, and you can't blame people and I'm sure you feel the same if someone asks you.

I think reaching out and concretely the more people you can get in your workgroups.

Recruitment.

One fundamental way and getting a little bit off track from this particular part, but as an organizer, which is one thing I've done quite a bit, as an organizer, you're always thinking of how you can involve more people.

You're doing a task.

All of us as Directors, you have five hats you're wearing at one time.

But In addition to how do I get this done? You're thinking about how I can involve more people and you're always caught in -- people say I don't have time for that.

I can do it quicker myself than get someone.

You probably can but that's not building your organization.

So one of the things I think that you're talking about Mark and this question of how to work in cross organizations is to see, see, is one of your goals and I'm not even saying a formal goal but one of the goal -- trying to diversify and build the organization and how do you get more people involved in that.

The training is probably around citizen engagement that I do, Mary.

I talk a lot about consciously figuring out how do you get more people involved in the things that you're doing.

Typically, citizen engagement means that you have an open house.

That you have a webpage that you have.

But when you really talk about this, just think about this.

So much, a lot of governments will do talking sessions.

They will go on all across the State.

Well, if you've ever been to one of that, 90% of that is the talker giving a report.

There's no input.

If would be like me, if, you know, David and you know there's a saying.

I can't help myself sometimes.

I'm a College Professor and I teach at City university.

You pour the knowledge in the person's head, that's a saying.

That doesn't get people.

You have to engage people.

Aaron?

>> AARON ANDRES: I wanted to bring up a topic about including people and getting more people involved.

In the past, not to bring up a bad subject but in the past, we've had a few advocates that have tried to, for lack of a better word, take over the meeting.

And we have really clamped down and really tried to present a united front as we're working on these issues.

But it's hard for -- and I'm basically talking about myself.

When certain people come before you and always nag you about things not doing or the things they want to change or things of that nature.

How do you prevent yourself from being turned off as to oh this person is just trying to, you know, be negative or, you know, --

>> DR. MARK FRIEDMAN: That's a great question and I have the best answer for it which is a hard answer.

That's about group facilitation.

And think about this.

Some groups just don't have that problem and some groups do.

Some of it is the people.

I know you're talking about specific people, and I have had those experiences too.

I have had where a chairperson of the group -- somehow the group takes a break and the problem just disappears, right? I'm not saying it's easy, it's the skills.

The more challenging people you have, the more skills you need of the facilitator, the group leader, the president.

The in some cases you may want to have a facilitator who begins to have that role, you may want to ask somebody else who has the role.

Regardless of it, I think all of you have had the experience where you see people -- there's something like that and it just gets taken care of at lunch.

Steve, please?

>> STEVE: Thanks, Mark.

Going back to Mark's comment on how do we get more diverse voices involved in our SPIL? How do we get more diversity on our Council? Sometimes it's not about sitting and waiting about people to come to you.

I realized this back at the end of the July when I spent eight weeks going to eight different CIL events across the State.

I met so many different people at these events and one person that sticks out to me was down in Monroe at the Ann Arbor event and she was from India born and raised in India and she used a power chair and limited use of her hands and was a former computer programmer.

She was looking how to get involved.

I fell over giving her a sheet for the Council.

She's Planning on leaving the State to go to Florida and live in a year or so and I continued the conversation with her.

She says growing up in the Hindu culture she was looked down upon.

She would get stuck in the mud in her wheelchair nobody would come help her.

They would see it as karma as if it was her fault.

The hair on my body stood up that she had experienced that in her life in the country she was born and raised in.

No, it's not always about us waiting for people to come to us.

It's not always about sticking stuff out on social media.

It's about going to the groups and events and being present and setting up an intentional table and doing intentional outreach and that never became more powerful to me than in July and going around the State and having the information out there and engaging one on one with people and it was such a powerful process and I'm so appreciative that I did that and we're going to continue as a Council intentionally engaging our communities and meeting them where we're at.

>> DR. MARK FRIEDMAN: I can tell you if everybody here was going where you're going and spending the five or ten minutes engaging with people.

I'll tell a personal story and our time is really up and we have to give you back to the rest of your meeting.

I'll just tell a personal story.

So, I'm a Quaker.

Three years ago, I became a Quaker and I'm interested in these issues and I'm now a trustee in the Quaker meeting.

An African American woman came, and I went on my way to welcome her and I'm glad you're here and we had a little meal and what not.

That was two years ago.

A month ago, we're having a process where she spoke up and said what a difference that made.

She felt left out, and nobody knew her, and Quakers are a white organization.

Slowly she got comfortable and two years later she is a key person in the manage point meeting.

I was shocked what a difference it made.

I didn't make up a list.

I didn't put it on my to-do list.

I didn't do it unless I'm pushing myself.

Not as a simple answer but to your point, Steve.

It's your job and you went to all of these places, but I think if each person here does that -- again, it's that trust network.

So even if you don't know the person, making the connection and ultimately, -- this is my summary is that ultimately, it's all about relationships.

Relationships, relationships, relationships, and having a sense that you know other people.

That's why, you know, we love Zoom but it's not the same as being in person.

If we had a choice, we would be in person.

You get to break bread and you get to have a conversation and say oh I heard you say such and such and that was really interesting but we're not doing that.

We will be soon.

But in whatever way that you can have the connections.

With that, I'm going to wind ourselves up.

We're at 11:45 and we very much appreciate the depth of the conversation that we have had with almost everybody and we really thank you for that.

We're available for some DAP training if you would like.

I did offer completely outside of this project the whole notion of citizen engagement that I would be pleased to do with you at some point if you wish to.

With that we will say good-bye and leave you to your full Board Meeting and I know you have a lot to cover ahead of you.

>> MARY: They are retreating to.

Lot of work but –

>> CHAIR JAN LAMPMAN: Who is speaking in the background of Mark.

Do we know who that is? This is Jan and I would like to thank Mark and David and Sarah and Mary for the wonderful training this morning.

I do think that I will definitely be in favor of, should this Council decide to bring back for some of the other trainings that you can do -- I'm particularly interested in CIL Zen engagement for sure.

We'll see what the rest of the Council Members think and again, thank you so much for being with us and we are going to use the things you taught you see wisely.

>> DR. MARK FRIEDMAN: Pleasure to be with you and we will see all of you in the future.

Thank you all.

Bye-bye, everybody.

>> SARAH CARMANY: Thank you for having us.

>> STEVE: Thank you.

>> CHAIR JAN LAMPMAN: So, I believe this was the point in the agenda Council Members where we were going to take a break.

Steve, how long did we have on the agenda for the break.

>> STEVE: We had twenty minutes.

Was it ten minutes, Frank?

>> MARK PIERCE: I think you're right.

Twenty.

>> DR. MARK FRIEDMAN: Let me interrupt.

Who do I make host?

>> CHAIR JAN LAMPMAN: Tracy.

>> DR. MARK FRIEDMAN: Okay.

Bye-bye everybody.

>> CHAIR JAN LAMPMAN: All right.

Thank you.

Okay.

>> STEVE: To answer your question, I think we had twenty minutes scheduled but I really don't think this afternoon is going to take long.

Does everyone want to take a half hour lunch and come back in 30 minutes? At 12:20? Would that be cool?

>> CHAIR JAN LAMPMAN: Yeah, let's do that.

Will that work for you, Frank?

>> FRANK ANIMIKWAM: Yes.

>> CHAIR JAN LAMPMAN: Okay.

If it doesn't work -- okay.

12:20 and we'll sigh all in a bit.

>> STEVE: Thanks everyone.

See you all in a bit.

[ Break]

[ Please stand by for captioning]

>> CHAIR JAN LAMPMAN: Okay.

It is 12:20 and I hello love for us to get back together, if we could, please.

If someone could give me a thumbs up that you can hear me, that would be great.

Our next item on our agenda is Strategic Planning.

And Steve, would you like to sort of take the reins on that one? Steve?

>> STEVE:

>> CHAIR JAN LAMPMAN: Is Steve talking because I can't hear?

>> STEPHANIE DIEBLE: You're on mute.

Now you're off.

>> CHAIR JAN LAMPMAN: Thank you.

Stephanie.

So, Steve did you want to take the reins with the Strategic Planning? Can people not hear me? Somebody tell me if you can hear me?

>> STEPHANIE DIEBLE: I can hear you.

I can't hear Steve, but it doesn't look like he can hear us.

>> FRANK ANIMIKWAM: I can hear you, Jan.

>> MARK PIERCE: We can hear you.

>> CHAIR JAN LAMPMAN: Thank you.

Steve, can you hear us, and can you speak to that we can hear you, please?

>> STEVE: I can now, and I guess I had my computer on mute for a few minutes and now I'm back.

>> CHAIR JAN LAMPMAN: Thank you sir.

Would you be willing to take the next agenda item?

>> STEVE: Absolutely.

As most of you know -- Aaron, you may not know this right now, but we created a strategic clan about a year and a half ago and out of that strategic plan the Council ended up creating three goals for itself.

There's an advocacy goal.

Let me move this around here really quick.

And that goal was to promote effective statewide policy that's advance the MISILC mission.

The advance the SILC as a lead.

Empower and amplify the diverse voices of the IL-NET work.

MISILC will develop sustain develop -- and the third goal was under collaboration and outreach.

Collaborate with organizations to further the IL philosophy, disability rights, and the belonging of People with Disabilities in Michigan.

So, what I was tasked with in my last performance evaluation was creating smart goals for these three overarching goals for the Council.

The approach that I took was to look at goals that were currently within the SPIL that could be tucked up underneath one of these Council goals, so to speak.

Coming back down to the first advocacy goal, what I felt fit underneath of this from the current SPIL is our systems change advocacy goal which is people can disabilities are actively engaged in promoting and advancing disability rights through Advocacy and Leadership initiative; you all have access through this without having to be through it verbatim.

Increase in number of CIL use advocacy leadership and programs and hold statewide submit.

The second goal under education and empowerment, I felt that our diversity and inclusion goal fit underneath of this one, at least in part.

All people with disabilities, including people in under serves and unserved populations are welcomed respected and actively included in community activities to reduce social isolation.

Measurable indicators being around the D and I best practices.

Ableism and I believe that all of the CILs have gone through the training.

Another measurable indicator is SILC involvement.

I have the SILC representative on that and you're going to start hearing more about them rolling that out in September; okay: The DD Council have been involved with that for five years and we're at the end of the five year period where our involvement with the Georgetown University is coming to an end and we're going to start implementing the community practice statewide and inclusive of the CILs and it's a cultural change initiative and I'm excited for you all to see what's coming in the initiative.

>> CHAIR JAN LAMPMAN: Aaron has his hand up.

>> AARON ANDRES: Do we have an indicator of what, a statistic of what we wanted to hid hit and where we are in relation to that number as it related to the number of people who want to reach instead of it just being an open-ended goal of a specific thing we can point to and say here is a number that we generically want to hit.

>> STEVE: Was there a particular measurable indicator or goal?

>> AARON ANDRES: Under the advocacy and awareness is where I just saw it.

>> CHAIR JAN LAMPMAN: Aaron, are you talking about the one related to underserved populations?

>> AARON ANDRES: Uh, yes.

>> CHAIR JAN LAMPMAN: Okay.

Okay.

So, Steve some of that is coming out of the like, the work we're doing with the PR firm and the -- so we want to talk about that for a second? Just to bring Aaron up?

>> STEVE: Yeah so Aaron, earlier this year and late last year we contracted with public relations outreach firm based out of Detroit to really launch a statewide outreach campaign on behalf of SILC and for the entire IL-NET work to promote Independent Living awareness and also increase awareness of CILs and their services across the statement outreach, as you know, is geared toward Unserved and Underserved populations but the way that we have defined Unserved and Underserved populations here in Michigan is essentially the entire State.

Go ahead.

>> AARON ANDRES: Is this the same firm that we were asking to create blogs in the past with the same.

>> STEVE: No.

I believe it's a different firm than when you were on, Aaron.

This is a could called idea 39 out of Detroit and they have a second company called the Gorilla Politic that engages in political campaigns for political candidates and their idea 139 a branch of their company that is focused on nonprofits and other nonpolitical type of businesses.

So, it's a completely different company.

>> AARON ANDRES: Okay.

>> STEVE: But you'll read in my director's report and in my past director's reports if you want to go onto the website all the exciting activities that we've done with idea 39 and they are also tracking through Google Analytics all of the increase in our social media website engagements, where they are coming from, who those folks are.

We've really detailed social media reports on the activity that we have been engaged since they started.

>> AARON ANDRES: Okay.

>> STEVE: Bench marking when we first brought our website social media sites back up and you can see the large increase that we have had in traffic across our Instagram and Facebook page.

>> AARON ANDRES: Is that on the Board -- the Board packet materials on the website?

>> STEVE: Yeah.

If you look under my Executive Director Report, you'll see a Section there under statewide outreach.

>> AARON ANDRES: Okay.

Thanks.

>> STEVE: You bet.

Stop me anytime and I can't see anybody's hands because I have the screen in front of me and feel free to jump in.

>> CHAIR JAN LAMPMAN: Steve I will call on people as they raise their hands, okay? Just to keep it organized and continue to in some way shape or form follow Robert's rules.

>> STEVE: Perfect.

>> CHAIR JAN LAMPMAN: You know.

Have to follow the rules sometimes.

>> STEVE: [Laughing] so coming back to the second goal.

Empower and amplify the voices of IL Network.

Diversity and inclusion goal and put it into a smart format which we essentially have already in the SPIL.

Third goal is collaboration outreach.

Collaborate with organizations to further the IL ability rights and belonged with the People with Disabilities of Michigan.

People With disabilities have access to a strong network of PCAs to assist them in gain and going retains as much independence as they choose.

Measurable indicators.

Perhaps should flex or change a little bit.

Increase in PCA wages and that is staying constant because that's definitely a goal of this.

Increase in number of State agencies partners that collaborate with IL-NET work on PCA issues.

Decrease in number of vacant PCA positions statewide.

What I wanted to do and propose to you to -- I'm going to stop my screen share.

And then do another screen share really quick.

Of our SILC guidebook.

Because what I wanted to review with all of you as Council Membered to is to remind you that under WIOA. There were three brand-new authorities given to silks statewide. One of those is engaging in systems advocacy in an intentional way.

Another is being able to engage in lobbying activities with nonfederal dollars.

And the third one is being able to engage in resource development.

As you all know, we have assembled the next SPIL writing team.

We have met one time.

We are getting our statewide needs assessment survey together and we are pretty much settled on the questions and now distribution is going to start happening here starting next week across multiple platforms.

But as the SPIL writing team gathers information from the public and from the disability community on what goals we should be working on statewide for the disability community here in Michigan over the next three years starting next year, we also want to talk about what intentional goals do we as a Council want to have in the SPIL that the Council puts their arms around? What kinds of systems advocacy does the Council want to engage in? Because as you know, over the past two and a half years we've had folks come to us that wanted us to sign letters of support, that we wondered if we could base on the current language in the SPIL.

What I'm suggesting is that we look at the three goals that we set as a Council in our strategic plan and then look at the three new authorities that have been given to SILCs and intentionally craft a goal, two goals, three goals, whatever the Council's desire is on what you want to achieve as a Council going forward, either through systems advocacy, community education, or inclusion.

Or even under lobbying or under resource development.

Because those authorities are available to you.

Looking at those three goals, even though we have some goals that I think are somewhat related to those in our current SPIL, this is an opportunity for you as a Council to really give thought to this and really take a deeper dive on your intentionality and what you want to intend and engage in over the next three years SPIL once this comes to a close on September 30th of 2023.

So, I think that this is a bit more of a lift than we're going to be able to achieve in the next hour and a half.

So, I just wanted to open up the floor on what your thoughts are on around approach and process and where you want to go in terms of having goals in the SPIL that are specific to the Council.

>> CHAIR JAN LAMPMAN: This is Jan.

If I can just give a quick example of something that would have been a lot cleaner and probably more straightforward for the Council to address.

When the Centers for Independent Living came to us at a meeting very distressed about a rate structure for some of the services, they were getting from MRS -- was going, they were really seeking our support to try to navigate that, right? Because of just how the SPIL is written and because of our understanding of the rule that's we had to live by, we were treading very lightly, right? We weren't sure where we should be and what we should be doing and what our role should be.

As it turned out we figured out a very positive role that we could play as a SILC.

But if we had specific things in our SILC around how which advocate around public policy or how we engage around public policy, it would be easier for us when where you called pop to do that really intensive public policy advocacy.

I think we could also look to the developmental disability Council for some of the kinds of things that they are able to engage in, right, by way of public policy advocacy.

You know, they have got a really robust workgroup that is focusing on supported decision making as an alternative for guardianship, for example.

They have been able to engage people from all across the State to be a part of that work that they are leading, right? I feel like if we can incorporate some of these things into the CIL, things that the SILC is going to do that we can get more engagement from citizens like we were talking about earlier to do the work with us.

Aaron, I see your hand is up.

>> AARON ANDRES: I was going to go along with the comment that you just made about bringing awareness of specific issues.

We want to have it be narrow and have specific things we want to do but at the same time, if there's a way to make it broad as well to encompass some of the other things they want to advocate about like the care giver crisis going around the State, I think that should be something that the Council should be able to advocate for and to have resources to go and lobby individuals for.

And I believe strongly in that and –

>> CHAIR JAN LAMPMAN: Uh-huh.

>> AARON ANDRES: I'm not sure how to make it narrow and broad at the same time.

>> CHAIR JAN LAMPMAN: Right.

I think we can do it, though, Aaron.

I think there were ways that we can craft it and talk about very specific things and also leave room for those emerging needs, if you will, right?

>> AARON ANDRES: Yes.

>> CHAIR JAN LAMPMAN: Things that come up.

Things that come up.

So, what do folks think? What are folks thinking right at the moment?

>> MARK PIERCE: Jan, this is Mark.

I have my hand up.

>> CHAIR JAN LAMPMAN: I'm sorry, Mark.

Yes.

>> MARK PIERCE: In looking at these advocacy pieces.

I think that every year the yet works of CILs we have a legislative day, and we have a report that we present to our legislators as a whole.

If all of the legislators, did it all across the State -- I don't think it would be that hard for you all or for the SILC to put a piece in there that goes in that report as to concerns.

Because like with the PA piece in saying that we support increased raises with PAs across the State of Michigan, that's something we can easily put into our report that we give to legislators and the SILC could have their logo in there and be a part of that legislative day together.

You know, I know I go to my legislators, and I take consumers with me and a Board Member.

But there's nothing keeping us from maybe looking more intentional on that and maybe a few -- I'm probably sure my CL would appreciate a SILC Council Member going with them to see a legislator.

I think we could get this to work.

That's one of the ideas I see.

We have to produce a report and we have to pull information out of CILs first and we're going to speak on three topics.

There's nothing keeping the SILC from having something in there.

One of our goals or a message.

>> CHAIR JAN LAMPMAN: Awesome.

That's great.

I love that idea.

Other folks? What are you thinking?

>> STEPHANIE DIEBLE: This is Stephanie.

I just put in the chat that I agree with everything that you stated.

But I would agree that sometimes, especially over this past year, we had a lot of folks coming to us asking for our support on a lot of different things and it was kind of hard to decipher, like, what we could and couldn't do.

So, kind of outlining that would be very helpful.

>> CHAIR JAN LAMPMAN: Okay.

>> STEVE: If I can just add x that's why I always got hung up.

Up here in the Regulations it says and authorized in the approved SPIL.

I got hung up when we get these outside asks and maybe it's me being too literal sometimes because I certainly have a tendency to do that.

If it's not spelled out in front of me, I'm leery to cross lines.

>> CHAIR JAN LAMPMAN: You uh-huh.

>> STEVE: I'm saying this is the opportunity right now.

We can write it as narrow or as broad as we want in terms of any entity that would come to us to ask for a letter of support, as long as it fits this away of issues or this -- I don't know.

I just want to have something to fall back on when folks come to us.

>> LISA: This is Lisa and it's college move in day around here and so one roommate didn't pay a security deposit and there was drama, and my daughter was like I can't get in.

I think that's the identifying and kind of you know because SILC can't be everything to everybody all the time, right? There has to be -- I like where you're going with that in terms of where is our mission and where is our focus.

If you will sign a letter for something, someone will let you.

In fact, the FPP got a request said for a letter to say well can I have a letter for support for any grant that we apply for, and my answer is no because I would want to know what that grant is before we would want to support that, and I think the same is here too.

We would want to know the issue is and does that fit the mission and the vision and does that fit with the SPIL and what are our goals because those things do have to be there.

>> AARON ANDRES: What if we –

>> LISA KISIEL: I did have one quant for you, Steve.

The survey for the [indiscernible] is that what Sue P is talking about? That's what you're talking about the survey she does through in front just a second excellence?

>> STEVE: It's distinct and separate for that.

That's for MRS's three-year plan.

We have come up with five questions for basically the IL-NET work's statewide community needs assessment that we're going to put out a survey form specifically for input for the SIL itself.

>> LISA KISIEL: Okay.

I just wondered if there is cross over that can happen since there are multiple surveys that coming out.

>> STEVE: Sometimes I do poach statistical information that project X is doing and, in that way, we may cross populate.

>> LISA KISIEL: Why wouldn't you if it's out there, right? Okay.

I was just curious about that.

>> STEVE: Good question.

>> LISA KISIEL: Thanks.

And again, sorry for my lateness.

>> STEVE: Thanks for being here.

>> LISA KISIEL: I'm happy to be here, it's just getting all of these people out the door here is my challenge.

>> STEVE: Sure.

Sure.

I do want to say that you know, there is quite a bit of information in our strategic plan about our values that we have established and our goals and there's quite a bit of information underneath of these goals that I think can be leading for a work team that may want to tackle this.

Like I said, this isn't something we're going to get done to.

This is more exploring the idea, possible approaches to this and what the Council's desire is going forward and if there is desire on the Council's part to put in goals specific to the Council, especially in light of requests that have come to us in the past and also using as a basis for it our strategic plan itself, what do we want to be intentional about? Do we want to create one, two, three goals for the Council? Again, it needs to be doable and not completed in three years, but it does need actionable steps over the three-year period of the SPIL.

Do we want to form a work team around this that I would certainly be a part of and help facilitate along? Jan, I'll pass it back to you.

>> CHAIR JAN LAMPMAN: Aaron, I see your hand is up.

>> AARON ANDRES: I have something to add.

>> CHAIR JAN LAMPMAN: What would you like to add?

>> AARON ANDRES: Going back to, what if we left it broad where we had a committee or something to go over the applications to ensure that yes, this is something we want to support? And we had it like that so people can submit proposals to us, and we would come back and decide whether yes, this fits, but for this reason we can't do that or yes, we can do this.

Just a thought.

>> CHAIR JAN LAMPMAN: So, I think that's a great thought, Aaron.

And so what I wonder is, if we could put together a committee like Steve is recommending to actually come up with a set of proposals for the Council around what we could put as our specific SPIL goals and maybe, Aaron, since you have raised your hand twice, we would love to have you join that workgroup, if you are willing.

>> AARON ANDRES: [Laughing]

>> CHAIR JAN LAMPMAN: Steve and Aaron at least and others who are interested.

Who else would like to be on such workgroup? Who has the time and desire? Did anybody else want to join? Obviously, Steve, you know I'm happy to be a part of it.

>> STEPHANIE DIEBLE: I'm happy too, if needed.

I would just like to give other Council Members opportunity, too.

>> CHAIR JAN LAMPMAN: Right.

>> STEVE: And just to let you all know a time frame on this, we would want to have something complete by the end of March.

Of 2023.

So, we do have, you know, a bit of time to work on this and be thoughtful about it, get it back to the Council prior inform it going into a draft SPIL before it goes out for public comment.

So, it's not a super rushed process but it's going to be going, tracking in tandem with the SPIL writing team as we move through the writing process of the larger SPIL.

>> CHAIR JAN LAMPMAN: So, if you want to think about whether you've got the time to commit to it, you could just shoot Steve an email sometime after the meeting.

We'll try to get something on the books to have a little organizational meeting maybe in the next couple of weeks.

If you know, if it's just Aaron, Steve, myself, and Stephanie, I might ask and nobody else steps up, I might ask someone.

You can say no to me.

It's okay.

>> STEVE: [Laughing]

>> CHAIR JAN LAMPMAN: Except Aaron.

Evidently, you're not going to get to say no to me.

>> LISA KISIEL: This is BSBP, and we would like in to goal development.

Can I speak out as we schedule meetings.

I know we do a lot of Doodle polls, and I will do my best to comply with those but if someone is taking notes to add my assistance Diana Gastlin to the list, she will help with my schedule.

>> STEVE: Who is that Lisa?

>> LISA KISIEL: I'm not as good with the Zoom because I do so much with Teams.

So let me find the chat and I'll put her name in there.

>> CHAIR JAN LAMPMAN: That would be great.

Thank you.

>> STEVE: Tracy can get that and make sure we add that to this.

Quickly on my screen share, background documentation for anyone who wants to work on this, what you're looking at, I believe, is page 25 of the SILC handbook.

So, if you want to educate yourself on the three new authorities that WIOA gave the Council this is where you're going to find it in the guidebook that you got from your orientation.

>> AARON ANDRES: Can you send that, or do I have it in the old one?

>> STEVE: I will send it to you right now, Aaron.

>> AARON ANDRES: Or, or all right all right.

>> CHAIR JAN LAMPMAN: Are we ready to move on in the agenda, Steve.

>> STEVE: Yes.

>> CHAIR JAN LAMPMAN: The next item, I don't have it in front of me, but I believe it was Public Comment.

Do we have any Public Comment?

>> AARON ANDRES: I would like to say a couple things.

Thank you to everybody that is welcoming me on the committee.

It's good to be back.

I really enjoy the opportunity to participate and make policy better.

It's one of my goals in life.

So, I'm happy to participate in any way that I can.

Thanks.

>> CHAIR JAN LAMPMAN: Thank you so much, Aaron.

Any other Public Comment at this time?

Okay.

Seeing none, I would accept a motion to adjourn the meeting.

>> AARON ANDRES: Motion to adjourn the meeting.

>> CHAIR JAN LAMPMAN: Thank you Aaron.

Do we have a second.

>> FRANK ANIMIKWAM: I second.

>> STEPHANIE DIEBLE: Second.

>> MARK PIERCE: Everybody is seconding on that one.

>> CHAIR JAN LAMPMAN: All in favor raise your hand or put up a thumb.

Perfect.

Motion carries thank you so much and we will be reaching out to the folks who agreed to be on the workgroup.

If others want to join send an email, please to Steve and/or me and we will add you to that group and have a great rest of your weekend.

>> STEVE: Thank you so much for your time this weekend everyone.

It's noted and it's appreciated, really.

Thank you so much.

And good luck Lisa with your child going to college.

>> LISA KISIEL: It was both children and their gone now so we're good.

>> MARK PIERCE: Good for you.

>> LISA KISIEL: They are right up there and all good and everybody has got a bed.

>> MARK PIERCE: They all come back for Thanksgiving and Christmas.

>> LISA KISIEL: It's all good and now it's about cleaning up.

>> Go green.

>> STEVE: Thanks everyone.