**SILC COUNCIL/CORPORATION SPECIAL BUSINESS MEETING DRAFT MINUTES**

**June 9, 2023**

**Superior Alliance for Independent Living & Zoom Meeting**

**SILC Voting Members Present**: Aaron Andres, Dr. Frank Animikwam, Glen Ashlock, Allen Beauchamp, Erica Coulston, Jamia Davis, Stephanie Deible, Melinda Kulasa, Jan Lampman, Mark Pierce.

**SILC Voting Members Absent**: Theresa Metzmaker

**SILC Ex-Officio Members Present**: Lisa Kisiel (BSBP), Shawan Dortch (MDE), Bill Addison (MRS).

**SILC Staff:** Steve Locke, Tracy Brown.

**Guests Present**: Teri Langley, Tyra Khan, Lamont Satchel, Julie Shaw, Ande Hentschel, Joy Cooper.

**SILC BUSINESS MEETING**

J. Lampman called the meeting to order, 12:00 pm. J. Lampman welcomed Council members, introductions were made. A quorum was present.

**CONSENT AGENDA**

The June 9, 2023, Quarterly Business Consent Agenda was reviewed.

***Motion by A. Andres, seconded by J. Davis to approve the items of the Consent Agenda as presented.*** Motion passed unanimously.

**COUNCIL EDUCATION**

* New Accessibility Symbol Presentation by Tyra Khan, Disability Rights and Compliance Division Director and Lamont Satchel, General Counsel.
* Superior Alliance for Independent Living (SAIL) Presentation by Julie Shaw, Executive Director, and staff.

**STAFF/COMMITTEE REPORTS**

Executive Director Report ~ Steve Locke

* The Executive Director’s written report can be accessed at [www.misilc.org](http://www.misilc.org) under Council Meetings and Materials.

Strategic Planning Committee ~ Steve Locke

* SILC wrapped up the strategic planning process in August 2021 which resulted in updated vision and mission statements. SMART goals have been created for strategic plan goals that align with our current SPIL. After the Council held our annual retreat at the end of August 2022, it was decided that the balance of strategic plan goals will be aligned with SILC goals created in the next SPIL. A SILC goal writing team has met several times to develop SPIL goals specific to Council activity. The life areas that have been selected based on community needs assessment survey responses are mental health, direct care workers, housing, transportation, and the aging blind population.

Financial Report ~ Stephanie Deible

* General overview - things are going well with finances.
* For the most part things within our budget are right on par.
* One thing on the Budget vs Actual towards the bottom under miscellaneous, it says that we are at 200%. That is because our different memberships that we have all came out at the same time. So, it's nothing to be concerned about.
* On the May Statement of Financial Position, there is just one thing that I want to call your attention to under Accounts Payable. It says negative $248.23. That is from bill.com. Bill.com is pulling the money all at once. It's a timing thing.
* Otherwise, things are looking good as far as finances.

Financial Policies Workgroup ~ Steve Locke

* I have a recommendation for a slight modification to the financial policies that the council approved about a year ago.
* There was a question by a council member at the last meeting about what we base our employee benefits, things of that nature on. Our policies didn't speak to that.
* My recommendation is to add one sentence to that paragraph that says, "annually, employee benefit levels may be benchmarked against current state employee benefit levels and adjusted accordingly at the council's discretion."
* Discussion was had, and one word was modified from “may” to “shall.” The new sentence reads, "annually, employee benefit levels shall be benchmarked against current state employee benefit levels and adjusted accordingly at the council's discretion."

***Motion by A. Beauchamp, seconded by G. Ashlock to adopt the language as amended.*** Motion passed unanimously.

Policies and Bylaws Committee ~ Steve Locke

* Nothing to report.

**EX OFFICIO REPORTS**

Michigan Rehabilitation Services (MRS) ~ Bill Addison

* MRS Division Directors and Managers attended CSAVR, and that stands for the Council of State Administrators of Vocational Rehabilitation. The training sessions that we went through included such things as new finances, new types of contracts and contract requirements, future planning, budgeting, draw downs, and then a couple of sessions on kind of the projections of the finances of what we expect to get in several years. We came back with plans to implement new processes and new internal controls for the items we learned while we were there.
* MRS structure update: Sigrid Adams is the acting director of the bureau. We filled one director position; Maureen Webster is now the Director of Innovation.
* Today, I'm going to give you the 2022 annual report on customer services. We are definitely moving in the right direction. The total open cases that we had during the year were 37,483, which I believe is up 3,000 since I have started at MRS.
* Total exit employ, that is after our services, that a person ended up employed in the position that our counselors worked for to put them there. The number there is 5,626 people.
* We also do this, as we do satisfaction surveys at two points in our process. The first point is when we develop a plan. And the second point is that exit. So, our satisfaction survey tells us that 94% of our customers were satisfied with our plans. At the time of exit, 90% of the people that we served were satisfied with our services.
* We also did really well in what's called credential attainment and measurement skill gains. Those are the skills that people obtained during our process here. So, we had 38% for credential obtainment, and then 56% for measurable skill gains.
* Last year our training center offered 13 different programs for education. They had a graduation rate of 52%. I think the most impressive item about this is that they had a placement percentage of 87%, which means 87% of the individuals graduating ended up in the field of their study, which is pretty impressive. I also suggested, as Lisa did, if you can, take a tour of MCTI. I think you'll be really impressed.

Bureau of Services for Blind Persons (BSBP) ~ Lisa Kisiel

* The written report can be accessed at [www.misilc.org](http://www.misilc.org) under Council Meetings and Materials.

Michigan Department of Education (MDE) ~ Shawan Dortch

* Our State Performance Plan is now open and available on the MySchool's data website. The report is a state educational target and performance, as well as a district performance on targets that lets us know how we're doing in education. Specifically, Special Education. There's a link with terms, definitions, in the MySchool Data report as specific to public reporting. You can get some questions answered. If you have more specific questions about Part B age 3 to 21 from Julie and our office of Special Education at 517 241 0497. Or at <https://www.mischooldata.org/>
* We are actively working on updating special education's guidance in regard to discipline, transition, and providing the least restrictive environment to the field, as well as to increase our capacity to provide technical assistance to support districts with improving educational outcomes for students and results for students with disabilities.

IL Network Update ~ Mark Pierce

* The written report can be accessed at [www.misilc.org](http://www.misilc.org) under Council Meetings and Materials.

**SPIL MONITORING**

Advocacy and Leadership ~ Steve Locke

* The Youth Leadership Forum is going to be a hybrid event this year. Jon Hart from Disability Connections in Jackson is leading that effort. I believe that is going to be in the middle of August. SILC does have $15,000 toward that effort. Jon did email me and they have come up with an estimated cost of $8,000 for food. We worked out an invoicing process with supporting receipts to submit to SILC before we release the funds. Based on the amounts that they send in. He estimates it's going to be about $16,000 to pull off the hybrid event.
* We have partnered with the DD Council, MDRC and the CIL Network to pull off a 2024 Youth Leadership Forum, or it's going to be an in person, but may be based off the curriculum that MDRC has developed. So, we don't have to follow that national standard to an absolute tee and hold it to a university. We have found ways to make it more affordable. We're trying to work out a trip for the participants to go to the state capital. And Jon is going to reach out to Mark. I don't know if he did that or not to see if we can get Lansing Public Transportation to donate free rides to the capital possibly for that event.

Diversity and Inclusion ~ Mark Pierce

* The DD Council has been working with Georgetown University for the past six years developing a program for cultural and linguistic competency, working with the DD population. It has culminated in the DD Council creating a community alliance summit. The first two sections happened earlier last month. And the last session, session three, is going to be on June 22nd.

Personal Care Attendants ~ Jan Lampman

* A lot of the work that we have been doing is involved in really solidifying that workforce. Right, we know we're in the middle of a nationwide shortage of people willing to do the work of a direct support professional.
* There's been a lot of effort put towards two facets of that work of building that workforce, one of which being to sort of provide training and a career path and, you know, elevate the position to where it needs to be. And the other sort of work that's been being done is also trying to increase the wages. Most of the folks that receive direct support professional assistance are eligible for that through their Medicaid insurance. Medicaid provides a certain amount of money. The legislature gets to decide how to allocate that money. The legislature gets to decide how much match they are going to put up to pull down the federal Medicaid dollars. So, we've been really trying to educate about the position, and the fact that the current allocations of dollars allows for the average wage across the state of Michigan to be $14 an hour, which places those direct support professionals in a position where they can't meet their basic needs. So, many people who do this very important work themselves are eligible for bridge coverage and Medicaid, right, or have to work three jobs in order to make ends meet. Or leave a job they love supporting someone to have a good life, because they are only making $14 an hour here, but they can go to almost any place else and make $18 or $20 an hour.
* Right now, as the budget negotiations are happening with our legislators between the executive branch and the representatives, we've been really trying to make sure that folks that are making those budget decisions understand the importance for allocating dollars directly for this workforce.
* The House proposal includes a $1.50 permanent base rate increase of staff wages with a $1 an hour that would be just this budget year, which would mean like a net of $2.50 for direct support professionals, starting in October of 2023. The direct support professional coalition, wage coalition, is definitely supporting that proposal, the House proposal, over the Senate or governor's proposal, which are slightly less.
* A call to action would be to continue educating our legislators, continue educating citizens who might be able to have a voice and talk to their legislators, about the importance of allocating dollars for this workforce.

Emergency Response ~ Frank Animikwam and Mark Pierce

* We're continuing working with MPHI on the grant working on doing focus groups. And the focus groups will work with specific groups within our communities who are providing care or direct recipients if they are an elder or a family member of those who are an elder receiving services in the state of Michigan, and kind of what their experiences have been with regards to strengths. But then also challenges and areas of growth where we can improve our services. Especially in the setting of emergencies.
* We meet almost a month ago now and we have another meeting coming up. One of the things that came up during the last meeting is this partnership with MPHI and more of doing this study needs assessment approach, if you will, is this potentially duplicating work that the CILs are doing with regards to quality improvement of services? And through our discussion we're able to see it's more complementing to each other's work. We're not duplicating work, and this is really an opportunity to collaborate and have some synergy here.
* We have had continued attempts at being inclusive with FEMA and the Red Cross. I think with some other things taking focus on those partners' plates, as well as some kind of changing hands and work on the Red Cross part, we haven't had recent representation from those groups. But we're continuing to be inclusive, sending out those meeting invites to more state, as well as federal wide emergency response teams.
* Mark Pierce: On April 25th Terri Robbins facilitated an emergency preparedness training session with the CIL network. Our office, Disability Network Capital Area, is looking to hire someone with a strong interest in emergency preparedness.

**NEW BUSINESS**

FY2024 SPIL Submission Approval

* We changed fiscal years to be inclusive of 2024. The next change was we blanked out the 229,500 PASREP that was under the column "other SPIL activities", and in hindsight it should have gone under the second column under IL services. If you look down further in the SPIL, personal assistant services is listed as an IL service, so we shifted it to the IL services column and put it in at the full 360,305 dollars, which is the amount that MRS agreed to fund for 2024. The last change is at the end under the SILC resource plan, under SILC resources, costs of up to $45,000 to support the 2024 Michigan Youth Leadership Summit.

***Motion by J. Davis, seconded by A. Andres to approve the submission of the FY2024 State Plan for Independent Living as presented.*** Motion passed unanimously.

**INFORMATION SHARING AND ANNOUNCEMENTS**

* Delta Airlines initiative to modify plane seats to accommodate power wheelchair users. And the gentleman behind all of this is named Cory Lee, and he's a travel blogger who travels the world over and is a power wheelchair user. And he has been championing this cause, and he found a partner with Delta Airlines. <https://www.cnn.com/travel/delta-flight-products-wheelchair-airplane-seat-design/index.html>
* Frank: The first week of May, the American Academy of Family Physicians held their annual national leadership conference, and it was my first time attending. I was selected as a representative for the Michigan chapter of Academy of Family Physicians for the minority constituency. The other constituencies consisted of women, new physicians, LGBTQ+, as well as foreign medicine graduates. I kind of asked myself what did I get myself into, but it was really interesting. A lot of it was focused on policy writing. So, the policies are all geared toward how can AEFP as a national organization that represents family physicians be more diverse, be more equitable, be more inclusive. So, really nice opportunity to speak on behalf or advocate, for SILCs and CILs. So, many physicians aren't aware of SILCs, as well as CILs, within their own state. So, there was a resolution that I was a primary author on, and we had it passed during this conference. And the resolution was asking for AEFP at the chapter level for each state to seek out in partnership with SILCs and CILs in order for us to learn best from the disability community. So, we can provide the most appropriate care and services as those from the disability community are accessing health care. So, it's a big first step. Then from here it will go on to the board for AEFP for review. And if it passes there, it will go to the constituency leadership conference. The other one we had passed was a resolution where AEFP as an organization will be more intentional with seeking partnerships with tribes, as well as organizations servicing Native Americans in regard to health care. With those partnerships, there will be an improvement of care as a result while they practice medicine, western medicine, primary care medicine. So, big positives. Two of the other parts of the resolutions also talked about tool kits. That's one of the things in our emergency preparedness committee for this group, for this SILC, we're working on developing a tool kit with this partnership. Formation of tool kits so they can be accessed online by physicians whenever they have a patient identifying Native American or person with a disability, one way they can access with different support and resources to provide better care.

Public Comment ~ Teri Langley, Joy Cooper

* Public comment can be accessed at [www.misilc.org](http://www.misilc.org) under Council Meetings and Materials, CART transcript, page 37.

***Motion by A. Andres, seconded by A. Beauchamp to adjourn the meeting.***

**ADJOURNMENT**

*SILC Business Meeting adjourned at 2:51 p.m.*