

Center for Independent Living of Western Wisconsin 2018-2020 Strategic Plan

Detailed below is the Center for Independent Living of Western Wisconsin (CILWW or Center) 2018-2020 strategic plan outline, based on staff and Board input. It includes a “diversity, underserved and un-served” statement following this introduction. The outline of the plan includes Advocacy Plan, Program Development and Resource Development. It summarizes the suggested priority areas and suggested activities in some instances. CILWW is committed to aggressively pursuing community or systems advocacy issues as they develop, in addition to those specified below. The objectives discussed here, while many are ongoing, are most specifically related to activities suggested for federal fiscal years 2018-2020.

The introduction also includes the Center’s Mission, Vision and Values statements, which codify the core organizational values that inform center activities in furtherance of the plan priorities.

DIVERSITY

CILWW is committed to an aggressive and culturally-appropriate outreach strategy. In furtherance of that mission Center staff annually engage in hundreds of activities aimed at furthering the civil rights of all people with disabilities regardless of age, disability, income, gender, sexual orientation, or ethnicity. The center is also committed to providing advocacy, information and referral, independent living skills training, transition, and peer support—as well as other center services and programs—proportionately across the 10 county service delivery area of Western Wisconsin. In this plan, CILWW will use geographic and disability geodemographic data to monitor how effectively the efforts are resulting in serving underserved and unserved individuals in all counties.

MISSION

The mission of the Center for Independent Living for Western Wisconsin, Inc., is to advocate for and with persons with a disability to exercise their right to full participation in society.

VISION

Individuals with disabilities are empowered to exercise their right to full participation in society by individual and systems advocacy, and have access to quality consumer controlled services.

VALUES

Our philosophy is grounded in these values:

- *Disability is an expected natural condition of life.*
- *The issues that persons with disabilities have in common override issues that mark their differences.*
- *Those organizations that share CILWW values and support the rights and empowerment of persons with disabilities are welcome collaborative partners.*
- *A majority of management, staff and Board are persons with disabilities.*
- *Any person, of any disability, of any age, can request CILWW services, regardless of income.*
- *CILWW advocates for a full range of options and community-based services to allow individuals to fully participate in the community of their choice.*

This CILWW Strategic Plan represents a continuation of a commitment started 38 years ago to proactively plan to address the identified needs of individuals with disabilities in Western Wisconsin. The plan reflects hours of input from Board, staff, and other stakeholders, including CILWW consumers.

ADVOCACY

This priority is divided into categories. Each of these under-go annual revision, and are referred to the Board for periodic progress reports. This priority includes a priority identified to create a lead advocacy specialist to coordinate the activities below.

1. Individual

- The Center will assist 200 individuals annually with individual advocacy training, or advocacy services, to allow them to live more independently
- Continue to expand, support and maintain involvement in advocacy groups within service delivery area. Identify partners and establish groups interested in consumer rights and legislative issues in Wisconsin.

2. Community

- The Center will continue to provide community-based advocacy services to address barriers to independent living in conjunction with collaborative IL partners, including the SILC, DSE, and others. These activities include, but are not limited to, community education, advocacy, technical assistance and training on such issues such as IDEA, ADA Title I, II, and III, Section 504 of the Rehabilitation Act, and others.
- The Center will seek to advocate for and educate individuals, policy makers, and other stakeholders on rights, responsibilities, and options under the public-private managed care system, including the self-directed waiver model and the expansion of direct care capacity. It is anticipated advocacy and education will be needed on an ongoing basis on such

issues as self-directed supports (SDS), both inside and outside the managed care benefit.

- Maintain involvement in rules, regulations and laws governing direct care
- Outreach: Center staff and administration will continue development and implementation of an education and outreach advocacy plan for Veterans Service Officers, and veteran' employment specialists across 10 counties to improve community relocation outcomes for disabled veterans.

Annually: AD/Advocacy Specialist

3. Systems

A. Local

The Center's systems advocacy priorities include:

- Working cooperatively with consumers, advocacy groups, local transportation providers, and public officials to assess the lack of accessible transportation in the 10-county region. The Center is taking a lead role in identifying potential solutions, and then working with others to implement and support solutions identified, including working with regional planning, developing locally developed human services transportation plans, and regional plans submitted to Wis. DOT.
- Expand existing transportation program: Explore adding additional counties to be served through the regional model.
- Continue and support Regional Transportation Coordination Council
- Implement expanded Regional Transportation Coordination service
- Achieve reauthorization, funding, of the federal surface transportation bill
- Educate and advocate for coordination of transition services for youth leaving K-12 and entering community life. Work cooperatively with care management organization and other stakeholders to ensure transition-age youth have access to meaningful choices, such as integrated competitive wage employment opportunities.
- Advocate for funding to facilitate.

B. State

- Allocate resources as necessary to achieve passage of the Wisconsin Independent Living Network (WILN) legislative priorities, long-term care expansion Initiatives

C. National

- Maintain membership/leadership in national advocacy organizations (APRIL, NCIL, AAPD) and advocate adoption of identified legislative systems change priorities.
- Advocate for increased federal appropriations for Title VII Part C funds for centers for independent living.
- Work collaboratively with state, national stakeholders for robust implementation of WIOA (Rehab Act), including an increase in appropriations
- Fully fund reauthorized Surface Transportation Act.

Program/Organization Development

This plan reflects consensus of staff, Board, and management to invest in the organization, if funds allow, including physical plant, technology, image, presence, and human capital. Those integrated and linked priorities are outlined below, and further in the Resource Development section.

- Expand current main office through purchase of adjacent lot, and include physical amenities recommended by the Facilities Committee and staff input, and additionally;
- Invest in staff and management, as funds allow and identify areas for expansion.
- Identify and pursue two new funding opportunities that are mission related and which enhance the services available to individuals with disabilities in Western Wisconsin.
- Maintain and explore expansion to include:
 - ✓ Individual and group Peer Support Program
 - ✓ Mental Health Certified Peer Specialist program
 - ✓ Grassroots community based advocacy groups (CCAT)
 - ✓ Recreation activities and services
 - ✓ Veterans services.
 - ✓ Engage Justice/Corrections systems to explore diversion and successful transitions for affected individuals with disabilities.
 - ✓ Youth

- ✓ Development and implementation of a Youth Engagement approach (lead staff) to incorporate youth into all aspects of center; programs, staff, board
- ✓ Provide youth led services and programs focused on skill building, transition to community/life, and enhance access to integrated programs
- ✓ Incorporate Peer Support model to the proposed Peer Services integrated model.
- ✓ Continue to expand and track service to veterans
- ✓ Assure access to transportation program by adding accessible van(s) to the service.
- ✓ Implement Peer Mentoring model for groups

Information Technology:

- Develop comprehensive, accessible CILWW marketing materials convertible to web site outreach efforts.
- Develop and implement IT plan, including inventory, replacement, expansion, internal technology infrastructure, and Assistive Technology program.
- Continue IT integration of offices.
- Explore investment in internal IT support, maintenance.

Resource Development

- Advocate for, and efficiently plan, increase in federal Title VII, Part C funds for Independent Living Centers
- Prioritize program development goals, develop methods to implement through public and private funding sources based on priorities established in this plan:
 - Invest in each other, organization, infrastructure
 - Information technology
 - New programs, staff, services
- Identify new funding sources, effectively manage cash flow and commercial accounts during physical plant expansion.

Ongoing: ED/AD/Fiscal Director/Facilities Committee.