

2021 – 2023 SPIL Monitoring Report
March 16, 2022

SPIL Goals/Objectives Update

Systems Change: People with disabilities are actively engaged in promoting and advancing disability rights through advocacy and leadership initiatives.

- Increase consumer engagement in the CIL Network Legislative Day through educating participants on legislative issues and process
- Increase in number of CIL Youth Advocacy & Leadership programs
- Statewide CIL/Youth Leadership Summit planned and held

A meeting was held on May 17, 2021 with Jon Hart, lead CIL, and Theresa Metzmaker, Council member lead. We learned that legislative day will be conducted locally by each CIL throughout the remainder of the year due to COVID. Legislative meetings are ongoing throughout network.

Jon has started a work group regarding youth advocacy and leadership that Theresa and I will join. Jon and SILC will also be collaborating with MDRC on their YELL program (Youth Engaged in Learning and Leading) as a potential model for CILs. We are looking at aspects of the content of the Youth Leadership Forum and that will inform the design and content of the youth summit. We will research potential costs and funding sources with the goal of holding the summit in 2023.

CIL Director Jon Hart contacted all CIL directors for input about youth leadership curriculums and participation, five CILs replied, and meeting was held in February. MDRC was contacted on several occasions about YELL curriculum and a drive was set up to share materials. Several of the CILs do not currently have a program. DNSWM also inquired about the program and will have a person attend in the future. Planning for a follow up meeting with CIL champion, SILC and MDRC is in progress. Outreach for YELL curriculum confirmed.

During the first quarter of 2021/2022, the CIL directors discussed the format for this year's CIL Network Legislative Day as the pandemic has continued and will consider the method more fully in 2nd quarter. Also during this quarter, a Youth Leadership and Advocacy draft curriculum was shared with groups from DNEM, disAbility Connections, and MDRC. A meeting was held to discuss curriculums and set out the format. Consensus was reached on an 8-week curriculum with pieces pulled from each curriculum. A meeting will be set for late January 2022 to review the curriculums.

During the 2nd quarter of 2021/2022, CIL directors held a discussion with Teri Langley, DNM staff, regarding availability of legislators for Advocacy Day. There may be a possibility to meet with them individually via appointment. More clarity will occur soon. Also during this quarter, the Youth Leadership group met to review curriculums. Four sections have been established and will be adapted from MDRC's YELL curriculum. Another meeting will be set for late March/early April to finalize curriculum and decide on format. DNEM offered resources to put it into multiple formats including Google Classroom if we would so desire. They will also offer curriculum design once all sections have been selected.

Personal Care Attendants: People with disabilities have access to a strong network of quality Personal Care Attendants (PCA) to assist them in gaining and retaining as much independence as they choose.

- Increase in PCA wages
- Increase in the # state agencies/partners that collaborate with IL Network on PCA issues
- Decrease in # of vacant PCA positions statewide

Earlier this year, SILC has become a member of the IMPART Alliance Coalition which is an MSU led research team and alliance focused on lifting PCA workers out of poverty, improving data to strengthen the workforce, and investing in workforce innovations. On February 2nd and 3rd, Council members Yvonne Fleener, Jan Lampman and I attended two Zoom meetings hosted by IMPART where over 150 people attended the 2-day convening meeting. Yvonne became a member of the Advisory Committee. We are setting up a Zoom meeting for next week with Lori Hill, Jan and me to review the content of the convening meetings and the roles that CILs and SILC can play in this effort.

The Direct Service Provider (DSP) wage coalition has met monthly since the last SILC meeting. We have strategically stopped contacting legislators for the months of July and August, picking up the mantle again after Labor Day. Jan spoke to Jim Stamas last week and stated that the budget negotiations are going well and that the wage increase that the legislature passed until Sept 30th will continue in the new budget. The question is will it be \$2.00 or something higher? Members of the coalition have also been meeting with leaders in the state budget office and DHHS to discuss how best to roll these increases into the provider rates while simultaneously addressing the fact that \$2 is still not enough to bring DSPS to a living wage. The living wage sweet spot should be closer to \$18 or \$19 per hour and that is the goal that we will stretch toward after the budget is approved for this year. To that end, the coalition has asked the firm of Great Lakes Economic Consulting to do an economic impact study related to a \$1 and \$5 increase in DSP pay. That report should be out in the very near future. We intend to use it as we meet with legislators and the state departments to help make the case for increasing the wages further. The individuals who did the study are Robert Kleine, former State Treasurer, and Mitch Bean, former director of the House Fiscal Agency. They are highly respected with both sides of the isle in the legislature. Once the budget is put to bed, the coalition plans to start some work on the federal infrastructure legislation in earnest.

The PCA team met with the IMPART Alliance leaders on November 11th and January 13th and discussed the MICA (Michigan Industry Cluster Approach) grant project. This is an industry collaborative to expand direct care across Michigan called the DCW Expansion Collaborative. The grant is through Michigan Department of Labor and Economic Opportunity (LEO). It is employer led in partnership with Michigan Works Office, Educational Institutions and Impart Alliance. The idea is to bring statewide employers that have a common problem together, in this case it is the direct care worker shortage to find common solutions together. SILC team members joined the coalition and attended the first meeting on January 14th.

During 2nd quarter of 2021/2022, the PCA team continued to meet with the IMPART Alliance with a statewide convening on February 16, 2022. The IMPART Alliance is partnering with PHI,

the New Mexico Caregivers Coalition, and the North Carolina Coalition on Aging to co-host a series of virtual skill-building sessions to support their coalition members and supporters in effectively advocating for these essential jobs. SILC staff attended the first offering in this series focused on Advocacy Skills on March 8, 2022. Jan Lampman continued participation on the DSP wage coalition who released a social media kit to highlight the challenges facing Direct Support Professionals and the families they serve across Michigan. The coalition is also working on a joint position statement with IMPART alliance and the aging services. The coalition believes that DSPs need \$18 per hour in wages now and we need long term plans/strategies to maintain increases over time. You may download the social media kit graphics by following the link: https://www.dropbox.com/sh/74jdxicvzxx4o08/AADdN6CYpTFGBkRMRJ_Ea3A1a?dl=0

Emergency Preparedness: People with disabilities and communities are prepared for emergency situations.

- Increase # of people with disabilities who have registered Smart 911 profiles
- Increase # of state/county emergency plans that include plans for people with disabilities
- Increase # of CIL people with disabilities who complete a personal emergency plan

On May 19th, SILC convened an Emergency Preparedness work group. Members include Frank, Jamia, Allen, Mark, Maria Paton-Glassbrook (DNCA) and Jessica Hester who is the Regional Disability Integration Program Lead from the American Red Cross of Michigan. We discussed SILC's and CILs roles on EM preparedness; and discussed areas of need/barriers on EM preparedness; state environment and system overview on accommodations for those with disabilities in context of emergencies; transitions of care at points of contact with health caregivers and when transitioning back home; communication, work flow, and tools; FEMA overview and how it integrates with state; and shared ideas for future planning. The team's homework was to research what other state partners we need at the table to achieve our outcomes.

On August 5, 2021, SILC convened an Emergency Preparedness team meeting. During this meeting, Rodney Garrot, Regional Disability Integration Specialist, External Affairs, FEMA Region 5, joined SILC's Emergency Preparedness team and we explored potential collaborations with FEMA.

Maria Paton-Glassbrook, DNCAP Community Resilience Coordinator, created and sent CIL Emergency Preparedness data assessment tracking templates and instructions for each CIL to capture the total number of consumers who have an emergency preparedness plan and basic supply kit, the total number of consumers enrolled in Smart911.com, and each county's total Smart911.com enrollments. Since sending these templates on August 18, she has not met with other CILs. Her next steps are to identify a contact at each CIL who will administer these templates with their consumers to establish baseline emergency preparedness data. She is available to provide future training on administering these templates.

November 2021 Meeting:

- Jessica Hester talked about VOAD which is voluntary organizations active in disaster. There is a National VOAD, their website is www.nvoad.org There may be interest with

the CIL Network to join VOAD.

- Jamia Davis talked about including our statewide partners in our SILC outreach effort to reach out to unserved and under-served populations.
- Allen Beauchamp was going to look into local emergency preparedness plans to see if their plan reflected any of the five pillars within the SILC document from 2016-2017. Talked about taking the five pillars and operationalizing them.
- Mark discussed reaching out to legislators regarding policies to be more inclusive during the planning stage. Integrate the Red Cross and FEMA, how do we launch and operationalize?

2016-2017 Five Pillar Recommendations

1. The Council and CILs should collaborate on finding appropriate grant resources to supplement staff training on emergency planning, including finding opportunities to have staff be certified preparedness trainers to assist consumers in their individual preparedness efforts.
 2. Intake for consumers at the CIL level should include assessments on individual emergency preparedness and whether services are needed.
 3. Centers for Independent Living across the state should create connections with the local emergency management agencies in their regions to offer services such as accessibility reviews of emergency shelters and other relocation and service locations to ensure access for all persons with disabilities.
 4. The Council should engage the Governor's office on the inclusion of persons with disabilities on emergency management councils, including the Michigan Citizen-Community Emergency Response Coordinating Council.
 5. Emergency Planning Officials should look to develop resource opportunities to grow diversity within emergency management professionals to include persons with disabilities.
- The CILs are implementing #2 and #3.
 - #1, #4 and #5 need to be flushed out and operationalized.
 - #1: Resources: Going forward, SILC could budget for emergency preparedness statewide CILs training. The National VOAD may also provide.
 - Jamia mentioned have estate planning in place.
 - Frank mentioned engaging care givers and that we shouldn't overlook diverse communities and partnering with them.
 - Person Center Planning (PCP) process is done in the mental health field. CILs have adopted this process putting the person with the disability at the center of their own life plan starting with their dreams and making it an executable plan. Emergency preparedness component should be part of the PCP process.
 - Frank provided a link to website www.fivewishes.org which provides advance care planning.
 - We need to partner with Vocational Services such as DHS, Easter Seals etc.
 - What do we need to be effective, we need person power, finances, and communication.

Ideas for Operationalizing the Five Pillars:

- Card with five pillars on it to look/see what the goals are.
- Add pillars to the SILC website.
- SILC to be a voice to agencies about the importance of Emergency Preparedness.

- Steve will look for certified preparedness trainings.
- Maria can provide what the CILs are doing.
- FEMA and Red Cross update at the next meeting.
- Steve will reach out to Michigan Councils to strengthen statewide efforts.

Effective January 2022, the Emergency Preparedness work group began meeting on a monthly basis.

January, February, and March 2022 Meetings:

The team discussed the certified emergency preparedness training programs (listed below):

1. The Council and CILs should collaborate on finding appropriate grant resources to supplement staff training on emergency planning, including finding opportunities to have staff be certified preparedness trainers to assist consumers in their individual preparedness efforts.
 - a. Research certified emergency preparedness training programs with Red Cross/FEMA/Other Trainers:
 - i. [Volunteer | Ready.gov](#) (CERT Training) MCCERCC trainings mostly geared toward professional first responders.
 - ii. FEMA Office of Disability Integration and Coordination - Cadre Management and Training Branch - [Office of Disability Integration and Coordination | FEMA.gov](#)
 - iii. CERT Basic Trainings. CERT training covers basic skills that are important to know in a disaster when emergency services are not available. With training and practice, and by working as a team, you will be able to protect yourself and maximize your capability to help for the greatest number of people after a disaster.
<https://community.fema.gov/PreparednessCommunity/s/cert-trainings>. Maria is currently doing this CERT training and is looking into whether or not the CILs need to create their own trainings or possibly refer them to the CERT trainings. The CERT trainings throughout Michigan by region: <https://www.cert-la.com/cert-michigan/>
 - iv. Organizations Preparing for Emergency Needs (OPEN) includes both a web-based, self-guided training, and a downloadable instructor kit that will guide participants on how to identify risks, locate resources, and take preparedness actions. When Community-Based Organizations, such as food pantries, daycares, and non-profits, are unable to sustain operations during an emergency incident, individuals who rely on them are exponentially impacted. Because of their importance in keeping the community going, OPEN is designed to empower these organizations to better prepare for incidents.
<https://community.fema.gov/opentraining>. This is a free online FEMA training for non-profits.
 - v. Prepared4ALL. The Prepared4ALL initiative is offered by AUCD's new Technical Assistance and Training Center and aims to mobilize disability organizations and their networks to foster connections with emergency

- and public health professionals to build trust, create sustainable relationships, and get a seat at the emergency planning table <https://nationalcenterdph.org/our-focus-areas/emergency-preparedness/prepared4all/>. This is a free whole community inclusive emergency planning training.
- vi. Mary Reevis, EMI Tribal Training Specialist shared this training. <https://training.fema.gov/tribal/>. This one is for tribal emergency management/response personnel, tribal government employees, and tribal leaders. Registration required for on-site and off-site training. It can be region focused.
 - vii. Red Cross can create trainings for non-volunteers/organizations plus online on-demand trainings – nothing out of the box.
- b. 11 CILS are involved with the SPIL objective Creation of Emergency Preparedness Plans for consumers, signing them up for Smart911 etc. One idea from Ann Craig from Midland, is to create a folder with the free FEMA literature and USB thumb drives so individuals can back up their information.
 - c. SILC to consider including CIL employee EP training costs in 2022/2023 budget.
2. Intake for consumers at the CIL level should include assessments on individual emergency preparedness and whether services are needed.
- a. CILs are engaged in this recommendation per CIL leadership.
 - b. The CIL intake process is being revamped. They have some assessment tools in place. Maria created an 8-question pre-test and post-test.
3. Centers for Independent Living across the state should create connections with the local emergency management agencies in their regions to offer services such as accessibility reviews of emergency shelters and other relocation and service locations to ensure access for all persons with disabilities.
- a. CILs are engaged in this recommendation per CIL leadership.
 - b. CILs to join CERT trainings.
 - c. In the future there may be interest in becoming Voluntary Organizations Active in Disaster (VOADS) and/or joining [Homepage | VOAD \(nvoad.org\)](http://Homepage | VOAD (nvoad.org)). Maria submitted an application to the Michigan VOAD on the behalf of The Disability Network at the end of February and is awaiting a response.
4. The Council should engage the Governor’s office on the inclusion of persons with disabilities on emergency management councils, including the Michigan Citizen-Community Emergency Response Coordinating Council. https://www.michigan.gov/msp/0,4643,7-123-72297_60152_69727-198426--,00.html
- a. Steve reached out to the Governor’s Office and Appointment’s Office seeking membership on the MCCERCC. This council is housed within the Michigan State Police Department.
 - b. The Appointment’s Office will accept applications from SILC Council members, CIL employees and/or consumers to represent the disability voice in Michigan. Theresa Metzmaker applied for one of the 11 general seats on MCCERCC to represent the independent living disability voice. The term would begin in 2023 and 2024.

5. Emergency Planning Officials should look to develop resource opportunities to grow diversity within emergency management professionals to include persons with disabilities.
 - a. Starting point could be membership on the MCCERCC.
 - b. CIL engagement with elected officials. Maria will find out more information about The Disability Network Legislative Day.
6. How can we be a better partner with the Red Cross?
 - a. It would be helpful, whether it is statewide or each individual CIL to have some kind of Memorandum of Understanding with individual chapters of the Red Cross to formalize the relationship.
7. Next steps:
 - a. Maria and Mark to discuss the certified emergency preparedness training programs with The CIL Network for their input, ideas, and thoughts.
 - b. Next meeting is April 4, 2022, at 6:00pm.

SMART 911:

CILs Identified 250,000 Smart911 accounts in State of Michigan, established a SPIL Emergency Preparedness Working Group of 11 CILs administering Smart 911 enrollments with consumers. Out of 11 CILs, 8 collectively reported 17 consumer Smart 911 plans were created.

CIL Work on State/County Emergency Plans:

- SPIL Emergency Preparedness Working Group of 11 CILs established
- Letter drafted with request for CILs personnel to join Hazard Mitigation Planning at County level
- Began CERT (Community Emergency Response Team) training for DNCAP
- MI VOAD (Michigan Voluntary Organizations Active in Disasters) application submitted for DNCAP
- MCCERCC (Michigan Citizen-Community Emergency Response Coordinating Council) application submitted for DNCAP

CIL Work on Personal Emergency Preparedness Plans:

- Established SPIL Emergency Preparedness Working Group of 11 CILs administering personal emergency planning with consumers. Out of 11 CILs, 8 collectively reported 13 consumer emergency preparedness plans created.

Diversity and Inclusion: All people with disabilities - including people in unserved or underserved populations - are welcomed, respected and actively included in community activities to reduce social isolation.

- CIL D&I Pilots: During the 1st quarter of 2021/2022, 8 CILS received training in Ableism
- DD Council's Communities of Practice – SILC staff remains an active member of the CoP and we meet monthly. CIL involvement in this initiative will probably occur in the last year of the SPIL. We continue to meet on a monthly basis.
- Disability Network Academy: During the 1st quarter of 2021/2022, 14 CILs utilize DNA IL Philosophy Training and 8 CIL Directors participated in DE&I survey.