

**Arizona Developmental Disabilities Planning Council
Integrated Employment Committee
Report for Retreat**

What changes are needed to objectives if we are to accomplish our goal?

The current objectives are:

Current Objective 1: Develop/strengthen and pilot a self-advocacy alliance in one urban county (Maricopa) and at least one rural county.

Current Objective 2: Provide and/or link the alliance to training, technical assistance, and other resources to meet identified needs

Current Objective 3: Expand the alliance to other areas of the state, particularly those that are unserved or underserved by self-advocacy organizations.

Although important, current objectives are too narrow if the goal of self-advocacy is to be achieved. There are two aspects of self-advocacy—preparing self-advocates and increasing the receptivity of organizations (e.g., civic organizations). Current objectives focus only on the first aspect.

Proposed new objectives are as follows:

Proposed Objective 1: Enhance the leadership capacity of self-advocates, as measured by their involvement in civic and other leadership activities.

Proposed Objective 2: Strengthen self-advocacy organizations, as measured by the capacity of self-advocacy organizations to create systems change.

Proposed Objective 3: Develop, expand, and strengthen a statewide self-advocacy alliance.

Proposed Objective 4: Build capacity for self-advocacy in underserved areas of the state.

(Proposed Objective 5: Build community capacity for inclusion. *Should this be added now or at a later time?* More thought is needed about the strategies that might be employed to achieve this objective.)

What should we be thinking about in terms of new/continued contracts, staff work, Council member work, and partnerships in order to accomplish our goals?

The proposed objectives can be addressed not only through contracts but through the work of Council members and staff, as well as through partnerships.

The current contracts are in alignment with Goal #1 and both the current and new objectives. The Committee will continue to explore other options for achieving the new objectives, if adopted by the Council.

Current contracts include:

- Identification of Self-Advocacy Groups in Arizona
- Project LEAP
- Partners in Policymaking
- Project SPEAK

How can we work together internally and with external partners to maximize our achievement and impact?

There will be opportunities for leveraging the work of the Self-Advocacy Committee with the work of both the Integrated Employment Committee and the Empowerment through Information Committee, as well as with State agencies, employers, and others.

The Committee would like to encourage partnerships and grant awards that are outcome focused and inclusive of agencies and organizations that have not previously engaged with the Council.