Thank you for bearing with us while we got that put to bed. I'm Tim Fuchs with the National Council on Independent Living. I'll be your host today. This is part one of a two-part webinar series we're doing in partnership with the NASILC, and today's present is SILC roles and responsibilities within the IL network. Along with NASILC. The IL-NET is operated by ILRU, NCIL, APRIL, and the University of Montana with support provided by the administrations for community living at the U.S. Department of Health and Human Services. Today's call is being recorded. We are currently in presentation mode so everyone's lines are muted but we will have plenty of time for Q&A today and there's a few ways that you can submit questions. So first,
if you're connected through Zoom today, I encourage you to use the Q&A tab. It's easy to submit your questions. You can do that anytime during today's presentation, but we'll wait until our Q&A breaks to address those questions. If the Q&A tab is not accessible or convenient to you for any reason, please feel free to email me at Tim@NCIL.org. I'll be watching my in-box and I'll be happy to voice your questions for you. If you are only on the telephone, you can press \*9 to raise your hand and indicate thaw that you have a question. We ask that we reserve that option for folks only on the telephone. If you're connected through Zoom, please do use the Q&A tab. We have both captioning and ASL interpreters with us today. We are inside by side mode because I am sharing my screen. If you are not inside by side-by-side mode, although you should be, you should have a message bar at the top of your screen that says Tim Fuchs is sharing his screen. There are some options in the dropdown box.
If it does not look like you're inside by side mode, go ahead and check there and make sure you've selected side-by-side. If you're using dual screens today, there's an option to optimize for that as well. Closed captioning should be running. If you don't see that, you can click and Show Subtitles. In your Zoom menu bar, if you don't see that look at the more menu. That's show subtitle to turn on the captions. Those captions are also streaming on a full stream website at AI live.com, that URL is too long to read out, but it was included in the materials email that you received yesterday. I will put that in the chat now so that you will have it.
All right. Just one second while I do that.
Again, long URL, but if you click that, that will take you to the full screen captioning, if you prefer a very large font or want to manipulate color or font size, you can do that there.
All right. I'm going to go ahead to slide three and quickly review our learning objectives for today. Today you will learn the regulatory requirements regarding SILC duties and responsibilities, strategies for aligning SILC activities with authorities, identifying strategies for SILCs in performing their duties and authorities in an equity-based framework. And finally, the panelists will be sharing their own experiences and what they know from other states related to these issues and practices. Without any further ado, I'm going to turn it over to our esteemed presenters for today. I'm very excited and appreciative of the time they've put into this. With us today we have Dr. FranSha Anderson, Executive Director of the SILC in Arkansas; Kathy Cooper, Executive Director of Kansas SILC, and Amber O’Haver. -- Sha, I'm going to turn it over to you now.
Sha, I think you're still muted if you're using the computer audio.
Okay, Tim, can you hear me now?
>> Tim: I can.
>> You can hear me?
>> Yes, but I am getting an echo. Okay. I cannot hear you now. Can you try maybe turning your computer speakers down?
Folks, poor Sha is having to listen to us on the telephone and talk to us on the computer. I apologize because it is a difficult situation. Sha, take your time to get it right.
>> Can you hear me now?
>> I can. In that last sentence it sounds like the echo has gone away.
>> Yes. I have my camera on. Am I ready?
I mean, are you ready for me?
>> Tim: We are ready for you. Thank you.
>> Sha: Thank you, six computers in the office and all of them went -- my name is Dr. FranSha Anderson, a Doctorate in Divinity -- I am a brown skinned Black woman today, today I have my hair pulled up on my head, it's Auburn color. I have a blue variegated blouse with a darker blue under tone, and my pronouns are she, her and hers. Today I am going to speak to you about duties of the SILC, the IL regulations, and that's 1329.15. The duties of the SILC are those set forth in section 705C, D, and E of the act. The SILC shall develop the SPIL in accordance with guidelines developed by the administrator, the SILC shall monitor, review and evaluate the implementation of the SPIL on a regular basis as determined by the SILC and set forth in the S SPIL. Next slide. The SILC shall meet regularly and ensure that such meetings are open to the public and sufficient advanced notice of the meetings is provided. The SILC shall submit to the administrator periodic
reports as the administrator may reasonably request and keep such records and afford such access to such records as the administrator finds necessary to verify the information in such report. And the SILC shall, as appropriate coordinated activities with other entities in the state that provide services similar to or complementary to independent living services, such as entities that facilitate the provision of or provide long-term community-based services and supports. Next slide.
>> Sha, let's go back for just a minute and give some examples of some of that stuff.
>> Sha: Sure, Cathy.
>> Tim, can we go back to slide four.
>> I'm Kathy Cooper, I'm director of the SILC in Kansas. I am a white woman with blond hair. I have a blue multicolored shirt on. My background is a door and a big box. My pronouns are she and her. We want to give you just a little bit of examples on some of this stuff because we go through the regs and sometimes we don't always quite understand what those regs mean or maybe we just need some examples. I'll give you a little bit from Kansas on how we develop our SPIL in Kansas. And I'll be brief because I want both Amber and Sha to tell you about theirs too, so you get a sense that not all SILCs are the same. In Kansas what we do is take the sections of the SPIL and we kind of section them out and give those sections to the directors of the centers in Kansas. We have 10. They each get a section or a couple of sections and they work on them. We bring those back together into one big draft document. And then we meet for a full day. So, 8 hours of myself, the Chair, all the
directors and any staff that they want to come to that meeting as well. We go over every single section pretty much every single sentence in every section, and we make sure everybody is in agreement or that there's a consensus on that. And then we have our draft and of course we send it out for the public comment and get all that. And then we come back with any changes that need to be made. It goes to all of the people that were in that original group and then that's how we come up with our SPIL. We have found in Kansas that that is a perfect way to have buy-in from the centers and everybody knows what's happening in the SPIL. So that's how Kansas does it. I'm going to turn it over to Sha or Amber for them to talk about Arkansas or Indiana's method.
>> Thank you, Cathy. I will quickly tell you basically in Arkansas we do the same thing. The centers take their part and we do that make one big document. It's really important to know what the sections are and what the law says. And I guess because I kept pushing my team and making sure that we all knew what the sections were, we were one of the few that got our approval firsthand. Again, like caught Cathy mentioned, reading the SPIL word by word so you know what it says and that way there's no repercussions. Amber?
>> Hello, everyone. I'm Amber, oh hay fever, Executive Director of the Indiana SILC. I'm a white individual with a significant disability. I have long, blond hair with bangs and today I'm wearing a gray sweater, some red lipstick, and I am sitting in my home office, which has like a background of some tan colored walls and some different white trim and things like that around. I use pronouns she and her. I wanted to introduce myself quickly, but I just want to say I don't have anything else to add-on this slide or for this slide so I'm going to let Cathy or Sha pick it back up.
>> One more thing, just really quickly because I think this is important and I think a lot of SILCs have issue with this one too. When we talk about monitoring and reviewing and evaluating the implementation of the SPIL, a lot of times I think SILCs struggle with this because it can be so different for every SILC. I know there are SILCs that are much bigger, have staff, have really nice sized budgets, and then there are small SILCs that have no staff whatsoever and are run by just the board. They don't have that extra help with the staff. So, you have got all sides of the spectrum there and just because one SILC does it one way, doesn't mean that's the only way it can be done. I think this is a hot topic. In Kansas the way that we monitor, review and evaluate the SPIL is multi-tiered, but at every SILC meeting we have SPIL workgroups and the facilitators from each one of those workgroups will come on to our meeting and talk about what each group's been doing. And
each group is relative to the goals in our SPIL. So, the board gets to hear the updates, anything that's been completed or finished, or any issues or struggles or challenges that are happening across the state. So that's one way that we do it. We do an annual report as well, so that's another way. I think the key point here is that there are several ways to do it, and you put that in your SPIL, so you want to make sure you follow what you have in your SPIL. That's it.
Thanks, Cathy. Ladies was there anything else to add here.
>> Amber: I wanted to touch on the SILC shall meet regularly and ensure that such meetings are open to the public and advanced sufficient notice is -- it's really important to understand that regularly does not necessarily mean the same thing for every SILC. So, for example, in Indiana, when I first started here, our SILC was meeting on a monthly basis. That did not work for a lot of us because a lot of folks were traveling from two or three hours away to get to a meeting that sometimes lasted 45 minutes because they were meeting on a monthly basis. A lot of times it impacted their ability to even have a quorum present. We shifted the following year to meeting on site together every other month and that helped a lot in terms of our regularity of meetings. And then we decided the next year to shift to meeting quarterly. And that has really helped ensure that we are making good use of that travel time when we were traveling, prior to the pandemic, to come together to meet for
sometimes several hours, for four, five, six hours sometimes, the whole day, depending on training and executive session business, different things like that. Just understand that regularly doesn't necessarily have to be the same for each SPIL. And the other point to this I wanted to make and bring your attention to is that make sure you really understand and have a good sense of knowledge around what your state's open door Open Meeting laws say. In Indiana, we have a special division or department, or Office of Indiana public access counselor and we utilize that office heavily. We have a very good relationship with that actual individual that runs that office, and he has provided an immense amount of training and technical assistance to not only me and our staff but our council as well. That really, really came in handy, that relationship, when the pandemic happened, and we had to shift the meeting virtually and our law didn't allow us to have everybody meeting all virtually. We were able to work this, have legislative session in tandem with the Indiana Access Board Counselor to get that changed and inform -- incorporated some language in a bill to now allow us to be able to meet all virtually, because before a certain percentage of us still had to remain at an on-site location and the rest could participate virtually. Now we've addressed that issue and language which says that 51% or more of people with disabilities that serve or boards that consist of 51% or more of people with disabilities are allowed to, for their full membership, to meet completely virtually at any time. So that is -- I'm going on and on about that but it's a really important piece to address, specifically around this issue with the pandemic. If you wanted to add anything else, Sha or Kathy, please jump in.
>> In Arkansas, my board got together and had some emergency clauses put in, because no one's ever been -- I've never been in a pandemic. And we have been meeting virtually. It's an emergency clause, part of our emergency bylaws. This was all new to everyone, so we had to step outside our comfort zone and figure out what to do. Kathy, did you have anything to add?
>> Yeah, really quickly I'm going to add a couple things. And Tim, I know we said that we would have you ask the questions, but I'm going to answer these real quick because they really do pertain to this slide.
>> That's great.
>> The question is do SILCs need to follow state laws with regard to public meetings. Yes, absolutely. Then they say -- yes, so just know your sunshine laws or open meetings. The other question was does the freedom to information act require SILCs to meet in person. I honestly don't know. I'm not familiar that it does. It's not something that I'm familiar with so I'm going to hope that the answer is no, but I honestly cannot 100% say yes or no to that. Sorry about that. But as far as regular meetings go, in Kansas, we do have the luxury to meet virtually. We already have that. We can also meet by phone. The only thing that we can't do is have email meetings or votes over emails. So, we had to learn that the hard way. We had to go back and redo a meeting because we did a vote by email and that just isn't allowed. That's important to know. I did want to cover really quick, number four, the SILC shall submit to the administrator periodic reports, all that stuff, who's the
administrator?
The administrator is ACL, that's person-centered to know. When they're talking about the reports -- reports -- that's important to know on that. Kathy, one more thing I will add that some people may or may not know that they can do, but what we do in our state, our SILC, we launch polls for our votes. So, then you have it recorded that way as well, because your polls can be put in a spreadsheet. So, anybody, I know, later, if you need to reach out to me and want to know how to set up a poll, I'll give you that information. Anything else?
Amber: I will say when we are talking about activities with other entities in the state under number 5 under duties, some examples of those other entities can be some other state agencies, the AAA, the area agency on aging and disability, your protection and advocacy organizations, your DD council, developmental disability council, state rehabilitation councils, in Indiana that's called the vocational education commission, it might be called something else in your state. There's the ARC of Indiana that we sometimes will align with to push forward some systemic advocacy efforts and there are many, many other types of disabilities, entities and organizations, even for profit sometimes that you can connect with to help ensure that services of independent living and similar services are offered and expanded in your state, in Indiana. All right. So next slide. Finish out the duties of the SILC. In carrying out the duties, under this section, the SILC may provide contact information for the nearest appropriate Center for Independent living. Sharing of such information shall not constitute the direct provision of independent living services as defined in section 705C 705C3 of the act. So, if you do a soft handoff, just providing information, someone might be moving to your state and they are not sure what area they are going to live in, so you want your centers to know that they're coming. With you providing that information, that is just a referral; it's not you provide a service. Anybody else?
All right. If not, I'll turn it over to the next presenter. Thank you. Kathy: Thank you, Sha. The resource plans, the SILC in conjunction with the DSE shall prepare for a plan for division of resources, including staff and personnel that are necessary and sufficient to carry out the functions of the SILC. The SILC and the DSE should negotiate how this is done. I think that's important because sometimes SILCs may have the experience that the DSE just says here you go; this is what you get. But quite honestly, that's not what this says. It says in conjunction with, which means that both parties should come together and have a say in something. So, it's important that you understand that as a SILC, you do have a say in your resource plan and you should be providing the detail to show what's necessary. And there's lots of different funding sources that can be used. So not all SILCs have the same funding source either and that's important to understand. In Kansas we have a grant. I know other states do it way different, but we have a sole source
grant. They use the part B money, and they use state general funds and that's it. So, there's lots of ways to do it, lots of funding sources, Social Security reimbursement, innovation and expansion funding through Title I, and there could be other ways, too. But that's how we do it. Amber, did you have anything on that?
Amber: Sure, I would just add, in Indiana, the type of money -- the bulk of money that we receive is that innovation and expansion funding and then also 30% of the part B funds that come into our state to help support our SILC. We have additional funds outside of that in terms of resource development. For our resource plan, it's essentially those two types of funding that are built into that and that is essentially what helps support my role and any other staff that we have here in Indiana for the SILC, and also to help the SILC and help them with costs and expenses, relating to them and filling and meeting and ensuring that the duties and responsibilities of the SILC are achieved.
>> Kathy: Sha, did you have anything to add?
>> Sha: Yes, so the resource plan, of course, is very, very important. Last year the SILC, our SILC, received a 10% cut. At that time, I immediately started working on the budget and validating why we need our budget. We were very successful to get that part of the funding back, plus 6%. I was able to validate it. It's real important if you do your reports, that you state who your partners are. If that's division of services the vision services for the blind and you're reaching out to FEMA and different places and getting braille information, everything to accommodate. It's been very good for the SILC. Also, we have a provision in our plan that says that the centers or the division services for the blind may relinquish all or part of, if there's any part B left. So, the division services of the blind had a little pot of money and linked it to the SILC. And the reason being every report or when I attend their meetings, being able to help bring awareness as it relates to
blind services. So that really helped there. Thank you, -- helped us there. Thank you, Kathy.
>> Kathy: We're ready for the next slide, please. So, SILC use of resources. The SILC is responsible for the proper expenditure of funds and use of resources that it receives under the resource plan. So, what this means is you're going to get this money, but you better know how you can spend it. There are guidelines. You need to know what the allowable expenses are. The uniform guidance is something that you should be aware of. We always talk about knowing the Rehab Act and the Code of Federal Regulations, but you also should be very familiar with the uniform guidance. If you haven't seen that, you need to take a look at it because it will tell you how you can spend federal money. I think a lot of SILCs don't always realize that and they will spend money on certain things with federal money, like say part B money, and they will want to do marketing. And they will want to buy T-shirts or pins or something with their logo on it. This is where I always caution people to be
very careful and to look at that uniform guidance because you can't always spend federal money on that. You might have another source of money that you can use for that, but you cannot spend the part B money on that. So, it's important to know what's allocable, what's allowable, because you can't just it's in the budget so I can spend it. That's not always how it works so be aware of that. I think we're ready for the next slide.
have some questions throughout this. What we are going to do is read these questions and we are going to give you our answer as an example. But then we want to hear from you guys as well, if you can, in the Q&A section, just kind of answer some of these so we can see the differences across the nation. So, I'm going to read the question and then Sha is going to answer our first question for us. How does the SPIL development happen between the SILC and the CILs in your state and what does this process look like and in what ways has this been successful or challenging in your state? Sha, if you'll answer that, please.
>> Sha: Thank you, Kathy. So, developing the SPIL and how it happens between the SILC and the centers, again, we send out the notices, the development, we talk about it. We talk about the previous SPIL. We have surveys that go on all during that time. So, I think what's really important and what's helped in Arkansas is not just waiting 'til, okay, its SPIL development time, but being able to collect that data as you go along and talking about what you're doing in your areas. So, we do that and just everyone agreeing when we come back together, reading what we've put together and then if there's changes, we go through those changes. What does this process look like?
In what ways has this been successful or challenging?
Well, again, just like I said, with us going over our part, the centers going over their part, looking at our priority areas, and I believe that's something that I think every state is challenged to do maybe in the near future, but we're really taking a hard look at those priority areas because they have been the same and when I pulled up SPILs, it's been that way three and four and five SPILs before me. So really looking at it, seeing what we can do while we don't have the funds, to actually maybe do some things in those areas. So, I think that one of the things that I think for the SILC that's been a success for us is really communicating. Everybody might not communicate but I feel like that the CIL can always have a good line of communication. The challenge in our state is actually everyone understanding the law. I think that is a challenge and that's something that I really would like to reach out to others and maybe get some training on, understanding the law that affects
all the entities in our ILS for Arkansas.
Kathy: Great. Thank you, Sha. Again, you can answer this question in Q&A if you would like. We would love to hear how you do SPIL development and any successes or challenges you're having in that area. The next question, and I'll go ahead and answer this one as well, how has your SILC determined it will monitor, review and evaluate SPIL implementation?
How has the SILC determined it would like the CIL CILs and/or DSE to play a role in this process?
And what successes or challenges have you experienced with fulfilling this SILC duty and why?
I'll tell you in Kansas, the way that the SILC determined to monitor, review and evaluate the SPIL is, again, by those SPIL workgroups, updating the SILC ward at every quarterly meeting that we have. We also have a section of our quarterly meeting that is public comment and can be used for people, anybody who comes, because the meetings are open to the public and we do disperse when we have them, we have a section in there where people can comment on the SPIL or how it's going or challenges or issues or anything like that that they may be seeing in their community. And then again, we do the annual report. The annual report is an infographic. I used to do this huge like 20-page report with all kinds of data and just so much stuff. I guarantee you nobody read it. Nobody. So, we switched to an infographic. It's two-pages, it's very colorful, but I do a ward document -- Word document and make it accessible. It goes over key elements that we want to capture as to what
we're doing in our state, things like how many implement goals were met, how many people were moved out of nursing homes or institutions, how many youth transitions we had, that kind of thing, as well as the big stuff like how many people are actually served in our state, how many INRs were done in our state and on the back we have information about each center and how to contact them. We send it to the centers, and they use it however they want. We send to legislature as an educational piece. How has the SILC determined it likes the CILs or DSE to play a role in this process?
We've done that by having the CILs basically -- basically -- the workgroups are made out of staff from all the centers in Kansas. So, we ask that each center provide at least one staff person for each group. We have transportation, employment, housing and outreach. And we do a pretty good job of having all 10 centers have people on those groups. So not only do the directors have the buy-in that way, but the center staff do as well.
In Kansas I will say the DSE doesn't play a huge role in this. They do come to all our quarterly board meetings and are present in that and they report out on different things that are happening in their department, but that's really the most that they have to do in the process. I kind of feel like I've already told the success of the way we do it. When you have center staff, people with boots on the ground having buy-in on your SPIL, understanding the purpose of your SPIL, it makes a huge difference in what you can get done in your state. So that's how we do it in Kansas.
Now, we'd like to see -- let's go through and see if there's any answers to those questions.
>> Tim: Kathy, I would be happy to voice some of those. Most of these are content questions. Annette shared we have challenges keeping up with the state needs assessment and getting feedback from consumers.
Kathy: Yeah. You know, I'll tell you, those needs assessments are tricky animals. I think there are some SILCs that do a really, really good job with those, and then there are some that either don't know how to do it or are still working on it. I will say in Kansas we're still working on it. We've put out a few surveys but I'm constantly looking at other states and seeing how they do theirs. I will pick pieces and parts from other states' surveys and use them for myself. That's one way to look at that. Sha: Kathy, one of the things that we have been privileged to do is piggybacking off the DSE. A few years ago, Dan Hopkins and Associates did our state needs assessment. So that was very, very helpful for us. Hopefully in the near future we can do that again. We were just, at the time, had some additional funding and was able to do that without it costing us so much. So that was really a good deal for Arkansas. Kathy: Okay, Tim, I'll give it back to you on the questions and we can just go through the questions now, if that works for everybody.
>> Tim: Perfect, we are on slide 10, we are going to roll through some of these in the Q&A tab in Zoom. Don't forget, if that option is not accessible or convenient to you, you can email me, if you're only on the telephone, you can press \*9. Debbie shared earlier in Delaware we don't have the Sunshine Act, instead we follow mandates from F OIA act. Currently we can meet virtually but we must simultaneously hold the meeting at an anchor site. All the information must be posted on the state calendar. That's helpful. Next question comes from anonymous who asks, would you comment on the difference between a SILC that is part of the state and as a standalone nonprofit 501C3. That's a large conversation. I don't know if you want to offer some context or specific questions there. If any of the panelists want to address that, that's fine, but I'm not sure where to take that if we don't know which aspect of those differences, you're interested in.
Deborah was wondering if we have samples of resource plans to share. Kathy: You know, I will say that another thing that I do is I look at other state's state plans for independent living. Most states have those on their SILC websites. I would encourage you to go look at the different spills SPILs and see what the resource plan looks like but I'm always willing to share anything I have. If you would reach out to me and my email is at the end here, I'll share my resource plan with you and what that looks like. I do a narrative that spells everything out and then I also do, obviously, the Excel spreadsheet. But you can also see what's in our state plan, kind of what we put in that aspect too. Tim: Thanks, Kathy. Steven is wondering if your SPIL writing meetings are open to the public and have you run into any Open Meetings Act issues when a quorum of the council is present at a writing meeting?
>> Kathy: I'll answer this and then Sha or Amber, you can jump in. Yes, in Kansas our SPIL writing meetings are open to the public. We do send out notice of when those are happening. I've never had anybody else join those because good Lord, those are painful in themselves. But yeah, they're open to the public. No, we haven't run into Open Meetings Act issues, even when we do have several of the council members there, because we are not talking about specific SILC business. The plan is bigger than just the SILC. So, I think that's how it makes it okay. Anybody else want to jump in on that?
Amber: Yeah, I would say we have been advised and directed by our public access counselor that anytime you have a particular quorum of one of our committees, so for example our SILC committee who is in charge of drafting and monitoring, evaluating and reviewing and keeping on top of SILC implementation, anytime you have a quorum of that CIL committee which is responsible for reviewing and writing the CIL or a quorum of our actual members on the council, it will trigger a need for a public meeting in Indiana. That is the advice we have been given so we always keep that in mind and make sure that anytime we are hitting that quorum or that becomes an issue, we need to make sure that we are publicly making folks aware of the meeting that's going to take place and that's open to the public and that if we have a quorum that we are abiding by those Open Meeting laws.
Tim: Okay. Thanks, you all. And anonymous asks, can you go into more detail of the SPIL collaborative review process?
In my state I believe the CIL directors send an annual report to the SILC and there's no formal review year-to-year.
>> Kathy: First off, I guess I'm a little confused by this question so if I don't answer it correctly, ask it again. I think what you are talking about is the evaluation of the SPIL. That's really the responsibility of the SILC. It's not the responsibility of the centers. Now, you do need information from those centers in order to evaluate the state plan as the SILC, but it is the responsibility of the SILC, not the CILs. If I didn't answer that right, ask it again.
>> Tim: Thanks, Kathy. Anonymous says, it's like pulling teeth to get our CILs to participate in developing our SPIL. They add very little in our town hall questions, always have people asking what services will be provided and why there are not more goals surrounding services which we've had a hard time answering because our CILs didn't have anything to add. What would you suggest in those situations?
>> Kathy: Well, that's a shame. I'm very fortunate in Kansas that I do have a great amount of participation by our centers. I do not understand why centers would not want to participate in the development of the state plan. They are truly, in my opinion, the doers of the state plan. For them not to be there or provide a lot of information on the goals or what they want the goals or objectives or action steps to be, it doesn't really seem like it's a good functioning SPIL. I get what you are saying though. I am aware that lots of centers don't have a great relationship with the SILC and then, therefore, don't have a lot to do with the SPIL. All I can recommend is that you continuously reach out to those centers and ask them for their information, ask them for what they want in there, ask them for their community needs, and just go about it that way. Amber, Sha, I don't know if you want to add anything to that. Yeah, this is Amber. I would add that one of the ways you might be able to help entice the CILs and get them more involved is by offering a network type of training to go through what the purpose of the CIL is and how the CILs play a role in its implementation and quite honestly how they can get involved in monitoring and evaluation. And then where the SILC comes into play in all of 245, too that, too as they collaborate and work together. Sometimes that will encourage the CILs to get more involved because I found in Indiana, sometimes centers don't always have the best understanding of what the CIL is and what the SILC really does around the CIL and what the role of the CILs are in terms of collaboration and working together to get that document and plan developed. Some training might be very helpful. Amber, just to piggyback on what you said, I think training is very important because right now we're evolving and things are changing and we have got new administration all around us, even in IL. And I believe it's really for the good. I feel that in my heart., that things are changing for all of us, and the training would really shed some light on some unanswered questions or some questions that maybe the CILs or even SILC members may not understand. Kathy: That really brings up a good point on the trainers. I hope that SILCs are aware. Don't be afraid to bring a trainer or consultant in. I did that my first SPIL. I brought in David Hancock's and he's absolutely fabulous. He has been on a SPIL, worked for a center and knows IL in and out. Don't be afraid to do that. Don't be afraid to reach out to IL ILRU and see if they can help you with something or anybody else, actually, because I used a consultant and it brought everybody together, got us all on the same page and he was really able to cut through some of the bull that happens when CILs and SILCs don't get along, because you get the right person and they have been on both sides, they understand each side's perspective on it. So, I highly recommend that. Amber: I would add, please, please utilize I ILRU and the technical assistance they can provide. I know when I started here in this new role about five and a half years ago, I would not have made it if it were not for [Away from mic] would not have made it. The only reason I was able to get access to them is because ILRU offers that kind of support and technical assistance for SILCs and for CILs. They were fantastic. Please, please do not hesitate to reach out to them as much as you need to get the support that you need around what it is you're struggling with.
>> Tim: Thanks. A few more questions in the queue. We are at 3:52 and we're about halfway through the presentation. Kathy, how are you feeling about this?
Do you want to keep going through the can questions or them at the final Q&A?
>> Kathy: Let's do rapid FHIR F IRE.
>> Esther says we need to amend our SPIL. One of our [Away from mic] partner no longer wants to receive funds.
>> You're going to have to go to Regina. You'll have to ask her if that's a technical or material amendment and go from there. You might have to go through the whole process of public forums. Start with Regina.
>> Great. Anonymous that asked the earlier question about 501C3 versus state entities they clarified specifically about the restrictions of being a state entity. It takes 90 days for a purchase order, we have to use state contractors, we're unable to use donations, have Guts with our -- Governors not approving [Away from mic]. When I said earlier that it was a broad issue, it sounds like you were looking for more information on all of them because that's a great list of the common issues between 501C3 and state entities. Any advice that you have in regard to those issues highlighted there?
>> Yes, and this isn't comprehensive so feel free to reach out at another time. Honestly, I would go back to what your state plan for independent living says and what you put in there. I would also take a look at the standards and assurances both for SILCs and DSEs, and it might be to the point where your DSE doesn't understand what their responsibilities are, and you need to have a conversation with them.
>> Tim: If I can add, I hope you're planning to come to part two. We are going to touch on some of these issues next week too. I think that will provide more clarity there. Just marking those answered. Anonymous asks, if your SILC resource plan indicates an allocation of part B funds to other organizations, what strategies should be in place where they're providing data or information on outcomes through reports?
Our SILC is not a 501C3, so our DSE does the contracting with these entities.
>> If it's in your SPIL that you're giving money to other entities, disability-related, then I hope it is in your SPIL that you are requesting reports or collaboration or something of some sort to understand what they're doing with that part B money. If nothing else, it should be reported on the PPR. Tim: Okay. Great. And then we will read that and take that into account during the next section. And I think that's it. I will go to slide 11 and hand it back to you all. Amber: Thanks, Kathy. This is Amber again. I'm going to go through the next couple slides and Kathy and Sha are going to jump in and provide additional information. The authorities of the SILC, IL regs, and this is an IL reg 1329.16. A, the SILC may conduct the following discretionary activities, as authorized and described in the approved state plan. One, work with centers for independent living to coordinate services with public and private entities to improve services provided to individuals with disabilities. Next slide, please, and we'll jump back between the two. I apologize. Sorry. So, this basically is going to talk about now where, and we are going to share some activities that our SILC is conducting these allowable authorities for the SILC and then also how have these activities empowered people with disabilities and furthered independent living in your state. I first want to point out that SILC duties are a must. SILCs must do the duties they're
required to do in the law. Authorities, however, are things that SILCs can do, as long as these type of activities for the authorities are identified in your approved CIL. Very important to keep in mind. In terms of activities that support authorities for the SILC and how these empowered people with disabilities in Indiana, I wanted to talk a little bit about some examples really quickly of what this looks like for Indiana. When we talk about authorities in terms of activities, one of the things we are going to touch on here in another slide or two is systemic advocacy. The authorities if it's in your SPIL, will allow the SILC to conduct systems advocacy. The other thing that it allowed Indiana to do very specifically in relation to advocacy, we developed with funding from our Developmental Disabilities Council, also called the Governor’s council for people with disabilities here in Indiana, a peer-to-peer model systemic advocacy training program called advocates
in action. This was created by people with disabilities as a scope, and all the trainers were people with disabilities from all over the country, and the only individuals that were able to participate or attend these trainings over the course of five months were people with disabilities and folks from the Deaf/Hard-of-Hearing community in Indiana. And I have to say what was so powerful about this is the peer-to-peer model aspect of it. And because of that, that is what really drove the empowerment or feelings of empowerment amongst all the different individuals that took place in this systemic advocacy training that was conducted once a month over the course of five months. And each of those months, it was two back-to-back days. We met at a hotel and got to spend a lot of time together, get to know each other, get to know the trainers and the SILC, get to know the participants really well, they got to know each other. The training was so successful some of the feedback and input
we got from the actual individuals that participated who are our peers in Indiana were that it was the most accessible and welcoming environment that they have ever had a chance to take part in or be a part of. And because of the accommodations and all the different types of supports and services that they were able to get access to without having to beg and plead for them like we typically do. The other thing that was really great about this was that not only was this an opportunity for us to teach folks and our fellow peers about systemic advocacy and what that consists of and community organizing and community change, but it also allowed our folks to take what they learned and then put it into action. So, they got to apply and put into practices a lot of what they learned in actions in terms of writing testimony, giving testimony, learning how to network and develop relationships with other individuals that they might be able to leverage those relationships with to help further
systemic change in Indiana. And the thing that I think one of the cool coolest things of this is that a lot of folks who participated, our peers, they're actually still very heavily active in systemic change work in Indiana. They pop up in meetings and workgroups and are providing testimony and are involved in our coalition work here in Indiana, at all different times. And sometimes I will show up at one particular meeting around supported decision-making that happens on a regular basis, and half of that meeting, if not more, will consist of our peers with disabilities and a lot of them are from our advocates in action program. That's just one of the ways that we have really implemented and leveraged some of the authorities that the SILC can do. It's also led to empowering our peers with disabilities to get more involved in work as advocates in our state. Next slide, please. Unless Sha and Kathy have anything to add.
>> I don't have anything further.
>> Authorities of the SILC continued is to conduct resource development activities to support the activities described in the approved SPIL and/or to support the provision of independent living services by centers for independent living and ... next slide, please. Go back one more. I apologize, Tim. There you go. So, this is -- we are going to talk a little bit here about the resource development activities and I'm going to let Kathy and Sha jump in first to provide different examples and ways they might want to share how they do this in their states first and if there's any time left, I can jump in after that. Kathy or Sha.
>> Kathy: I'll go first because I don't have a lot. In Kansas we looked at doing resource development and we did all the surveys and asked the CILs what they would like from us. We looked at our SILC in depth to see what we needed, what we weren't able to fund. We didn't come up with a great amount. So, we went a very different direction with resource development. We used some of our funding to help those SPIL workgroups. We provided all the conference calling for them. They could use our line, so they didn't have to spend money on that. Now everybody uses Zoom so it's not too big of a deal. We've done trainings where we pay for the trainer and all the CIL staff can be involved in that. It's open statewide. We tend to do things like that instead of trying to go out and raise additional money, because we just really didn't see the huge need for that. That's what we do. Amber: Sha, did you have anything unprecedented to add to that?
>> Sha: Yes, well, one of the activities that the SILC does that I'm very proud of is back in 2013 we started the day at the Capitol for individuals with disabilities so they could learn the political process and y'all, this has been very successful. 2019 we did a mock vote at the state Capitol on real machines, and we had a 48-year-old woman, blind and visually impaired, that voted for the very first time on an accessible machine. So, you know, now she's a strong advocate. I believe that one of the things is pushing people with disabilities to be a part of the community is very important. When we have our events, they are part of the program. They are doing. I reach out and ask, hey, do you want to help us with this?
Do you want to volunteer?
Knowing how to -- the victory and the vote last year, we had individuals with disabilities submit questions to a legislator that came on. Our victory in the vote was during NCIL when we actually did the day on the Hill. And we called it victory in the vote. Those are the kinds of things. It's real important to continue the motto: Nothing about us without us. We can go far if everyone would do that. We're excited about our day at the Capitol. We have to do it a different way since COVID, but it's working. Thank you. Kathy: Just one more quick thing on this. When you do resource development, remember that if you spend program money, then in order to develop your resources, then that has to be spent in the program. So, you can't use the part B money and then not use it for your resource plan. So, it can't -- if you want to have money that doesn't have to go towards what you have in your resource plan in the SPIL, then you have to figure out a way to raise that money that does not use your SILCs' staff's time or SILC resources like copying papers or any of that kind of stuff. Just keep that in mind. Amber: I will just add in terms of resource development and Tim, you can go to the next slide if you would like. Thank you. I'm kind of answering this. What ways is your SILC conducting resource development to support activities identified in your SPIL and for the IL network, which is what Kathy just alluded to. One of the things that I wanted to share that Indiana does is we do a lot of fee-for-service opportunities. We get tapped into a lot and get a lot of asks to do trainings or something on a disability disability-related topic for profits and nonprofits and different entities like universities and colleges in our state. We charge for those. Our time is valuable as people with disabilities, and we should be compensated appropriately for providing the information that we have to share, because it is worth something; it is very value. Our lived experience is extremely valuable. We don't really volunteer all that much, quite honestly. And if we're asked to
volunteer and provide a presentation through volunteering, often we respond with no, thank you. And we redirect them to maybe some other entities or resources they can tap into for that. But we do charge for these fees for service type of training and education opportunities. The other thing we look for and we have been lucky with is getting chunks of funding in terms of donations from entities we have relationships with and have been working with for a long time. That has gone a long way in helping to support some of the lobbying we do, quite honestly, because we are not allowed to use our federal funds to do that. So those donations have been very helpful in helping us to do that work. The other point I wanted to make, kind of piggybacking off what Kathy said a little bit is there's myself and one other staff member. One of the things that we try to steer away from, and we don't really invest a lot of time in quite honestly is applying for grants. Just the competitive nature
of those, the amount of time and energy and resources it takes to invest in them and even being able to implement the grant that we might get outside of the typical grants or contracts we have with our DS DSE, is not very feasible, it's not very ideal, necessarily. If we are looking to do some additional work around resource development, looking at grants and applying for those is not typically one way that we go after accomplishing that goal.
Sha: One of the things we do in Arkansas is of course can't spend money to make money, but we have got a great relationship with some of our partners. We're having our cross-disability summit. It's a scale down of our cross-disability conference, the first to have in Arkansas across disabilities. We're doing a scale down. So, entities will exhibit and there's a fee, so every person with a disability and their family or caregivers come to our events free. Those fees help deter that cost. So that's been very successful. But the CIL, my first cross-disability conference, we raised over 10 grand that way. That's pretty good for a CIL. And if you're one person and then an assistant, I think that's pretty good. Amber: I'm going to run through the next slides kind of quickly and then have Sha and Kathy pop in with additional feedback around those. Authorities of the SILC continued. Number three, perform such other functions consistent with the purpose of this part and comparable to other functions described in section 705C of the Act, as the council determines to be appropriate and authorized in the approved SPIL. In undertaking the foregoing duties and authorities, the SILC shall: Coordinate with the CILs in order to avoid conflicting or overlapping activities with it is CILs' established service areas, 2, not engage in activities and constitute the direct provision of IL services to individuals, including the IL core services, and three, comply with federal prohibitions against lobbying. I will add a quick comment in regard to the lobbying. In Indiana, you can use state dollars, there's no limitations on state funds to lobby, but again, you do have that restriction around using
federal funds to do any lobbying, so keep that in mind. And really be sure you understand your state laws around utilization of state uses of money. Then Sha and Kathy, if you want to jump in and add anything on this slide. Kathy: Just really quick, this is where we can do systems advocacy. The language in the SPIL is really important. Examples, in the Kansas SPIL we are very general in a lot of our wording because we want to make sure that we don't limit ourselves, but it is important to have what you want at least in a general sense in the SPIL. One of the ways that we coordinate with the CILs, in order to coordinate activities and make sure there's no overlap or any of that kind of stuff, we have an IL Network meeting and that's where myself and each one of the directors from every CIL come together. We used to do it in person because we felt that was a much more effective method. Now we do it over Zoom. We talk about different things. We talk about the hard stuff like territories, whether or not counties are getting served. Every county in Kansas is a served county, however, we have several underserved counties. We talk about that kind of stuff. We talk about formula funding and what we
would like to see and what's an equitable formula. We worked with our University on that, and they helped us to come up with a formula that everybody agreed upon. We talk about a Unified voice to go to the legislature for things like trying to get a line item for IL spending in the state. So that's one of the ways that we coordinate with our CILs.
Amber: Tim, if you could jump to the next slide. Thank you. Sha, did you have anything to add here?
>> Sha: No, thank you.
>> Amber: Next slide, Tim. We are at questions and answers portion. If there are any of those you want to run through, unless Kathy handled them all in Q&A.
>> Tim: I saw Kathy answered a number of them. We don't have questions in the Q&A tab. I see an 808 with their hand raised. If you're at the 808 number, I will unmute you now and you can unmute your phone and go ahead with your question.
>> Cheryl: This is Cheryl, can you hear me?
>> Tim: Yes.
>> Cheryl: The three of you, and you Tim, you all look marvelous, just saying. A couple of things. One is I don't think -- I think it must be a state law that says that you can't vote by email because I don't see any of that in the federal law. That's one comment. A second comment is in Hawaii, back in the day, I had worked with boards and commissions. We got exempt from the sunshine law. Because we follow the federal law. So that's been a controversial issue on and off. So, we have an Executive Order that's been revised and now it's in the process of being revised again. We do open our meetings to the public, although our SPIL meetings we notice, we put the notices out and mostly we don't have people except the centers. We develop our SPIL kind of the same way that you talked about. Anyway, I didn't really have a question. I just had some comments and wanted to also say I could resonate with what you were saying, Amber, about begging and stuff for access.
I heard you talk about fee for service at NCIL. And that resonated with me because I used to be a trainer. So, I was trying to figure out how to incorporate that into getting money for SILC. Anyway, those are my comments. Thank you, guys, so much. I'll talk to Kathy and Amber at some point to fill you in more. Kathy: Thank you, Cheryl. Yeah, it is a state law in Kansas that we can't do a vote by email. No, it is not in the Rehab Act or the regs. I will say that it is in those though that you do have to have public meetings. I didn't really think about it at the time, but if you're doing an email vote, how is that open to the public?
Just something to think about on that. Amber: We can go to the next slide, Tim.
>> Tim: We have one more question in the Q&A tab. Dawn asks our DSE has our state budget set up to be able to receive revenue and we are not a 501C3. You might be able to ask the DSE to request the change during your budget request to your legislature.
>> Kathy: That's a good point because there was a question asked, about if you are not a 501C3 then how can you do fundraising, and receive funding?
That's a good point. There are probably lots of ways to do it, and that's one of them, to see what your state would require and if you go through your DS DSE, how they would have it set up. There's probably always way a way to do it.
>> Tim: Those are all the questions we have. We can go to slide 18.
>> Amber: Thanks, Tim. I will go through what I think is one of the last few sets of slides here. How do we make sure SILCs are performing their duties and authorities in an equity-based framework?
Point one, to consider and look at, is board representation of communities in your state. Point two is ensuring policies and procedures do not cause bias-based barriers. And point three is prioritizing Black, Indigenous, and people of color or BIPOC communities in capacity building and contracts. This is a subject I could spend an hour and a half or whole presentation on, quite honestly, so I'm just going to hit on a couple ways that Indiana does this. Tim, you can go ahead and shift to the next slide if you would like. Really quickly, what is your SILC doing internally and externally to address systemic Rachel and dismantle oppression systems in your state?
How is your SILC working to hold itself and the CILs within the IL network accountable to doing this work?
In Indiana, internally, we conduct a membership campaign, or we did, and we are going to continue doing this, but specifically recruiting our peers with disabilities from BIPOC communities. The last time we did this, we actually ended up recommending six of eight individuals of our peers with disabilities from BIPOC communities to the Governor to be appointed. We are still, like a lot of the rest of us, wrestling with our Governor on getting all of those appointments made. A few have been made but we still have more that need to be made. We are continuing to push and advocate very hard to ensure that we have many, many voices from BIPOC communities that are appointed and serving on the SILC. We brought in a consultant who is a disabled Black individual to assist our SILC with reviewing and updating our bylaws. Our policies and procedures, and some of our practices to look at eliminating and mitigating bias and barriers within those, especially for our Pierce peers of color. We
ensure that we incorporated building a culture in the organization built on the framework of the 10 principles of disability justice. If several of you are not familiar with what those principles are, I highly encourage you to Google 10 principles of disability justice or look at [Away from mic] and they will be able to give you that information and give you access to those 10 principles of disability justice that really reflect the way that we are shifting as a SILC and quite honestly, the rest of us in independent living CILs and SILCs need to be working and building and bringing those into the work we do on a daily basis. We established a new officer position on our council who is the officer of equity, inclusion and opportunity. This individual has a standing seat on all our SILC council committees, including our Executive Committee. And we are met and are continuing to work with our Governor's new chief of equity and inclusion in opportunity on a number of systemic
disability-related issues, including better counsel representation of our SILC appointments. We are actually hosting a disability roundtable with her as the new officer this fall to introduce her to many, many individuals in the disability community and address a lot of issues, systemic issues, systemic racism and talk about how we can change things and get buy-in from the Governor's office. As far as external examples, I'll touch on not only have I been, and council members are pushing for more training and education and implementation of policies and practices and changes to those to ensure that our peers with disabilities from BIPOC communities are centered and a part of the work being done at these other organizations. I'm the board Chair for our protection and advocacy organization in Indiana. One of the things that, quite honestly, I'm getting some push back on right now by some white male individuals is updating our bylaws to ensure that majority of people with disabilities
and folks from BIPOC communities are centered in the work that we're doing from a governance bylaws and policy level. There are a lot of other examples I can give for you today. If you would like more information, contact me. I have what feels like an endless list of work we're doing. And it's still not enough. So, this is a journey. This is something that we will be working on until the end of time for us. So just keep in mind, it is not something that you are going to get accomplished and work to address fully overnight, but the important thing is that you are making this a priority in the work that you're doing as a SILC and pushing and supporting your CILs with training and education and implementation of this work, right, to do it too in your network and sometimes collaborating and partnering to make sure that happens together. I don't know if, Sha, and Kathy, if you have anything to add-on this point?
>> Sha: Amber, I do. I think I mentioned to you guys, one of the things that the SILC has done in the past and we continue to do is we had a meeting put together with former Commissioner Anne Bishop under the Obama administration and we had NAACP, Urban League, we had those partners and groups in the room that don't necessarily look like the majority of you guys in this training. I think that sometimes that needs to happen. I am a member of NAACP, Little Rock branch, and I sit on the executive board. That is written into I think our PBR, but it's very important to talk about what's going on in our communities and how we can bring those partners to the table to help us fight the systemic racism and the inequity, disparities in our state, because Arkansas is behind the 8-ball. I call it behind the 8-ball. There are eight states that are right up there. Racism should never be diminished as a distraction. We should always be working towards making sure there's sound policy and that people of color, Black, Indigenous, people of color, the communities, they are involved and every meeting that I attend, I mention BIPOC. Most of the time, individuals don't know what I'm talking about, but I will continue. And we are going to start having those hard conversations, continue those hard conversations, even with my board. We had a trainer come and do the implicit bias and that was great. Justice shorter has been invited to come to our disability summit. You guys know her. She works for NDRN. We just got to keep the attitudes, we have got to keep internally and externally addressing and dismantling those perspectives oppressive behaviors because it happens quite a bit and I believe that we should always be respected for what we do. Kathy: I'll quickly add what Kansas is doing. We had a lot of work to do on this. One of the things that we did was we had an implicit bias training. It was a full day training. We did it virtually. It was not only for the SILC board. We opened it up for the entire IL network. So, all the centers and their staff -- well, I say, they could join in. We had quite a few people. I want to say we had 65, 70 people that joined in. So, we had that training, and it was excellent. I think what it did was really opened the eyes of some of the centers and they could probably do better as well. So, some of them now have implicit bias trainings, diversity trainings, they really look at marginalized communities and how those are represented on their CILs. The SILC board, we still have a lot of work to do to be a much more diverse board that is really truly representing all the different communities we have. This year for our annual board training, we brought in another presenter
who talked about diversity and everything that that means. We had a very candid dialogue, and it was great because people want to ask questions and it was a safe place to do it. One of the ways that we help to make sure that the network is always looking at doing better by showcasing centers that are doing a good job at making sure that representation is there from all the marginalized communities, that they are doing the good work and really pointing out the intersectionality that is there. So that's how we do it. It's not as great as some of the other ones. We're working on it. We are a work in progress and we're continuing to add to our list of things to do. Amber: I'll just say one last thing, which is that if you are a SILC and that SILC consists of membership that is all white, staff is all white, or as a white individual are serving on the SILC or a SILC staff, figure out how to leverage your privilege. How do you leverage your privilege to make space, create opportunity, elevate voices of our peers with disabilities from BIPOC communities? Get them to the table. Create space for them. Step back. Like I said, figure outweighs to make room for our peers whose voices continue to be pushed aside, ignored, and left out of the conversation. That can't continue to happen. Leverage the privilege you have as a SILC or as an individual to make space and create opportunity. I will end with that.
>> Sha: Amber, I wanted to say one more thing. When I helped Regina Blye when she was the President of the SILC Congress, we used to do the SILC Congress where it ran into Martin Luther King Day. And I remember leading a charge. We did a parade and just talked about where we are now -- then, where we were, and what we need to do, and how the Civil Rights or Disability Rights -- and it was a great SILC Congress. Those that were there, whether you think so or not, it was a great SILC Congress. We did a lot of things that were fun, but they were innovative, and you learned. So, I don't think we even have it around that day, but I would charge NASILC in the near future, not next year but whenever, maybe think about that. Look at what we are talking about. We may need to bring something like that back. I'm not sure why it changed, but anyway, we did, and we had a great time and prioritizing is very important. I have and Shelly Simmons, if she's on this call, and others that look like me, we have been made to feel uncomfortable all our lives, okay?
All our lives. We've had to fight, Regina's had to fight, Sha's had to fight, Shelly's had to fight, whoever else that's Black and Brown people. If we mention something that makes you uncomfortable, it's supposed to because that's the only way we are going to get conversation. That's what I leave you with today and thank you guys for having me. Tim: Great points and thank you so much, you all. We are at 4:30 on the East Coast so we are out of time. I want to thank our presenters for an excellent presentation and for putting all this together and bringing it to us. It's great to partner with NASILC and be able to address these topics for SILCs. You all know this is a two-parter. If you have not yet registered for next week's presentation on September 1, I hope you will. There's still plenty of time to do that. In the meantime, if you have questions that come up, Kathy's been generous to offer her email address, or you can submit emails to me at tim@ncil.org. There will be an evaluation form that will come up on your screen when I close the webinar. It's short and only takes a moment to complete. If you would share your thoughts with us, we would appreciate that. If you really don't have time and you need to get to another call, you can access the evaluation in the materials email sent to you yesterday. If you
are as good as I am about following up later with those things, I hope you'll take a minute to do it now. We really do take your feedback seriously and use them to improve our future webinars. With that, we will close and hope to see you all back here at the same time next Wednesday, on September 1. Thanks so much, everybody. Bye-bye.

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