



## How do I Recruit SILC Members?

In order to have a SILC that is balanced and well represented, SILC members, CIL staff and IL program partners are encouraged to keep recruitment in the forefront of their minds.

When helping to recruit SILC members, consider the community activities you participate in, even those unrelated to disability. These often offer unique opportunities to interact with individuals including those with disabilities, their family members, and advocates. Some of these individuals may demonstrate the qualities important for SILC membership.

Please be aware, however, that the SILC bylaws have certain conflict of interest restraints, so those who are CIL Board members, hold a title at a CIL, are employed by a CIL, or volunteer more than 10 hours per month at a CIL, are prevented from SILC appointment, unless they are one of the elected CIL representatives. In addition, immediate family of CIL Board members and CIL Directors may not hold member at large positions on the SILC.

The SILC's Membership Development Committee routinely identifies recruitment targets related to diversity in skills and other factors such as geographic location, expertise, disability type, ethnicity, and community connections that make for a well rounded council. There are currently *[insert number of vacancies at time of circulation]* vacancies. Demographic surveys of current SILC members identified the following gaps to consider in recruitment of potential SILC members.

*Note to those developing a recruitment tool – Recruitment targets listed below are developed by comparing State demographic data, current SILC makeup, and identified categories of representation.*

- **Geographic Location:** Currently seeking representatives from the coast, central Columbia Gorge region, Willamette Valley, Central Oregon, the Portland-Metro area and eastern Oregon.
- **Expertise:** Needed are individuals with backgrounds such as Public Relations, Planning & Evaluation, Financial Management; and Personnel Management skills.
- **Disability Type gaps:** Currently seeking representation among individuals with sensory, cognitive, mental and physical disabilities.
- **Ethnicity:** Currently seeking representatives from Hispanic, Caucasian and Asian/Hawaiian ethnic groups.
- **Community Connections:** Currently seeking individuals with connections to Business/Financial, Ethnic Groups, and Community Leaders.

Please keep the targets noted above in mind when considering recruitment of individuals for the SILC, as well as the goal that our members have as much experience and knowledge related to Centers for Independent Living as possible. It is a benefit if applicants can meet more than one of the targets, of course.

### **WHAT TO DO WHEN YOU FIND A POTENTIAL RECRUIT?**

1. Provide the individual with clear information about the SILC's philosophy and duties. This prevents misunderstanding of what a person can expect to accomplish through SILC membership.
  - **The SILC's mission involves:**
    - ♦ inclusion, equality, self-determination, and personal responsibility for people with disabilities, as opposed to a "doing for" approach to disability.
  - **The SILC's legal responsibilities are to:**
    - ♦ Participate in the development and submission of the State Plan for Independent Living
    - ♦ Monitor, review, and evaluate the implementation of the State Plan
    - ♦ Coordinate activities with the State Rehabilitation Council and other councils that address the needs of specific disability populations and issues under other Federal law
    - ♦ Provide for open, public meetings of the SILC
    - ♦ Keep specific records and submit periodic reports to the Rehabilitation Services Administration
    - ♦ Play a central role in pulling together Independent Living partners, assessing the IL needs of the State, promoting the expansion of programs to fill the service gaps and facilitate the development of the IL Network.
  
2. The name and contact information for potential members may be sent to the SILC Office ([oregon.silc@state.or.us](mailto:oregon.silc@state.or.us)), noting whether the individual has already received information about the SILC's mission and duties. At that point, SILC staff will provide them with an Application Packet containing a letter explaining SILC membership and expectations, a "What is the SILC" flyer, the SILC Membership Policy, information on the history and philosophy of the Independent Living Movement, the SILC Values Statement, a SILC Newsletter and Annual Report, and the Governor's application form.

We appreciate your assistance in finding qualified SILC members!

*The SILC Membership Development Committee*