We create opportunities for independence for people with disabilities through research, education, and consultation
Statewide Independent Living Councils (SILCs) – Composition and Recruitment

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What You Will Learn

• The statutory requirements for composition of Statewide Independent Living Councils (SILCs).
• How states implement the federal requirements.
• Effective strategies to strengthen SILC member recruitment processes that result in committed, diverse and highly engaged council members.
• Ongoing issues SILCs and states frequently face regarding SILC composition and recruitment.
• Effective strategies for responding to barriers, challenges and compliance issues, with shared examples and lessons learned from the states of Kansas and Ohio.
Composition Requirements

• Section 705 (b) of the Act states that the membership of the council must include:
  (A) among its voting members, at least 1 director of a center for independent living chosen by the directors of centers for independent living within the State;
  (B) among its voting members, for a State in which 1 or more centers for independent living are run by, or in conjunction with, the governing bodies of American Indian tribes located on Federal or State reservations, at least 1 representative of the directors of such centers; and
Composition Requirements, cont’d.

(C) as ex officio, nonvoting members, a representative of the designated State entity, and representatives from State agencies that provide services for individuals with disabilities.

Additional members may include:

A) other representatives from centers for independent living;
B) individuals with disabilities;
C) parents and guardians of individuals with disabilities;
D) advocates of and for individuals with disabilities;
E) representatives from private businesses;
F) other appropriate individuals.
Composition Requirements, cont’d. 2

A majority of the SILC must be individuals with significant disabilities that:

• Do not work for a Center for Independent Living
• Do not work for your State
• Ex-Officio members representing the DSE and other state agencies
• Individuals that provide statewide representation
• Individuals that represent a broad range of individuals with disabilities from diverse backgrounds
• Individuals who are knowledgeable about centers for independent living and independent living services
Composition Requirements, cont’d. 3

• All SILC members must be appointed by the governor or appointing authority, including ex-officio, non-voting members.

• Some who cannot be included in the majority are:
  • CIL employees (including the CIL Director selected by the CIL directors in the state), even though they are voting members
  • State agency representatives
  • State employees who are not representing their agency, but are voting members
SILC Indicators Regarding Composition & Members

(1) SILC written policies and procedures must include:
   a. A method for recruiting members, reviewing applications, and regularly providing recommendations for eligible appointments to the appointing authority

(2) The SILC maintains regular communication with the appointing authority to ensure efficiency and timeliness of the appointment process.

(3) The SILC maintains individual training plans for members that adhere to the SILC Training and Technical Assistance Center’s SILC training curriculum.
SILC Assurances Regarding Composition & Members

(2) The SILC is composed of the requisite members set forth in the Act (Sec. 705(b)(2), 29 U.S.C. Sec. 796(b)(2)); appointments to the appointing authority

(3) The SILC terms of appointment adhere to the Act (Sec. 705(b)(6), 29 U.S.C Sec 796(b)(6));
Questions & Discussion
Kansas SILC Composition

- Bylaws state between 10-14 “voting” members, 3 Ex-Officio members
- Currently have 12 voting members and 3 Ex-Officio
- The Governor appoints our voting members and allows the different Departments to assign the Ex-Officio
Diversity in Kansas

- Population statistics of your state—look at those
- Board break down
- What does diversity mean for your state? Does your board represent the population of your state?
- Disability diversity – KS tends to ebb and flow. Currently we have Physical, DD, Vision, Hearing, Learning, and multiple.
Diversity, cont’d.

- Board composition goes beyond disability, culture, and ethnicity
- Do you have professionals? Do you have parents of children with disabilities? Do you have more than one CIL person?
- Ages—Kansas SILCK has 1 (20’s), 3 (30’s), 2 (40’s), 4 (50’s), 4 (60’s), 1 (70’s)
  - 40% Females, 60% Males
  - 86% White, 7% Hispanic, 7% American Indian
- Census for Kansas shows 65% between 18 and 65, 50/50 for female/male ratio, 75% White, 12% Hispanic, 6% Black
Recruitment in Kansas

- Executive Director does the majority, but this isn’t a good idea.
- Annual Board training focused on member involvement, especially with recruitment.
- Change in how we recommend to Governors office.
How do we recruit?

- Word of mouth
  - Developed rack cards for staff and members to use
- List serves of other disability organizations
- University/College disability offices
- Ethnic chambers of commerce
- Youth organizations
- Associations that current members are in
- Watch for CIL staff who retire
- Social media, both SILC and CILs
Questions & Discussion
Ohio Composition

- Our composition requirements are set by the Governor in an Executive Order
- 19 total members, 14 Voting, 5 Ex-Officio
- Executive Order also specifics the 5 state agencies that will have appointed Ex-Officio members to the SILC
  - DSE – Opportunities for Ohioans with Disabilities
  - Department of Developmental Disabilities
  - Department of Job and Family Services
  - Department of Transportation
  - The DD Council
Diversity in Ohio

• We have looked at diversity in many forms for our Council
  • Types of disability, race and ethnicity
  • Background work and experience
  • Governor’s office has looked at gender and political affiliation
  • It can be helpful to know what your Governor’s Office looks for as well as explaining to them what your Council finds important
  • Use that conversation as an opportunity to work with your Governor’s Office
Recruitment

• SILC Director and members discuss approaching candidates
• We previously had a committee for nominating and recruitment
• Now we have an Education and Outreach Committee that has the additional responsibility of helping to find new SILC members
• Last year we went from 7 voting members to a full 19 person Council.
How do we recruit?

- We have looked at other groups to find leaders in the disability community.
- Reaching out to CILs.
- Reaching out to elected officials.
- Sending out letters to groups to share with their networks.
- Targeting specific groups and populations where we are missing members.
Questions & Discussion
Barriers and Challenges in Kansas

• Administration and Political party caused refusal of excellent candidates or promoting people not even wanting to apply for SILCK.

• Past Governors appointed members who didn’t fully understand or commit to the IL Philosophy.
Lessons Learned

• KS has a good relationship with the Governors apt office.
• Use the Federal Regulations on compliance as an advantage to get appointments made. Educate them on what those are.
• Mention the loss of Subchapter (Part) B and Subchapter (Part) C funds if a SILC goes out of compliance.
Compliance Issues

- Ohio had a noncompliant Executive order
  - 7 voting members, 7 Ex-Officio Members
- Notified ACL prior to the submission of our Program Performance Report (PPR).
- Developed a corrective action plan.
- Set timelines and steps to achieve compliance.
- Having the notice from ACL after reporting we were out of compliance allowed us to work with the Governor’s office on changing the Executive Order.
- Followed plan and became compliant.
Constant Recruitment

- Often members leave before their term is over for a variety of reasons.
- When we find people that may make a good SILC member we try to engage them even if there are no vacancies.
- Invite them to meetings or to visit CILs.
- Get them involved in the work of the SILC/CILs.
- Build up your pool of candidates on a regular basis and the recruitment becomes easier.
- SILC reviews all candidates before submission to give recommendation to appoint or not-appoint.
Appointment issues

• In the past the DSE had a say in the appointments.
• Now SILC makes recommendations on candidates to the Governor.
• Built relationship with the Governor’s Staff, let them know about our process and requirements.
• They now look for our recommendations on candidates.
Final Questions and Evaluation

Any final questions?

Directly following the webinar, you will see a short evaluation survey to complete on your screen. We appreciate your feedback!

_Evaluation Survey Link will be inserted here..._
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SILC-NET Attribution

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