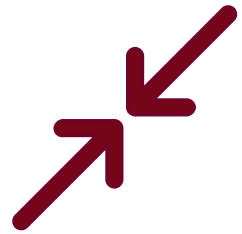


IL T&TA

Independent Living Training & Technical Assistance Center

Stronger Together: Bringing More Voices to the Table in IL Leadership



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Access

- **Wait for a Microphone.**
- **State Your Name and Organization Before Speaking**
- **Slow down so CART providers and ASL interpreters can keep pace.**
- **Get Comfortable! It's DAY 4!!!** Feel free to move around if you need to.

The IL T&TA Center – Who We Are

The IL T&TA Center, operated by the University of Montana's Rural Institute for Inclusive Communities (RIIC), is funded by the Office of Independent Living Programs, Administration on Disabilities, Administration for Community Living (ACL) to provide expert information, support, and training tailored for Centers for Independent Living (**CILs**), Statewide Independent Living Councils (**SILCs**), and Designated State Entities (**DSEs**) across the country.

- **We are Disability-Led**
- **We have a Peer-Based Partnership Structure**
- **We Prioritize Community-Based Approaches**
- **We are Accessible and Inclusive**



Presenters

Tyler Morris, Director of Training, IL T&TA Center

Sandra Breitengross Bitter, Project Director, IL T&TA Center



What is our focus for today?

- **Explain** why it's important for staff and board members to reflect the full range of people in their communities to support true peer connection.
- **Recognize** common challenges that make it harder for some people to join or stay involved in staff or board roles.
- **Learn** real-world approaches other CILs and SILCs have used to bring in and support people from different backgrounds.
- **Talk** about the value of lived experience and how it strengthens peer support and decision-making in leadership roles.
- **Create** a starting plan for how their organization can take practical steps to involve more people and voices in leadership.

**“Reflecting the
Community”**

What does this mean to you?

Why Representation Matters for CIL Boards

CIL Boards

- A majority (51% or more) of CIL board members must have significant disabilities
 - **An individual with a significant disability** means an individual with a severe physical or mental impairment whose ability to function independently in the family or community or whose ability to obtain, maintain, or advance in employment is substantially limited and for whom the delivery of independent living services will improve the ability to function, continue functioning, or move toward functioning independently in the family or community or to continue in employment, respectively - 29 U.S.C. § 705(21)(B))

Required in Rehab Act Sections
725(b)(1)(A) and 725(c)(2)

Why Representation Matters For CIL Staff

CIL Employees

- Over 50% of all staff must be individuals with disabilities
- CILs must affirmatively recruit, promote, and retain staff with **significant disabilities** and track for compliance - 29 U.S.C. § 796f-4(c)(5)
- At least 50% of decision-making roles must be held by individuals with disabilities
- CILs must be able to track and report staffing ratios

Required in Rehab Act Sections
725(b)(1)(A) and 725(c)(6)

Why Representation Matters For SILCs

SILC Member Qualifications:

The Council shall be composed of members—

- “who provide ***statewide representation***”
- “who ***represent a broad range of individuals with disabilities from diverse backgrounds***”
- “who are knowledgeable about centers for independent living and independent living services,” and
- “a majority of whom are persons who are **individuals with disabilities** and not employed by any state agency or center for independent living.”

Required in Rehab Act Sections 705(b)(4)(A)

Real World Examples

CIL – Harnessing Networks to
Build High-Impact Teams

SILC – Increasing Representation
of Council Members

Gather your data.

Assess Your Demographics— Look at your board and staff reported data for disability types, age, geography, cultures, and economic background

Staff and Board Demographics—Collect this information from the individual directly; do not assume.

Community Demographic Data

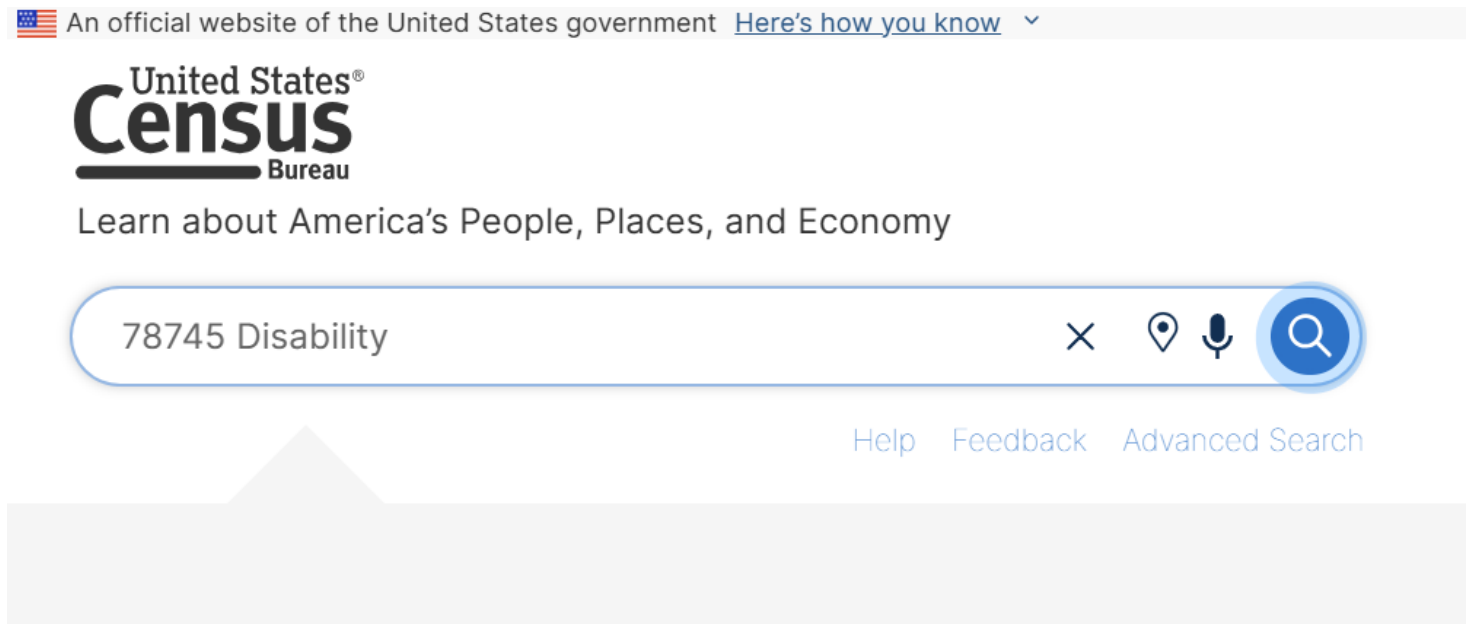
- U.S. Census Bureau — especially the American Community Survey (ACS).
- State or local government agencies — health departments, disability offices, or planning departments.
- University Centers
- Developmental Disability Councils (Every state has one!)

Program Performance Report Data

American Community Survey (ACS): Quick Tutorial

The ACS is the primary source for local-level disability data:

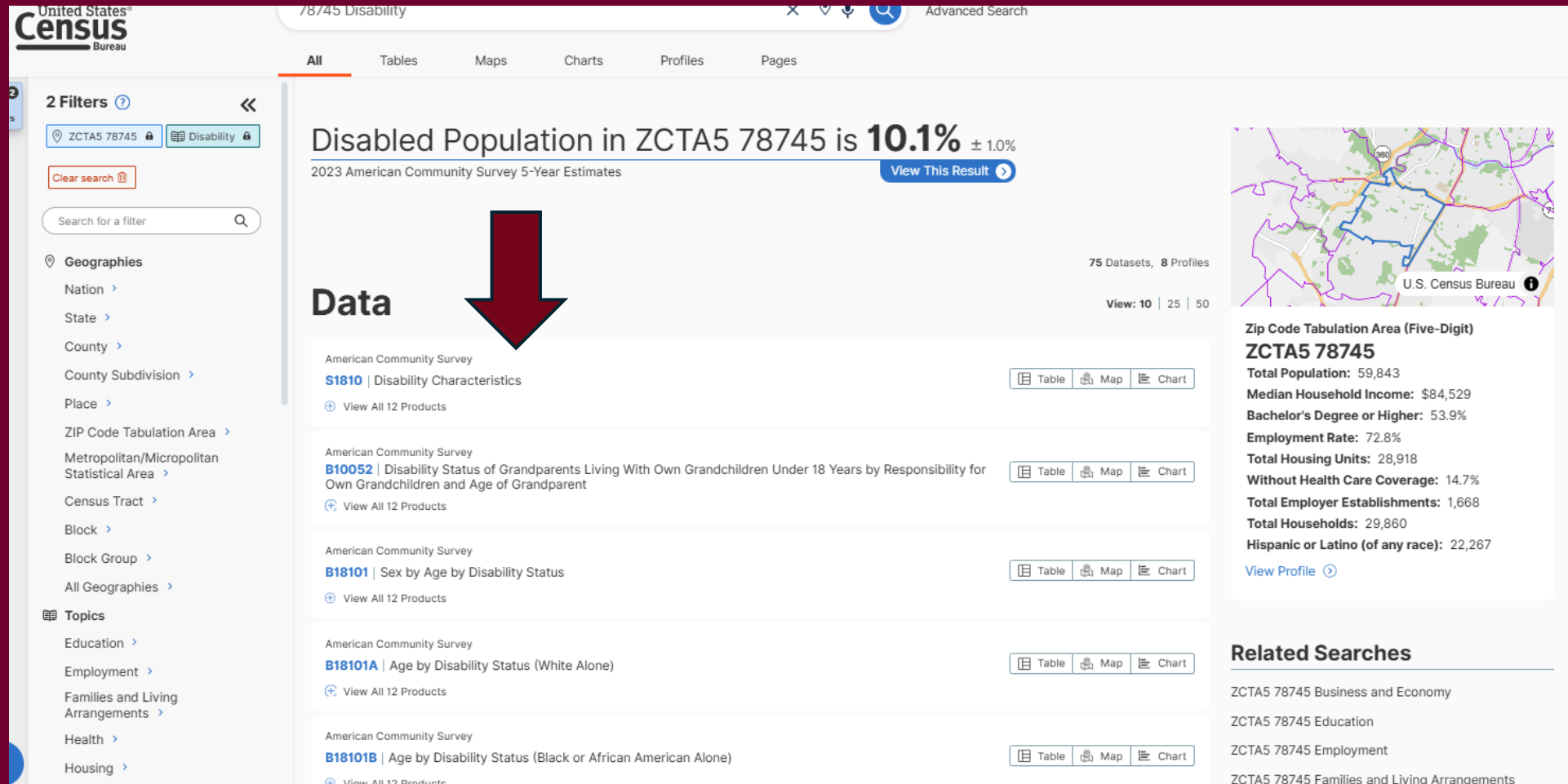
1. Go to <https://data.census.gov/>
2. Enter your location in the search bar.
3. Use keywords like “Disability” or search for **Table S1810 (Disability Characteristics)**.



American Community Survey (ACS): Quick Tutorial, cont.

4. Click on **Table S1810 Disability Characteristics**

Note: Refine by year (5-year estimates are best for small areas).



American Community Survey (ACS): Quick Tutorial, cont.

Table S1810 Disability Characteristics

*Population of
people with
disabilities by sex,
race, age, and
disability type by
detailed age.*

S1810

Disability Characteristics

American Community Survey

2023: ACS 5-Year Estimates Subject Tables

Notes

Geos

Topics

123

Dataset

Year

Columns

Transpose

Margin of Error

Restore

Download

Cite

Share

More Tools

Label	ZCTA5 78745				
	Total	With a disability		Percent with a disability	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate
▼ Total civilian noninstitutionalized population	60,943	±2,699	6,169	±600	10.1%
▼ SEX					
Male	30,665	±1,572	2,872	±392	9.4%
Female	30,278	±1,623	3,297	±416	10.9%
▼ RACE AND HISPANIC OR LATINO ORIGIN					
White alone	43,720	±2,322	4,052	±521	9.3%
Black or African American alone	2,226	±615	314	±121	14.1%
American Indian and Alaska Native alone	559	±235	69	±70	12.3%
Asian alone	2,148	±492	59	±55	2.7%
Native Hawaiian and Other Pacific Islander alone	3	±17	0	±35	0.0%
Some other race alone	4,834	±1,032	705	±180	14.6%
Two or more races	7,453	±1,005	970	±271	13.0%
White alone, not Hispanic or Latino	32,975	±2,057	3,388	±492	10.3%
Hispanic or Latino (of any race)	21,491	±2,085	2,219	±418	10.3%
▼ AGE					
Under 5 years	3,572	±898	0	±35	0.0%
5 to 17 years	5,561	±623	268	±112	4.8%
18 to 34 years	17,812	±1,345	1,351	±313	7.6%
35 to 64 years	25,843	±1,553	2,159	±374	8.4%

American Community Survey (ACS): Other Data Tables

These provide more detailed cross-tabulations involving disability status.

B18101-B18107 – *Disability by Age, Sex, and Race/Ethnicity*

B18101 – Disability Status by Age

B18101A to B18101I – Disability by Age for various racial/ethnic groups (e.g., White alone, Black alone, Asian, Hispanic, etc.)

B18102 – *Sex by Age by Disability Status*

B18103 – *Sex by Disability Status by Employment Status*

B18104 – *Age by Sex by Disability Status by Employment Status*

B18105 – *Sex by Age by Disability Status for the Civilian Noninstitutionalized Population*

B18106 – *Disability Status by Self-Care and Independent Living Difficulty*

B18107 – *Age by Disability Type*

S0201 – *Selected Population Profile in the United States (includes disability among many characteristics for specific immigrant and ancestry groups)*

Supplemental Tables - *Some years include supplemental tables that provide disability estimates for smaller populations or geographies with lower margins of error.*

Identify your gaps.

Take what you know about your board and staff and **compare it** to the **population you currently serve**, and the **population present** in your service areas.

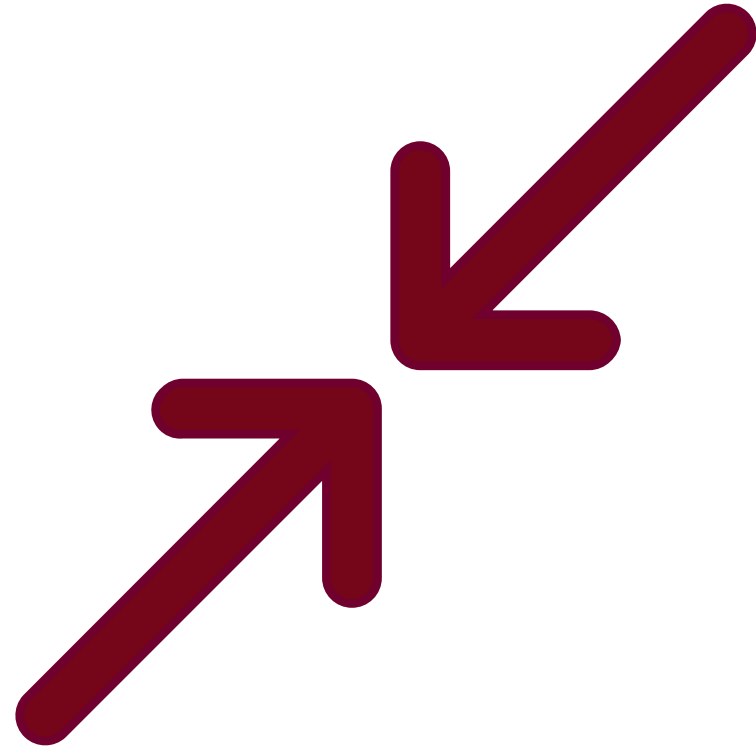
Who is missing from our board/staff right now?

Recognize why the gaps exist.

What challenges do some people face in becoming and staying involved?

- **Access**
 - Physical
 - Language
 - Communication
- **Attitudinal**—apathy, not feeling accepted or welcome
- **Lack of Outreach**—Have they been asked to join or apply?
- **Sustainability**—Lack of compensation or low pay

5 Ways to Bring in New Voices



1. Go Where People Already Are

Don't wait for people to come to you. Build relationships in community spaces where underrepresented groups already gather.

- **Attend local events** hosted by disability-led, cultural, or grassroots organizations
- **Partner** with local service providers, mutual aid groups, or houses of worship
- **Share** open roles or volunteer opportunities through trusted community leaders

2. Rethink Recruitment Language

The way you describe roles can either invite or discourage participation.

- Use **clear, plain language** and avoid formal jargon, acronyms, or technical terms
- **Emphasize lived experience**, not just formal education or “professional” experience
- Be clear about **expectations, time commitments, and support offered**

3. Make Participation Possible

Even the most passionate people won't join or stay if participation doesn't work for them.

- Offer **remote/virtual participation** options where possible
- Provide **access support**, such as interpreters
- Schedule **meetings at times that work** for your recruitment audience, such as when students, working people, parents, and caregivers might be available.

4. Welcome People In and Set Them Up to Succeed

Joining a board or staff team can feel intimidating. Help new members feel supported.

- **Pair new folks with a “buddy” or mentor** who checks in regularly
- Share an orientation guide **and avoid acronyms or complex procedures**
- **Invite questions and feedback** early and often

5. Review the Plan and Adjust Often

Bringing in new voices is not a one-time task—it's an **ongoing commitment**.

- **Regularly review** who's on your team and who's missing
- **Invite feedback** from your disability community: “***Do you see yourself in CIL or SILC?***”

Be open to changing how things are done based on who's in the room AND who you want in the room!

Feedback

Please fill out the short survey and provide us with feedback about today's session!

Evaluation Link



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How to Connect with Us!

- **Website:** Visit us at **ILTTACenter.org**
- **Request Information:** You can request training and technical assistance (expert help for your organization) by filling out a form on our website and letting us know how we can help you.
- **Call:** You can call us at **406-243-5300**, and someone will get back to you as soon as we can.
- **Sign-Up for Events & Announcements:** Visit our website to sign up for updates about live training, group technical assistance, new publications, and other happenings around the Center.



IL T&TA Center Attribution

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This project is on assignment through contract with the **Administration on Disabilities, Administration for Community Living, Health and Human Services.**