

The mission of GCDD is to advance social change, public policy, and innovative practices that increase opportunities for individuals with developmental disabilities and families to thrive where they live, learn, work, play and worship in Georgia's communities.

Vision: In Georgia, all people are valued and fully included in our communities and are supported to realize their fullest potential.

WE VALUE:

1. public policies founded on sound research, accurate information and practices in alignment with the principles of the DD Act
2. a network of advocates comprised of people with and without developmental disabilities, family members, and others working together to support the principles of the DD Act
3. diverse, inclusive communities that allow for full participation by all people
4. available, accessible, flexible and responsive services that promote self-determination and community integration
5. the gifts and talents that people with developmental disabilities contribute to their communities
6. supportive, informed families who actively advocate for their loved ones with developmental disabilities by making significant contributions toward preparing for their future

Framework

The GCDD is charged with creating systems change for individuals with developmental disabilities and family members through advocacy and capacity building activities. The outcomes for all GCDD efforts are that people with intellectual and developmental disabilities and their families will be more interdependent, have greater economic self-sufficiency, are integrated and included in their communities, and are self-determined in their lives.

GCDD must embrace the notion that addressing complex problems requires a collective impact approach that involves many actors from difference sectors committing to a common agenda. Collective impact is about a shared vision and values, a common understanding of the problem and agreed upon rules of engagement. The focus is on adaptive problems where the answer is not known and no single entity has the resources/authority to bring about change. It requires an inclusive leadership style that is able to take others along a process of selection.

GCDD continues to influence the direction of public policy at both the state and federal level, to support capacity building through technical assistance and grants, to bring people together to discuss how to create change, and to promote public awareness of those in need:

Advocacy: GCDD can be an effective advocate for change because of the funding capability, reputation and board member prominence.

Advocacy efforts are built based on (1) development of consensus around a common definition of the problem and possible policy options by an ever widening constituency of people; (2) increased visibility of the issue in policy process, resulting in policy outcome; (3) shifts in societal

norms such as decreased discrimination; and (4) shifting population level impact indicators such as an increase in the of people with developmental disabilities who are working.

Capacity Building: is about awarding a certain number of grants across the state that meet the vision through efforts such as providing technical assistance, providing funding and creating pilot or demonstration projects. GCDD can impact capacity building by making investments in local communities that seek both financial return and social impact. Any effort that GCDD supports should be place based (focus on a certain geographic community), focus on asset development, be inclusive of people with intellectual and developmental disabilities, be collaborative and focus on fostering networks, and emphasize local ownership and control.

Convening: To strengthen GCDD capacity in coalitions is an essential marker to improve organizational conditions for advocacy and policy change efforts. GCDD can act as a neutral convener around community issues. Inclusive style of leadership that is able to take an organization and its coalition members along in a process of reflection. It is about creating networks who bring disability groups together who have grassroots constituencies

Public Policy: In order to make decisions about the direction of the publicly funded system of services or the public policies required to move in a new direction, we must first understand the historical context of public policies as they relate to people with intellectual/developmental disabilities. Policies such as exclusion, segregation and automatic referral by generic systems to disability systems have resulted in people being devalued and the creation of separate silos. GCDD will support Advocacy Days during the legislative session based on the issues members and the coalitions that we work with have identified.

GCDD will support the passage of value based public policy that results in a conceptually coherent policy for integrated life for people with developmental disabilities and the people who support them. As created by the Unlock the Waiting List Campaign, GCDD has adopted the following key principles for Inclusion of people with disabilities in their communities (adapted from *Community Integration for People with Disabilities: Key Principles, Bazelon Center 2013*):

- Individuals with disabilities should have the opportunity to live full, self-determined lives. This means they want the chance:
 - To be employed
 - In regular workplaces – not in settings with only other workers with disabilities
 - Earning the same wages as people without disabilities
 - With access to supported or customized employment services
 - ... to have a place to call home
 - In apartments or houses that they've chosen
 - With the opportunity to live in communities that are inclusive or residents with and without disabilities
 - With the opportunity for ownership or control of the lease

- Alone or with others that they've chosen – and no one else
 - Where they decide who visits and when
 - Without the threat of losing that home because they didn't comply with a treatment plan
- ... to be engaged in their communities with family and friends
 - Who understand and appreciate their gifts and contributions
 - With access to an array of educational and leisure pursuits
 - Able to go to a full range of locations and activities that they've chosen
- ... to have control over how they spend their time
 - With adequate information so that they make informed choices from an array of meaningful options
 - With a schedule of daily activities based on their personal priorities, interests and contributions
 - Choosing when and what to eat, and what to watch on television

AND

- What individuals with disabilities DON'T want is:
 - To be offered sheltered work, day treatment and other segregated programs as the only option
 - To be offered group homes, other congregate arrangements, and multi-unit complexes for people with disabilities as the only option
 - To have their daily activities determined by a collective schedule
 - To hear that "we've always done it this way"
- And what individuals with disabilities and those who support them in advocacy DO want is
 - To have their legitimate concerns and fears understood – and addressed with accurate information
 - To continue to learn about the options available to them and what those have meant for others with disabilities
 - For government funding to support these principles, rather than the continued "institutional bias" that perpetuates antiquated models of service

Public Information: GCDD is committed to inform, engage and educate individuals, their families, as well as the general public that brings about social and policy changes that positively impact community living. The communications strategy seeks to deepen engagement, increase knowledge, strengthen advocacy, create opportunities and foster lasting relationships between people with and without disabilities by sharing stories, disseminating information, producing and distributing media, convening spaces for dialogue and collaborating with our partners and the broader community. GCDD employs multiple communications platforms to improve public perception of disabilities, generate greater awareness of disability related issues and inform people with disabilities about important opportunities and a broad array of topics. GCDD leads the way as a reliable source of information for Georgians through traditional media-relations and outreach; through an Internet presence and growing social-media engagement; through publications, such as Making a Difference Magazine and "Public Policy for the People"; through database

management which connects with 7,000 advocates; and through events like Advocacy Days, advocates who visit legislators during the General Assembly.

Strategic Goals

- I. **Education:** GCDD will increase opportunities for children with intellectual/developmental disabilities to be fully included in classrooms and actively involved in their local school community.
 - A) **Objective 1.1:** By 2021, GCDD will partner with the DD Network, civil rights and other organizations through Georgia to develop and implement a plan of action to reduce by 10% the number of African-American males in special education classes and who are at risk for dropping out of school.
 1. **Implementation Activities:** Convene groups to address African-American students with intellectual/developmental disabilities who are at risk for suspension, drop out
 - a. **Convene:**
 - i. NACCP, Urban League, Rainbow/PUSH, 100 Black Men, Gwinnett STOP, Dignity in Schools, My Brothers Keepers, DOE
 - b. **Public Information:**
 - i. Investigate and use the latest technological advancements in communications that may include social networking.
 - ii. Showcase the positive roles and contributions of people with developmental disabilities
 - iii. Increased marketing efforts to ensure wide dissemination of Council products
 - c. **Capacity Building:**
 - i. Research who is dropping out
 - ii. Create an RFP to support this effort
 2. **Implementation Activities:** Collaborate with the Department of Education to expand ASPIRE to include confidence and leadership development for students
 - a. **Public Information:**
 - i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
 - ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 3. **Implementation Activities:** DD Network Partners – Georgia Council on Developmental Disabilities (GCDD), Georgia Advocacy Officer (GAO), Center for Leadership and Disability at Georgia State University (CLD) and the Institute for Human Development and Disability at the University of Georgia (IHDD) will support efforts to remove students from GNETS system and provide for a more inclusive and improved education.

a. Convene:

- i. Participate in coalition efforts around GNETS/DOJ

b. Advocacy and Public Policy:

- i. Participate in coalition efforts around GNETS/DOJ

4. Expected Outputs for Objective 1.1:

- a. 100 people will participate in coalition activities
- b. 75 students with disabilities will move to regular education activities per year
- c. 2 GNETS programs per year will close

5. Expected Outcomes (intended or desired result for population) for Objective 1.1:

- a. African American male students with intellectual and developmental disabilities will have increased opportunities to participate in regular classrooms with the necessary supports.
- b. There will be a decrease in the number of male African American students identified in special education and GNETS programs

B) Objective 1.2: By 2021, GCDD will strengthen and expand 15 programs that support students with intellectual/developmental disabilities participating in inclusive post-secondary programs.

1. Implementation Activities: Eliminate SPED certificate and other barriers for students who want to attend post-secondary institutions

a. Convene:

- i. Create a coalition of those interested from previous Transition Steering Committee

b. Advocacy and Public Policy:

- i. Research and advocate for change in SPED certificate
- ii. Promote efforts to remove the silos between regular and special education from a policy and practice perspective

c. Public Information:

- i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
- ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies

d. Capacity Building:

- i. Fund related peer mentor training for students

2. **Implementation Activities:** Continue to support Georgia Inclusive Post-Secondary Consortium and member schools

a. **Convene:**

- i. Continue to work with the steering committee

b. **Advocacy and Public Policy:**

- i. Advocate for changes in Funding and policy including “HOPE” and other resources to support programs and scholarships

c. **Public Information**

- i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
- ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies

d. **Capacity Building:**

- i. Fund 5 schools
- ii. Find other funding for scholarships
- iii. Provide technical assistant to programs
- iv. Use GA College 411 for scholarship and application for all IPSE programs

3. **Expected Outputs for Objective 1.2:**

- a. 10 college programs per year
- b. 100 students with intellectual/developmental disabilities educated per year
- c. \$500,000 per year leveraged to support programs

4. **Expected Outcomes** (intended or desired result for population)

- a. 100 students with intellectual/developmental disabilities will have expanded opportunities to attend and graduate from college and universities that lead to careers
- b. Families will have access to financial supports to send students with intellectual/developmental disabilities to attend college and university programs

C) Objective 1.3: By 2021, GCDD will leverage partnerships with organizations to increase the knowledge of educators, parents, and students with developmental disabilities about transition options and resources for students to support their involvement in life after school.

1. **Implementation Activities:** Train general education counselors and transition counselors
 - a. **Convene:**
 - i. Support efforts to convene the Transition Steering Committee
 - b. **Public Information:**
 - i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
 - ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - iii. Coordinate and implement a webinar series for school districts and other transition coordinators
 - c. **Capacity Building:**
 - i. Create or update transition workbook
 - ii. Explore ways to provide continuing education credits around transition
 - iii. Support others to attend and speak at conferences about transition
 2. **Implementation Activities:** Work with Department of Education to include intellectual/developmental disabilities in Georgia College 411 college and career pathway
 - a. **Public Information:**
 - i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
 - ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 3. **Expected Outputs for Education Objective 1.3:**
 - a. 12 trainings/webinars held per year
 - b. 150 transition counselors trained
 - c. 3 publications produced concerning transition and disseminated to 300 people per year
 4. **Expected Outcomes (intended or desired result for population) for Education Objective 1.3:**
 - a. Transition staff will have the knowledge to direct families to resources that will help students lead self-determined lives
 - b. Students with intellectual/developmental disabilities and families will be educated about transition from school to college or work
- II. **Employment:** GCDD will work with individuals with intellectual/developmental disabilities, families and community entities to develop and strengthen opportunities that result in people having meaningful employment based on unique skills, interests, and talents in the marketplace and earning a livable wage with career advancement opportunities.

A) Objective 2.1: By 2021, GCDD will strengthen and expand access to 30 Project Search programs for students transitioning from school to workforce and others for competitive employment

1. Implementation Activities: Continue to support current sites

a. Convene

- i. Convene staff and others quarterly for learning and sharing opportunities

b. Public Information:

- i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
- ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies

c. Capacity Building:

- i. Collect stories and data on the number of students and others participating and outcomes of internships

2. Implementation Activities: Expand to other sites

a. Convene

- i. Convene staff and others quarterly for learning and sharing opportunities

b. Public Information:

- i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
- ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies

c. Capacity Building:

- i. Collect stories and data on the number of students and others participating and outcomes of internships
- ii. In the first two years, the focus will be on middle Georgia

3. Expected Outputs for Employment Objective 2.1:

- a. 30 sites supported per year
- b. 3 publications and other materials created and disseminated to 200 people per year
- c. Convene quarterly meetings annually to support new and current sites
- d. 175 people participate in learning activities
- e. 100 students participate in Project Search per year

f. 35 businesses will participate in Project Search per year

4. Expected Outcomes (intended or desired result for population) **for Employment Objective 2.1**

- a. Students with intellectual/developmental disabilities will be better prepared to transition from high school to work
- b. Students with intellectual/developmental disabilities will get jobs after participating in Project Search
- c. Businesses are more likely to hire students with intellectual/developmental disabilities

B) Objective 2.2: By 2021, GCDD will support advocacy efforts that result in an Employment First statewide policy that creates increased opportunities for individuals with intellectual/developmental disabilities to participate in the workforce

1. **Implementation Activities:** Support a coalition that is working to create an Employment First policy

a. **Convene:**

- i. Support the Employment First coalition

b. **Advocacy and Public Policy**

- i. Work to pass Employment First legislation
- ii. Support Take Your Legislator to Work Month

c. **Public Information:**

- i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
- ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
- iii. Create process for sharing content between GCDD and Employment First websites
- iv. Create a campaign for Disability Employment Awareness month

d. **Capacity Building:**

- i. Fund a convener and activities of the coalition

2. **Implementation Activities:** Collaborate with GVRA, DBHDD, DD Network, GAPSE and others to educate and provide assistance to providers who want to change from offering segregated employment to supported employment

a. **Convene:**

- i. Convene collaborators to develop and showcase effective and successful models utilizing the discovery process in their community to create meaningful employment to employees

b. **Public Information:**

- i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
- ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies

- c. **Capacity Building:**
 - i. Develop a curriculum for job coaches (IHDD)
 - ii. Work with DBHDD to develop a fidelity scale
 - iii. Fund conference and a technical assistance collaborative
- 3. **Implementation Activities:** Educate individuals with intellectual/developmental disabilities and families about the reasons for supported employment
 - a. **Convene:**
 - i. Workforce development transition counselors GVRA
 - b. **Public Information:**
 - i. Develop materials
 - ii. Develop a PR Campaign both internal (disability community) and external (general community)
 - iii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
- 4. **Implementation Activities:** Educate businesses about individuals with intellectual/developmental disabilities as part of a diverse workforce
 - a. **Public Education:**
 - i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
 - ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - b. **Capacity Building:**
 - i. Create an RFP to support this effort
- 5. **Expected Outputs for Employment Objective 2.2:**
 - a. At least 5 providers will undertake transformation activities per year
 - b. At least 150 people will participate in Employment First coalition activities
 - c. At least 150 people will advocate for passage of Employment First legislation
 - d. 1 new policy will be adopted by Georgia to support Employment First
- 6. **Expected Outcomes** (intended or desired result for population) **for Employment Objective 2.2:**
 - a. Increase the number of providers shifting to a focus of providing competitive integrated employment supports in Georgia
 - b. Increase awareness of the Employment First movement among people with intellectual/developmental disabilities, families, service providers, policymakers and others

- c. Georgia will adopt and implement an Employment First program to support people with intellectual/developmental disabilities participating in competitive integrated employment.

C) Objective 2.3: By 2021, GCDD will strengthen financial inclusion asset development efforts for individuals with intellectual and developmental disabilities by increasing their knowledge, developing financial plans and implementing the plan's goals

1. Implementation Activities: Support efforts to develop financial literacy capacity for individuals with intellectual/developmental disabilities

a. Advocacy and Public Policy

- i. Support implementation of the ABLE Act

Public Information:

- ii. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
- iii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies

2. Expected Outputs for Employment Objective 2.3:

- a. 200 people with intellectual/developmental disabilities participate in trainings per year
- b. 3 trainings per year will be held
- c. 2 financial institutions per year will participate in efforts to educate people with intellectual/developmental disabilities
- d. 3 publications per year will be published and disseminated to over 300 people

3. Expected Outcomes (intended or desired result for population) for Employment Objective 2.3:

- a. People with intellectual/developmental disabilities and families will better understand financial issues impacting their lives
- b. Financial institutions will support efforts to educate individuals with intellectual/developmental disabilities and families about financial literacy options

III. **Formal Community Supports:** GCDD will support demonstration of new practices and advocate for public policies that support universal access to quality long term supports and services that are integrated into typical formal and informal support systems

A) Objective 3.1: DD Network Partners: By 2021, the Georgia Council on Developmental Disabilities (GCDD), Georgia Advocacy Office (GAO), Center for Leadership and Disability at Georgia State University (CLD) and the Institute for Human Development and Disability at the University of Georgia (IHDD) will support a statewide policy that has moved move all children living in a nursing facility or private ICF/DD into a loving stable home.

1. Implementation Activities: Support for the Children's Freedom Initiative

a. Convene:

- i. Participate in the Children's Freedom Initiative

b. Advocacy and Public Policy:

- i. Educate policy makers and support efforts that provide funding to move children
- c. **Public Information:**
 - i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
 - ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies

2. Expected Outputs for Employment Objective 3.1:

- a. Develop a work plan to promote awareness of community options for children and their families
- b. Develop a fact sheet for use in educating policy makers about the number of kids still in facilities
- c. Host a strategy session to determine the best ways to divert children who may end up in facilities

3. Expected Outcomes (intended or desired result for population) for Employment Objective 3.1:

- a. No child is living in a nursing facility or ICF/DD
- b. Children currently living in a nursing facility or ICF/DD receive a Medicaid waiver

B) Objective 3.2: y 2021, GCDD will strengthen efforts to improve the quality of services and access to quality services and supports for individuals with intellectual and developmental disabilities throughout Georgia through improved wages and skills for direct support professionals, addressing the waiting list for home and community based services, and supporting efforts for families and individuals who self-direct services.

1. Implementation Activities: Support opportunities that result in training and livable wages for direct support professionals

- a. **Convene:**
 - i. Support efforts that bring FDPs together with others who are paid subminimum wages including home care providers (aging) and 9-to-5
- b. **Advocacy and Public Policy**
 - i. Support legislation that results in higher wages
- c. **Public Information:**
 - i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
 - ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
- d. **Capacity Building:**
 - i. Explore the work that Beth Mount and John O'Brien are doing in New York to support DSPs

2. **Implementation Activities:** Collaborate with the UNLOCK! Campaign to decrease the number of people on waiting list, increase the financial resources available and continue efforts to make sure there are quality supports available
 - a. **Convene:**
 - i. Convene individuals, families, advocates, providers and others interested in the goals of the Unlock Campaign
 - b. **Advocacy and Public Policy**
 - i. Support a legislative agenda that is line with the goals of the Unlock Campaign and support advocacy efforts around those issues
 - c. **Public Information:**
 - i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
 - ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - d. **Capacity Building:**
 - i. Create a RFP to support this effort
3. **Implementation Activities:** Increase opportunities for individuals with intellectual/developmental disabilities to self-direct services
 - a. **Convene:**
 - i. Support a learning community of individuals and families who are self-directing for the purpose of improving this option
 - b. **Public Information:**
 - i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - c. **Capacity Building:**
 - i. Fund a network of those who are self-directing services
 - ii. Fund the Georgia MicroBoard Association
 - iii. Develop materials to help individuals and families who are self-directing services or who are interested in self-directing services
4. **Implementation Activities:** Inform and educate about supported decision making as an alternative to guardianship
 - a. **Public Information:**
 - i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - b. **Capacity Building:**
 - i. Create an RFP to support this effort
5. **Implementation Activities:** Support efforts to increase affordable, accessible and integrated housing
 - a. **Convene:**
 - i. Support SOPOS to convene advocates interested in housing
 - b. **Public Information:**

- i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - c. **Capacity Building**
 - i. Create an RFP to support this effort
 - ii. Explore integrated housing efforts

6. **Implementation Activities:** Support efforts to increase GCDD's internal capacity to respond to constituent calls

a. **Capacity Building:**

- i. Examine alternatives for GCDD to do a better job of responding to constituent calls

7. **Expected Outputs for Employment Objective 3.2:**

- a. Annually create a legislative agenda supported by GCDD
- b. Host 3 UNLOCK! coalition meetings per year
- c. Create and distribute materials about supported decision making
- d. Produce and disseminate Public Policy for the People during the legislative session
- e. Convene stakeholders that self-direct services
- f. Convene direct support professionals and others who make low wages to determine strategy for increasing the minimum wage in Georgia

8. **Expected Outcomes** (intended or desired result for population) **for Employment Objective 3.2:**

- a. Decrease the number of people on the waiting list for home and community based services
- b. Increase the number of people who are self-directing services
- c. Increase the number of housing units that are available, affordable and accessible
- d. The minimum wage in Georgia will be increased to \$12 per hour
- e. Increase the number of people with developmental disabilities, families and others who are educating policy makers about the needs of people with developmental disabilities
- f. Increase the funding available for waivers and other services available to people with developmental disabilities and their families

IV. Real Communities: GCDD's Real Communities Initiative will strengthen and support local projects planned and implemented by a network of partners with and without disabilities that result in improvements for all people in their communities.

A) Objective 4.1: By 2021, GCDD will strengthen and support funding of existing Real Communities sites in Clarkston, Macon, Savannah and Atlanta through ongoing technical assistance that will result in each community becoming self-sustaining

1. **Implementation Activities:** Provide technical assistance and staff support

- a. **Convene:**
 - a. Support a design team that is regularly examining the Real Communities initiatives and making recommendations for improvements
 - b. Community builder and other retreats
 - c. Continue to offer learning journeys to community members to learn what is happening in other places
 - d. Develop study groups that allow people to come together and develop new ideas
 - e. Facilitate processes that community can identify their common interest for their next phase of their community building efforts
 - f. Support and facilitate regular communication among the Real Communities sites
- b. **Public Information:**
 - a. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
 - b. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
- c. **Capacity Building:**
 - a. Develop and administer contracts and grants
 - b. Provide coaching and learning opportunities
 - c. Offer trainings on issues such as ABCD, media relations, storytelling and other issues

2. Expected Outputs for Real Communities Objective 4.1:

- a. Number of purposeful learning opportunities
- b. Number of learning conversations and coaching sessions
- c. Number of retreats

3. Expected Outcomes (intended or desired result for population) for Real Communities Objective 4.1:

- a. Communities becoming self-sustaining
- b. People with disabilities are in active leadership roles and increase people without disabilities engagement in community projects

B) Objective 4.2: By 2021, GCDD will identify, provide funding support and technical assistance to 10 communities interested in using the Real Communities model and aligning with Asset Based Community Development principles and practices

- 1. **Implementation Activities:** Identify new communities willing to bring people with and without disabilities together to improve where they live
 - a. **Convene:**

- i. Outreach to find the right community group with right philosophy of community inclusion of people with and without disabilities
 - b. **Capacity Building:**
 - a. Look at the following possible examples of new sites: health focused projects, youth organizing, slow money micro-financing and associational projects such as faith based efforts
- 2. **Implementation Activities:** Provide technical assistance and staff support
 - a. **Convene:**
 - i. Communicate the four commitments as principles for participation
 - b. **Public Information**
 - i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
 - c. **Capacity Building:**
 - c. Develop and administer contracts and grants
 - d. Provide coaching and learning opportunities
- 3. **Implementation Activities:** Connect new community builders with those from existing communities
 - a. **Convene:**
 - i. Develop connections linking people with existing networks
 - ii. Organize community builder and other retreats and offer learning journeys to community members to develop relationships and learn what is happening in other places
 - iii. Develop study groups from the community that allow people to come together and develop new ideas
 - iv. Facilitate process that community can identify their common interest
 - v. Facilitate regular communication among the Real Community sites
 - vi. Continue to support community builders with disabilities and without disabilities
 - b. **Public Information**
 - i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
- 4. **Expected Outputs for Real Communities Objective 4.2:**
 - a. Number of learning conversations with difference communities in Georgia
 - b. Number of new partners for Real Communities
 - c. Number of learning journeys for new partners
- 5. **Expected Outcomes** (intended or desired result for population) **for Real Communities Objective 4.2:**

- a. Increase the number of communities find ways to involve people with and without disabilities together
- b. Identification of new partners for Real Communities

C) Objective 4.3: By 2021, GCDD will document and disseminate information about the Real Communities Initiative and what has been learned from each community to local communities and other Developmental Disability Councils interested in implementing Real Communities.

1. **Implementation Activities:** Evaluate the Real Communities Initiative annually using appreciative inquiry, most significant change and collected data
 - a. **Convene:**
 - i. Develop study group of community builder and members to evaluate their project or program
 - b. **Public Information:**
 - i. Educate and inform targeted audiences about the issues and stories about people with intellectual and developmental disabilities
 - ii. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - iii. Create a series of videos/documentary-type productions that tell the Real Communities story
2. Explore funding collaborations as a way to sustain the initiative
3. **Expected Outputs for Real Communities Objective 4.3:**
 - d. Number of DD Councils who have received our educational materials about Real Communities
 - e. Number of DD Councils that participate in learning tours
 - f. Number of learning tours that are held
4. **Expected Outcomes** (intended or desired result for population) **for Real Communities Objective 4.3:**
 - a. Other DD Councils will replicate Real Communities framework in other communities
 - b. People with and without disabilities are coming together in different state to create sustainable change

V. Self Advocacy: GCDD will strengthen the knowledge of individuals with intellectual and developmental disabilities to promote/encourage informed decision making and increase participation in advocacy and policy making activities.

A) Objective 5.1: By 2021, GCDD will strengthen and support funding of existing Real Communities sites in Clarkston, Macon, Savannah and Atlanta through ongoing technical assistance that will result in each community becoming self-sustaining

1. **Implementation Activities:** Provide funding for People First of Georgia annual conference

- a. **Public Information:**
 - i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - b. **Capacity Building:**
 - i. Provide funding (currently at \$25,000 annually)
2. **Implementation Activities:** Create a space that allows a network of self-advocates to emerge
- a. **Public Information:**
 - i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - b. **Capacity Building:**
 - i. Create an RFP to support this effort
 - ii. Support a diverse membership
3. **Implementation Activities:** Continue to offer Learning Opportunity Funds that allow members of the community to attend disability related conferences and share knowledge
- a. **Public Information:**
 - i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - b. **Capacity Building:**
 - i. Create and RFP to support this effort
4. **Expected Outputs for Self Advocacy Objective 5.1:**
- a. A conference is held for self advocates
 - b. 35 individuals with intellectual/developmental disabilities and family members will attend learning opportunities and report back.
 - c. 10 communities will express interest in starting a self advocacy organization
 - d. 25 individuals with intellectual/developmental disabilities will plan and carry out advocacy strategies on legislative issues
 - e. 50 individuals with intellectual/developmental disabilities will be trained each year
 - f. 100 family members will be trained each year
5. **Expected Outcomes** (intended or desired result for population) **for Self Advocacy Objective 5.1:**
- a. Self advocates in Georgia will educate and train people with intellectual/developmental disabilities
 - b. There will be an increase in people with intellectual/developmental disabilities participating in advocacy actions
 - c. People with intellectual/developmental disabilities and families will participate in conference and other educational events and use that information to create change
 - d. People with intellectual/developmental disabilities will gain the skills to become leaders in the disability advocacy movement

- e. People with developmental disabilities will gain the knowledge and skills to start and maintain local self-advocacy groups

B) Objective 5.2: By 2021, GCDD will support efforts that engage individuals with intellectual/developmental disabilities to actively participate in civil society

1. Implementation Activities: Collaborate with Center for Leadership in Disability to provide training for individuals with intellectual/developmental disabilities to be members of boards, commissions, task forces and councils.

- 2. **Implementation Activities:** Find opportunities and support individuals with intellectual/developmental disabilities to be appointed to boards, commissions, task forces and councils

a. Public Information:

- i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies

- 3. **Implementation Activities:** Support efforts that connect individuals with intellectual/developmental disabilities with social justice movements

a. Convene:

- i. Host an annual conference that brings together social justice advocates and people with intellectual/developmental disabilities

b. Public Information:

- i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies

- 4. **Implementation Activities:**

a. Public Information:

- i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies

- 5. **Expected Outputs for Self Advocacy Objective 5.2:**

- a. A conference is held for self advocates
- b. A conference is held for those working on social justice issues as it relates to intellectual/developmental disabilities
- c. 500 people with intellectual/developmental disabilities will be registered to vote per year
- d. 35 people with intellectual/developmental disabilities trained per year
- e. 25 individuals with intellectual/developmental disabilities apply to be on boards, commissions, councils and task forces

- 6. **Expected Outcomes** (intended or desired result for population) **for Self Advocacy Objective 5.2:**

- a. People with intellectual/developmental disabilities will be educated on their rights and use that knowledge to make changes and impact their lives

- b. People with intellectual/developmental disabilities will be educated to participate on boards, commissions and other organizations
- c. People with intellectual/developmental disabilities will vote in numbers that reflect the size of the community
- d. People with intellectual/developmental disabilities will gain the skills to become leaders in the disability advocacy movement
- e. People with developmental disabilities will gain the knowledge and skills to start and maintain local self-advocacy groups.

C) Objective 5.3: By 2021, GCDD will support a program that results in leadership development of individuals with intellectual and developmental disabilities who desire to become leaders that is led by people with intellectual and developmental disabilities

1. **Implementation Activities:** Support a youth leadership initiative that is intentional in making sure there is a balance between youth with and without disabilities
 - a. **Public Information:**
 - i. Apply GCDD communications platforms and media tools to fulfill diverse engagement and outreach strategies
 - b. **Capacity Building :**
 - i. Create an RFP to support this effort
 - ii. Might want to connect with Clarkston Youth Summit
2. **Expected Outputs for Self Advocacy Objective 5.3:**
 - a. A conference is held for self advocates
 - b. 25 students will be trained and supported per year
3. **Expected outcomes** (intended or desired result for population) **for Self Advocacy Objective 5.3:**
 - a. Participating youth will exhibit increased confidence, self-efficacy and leadership skills
 - b. Participating youth will show increased confidence in directing their own lives and making their own choices
 - c. Graduates will be knowledgeable of the history of the disability movement and how it relates to other social justice efforts, best or promising practices around services and supports, and how to plan and implement advocacy strategies
 - d. An advocacy organization comprised of students with and without disabilities will be created
 - e. People with intellectual/developmental disabilities will gain the skills to become leaders in the disability advocacy movement