Olmstead Community Engagement Plan

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Olmstead Public Engagement

Introduction:

November 1, 2013 Minnesota submitted an Olmstead Plan to United States District Judge Donovan Frank. The Olmstead Plan is a requirement of the *Jensen v. Department of Human Services* settlement agreement, but it is also the right thing for the State of Minnesota to do. [Minnesota's Olmstead Plan](#) highlights seven areas that all contribute to a person's ability to live, work, learn and enjoy life in the most integrated setting appropriate to their needs and desires. At the center and embedded in the plan are two calls 1)to begin with the individual; and 2)for people with disabilities to be engaged in the development, processes and policies that affect their daily lives. The inclusion of the voices of the people with disabilities is paramount to the Community Engagement's outcomes.

Frequently when people think about planning, they focus on the things – the buildings, the programs, the vehicles, the transit or other systems. However, planning is really about people. It is about people in the communities that we call home. Where we work, live, learn and hopefully enjoy life. It is in these communities that we connect with one another.

As a result, the planning process must also be grounded in the needs of people, the locations where they live, work, and learn, as well as the broader community. It is where what we can do connects with how we live, work, travel and grow. And in order to understand the values, dreams and desires of people with disabilities as well as the broader community or a specific neighborhood or city, we need to engage the people from that context in discussion.

Minnesota is a state that has been regarded as a leader in serving people with disabilities. This collective success has been built on traditions of shared action by government, nonprofit and philanthropic organizations, community groups and business leaders, aiming to enhance our communities and state as a whole. This plan defines community engagement, outlines how we engage, why we need to create opportunities and how we will measure engagement. This shared tradition requires that we acknowledge that each person and organization is an asset and reflects a valid and important point of view.

Together, we create shared values, dreams and desires. Our broader community should be a reflection of these shared values, dreams and desires. The only way to achieve that outcome is through inclusive public engagement.

About the State of Minnesota

Minnesota is a vibrant and diverse state. It consists of nearly 5.5 million people, of which about 563,422 identify as having a disability. These 5.5 million people live in 87 counties. More than half of that population lives in the Twin Cities Metropolitan area.

The state is known for its strong natural and cultural assets – rivers, lakes, green space, vibrant arts community, and rich cultural action – as well as a civic tradition of shared action. That state also has a resilient economy with a range of businesses and organizations that have been able to weather the ups and downs of national trends.

Over the next several years, the state's population will continue to become older and more diverse. Currently about one third of those over age 65 report having a disability; as the population ages this number is also likely to increase. Not only is our population aging but we are also becoming more diverse in other aspects. It is estimated that by 2040 40% of the population, in the Twin Cities metropolitan area alone, will be persons of color[1].

I.   What is Community Engagement?

From Outreach to Engagement

Planning, and the type of organizational change reflected in Minnesota's Olmstead Plan, requires collaboration to create shared values and outcomes. To truly foster that collaboration equitably, the Minnesota Olmstead Plan, calls for the development of guidelines and criteria for those using public dollars for projects or events to ensure that people with disabilities are incorporated in the planning processes. Additionally, it states that plans for facilities and events should be informed by attention to the input from people with disabilities. The Plan also calls for people with disabilities to have increased opportunities to hold leadership roles and to meaningfully participate in policy development. The state needs a full range of voices at the table to understand issues, explore alternatives, and create a shared action plan to address issues.

This will require a shift from the traditional outreach and participation processes to an engagement model that fosters shared problem solving, supportive partnerships and reciprocal relationships. Though one entity may have the authority or budget to complete an action item[2], success requires coordinated collaboration of a range of partners, which bring the range of perspectives and expertise to strengthen the process.

Community engagement is a process that recognizes the value of creating ongoing, long-term relationships for the benefit of the greater community. It brings an interactive, collective problem-solving element into the process that capitalizes on the collective strengths of various stakeholders.

People are experts in assessing the long-term needs of their personal experiences and interactions with the places they live, learn, work and enjoy life. This community engagement plan recognizes people with disabilities as full and equal partners in the state's decision-making processes at all levels. Specifically, it outlines the responsibilities and commitments of the Olmstead Plan Subcabinet agencies and the Olmstead Implementation Office to engage the public and key constituencies in planning and policy development, and provides guidance for communities in the state to help establish consistency in best practices for engagement.

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[1] Metropolitan Council. (n.d.). *Thrive MSP 2040 Complete Plan.* Retrieved from Metropolitan Council: http://www.metrocouncil.org/METC/files/63/6347e827-e9ce-4c44-adff-a6afd8b48106.pdf

[2] Agencies that are not a part of the Olmstead subcabinet may use other terms to describe a task, project, goal, activity, etc.; However, as this is a part of the Olmstead plan we use "action item" throughout the document which is interchangeable with whatever term other agencies may utilize.

Principles for Engagement

Minnesota's Olmstead Plan places a high priority on community engagement as it is one of the seven domains of the plan. This plan serves as the base for four different but related action items within the Olmstead Plan.[3] The state's community organizations, and the historically underrepresented and under resourced communities they work for, are important resources and assets to our state that also deserve greater recognition. Collaborations between the subcabinet agencies, the Olmstead Implementation Office and community organizations should be a model for public engagement in our state.

Successful engagement efforts will reflect the following principles and values:

1. Engagement efforts provide information for state agency decision making. Efforts should be timed to provide an opportunity for people to influence the policies and plan content.
   - Participants should understand when and how their efforts will influence and change planning efforts and action item/policy development.
   - The experience should reflect shared learning and multi-directional problem-solving. Engagement should address issues that people with disabilities or the broader community have identified, not merely the action item-specific needs of the agency.
   - The time and investment of all participants is valuable.
   - Discussions and problem-solving should occur early in an action item process and on an ongoing basis to solidify long-term relationships.
   - Meetings, problem-solving sessions, and other in-person interactions should be planned with advance notice to participants, a clear understanding of what to expect at the meeting, opportunities to participate at other times, in other ways, promoted widely and via multiple means (web, email, newspapers, radio and television stations, community organizations, posting flyers in public places, etc.), at times and places where people naturally convene, with an opportunity to enhance community connections. Accommodations should be made for transportation, childcare, personal care attendants, etc.

2. Engagement efforts involve residents and communities as full and equitable partners in public decision-making. Some residents and communities may require different approaches to ensure participation.
   - Opportunities for participation should be flexible, appropriate to the scale of the action item or planning effort, and responsive to the needs of the participants.
   - Community members should understand the tangible benefits for their participation in an action item. Whenever possible and appropriate, funds should be made available to community organizations (primarily non-profit organizations) to participate and engage their communities.

3. Planning for engagement efforts should include input and direction from directly affected communities.
   - Each action item and planning effort will require different approaches. Effective engagement involves preliminary consultation about the community's values related to

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[3] OV 3A page 32 of the Olmstead Plan, CE 1A, CE 1B, and CE 2A page 83 of the Olmstead Plan.

an issue, the appropriate method and venue for engagement, and establishing expectations for ongoing communication and engagement.
- Each action item and planning effort should include an assessment of the affected communities and appropriate measures of success, inclusion, and culturally appropriate approaches and communication techniques.

4. Engagement efforts should work to mitigate existing racial, ethnic, cultural or linguistic barriers and include diverse races, cultures, genders, sexual orientations, and socio-economic and disability statuses. Engagement efforts should be culturally competent, in that they reflect and respond effectively to racial, ethnic, cultural and linguistic experiences of people and communities.

5. Engagement efforts will be coordinated to provide sufficient context about how all policy and systems plans work together. Materials will be presented in plain language, and with detail appropriate to the audiences. Translation of materials and interpretation services will be provided when necessary. Among the items participants should clearly learn:
- Timeline for decision-making and current status of the process
- Who has the power to make decisions?
- When will decisions be made?
- How will my input be used? How will I be able to track and watch my input affect the process?
- How can I directly interact with decision-makers?

6. The Olmstead Implementation Office and state agencies will periodically report back to constituencies and communities regarding outreach and engagement efforts to communicate progress.

7. Whenever possible, people with disabilities and/or community organizations will serve as experts for planning and implementing outreach strategies.

8. Whenever possible and allowed they should be compensated/reimbursed for expenses.

Engaging Equitably

The disability community is historically an underrepresented group. It is also a group that is quite diverse as disability does not discriminate based on skin color, age, socio-economic status, ethnicity, etc. Anyone can join this group at any time; this places new emphasis on the importance of engaging communities equitably, to intentionally engage historically underrepresented and under resourced communities - such as communities of color, individuals with disabilities, aging adults, Lesbian, Gay, Bi-Sexual, Transgender, Queer, Intersex, Pansexual, Asexual, and Allies (LGBTQIPAA), and youth – in a way that more directly addresses existing social inequalities.

Equitable outcomes are shared outcomes – they reflect the values and needs of the community collectively – including the neighborhood, city, county, or broader community – as it relates to planning and policy making, whether broadly or on a specific action item. These outcomes specifically address communities traditionally left out of the decision-making process. Engaging equitably means approaches to problem-solving need to be flexible and accessible to people and recognize that a one-size-fits-all approach may be equal, but does not equip participants to be successful.

In public decision-making processes, community engagement is an intentional, strategic, purposeful process to connect and empower individuals and communities. It is multi-dimensional and flexible to meet residents where they are and engage diverse and historically underrepresented communities to achieve equitable outcomes. An accessible, respectful community engagement process is proactive, culturally appropriate, inclusive, and ongoing, with both short-term and long-term impact.

True community engagement goes beyond consultation to authentically facilitate community involvement in decision-making. It recognizes the value of building relationships and leadership capacity among agencies, community organizations, and residents. It provides ongoing relevance and awareness, and helps leverage community momentum and interest.

True community engagement results from intentionally organizing individuals and communities to understand issues, identify concerns and considerations, and engage in problem-solving. It cannot strictly begin and end with one or more self-contained action items, but needs to build upon each effort by deepening community connections and understanding. While enriched by participation by individuals, it must not strictly rely on volunteer efforts or people with means and time to participate, but must be structured with the understanding that accommodations and financial support may be required to deepen involvement. It is also understood that financial support may not be possible in many cases.

Why Create Opportunities for Community Engagement?

Community engagement efforts strengthen planning processes and policy development. Minnesota's Olmstead Plan supports robust community engagement efforts because they create better results. It also recognizes the value of long-term relationships between the Subcabinet, Olmstead Implementation Office, state agencies, and people with disabilities, local governments, law makers and the community at-large.

Community engagement provides valuable opportunities for planners, policymakers, and the public to interact and discuss key issues of public policy. Together, they connect the day-to-day experiences of the state's residents, the technical knowledge and expertise of government agency staff, and the understanding of state-wide needs.

Creating Additional Opportunities for Ongoing Community Engagement

Advisory bodies

The subcabinet agencies along with the Olmstead Implementation Office and others have various advisory bodies that provide key opportunities for stakeholder participation. These existing advisory bodies, along with additional groups, should continue to be utilized as a part of engagement efforts. Through the implementation of this plan these bodies can be enhanced by expanding their diversity and increasing opportunities for leadership throughout the activities in which they are engaged. They allow members, representing a cross-section of key stakeholder groups, to help shape policies and action items. Advisory bodies may conduct studies, recommend action to the subcabinet, agencies, or Olmstead Implementation Office, and/or provide expert advice.

Assure Inclusion

The Olmstead community engagement process will be a proactive public engagement process that provides public access to key decisions. The community engagement process should provide timely information about issues and processes to people with disabilities, affected agencies and other interested parties and segments of the broader community affected by plans, programs and action items, events and policies statewide.

In addition, the subcabinet, Olmstead Implementation Office and agencies will collaborate directly with the public and traditionally underrepresented populations (people with disabilities, people of color, immigrants, low-income populations, aging adults and youth), as well as community advocates, and partners in statewide public engagement. The Olmstead Community Engagement Plan acknowledges the importance of flexibility when planning engagement to meet the specific needs of Minnesota communities. Agency Staff will build relationships with community organizations to effectively plan for inclusive engagement opportunities.

Engagement opportunities will be structured to meet the needs of audiences, to assure participation is meaningful both to participants and decision-makers.

The Olmstead engagement process will be iterative, with periodic evaluation and adjustment to assure expected outcomes will be achieved. Technical assistance and training will be provided to agency staff, counties and local governments, as well as other interested stakeholders to ensure understanding of the Olmstead engagement process.

The Olmstead subcabinet and Olmstead Implementation Office will also provide information and opportunities to comment in multiple formats. Anyone having trouble accessing information should contact the Olmstead Implementation Office to inform them of any issues. These issues will be addressed by the office.

- To ensure compliance with the Americans with Disabilities Act (ADA), Olmstead meeting notices and comment opportunities will provide multiple input methods. Public meetings are to be held at ADA-accessible locations, and notices and information are published on the Olmstead website.
- Public meeting notices are published at least 14 days in advance to provide needed planning time for people who rely on public transit, Metro Mobility or special arrangements to get to events.
- Larger type materials, Braille or raised-print notices, recorded material, and other formats are available upon request.
- Material displayed on the Olmstead website will be accessible. Printed material is available in electronic formats for participants to use on personal equipment.
- Materials will be written in plain language, allowing for easier understanding and translation into languages other than English.

- Materials may be translated into languages other than English, based on needs of participants. Interpreters and/or captioning services will be made available when necessary at public events (including sign language interpreters).
- Amplification systems will be used at public events, whenever possible.
- Public notices may contain statements in languages other than English to encourage participation and provide instruction on requesting an interpreter at a public event.

Strategies

This plan identifies engagement strategies that reflect commonly used practices in planning efforts, as well as communications and engagement practices used by other government agencies and organizations.

Engagement strategies should embody two overriding principles: engagement is about building long-term lasting relationships, and it's important to be present in and connected to communities in order to build long-term relationships. This means participating in other community conversations, events and activities, even when the Subcabinet, Olmstead Implementation Office or subcabinet agencies do not have a specific role in an event of conversation.

General strategies for Community Engagement

- Leverage partnerships and feedback from Governor appointed disability councils, groups and boards.
- Collaborate directly with the public and traditionally underrepresented populations (people with disabilities, people of color, immigrants, low-income populations, ageing adults, and youth), as well as community advocates, and partners in public engagement. Collaboratively set goals and outcomes for engagement efforts.
- Appoint policymaker and technical groups to advise agency work on Olmstead items, both at the policy level and in operational divisions as appropriate. When necessary, include business and community interests on these advisory boards or create specific groups to address the needs and engage these interests. These boards should have a specific role in directing the activity they are advising and setting meeting agendas. Each meeting agenda should include a progress report on the action item.
- Create opportunities for the general public to engage in similar conversations and decision-making as advisory groups. Whenever possible, create opportunities for all these stakeholders to interact and discuss relevant issues together to advise the process and decision-making.
- Coordinate with the subcabinet, Olmstead Implementation Office, agencies and community-based engagement efforts in cities, counties, and other areas on related topics and major initiatives, to the extent possible.
- Sponsor periodic listening sessions and workshops to feature policies, key topics, and other content from the Olmstead Plan.
- Use online interactive spaces, including social media platforms, to gather feedback and foster discussion about Olmstead activities and policy plan content.

- Plan informal activities to provide members of the community with information and an opportunity to inform and influence planning processes. Informal activities would include reaching out to the disability community, being present at community events, and coordinating with other Olmstead related surveys.

Communication strategies for Community Engagement

- Assess desired methods for updating audiences and constituencies specifically affected by an effort. Build this regular reporting into the communications and outreach plan for each effort.
- Develop and implement a promotional campaign (includes web pages, social media content, new releases, newsletter articles, background for presentations, working with partners to disseminate content).
  - Create editorial calendar to highlight topics in various Olmstead products – including traditional and social media.
  - Develop and host content for the Olmstead web site.
  - Create content on the Olmstead web site to describe the key actions and policy topics. Make it prominent on the site. Update content regularly via editorial calendar. Highlight aspects that are timely.
  - Use the Olmstead web site to highlight content and illustrate efforts and discussion, and summarize progress and feedback.
- Create topic for electronic mailing system that stakeholders and the public can sign up for or be subscribed to.
- Work with action item staff to assign a point of contact for questions from the public and stakeholders. Communicate updates periodically through the Olmstead web site, newsletters, etc.
- Send updates and summaries regularly to local government agencies and external groups, as necessary.

Community Engagement Oversight

The Olmstead Implementation Office is responsible for oversight of the community engagement plan and will respond to inquiries regarding Olmstead community engagement activities and implementation of this plan. Any issues that have not been resolved through cooperative efforts between the Olmstead Office and subcabinet agencies responsible for participation processes will be brought to the subcabinet for review.

Olmstead Subcabinet agencies are responsible for integrating this plan into their work and providing funding for engagement efforts related to their Olmstead work. Agencies are also responsible for reporting on their engagement efforts to the Subcabinet through the Olmstead Implementation Office reporting structure.

Counties, Cities and other local governments are encouraged to adopt the principles and guidelines set forth in this plan and integrate them into their public work. Action items funded with public dollars may be asked to report their engagement activities and outcomes as well.

Measuring Success of Olmstead Plan's Community Engagement

At the beginning of any Olmstead related effort, the agency staff will perform an assessment of groups that will be directly affected or may have an interest. For statewide Olmstead efforts, that will always include a broad array of stakeholders from across the state. Audience assessments will specifically address groups that are historically underrepresented in planning and policy making efforts.

Following this initial assessment, staff will consult with community organizations, and other stakeholders to confirm the audience needs and to begin planning for engagement related to the effort. This will include discussion about goals for engagement and desired outcomes.

Once goals have been identified and/or established, a combination of qualitative and quantitative measures will be used to evaluate the success of the community engagement activities. Evaluation will take place on an ongoing basis throughout the action item. Periodic evaluations will be followed by mid-action item assessment to assure strategies will result in expected outcomes and staff will make necessary adjustments.

At the conclusion of an action item, staff from the agency leading the engagement effort will first survey participants to assess how well they engage their communities. The qualitative approach can include various approaches including individualized interviews, debriefing meetings, email correspondences, etc. The following elements should be included:

1. What methods and structure were used to make an engaging experience for participants?
2. How did participants feel their time and opinions were valued? Or not valued?
3. Did participants understand the goal of the outreach effort and their role?
4. How were participants contributions reflected in the final product?
5. Would people participate in another outreach activity?
6. How did participants get regular updates about progress on the action item?
7. At what points in the action item did participants get updates about progress on the action item?
8. Share participant opinions regarding the overall quality of their experience with the agency and the engagement effort.

Staff from the agency leading the engagement effort will also call together partner agencies for a meeting to debrief on the outreach efforts, including what worked, what didn't, lessons learned and what could be improved for future efforts. In addition, the agency staff leading the engagement effort will survey partners who were involved in setting goals and expectations for the effort to assess whether expected outcomes were achieved.

A number of quantitative measures will also be collected:

1. Number of people participating in community engagement activities
2. Number and diversity of organizations participating in action items and policy efforts
3. Number of individuals who participate in related discussions on the Olmstead or Agency web sites, social media platforms, and online information-gathering sites

4. Number of state, county, city and township governments whose staff and/or policymakers participated in action item efforts
5. Earned media related to action item efforts (and comparisons, as available)

These measures will be gathered by the Olmstead Implementation Office as a part of the status/implementation reporting process currently used by the subcabinet agencies. In addition, on an ongoing basis, Olmstead Implementation Office staff will work with members of the state disability community and representatives from different segments of the broader community to assess needs and measure the level of engagement in subcabinet operations. This may include, but is not limited to, convening focus groups, conducting surveys, convening independent review boards, and on-on-one interviews. These assessments will be presented to the full subcabinet during updates that are established to measure progress toward Olmstead community engagement goals.

Why Is There a Need For a Community Engagement Plan?

Guidance for Local Communities

This community engagement plan provides guidance for engagement on Olmstead efforts, as well as collaborative efforts with federal, state and local organizations. The Olmstead Implementation Office, under the subcabinet, will also be tracking best practices and highlighting community engagement work that supports the principles in this plan and expands the state's understanding of successful community engagement.

As identified in Minnesota's Olmstead Plan, the Olmstead Implementation Office will provide technical assistance and information resources to support opportunities for people with disabilities to serve in leadership roles and have meaningful participation in policy development.

When planning for engagement efforts, government agencies should create an inclusive list of all aspects of the community that may be affected or have a role in fulfilling the goals of the action item or event. At the beginning of this process, agencies should engage members of affected groups and collaborate on planning engagement efforts that will facilitate broad involvement and result in better, more equitable outcomes.

Agencies and/or local governments should also identify key staff resources to serve as points of contact for the public, as well as funds to support creating an appropriate environment for engagement. People need to feel welcome, that their participation is valued, and that their time is respected in order to engage fully.

In addition, as noted earlier in this plan, engagement efforts should follow these principles:

- **Equity:** residents and communities are partners in decision-making
- **Respect:** residents and communities should feel heard and their interests included in decisions.
- **Transparency:** residents and communities should be engaged in planning and decisions should be open and widely communicated.
- **Relevance:** engagement occurs early and often throughout a process to assure the work is relevant to residents and communities.
- **Accountability:** residents and communities can see how their participation affects the outcome; specific outcomes are measured and communicated.
- **Collaboration:** engagement involves developing relationships and understanding the value of residents and communities bring to the process. Decisions should be made with people, not for people.
- **Inclusion:** Engagement should remove barriers to participation that have historically disengaged residents and communities.
- **Cultural Competence:** Engagement should reflect and respond effectively to racial, ethnic, cultural and linguistic experiences of residents and communities.

Best Practices for Engagement

The principles, examples, and information included in this community engagement plan are based on an existing plan drafted by the Metropolitan Council. The Metropolitan Council's plan from which this is based is the result of collaboration and shared learning with partners both within the Twin Cities region and from the good work of communities around the country. Additional literature was reviewed as well[4] to ensure best practices were included.

The Olmstead Implementation Office will, in addition to this plan, maintain a toolbox on our web site highlighting best practices for engagement, and provide links to key information and resources on engagement. This will be a growing, living resource. The toolbox can be accessed at www.mn.gov/olmstead.

The Olmstead Implementation Office Needs Information

These worksheets should be used by planning and program staff to assist in assessing your process, purpose, audiences, potential barriers, impacts and strategies through the perspectives of the participants to inform the overall approach to creating an engagement plan for your action item. This will also provide the information that the Olmstead Implementation Office will need to conduct an assessment of what our community engagement work looks like and how well we engage communities.

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[4] Family Voices of Minnesota. (2014). *Developing a Structure for On-going Communication Between Families of Children, Youth or Young Adults with Disabilities and the Minnesota Department of Human Services.*
The Arc Minnesota. (2014). *Self Advocate Input and Involvement Report for the Disability Services Division.* St. Paul.

Engagement Planning Worksheet

This worksheet is a subjective tool. Fill out the worksheet as completely as you can. There are several places, identified with an asterisk (*) where it may be appropriate to consult with the Olmstead Implementation Office prior to finalizing any engagement plans. Olmstead Implementation Office staff can also help you identify existing community partnerships that may benefit your effort.

1. **Action item Name and Objective(s)**
   Briefly describe your action item and what the action item will accomplish. Include a timeline and any other process-related information that may affect engagement decisions. In your timeline, indicate opportunities to conduct mid-action item evaluations of engagement efforts.

2. **What is the purpose of engagement on your action item? What engagement goals does your action item hope to achieve?***

3. **Who will specifically be affected by your action item (both potential positive and negative impacts)? Specify how they will be affected.**
   Examples include: specific disability populations, cities, counties, neighborhoods. Use data when available to identify populations affected.

4. **Will your action item directly or indirectly address any of the following groups or issues?**
   People have many different identities and these identities don't always fit neatly into the categories that agencies have in place. This list is not meant to be comprehensive and is meant to cover a broad array of commonly noted identities or issues. Please check those that apply.

☐ People with disabilities	☐ Other racial/ethnic groups
☐ Mental Health	☐ Aging Adults
☐ Physical/mobility	☐ LGBTQIPAA[5] communities
☐ Blind	☐ Developmental/Intellectual Disabilities
☐ Deaf/Hard of Hearing	☐ Communities of color
☐ Institutional racism, ableism or other disparity	☐ People who use a language other than English
☐ Autism Spectrum Disorders	☐ Traumatic Brain Injury

   Describe specifically how:

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[5] Lesbian, Gay, Bi-Sexual, Transgender, Queer, Intersex, Pansexual, Asexual, and Allies

5. **What do you know about public and stakeholder perspective on the issues involving this action item? What information will they need?   How can we otherwise address any concerns?***

6. **What specific outcomes are anticipated with this action item? What decisions will result from this action item?**

7. **How can stakeholders be involved in the decision-making process?**

8. **Are there specific opportunities with this action item to promote inclusion, reduce disparities, or otherwise address equity considerations?***

9. **Are there specific opportunities with this action item to build leadership capacity in the community?***

10. **What resources will you need for engagement?**
    - ☐ Internal action item management
    - ☐ Lead outreach/engagement staffer
    - ☐ Other staff
    - ☐ Community resources
    - ☐ Funding

11. **Will you be using contracted services for this action item? Are there opportunities to support local or community-based professionals or organizations to do any work on this action item?**

12. **As part of the planning process, staff will likely meet with external stakeholders to discuss goals for engagement. Do you have recommended community stakeholders we should interview or meet with?[6]**

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[6] Pages 1-16 of this document were adapted with permission from the Metropolitan Council's Public Engagement Draft Plan.

Quantitative Measurement Worksheet

This worksheet is a tool to capture quantitative data. This should be used by planning and program staff to assist in tracking the number of people you have participating in your process, how they are participating, as well as what diversity groups they may identify with. This may be used at any point during the process and notes should be made to reflect if participants are potentially counted multiple times during a process or not. For example: If there are three in person meetings and Pat is a person with a disability that participates in all three meetings, Pat could potentially be counted three times. It is preferable to have individuals counted only once however some modes of participation are not conducive to this type of tracking and that should be noted by the agency gathering the data.

Type	Number Participating	Diversity Groups (check all that apply) *People have many different identities and these identities don't always fit neatly into the categories that agencies have in place. This list is not meant to be comprehensive and is meant to cover a broad array of commonly noted identities or issues. Please check those that apply.*
People		☐ People with disabilities
Organizations		☐ Mental Health
Web sites, social media platforms, online information gathering sites		☐ Physical/mobility ☐ Blind ☐ Deaf/Hard of Hearing ☐ Developmental/Intellectual Disabilities ☐ Autism Spectrum Disorders
State, county, city and township governments staff/policymakers		☐ Traumatic Brain Injury 　　☐ Other racial/ethnic groups 　　☐ Aging Adults 　　☐ People who use a language other than English
Earned Media		☐ Institutional racism, ableism or other disparity 　　☐ Communities of color 　　☐ LGBTQIPAA[7] communities

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[7] Lesbian, Gay, Bi-Sexual, Transgender, Queer, Intersex, Pansexual, Asexual, and Allies

Qualitative Measurement Worksheet

This worksheet is a qualitative tool to capture the story of our community engagement work from the participant perspective. It should be used by planning and program staffs to assist in assessing how people with disabilities you have participating in your process feel about the engagement process. This is not for the opinions of the staff working on the action item. It should be used at the end of an action item, but could also be used as a part of a mid-point check in.

1. **What methods and structures were used to make an engaging experience for participants?**

2. **Explain how participants felt their time and opinions were valued? Or not valued?**

3. **Did participants understand the goal of the outreach effort and their role?**

4. **How were participant contributions reflected in the final product?**

5. **Would people participate in another engagement activity?**

6. **How did participants get regular updates about progress on the action item?**

7. **At what points in the action item did participants get updates about progress on the action item?**

8. **Share participant opinions regarding the overall quality of their experience with the agency and the engagement effort.**

II.   Inclusion in Public Processes – CE 2A

The Minnesota Olmstead Plans calls for the state to "*evaluate, revise as necessary, and disseminate guidelines and criteria when public dollars are used for ensuring that people with disabilities are incorporated in public planning processes, and that plans for public facilities and events are informed by attention to inclusion of people with disabilities. The guidelines and plans for incorporating them in public processes will be reported to the Olmstead Subcabinet or their designee."* (CE 2A from page 83 of the Plan)

Background

Engaging people with disabilities and other underrepresented groups leads to strengthened planning processes and policy development. It can create better results and connections for people and communities; and it can be a way for people to share knowledge and expertise. Minnesota has been recognized for the good work done when engaging people with disabilities in large publicly funded projects in the past, i.e. the Twins stadium now known as Target Field. However, this type of engagement does not always happen or it is not always as successful as the Twins example, therefore we need some guidelines and criteria to assist those working on these types of projects in their work.

What Can Be Done

The Olmstead Community Engagement Plan will be used as the base for the plan called for in the action item CE 2A. Each of the subcabinet agencies will be provided with the community engagement plan and toolbox to supplement the engagement processes they already use. The Olmstead Implementation Office will provide technical assistance and training related to the engagement plan to counties, cities, and others involved in publicly funded projects as needed to ensure understanding.

In addition to these measures, the Olmstead Implementation Office is also working with the State Treasury and Bonding Office and Minnesota Management and Budget to determine appropriate data sources for the creation of a baseline measurement of publicly funded action items at the state level. This information will be the first step toward ensuring that people with disabilities are included and engaged in action items that are publicly funded and that their input is used in meaningful ways. This baseline measure will be established by June 30, 2015. In addition to the baseline measurement and goals to be set related to publicly funded projects cities, counties and other local governments will be provided with this community engagement plan and toolbox to aid them in engaging people with disabilities in their projects. The Olmstead Implementation Office will offer education sessions to train county and other local government staff at least two times per year on the Olmstead Community Engagement Plan. The purpose of these sessions will be to familiarize staff with the plan and its requirements as well as teach them to train others on the same material.

Inclusion in Public Processes Challenges

Many projects receive some level of public funding, however it is generally only the large projects like new public facilities such as sports stadiums that get a great deal of attention. It is important to include a wide variety of voices on all types of projects. At this time, we lack a broad data source that would identify all publicly funded facilities and events. Knowing that, we will start with those large projects that require bonding and revise this plan as other data sources become available.

As many counties and other local governments may not be familiar with the best practices for community engagement outlined in the Olmstead Community Engagement Plan it will be important to provide training for these groups.

Specific Goals and Timelines

Goal	Timeline
The OIO in collaboration with State Treasury and Bonding Office and Minnesota Management and Budget will create a baseline and set goals for identifying publicly funded projects.	By June 30, 2015
The OIO will provide training sessions on the Olmstead Community Engagement Plan for subcabinet agency staff beginning with agency leads at least quarterly.	Beginning by June 30, 2015
The OIO will provide "train the trainer" education sessions on the Olmstead Community Engagement Plan beginning with subcabinet agencies at least 2 times per year.	Beginning by June 30, 2015

III. Policy Development and Meaningful Participation – CE 1A

The Minnesota Olmstead Plan calls for "*the state to develop a plan to increase opportunities for people with disabilities to meaningfully participate in policy development and provide the plan to the Olmstead Subcabinet by December 31, 2014.*" (CE 1A from page 83 of the Plan)

Background

Each agency has various groups and individuals that they work with to get input on disability related issues. These groups should continue to be used and can be even more effective and diverse by implementing the strategies included in the Olmstead Community Engagement Plan.

Engaging people with disabilities is an important part of the Olmstead Plan and leads to strengthened planning processes and policy development. It can create better results and connections for people and communities; and it can be a way for people to share knowledge and expertise.

What are Policy Development and Meaningful Participation?

The Minnesota Olmstead plan calls for increasing the capacity for people to exercise their right to participate in their community and in ways that are meaningful to that individual. There are likely as many ways to have meaningful participation in policy making as there are people in Minnesota, this plan addresses only a few ways in which we can do that.

Given that there are many ways to define meaningful participation this document and we cannot address them all at one time, this document uses the following definition for meaningful participation.

Meaningful participation assures that people with disabilities are included in planning processes and development of policies that affect their daily lives. This includes participation at all phases (assessment, planning, implementation or service delivery and evaluation). People with disabilities are engaged respectfully as experts and partners. Their contributions can be seen in the work, processes are transparent and barriers to participation have been removed wherever possible.

What Can Be Done

The Olmstead Community Engagement Plan will be used as the base for the plan called for in the action item CE 1A. Each of the subcabinet agencies will be provided with the community engagement plan and toolbox to supplement the engagement processes they already use. The measurement processes within the Olmstead Community Engagement Plan will be used to assess engagement of people with disabilities and the level of meaningfulness of that engagement process. The Olmstead Implementation Office will provide technical assistance and training related to the engagement plan to ensure understanding.

The Olmstead Implementation Office utilizes an advisory council comprised of representatives from the 23 Governor appointed groups, councils and boards listed in the Olmstead Plan (page 133). Each of these groups has received invitations to designate a representative for the Olmstead Advisory group. As of the date of this plan, there are 6 members of this group. The group has been used to share input on different topics related to the Olmstead Plan and at different points in the process from planning and

development to final review and feedback throughout. We would like this group to expand and work on more action items going forward. Additionally, the OIO will work with the subcabinet and the agency representatives to seek additional funding that would be used to support this group. This could be in the form of a legislative request or grant proposals from private philanthropic organizations. At least one request will be made by December 31, 2015.

The combined membership of the Governor appointed groups, councils and boards is 150 people. Many are people with disabilities, family members, or advocates.   These groups have a collective power that can be used to effect the transformational change intended by the Minnesota Olmstead Plan. The Olmstead Implementation Office will continue to work with these groups and others to affect change.

Measuring Policy Development and Meaningful Participation

Each subcabinet agency is required to submit status/implementation reports to the Olmstead Office regarding their action items on a bi-monthly basis. These reports are reviewed for compliance including whom, how and when people with disabilities have been included in the action item process.

In addition to the status/implementation reports, upon adoption by the subcabinet, the community engagement plan and toolbox will be disseminated to the subcabinet agencies for implementation.   The worksheets included in the community engagement plan will then become a reporting requirement that will be submitted to the Olmstead Office for the purpose of measuring community engagement in policy development. Beginning with the September 2015 status reports, information related to engagement will be gathered from the worksheets and be used to create a baseline measurement by December 31, 2015. From this baseline goals will be set and this plan will be amended.

The Olmstead Implementation Office advisory group will serve as an additional measurement, which will be expanded over time. By 2019, the goal is to have 30 people with disabilities participating in the Olmstead Office advisory group. Following the implementation of the engagement plan additional measures may be developed to document the increased opportunities for people with disabilities to participate meaningfully in policy development.

The Olmstead subcabinet and Olmstead Implementation Office will work with the Governor's appointed councils, groups and boards to engage them in the creation of a plan that aligns one or more of their goals with a related action within the Olmstead Plan by December 31, 2015.

Policy Development and Meaningful Participation Challenges

As noted in the Olmstead Community Engagement Plan, engagement is a long-term commitment to build relationships with the community. Not all agencies have fully developed positive relationships with diverse communities. This may be a challenging new way to approach the work that they do and it will take time to develop the relationships necessary for robust community engagement in the future.

Additionally, individuals and community organizations should be compensated/reimbursed for expenses whenever possible. This may require agencies to change internal policies or find funding sources that may be different from what they are accustomed to. Often times additional funding may not be possible.

As there are many different ways for people to participate that they find meaningful and this plan cannot begin to address all of them; it is important that we continually review this plan and revise as needed to be sure that we are engaging people in a manner that is meaningful for them as well as the agencies.

Specific Goals and timelines

Goal	Timeline
In conjunction with the subcabinet and agencies the OIO will develop at least one funding proposal to support Olmstead Advisory Group.	By December 31, 2015
The OIO will create a baseline and set goals for increased engagement based on data collected from agencies starting two months after the adoption of the Olmstead Community Engagement Plan.	Anticipated completion by December 31, 2015
The OIO in conjunction with the subcabinet will increase number of members of the Olmstead Advisory group to 30 members.	December 31, 2019
The OIO will work with Governor's appointed councils, groups, etc. to create a plan that aligns one or more of their goals with an Olmstead goal.	December 31, 2015

IV.   Self-Advocacy and Peer Supports– CE 1B

The Minnesota Olmstead Plan states that "*in consultation with people with disabilities, family members, and diverse community groups, the state will assess the size and scope of peer supports and self-advocacy programs; based on this information that state will set annual goals for progress. Recommendations, including funding and any necessary legislative changes, will be made to the subcabinet.*" (CE 1B on page 83 of the Plan)

Background – Self-Advocacy

There are a number of self-advocacy training groups/programs throughout the state and nationally. These groups and training programs have their roots in the developmental and intellectual disability community. However, over the years they have expanded to include other disability groups as well. As noted by both anecdotal comments and research conducted by the Association of University Centers on Disabilities the future of these groups is dependent on four primary things.

- Infrastructure to support self-advocacy and peer supports
- Community Services and Supports
- Outreach and Communication
- Change in Public Perceptions

The Olmstead Implementation Office reviewed literature regarding self-advocacy and peer supports and consulted with people with disabilities, family members, community groups and state agencies in order to assess the size and scope of programs in Minnesota. A listing of these stakeholders is included at the end of this document. Stakeholders were asked to share experiences and recommendations during the planning process as well as throughout the writing of this plan.

We learned that groups are formed in a number of ways. Some are started by gathering individuals that share similar interests, while other form within or in conjunction with organizations. Groups range from informal discussions hosted on social media sites to more formal groups that provide training and support for self-advocates. Since there are so many types of groups and variations in how they operate it was difficult to find a source that listed everyone. We did find one source that provides some of this information in the form of a state-by-state listing of groups that can be searched at self-advocacy online. As of December 2014 Minnesota has 23 organizations listed on this site. Some larger groups stood out during the research for this plan.

- People First
- Self-Advocates Minnesota
- The Arc Greater Twin Cities Self-Advocacy Advisory Committee

In addition to these groups there are also training programs available to help people with disabilities better understand the policy making process and how to be most effective in sharing their story with others. While there are many programs, two stood out during the research for this plan.

- NAMI "In Our Own Voice"
- Olmstead Academy

Background – Peer Support Services

Peer support services differ in some ways from self-advocacy although there are also some similarities. Peer support services are primarily a product coming from the mental health community, although some feel that the concept could be applied more broadly across disability types. Certified Peer Specialists can be a billable service under Medicaid rules and have been allowed in Minnesota since 2007. There are four Medicaid Rehabilitation Services that can include the use of Certified Peer Specialists.

- Adult Rehabilitative Mental Health Services (ARMHS) certified by DHS
- Assertive Community Treatment (ACT) teams approved by DHS
- Crisis Response -Stabilization providers certified by DHS
- Intensive Residential Treatment Services (IRTS) providers licensed by DHS

Peer support specialists self-identify and work with their peers to assist them in their recovery process. Peer support specialists can perform a variety of tasks and in Minnesota, there are two different levels of certification, with separate qualifications for each level[8]. Continuing education is also required in order to maintain certification.

Currently the Minnesota Department of Human Services (DHS) has adopted the use of Recovery Opportunity Center's curriculum for the training program. 325 individuals have been trained and certified as Peer Specialists and based on past surveys of graduates 50-60% of graduates have been employed as a Certified Peer Specialist at one time.

Peer Support Services Challenges and Limitations

Without any, one of the four areas noted previously it is difficult for groups to continue, much less grow their numbers. Funding and infrastructure seem to be the biggest barriers for most groups. Others are bound by the constraints such as manageable group size or number of opportunities for participants to share their stories or work with others.

Many groups struggle with finding a regular meeting space, transportation, as well as competition from other advocacy groups. Some training curriculums, while providing outstanding information are also quite intensive for both participants and instructors limiting the number of times they can be offered.

Certified Peer Specialists may have a difficult time finding employment opportunities once they graduate as many providers do not offer these services as a part of their service options, or there are other barriers to employment such as transportation, background checks, etc. Low reimbursement rates may also deter providers from offering these types of services.

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[8] More information can be found at
http://www.dhs.state.mn.us/main/idcplg?IdcService=GET_DYNAMIC_CONVERSION&dDocName=dhs16_149185&RevisionSelectionMethod=LatestReleased

Measuring Self-Advocacy and Peer Supports?

As noted in the limitations section, there are several factors that hinder broad measurement at this time. That being noted three groups/programs were selected as the baseline measurement from which to set goals and work toward expansion of opportunities. These groups are a point from which to start but in no way represent the only opportunities for increasing self-advocacy and peer supports.

- Self-Advocates Minnesota (SAM) – 100 core participants
- Olmstead Academy - maximum of 21 participants per class
- NAMI "In Our Own Voice" – maximum of 16 participants per session

Self-Advocates Minnesota (SAM) has chapters throughout the state. While there are currently an estimated 100 core participants they touch the lives of many more. The goal is to increase the number of core participants in SAM to 150 by 2019.

The Olmstead Academy had its inaugural year, kicking off in the fall of 2014. This program was initially funded through a grant and most participants identify as having a developmental or intellectual disability, however, a legislative request has been submitted for funding to continue the program. Additionally, the program can be licensed to other groups and communities, such as those that have a primary language other than English or identify with a different disability type. The goal is to expand this offering to 6 groups/communities by 2019.

"In Our Own Voice" is a public education program created by NAMI (National Alliance on Mental Illness) in which two trained speakers share compelling personal stories about living with mental illnesses and achieving recovery, showing in person that there is hope for recovery. Presenters are trained how to effectively share their story with others to change attitudes and stereotypes regarding mental illnesses. Class size is limited to 16 participants per session. Participants are asked to present four times during the year following training with opportunity to present more often and to continue for more than one year. "In Our Own Voice" presenter trainings in Minnesota are dependent upon funding and grant renewals. Typically, NAMI Minnesota trains new presenters once per year with interest in training more often if funds are available. An Olmstead goal has been set to increase the training from 1 time per year to 2 times per year by 2016 and maintaining that going forward.

What Can Be Done

The Olmstead Implementation Office and subcabinet agencies will provide technical assistance to each of these programs as needed. The Olmstead Implementation Office will report on the progress toward the goals as a part of our annual report. Additionally, we will add links to our website to assist people in finding self-advocacy and Peer support services, groups and training. As noted in the principles for engagement section of the Olmstead Community Engagement Plan people and/or organizations involved in action items should be compensated/reimbursed for expenses. In order to provide compensation/reimbursement many agencies may have to make changes to internal policies and seek additional funding. It will be critical to include this in the planning process for any engagement activities. As the groups selected do not represent all of the possible opportunities for increasing self-

advocacy, the Olmstead Implementation Office will continually work with groups and organizations to explore the creation of additional partnerships in the future.

Peer Support Services is a highly complex area that requires further research to be conducted before setting goals. The Olmstead Implementation Office will continue to work with the Department of Human Services and other stakeholders to develop goals by June 30, 2015. Once those goals have been established this plan will be amended.

Specific Goals and timelines

Goal	Timeline
The OIO in collaboration with Self-Advocates Minnesota (SAM) will work to increase the core membership of SAM from 100 individuals to 150 individuals.	By December31, 2019
The OIO in collaboration with Advocating Change Together will work to expand the Olmstead Academy model to 6 other groups.	By December 31, 2019
The OIO in collaboration with National Alliance on Mental Illness (NAMI) will work to increase the training for the "In Our Own Voice" program from one time a year to two.	By December 31, 2016
The OIO in collaboration with the Department of Human Services will conduct further research on Peer Support Services and develop a baseline and set goals.	By June 30, 2015

V.   Leadership – OV 3A

The Minnesota Olmstead Plan states that "*Design and implement opportunities for people with disabilities to be involved in leadership capacities in all government programs that affect them. These opportunities will include both paid and volunteer positions. Provide support, training, and technical assistance to people with disabilities to exercise leadership. This will lead to sustainability of the Olmstead Plan over time.*
By December 31, 2014 leadership opportunities will be identified and implemented." (OV 3A from page 32 of the Plan)

Background

Leadership is individual and can be difficult to define. It may be a paid position; it could be a volunteer position. Some roles may involve sharing experiences to inform decision makers, others may be in a decision-making role. Leadership roles are as diverse as the population. The Olmstead Office consulted with members of the Olmstead Office advisory group and other people with disabilities to find out what people felt a leadership opportunity is. It was determined that people define leadership roles differently. Some people see their role as a self-advocate as a leadership role. Some felt that their participation in advisory groups, councils and boards satisfied a leadership role. Some see employment with a state agency as a leadership role. Others were less defined but felt that the role needed to have decision-making capacity.

The Olmstead Plan has a separate action item related to increasing self-advocacy, however, it is applicable here as well as some individuals feel that self-advocacy is a leadership role. State agencies should set an example for the rest of the state in terms of including people with disabilities in leadership roles. Some ways this can be accomplished through would be through the use of advisory groups, councils and boards, as well as through increased employment of people with disabilities.

The Minnesota Governor's Council on Developmental Disabilities created a leadership training program called Partners in Policymaking®. This program was developed to teach parents and self-advocates *"the power of advocacy, and change the way people with disabilities are supported, viewed, taught, live and work."* (Minnesota Governor's Council on Developmental Disabilities) Through programs such as this and others, people with disabilities have learned that they can determine how they define a leadership role. Other groups such as the Minnesota Citizen Advocacy Academy and Courage Center have also held leadership trainings.

State agencies, Counties and local governments as well as private businesses will need to continue to think creatively as to how we can create greater opportunities for people with disabilities to take on leadership roles.   Some people with disabilities have received Bush Foundation Fellowships or participated in the Blandin leadership program and these types of opportunities should be explored as additional routes to increased leadership opportunities.

What Can Be Done – Leadership #1 – Active Engagement with Governor Appointed Councils, Groups and Boards

The Olmstead Community Engagement Plan will be used as the base for the plan called for in the action item OV 3A. Each of the subcabinet agencies will be provided with the community engagement plan and toolbox to supplement the engagement processes they already use. The Olmstead Implementation Office will also provide technical assistance and training related to the engagement plan to counties, cities, and others involved in publicly funded projects as needed to ensure understanding.

Additional leadership roles will be determined through a survey conducted with the Governor's Appointed Councils, groups, boards, etc. to ascertain:

- how many of their members are persons with disabilities,
- what types of roles they serve in,
- and what types of technical support/training is supplied by the group or may be required
- as well as how this impacts monitoring and reviewing of community services and support and other policy development.

This survey will be completed by May 1, 2015 with results informing additional goals to be set and incorporated into this plan.

The Olmstead Implementation Office will engage with each of the Governor Appointed Councils, Groups, and/or Boards and work with them to develop a plan for coordination around one or more of their goals with a related action within the Olmstead Plan by December 31, 2015.

What Can Be Done – Leadership #2 – Increase Participation of Self-Advocates

The Olmstead Community Engagement Plan will be used as the base for the plan called for in the action item OV 3A. Each of the subcabinet agencies will be provided with the community engagement plan and toolbox to supplement the engagement processes they already use. The Olmstead Implementation Office will also provide technical assistance and training related to the engagement plan to counties, cities, and others involved in publicly funded projects as needed to ensure understanding.

In terms of self-advocacy, the Olmstead Implementation Office is working with the Minnesota Consortium for Citizens with Disabilities (MN-CCD) to track the number of self-advocates participating in Tuesdays at the Capitol, a weekly event held at the capitol to inform and educate self-advocates and legislators; as well as share personal stories with law makers. This will begin in January 2015 and go through the remainder of the 2015 legislative session. By June 30, 2015, goals will be set based on this information and incorporated into this leadership plan.

What Can Be Done – Leadership #3 – Increase State Agency Employment

The Olmstead Community Engagement Plan will be used as the base for the plan called for in the action item OV 3A. Each of the subcabinet agencies will be provided with the community engagement plan and toolbox to supplement the engagement processes they already use. The Olmstead Implementation

Office will also provide technical assistance and training related to the engagement plan to counties, cities, and others involved in publicly funded projects as needed to ensure understanding.

Given the complexity of defining, what a leadership role is it is difficult to set one particular goal for increasing leadership opportunities. Although it is not the only type of leadership, one baseline for measuring increased leadership opportunities will be state agency employment. According to a recent Governor's executive order, approximately 2,635 current state employees identify as having a disability. The goal will be to increase that number to 3,540 by 2019.

As set forth in the executive order 14-14 this will be monitored and reported by Minnesota Management and Budget as well as individual agencies. This information will be shared with the public via agency websites as well as through the Olmstead Implementation Office reporting process. This group is also working to include opportunities for people with disabilities to gain access to state agency employment through internship programs that lead to long term employment.

Leadership Current Challenges and Limitations

As previously noted, leadership is defined by the individual and this plan does not address all of the different types of leadership opportunities that may be or could be available.

There are barriers to employment for people with disabilities that are currently being reviewed and worked on at the state level by a committee overseen by Minnesota Management & Budget (MMB), although it should be noted that this group will not be able to remove all barriers to employment.

Additionally, there is limited funding currently available to support individuals and/or groups when they participate in engagement activities making it difficult for some to participate in leadership roles. There are also social perceptions that create barriers to people with disabilities holding leadership roles. These limitations are not addressed in the scope of this plan.

What Can Be Done

The Olmstead Implementation Office will support the efforts being developed by Minnesota Management and Budget towards meeting the goals of the executive order. In addition the Olmstead Implementation Office will continue to review and monitor additional opportunities for leadership roles through the implementation of additional action items such as self-advocacy and peer supports and other groups such as advisory groups, councils and boards.

The Governor Appointed Group survey will be conducted and results will be used to set additional goals for increased leadership opportunities by May 1, 2015. Self-advocacy goals will be set by June 30, 2015 following data collection based on participation in Tuesday's at the Capitol and integrated into the plan as well.

Specific Goals and Timelines

Goal	Timeline
Minnesota Management and Budget, Office of Affirmative Action will monitor and share information related to progress on Executive Order 14-14, to increase state agency employment for persons with disabilities from 2,635 individuals to 3,540 individuals.	By December 31, 2019
The OIO in conjunction with the subcabinet will conduct a survey of all Governor's appointed disability councils, boards, groups, etc. to ascertain how many of their members are persons with disabilities, what types of roles they serve in, and what types of technical support/training is supplied by the group or may be required as well as how this impacts monitoring and reviewing of community services and support and other policy development.	By May 1, 2015
The OIO will work with Governor appointed councils, groups, etc. to create a plan that coordinates one or more of their goals with an Olmstead goal.	By December 31, 2015
The OIO in collaboration the Minnesota Consortium for Citizens with Disabilities (MN-CCD) will develop a baseline and set goals to increase self-advocacy using data collected during the 2015 legislative session "Tuesday's at the Capitol" sessions.	By June 30, 2015

Stakeholder Input

The following groups and/or individuals shared input related to this plan.

Olmstead Implementation Office Advisory Group – Consisting of representatives from the various Governor Appointed Disability Groups, Councils, Boards, etc.

The Arc Greater Twin Cities Self-Advocacy Advisory Committee

Advocating Change Together

Metropolitan Council

Centers for Independent Living

Minnesota Management and Budget Affirmative Action Office

Minnesota Consortium for Citizens with Disabilities

Subcabinet agencies

Advocate Aces

Shooting Stars

Believers in Self-Advocacy

NAMI-MN

University of Minnesota Research and Training Center on Community Living