

2017 Board Reports

National Council on Independent Living

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Executive Director’s Report

To: NCIL Board and Membership
From: Kelly Buckland, Executive Director

I. Governance: Board and Committee Activities

The staff remains actively engaged with the Board, Committee Chairs and members at virtually every level of NCIL. Communications between the staff, Governing Board, the committees and subcommittees remain very good and we, as always, are extremely busy.

Staff and board have met with the ACL Leadership, Staff, as well as the Administrator of the Administration on Disabilities and the Deputy Administrator of the Administration on Community Living, and Director of the ILA around issues with the establishment and administration of the ILA numerous times.

NCIL's presence on various social media sites continues to be very strong! With 6,838 followers on Facebook and 7,040 Twitter followers between the NCIL organization and NCIL director accounts, NCIL is able to quickly and easily communicate with a larger audience outside of our membership. Followers have reacted enthusiastically to being able to follow updates during hearings, online Q&A opportunities, and access alerts.

- Facebook: www.facebook.com/NationalCouncilonIndependentLiving
- Youtube: NCILtv
- Twitter: twitter.com/NCILdirector and twitter.com/NCILAdvocacy
- Instagram: [ncilgram](https://www.instagram.com/ncilgram)

Since last year's annual meeting I have been in Alexandria for the RTC/IL Conference, the Department of Justice Disability Rights Section Retreat in Bethesda to conduct a workshop on Parents Rights. I also attended the National Council on Disabilities HCBS Forum in Baltimore, the HCBS Conference in DC, and the Department of Labor's Disability Roundtable.

The APRIL Conference in Reno and the AT&T Advisory Board in Atlanta. I have also attended several meetings at the White House on Inclusive Design, Assistive Technology, Autonomous Vehicles and one to celebrate the National Disability Employment month.

I attended the Harkin International Employment Summit, the 20th Annual SILC Congress in Mesa Arizona, the Google Global Summit on Accessibility in San Francisco, visited Walmart in Celebration, Florida, and Partnership for Inclusive Disaster Strategies in Washington DC.

I attended the Centene Advisory Board Meetings in St Louis, Missouri, spoke at the Endependence Center of Northern Virginia 35th Anniversary Gala, United Spinal's Congressional Awards Ceremony, the AT&T Advisory Panel, and the Southwest Minnesota Human Rights Conference.

I have continued to work hard on making the Independent Living Administration all we want it to be and have regular monthly meetings with Bob Williams, director of the ILA .

II. Finances and Financial Management

NCIL's finances are strong and we have ended the year in the black for four years in a row. The Finance Committee and Executive Committee have been following the budget closely and we have been working hard to make sure we maintain a budget that is in the black. The Audit for fiscal year 2016 has been completed. We continue to manage a large number of grants. A project update is included with this report. The Finance Committee led by our Treasurer, Roger Howard, continues to be actively engaged in all aspects of NCIL's finances.

III. Resource Development

Cara Liebowitz is NCIL's Development Coordinator and is working on growing NCIL's resources in a variety of ways.

Amazon Smile: When you make a purchase on Amazon Smile, NCIL gets a cut. It is unclear how much has been raised through Amazon Smile so far.

Corporate Development Council: NCIL’s Corporate Development Council continues to meet and advise or development issues. We have members from a number of corporations including Verizon, Bender Consulting, Centene, Anthem, Derry & Associates, USBLN and Wal-Mart serving on the council.

Annual Conference: As of 7/17/17, we have met and exceeded our sponsorship budget, with a total of \$143,820 raised. We have also exceeded our exhibition budget by nearly \$10,000, with \$37,175 raised. We sold out of exhibit spaces, with 24 tables and 22 exhibitors. ILRU and MiCIL both purchased two tables. We quintupled our ad budget, with \$5,850 raised in advertising. Thanks in part to a very successful Facebook fundraiser, we exceeded our youth scholarship budget with \$22,570 raised, allowing us to bring our biggest group of youth yet to the conference!

ADAPT FUN*RUN: NCIL partnered with ADAPT for their annual FUN*RUN in May. We raised \$1,220 through the FUN*RUN.

Grants: We have partnered with Tari Hartman Squire of EIN SOF Communications to coordinate the Lights, Camera, Action! 2.0 Collaborative project centering around disability representation in Hollywood. We applied for a federal grant at the beginning of February, and so far have received no news.

We applied for a grant through the Mott Foundation for the run for office program and were denied. We submitted a grant application to the Rita Allen Foundation for the run for office program and so far have heard no news. We were also denied for one of MEAF’s large grants for a youth leadership and employment pipeline program. However, we applied for and received a partial grant from the Japan Foundation – Center for Global Progress to fund CIL visits for Japanese IL advocates after the conference. We received \$2,000 of our \$10,000 ask. Other grant applications will continue to be in the works.

Miscellaneous

We added an “Other Ways to Give” section on our website to encourage donations through other avenues, such as Amazon Smile or the ADAPT FUN*RUN. We also revamped our donation form to make it simpler and quicker for people to give and linked to it through both our website donation button and a hot button on our Facebook page. Cara is working on our end of year fundraising campaign and will focus heavily on that after the conference. Tracfone Wireless has indicated an interest in matching donations on Giving Tuesday, and Cara will meet with them in September or October.

IV. Membership

	2017 (July)	2016	2015	2014	2013	2012
CIL	186	197	196	201	203	211
SILC	37	41	44	44	39	37
Organization	14	13	20	18	20	21
Individual	584	730	807	574	498	544
Total Members	821	981	1067	837	760	813
Total Income	\$288,740	\$263,092	\$269,709	\$263,618	\$255,603	\$280,627

NCIL's 2017 membership performance is strong. CIL memberships are still lagging behind the strong performance of 2010-2012, but overall membership rates are very good. The following report shows renewal rates through July, so we still have several months to continue working on recruitment and retention. We must take action to stem the tide of CILs foregoing "CIL membership" in favor of several individual memberships for staff.

V. Grants & Projects

IL-NET

Grant Period: 10/01/2012 – 9/31/2017

Contact: Darrell Jones, ILRU

NCIL has partnered with ILRU, APRIL, and Utah State University's Center for People with Disabilities to provide training, technical assistance, and other education and management resources to Centers for Independent Living and Statewide Independent Living Councils. This partnership operates under a contract from RSA, Department of Education. This is a 5-year project. A new subcontract is required each of the five years.

UNIVERSITY OF KANSAS

Grant Period: 10/01/2011 – 9/30/2016

Contact: Glen White, KU

NCIL has been subcontracted by the University of Kansas Research & Training Center on Community Living to review research material, disseminate information, and provide workshop space at the Annual Conference.

THE ADA LEGACY PROJECT

Grant Period: Indefinite

Contact: Mark Johnson

The ADA Legacy Project has contracted NCIL to serve as its fiscal agent. NCIL will process and record all revenue and expenses – primarily for the 25th Anniversary of the ADA event on July 26, 2015.

NATIONAL INSTITUTE ON DISABILITY REHABILITATION RESEARCH / TEMPLE UNIVERSITY

Grant Period: TBD

Contact: Andrea Bilger

NCIL has subcontracted with Temple University to improve parental rights for people with psychiatric disabilities. As a consultant on this project, Kelly Buckland will work with Temple University on their knowledge translation project that will create a parenting consortium focused on the dissemination of effective parenting programs, policies and practices for adults with psychiatric disabilities. Specifically, NCIL will support Temple's efforts to advance the knowledge regarding the effectiveness of the Idaho Statute, which will be used as part of technical assistance we will provide to states interested in bringing about legislative change by advancing the parenting rights of individuals with psychiatric disabilities.

SILC T&TA

Grant Period: 10/01/2015 – 9/31/2017

Contact: Darrell Jones, ILRU

NCIL has partnered with ILRU, APRIL, and Utah State University's Center for People with Disabilities to provide training and technical assistance to Statewide Independent Living Councils under ACL's new SILC T&TA grant.

HSC FOUNDATION – YOUTH TRANSITIONS FELLOWSHIP

Grant Period: June 1, 2016 – August 31, 2017

Contact: Son Park-McBride

HSC has contracted with NCIL to continue the HSC Youth Transitions Fellowship at NCIL. NCIL's work with the youth has continued to grow since the 2015 NCIL Conference. Keri Gray, the 2015-2016 Youth Transition Fellow funded through the HSC Foundation, has partnered with several organizations to speak with youth across the country about the independent living movement and ways in which they can become involved with NCIL and their local CILs. Additionally, the Youth Caucus Chair (Maddy Ruvolo), 2014-2015 NCIL Youth Transition Fellow (Allie Cannington), 2015-2016 NCIL Youth Transition Fellow (Keri Gray), and a Board Member who is also a youth (Felicia Agrelius) have teamed up to expand and support the efforts within the NCIL Youth Caucus. Their leadership has helped the Youth Caucus to grow exponentially and actively engage in several projects. The Youth Caucus has united their efforts to work on Intersectionality, Campus Advocacy, Disability History, Social Media Outreach, and Youth Leadership Opportunities.

US DEP'T OF HEALTH AND HUMAN SERVICES / NASUAD – NAT'L I&R SUPPORT CENTER

Grant Period: August 1, 2016 – July 31, 2021

NCIL has subcontracted with NASUAD to advise and improve the National I&R Support Center through the following activities: Collaborate with Support Center staff to support national training events, including the I&R/A Aging and Disability Summit and the I&R/A HCBS Intensive. Assist Support Center staff with the development, dissemination, and analysis of national surveys of aging and disability I&R/A agencies, and assist with reporting and presentation of findings. Assist with training and technical assistance for the Support Center, including assistance with development and review of disability-related training materials. Assist with identification of promising practices for serving consumers with disabilities of all ages, and development of profiles and issue briefs, with a focus on the use of technology. Collaborate with the Support Center on the work of, and participate as a member in, the National I&R Support Center Advisory Committee and the Technology Discussion Group. NCIL is currently in Year 1 of this 5 year project.

WALMART – THE DMD YOUTH TRANSITION PIPELINE

Grant Period: Fall 2016 – Fall 2017

Contact: Russell Schafer

DMD Youth Transition Pipeline collaborates with CILs to expand on the Disability Mentoring Day (DMD) program to develop the professional, personal, and employment skills of high school students with disabilities. (Grant Partner: AAPD. Subgrantees: Summit ILC, TRCIL, and Ability 360)

CRAIG NEILSEN FOUNDATION

Grant Period: Oct 31, 2016 - Oct 30, 2017

Contact: Jane Otto

NCIL will impact the lives of people with spinal cord injury by partnering with six Centers for Independent Living that will provide Independent Living programs, specifically Transition, including: 1) youth transition; 2) reintegration from nursing homes; and 3) diversion/prevention. The Foundation has also invited NCIL to rerun its Quality of Life grant from 2015. NCIL is awaiting instruction for the details of that grant.

CRAIG H NEILSEN FOUNDATION

Grant Period: October 31, 2016 – October 30, 2017

Contact: Jane Otto

Craig H Neilsen Foundation has funded a one-year project with NCIL to subcontract with CILs to operate Path to Empowerment for Consumers with SCI projects around the country.

UNITED HEALTHCARE

Grant Period: April 15, 2016 – December 31, 2016

Contact: Kate Paris

United Healthcare will partner with NCIL to provide technical assistance to key markets, visibility at NCIL's Annual Conference on Independent Living, and a 5-part webinar series on Medicaid and Long-term services and supports.

VI. Advocacy and Public Policy Activities

NCIL Internship Program

Since the creation of the NCIL Policy Internship Program approximately seven years ago, NCIL has had well over twenty interns from all over the country. The Internship Program has proven to be a successful addition to NCIL's policy efforts, and has given individuals a unique opportunity to work for a national organization at the forefront of disability policy. The last few years have been particularly successful. Intern staff has been involved in a variety of tasks including attending briefings, organizing events, congressional outreach, subcommittee support, along with research and analysis. The Internship Program continues to open opportunities for increased funding and collaboration with organizations like the Jewish Federation, HSC Foundation, Mitsubishi Electric Foundation and AAPD.

Policy Work

NCIL continues to be on the hill regularly working on funding, healthcare, ADA notification acts, and other policy priority areas. This includes meeting with members of Congress and their staff as well as attending relevant briefings and hearings. NCIL staff have been very involved in efforts on and off the hill related to the ADA notification bills, appropriations, mental health legislation, the new administration's departmental appointments, healthcare and Medicaid reform (specifically the American Health Care Act and the Better Care Reconciliation Act), and other issues as they've come up. NCIL has actively worked with the Administration for Community Living and the Independent Living Administration on the Independent Living rules and on the transition of the IL program more broadly. NCIL has also weighed in and assisted with local efforts to fight assisted suicide in various states including DC.

NCIL staff have also participated in meetings and attended events regarding the community's concerns with TSA, Social Security solvency and reform, Medicaid, mental health reform, durable medical equipment, autonomous vehicles, transportation networking companies, the Disability Integration Act, and the rights of parents with disabilities. Staff have participated in several events in congress related to health care reform in Congress, and many meetings and events put on by and with partners, several events at the White House, events in Congress, and many other meetings with partner organizations. The Executive Director was appointed to the Department of Transportation's DOT Regulation Negotiation Committee by the DOT Secretary. The DOT Reg Neg Committee write new regulations on the Air Carriers Access Act on accessible restrooms on single aisle aircraft, Inflight Entertainment and Communications, and Service Animals, including Emotional Support Animals. The Executive Director was also chosen to testify in opposition to the ADA notification bills in the House Judiciary Committee. Several NCIL staff were also recently arrested with ADAPT in the Capitol Rotunda protesting the current health care bill.

NCIL staff have worked with a number of other national organizations to build relationships, and have been part of several strategic and collaborative efforts related to healthcare and Medicaid, voting rights, home and community-based services (HCBS), transportation networking companies (TNCs),

mental health, ADA notification bill efforts, Social Security, the Department of Transportation's Reg Neg on air travel, and long term services and supports and the Disability Integration Act. NCIL has worked closely with ADAPT in recent months around organizing against the House and Senate efforts to repeal the Affordable Care Act and restructure and cut Medicaid. This has included outreach to CILs around the country to encourage participation in direct action and other protests and actions against the bills. NCIL staff have actively participated on many of the Consortium for Citizens with Disabilities (CCD) task forces, the Disability and Aging Collaborative, the Transportation Equity Caucus, the National Disability Mentoring Coalition, and serve on several advisory boards including the Center for Benefits Access, the National I&R Support Center (and their Technology Discussion Group), United Health Care, Centene and AT&T. The Executive Director serves on the AAPD Board of directors and serves as chair of the AAPD Policy Committee. As part of NCIL's partnership with Walmart, earlier this year NCIL staff attended their 2016 Stakeholder Summit in San Francisco.

NCIL staff have worked with committees and NCIL membership to submit comments on legislation, rules, and regulations, as well as to communicate with representatives from the Administration and Congress on our positions. NCIL staff and the ADRC subcommittee worked closely with the Administration for Community Living to establishing a plan for quarterly calls with Bob Williams of the Independent Living Administration to ensure that CILs are more involved as the No Wrong Door system continues to progress. NCIL staff also developed a portfolio for ACL of six promising practices from CILs around the country. NCIL staff worked with the Employment/Social Security Subcommittee to set up several high-level meetings - including one with Deputy Commissioner Reno and others with Congressional staffers - to discuss NCIL's recommendations on Ticket to Work and Medicaid Buy-In. NCIL staff worked with the IL Funding/Rehabilitation Act Subcommittee to submit several sets of comments to the Independent Living Administration as well as a recent letter to Bob Williams about the subcommittee's general concerns with the transition of the IL program to ACL. NCIL staff have also worked closely with the Healthcare/PAS subcommittee on messaging and activities related to NCIL's opposition to the current efforts in Congress.

Consortium for Citizens with Disabilities (CCD) – The Consortium for Citizens with Disabilities is a coalition of approximately 100 national disability organizations working together to advocate for national public policy that ensures the self-determination, independence, empowerment, integration and inclusion of children and adults with disabilities in all aspects of society. Staff is very involved in CCD task forces including health care, long term services and supports, veterans, education, housing, technology, civil rights, employment/social security, and transportation. The Executive Director is one of the co-chairs of the CCD Employment and Training Task Force.

National Disability Leadership Alliance – NDLA is a coalition of disability-led organizations and allies which NCIL is a member of and on the 15-member steering committee. The coalition was formed to build a strong and unified cross-disability movement so that individuals with disabilities would have the power to shape national policies, politics, media, and culture. NDLA is guided by its values of self-determination, participation, choice, involvement, consumer control and people with disabilities having a voice. The coalition has developed a disability policy agenda and is working on its own infrastructure. NCIL staff has been very active in working with NDLA on many issues such as Healthcare, Voting and Employment, and planning the 25 Anniversary of the ADA.

VII. Staff

- Lindsay Baran: Policy Analyst
- Sarah Blahovec: Disability Vote Organizer
- Kelly Buckland: Executive Director

- Sylena Campbell: Administrative Assistant/Bookkeeper (contracted temp)
- Eleanor Canter: Communications Coordinator
- Kings Floyd: HSC Youth Transitions Fellow (2016 – 2017)
- Tim Fuchs: Operations Director
- Cara Liebowitz: Development Coordinator
- Denise Monroe: Member Services Associate
- Rie Terashima: Acting Accountant
- Hindley Williams: HSC Youth Transitions Fellow (2017 – 2018)

President's Report

To: NCIL Governing Board

From: Lou Ann Kibbee, President and Executive Committee Chairperson

Description of Committee: The Executive Committee of NCIL shall be composed of the President, Vice President, Secretary, Treasurer, the Chair of the Regional Representatives, the Chair of the Diversity Committee, and the Executive Director. The Executive Committee may take action on behalf of the Governing Board between Governing Board meetings. Actions taken by the Executive Committee shall be consistent with the mission of the organization, the direction of the organization as prescribed by the goals of the organization, and within the Governing Board's approved annual organizational budget. The Executive Committee shall evaluate the performance of the Executive Director. The annual evaluation shall be conducted in January of each year.

Summary of activities conducted since the 2016 Annual Meeting:

Activities:

- Participated on Global IL Summit Planning Committee
- Chaired the Summit Content Subcommittee for the Global IL Summit
- Worked with staff in reviewing the current Strategic Plan for updates
- Chairing Strategic Plan 2018-2021 Workgroup
- Completed NCIL Executive Director annual evaluation
- Ongoing communication with Executive Director and Vice President
- Respond to alerts and sign-on requests from other entities, representing NCIL along with the NCIL Executive Director and Vice President
- Worked with staff to update the Board Orientation material
- Presented mandatory NCIL Committee Chair Training with Vice President
- Worked with staff to give guidance on Fall Board Meeting & Reception with advocates in CA
- Participated on the Red Cross Advisory Council meetings
- Participated in the Partnership for Inclusive Disaster Strategies

Appointments:

- Accepted the resignation from Mary Margaret Moore as Board Secretary, Women's Caucus Co-Chair, ADRC Co-Chair
- Appointed Jessica Jiminez as Chair of the Youth Caucus

- Appointed Don Dew as Chair of the Queer Caucus
- Appointed James Turner as Co-Chair of the Employment/Social Security Subcommittee
- Appointed Darrell Christenson as Co-Chair of the Housing Subcommittee
- Accepted the resignation of John Nousaine, longtime Chair of the Technology Subcommittee
- Appointed Lee Schulz & Susan Tachau as Co-Chairs of the Technology Subcommittee
- Appointed Peter Johnke as Co-Chair of the Transportation Subcommittee
- Appointed Sharon Washington as Co-Chair of the Veterans Subcommittee
- Appointed Sarah Launderville as Co-Chair of the Parenting with Disability Task Force
- Appointed Eldon Luce as Co-Chair of the ADRC Subcommittee
- Accepted resignation from Eldon Luce as Co-Chair of the ADRC Subcommittee
- Accepted resignation from Bryon MacDonald as longtime Co-Chair of the Employment/Social Security Subcommittee
- Appointed Sam Liss as the Co-Chair of the Employment/Social Security Subcommittee

Regular Meetings:

- Chaired Board meeting at the end of the conference on July 29th
- Chaired the Executive Committee meetings in Sept., Oct., & Nov.
- Participated in various Legislative & Advocacy Subcommittee calls
- Participated in Annual Conference Subcommittee calls
- Participated on Finance Committee calls
- Participated in some of the Resource Development Subcommittee calls
- Participated on the Outcome Measures Task Force meetings working on comments to the CIL PPR

Summary of progress on Strategic Plan responsibilities:

A good amount of progress has been made on the current Strategic Plan which ends this year. The full Board met in November of 2016 to work on the next strategic plan. I appointed a task force to use the results of that meeting to develop the next plan. Some goals from the current plan may carry over to the next plan. The task force will have a draft strategic plan for 2018-2021 to present to the full Board in the Fall to vote on approval.

Matters requiring action by the Board/Members: The Executive Committee has no matters for action at this time.

Committee goals and objectives for the next year: The goal of the Executive Committee has always been to be good stewards of the NCIL organization and do our best to represent the NCIL membership to the best of our ability. The Executive Committee along with the Finance Committee, Resource Development Subcommittee, and staff have worked hard to get NCIL on stable financial ground. The staff have done an amazing job in this sense. The Executive Committee has also worked hard to maintain NCIL's strong IL philosophy and Guiding Principles.

Other: It is hard to believe that four years have passed since I was first elected President of NCIL. I cannot express how honored I feel to have represented the NCIL membership for all the years I have served on the NCIL Board. Nor how honored I feel to have worked with the most amazing people-- fellow Board members, committee structure members, staff, and our membership. I believe NCIL is the "Go To" disability rights organization run by and for people with disabilities in DC. We have a

great deal of work to do as we all know. And I know that NCIL will be helping to lead the battle. Thank you all who have supported NCIL in any way you can!

Advocacy--Advocacy—Advocacy. Lead On!

Annual Conference Subcommittee Report

To: NCIL Governing Board

From: Roger Frischenmeyer, Annual Conference Subcommittee Chairperson

Description of Subcommittee: The charge of the Annual conference subcommittee is to develop and implement a conference program that, to the greatest extent possible, meets the educational and experiential needs of centers for independent living, statewide independent living councils, and people with disabilities.

Summary of activities conducted since the 2016 Annual Meeting:

- Conducted monthly meetings
- Used the evaluations from last year's conference to evaluate last year's conference
- Chose the theme for the 2017 conference
- Selected the sessions for the annual conference
- Met with the international planning committee to set the sessions for the international track

Summary of progress on Strategic Plan responsibilities: None at this time.

Matters requiring action by the Board/Members: None at this time

Committee goals and objectives for the next year:

- Use conference to expand youth involvement in NCIL
- Maximize training opportunities applicable to all NCIL members and targeted future
- Review feedback from annual conference after the conference concludes
- Begin to plan for the 2018 conference

Membership & Nominating Subcommittee Report

From: Charlotte Stewart, Membership & Nominating Subcommittee Chairperson

Description of Subcommittee: Coordinates with NCIL staff and the members of the Regional Reps Committee matters related to membership in the organization and the nomination process for the Annual Council Meeting.

Summary of activities conducted since the 2016 Annual Meeting:

- The Subcommittee usually met on a monthly basis via teleconference to review and approve new and renewing CIL and SILC membership applications for 2016 and 2017.
- Copies of NCIL's Guiding Principles are now included with each membership application that is distributed to ensure that members comply with the principles.

Summary of progress on Strategic Plan responsibilities: Continued working on strategic plan initiatives that included increasing membership, revenue, and the number of individual CIL and SILC board members and employees joining as paid individual members.

Matters requiring action by the Board/Members: A dues increase of 5% for CILs, SILCs and Organizational members effective for the 2017 membership year.

Committee goals and objectives for the next year:

- Create a more diverse NCIL board by developing a more inclusive board recruitment process. Review existing NCIL demographic and other informational forms completed by current board members to determine expertise needs to use when recruiting potential board members.
- Recruit new members to serve on this Subcommittee.

Attachment A: NCIL Whistleblower Policy

In keeping with the policy of maintaining the highest standards of conduct and ethics, the National Council on Independent Living (NCIL) will investigate complaints of suspected fraudulent or dishonest use or misuse of its resources or property by staff, board members, contractors, volunteers, or members. To maintain the highest standards of service, NCIL will also investigate complaints concerning its programs and services.

Staff, board members, contractors, volunteers and members are encouraged to report suspected fraudulent or illegal practices, misuse of NCIL resources, or violations of policies, pursuant to the procedures set forth below. This policy supplements, and does not replace, any procedures required by law, regulation, or funding source requirements.

Reporting. A person's concerns about possible fraudulent or dishonest use or misuse of resources or property, or program operation, should be reported to the NCIL Executive Director. If, for any reason, a person finds it difficult to report their concerns to such person, they may report the concerns directly to the President of the NCIL Governing Board or other member of NCIL's Executive Committee. Alternately, to facilitate reporting of suspected violations where the reporter wishes to remain anonymous, a written statement may be submitted to one of the individuals listed above.

Investigation. All relevant matters, including suspected but unproved matters, will be promptly reviewed and analyzed, with documentation of the receipt, retention, investigation, and treatment of the complaint. Appropriate corrective action will be taken, if necessary, and any findings may be communicated to the reporting person and their supervisor, if appropriate. Investigations may be conducted by independent persons such as auditors and/or attorneys. Investigators will endeavor to maintain appropriate confidentiality, but confidentiality is not guaranteed.

No Retaliation. No employee, board member, contractor, volunteer, or member who in good faith reports suspected fraudulent or dishonest use or misuse of its resources or property, illegal practices, or violations of policies shall suffer harassment, retaliation, or adverse employment or other consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within the organization prior to seeking resolution outside the organization. The Policy is in addition to any non-retaliation requirements contained in the NCIL Personnel Policies or required by law.

This protection from retaliation is not intended to prohibit supervisors from taking action, including disciplinary action, in the usual scope of their duties and based on valid performance-related factors. Individuals making complaints must be cautious to avoid baseless allegations. Employees who intentionally make false allegations are subject to disciplinary action in accordance with the NCIL Personnel Policies.

Attachment B: NCIL Whistleblower Bylaws language

NCIL has a zero tolerance policy to protect staff members, board members, and volunteers from retaliation for reporting fraudulent or illegal practices, misuse of NCIL resources, or violations of NCIL policies. Procedures for reporting and investigating are detailed in the Standard Operating Procedures.

Finance Committee Report

To: NCIL Governing Board

From: Roger Howard, Treasurer and NCIL Finance Committee Chair

Description of Committee: The Finance Committee guides and monitors the finances and accounting systems of NCIL to ensure accurate financial reporting, proper accounting practices, and financial solvency.

Summary of activities conducted since the October, 2016 Board Meeting:

- The Finance Committee has met on a regular basis to review and approve the financial statements (including the balance sheet, income and expense statement, cash flow, annual budget, and annual conference budget) and other financial issues related to NCIL
- The financial documents, which were converted to the QuickBooks accounting system in 2014, now reflect a much more accurate picture of NCIL's financial position, and were revised in 2016 to make them even easier to review. Pre-finance meetings are held prior to each Finance Committee meeting to review and, if necessary, fine-tune the reports
- A modified annual budget for 2017 was submitted by staff and reviewed by the Financial and Executive Committee. The Executive Committee recommended that the budget be forwarded to the full Board for review and approval at the March 2017 meeting. The budget was approved, and revenues and expenditures are well within expected at the time of this writing.

2016 Audit Update: Staff are currently reviewing proposals from accounting firms to conduct the 2016 audit.

Summary of progress on Strategic Plan responsibilities:

Goal Category: Political Power

Goal 1: Hire Director of Public Policy

Measure of Success: Director of Public Policy is hired.

Responsible Group: Finance Committee / Executive Committee / Executive Director

In the absence of funds for a Director of Public Policy, a Public Policy staff position was funded by the 2015 budget, in the hopes the position can be upgraded in the future. The position continues to be most capably performed by Lindsey Baran.

Matters requiring action by the Board/Members: Review, consideration, and approval of the most recent financial statements.

Committee goals and objectives for the next year:

The goal of the finance committee will be to continue to guide and monitor the finances and accounting systems to make reporting an easier, and more understandable and achievable process, and to ensure the financial solvency of NCIL.

Other: The Board approved a full-time Resource Development staff position to begin in June 2016. Cara Leibowitz has been hired, and is working on resource development for the 2017 Conference and beginning to develop an overall resource development plan. Welcome, Cara!

Education & IDEA Subcommittee Report

To: NCIL Governing Board

From: Maureen Hollowell, Education & IDEA Subcommittee Chairperson

Description of Subcommittee: The Education Subcommittee monitors and participates in the development and implementation of education-related federal legislation and policy. The Subcommittee encourages grassroots' efforts to advocate for strong education policy and implementation at the federal, state and local level.

Summary of activities conducted since the 2016 Annual Meeting (since July 27, 2016):

- Reviewed and discussed comment to USDOE on their proposed regulations to implement the Every Student Succeeds Act (previously No Child Left Behind) about how schools will be held accountable for outcomes of all students and students with disabilities as a subgroup and how states will report important data collected about how students are performing. NCIL signed onto public comment facilitated by CCD reinforcing these items.

- Shared information by email with Subcommittee members about changes to the USDOE website.
- Discussed access to college and the RISE Act.
- Discussed the new fifth core service as it relates to young people with disabilities who are pursuing secondary education opportunities.
- Participated in CCD Education Task Force meetings by conference call.

Matters requiring action by the Board/Members: Need a co-chair.

Committee goals and objectives for the next year: Expand Subcommittee membership and participation. Complete a set of statements regarding transition and students with disabilities. Advocate for strong federal language that will forbid the use of restraint except in emergencies threatening physical safety. Monitor USDOE policy development and advocate to ensure school accountability is not diminished. Review NCIL principles for IDEA amendments in preparation for future Congressional action on this law. Support the RISE Act to improve access to college.

Emergency Preparedness Subcommittee Report

To: NCIL Governing Board

From: Christy Dunaway, Emergency Preparedness Subcommittee Chairperson

Description of Subcommittee: The purpose of the NCIL Emergency Preparedness Subcommittee is to address the need for people with disabilities to be involved in the development, assessment, and implementation of disaster plans, at all stages of a disaster.

Summary of activities conducted since the 2016 Annual Meeting:

- MOU with American Red Cross expired and not reinstated
- Committee continues to work closely with the new Disability Integration Advisor at ARC and assisted in facilitating meetings and introductions between CIL's, SILC's and Red Cross Chapters for the provision of I&R and resources for people with disabilities affected by disaster.
- Joined new Partnership for Inclusive Disaster Strategies
- Letters written, approved by the Board and sent to New York Emergency Management; Independent Living Association within Administration on Community Living and Director of FEMA as well as Acting Director of ODIC
- Have published several articles in the Weekly Advocacy Monitor

Summary of progress on Strategic Plan responsibilities (if applicable): N/A

Matters requiring action by the Board/Members: None at this time

Committee goals and objectives for the next year:

- Expand partnerships with national entities providing emergency management services
- Develop and find resources for CIL's affected by disaster
- Request meeting with new ODIC Director when hired.

Employment & Social Security Subcommittee Report

To: NCIL Governing Board

From: James Turner and Sam Liss, Employment & Social Security Subcommittee Co-Chairs

Description of Subcommittee: NCIL works with Americans with disabilities who use Social Security's two main disability benefit programs, Social Security Disability Insurance (Title II/SSDI) and Supplemental Security Income (Title XVI/SSI,) and the associated programs germane to each to live independently and work in their communities. We draft and develop our own policy recommendations and support those pieces of legislation, calls to action, and endeavors that speak best to the needs and concerns of our membership and workers with disabilities in general.

Summary of activities conducted since the 2016 Annual Meeting (since July 27, 2016):

- The ESS Subcommittee's policy priorities and activities echo those from 2016 though there have been some additions as per the activities of the Medicaid Buy-in Task Force.

MBI Task Force:

- The Task Force has identified an initial priority of eliminating work disincentives for people with disabilities of retirement age. With "baby boomers" aging and with more and more people able and willing (and needing) to work at/after retirement age, including people with disabilities, the time was right for such an objective.
- The Task Force proposed two policy changes which require amendments to the Social Security Act. Initial approaches to Congress, the Social Security Administration (SSA) and fellow members of disability-oriented organizations showed widespread and bipartisan support. As per Sen. Sanders's and Senate Budget Committee staffer, Jeff Cruz, legislative language was written by leg counsel and reviewed by SSA, which signed-off on the language for one relevant proposal. SSA suggested that we run the other by CMS. As of this writing, we are awaiting word from CMS.

Although the NCIL Task Force and subcommittee is and will be taking the lead on these proposals, Justice in Aging and the Arc have pledged support.

As per suggestion by Mr. Cruz, our two proposals were shown to and discussed with Sen. Sherrod Brown's (Ohio) office, considering he is about to release a broad Social Security bill. Because his bill is in the very final stages prior to introduction, our proposals will not be included, but his office promised to retain all pertinent info for future consideration. Our next step is to approach Senate Finance Committee members, Sens. Hatch and Grassley.

One proposal (legislative language signed off by SSA) would eliminate employment restrictions (such as SGA earned income limits) for SSDI Childhood Disability Beneficiaries (CDB's) who reach SS retirement age (currently 66). It is thought there is potential to save money if this proposal were to be implemented. The other would change Medicaid Buy-in (MBI) authorization language in the Ticket-to-Work Act (1999) to eliminate termination at age 65; such a change would conform to authorization language in the Balanced Budget Act (1997).

- The Task Force is also aware of and exploring eliminating “indirect” work disincentives for retirees. We are following the progress of the State of Wisconsin in legislation to preclude the requirement for full retirees (i.e. those who choose to no longer work at retirement age) to “spend down” and lose everything they have earned through employment simply to retain necessary health care coverage. Emphasis has been upon those who accrued assets through MBI’s.
- Finally, the Task Force proposed a workshop (approved by the full subcommittee) for the 2017 NCIL Conference to discuss the above issues. The workshop, entitled, “Aging with a Disability: Maintaining Financial Well-being” was recently given the “go-ahead” for presentation. A panel of experts on the topics is being assembled.

ABLE Act: In 2017, the ABLE Act still continues to be an important policy priority for NCIL and our subcommittee. Over 45 states have opted to enable ABLE legislation with many (18 at last count with more to come) actively launching programs. Other states are having ABLE legislation heard in their own statehouses in 2017.

- **S. 818** - ABLE to Work Act builds on the success of the ABLE Act by making it possible for individuals with disabilities to increase their ABLE accounts in various ways. This will encourage individuals to work without impacting their federal benefits or current ABLE accounts. This legislation would allow individuals and families to save more money in an ABLE account if the beneficiary works and earns income. S.818 was introduced April 4, 2017 by Sen. Richard Burr, (R-NC) and has been referred to the Committee on Finance, and as of June 2017 realized an increase in co-sponsors since its introduction.
- **S. 817** - ABLE Age Adjustment Act would raise the age limit for eligibility for ABLE accounts to individuals disabled before age 46. The current legislation limit is age 26. S.817 was introduced April 4, 2017 by Sen. R. Casey (D-PA,) has been referred to the Committee on Finance, and as of June 2017 realized an increase in co-sponsors since its introduction.
- **H.R. 1897** - ABLE Financial Planning Act would allow families to rollover savings from a Section 529 college savings plan to an ABLE account. H.R. 1897 was introduced April 4, 2017 by Rep. Cathy McMorris-Rodgers (R-WI,) referred to the House Ways and Means Committee, and as of June 2017 has realized an increase in co-sponsors since its introduction.

As in previous years, the three are considered a “package” and it is NCILs wish to see all three passed together. However, this idea has been largely ignored and at the date of this drafting there remains a push to move the other two bills without moving the Age Adjustment Act.

2017 TIME Act: In 2017, the Transitioning to Integrated and Meaningful Employment (TIME) Act still commands considerable interest by NCIL, the ESS Subcommittee, Congress, DOL, and a myriad of advocacy groups across the nation.

- **H.R. 1377** was introduced by Rep. Gregg Harper (R-MS) on March 7, 2017 and referred to the House Committee on Education and the Workforce. Since its introduction it has realized an increase in co-sponsorship and Congressman Harper received a letter from the ESS Subcommittee and NCIL thanking him for his efforts.

What 2017 will bring for TIME remains to be seen though NCIL and the increasing number of co-sponsors of the Act continue to direct Congress and the Secretary of Labor to discontinue issuing to any new profit, non-profit, or governmental entity special wage certificates (which permit individuals

with disabilities, including individuals employed in agriculture, to be paid at lower than minimum wages). This bill requires a three-year phase-out of all certificates.

CareerACCESS: NCIL strongly supports the Congressional funding needed now to allow at least two states to pilot CareerACCESS projects by 2018 for young adults with a disability building careers. The three states to date with the strongest NCIL member interest in launching the pilot projects are Vermont, Michigan, and Massachusetts and Pennsylvania is in discussions as of spring 2017. Visit www.ourcareeraccess.org for more information.

NCIL, its members, and the Americans we work with and for can move closer to the middle class and true economic integration with these economic policies and laws in place!

Committee goals and objectives for the next year:

Goals involve continuing to build momentum regarding our own MBI policy proposals, including the continued fostering of relationships w/ elected officials as well as potential supporters within the service, advocacy, and policy sectors nationwide. The subcommittee will also remain active in addressing inaccurate and misguided public comment, legislation, media, etc. that is detrimental and disparaging to PWD, our membership, communities, efforts, etc. We also would seek to recruit new members while encouraging greater involvement in our subcommittee by existing members.

Rehabilitation Act & IL Funding Subcommittee Report

To: NCIL Governing Board

From: Ann McDaniel and Jeff Hughes, Rehabilitation Act & IL Funding Subcommittee Co-Chairs

Description of Subcommittee: “The Rehab Act Subcommittee is responsible for analyzing, interpreting, and advocating for needed changes to the statute and regulations. Membership on this subcommittee requires consistent contribution by all members. This contribution involves routine attendance to monthly subcommittee meetings, participation in the meetings and e-mail discussions, assistance with research and planning efforts by the subcommittee, and voluntary support of sharing in the cost of conference calls.”

Summary of activities conducted since the 2016 Annual Meeting:

The Subcommittee:

- Drafted comments on the regulations for Title VII, IL, proposed by the Administration for Community Living
- Established work group to develop NCIL’s comments on the proposed Standards and Indicators for SILCs – comments finalized July 20, 2016 and sent to NCIL membership
- Co-Chairs participated (by phone) in meeting with OMB staff to discuss the proposed regulations and NCILs comments
- Developed strategies for advocacy to support the appropriation increase for CILs proposed by the House Appropriations committee
- Reviewed new PPR (Program Performance Report) developed by ACL to replace the 704 Report Part II – and collaborated with the Outcome Measures Task Force on comments

- Developed feedback on the final IL Regulations and recommendations for further guidance
- Formed a workgroup to review and develop comments on the NIDILRR Long Range Plan
- Reviewed new ACL Reporting System
- Updated NCIL Policy Booklet section on the IL Program
- Reviewed, updated and increased subcommittee membership.

Summary of progress on Strategic Plan responsibilities:

Goal Category: Strengthening the IL Network

Goal 2: Increase IL Funding

Continue to inform the membership on actions of Congress and action alerts as needed

Committee goals and objectives for the next year: Increase funding for IL Program by \$200 million.

Transportation Subcommittee Report

To: NCIL Governing Board

From: Jeff Iseman and Peter Johnke, NCIL Transportation Subcommittee Co-Chairs

Description of Subcommittee: To promote affordable and accessible transportation for people with disabilities of all ages in rural, urban and suburban areas in the public and private sectors. Support for all modes of transportation so that they are inclusive of the disability community.

Summary of activities conducted since the 2016 Annual Meeting (since July 27, 2016):

- We have held 5 bimonthly meetings (September and November 2016; March and May for 2017. We skipped January 2017 due to staffing and communication challenges.
- For September 2016, our Subcommittee put forth an article on Medicaid Transportation.
- In January 2017, we did an NCIL WAM article on the incoming Trump Administration and what to watch on Transportation issues. From April 2017, a NCIL WHAM article on rural transportation issues was put out. In June 2017, we put forth a draft letter on concerns related to Medicaid Transportation and potential impacts under both BCRA (Better Care Reconciliation Act) and AHCA (Affordable Health Care Act) for people with disabilities where cuts could change transportation as a covered Medicaid Waiver benefit in long term care, Non-Emergency Medical Transportation (NEMT) and children with disabilities, including school transportation.
- For our March 2017 meeting, we had Heather Ansley from Paralyzed Veterans Association (PVA) whom NCIL and other national disability organizations have collaborated with via our monthly air travel group, did a Q&A along with a policy update on what is covered under the ADA, ACAA (Air Carrier Access Act) and FAA as well as the FAA Reauthorization updates.

Committee goals and objectives for the next year:

- Closely monitor impacts of BCRA or AHCA on Medicaid Transportation if passed.

- We will continue to work with our members and other disability groups to address air travel concerns, including FAA Reauthorization (due September 2017) – current bills are HR 2997, S. 1405 (have some disability language) along S. 1318 (disability specific noting ACAA) and related policy directives.
- Monitor, report and encourage members regarding efforts to change Federal Budgets (T-HUD) –DOT-about 13% proposed cut for FFY 2018 and other related cuts (HUD CBDG is to be zeroed out for FFY 2018) with White House, their members of Congress and Federal agencies where appropriate.
- Discuss challenges and support members on para-transit issues
- Monitor updates on Transportation Networking Companies (TNCs) in various states and provide feedback to members and if appropriate, look at providing guidance on this area. Secure speakers from Uber and/or Lyft
- Work to build relationships with new Trump Administration on transportation issues, including DOT, CMS, DOJ and others where appropriate.
- Discuss other Medicaid Transportation and possible system modernization reforms; bring in advocate or Federal stakeholder for discussion
- Regarding the Americans with Disabilities Act (ADA), we will monitor efforts of the Department Of Justice and related ADA enforcement for all types of transportation venues along with monitoring related legislation (HR 620 and possible Senate companion bill in 2017-18 so far)
- We will have an Amtrak update and continue to participate in stakeholder efforts to their stations to become ADA accessible, as many aren't.
- Support more members in providing articles for NCIL WAM
- Work with our members to get at least one transportation workshop for NCIL 2018 Conference

Other:

- Recruit new members and seek fresh input from SUBCMTE members
- Reach out to other SUBCMTEs where some have intersecting issues, such as housing (curb cuts-use of Community Development Block Grants(CDBG)), PAS/ HC (Medicaid Transportation) and Employment / Social Security (one of major systems barriers to employment) where appropriate
- Monitor ABLE Act Account issues, implementation in states (funds can be used for transportation expenses in addition to other areas) and share updates
- Our calls are regularly scheduled to be on the 3rd Wednesday of odd numbered months at 3:00PM EST, but in due to lack of participation (often ranges between 4-6 individuals) and look at ways to invigorate stakeholder participation, we may consider changing that.

Veteran's Subcommittee Report

To: NCIL Governing Board

From: Sharon Washington and Marsha Unruh, Veteran's Subcommittee Co-Chairs

Description of Subcommittee: The NCIL Veterans Subcommittee was established recognizing that Veterans with disabilities and/or their families need access to community based independent living services whether they are returning to civilian life and/or continuing their military careers. The NCIL Veterans Subcommittee strives to promote greater awareness of Centers for Independent Living

(CILs) community-based Independent Living Services (ILS) that are available for veterans and their families in the communities where they live.

Summary of activities conducted since the 2016 Annual Meeting:

- Two new Co-Chairs were appointed: Marsha Unruh and Sharon Washington.
- Conducted review of active / inactive committee members and requested greater participation / task completion from numerous members.
- Revised the Committee's statement of purpose and goals and objectives.
- Surveyed CILS across the nation to determine what IL skills and/or related services are provided to Veterans in their community.
- Identified and highlighted programs at CILs that provide Veterans with opportunities to transition back into the community, i.e., The Mission Continues Fellowship Program and supports/services that keep veterans out of nursing homes and hospitals and living a quality life, i.e., the Veteran Directed Home & Community Based Services Program.
- Submitted WAM articles on:
 - VA Best Practices on Community Collaboration to end Homelessness
 - VA Alphabet Soup, an acronym list affiliated with the VA and related resources to assist CILs in communication with veteran and military populations

Matters requiring action by the Board/Members: Seeking NCIL Board Approval of revised statement of purpose and goals and objectives

Committee goals and objectives for the next year:

- Create awareness that the ILS definition is not universal and that CILs must understand the use/meaning of the term ILS used by other organizations serving veterans when discussing CIL services with those organizations.
- Ensure CILs emphasize they are not offering services that replace what a Veteran or their family can receive/access from other sources due to the Veteran's military service.
- Continue to review veteran's issues and establish priorities for the subcommittee, and support legislation identified by the CCD Veterans Task Force.

Additionally, the NCIL VA Subcommittee supports efforts to provide all veterans and their families with services and benefits in the most effective and efficient manner possible in recognition of their service. Specifically, supports for:

Veterans Health Administration (VHA):

- Reforms by the VA and Congress for the VHA to process appointments in a timely manner.
- Ensuring the VHA receives appropriate and sufficient funding for veterans' healthcare while sustaining quality and satisfaction to include continued expansion of community-based living options such as Veteran Directed Home and Community Based Services and Medical Foster Homes.

Veterans Benefit Administration (VBA):

- Reforms by the VA and Congress for the VBA claims process to ensure consistency, timely processing, and adjudication of claims.

- Veterans who have PTSD, Traumatic Brain Injury, and mental health issues due to service.
- Funding for education, training, and competitive employment for transitioning from military to civilian life.
- Continuation of benefits received by veterans and their families.
- Benefits expansion of those created specifically for post-9/11 military members be made available to Veterans who served pre-9/11.

Veteran Homelessness Prevention:

- Addressing the issue of homeless veterans and efforts to prevent homelessness.

Veterans & Centers for Independent Living:

- Efforts by Congress, DOD, and the VA to engage and collaborate with community-based organizations like CILs, which stand ready to continue serving veterans and their families.

Voting Rights Subcommittee Report

To: NCIL Governing Board

From: Kathy Hoell & Jim Dickson, Voting Rights Subcommittee Co-Chairs

Description of Subcommittee: The purpose of the NCIL Voting Rights Subcommittee is to increase the participation of people with disabilities in the electoral process in order to maximize our ability to affect federal, state, and local political priorities. We are committed to ensuring that people with disabilities are educated on their right to vote and the full impact of being involved in the electoral process. This includes knowing their rights, how to register and cast a ballot, and how their everyday lives are affected by a group's participation in, not just the outcome of, elections.

Summary of activities conducted since the 2016 Annual Meeting:

- NCIL has hired part time Disability Vote Organizer
- Working with members across country to get accessible sample ballots available.
- We have actively participated in the following coalitions: REV up the disability vote, national disability voter registration week, the Leadership Conference on Civil and Human Rights on efforts to restore The Voting Rights Act, and other national coalitions preparing election reform legislation for the next Congress.
- Working with The Election Assistance Commission to hold a public hearing focused totally on voting accessibility outside of Washington DC.
- Worked with The Government Accountability Office to conduct a Voting Accessibility Survey on presidential election day 2016.
- With Rutgers University applied for funding to repeat their Disability Vote Election Survey.
- Followed up with Pew Research Center who released the first ever political profile of Americans with Disabilities.
- Members of committee did try to find alternate funding sources for research.
- Looking for alternate funding sources for GOTV activities.
- Worked with Rutgers University on a report documenting the disability vote using census data.

Committee goals and objectives for the next year:

- Provide comments, letter of support, work toward passage of Automatic Voter Registration
- Items the committee will likely bring to the board next year.
- Congress is in the process of possibly drafting election reform bills and the committee will be asking the board for NCIL to endorse them.
- Developing guide to help individuals with disabilities run for elected positions.

Youth Caucus Report

To: NCIL Governing Board

From: Jessica Jimenez & Kings Floyd, Youth Caucus Co-Chairpersons

Description of Caucus: The Youth Caucus is the youth voice for NCIL members age 26 and younger. The Youth Caucus works to increase involvement of young adults within NCIL and to bolster their participation on committees and on the Board.

Summary of activities conducted since the 2016 Annual Meeting:

Since the winter report the Youth Caucus has worked to hold various twitter chats across the country one being the #WHMChat and the other #AccessBitmoji. One of our youth's center has a blog dedicated for youth with disabilities that spreads awareness not just on the ground but through social media. We spoke with Diversity Committee chair, Dustin to see how youth can get more involved within NCIL. We also discussed how to take action with the different centers and states during this new administration. Held monthly meetings to continue to promote youth caucus voices within NCIL. We also helped organize international youth group before and after 2017 NCIL conference, variety of social media chats to promote NCIL, the youth caucus, and disability awareness. Raised over \$20,000 and accepted over 25 youth scholars to attend the NCIL conference.

Suggestions: The Youth Caucus has been working on a Sex-Ability platform and has been reaching out to many sexologist who specialize in sexability to create a workshop youth friendly, we would like the board to gather any resources to make this NCIL approved. Although many NCIL members do not use Twitter or other sorts of social media the way youth do, we suggest starting a facebook group for their committee and add agenda notes or updates on committee causes since everything can't be talked about in 1 hour.

Committee goals and objectives for the next year:

Encourage youth to join other caucuses and communities, and make their voices heard within that space. Promoting outreach to other disability and non-disability organizations to strengthen our community. Develop a program for youth members to shadow other NCIL members for mentor/mentee opportunities, and to become more involved in other caucuses. Starting at the NCIL conference, pairing these relationships to create a system of learning. Promote more individual youth activities at their centers and partner organizations.

Rainbow Caucus Report

To: NCIL Governing Board

From: Rainbow Caucus

Description of Caucus: This caucus will bring together gender and/or sexual minorities in the disability community to explore our intersections, commonalities and develop a unified voice for change. The NCIL Caucus will seek to influence the disability community to be more responsive to LGBTQA individuals, and at the same time it seeks to influence LGBTQA individuals and organizations to be more accountable to people who have disabilities. We will pursue these goals through advocacy, training, technical assistance, referrals, and the negotiation of partnerships.

Summary of activities conducted since the 2016 Annual Meeting:

Monthly phone conference calls. Caucus name change. Created roll of active members. Maintain Facebook presence. Discussion of current events and policy. Advocacy of gender inclusive bathrooms at conference.

Matters requiring action by the Board/Members:

Asking for everyone to state pronouns in meeting settings to normalize gender variance. CIL tracking of LGBT individuals within centers in order to serve this marginalized population.

Committee goals and objectives for the next year:

Creating a toolkit and resources for all centers to better support LGBT consumers. Ensuring tracking of LGBT community with centers in order to provide adequate services. Creating presentation for next conference. Creating monthly legislation updates. Get a scholarship for LGBT folks to attend conference.