

Michigan Community Service Commission

Statewide Inclusion Team Strategic Plan

VISION

National service programs in Michigan embrace the rich diversity of Michigan's citizens.

MISSION

The mission of the Michigan Community Service Commission Statewide Inclusion Team is to promote and support full participation of people with disabilities in all aspects of national service programs through collaboration between individuals with disabilities, disability advocacy and service organizations, and Michigan's national service programs.

VALUES

For Michigan's national service programs, Michigan's Statewide Inclusion Team values:

- The unique talents and abilities that each person brings to volunteerism and national service programs in Michigan;
- A culture of inclusion at all levels;
- Local, state, and federal policies and resources that facilitate full participation of people with disabilities;
- Effective strategies for recruiting and supporting people with disabilities;
- Partnerships that facilitate choice, full participation, and leadership for people with disabilities;
- Equal physical and communication access to all services, programs, and activities;
- Opportunities for skill and career development that will enhance future life activities post AmeriCorps, such as education, employment, and self-sufficiency.

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Marketing and Outreach

Goal 1: Promote Michigan's national service programs as an opportunity and a bridge to skill-building, career development, and community inclusion.

- Annually obtain an AmeriCorps member position description from each program with a list of essential functions.
- Identify organizations and resources in the community that serve people with disabilities.
- Identify opportunities to attend and present at meetings/events of organizations that serve people with disabilities.
- Disseminate national service program information through networks of people with disabilities identified by the Inclusion Team.
**Address non-traditional networks of people with disabilities such as AARP, adult and developmental education students, and CNCS priority populations (i.e., baby boomers)*
- Obtain, distribute, and present national service resource materials that target high school students, their parents, school personnel, and transition coordinators.
- Gain media exposure for current and former members with disabilities.

Partnerships

Goal 2: Develop ongoing state and local level relationships between stakeholders in the disability and service communities that promote the involvement of people with disabilities in volunteerism and national service programs.

- Strongly recommend education about disability issues as part of member and program diversity training. (ask PDs for input on this goal at the March PD Retreat)
- Identify key leaders from MRS, MCB, and Disability Navigators to gain a commitment to promoting national service opportunities as part of the career development process.
- Develop state-level partnerships with National Service Inclusion Project partners (AHEAD, National Down Syndrome Congress, NCIL, UCEDD).
 - Association on Higher Education and Disabilities (AHEAD) – www.ahead.org
 - The National Council on Independent Living (NCIL) – www.ncil.org
 - National Down Syndrome Congress (NDSC) – www.ndsccenter.org
- Request additional opportunities for VISTA positions to assist with outreach to the disability community in order address issues of poverty.

Policies and Procedures

Goal 3: Identify and address local, state and federal policies and practices that present barriers to or promote inclusion in national service programs.

- Survey Michigan's national service programs and participants to identify policy and practice issues that hinder/foster inclusion.
- Review local, state and federal policies and procedures that hinder/foster inclusion and integration.
- Develop strategies to address barriers to inclusion in policies and procedures.