

# Michigan Developmental Disabilities Council

2022-2026 Five-Year Strategic Plan  
Goals, Objectives, and Activities

**Michigan Developmental Disabilities Council  
2022-2026 Five-Year State Plan  
Goals, Objectives, and Activities**

**MISSION, VISION, AND VALUES**

**Mission**

To support people with developmental disabilities to achieve life dreams.

**Vision**

People with disabilities are supported across their lifespan to live self-determined and self-directed lives in a diverse and inclusive community.

**Values**

- 1. Including People with High and Complex Support Needs in all Activities.** This is the Council's core constituency. Developing supports that help them to live self-directed, inclusive lives automatically demonstrates that other people with disabilities can live self-determined lives in inclusive communities.
- 2. Self Determination.** The Council advocates for systems and communities that support people with developmental disabilities to live the lives they choose, including living where they choose with whom they choose and receiving services the way they choose.
- 3. Consumers' Voice at the Policy Table.** People with developmental disabilities and their families must be able to make their voices heard across the landscape of policy development.
- 4. Economic Justice.** Improving the lives of people with developmental disabilities requires attention to economic justice and poverty. This attention opens opportunities for building partnerships with other economic justice advocates.
- 5. Community Inclusion.** The Council works to ensure supports and accommodations for full access to community living and community engagement.
- 6. Rights of People with Developmental Disabilities.** The Council helps people understand and exercise their rights. The Council advocates for accountability when governments or others ignore or violate those rights.
- 7. Diversity and Equity.** The Council intentionally focuses on race, ethnicity, and other intersectional identities to eliminate historical and systemic marginalization and create systems change.

# Michigan Developmental Disabilities Council

## 2022-2026 Five-Year State Plan

### Goals, Objectives, and Activities

#### Guiding Principle

The Council remains committed to support and expand opportunities for culturally diverse individuals with developmental disabilities and their families representing diverse racial, ethnic, and socioeconomic backgrounds across the State of Michigan. We will seek to integrate an intersectional approach to increase the participation and leadership of people of color in DD Council activities and advocacy across the state. Our goal is to support individuals with developmental disabilities and their families in a culturally competent manner, which is responsive to their beliefs, interpersonal styles, attitudes, language, and ensure effective and meaningful opportunities for full participation in their communities.

#### Contextual Framing

- It is good to think of racial equity both as outcomes and as the process for achieving the desired outcomes. As outcome, we will achieve racial equity when a person's race no longer determines their access or lack of access to resources, healthcare, education, housing, employment, and just treatment by police and in the courts. As a process, we practice or enact racial equity when those most impacted by structural racial inequity (people of color) are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives. This practice is summed up in the declaration: "Nothing about us without us."
- Culturally competent means services, supports, and other assistance that is conducted or provided in a manner that is responsive to the beliefs, interpersonal styles, attitudes, language, and behaviors of individuals who are receiving the services, supports, or other assistance, and in a manner that has the greatest likelihood of ensuring their maximum participation in the program involved.

#### Cross-Cutting Themes

**Diversify Partnerships** - We will be intentional about who MDCC partners with – who and what are they about so long-term impact can be achieved.

**Education & Training** - Prioritize communities of color for inclusion in learning opportunities.

**Building Community / Culture / Identity** – Foster a community for people who embody intersectionality to tell their story, celebrate their culture and embrace their identities.

**Intersectional Data Measurement / Analysis** - We will work towards developing a baseline to measure our journey to disability justice by having metrics at an individual life level and for community life improvement.

# Michigan Developmental Disabilities Council

## 2022-2026 Five-Year State Plan

### Goals, Objectives, and Activities

#### **Goal 1: Self-Advocacy and Leadership**

Increase the civic engagement, advocacy, and leadership of individuals with developmental disabilities and their families to be leaders who influence policy and practice, and exercise maximum independence and control in their lives.

**Objective 1.1: Increase the number of self-advocates and leaders with disabilities by strengthening, supporting, and expanding self-advocacy organizations led by people with developmental disabilities.**

#### **Implementation Activities:**

##### **Self-Advocates of Michigan**

The DD Council will provide funding for a statewide self-advocacy group that will develop into a statewide network. The DD Council, MI-DDI, and DRM, will support the development of a statewide self-advocacy group by providing funding, consultation, training, research, and support.

**Timeline:** FY 2022-2026

**Budget:** \$15,000/year

##### **Outcomes:**

1. Establish a statewide network of local advocates.
2. Increase the knowledge, skills, and abilities of board members to lead board operations.

##### **Grassroots Self Advocacy Groups**

In partnership with the Self-Advocates of Michigan train, support, and empower self-advocates, by providing resources and support at a regional as well as local level. Help self-advocates gain the skills and knowledge needed to sustain local advocacy groups, participate in advocacy campaigns, and advocate for themselves with service providers, legislators, and others.

**Timeline:** FY 2022-2026

**Budget:** FY 2022 \$25,000 | FY 2023-2026 to up \$100,000

##### **Outcomes:**

1. Self-advocates will obtain the skills and support they need to establish and sustain local groups.

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**Outputs:**

- 5 local groups will affiliate with SAM.

**Advisor to the Self-Advocates of Michigan**

Provide support and technical assistance to the statewide self-advocacy organization.

(Costs in Payroll/Administration)

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#### **Goal 1:** Self-Advocacy and Leadership

Increase the civic engagement, advocacy, and leadership of individuals with developmental disabilities and their families to be leaders who influence policy and practice, and exercise maximum independence and control in their lives.

**Objective 1.2:** During each year of the 2022-2026 state plan, the MDDC will increase the number of self-advocates and family members who become advocacy leaders.

#### **Implementation Activities:**

##### **Developing Leaders for Life**

Support a leadership development and training project for individuals with developmental disabilities, including people with intellectual and cognitive disabilities. Establish a technical assistance hub to connect disability leaders to opportunities where they can advance their leadership in non-disability settings. Develop a statewide coalition of people who have been trained in leadership and support them to advocate at the local and state level on policy issues.

**Timeline:** FY 2022-2026

**Budget:** \$225,000/year

##### **Outcomes:**

- Individuals with I/DD will gain skills to become leaders in the disability advocacy movement.
- Individuals with I/DD will increase their advocacy skills.
- Individuals with I/DD will be better equipped to say what they want and what is important to them.

##### **Outputs:**

- Minimum of 50 people with I/DD trained per year.
- Minimum of 10 placement per year.

##### **Youth Leadership Initiative**

Support a youth leadership initiative that utilizes an established curriculum as a foundation for learning objectives. The initiative will also foster relationships with non-disability youth leadership programs to explore partnership and opportunities for collaboration.

**Timeline:** FY 2022-2026

**Budget:** \$125,000/year

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**Outcomes:**

- Participating youth will exhibit increased confidence, self-efficacy, and leadership skills.
- Participating youth show increased confidence in directing their own lives and making their own choices.

**Outputs:**

- 50 students will be trained and supported per year.

**Strengthening Communities of Color Through Leadership**

Support a leadership initiative that centers the experiences, culture, and issues of people of color with developmental disabilities and family members to engage and lead the public discussion of principles and policies that affect their lives and their role in the community.

**Timeline:** FY 2022-2026

**Budget:** \$250,000/year

**Outcomes:**

1. Participants will show knowledge and understanding of Michigan's services system.
2. Participants will gain the knowledge to plan and carry out advocacy strategies on legislative issues.
3. Participants will be equipped to connect with or establish grassroots advocacy initiatives in their community.

**Outputs:**

1. 2 cohorts trained per year.
2. 25 people with developmental disabilities trained each year.
3. 25 family members trained each year.

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### Goals, Objectives, and Activities

#### **Goal 1: Self-Advocacy and Leadership**

Increase the civic engagement, advocacy, and leadership of individuals with developmental disabilities and their families to be leaders who influence policy and practice, and exercise maximum independence and control in their lives.

**Objective 1.3: Increase the number of individuals with developmental disabilities, including those from culturally diverse populations, who are active participants in advocacy and other activities that lead to diverse inclusive lives in the communities.**

#### **Implementation Activities:**

##### **Race, Equity, Advocacy and Disability (READ) Initiative**

Establish a forum for people with developmental disabilities and their families engage in work on culture and linguistic competence, implicit bias, racial equity, and related topics. Create the infrastructure for individuals with developmental disabilities to launch themselves on social media to create a community that celebrates DD and intersectionality.

**Timeline:** FY 2022-2026

**Budget:** Up to \$50,000/year

##### **Outcomes:**

1. Participants will gain knowledge and understanding of the issues facing people of color with developmental disabilities.
2. Participants will obtain the skills to utilize social media to tell their story and further their advocacy.

##### **Outputs:**

- 30 people educated per year.
- 4 discussion series per year.

##### **Assistive Technology/Technology (AT)**

Partner with the state Assistive Technology grant (Michigan Disability Rights Coalition) and Disability Rights Michigan to raise awareness about assistive technology, including what constitutes assistive technology, how AT can be used to increase independence, navigate community spaces. Develop and implement an advocacy strategy to expand accessibility and availability of assistive technology (devices and internet) that will increase independence and community inclusion.



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**Timeline:** FY 2022-2026

**Budget:** FY 2022: 20,000 | FY 2023-2026 up to \$200,000 per year

**Outcomes:**

1. Increase the number of people utilize AT.
2. MDHHS will expand access to AT in waiver application and implementation.
3. Increase awareness of AT and how it can lead to increased independence.

**Outputs:**

- 100 people educated on AT per year.
- Advocacy strategy developed.

**Empowerment Scholarship Fund**

Provide financial support to people with developmental disabilities and family members to attend seminars, conferences, and comparable activities related to development in the areas of self-advocacy, leadership, and education.

**Timeline:** FY 2022-2026

**Budget:** \$12,000

**Outcomes:**

1. People with developmental disabilities and family members will be empowered to increase knowledge on issues that impact and affect their lives.

**Father/Male Role Model Initiative**

Create and maintain a state-wide network of male leaders who will help inform their communities about disability issues, advocacy and resources and will influence disability-related public policy.

**Timeline:** FY2022

**Budget:** \$45,000

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**Outcomes:**

1. Fathers and male role models will become active advocates in the lives of their children and the children they support.

**Outputs:**

- 20 fathers/male role model participants.
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# Michigan Developmental Disabilities Council

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#### Goal 2: Service System Reform

Reform the states' approach to disability services and supports into a coordinated and effective system so individuals with developmental disabilities and their families have access to high quality, individualized supports and can exercise maximum self-determination.

**Objective 2.1: Increase the number of individuals with developmental disabilities, and their families, who can advocate for themselves and others, influence policy and exercise maximum choice, independence, and control in their lives**

#### Implementation Activities:

##### Supported Decision Making

Engage with Michigan Supported Decision Making Advisory Group and coordinating educational opportunities and public policy advocacy with the goal of decreasing guardianship in Michigan.

**Timeline:** FY 2022-2026

**Budget:** FY 2022: \$25,000 FY 2023: \$200,000 – FY 2024-2026: \$5,000/year

##### Outcomes:

1. Participants will increase their knowledge on all options regarding legal decision making.
2. Legislative action on supported decision-making in Michigan legislature.
3. Commission guardianship advocacy report

##### Outputs:

1. 15 workshops held per year.
2. 300 people educated per year.

##### Peer Mentor Program

Expand the peer mentor program throughout the state. Enhance the program by providing training and support for peers that supports self-determination; helps peers direct their own lives; and reinforces their efforts to become better self-advocates, make choices, and develop leadership skills.

**Timeline:** FY 2022-2026

**Budget:** \$10,000/year

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**Outcomes:**

- Individuals with I/DD will gain the knowledge necessary to mentor peers based on their lived experience.
- Increased awareness of the peer mentor program statewide.

**Outputs:**

- At least 2 mentors at each CMHSP
- Host 1-2 Peer Mentor 101 trainings annually.

**Building Capacity for Full Inclusion of People with Developmental Disabilities in Policymaking**

Increase representation of people with developmental disabilities serving on advisory boards and commissions by increasing the board capacity to be fully inclusive of people with disabilities.

**Timeline:** FY 2022

**Budget:** \$105,000

**Outcomes:**

1. People with developmental disabilities will become active members of advisory boards and commissions.
2. Boards and commissions will increase their capacity to include people with developmental disabilities.

**Outputs:**

- 20 people with DD will join boards or be working on existing boards to increase their effectiveness and influence.
- 10 boards and policy-making bodies will add and fully included 1-2 people with DD.

**Youth Employment Initiative**

Support initiatives that seek to increase the number of students with developmental and other disabilities in K-12 education who have a community integrated work experience prior to exiting school.

**Timeline:** FY 2022-2026

**Budget:** FY 2022 \$25,000

FY 2023-2026 to up \$75,000

**Outcomes:**

1. Participants will increase their knowledge of issues that impact competitive integrated employment.
2. Participants will increase their ability to obtain and maintain employment.

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**Outputs:**

- 50 students per year will participate in initiatives.

**Family Empowerment Initiative**

Support an initiative to educate families and parents of children birth to twelve years old (0-12) on disability pride, empowerment, rights, self-determination, and advocacy with a goal of raising the family's expectations of their child(ren) to lead self-determined lives in the community.

**Timeline:** FY 2022-2025

**Budget:** \$125,000/year

**Outcomes:**

1. Participants will increase their awareness of concepts related to living a self-determined life in the community.
2. Participants will have increased expectations of their children/family member.
3. Participants will increase their awareness of the DD Council.

**Outputs:**

- 8 partnerships established per year.
- Workshops on at least 4 topics held per year.

**Charting the LifeCourse**

Partner with University of Missouri Kansas City-Institute for Human Development and Community Drive to expand awareness, utilization and implementation of the Charting the LifeCourse Framework and Tools through the State of Michigan by providing presentations and technical assistance to families, individuals, communities, and providers.

**Timeline:** FY 2022-FY2026

**Budget:** Up to \$25,000

**Outcomes:**

1. The Charting the LifeCourse Framework and Tools will be used throughout Michigan to help people with developmental disabilities live a good life.

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**Outputs:**

- 20 ambassadors trained to present on LifeCourse.
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### Goal 2: Service System Reform

Reform the States' approach to disability services and supports into a coordinated and effective system so individuals with developmental disabilities and their families have access to high quality, individualized supports and can exercise maximum self-determination.

**Objective 2.2:** Increase the use of best practice in planning and implementation of direct services to create a person-centered system by working with the Behavioral Health and Developmental Disabilities Administration, service providers, individuals with disabilities and families to plan for organizational change and support staff development in person centered practices.

### Implementation Activities:

#### Michigan Employment First

In partnership with InCompass Michigan, LinkED and the Employment First steering committee, advocate the expectation and promote opportunities for all working-age citizens with I/DD in Michigan to gain individual integrated employment, at or above the minimum wage. Convene partners, pursue resource acquisition for systems change, and develop an advocacy strategy to implement Employment First efforts in the state, including the elimination of 14(c).

**Timeline:** FY 2022-2026

**Budget:** FY2022 \$48,000 | FY 2023 \$48,000 | FY 2024 \$173,000 | FY 2025 \$168,000 | FY 2026 \$ 0

#### Outcomes:

1. Increased awareness of the Employment First movement among individuals with I/DD, family members, service providers and others.
2. Increased number of providers will focus on providing competitive integrated employment supports.
3. Increased number of persons with employment goals in their person-centered-plans.

#### Outputs:

- Recruit and provide provider transformation technical assistance to at least 9 providers.
- Recruit and provide rate restructuring technical assistance to at least 6 PIHPs/CMHSPs.
- One curriculum developed on employment goals.
- At least 100 people per year will participate in Employment First webinars.

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**Cultural and Linguistic Competence Community of Practice (CLC CoP)**

Advance and sustain cultural and linguistic competence (CLC) through the DD system through changes in values, policy, structures, and practices; and responding effectively to the growing cultural and linguistic diversity among people with DD and their families who reside in Michigan. Work wit

**Timeline:** FY 2022-2026

**Budget:** \$10,000/year

**Outcomes:**

1. Establish cross-discipline partnerships to sustain the work of the CoP.
2. Engage self-advocates in the CoP to inform systems change efforts.

**Outputs:**

1. 8 new partnerships established.
2. 5 self-advocates added to core leadership team.

**DD System Evaluation/Report Card**

Convene think tank to develop the indicators, data, methods, and audiences to be included in the study. The report and recommendations of the think tank will inform the breadth, depth, and length of the evaluation.

**Timeline:** FY 2022 - Think Tank

FY 2023-2026 – Evaluation/Report Card Development

**Budget:** FY2022 Up to \$25,000 | FY2023-2026: TBD

**Outcomes:**

1. Develop a strategy to advocate for changes in the system that will lead to quality lives in inclusive communities.

**Outputs:**

- One report with recommendations



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#### Goal 2: Service System Reform

Reform the States' approach to disability services and supports into a coordinated and effective system so individuals with developmental disabilities and their families have access to high quality, individualized supports and can exercise maximum self-determination.

**Objective 2.3:** Support initiatives to increase awareness among state and local stakeholders of models and best practices that use a person-centered, integrated approach for individuals with developmental and other disabilities.

#### Implementation Activities:

##### **Self-Determination in Michigan**

Advocate for quality measures and standards for self-determination that will ensure consistent, quality person-centered planning and access to arrangements that support self-determination. Convene a stakeholder process that will identify the opportunities for barriers to implementing budget authority in the service array of the mental health system.

**Timeline:** FY 2022-2026

**Budget:** \$175,000/year

##### **Outcomes:**

1. People with developmental disabilities and families know their rights surrounding PCP and self-determination.
2. People with developmental disabilities will gain greater control over their budgets.

##### **Outputs:**

- 100 people with I/DD and family members educated each year.
- One report including recommendations on budget authority.

##### **Transition to HCBS and Community Living**

Deliver training to educate individuals with developmental disabilities and family members about quality HCBS services and supports. This initiative will also increase knowledge and awareness of community infrastructure, services, and supports, including paid and unpaid supports among individuals with developmental disabilities and their families. Develop a strategy and advocate more and better housing supports in Medicaid waivers.

**Timeline:** FY 2022-2026

**Budget:** FY 2022: \$70,000

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FY 2023 -2026: TBD

**Outcomes:**

1. Increase the knowledge of individuals who receive HBCS services and supports and their families.
2. Increase the knowledge of people who want to live independently in the community.

**Outputs:**

- 200 people educated about the HCBS rule.
- 200 people educated on moving into the community.

**Michigan Star Raft Project**

Equip self-advocates, families, community partners and interested other with the tools and supports they need to build and sustain individual circles of connection and support on an ongoing basis.

**Timeline:** FY 2022

**Budget:** \$94,000/year

**Outcomes:**

1. Participants will increase their knowledge, skill, and ability to build and sustain circles of support.

**Outputs:**

- 100 people complete the Star Raft process

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**Goal 3:** Increase community inclusion for individuals with developmental disabilities by fostering inclusive and welcoming environments that enable them to reach their potential in their community.

**Objective 3.1:** Implement public information activities that increase Michiganders awareness of individuals with developmental disabilities including the issues, policies and practices that effect their lives.

**Implementation Activities:**

**Awareness Campaign**

Develop and implement awareness campaigns with statewide reach and visibility; that will educate the State of Michigan on community inclusion and the many dimensions of people with developmental disabilities.

**Timeline:** FY 2022, FY2024, FY2026

**Budget:** \$300,000 each year

**Outcomes:**

1. Bring community awareness to issues facing people with developmental disabilities.

**Outputs:**

- Commercials, YouTube and Google ads, radio spots, social media messages, etc.

**Storytellers for Change**

Raise awareness among the public and policymakers about "What inclusion in Michigan looks like" by recording and sharing stories of inclusion in communities, workplaces, etc.

**Timeline:** FY 2022

**Budget:** \$75,000/year

**Outcomes:**

1. Viewers will increase their awareness about community inclusion and people with disabilities.

**Outputs:**

- Stories of at least 50 people with developmental disabilities in online library.

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**Goal 3:** Increase community inclusion for individuals with developmental disabilities by fostering inclusive and welcoming environments that enable them to reach their potential in their community.

**Objective 3.2:** Improve Michigan's policy and practice through tracking key legislative activity, collaborating with state and local stakeholders, and providing resources for stakeholders, allies, and self-advocates to participate in advocacy.

### Implementation Activities:

#### Public Policy Advocacy

Develop, support, and deliver advocacy by, with, and on behalf of individuals with developmental disabilities assuring that their own voices are heard at the policy table. Champion their rights to direct their own lives, decide how services are provided to them, and work in jobs they choose. Engage and partner with allies and other stakeholders to advocate for systems change that shifts laws, policies, procedures to be more responsive to the needs of individuals with developmental disabilities.

**Timeline:** FY 2022-2026

**Budget:** \$6,000/year

#### Outcomes:

- An increased number of people with I/DD, family member and their allies will participate in advocacy actions.
- Increase in policymakers who are more knowledgeable about the issues that impact people with I/DD.

#### Outputs:

- 148 legislators will be educated on disability issues.
- At least 10 organizations will be involved in coalitions/networks/partnerships per year.
- 5 products will be developed per year.
- Over 1,000 people will receive information on advocacy actions per year.

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**Goal 3:** Increase community inclusion for individuals with developmental disabilities by fostering inclusive and welcoming environments that enable them to reach their potential in their community

**Objective 3.3:** Each year of the plan promote systems that will sustain the policies and programs that demonstrate success in supporting people with developmental disabilities or families to be fully included in their communities.

**Implementation Activities:**

**Education, Training, and Information**

Increase the number of students, families, transition staff, transition coordinators, teachers, and providers identified through outreach activities to expand their knowledge of services and other community resources to help successfully transition to adulthood. Develop and implement training on new and emerging topics that will change knowledge, behavior and attitudes and lead to more inclusion for people with developmental disabilities in the community.

**Timeline:** FY 2022-2026

**Budget:** \$10,000/year

**Outcomes:**

1. Participants will gain the knowledge to help the students with disabilities lead self-determined lives.
2. Transition staff will counsel parents to seek the tools for supported decision-making, community-based housing, and competitive employment.
3. Parents and school personnel will raise their expectations of the students they support.

**Outputs:**

1. 20 webinars hosted per year.
2. 300 transition staff educated over the 5 years.
3. 300 students and family members educated per year

**Co-Presenters with Disabilities**

Co-presenters with disabilities will utilize their unique skill set gained from lived experience to help promote DD Council values, and by co-presenting a portion of an educational opportunity, workshop, or presentation.

**Timeline:** FY 2022-2026

**Budget:** up to \$7500/year

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**Outcomes:**

1. People with lived experience will increase their leadership, public speaking, and presentation skills.

**Outputs:**

- 10 new co-presenters that represent diverse identities.
- Add co-presenters with higher and complex needs

**Sexuality Education Initiative**

Expand and enhance the sexuality education training initiative by adding training teams in more counties and building the capacity of existing teams. Educate students using the “Building Healthy Relationships at Work” curriculum.

**Timeline:** FY 2022-2026

**Budget:** \$10,000/year

**Outcomes:**

1. Increased awareness of human sexuality and healthy relationships.
2. Increased awareness of work relationship to promote inclusive employment and increase job retention.

**Outputs:**

1. Double the number of training teams to 50 teams by 2026.
2. Annually, 50 student participants in “Building Healthy Relationships at Work” Training.

**Disability Inclusion Community of Practice**

Facilitate a community of practice for organizations that primarily serve people of color to increase their knowledge of disability and ableism, foster an inclusive and welcoming environment and build their capacity to provide accessible services and supports.

**Timeline:** FY 2022-2026

**Budget:** Up to \$200,000/year

**Outcomes:**

1. Participants will increase their capacity to provide inclusive, accessible services and supports.
2. Participants will increase their knowledge and understanding of disability history and pride.

**Outputs:**

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- 5 organizations join community of practice.

**Culture and Linguistic Competence Community of Practice**

Facilitate a community of practice for disability organizations to create and implement organizational changes in values, policy structures, and practices, so people of color with developmental and other disabilities can achieve equity of access and participation.

**Timeline:** FY2022-2026

**Budget:** Up to \$150,000/ year

**Outcomes:**

1. Participants will increase their knowledge of cultural and linguistic competence, racial equity, implicit bias, and related topics.
2. Participants will increase their capacity to deliver services and supports in an equitable manner.

**Outputs:**

- 8 organizations join community of practice.