

NEW YORK STATE INDEPENDENT LIVING COUNCIL, INC.



*empowering new yorkers with disabilities*

## **NYSILC 2021 SPIL Evaluation Report**

Consultant's Report on the First Year of the 2021-2023  
NY State Plan for Independent Living (SPIL)  
as amended

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## Background

The NYS Independent Living Council's Monitoring and Evaluation (M&E) Committee's job is to conduct on-going monitoring of all projects supported by the Council and the Statewide Plan, and to conduct the evaluation at the end of the year. An evaluation consultant has been working with the Council to continue to refine the evaluation process and make it more outcome oriented. The consultant also completes this evaluation report each year.

The consultant's job has been evolving. In the beginning, he took an active role in helping develop the evaluation process, working with a number of Council committees. Once the M&E Committee was formed, he helped train committee members in outcome evaluation and offered suggestions for moving objectives and targets to more of an outcome measure. As the M&E Committee has gained expertise and proficiency in monitoring program activities, the consultant has worked with the committee to develop additional methods for assessing outcomes and impact of Council supported efforts.

Having a dedicated evaluation committee is a relatively new development for the Council, and it has been a very effective strategy. They specialize and focus on monitoring and evaluation overall, leaving the other committees to focus on the policy or operational issues they are addressing. The M&E committee takes the lead in developing goals, objectives and measures for the SPIL based on the work of the Council overall and its other committees. When the M&E Committee completes their work, the next step in the development of the SPIL objectives was to have the relevant "program" committees review the objectives and revise/update as needed. The M&E Committee then does a final review.

The committee actively monitored the various projects funded through the SPIL and explored how well they were advancing the SPIL objectives. The previous SPIL was extended for a fourth year, and this allowed additional time to reshape the evaluation process to increase the degree to which the process could assess impacts and outcomes.

This evaluation covers the activities from October 1, 2020, through September 30, 2021, and is related to the objectives in the NY Statewide Plan for Independent Living (SPIL). This is the first year of the plan. This plan has 3 goals and four objectives and 23 measurable indicator areas, broken down into 57 specific targets. There was one open-ended question (no target) for goal #2.

NYSILC staff, as always, did a great job pulling together the data and working with the committee to finalize the assessments. This report is based on the data provided by the Council, based on monitoring reports and other documentation. The evaluation consultant did not review any of the original data.

This year's evaluation consulting activities included:

- Working with the staff and the M&E Committee to review the prior year's results and

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assess accomplishments

- Helping the M&E committee develop survey instruments to gather data on the impact of SPIL efforts on individuals who participated in SPIL funded activities.
- Completing the Consumer Satisfaction report

The Monitoring and Evaluation Committee continued to follow their new process that relies on the NYSILC staff gathering relevant data from records for projects being conducted by NYSILC and from the Designated State Entity (DSE) for projects that were handled through Requests for Proposals (RFP's) and or contracts. The committee then reviewed the resulting data and discussed any issues related to reaching the objectives.

NYSILC staff compiled the data in late 2021. It essentially represented a preliminary assessment of the SPIL objectives for 2021 from a narrative section of the Federal Program Performance Report (PPR) for New York. This narrative was transmitted to the SPIL evaluator who then drafted this evaluation report from the preliminary assessment. The full summaries from the PPR are appended to this report. (See Appendix 2)

## 2021-2023 State Plan for Independent Living (SPIL) Overview and Comments

As stated in the SPIL: the mission of the New York Independent Living Network, and the 3-year SPIL for 2021-2023, is to *increase the advocacy skills, leadership development, and empowerment of people with disabilities*. These goals are repeated throughout the objectives and measurable targets, and to a great deal, they have been met in the past year.

### SPIL Goals and Objectives

The NY SPIL contains three specific goals to achieve progress toward the mission:

- Goal # 1: The State Independent Living Council (SILC) successfully implements the SPIL and its other duties.
- Goal # 2: People with disabilities engage and acquire skills in a statewide Center for Independent Living (CIL) advocacy network (SSAN) supported at local sites.
- Goal # 3: Attendees learn skills at a biennial IL statewide conference coordinated by the state association.

Each goal has one or two objectives, and each objective has measurable indicators and targets to measure success. These indicators were selected to show that if these were met, it would indicate that the broader objectives were also met. Each target was set to increase each year of the three-year SPIL and the numbers in this report represent the targets for this past year, year 1 of the SPIL. (See Appendix 1 for a complete listing of all Indicators and the targets for year 1.)

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As written, goal 1 sounds like an organizational maintenance goal, basically that the SILC continues to function effectively. In fact, this goal also includes how the work of the Council impacts both the members and others served by SPIL activities carried out by the SILC. Goal 1 has two objectives:

- Objective A: Council members are provided opportunities to be active members of the SILC and want to be involved and engaged each year through September 30, 2023.
- Objective B: People with disabilities, the IL network and public are provided opportunities to participate in SILC programs and want to be involved to gain skills and raise awareness each year through September 30, 2023.

These objectives in themselves are not measurable or very outcome oriented and only talk about motivating people. However, the measures under these objectives do focus on supporting significant changes / outcomes for those involved. Both objectives state that they will “provide opportunities” and people will “want to be involved”, which are precursors to the actual change that should be (and is in fact) evaluated: that people **engage in** these activities and this engagement **impacts them** in a significant, measurable way. In addition, it is significant to set targets for and then measure that a statewide council is finding ways to engage and encourage its council members to be active members, to learn skills related to the planning processes as opposed to an idle, uniformed board.

Goal 2 has one objective: A statewide coordinator directs the IL advocacy network (SSAN) to ensure that twelve local sites provide opportunity for people with disabilities to participate and gain skills each year through September 30, 2023.

While this objective also states that they will “provide opportunities”, it also includes an outcome of “gain skills”. The measurable indicators specify the types of gains desired which can then be evaluated.

In the SPIL it states that the ultimate goal for the network is to “maximize the leadership development, advocacy, and empowerment of the network’s participants.” It also states that the purpose is “to promote public education and grass roots activities impacting people with disabilities.” This should have been the stated objective for this part of the plan – promoting increased activities to maximize leadership development, advocacy and empowerment. This is, in fact, what the measurable targets actually measure.

Goal 3 has one objective: People with disabilities, the IL network and public are provided an opportunity to attend the biennial IL statewide conference with reduced registration costs and want to participate and learn skills during years one and three of the plan by September 30, 2022.

Again, this objective focuses on providing an opportunity and having the target group “want” to participate. The real objective is to have people with disabilities participate in the conference, and in doing so, learn additional skills. The plan goes on to state that the conference will

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provides the network with “training and technical assistance regarding the most current issues facing IL and people with disabilities, along with opportunities to network, generate ideas, learn best practices, and promote the IL philosophy.” And that the “ultimate goal is to maximize the leadership development, advocacy, and empowerment of conference attendees.” Those final two sentences are what the objective should state, and again is what the evaluation that follows actually measures.

### **Measurable Indicators and Targets**

The SPIL objectives are broad statements, similar to the goals and are not measurable. Some don't clearly point to a desired change in circumstances. The desired changes are found in the measurable indicators. There are 57 measurable targets in the SPIL organized into measurable indicators and specific targets (see Appendix 1). These are often micro level measures, and the reader is left to pull it all together into a logical framework. Having more precise objectives would provide that overall framework. Also, by weighing each of these 57 measures equally, it becomes nearly impossible that an objective will be fully met. In fact, only 1 of the four objectives was fully met even though there were a lot of excellent outcomes from the SPIL supported activities. The recommendations section states some ways this could be corrected in future SPILs.

Many of the indicators state that individuals will develop skills, knowledge or feelings (e.g. be motivated, be empowered). Therefore, the only feasible way to measure this is through surveying the participants and recording their self-assessment of the impact of SPIL supported activities. The Council's M&E Committee designed these surveys in collaboration with those responsible for carrying out the SPIL supported activities.

While these surveys are somewhat subjective, this is a great improvement over previous evaluations where the only data collected was that participants participated or that events were held, and no impact or outcome of any kind was assessed. The Council and Monitoring and Evaluation Committee (M&E Committee) are to be commended for moving much further along the line toward an outcome-oriented evaluation process. Also, to be commended, are the staff and members of NYAIL who support the statewide network and the biannual conference. They assisted with the survey development and took on the work to disseminate and collect the surveys responses.

## Evaluation

The Council has developed an evaluation rating scale that ranges from a high of “exceeding” the target to a low of the target was “not met”.

- “Exceeded” means that a target was exceeded
- “Met” means the target was met exactly
- “Substantially Met” means greater than 60% and less than 100% of the target was achieved

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- “Partially Met” means greater than 0 but less than 60% was achieved
- “Not Met” means nothing was achieved
- “No Progress” means the project was delayed or not started.

Overall, Goal 3 was exceeded as all the targets were exceeded. Goal 1 was partially met (56% of targets met or exceeded), and Goal 2 was substantially met as at least 60% of the targets were met or exceeded. Of the four objectives, one was exceeded, two were substantially met and one was partially met. Looked at as one pool, thirty-nine of the 57 targets (68%) were exceeded or met, so the overall SPIL was substantially met for this year. Looked at another way, 48 out of 57 (84%) had at least some measurable progress.

The table below shows the results for each of the 3 goals.



**Table 1**

### Discussion of each Goal:

**Goal # 1: The SILC successfully implements the SPIL and its duties.**

**Objective A: Council members are provided opportunities to be active members of the SILC and want to be involved and engaged each year through September 30, 2023.**

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There were seven measurable indicators related to Objective A, with sixteen specific targets. Of these, 10 were exceeded, 1 was exactly met, 2 were substantially met, 1 was partially met, and 2 had no progress, they were not started. The objective overall was “substantially” met, as 69% of the targets were met or exceeded. (See Appendix 2 on page 37 for a list of all targets and how well they were met.)

Objective A focused on engaging people with disabilities in the Council’s activities and leadership both for their individual development and to help further the work of the Council. The measurable indicators looked at:

- The level of participation of Council members
- Their self-reporting as to whether they gained valuable skills, experiences and knowledge
- Four developmental objectives for the Council:
  - increasing racial/ethnic diversity of Council membership
  - identifying new ways to get public input on monitoring and evaluation
  - implementing strategic plan activities
  - raising additional funds for Council operations

### Objective A:

- **Active Participation:** (Measurable Indicators 1-3)  
The percentage numbers in the chart below refer to the percent of those answering “yes” who responded to the related question on the survey. 22 of 25 Council members responded to the survey overall (88%).

Target	Desired Goal	Actual
Overall level of participation – number of Council members	26	25
“Active participation” (attending 3 of 4 meetings)	50%	95%
Members considered themselves to be emerging leaders seeking leadership development or leadership development roles	10%	82%
Additional question: Did you become a newly elected officer or committee chair?	n/a	28%

Two of the three targets were greatly exceeded and one was substantially met. Therefore, the overall goal of active participation was met.

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- **Planning – diversity, public input, strategic planning, emergency planning** (Measurable Indicator 4)

Target	Desired Goal	Actual
Increase racial/ethnic diversity of Council membership – target for people of color to increase	25%	32%
Engage Monitoring and Evaluation Committee members in identifying new ways to get public input on monitoring and evaluation	13% engagement	Not started
Executive Committee members work to complete 3 of 5 items identified in Strategic Plan	40% of Executive Committee members work to complete 3 items	100% worked on it and worked on 2 items
Council members on the Emergency Preparedness Subcommittee work to complete an Emergency Preparedness Plan	40% of the members	Not started

One of the four targets was exceeded and one was partially met. Two were not started. Therefore the planning targets were only partially met.

- Good progress was made on increasing diversity from the prior year level of 20% to 32%. The SPIL calls for continually increasing this to reach and maintain at least 35% members of color.
- The M & E Committee was busy the entire year with its monitoring, evaluation, and work reviewing the draft SPIL surveys. It was work well invested, but precluded them from addressing the public input research. They expect to have time in year 2 to focus on this.
- Upon review, as they began to implement the strategic plan, the Council feels it created unrealistic goals and action steps that were beyond the capacity of the Council staff to lead and manage. It did identify two areas the council knew it needed to address and this was the focus of actions in the past year. 100% of the Executive Committee members worked on these two tasks, the first was exceeded and the second had good progress:
  - Income growth - the council has exceeded the “net goal” of more than \$75,000 in net income savings. However, the five actions steps identified in the plan are at various stages or not relevant.
  - Succession planning - the Council has been backed into the process without a plan. The Executive Committee created an ad hoc committee which will lead to a search committee in 2023.

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Through this evaluation process, it became clear that the Strategic Plan needs to be reviewed and perhaps revised to reflect immediate needs and priorities of the Council. This review is currently underway.

- The Emergency Preparedness Subcommittee was mostly inactive during this past year. They will try to convene and make this a priority in year 2.
- **Development - raising additional funds for Council operations** (Measurable Indicator 5)  
The percentage numbers in the chart below refer to the percent of those answering “yes” who responded to the related question on the survey. 22 of 25 Council members responded to the survey overall (88%).

Target	Desired Goal	Actual
Develop at least 3 media articles each year to promote and raise awareness of the Hall of Fame (HOF) event	3	3
Council members make an annual donation	90%	77%*
Council members attend the Hall of Fame event	65%	68%*
Council members volunteer at the Hall of Fame event	30%	91%

\* These numbers were verified by lists the Council had.

One target was met, two were exceeded and one was substantially met.

- **Engagement: Council members gaining knowledge, awareness or skills through their participation in Council business or events.** (Measurable Indicator 6) and **Impact on IL Network Mission** (Measurable Indicator 7)

The percentage numbers in the chart below refer to the percent of those answering “yes” who responded to the related question on the survey. 22 of 25 Council members responded to the survey overall (88%).

Target	Desired Goal	Actual
Members learned or strengthened their knowledge, awareness and/or skills	40%	86%
Members contribute their skills and knowledge to enhance or improve SILC business and functions.	65%	80%
Members increase advocacy skills	15%	75%
Members increase leadership development	25%	76%
Members increase empowerment	20%	72%

All five targets were greatly exceeded. This documents that being a member of the Council benefits the Council members themselves as well as benefiting consumers

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across the state through the efforts of the Council. These targets show that the Council’s operation not only benefits Council members, but also impacts on the IL Mission which is to *increase the advocacy skills, leadership development, and empowerment of people with disabilities*. These targets were set very low indicating that this was something the Council hadn’t explored or documented in the past. Since the numbers are so high, this can probably be assumed going forward and not included as growth objectives in future SPILs.

**Objective B: People with disabilities, the IL network and public are provided opportunities to participate in SILC programs and want to be involved to gain skills and raise awareness each year through September 30, 2023.**

There were four measurable indicators related to Objective B, with sixteen specific targets. Of these, 8 were exceeded, 0 were exactly met, 1 was substantially met, 0 were partially met, and 2 were not met and 5 were never started/no progress. The objective overall was “partially” met as 50% of the targets were met or exceeded. (See Appendix 2 on page 37 for a list of all targets.)

Objective B focused on engaging people with disabilities in the Council’s programs with the intention of raising their skills and awareness of critical issues. The measurable indicators looked at:

- Young Adult Scholarships/Pat Figueroa Program
- NYS Disability Rights Hall of Fame (HOF)
- NYS Data Interface Project
- **Potential Audience for the three Council managed activities:** (Measurable Indicator 1)

Target	Desired Goal	Actual
Overall level of participation – number of people involved in SILC activities	130	156

The overall target for participation was exceeded. 112 attended the Hall of Fame, 2 participated in the Pat Figueroa Young Adult Scholarship and 42 were involved with the IL network database project.

- **Pat Figueroa Young Adult Scholarship:** (Measurable Indicator 2)

Target	Desired Goal	Actual
Young adult scholarship recipients engage in community presentations related to disability issues enhanced by participation at sponsored event	80%	50%

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Recipients promote disability issues in the media and social platforms motivated by participation at sponsored event	40%	50%
Recipients learn or strengthen a new skill based on participation at sponsored event	40%	50%
Recipients develop a promising practice or enhance operations of an organization based on participation at sponsored event	10%	0%
Recipients increase advocacy skills based on participation at sponsored event	20%	50%
Recipients increase leadership development based on participation at sponsored event	40%	50%
Recipients increase empowerment based on participation at sponsored event	30%	0%

There were only 2 recipients this past year. That may have been due to Covid limiting people’s activities in their community, or that due to Covid, most events went remote, reducing the cost to participate and therefore the need for a scholarship. Therefore, the numbers above showing 50% only indicate one recipient.

The Pat Figueroa Young Adult Scholarship Program has been going for many years. Over the years, the targets have been raised to focus on impact and outcomes, not just that youth received the scholarship and attended an event. Last year’s effort was disappointing. One youth did report some positive outcomes, the other reported none and while this met most of the targets, it only represents a single individual. More importantly, neither reported what are arguably the most important and challenging outcomes – that they felt empowered and acted to make a difference in their community.

There were two follow up questions asked of the two participants in addition to those relating directly to the targets. One of them asked: Did the information from the scholarship sponsored event help you with any aspect of your presentation? The one who gave a presentation answered “no”. The other n/a. This is also a disconnect in that the event was supposed to help promote their activities in the community. This project has struggled over the years to engage larger numbers of young people. It might benefit from a more analytical examination including a needs assessment of what young people might be looking for and what support they might need to achieve the intended outcomes. It seems clear from past experiences and this year that simply attending an event is not enough to effect real change and engagement. With this research, it may be possible to better identify opportunities youth would be interested in experiencing and identify the kinds of supports young people need to take the learning from the event back to their community in a meaningful way.

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The Council has noted that they expect improved progress and participation when NYSILC sets up a Zoom forum with the statewide YLAN network (<http://ylanetworkny.org/about/>) to discuss: best ways to connect both groups, help to refocus and market the Pat Figueroa Scholarships, and support/connect with the NYSILC Youth Leadership Subcommittee. This will include interested NYSILC members plus a founder of the Disability EmpowHer Network (DEN), who is a council member: <https://www.disabilityempowhernetwork.org/>. The intention is to do this in year 2.

- **NYS Disability Rights Hall of Fame (HOF) (Measurable Indicator 3)**

Target	Desired Goal	Actual
Attendees of the HOF event are motivated to increase their advocacy efforts as a participant of the ceremony	20%	78%
Attendees of the HOF event are motivated to increase their leadership roles as a participant of the ceremony	15%	52%
Attendees of the HOF event feel increased empowerment as a participant of the ceremony	20%	71%

The Disability Hall of Fame has been underway for several years and seems to have found success in its goals of increasing awareness of IL issues, motivating people to take action and take on leadership roles, and increasing the skills and knowledge of attendees. The targets were all greatly exceeded, documenting that the event has a much stronger impact than the Council anticipated. So in future SPILS these targets should be raised or additional targets could replace them moving from how motivated or empowered people are to a follow up survey seeing what impact it had when they returned to their community. Did it spur them to further action? This is a much higher bar to meet, so the targets would most likely be set low to start.

- **NYS Data Interface Project (Measurable Indicator 4)**

Target	Desired Goal	Actual
Center (CIL) and Service Center (SCIL) for Independent Living staff upload six-month and yearend reports on time.	75%	0
CIL and SCIL staff indicate NYS data interface program easy to use	65%	0
CIL and SCIL staff indicate data/information from NYS data interface used in media/presentation/infographic.	20%	0
CIL and SCIL staff indicate that data/information from NYS data interface used in funding proposal.	10%	0

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CIL and SCIL staff indicate that data/information from NYS data interface used in a <b>successfully funded</b> proposal	1%	0
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The NY IL statewide database project has been struggling for many years. It has gone through more than one vendor and has been suspended for a number of years and when progress was made it was made on the prior year's goals and objectives. This project has never met any of the targets in the year the targets were set.

This project could also benefit from a critical review to determine why it continually struggles to come to fruition. Since the data base is not yet operational, there is no results to report on any of the above targets. None of the targets failed to be met due to poor results. These failed because they were not even attempted. The Council has two different ratings for this: "Not Met" and ""No Progress". All five of these should be rated: No Progress.

The Council reports that a database support vendor helped to mitigate a set of issues between the end of this year into the start of next year. Their intention is to reach a better understanding of how the system will work and agreement between the different parties, before moving forward to the remaining phases of the project. Given the troubled history of this project, this refocusing should be done very thoroughly to be sure all potential barriers are fully explored.

### **Goal 1 – Overall Summary:**

While Objective A was technically only substantially met (11 of 16 targets met or exceeded), taken as a whole, the Council was successful in accomplishing the objective - engaging people with disabilities in the Council's activities and leadership both for their individual development and to help further the work of the Council.

- Council members were provided, and took on, opportunities to be active members of the SILC
- They gained valuable skills and experiences
- Three of the four Council development activities were at least partially accomplished

Objective B was only partially met (8 of 16 targets met or exceeded), primarily due to the Data Interface Project continuing to have significant challenges and due to the low participation in the Young Adult Scholarship Program.

Taken together, Goal 1 was only partially met as 18 out of 32 targets (56%) were met.

**Goal # 2: People with disabilities engage and acquire skills in a statewide Center for Independent Living (CIL) advocacy network (SSAN) supported at local sites.**

**Objective: A statewide coordinator directs the IL advocacy network (SSAN) to ensure that twelve local sites provide opportunity for people with disabilities to participate and gain skills each year through September 30, 2023.**

There were 8 measurable indicators related to this objective, with 17 specific targets. Of these, 14 were exceeded, 2 were substantially met, 1 was partially met, and none were not met. The objective was “substantially” met and in many cases far exceeded the specific targets. (See Table 1 on page 6.) This objective illustrates the problem with the rigid adherence to the assessment rating structure. Most targets were significantly exceeded and only 1 was less than substantially met, so the objective overall was more than met, but due to this structure is rated as “substantially met”.

- **Potential Audience/Recruitment** (Measurable Indicator 1)

Target	Desired Goal	Actual
New individuals join and participate in the IL statewide advocacy network as advocates each year at the local level.	300	206*
Organizational partnerships are made each year by local sites to promote recruitment and participation in events and educational efforts.	75	107

\*206 people responded to the survey, there is no complete record of participation, so it is likely that this target was actually met or exceeded.

- **Public Education Activities** (Measurable Indicator 2)

Target	Desired Goal	Actual
Organizational partnerships are made each year by local sites to promote recruitment and participation in events and educational efforts	180	501

- **Local Grass Roots Activities** (Measurable Indicator 3)

Target	Desired Goal	Actual
Grass roots activities are provided each year by local sites to encourage education/participation/collaboration	90	133

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- **Oral/Written Testimony** (Measurable Indicator 4)

Target	Desired Goal	Actual
Oral or written public testimonies are provided by local sites in response to documented request	90	77

- **Voting** (Measurable Indicator 5)

The numbers below reflect the percent of those advocates who responded to the survey.

Target	Desired Goal	Actual
Newly recruited advocates achieve a first-time voting milestone	3%	18%
Local advocates vote privately and independently.	55%	93%
Local advocates engage in voter registration/education campaigns	20%	12%
Local advocates indicate participation in the IL statewide advocacy network encouraged voting activity	65%	69%

- **Participation in the Advocacy Network** (Measurable Indicator 6)

Target	Desired Goal	Actual
Local advocates aware of priority disability issues based on participation in the IL statewide advocacy network.	40%	77%
Local advocates more informed/educated based on participation in a public education or grass roots activity coordinated by the IL statewide advocacy network	30%	89%
Local advocates provide or collaborate testimony based on participation in the IL statewide advocacy network.	3%	34%

- **Skill Development** (Measurable Indicator 7)

Target	Desired Goal	Actual
Local advocates learn or strengthen a skill based on participation in the IL statewide advocacy network	40%	63%
Local advocates contribute skills or knowledge to enhance or improve the IL statewide advocacy network.	5%	72%

- **Impact on IL Network Mission** (Measurable Indicator 8)

Target	Desired Goal	Actual
Local advocates increase advocacy skills based on participation in the IL statewide advocacy network.	40%	71%
Local advocates increase leadership development based on participation in the IL statewide advocacy network	20%	58%
Local advocates increase empowerment based on participation in the IL statewide advocacy network	30%	74%
Local advocates respond affirmatively to the open-ended question, “Has the IL statewide advocacy network improved your life, or the lives of others, and if so, how?”	n/a*	81%

\*This was an open-ended question so no target was specified.

The statewide SSAN network has over the years consistently performed well on these evaluations, frequently exceeding all measures. In previous SPILS, the network was charged with holding events and producing testimony. Except for the measure about testimony, the other measures in previous SPILS were measures of activity and not impact. This time a number of impact measures were added to assess the impact on the advocates from participating in these network activities. The expectation is that others who attended the events would be similarly impacted, but that was not cost effective to measure, so the pool of advocates serves as a reasonable group to study.

And for most measures, the impact on the advocates again exceeded expectations. They became actively involved in voting, issue advocacy and skill development. Three of the 4 measures for voting were exceeded and all 3 measures for awareness and action on issues were exceeded. The targets for skill development were also exceeded.

While from a technical perspective the Objective was “substantially met”, the intent of the objective seems to have been fully met based on the reported results. The network activities overall, had an even greater impact than expected.

**Goal # 3: Attendees learn skills at a biennial IL statewide conference coordinated by the state association.**

Goal 3 has one objective: People with disabilities, the IL network and public are provided an opportunity to attend the biennial IL statewide conference with reduced registration costs and want to participate and learn skills during years one and three of the plan by September 30, 2022. There were four measurable indicators related to this objective, with eight specific targets. All eight targets, were exceeded, so the objective was also exceeded. (See Table 1 on page 6.)

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The data below is based on responses to a survey distributed at the end of the conference. 98 individuals (24% of attendees) completed the survey. The percentages below reflect the percent of those responding to each question. (Most questions had 98 responses.)

- **Potential Audience** (Measurable Indicator 1)

Target	Desired Goal	Actual
Number of individuals who attend and participate in the biennial IL statewide conference (in-person or video conferenced)	200	414

- **Overall Satisfaction** (Measurable Indicator 2)

Target	Desired Goal	Actual
% of conference attendees satisfied with overall experience at biennial IL statewide conference	83%	94%

- **Skill Development** (Measurable Indicator 3)

Target	Desired Goal	Actual
Conference attendees learn or strengthen a skill based on participation at the event.	50%	85%
Conference attendees intend to act back in their community based on something learned at the event.	15%	63%
Conference attendees share a promising practice or knowledge by presenting at the event.	5%	61%

- **Impact on IL Network Mission** (Measurable Indicator 4)

Target	Desired Goal	Actual
Conference attendees increase advocacy skills based on participation at event.	25%	82%
Conference attendees increase leadership development based on participation at event.	25%	74%
Conference attendees increase empowerment based on participation at event.	25%	76%

The conference in past years was initially assessed by the number of participants attending. In later years a satisfaction survey was added and gradually this survey grew to where it is today, looking at the impact of the conference as much as the satisfaction. The conference exceeded all expectations, at least as reflected in the responses of the 98 attendees who completed the survey. At an in-person conference the response rate has been higher as people are asked to

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complete the survey before they leave. With a video conference component, that becomes more difficult to manage. It would be interesting to know what percent of the in-person vs. video attendees completed the survey.

Another interesting question would be to assess the prior experience of the attendees. The assumption is that many attendees are very experienced in independent living issues and would show less impact than someone who is newer to the network. The fact that a large number of respondents indicated they learned leadership and advocacy skills and felt more empowered based on the conference might imply that the respondents were people newer to the network who had more to learn. The years of experience of the respondents might be an interesting question to add to the survey. If in fact more experienced participants were seeing this strong benefit that would speak even more highly of the impact of the conference.

The most impactful measure is the one showing an intent to take action back in their community: "Conference attendees intend to act back in their community based on something learned at the event." Since this is a high bar, the Council set the target at only 15% and over 60% indicated this intention. It would be very interesting to do a follow up survey of participants after 6 months to see how many of these intentions came to be implemented. While we would expect a fairly low number, any showing of translating intention to action would be a strong measure.

Another interesting result is "conference attendees share a promising practice or knowledge by presenting at the event." Only 5% were expected to respond this way, yet 61% said yes. That may mean that conference presenters were the ones who completed the survey, or that most attendees were also presenters. That would be an interesting question to explore in future conferences.

### Overall Summary

Overall, the SPIL had good overall results this year, one objective was exceeded, two were substantially met, and a fourth was partially met. The objective that was partially met was due to one of the projects being delayed and the targets being out of synch with the actual implementation timeline, not because no results were produced. So overall, the SPIL was substantially met.

The M&E Committee continued to add strength to the evaluation process by developing a series of surveys that were used to begin to measure the impact of the SPIL on individuals involved with the process. In previous years, most measures were measures of attendance or activity. In this new SPIL a large number of targets are looking at outcomes or results of these activities. Terms are better defined, and targets are becoming more realistic and meaningful, although there are still some that can use further refinement. (See Recommendations)

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A recommendation in last year's evaluation report was to set targets that help move the Council and the State forward in furtherance of the Council's mission. The mission is to *increase the advocacy skills, leadership development, and empowerment of people with disabilities*. These goals are repeated throughout the objectives and measurable targets, and to a great deal, they have been met in the past year. Respondents to many of the surveys reported gains in leadership skills and empowerment and a higher commitment to the mission of promoting Independent Living.

In past years, many of the targets related to the Council focused on operational outcomes – completing the required reports, completing a successful audit, etc. Early on this may have been needed, but the Council has been functioning very well administratively for many years and this is no longer needed and these have been appropriately dropped from the SPIL objectives.

### Recommendations

The above analysis of the results of each objective focuses on “summative” evaluation, or evaluation strictly of numerical results. “Formative” evaluation looks at using the data to inform and improve the operation of the projects. As noted in prior year evaluation reports, the Council has continued to improve its process, continuing to move from objectives that were more activity based (measuring numbers served, numbers of events) to those that are more impact or outcome based (how the situation overall improved or how people involved changed/learned).

Also, as noted in prior years, some targets in the old plan were overly specific and detailed and were changed in the new plan to focus more on outcomes rather than specific outputs or activities – they indicate how things might change as a result of the plan's efforts, not just what was done or what was produced.

The work of the M&E Committee has taken formative evaluation further as they review monitoring reports quarterly and have developed mechanisms to give feedback in real time to facilitate ever higher performance and outcomes.

#### Specific Recommendations

- **Continue to move from activity-based measures to outcome measures.** The Council has done an excellent job with this. The major area of focus now is to look at how the objectives are stated to be sure they state the specific change that is desired. A clear outcome objective could read: By XX (date), XX (target group), will demonstrate XX change. (generally, an increase or decrease from a baseline). While setting a base line may be impossible, showing at least a specific number of people who feel they met the outcome/results would be a more powerful outcome statement.

It is very challenging for a statewide organization that tries to promote real change at

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both the state and local level to measure this change. The Council has made great strides in this area by adding in more surveys and other follow up data to try to measure the impact of the Council's / SPIL's initiatives. This data can provide a baseline for future SPILS.

- **Focus of objectives:** From initially having no objectives, to in an earlier SPIL having 14 objectives, the newest SPIL has 4 objectives. While there is benefit in being more focused, some of the measures under each objective didn't exactly fit and having one or two more objectives might have been better.

Additionally, some of the current objectives focus on people "wanting" a certain change and a better statement would be that the change happens.

- **Number of targets** and requiring that all targets are fully met for the objective to be met. This SPIL has 57 targets which is an excessive number for 4 objectives. The targets continue to be narrowly set making it difficult to fully meet an objective if one target is not fully met.

A way to address this would be to say for example, one target for the youth scholarship program could be to have participants learn skills and/or feel more empowered as a result of their experience. The survey can then still ask the individual questions about learning leadership and advocacy skills and about feelings of increased empowerment, but any one of these would be a valuable outcome and would show a positive impact of the program. As it now reads, these are 3 separate targets and to be successful, all 3 must be fully met. By combining similar targets and using "and/or" the Council will reduce the excessive number of targets and create more reasonable, and equally valuable performance measures.

- **Make adjustments when needed.** Developing a SPIL is a very large and challenging undertaking. It involved forecasting the future and anticipating how contracts will be written that the Council doesn't directly control. There can be significant shifts from the best guess that the SPIL represents to what really happens. While the SPIL and subsequent contracts can't be easily amended, the M&E Committee can note where things need to be adjusted and include this in their monitoring and evaluation assessments, so this final report can more accurately represent what happened.

The database project is an on-going example of a project makes progress some years, but is behind schedule, so much of the progress reflects earlier year's targets. As a result, this report shows "no progress" has been made since none of the current targets were met. But in fact real progress had been made but in other areas

- **Take enough time to craft the SPIL evaluation plan.** This time around an additional year extension was given so the M&E Committee had enough time to interface with other committees and develop a sound outcome-oriented evaluation plan. In future cycles,

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this extra year won't be there, so a more intentional process has to be in place to ensure there is time for this. The SPIL process rightly focuses primarily on how resources should be allocated. The time for writing the actual objectives and performance targets is at the end when there is often little time for reflection and revision. Engaging the evaluation consultant in the drafting of the final objectives and targets could help make them more focused.

- **Set realistic targets based on past experiences.** In some cases, targets have been consistently exceeded and have not been adjusted up. Similarly, some frequently fall short and should be adjusted to a more realistic level.
- **Continue to ask “why” as part of evaluation.** The Council’s evaluation process focuses more on assessing “yes” or “no,” was the objective met or not – the summative evaluation. It can be helpful to also look at “why” an objective was met, exceeded, or fell short – the formative evaluation. The M&E committee has begun reviewing this as part of their deliberations, which is another benefit of having a dedicated M & E committee. It would be helpful to document these discussions so they can be referenced in this report.
- **Evaluate the evaluation process.** In the beginning of this process, a number of years ago, the Executive Committee was tasked with evaluating the evaluation process overall and the work of the evaluation consultant. That has not been done for a while. This is now the responsibility of the Monitoring and Evaluation Committee, who reviews and recommends the final draft of the SPIL Evaluation report to the full Council. The Committee has made great progress on refining the evaluation process and making it more outcome oriented. This year may be a good time for the Committee to consider evaluating the evaluation process.
- **Deepen the review and analysis of the Youth Scholarship program** to determine what needs to be done to increase youth engagement and to ensure a better outcome for the process. As noted earlier, only two youth participated in the program and one had very little positive to report and the other had a mixed report. This may have been due to Covid, but the program has not had great outcomes in the past in terms of numbers involved or in terms of final outcome of active engagement in the community. This is a great idea and ties in well with the Council’s mission and with some additional analysis could become a more robust program.

## APPENDICES:

### Appendix 1: Listing of indicators from the SPIL, edited to focus on year 1 only

#### 2021-2023 SPIL: Section 1: Goals, Objectives and Activities

##### Mission:

*Mission of the Independent Living Network and the SPIL.*

The mission of the New York IL network, and the 3-year SPIL for 2021-2023, is to increase the advocacy skills, leadership development, and empowerment of people with disabilities.

##### Goals:

*Goals of the IL Network for the three-year period of the plan.*

The NY SPIL contains three goals to achieve intermediate progress toward the mission:

- Goal # 1: The SILC successfully implements the SPIL and its other duties.
- Goal # 2: People with disabilities engage and acquire skills in a statewide CIL advocacy network (SSAN) supported at local sites.
- Goal # 3: Attendees learn skills at a biennial IL statewide conference coordinated by the state association.

##### **Goal # 1:**

- Objective A: Council members are provided opportunities to be active members of the SILC and want to be involved and engaged each year through September 30, 2023.
- Objective B: People with disabilities, the IL network and public are provided opportunities to participate in SILC programs and want to be involved to gain skills and raise awareness each year through September 30, 2023.

##### **Goal # 2:**

###### Statewide IL advocacy network

The local SSAN sites will focus on the recruitment of individuals and connections with organizations within each community to promote public education and grass roots activities impacting people with disabilities.

Ultimate goal is to maximize the leadership development, advocacy, and empowerment of the network's participants. The IL advocacy network is supportive of the remaining aspects of the purpose of the Act.

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- Objective: A statewide coordinator directs the IL advocacy network (SSAN) to ensure that twelve local sites provide opportunity for people with disabilities to participate and gain skills each year through September 30, 2023.

### Goal # 3:

#### Biennial IL statewide conference

The biennial IL statewide conference provides the network with training and technical assistance regarding the most current issues facing IL and people with disabilities, along with opportunities to network, generate ideas, learn best practices, and promote the IL philosophy.

The ultimate goal is to maximize the leadership development, advocacy, and empowerment of conference attendees.

- Objective A: People with disabilities, the IL network and public are provided an opportunity to attend the biennial IL statewide conference with reduced registration costs and want to participate and learn skills during years one and three of the plan by September 30, 2022.

### 2021 SPIL: Section 1: Objectives and Measurable Indicators/Targets for Year 1

#### Goal # 1:

- Objective A: Council members are provided opportunities to be active members of the SILC and want to be involved and engaged each year through September 30, 2023.
  - Geographic scope: Statewide.
  - Measurable Indicators:
    - Measurable Indicator 1: Potential Audience:
      - At least 27 council members participate on the SILC each year.
      - Documented by council member list. A subset will examine the performance of members who have disabilities.
    - Measurable Indicator 2: Active participation:
      - 60% council members are active participants based on council meeting and committee criteria.
        - Documented by members 75% annual attendance at full council meetings and joining and being active on at least one committee during their first 3-year term and at least two committees during their second 3-year term. Also documented by survey response.
    - Measurable Indicator 3: Leadership:
      - 20% council members with emerging experience grow into leadership positions on the SILC by becoming committee chairs or officers.

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- Documented by comparison of committee and council lists each year. Also documented by survey response.
- Measurable Indicator 4: Planning:
  - Recruitment Committee work with members to decrease the current 80% white/Caucasian representation to 65%.
    - Documented by council member lists/change on an annual basis over 3-year period. Also documented by survey response.
  - 40% council members on the Monitoring and Evaluation Committee work with members to meet with local representatives of community foundations and colleges to obtain feedback to design a method of public input into its monitoring and evaluation process.
    - Documented by work of committee/minutes. Also documented by survey response.
  - 50% council members on the Executive Committee work with council members to complete 3 of 5 items identified in NYSILCs Short-term Strategic Plan for 2021-2024.
    - Documented by work of committee/council/minutes/plan. Also documented by survey response.
- Measurable Indicator 5: Development:
  - Members of the Development Committee and staff work with a vendor to develop at least 3 media articles each year to promote and raise awareness of the Hall of Fame (HOF) event.
    - Documented by articles posted on New York State Independent Living Council (NYSILC) website, distributed on social media platforms.
  - 100% council members support development with an annual gift/donation.
    - Documented by event/donation lists to council members. Also documented by survey response.
  - 75% council members support development by attending the HOF event.
    - Documented by event attendance list to council members. Also documented by survey response.
  - 40% council members support development by volunteering at the HOF event. Also documented by survey response.
    - Documented by comparing event volunteer and council member lists.
  - 35% council members support development by providing gift basket/silent auction donations.
    - Documented by comparing event donor to council members lists. Also documented by survey response.
  - 30% council members support development by asking for sponsorships, advertisements, or donations for the HOF event.
    - Documented by donor list “comments” tracking “asks” to council members. Also documented by survey response.
  - 30% council members support development as Honorary Committee members of the HOF event.

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- Documented by comparing Honorary Committee to council member lists.  
Also documented by survey response.
- Measurable Indicator 6: Engagement:
  - 50% council members learn or strengthen their knowledge, awareness or skills during SILC business and functions.
    - Documented through survey response.
  - 75% council members contribute their skills and knowledge to enhance or improve SILC business and functions.
    - Documented through survey response.
- Measurable Indicator 7: Impact on IL Network Mission:
  - 25% council members increase advocacy skills as a participant of SILC business and functions.
    - Documented through survey response.
  - 35% council members increase leadership development as a participant of SILC business and functions.
    - Documented through survey response.
  - 30% council members increase empowerment as a participant of SILC business and functions.
    - Documented through survey response. See notes for definition of empowerment.
- Necessary Activities:
  - Create survey for members of council to address measurable indicators (November).
  - Send survey out each year and tabulate results for annual PPR and SPIL evaluation (November/January).
  - Develop training program/offer once a year during a council meeting to refresh skills about operation of council meetings, expectations of members, growth/leadership opportunities (November).
  - Member-at-large checks in with chairs of committees to verify members attending, engaged and addressing committee business (November/April).
  - Update new member orientation packet each year/provide annual orientation to new council members (February/March).
  - Connect each new member with a senior member/mentor (March).
  - Committee chairs mentor their successors.
  - Make appointees aware of council expectations during recruitment process (July/August).
  - Conduct regular business and functions of council and encourage engaged members and participation.
  - Diverse members of the SILC join the Recruitment Committee.
  - Recruitment Committee prioritize diverse members recommended for appointment to the council during the annual cycle (May-September).

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- Monitoring and Evaluation Committee meet with representatives of local community foundations and colleges to obtain feedback about how to design a method of public input into its current process.
- Executive Committee and council members work to complete 3 of 5 items identified in the SILC's Short-term Strategic Plan for 2021-2024.
- Method to address completion of short-term strategic plan steps addressed (identify one item as an agenda topic for monthly Executive Committee meetings, reported out at full council meetings).
- SILC members receive information/appeals about annual gifts/donations via messaging, at meetings, and from peers.
- SILC members encouraged to pay and attend the HOF event, which is the evening before a council meeting. In-kind support is provided by sponsors for those who do not have funds.
- SILC members encouraged by the Development Committee and staff to volunteer in various capacities while attending the HOF event.
- SILC members encouraged to donate or find a donor of a gift basket or silent auction item for the HOF event.
- SILC members encouraged to become or ask someone to become an Honorary Committee member of the HOF event.
- SILC members encouraged to provide or seek sponsorships, advertisements, and donations for the HOF event.
- Notes:
  - For measurable indicators related to surveys, targets expressed in a percentage represent those who respond to the survey. A response rate will be indicated. Surveying samples of the target audience is a valid measure.
  - In the development of each survey instrument for this SPIL, they will have consistent elements: an introduction about the SILC, partners and SPIL, the importance to respond to survey and provide demographic information, including a deeper question about participation from members of known unserved/underserved communities. Contact information/assistance. The survey will go out in early September with a deadline by the end of the month.
  - Empowerment is defined as, "The process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights."
- Objective B: People with disabilities, the IL network and public are provided opportunities to participate in SILC programs and want to be involved to gain skills and raise awareness each year through September 30, 2023.
  - Geographic scope: Statewide.
  - Measurable Indicators:
    - Measurable Indicator 1: Potential Audience:
      - At least 156 individuals participate in SILC programs each year: 5 young adult scholarship recipients, 110 HOF attendees, and 41 CIL data interface staff.

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- Documented by lists from the various programs. A subset will examine the performance of participants who have disabilities.
- Measurable Indicator 2: Young Adult Scholarships:
  - 90% young adult scholarship recipients engage in community presentations related to disability issues enhanced by participation in sponsored event.
    - Documented through survey response.
  - 50% young adult scholarship recipients promote disability issues in the media and social platforms motivated by participation in sponsored event.
    - Documented through survey response.
  - 50% young adult scholarship recipients learn or strengthen a new skill based on participation in sponsored event.
    - Documented through survey response.
  - 20% young adult scholarship recipients develop a promising practice or enhance operations of an organization based on participation in sponsored event.
    - Documented through survey response.
  - 30% young adult scholarship recipients increase advocacy skills based on participation in sponsored event.
    - Documented through survey response.
  - 50% young adult scholarship recipients increase leadership development based on participation in sponsored event.
    - Documented through survey response.
  - 40% young adult scholarship recipients increase empowerment based on participation in sponsored event.
    - Documented through survey response. See notes for definition of empowerment.
- Measurable Indicator 3: NYS Disability Rights Hall of Fame (HOF):
  - 30% Attendees of the HOF event are motivated to increase their advocacy efforts as a participant of the ceremony.
    - Documented through survey response.
  - 25% Attendees of the HOF event are motivated to increase their leadership roles as a participant of the ceremony.
    - Documented through survey response.
  - 30% Attendees of the HOF event feel increased empowerment as a participant of the ceremony.
    - Documented through survey response. See notes for definition of empowerment.
- Measurable Indicator 4: NYS Data Interface Project:
  - 85% CIL staff upload six-month and yearend reports on time.
    - Documented through a comparison of actual results and survey response.
  - 75% CIL staff indicate NYS data interface program easy to use.
    - Documented through survey response.

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- 30% CIL staff indicate data/information from NYS data interface used in media/presentation/infographic.
  - Documented through survey response.
- 20% CIL staff indicate that data/information from NYS data interface used in funding proposal.
  - Documented through survey response.
- 5% CIL staff indicate that data/information from NYS data interface used in a successfully funded proposal.
  - Documented through survey response.
- Necessary Activities:
  - Young Adult Scholarships:
    - Modify survey for young adult scholarship recipients to address measurable indicators (November).
    - Send survey out each year and tabulate results for annual PPR and SPIL evaluations (November/January).
    - Promote scholarships on a monthly basis in Constant Contact and social media platforms.
    - Encourage new young adult members to join the SILC Youth Leadership Subcommittee.
    - Youth Leadership Subcommittee review and consider scholarship applications based on the availability of funds (first come/first serve/need basis).
    - Update scholarship webpage with current news/information and media shared by recipients.
  - NYS Disability Rights Hall of Fame (HOF):
    - Create survey for participants of HOF event (November).
    - Send survey out each year and tabulate results for annual PPR and SPIL evaluations (November/January).
    - Address entire HOF process: call for nominations, applications, selection committee, selection of annual inductees (October-January).
    - Address HOF promotional needs: make changes to webpages (including payment options) and create messaging in Constant Contact and social media platforms on a scheduled basis (October-May).
    - Create and update materials to support HOF (honorary committee memberships, annual inductee announcement, save the date, event support package (sponsorships, advertisements, donations, ticket sales, gift baskets) (November-April).
    - Connect with inductees and or their families to confirm bios and photos for program and website (January-February).
    - Order awards for inductees (February).
    - Work with vendor and volunteers on logistics of HOF event to honor inductees (May).

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- Work with Development Committee to plan and deliver logistics for HOF awards/event (July-June).
- NYS Data Interface Project:
  - Create survey for CIL staff/participants of data interface project (November).
  - Send survey out each year and tabulate results for annual PPR and SPIL evaluations (November/January).
  - SILC creates annual report based on collective data of IL network/posts and distributes results (January).
  - SILC provides training on how to utilize data interface on an annual basis for new CIL staff (September/March).
  - Online training materials for data interface reviewed/updated on an annual basis (January).
  - SILC responds to data interface technical assistance requests from CIL staff.
  - SILC connects with web developer when necessary to address identified issues.
- Notes:
  - For measurable indicators related to surveys, targets expressed in a percentage represent those who respond to the survey. A response rate will be indicated. Surveying samples of the target audience is a valid measure.
  - In the development of each survey instrument for this SPIL, they will have consistent elements: an introduction about the SILC, partners and SPIL, the importance to respond to survey and provide demographic information, including a deeper question about participation from members of known unserved/underserved communities. Contact information/assistance. The survey will go out in early September with a deadline by the end of the month.
  - Empowerment is defined as, “The process of becoming stronger and more confident, especially in controlling one’s life and claiming one’s rights.”
- Other Criteria:
  - Eligible Applicants: NYSILC/sole source contract/non-competitive.
- Lead organization: SILC.
- Key partner(s): DSE, Federal CIL network, IL network partners.
- Resources needed: \$1,319,218 3-year total (\$438,831, Yr.1, \$441,143 Yr.2, \$439,244 Yr.3). Refer to Attachment I (A) & (C).
- Funding sources: Title VII, Part B.

### **Goal # 2:**

#### Statewide IL advocacy network

The local SSAN sites will focus on the recruitment of individuals and connections with organizations within each community to promote public education and grass roots activities impacting people with disabilities.

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Ultimate goal is to maximize the leadership development, advocacy, and empowerment of the network's participants. The IL advocacy network is supportive of the remaining aspects of the purpose of the Act.

- Objective A: A statewide coordinator directs the IL advocacy network (SSAN) to ensure that twelve local sites provide opportunity for people with disabilities to participate and gain skills each year through September 30, 2023.
  - Geographic scope: Statewide.
  - Measurable Indicators:
    - Measurable Indicator 1: Potential Audience/Recruitment:
      - At least 240 new individuals join and participate in the IL advocacy network as “SSAN advocates” each year at the local level.
        - Documented by lists kept and maintained by each local SSAN site and reported to the statewide coordinator. A subset will examine the performance of participants who have disabilities.
        - 20 new individuals join each year per local SSAN site. No more than a 25% attrition rate from prior year.
      - At least 60 organizational partnerships made each year by SSAN local sites to promote recruitment and participation in local events and educational efforts.
        - Documented by lists kept and maintained by each local SSAN site and reported to the statewide coordinator. At least 5 new organizational partners each year per local site.
    - Measurable Indicator 2: Public education activities:
      - At least 144 public education activities provided each year by SSAN local sites to encourage education and participation in media/events/issues.
      - Documented by activity reported to the statewide coordinator. At least 12 new public education activities each year per local SSAN site.
    - Measurable Indicator 3: Local grass roots activities:
      - At least 72 grass roots activities provided each year by SSAN local sites to encourage education/participation/collaboration.
      - Documented by activity reported to the statewide coordinator. At least 6 new grassroots activities each year per local site. For each activity, collaboration with at least 2 partners and participation with at least 5 people with disabilities from each local site.
    - Measurable Indicator 4: Oral/written testimony:
      - At least 72 oral or written public testimonies by SSAN local sites in response to documented request.
      - Documented by activity reported to the statewide coordinator. At least 6 new oral or written testimonies each year per local site.
    - Measurable Indicator 5: Voting:
      - 10% newly recruited SSAN advocates achieve a first-time voting milestone:

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- Documented through survey response. First-time voting milestones include: Registered to vote for the first time, registered with a party/able to vote in primary, participated in early voting, voted in person for first time.
- 65% SSAN advocates vote privately and independently.
  - Documented through survey response.
- 30% SSAN advocates engage in voter registration/education campaigns:
  - Documented through survey response. Voter registration/education campaigns include: Turnout the vote, candidate forums, voting machine demonstrations.
- 75% SSAN advocates indicate participation in the IL advocacy network encouraged voting activity.
  - Documented through survey response.
- **Measurable Indicator 6: Participation:**
  - 50% SSAN advocates aware of priority disability issues based on participation in IL advocacy network.
    - Documented through survey response.
  - 40% SSAN advocates more informed/educated based on participation in a public education or grass roots activity coordinated by IL advocacy network.
    - Documented through survey response.
  - 10% SSAN advocates provide or collaborate testimony based on participation in IL advocacy network.
    - Documented through survey response.
- **Measurable Indicator 7: Skill development:**
  - 50% SSAN advocates learn or strengthen a skill based on participation in IL advocacy network.
    - Documented through survey response.
  - 15% SSAN advocates contribute skills or knowledge to enhance or improve the IL advocacy network.
    - Documented through survey response.
- **Measurable Indicator 8: Impact on IL Network Mission:**
  - 50% SSAN advocates increase advocacy skills based on participation in IL advocacy network.
    - Documented through survey response.
  - 30% SSAN advocates increase leadership development based on participation in IL advocacy network.
    - Documented through survey response.
  - 40% SSAN advocates increase empowerment based on participation in IL advocacy network. See notes for definition of empowerment.
    - Documented through survey response.
  - SSAN advocates respond affirmatively to the open-ended question, “Has the IL advocacy network (SSAN) improved your life, or the lives of others, and if so, how?”
    - Documented through survey response.

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- Necessary Activities:
  - SILC takes lead and works with statewide coordinator to create survey for IL advocacy network (SSAN) sites to send out to their participants (recruits/SSAN advocates) to address measurable indicators (November).
  - Local sites send survey out each year in September. Results tabulated for annual PPR and SPIL evaluation (November/January).
  - Statewide coordinator creates or revises training for 12 local SSAN sites to ensure understanding with new deliverables.
  - Statewide coordinator creates or revises reporting portal for 12 local SSAN sites consistent with deliverables.
  - Statewide coordinator submits quarterly reports on behalf of the IL advocacy network (SSAN) to the DSE and SILC.
  - Statewide coordinator provides training to the leads for the 12 local SSAN sites to enhance their skills related to the deliverables (education/disability issues, voting issues, recruitment, developing organizational partnerships, advocacy skills, leaderships skills, public education activities, grass roots activities, oral and written testimony).
  - Statewide coordinator provides technical assistance to the 12 local SSAN sites and educational/advocacy events as needed.
  - Statewide coordinator identifies best practice opportunities to share with the local SSAN sites and network.
  - Statewide coordinator creates an annual disability agenda to guide education for the local SSAN sites and advocates on disability issues.
  - Statewide coordinator encouraged to expand local IL advocacy network (SSAN) to voluntary sites, reporting on those who participate.
  - Local IL advocacy network (SSAN) sites submit monthly report information to statewide coordinator via portal.
  - Local IL advocacy network (SSAN) sites participate in training and events provided by the statewide coordinator.
  - Local IL advocacy network (SSAN) sites follow up with the statewide coordinator when they need technical assistance.
  - Local IL advocacy network (SSAN) sites respond to messaging from the statewide coordinator.
  - Local IL advocacy network (SSAN) sites provide training and education for their own recruits/SSAN advocates and encourage them to attend events and get involved as advocates.
  - Local IL advocacy network (SSAN) sites keep accurate/updated lists of their local recruits/SSAN advocates and organizational partners.
  - Local IL advocacy network (SSAN) sites provide for overall deliverables each year.
- Notes:

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- The SSAN measurable indicator related to recruitment is new for this objective (previously, it was not a requirement). As a result, no number was projected for “now” in the SPIL timeline.
  - No number was projected for “now” in the timeline for the SSAN measurable indicator related to organizational partners because: 1) each cycle the opportunity goes out to competitive RFP and sites are subject to change, and 2) any and all sites have a potential maximum of organizational partners to be exhausted in a community, so the count returns to zero each cycle. This is also potentially impacted by new people (turnover) occurring at all organizations.
  - No number was projected for “now” in the timelines for the SSAN measurable indicators related to public education activities, local grass roots activities, and oral/written testimonies because each cycle the opportunity goes out to competitive RFP and sites are subject to change.
  - No number was projected for “now” in the timelines for the SSAN measurable indicators related to voting, participation, and impact on the IL mission because these measures are all new this SPIL.
  - For measurable indicators related to surveys, targets expressed in a percentage represent those who respond to the survey. A response rate will be indicated. Surveying samples of the target audience is a valid measure.
  - In the development of each survey instrument for this SPIL, they will have consistent elements: an introduction about the SILC, partners and SPIL, the importance to respond to survey and provide demographic information, including a deeper question about participation from members of known unserved/underserved communities. Contact information/assistance. The survey will go out in early September with a deadline by the end of the month.
  - Empowerment is defined as, “The process of becoming stronger and more confident, especially in controlling one’s life and claiming one’s rights.”
- Other Criteria:
    - Eligible Applicants:
      - IL advocacy network (SSAN) coordination: A consumer-controlled, cross-disability, statewide, not-for-profit organization, with proven expertise in statewide organizing and advocacy. The coordinator must have in-depth policy expertise in areas impacting people with disabilities that leads to the development of an annual statewide agenda. They must have knowledge in providing statewide technical assistance, training and advocacy events to community-based disability organizations. The coordinator must have established relationships with other statewide disability and related organizations to build effective coalitions for the benefit of the network and the issues they address.
      - Competitive RFP issued, reviewed, and awarded by the Designated State Entity (DSE), ACCES-VR.
      - Local (SSAN) sites: Centers for Independent Living (CILs) and Service Center for Independent Living (SCILs) in the New York State network. Consumer-

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controlled, cross-disability, not-for-profit organizations with proven expertise in advocacy directed by Independent Living philosophy.

- Competitive RFP issued, reviewed, and awarded by the Designated State Entity (DSE), ACCES-VR.
  
- Lead organization: Statewide coordinator.
- Key partner(s): local sites (centers) selected to participate in the IL advocacy network (SSAN), SILC, DSE.
- Resources needed: \$1,809,450 3-year total (\$603,150 each year; \$108,150 for statewide coordination and \$495,000 for 12 local CIL advocacy network sites/\$41,250 per site). Refer to Attachment I (A) & (B).
- Funding sources: Title VII, Part B.

### **Goal # 3:**

#### Biennial IL statewide conference

The biennial IL statewide conference provides the network with training and technical assistance regarding the most current issues facing IL and people with disabilities, along with opportunities to network, generate ideas, learn best practices, and promote the IL philosophy.

The ultimate goal is to maximize the leadership development, advocacy, and empowerment of conference attendees.

- Objective A: People with disabilities, the IL network and public are provided an opportunity to attend the biennial IL statewide conference with reduced registration costs and want to participate and learn skills during years one and three of the plan by September 30, 2022.
  - Geographic scope: Statewide.
  - Measurable Indicators:
    - Measurable Indicator 1: Potential Audience:
      - At least 200 individuals attend and participate in the biennial IL statewide conference.
      - Documented by conference attendance list. A subset will examine the performance of participants who have disabilities. Also documented by survey response.
    - Measurable Indicator 2: 88% conference attendees satisfied with overall experience at biennial IL statewide conference based on participation at conference.
      - Documented through survey response.
    - Measurable Indicator 3: Skill development:
      - 50% conference attendees learn or strengthen a skill based on participation at the event.
      - Documented through survey response.

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- 20% conference attendees intend to act back in their community based on something learned at the event.
  - Documented through survey response.
- 10% conference attendees share a best practice or knowledge by presenting at the event.
  - Documented through survey response.
- Measurable Indicator 4: Impact on IL Network Mission:
  - 30% conference attendees increase advocacy skills based on participation at event.
    - Documented through survey response.
  - 30% conference attendees increase leadership development based on participation at event.
    - Documented through survey response.
  - 30% conference attendees increase empowerment based on participation at event.
    - Documented through survey response. See notes for definition of empowerment.
- Necessary Activities:
  - SILC takes lead and works with statewide association to create SPIL section of survey for participants of biennial IL statewide conference to address measurable indicators (March).
  - Statewide association sends survey out in September. Results tabulated for annual PPR and SPIL evaluation (September/January).
  - State association will utilize 70-75% of the funds to reduce the registration costs of attendees to the biennial IL statewide conference. The remaining amount will be used to address the costs of plenary and keynote speakers.
  - Statewide association responsible to provide an IL statewide conference addressing relevant disability issues for network attendees during the first and third years of the SPIL.
- Notes:
  - In the target performance level timeline, the N/A for year two acknowledges that there is no statewide IL conference or funding in the second year of the SPIL.
  - For measurable indicators related to surveys, targets expressed in a percentage represent those who respond to the survey. A response rate will be indicated. Surveying samples of the target audience is a valid measure.
  - In the development of each survey instrument for this SPIL, they will have consistent elements: an introduction about the SILC, partners and SPIL, the importance to respond to survey and provide demographic information, including a deeper question about participation from members of known unserved/underserved communities. Contact information/assistance. The survey will go out in early September with a deadline by the end of the month.

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- The statewide conference survey will also look to identify first-time attendees, IL network board members, non-IL stakeholders, and business representatives,
  - Empowerment is defined as, “The process of becoming stronger and more confident, especially in controlling one’s life and claiming one’s rights.”
- Other Criteria:
    - Eligible Applicants: NYAIL/non-competitive.
      - The DSE (ACCES-VR) will administer \$25,000 in year one (2021) and year three (2023) either in a contract or a voucher to support the biennial IL conference to the lead organization, NYAIL. NYAIL will utilize 70-75% of the funds to reduce the registration costs of attendees. The remaining amount will be used to address the costs of plenary and keynote speakers. The ability to reduce registration costs for up to 200 attendees will reduce barriers to participation and encourage statewide turnout. It should be mentioned that these costs are not a direct subsidy to individuals but are meant to lower the registration cost for individuals to attend. The intent is to reduce the registration by approximately \$75 per person.
    - Lead organization: NYAIL.
    - Key partner(s): SILC, DSE, IL network and other stakeholders.
    - Resources needed: \$25,000 Years 1 and 3. Refer to Attachment I (A) & (B).
    - Funding source(s): Title VII, Part B.

**Appendix 2: A chart indicating how well each target was met**

MISSION	PERFORMANCE	PROGRESS
The mission of the New York IL network and 3-year SPIL is to increase the advocacy skills, leadership development, and empowerment of people with disabilities.	Eight of nine MIs were exceeded tied to the mission statement: five by significant margins. One MI was not met.	All the MIs in this area still represent room for growth over the next two years, especially the MI that was not met. Overall, it was a very positive result in the first year and may indicate the targets were set low. Time will tell if the percentages are a new baseline or will be subject to fluctuations. The three areas identified in the mission statement: advocacy, leadership, and empowerment were selected due to their prominence in the "purpose statement" for IL in the Rehabilitation Act. They allow us to measure the impact of our SPIL projects consistent with the purpose of the Act.

GOAL #1	Exceeded	Met	Substantially Met	Partially Met	Not Met	No Progress	Progress
The SILC successfully implements the SPIL and its duties.							Make overall comments based on progress of objectives and MIs/year 1.
<b>Objective A: Council members are provided opportunities to be active members of the SILC and want to be involved and engaged each year through September 30, 2023.</b>							Make overall comment based on progress of MIs/year1.
Measurable Indicator 1: Potential Audience: 26 members. Year 1 target: 26%.			✓				
Measurable Indicator 2: Active participation: 60% council members are active participants based on council meeting and committee criteria. Year 1 target: 50%.	✓						

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Measurable Indicator 3: Leadership: 20% council members with emerging experience grow into leadership positions on the SILC by becoming committee chairs or officers. Year 1 target: 10%.	✓						
Measurable Indicator 4: Planning: Recruitment Committee works with members to decrease the current 80% white/Caucasian representation to 65%. Year 1 target: 75%.	✓						
Measurable Indicator 4: 40% council members on the Monitoring and Evaluation Committee work with members to meet with local representatives of community foundations and colleges to obtain feedback to design a method of public input into its monitoring and evaluation process. Year 1 target: 13%.						✓	
Measurable Indicator 4: 50% council members on the Executive Committee work with council members to complete 3 of 5 items identified in NYSILCs Short-term Strategic Plan for 2021-2024. Year 1 target: 40%.				✓			
Measurable Indicator 4: 50% of the council members on the Emergency Preparedness Subcommittee work with other members of the committee, council members and staff to complete an Emergency Preparedness Plan that identifies the SILCs role during emergencies with partners in the statewide network and updates the SILCs current office plan. Year 1 target: 40%.						✓	
Measurable Indicator 5: Development: Members of the Development Committee		✓					

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and staff work with a vendor to develop at least 3 media articles each year to promote and raise awareness of the Hall of Fame (HOF) event. Year 1 target: at least 3 media articles.							
Measurable Indicator 5: 100% council members support development with an annual gift/donation. Year 1 target: 90%.			✓				
Measurable Indicator 5: 75% council members support development by attending the HOF event. Year 1 target: 65%.	✓						
Measurable Indicator 5: 40% council members support development by volunteering at the HOF event. Also documented by survey response. Year 1 target: 30%.	✓						
Measurable Indicator 6: Engagement: 50% council members learn or strengthen their knowledge, awareness or skills during SILC business and functions. Year 1 target: 40%.	✓						
Measurable Indicator 6: 75% council members contribute their skills and knowledge to enhance or improve SILC business and functions. Year 1 target: 65%.	✓						
Measurable Indicator 7: Impact on IL Network Mission: 25% council members increase advocacy skills as a participant of SILC business and functions. Year 1 target: 15%.	✓						
Measurable Indicator 7: 35% council members increase leadership development as a participant of SILC business and functions. Year 1 target: 25%.	✓						

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Measurable Indicator 7: 30% council members increase empowerment as a participant of SILC business and functions. Year 1 target: 20%.	✓						
<b>TOTALS (16 MIs for Goal #1, Obj. A)</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>No progress 2</b>
<b>GOAL #1</b>	<b>Exceeded</b>	<b>Met</b>	<b>Substantially Met</b>	<b>Partially Met</b>	<b>Not Met</b>	<b>No Progress</b>	<b>Progress</b>
<b>Objective B: People with disabilities, the IL network and public are provided opportunities to participate in SILC programs and want to be involved to gain skills and raise awareness each year through September 30, 2023.</b>							<b>Make overall comment based on progress of MIs/year1.</b>
Measurable Indicator 1: Potential Audience: At least 156 individuals participate in SILC programs each year: 5 young adult scholarship recipients, 110 HOF attendees, and 41 CIL database/interface staff (in-person or video conferenced). Year 1 target: 130.	✓						
Measurable Indicator 2: Young Adult Scholarships/Pat Figueroa Program: 90% young adult scholarship recipients engage in community presentations (in-person or video conferenced) related to disability issues enhanced by participation at sponsored event (in-person or video conferenced). Year 1 target: 80%.			✓				
Measurable Indicator 2: Young Adult Scholarships/Pat Figueroa Program: 50% young adult scholarship recipients promote disability issues in the media and social platforms motivated by participation at sponsored event (in- person or video	✓						

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conferenced). Year 1 target: 40%.							
Measurable Indicator 2: Young Adult Scholarships/Pat Figueroa Program: 20% young adult scholarship recipients develop a promising practice or enhance operations of an organization based on participation at sponsored event (in- person or video conferenced). Year 1 target: 10%.					✓		
Measurable Indicator 2: Young Adult Scholarships/Pat Figueroa Program: 30% young adult scholarship recipients increase advocacy skills based on participation at sponsored event (in-person or video conferenced). Year 1 target: 20%.	✓						
Measurable Indicator 2: Young Adult Scholarships/Pat Figueroa Program: 50% young adult scholarship recipients increase leadership development based on participation at sponsored event (in-person or video conferenced). Year 1 target: 40%.	✓						
Measurable Indicator 2: Young Adult Scholarships/Pat Figueroa Program: 40% young adult scholarship recipients increase empowerment based on participation at sponsored event (in-person or video conferenced). Year 1 target: 30%.					✓		
Measurable Indicator 3: NYS Disability Rights Hall of Fame (HOF): 30% Attendees of the HOF event are motivated to increase their advocacy efforts as a participant of the ceremony (in-person or video conferenced). Year 1 target: 20%.	✓						

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Measurable Indicator 3: NYS Disability Rights Hall of Fame (HOF): 25% Attendees of the HOF event are motivated to increase their leadership roles as a participant of the ceremony (in-person or video conferenced). Year 1 target is 15%.	✓						
Measurable Indicator 3: NYS Disability Rights Hall of Fame (HOF): 30% Attendees of the HOF event feel increased empowerment as a participant of the ceremony (in-person or video conferenced). Year 1 target is 20%.	✓						
Measurable Indicator 4: NYS Data Interface Project: 85% Center for Independent Living (CIL) and Service Center for Independent Living (SCIL) staff upload six-month and yearend reports on time. Year 1 target is 75%.						✓	
Measurable Indicator 4: NYS Data Interface Project: 75% CIL and SCIL staff indicate NYS data interface program easy to use. Year 1 target is 65%.						✓	
Measurable Indicator 4: NYS Data Interface Project: 30% CIL and SCIL staff indicate data/information from NYS data interface used in media/presentation/infographic. Year 1 target is 20%.						✓	
Measurable Indicator 4: NYS Data Interface Project: 20% CIL and SCIL staff indicate that data/information from NYS data interface used in funding proposal. Year 1 target is 10%.						✓	

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Measurable Indicator 4: NYS Data Interface Project: 5% CIL and SCIL staff indicate that data/information from NYS data interface used in a successfully funded proposal. Year 1 target is 1%.						✓	
<b>TOTALS (16 MIs for Goal #1, Obj. B)</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>5</b>	
<b>GOAL #2</b>	<b>Exceeded</b>	<b>Met</b>	<b>Substantially Met</b>	<b>Partially Met</b>	<b>Not Met</b>	<b>No Progress</b>	<b>Progress</b>
People with disabilities engage and acquire skills in an IL statewide advocacy network supported at local sites.							Make overall comments based on progress of objective and MIs/year 1.
Objective A: A statewide coordinator directs the IL statewide advocacy network to ensure that fifteen local sites provide opportunity for people with disabilities to participate and gain skills each year through September 30, 2023.							Make overall comment based on progress of MIs/year1.
Measurable Indicator 1: Potential Audience/Recruitment: At least 300 new individuals join and participate in the IL statewide advocacy network as advocates each year at the local level (in-person, online and or video conferenced). Year 1 target: 300 new individuals for network.			✓				
Measurable Indicator 1: Potential Audience/Recruitment: At least 75 organizational partnerships made each year by local sites to promote recruitment and participation in events and educational efforts (in-person, online and or video conferenced). Year 1 target: 75.	✓						
Measurable Indicator 2: Public education activities: At least 180 public education activities provided each year by local sites	✓						

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to encourage education and participation in media/events/issues (in-person, online and or video conferenced). Year 1 target: 180.							
Measurable Indicator 3: Local grass roots activities: At least 90 grass roots activities provided each year by local sites to encourage education/participation/collaboration (in-person, online and or video conferenced). Year 1 target: 90.	✓						
Measurable Indicator 4: Oral/written testimony: At least 90 oral or written public testimonies by local sites in response to documented request (in-person, online and or video conferenced). Year 1 target: 90.			✓				
Measurable Indicator 5: Voting: 10% newly recruited advocates achieve a first-time voting milestone (check all that apply): Year 1 target: 3%.	✓						
Measurable Indicator 5: Voting: 65% local advocates vote privately and independently. Year 1 target: 55%.	✓						
Measurable Indicator 5: Voting: 30% local advocates engage in voter registration/education campaigns (in-person, online and or video conferenced): Year 1 target: 20%.				✓			
Measurable Indicator 5: Voting: 75% local advocates indicate participation in the IL statewide advocacy network encouraged voting activity. Year 1 target: 65%.	✓						
Measurable Indicator 6: Participation: 50% local advocates aware of priority disability	✓						

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issues based on participation in the IL statewide advocacy network. Year 1 target: 40%.							
Measurable Indicator 6: Participation: 40% local advocates more informed/educated based on participation in a public education or grass roots activity coordinated by the IL statewide advocacy network. Year 1 target: 30%.	✓						
Measurable Indicator 6: Participation: 10% local advocates provide or collaborate testimony (in- person, online and or video conferenced) based on participation in the IL statewide advocacy network. Year 1 target: 3%.	✓						
Measurable Indicator 7: Skill development: 50% local advocates learn or strengthen a skill based on participation in the IL statewide advocacy network. Year 1 target: 40%.	✓						
Measurable Indicator 7: Skill development: 15% local advocates contribute skills or knowledge to enhance or improve the IL statewide advocacy network. Year 1 target: 5%.	✓						
Measurable Indicator 8: Impact on IL Network Mission: 50% local advocates increase advocacy skills based on participation in the IL statewide advocacy network. Year 1 target: 40%.	✓						
Measurable Indicator 8: Impact on IL Network Mission: 30% local advocates increase leadership development based on participation in the IL statewide advocacy network. Year 1 target: 20%.	✓						

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Measurable Indicator 8: Impact on IL Network Mission: 40% local advocates increase empowerment based on participation in the IL statewide advocacy network. See notes for definition of empowerment. Year 1 target: 30%.	✓						
Open-ended question: “Has the IL statewide advocacy network improved your life, or the lives or others, and if so, how?”							Local advocates respond affirmatively to the open-ended question, “Has the IL statewide advocacy network improved your life, or the lives or others, and if so, how?” One-hundred sixty- nine individuals or 82% responded: 40% Yes, very much. 41% Yes, somewhat. 19% No. Combined yes responses were 81%.
<b>TOTALS (17 MIs for Goal #2, Obj. A) Plus, one open-ended question</b>	<b>14</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>		
<b>GOAL #3</b>	<b>Exceeded</b>	<b>Met</b>	<b>Substantially Met</b>	<b>Partially Met</b>	<b>Not Met</b>	<b>No Progress</b>	<b>Progress</b>
Attendees learn skills at a biennial IL statewide conference coordinated by the state association.							Make overall comments based on progress of objective and Mis/year 1.
Objective A: People with disabilities, the IL network and public are provided an opportunity to attend the biennial IL statewide conference with reduced registration costs and want to participate and learn skills during years one and three of the plan by September 30, 2023.							Make overall comment based on progress of Mis/year1.
Measurable Indicator 1: Potential Audience: At least 200 individuals attend and participate in each biennial IL statewide	✓						

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conference (in-person or video conferenced). Year 1 target: 200 individuals attend/participate in the conference.							
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Measurable Indicator 2: Overall Satisfaction: 88% conference attendees (in-person or video conferenced) satisfied with overall experience at biennial IL statewide conference based on participation at conference. Year 1 target: 83%.	✓						
Measurable Indicator 3: Skill Development: 50% conference attendees (in-person or video conferenced) learn or strengthen a skill based on participation at the event. Year 1 target: At least 45%.	✓						
Measurable Indicator 3: Skill Development: 20% conference attendees (in-person or video conferenced) intend to act back in their community based on something learned at the event. Year 1 target: At least 15%.	✓						
Measurable Indicator 3: Skill Development: 10% conference attendees (in-person or video conferenced) share a promising practice or knowledge by presenting at the event. Year 1 target: At least 5%.	✓						

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Measurable Indicator 4: Impact on IL Network Mission: 30% conference attendees (in-person or video conferenced) increase advocacy skills based on participation at event. Year 1 target: At least 25%.	✓						
Measurable Indicator 4: Impact on IL Network Mission: 30% conference attendees (in-person or video conferenced) increase leadership development based on participation at event. Year 1 target: At least 25%.	✓						
Measurable Indicator 4: Impact on IL Network Mission: 30% conference attendees (in-person or video conferenced) increase empowerment based on participation at event. Year 1 target: At least 25%.	✓						
<b>TOTALS (8 Mis for Goal #3, Obj. A)</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

### **Appendix 3: Section 26 of the NY 2020 ILS Program Performance Report (PPR)**

#### 2020-21 Yearend Summary:

NYSILC is pleased with the progress made on year one of the New York's Statewide Plan for Independent Living (SPIL) 2021-2023 and the related goals, objectives, and Measurable Indicators (MIs).

All Measurable Indicators (MIs) and targets will remain ongoing and active each year of the SPIL. Progress can still be made on MIs even if they continue to exceed their identified targets percentages, numbers, or outcomes. The same for MIs that make partial progress, falling short of their targets. Only a few MIs may be completed before the end of the plan due to the nature of their outcomes and will be noted.

Overall, excellent progress was made toward the IL mission statement. The mission of the New York IL network and 3-year SPIL is to increase the advocacy skills, leadership development, and empowerment of people with disabilities. Toward this end, eight of nine MIs were exceeded tied to the mission statement: five by significant margins. Only one MI was not met which represents room for progress in the next two years. This is a very positive result because the three areas identified in the mission statement: advocacy, leadership, and empowerment were selected due to their prominence in the "purpose statement" for IL in the Rehabilitation Act. They allow us to measure the impact of our SPIL projects consistent with the purpose of the Act.

Respectable progress was made toward the council's goal (#1), which states that "the SILC successfully implements the SPIL and its duties." Objective A related to active council members and their engagement. For the MIs connected to this objective: 10 were exceeded, 1 was met, 2 were substantially met, 1 was partially met, and 2 were not met. Objective B related to the programs offered by the SILC to raise awareness and provide opportunities. For the MIs connected to this objective: 6 were exceeded, 1 was partially met, and 7 were not met (5 were related to the NY IL database project). Overall progress for NYSILCs combined 2021 targets compared to the total number: 16 MIs were exceeded 53%, 1 MI met 3%, 2 MIs were substantially met 7%, 2 MI were partially met 7%, 9 MIs were not met 30%, for a total of 30 MIs/100%.

The IL advocacy network, or SSAN, made excellent progress toward goal # 2 with the statewide coordinator working with local sites and advocates to achieve various impacts. Progress on the MIs related to objective A included: 14 were exceeded, 2 were substantially met, while 1 was partially met. Overall progress for the IL advocacy network (SSAN) combined 2021 targets compared to the total number: 14 MIs were exceeded 82%, 2 MIs were substantially met 12%, and 1 MI was partially met 6% for a total of 17 MIs/100%.

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The IL statewide conference achieved excellent progress toward goal # 3 with NYAIL as the coordinator of the event for the IL network. Progress on the MIs related to objective A included all 8 being exceeded. The overall progress for the IL statewide conference 2021 targets compared to the total number: 8 MIs were exceeded 100% (a total of 8 MIs/100%).

Combined progress for year 1 of the NYSPIL (2020-21), all goals, objectives, and MIs:

- Goal # 1 for the SILC had 30 MIs, goal # 2 IL advocacy network (SSAN) had 17 MIs, and goal # 3 IL statewide conference had 8 MIs for a total of 55 MIs.
- Out of 55 MIs worked on during 2021, the following progress was made on the combined SPIL objectives during the last year:
  - 38 MIs were exceeded, or 69.
  - 1 MI was met, or 2%.
  - 4 MIs were substantially met, or 7%.
  - 3 MIs were partially met, 5%.
  - 9 MIs were not met, 16%.

When the first four levels of progress are combined, it represents 46 areas out of 55 MIs where progress occurred during year one of the SPIL, or 84%. This is a very good level of progress to achieve during the first year of the plan.

### Comments about the progress made toward the SPILs Mission Statement

NYSILC made excellent progress toward the IL mission statement in the NY SPIL 2021-23 during the last year based on the performance of its mission-based MIs. As noted earlier. Eight of nine exceeded their targets. Only one did not meet its target.

Under Objective A for council criteria, MI 7 Impact on IL Network Mission:

- A combined sixteen members or 75% indicated they increased advocacy skills as participants of SILC business.
- A combined sixteen members or 76% indicated that increased leadership development as participants of SILC business.
- A combined sixteen members or 72% indicated increased empowerment as participants of SILC business.

Under Objective B for SILC program participants, under MI 3 NYS Disability Rights Hall of Fame:

- A combined 50 attendees or 78% indicated increased advocacy efforts as participants of the HOF event.
- A combined thirty-three attendees or 52% indicated increased leadership development as participants of the HOF event.
- A combined forty-seven attendees or 71% indicated increased empowerment as participants of the HOF event.

Under Objective B for SILC program participants, under MI2 Young Adult Scholarships for the Pat Figueroa Program:

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- One young adult scholarship recipient or 50% indicated their advocacy skills very much increased based on participation at the sponsored event.
- One young adult scholarship recipient or 50% indicated their leadership development skills somewhat increased based on participation at the sponsored event.
- Neither young adult scholarship recipient or 0% indicated their empowerment was increased based on participation at the sponsored event.

### Comments about MIs not met

As noted above, 9 MIs were not met (2 for Objective A and 7 for Objective B).

- For Objective A, MI4, Planning, there were two MIs not met:
  - Council members on the Monitoring and Evaluation Committee will meet with local representatives of community foundations and colleges to obtain feedback to design a method of public input into its monitoring and evaluation process. The M & E Committee was busy the entire year with its monitoring, evaluation, and work reviewing the draft SPIL surveys. It was work well invested. They will have more time in year 2 to focus on this MI.
  - Council members on the Emergency Preparedness Subcommittee work with other members of the committee, council members and staff to complete an Emergency Preparedness Plan that identifies the SILCs role during emergencies with partners in the statewide network and updates the SILCs current office plan. The subcommittee was mostly inactive during the past year. They must convene and make this MI a priority in year 2.
- For Objective B, MI 2, Young Adult Scholarships, there were two MIs not met:
  - Young adult scholarship recipients develop a promising practice or enhance operations of an organization based on participation at sponsored event (in-person or video conferenced), and young adult scholarship recipients increase empowerment based on participation at sponsored event (in-person or video conferenced). We can expect improved progress and participation when NYSILC sets up a Zoom forum with the statewide YLAN network (<http://ylanetworkny.org/about/>) to discuss: best ways to connect both groups, help to refocus and market the Pat Figueroa Scholarships, and support/connect with the NYSILC Youth Leadership Subcommittee. This will include interested NYSILC members plus a founder of the Disability EmpowHer Network (DEN), who is a council member: <https://www.disabilityempowhernetwork.org/>. This must happen in year 2.
- Objective B, MI 4, Data Interface Project, there were five MIs not met:
  - 85% Center for Independent Living (CIL) and Service Center for Independent Living (SCIL) staff upload six-month and yearend reports on time.
  - 75% CIL and SCIL staff indicate NYS data interface program easy to use.

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- 30% CIL and SCIL staff indicate data/information from NYS data interface used in media/presentation/infographic.
- 20% CIL and SCIL staff indicate that data/information from NYS data interface used in funding proposal.
- 5% CIL and SCIL staff indicate that data/information from NYS data interface used in a successfully funded proposal.

Progress on these MIs continued to be delayed because of hurdles presented to the project. A database support vendor helped to mitigate a set of issues between the end of this year into the start of next year. A better understanding of how the system will work and agreement between the different parties will be reached before moving forward to the remaining phases of the project. The web developer is working on alternative solutions in the interim to make the process more efficient for all users.

### Summative Review of SPIL Criteria: Progress made on Goals, Objective's, and MIs

Goal # 1: The SILC successfully implements the SPIL and its duties.

Objective A: Council members are provided opportunities to be active members of the SILC and want to be involved and engaged each year through September 30, 2023.

- Measurable Indicator 1: Potential Audience:
- Year 1 target: 26 members:
- 22 of 25 council members or 88% participated in the yearend survey

As noted in a previous quarter, council member Edith Prentiss passed away, creating an open vacancy on the council that will be filled in January of 2022. The open vacancy reduced the current active council member number to twenty-five. Target substantially met.

- Measurable Indicator 2: Active participation:
- 60% council members are active participants based on council meeting and committee criteria.
  - Year 1 target: 50%.
    - 21 members, or 95%, responded yes, they were active participants, defined as attending 3 of 4 annual full council meetings during the past year
    - 1 member, or 5%, responded being partially active, defined as attending 2 of 4 annual full council meetings Target exceeded.
- Measurable Indicator 3: Leadership:
- 20% council members with emerging experience grow into leadership positions on the SILC by becoming committee chairs or officers.

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- Year one target: 10%
  - 18 members, or 82%, responded ‘yes,’ they considered themselves to be emerging leaders seeking leadership development or leadership development roles
  - 4 members, or 18%, responded ‘no,’ meaning they did not see themselves with this need or role Target exceeded.

In addition, the NYSILC yearend survey added two value-added questions to assess more about council member leadership. When asked, “Have you developed any additional leadership skills as a result of serving on the council during the last year?”

- 10 members, or 56%, responded replied, ‘yes,’ they had developed such skills.
- Some of their comments and examples included:
  - As I have represented NYSILC as the Region II representative for SILC Congress, I have strengthened by ability to work with a diverse population. I have also represented NYSILC as a member of the State Rehabilitation Council, which has provided me with a greater ability to understand as to the workings of NYS agencies.
  - A better understanding of the state management of the ILCs.
  - I have acquired general leadership and management skills, including administrative oversight, compliance, federal contract and regulatory skills. I have also acquired more specific leadership skills related to the IL network and the current and emerging leaders within that network.
  - Learned new strategies for being a leader as it relates to DEI.
  - I have developed the ability to listen objectively to competing arguments that are expressed at the FCM and Executive Committee meetings.
  - I have learned a variety of leaderships styles from my peers. I would like to continue to learn how to communicate effectively with those who have divergent backgrounds and beliefs from my own.

When asked, “Did you become a newly elected officer and or chair of a committee during the last year?”

- 5, or 28%, of the members who responded replied, ‘yes,’ they had become a newly elected officer or committee chair in the last year.
- Some of their comments and examples included:
  - [One member acknowledged being] elected to the Executive Committee (as Vice Chair).
  - [Another member identified becoming] Chair of the Recruitment Committee.
  - [A third member in his first year accepted responsibility to serve as the council’s liaison to ACCES-VRs SRC].
  - [A final member stated interest] in taking on more responsibility.

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- Measurable Indicator 4: Planning:
- Recruitment Committee works with members to decrease the current 80% white/Caucasian representation to 65%.
  - Year 1 Target: 75%
  - Related to this indicator, the council has:
    - 1 member, or 4%, identifying as an American Indian/Alaskan Native/Indigenous Person
    - 3 members, or 12%, identifying as Black/African Americans
    - 4 members, or 16%, identifying as Hispanic/Latino/Latinx
    - 18 (double check number) members, or 68%, identifying as White/Caucasian

The Recruitment Committee has been both mindful and diligent during its last two recruitment cycles to purposefully seek diverse candidates, while looking at its needs as a council (cross-disability, race/ethnicity, age range, gender, geographic representation). As a result, the council's White/Caucasian percentage has decreased down to a number comparative with the state population and within a few percentage points of the performance target. Going forward, the committee will be mindful of the council's needs each year and find strength through diversity. Target exceeded.

- 40% council members on the Monitoring and Evaluation Committee work with members to meet with local representatives of community foundations and colleges to obtain feedback to design a method of public input into its monitoring and evaluation process.
  - Year 1 target is 13%.
    - 0 committee members, or 0 %, were able to work with members to meet with local representatives of community foundations and or colleges to obtain feedback to design a method of public input into its monitoring and evaluation process.

The M & E Committee was busy the entire year with its monitoring, evaluation, and work reviewing the draft SPIL surveys. It was work well invested, however. Target not met.

- 50% council members on the Executive Committee work with council members to complete 3 of 5 items identified in NYSILCs Short-term Strategic Plan for 2021-2024.
  - Year 1 target is 40%.
    - The strategic plan was a great exercise that did identify two areas the council knew it needed to address. Unfortunately, the process established some unrealistic goals with related action steps, failing to recognize the dire lack of capacity faced

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by three council staff. Two projects further stretched the efforts of the council. As a result, an assessment of the current strategic plan relates to the two relevant goals.

- In terms of income growth, the council can claim that it has exceeded the “net goal” of more than \$75,000 in net income savings. However, the five actions steps identified for this benchmark are at various stages or not relevant. Related to succession planning, the council has been backed into the process without a plan. An ad hoc committee is being formed in 2022 leading to a search committee in 2023.
  - For the other goals in the plan:
    - Education/outreach/public relations is a great goal but is so far off from the reality of what the council currently needs.
    - The board member development goals and action steps are generic and address basics needs. Instead, the council should restate its focus and efforts on Diversity, Equity, and Inclusion which will lead to a plan and a committee.
    - The statewide impactful resource’s goal begs for a SILC discussion and forum about projects and capacity. The current projects related to the statewide database (for the center network and the DSE) and the HOF were accepted without consideration of the SILCs mission and its lack of capacity. Discussions need to address these two items before going into succession planning and the hiring of the next Executive Director. In addition, the SILC must not consider expanding into other programs until they understand these concepts.
  - Last, it is recommended that this Strategic Plan be revised to reflect immediate needs and priorities of the council.

As a result, 20% of the strategic plan (related to income growth) has been achieved. Target partially met.

- 50% of the council members on the Emergency Preparedness Subcommittee work with other members of the committee, council members and staff to complete an Emergency Preparedness Plan that identifies the SILCs role during emergencies with partners in the statewide network and updates the SILCs current office plan.
  - Year 1 target is 40%.
    - The Emergency Preparedness Subcommittee was inactive through most of the year. They did hold a Zoom meeting on March 1<sup>st</sup> to discuss business, mostly about FEMA Region 2 communications and Core Advisory Groups (CAGs). As a result, committee members were not able to start the process to come up with a strategy on how to approach an Emergency Preparedness Plan that identifies the SILCs role during emergencies with partners in the statewide network and update the SILCs current office plan. Target not met.

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- Measurable Indicator 5: Development:
- Members of the Development Committee and staff work with a vendor to develop at least 3 media articles each year to promote and raise awareness of the Hall of Fame (HOF) event.
  - Year 1 target: 3 documented media articles.
    - A late March New York Times article paid tribute to Edith Prentiss who passed. Edith was a widely recognized advocate, serving her second appointment to the council. The article noted that she will be recognized at the May 2021 NYS Disability Rights Hall of Fame:  
<https://www.nytimes.com/2021/03/28/nyregion/edith-prentiss-dead.html>.
    - ABLE News, a monthly publication based on Long Island, reached out to disability stakeholders in late March 2021 to write an article about Edith for their April 2021 edition. NYSILC copied the article and posted it online for reference (otherwise, you must subscribe to ABLE):  
<https://nysilc.org/resources/key-documents/368-able-news-ediths-gone/file>. The article included a quote from NYSILC Executive Director Brad Williams and mentioned her induction into the NYS Disability Rights Hall of Fame.
    - In addition, ABLE News included a large block ad in the issue promoting the May 6<sup>th</sup> HOF virtual event along with the five inductees and how to obtain tickets. While not an article, it still represented significant column space, presence, recognition for the HOF event, the inductees, and branding. Target met.
- 100% council members support development with an annual gift/donation.
  - Year one target is 90%.
    - 17 or 77% of the members who responded to the question, responded ‘yes,’ they made a donation in the past year. Verified by lists. Target substantially met.
- 75% council members support development by attending the HOF event.
  - Attendance includes via video conference when this option is created for the 2021 HOF event. This includes promoting attendance to the event (both in-person and via video conference).
  - Year 1 target is 65%.
    - 17, or 68%, of the members who responded to the question, and as verified by the HOF attendee list, attended the HOF event. Target exceeded.

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- 40% council members support development by volunteering at the HOF event. Also documented by survey response.
  - Year 1 target of 30%.  
Members volunteered and supported development in several ways. Those who responded to the question were able to select all that applied, identified the following:
    - 20, or 91%, shared and posted announcements to others.
    - 19, or 86%, told colleagues and friends about the event.
    - 14, or 64%, bought or promoted tickets to attend along with raffle chances for gift baskets.
    - 13, or 59%, donated a board game for the board gift basket.
    - 3, or 14%, notified the media
    - 4, or 18%, had other responses. They included:
      - Donating tickets for youth to attend.
      - Serving on the Development Committee.
      - Asking my management team to go.
      - Sharing with my employer and potential sponsors.

Target exceeded.
- Measurable Indicator 6: Engagement:
- 50% council members learn or strengthen their knowledge, awareness or skills during SILC business and functions.
  - Target for year 1 is 40%.
    - 19, or 86%, of the members who responded to the question indicated they learned or strengthened their knowledge, awareness and/or skills during SILC business sessions and/or functions.
    - Some of their comments included:
      - Simply being involved and participating in committee meeting and representing NYSILC has been extremely beneficial.
      - [By] learning about other ILCs.
      - I appreciated the skills development that the Diversity, Equity, and Inclusion (DEI) workshops provided. (4 other related comments)
      - I became knowledgeable of others' efforts in facilitating action for change. (1 other related comment)
      - I learned about the impact that the pandemic had on people with disabilities in the community.
      - Learning the needs of the SILC. Target exceeded.
- 75% council members contribute their skills and knowledge to enhance or improve SILC business and functions.

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- Target for year 1 is 65%.
  - 17, or 80%, of the members who responded to the question indicated they contributed skills and knowledge to enhance or improve council or committee business.
  - Some of their comments included:
    - While representing NYSILC on the NYS [Commission for the Blind] Rehabilitation Council, I have maximized a greater working relationship between the NYSILC, SRC, and NYAIL, specifically as it pertains to accessible remote voting.
    - I provided examples and feedback on our nominating process [for new council members].
    - I volunteered on the Development Committee and helped [with] the fundraising portion of the event. I volunteered to emcee the virtual Hall of Fame.
    - I have been able to share my knowledge and have helped [to] find ways for NYSILC to sign on areas of interest/priorities as a member of the Public Policy Committee.
    - I volunteered to participate on a new committee...[and]...I accepted a new officer position.
    - I believe that I have contributed to the council through diplomacy and providing analytical insight during committee discussions. Target exceeded.
- Measurable Indicator 7: Impact on IL Network Mission:
- 25% council members increase advocacy skills as a participant of SILC business and functions.
  - Year 1 target is 15%.

Of the members who responded to the question, when asked if their advocacy skills had increased as a participant of SILC business and functions,

- 6, or 28%, of respondents indicated ‘yes, very much’
- 10, or 47%, of respondents indicated ‘yes, somewhat’
- Overall combined yes responses totaling 75%. This represents a strong relationship with advocacy.
  - Highlights of their comments include:
    - The council’s experiences [have] allowed me to take a more active role at work. I’m now more outspoken when it concerns views on disability and how it impacts peers and myself.
    - [Through] networking and learning about statewide issues.
    - I passed along advocacy opportunities to the council to bolster statewide advocacy work.

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- [I] used data obtained in my own reports for local advocacy.
  - I became more knowledgeable about advocacy in areas I don't always speak to.
  - I advocated to correctly use the term "intersectionality" as coined by Kimberlee Williams Crenshaw when the "diversity" trainer used the term incorrectly. Target exceeded.
- 35% council members increase leadership development as a participant of SILC business and functions.
    - Year 1 target is 25%.

Of the members who responded to the question, when asked if their leadership skills have increased as a member of the SILC during the past year,

- Four, or 19%, of respondents indicated 'yes, very much'
  - Twelve, or 58%, of respondents indicated 'yes, somewhat'
- Overall combined yes responses totaling 76%. This represents a strong relationship impacting leadership.
    - Highlights of their comments include:
      - Representing NYSILC on various committees is in itself extremely beneficial and educational.
      - Learn[ing] when to listen and learn.
      - I greatly appreciated the mentorship and fellow leadership that the council offers and I'm grateful for everything that I have learned from it. Specifically, personal growth, humility, and motivation [are] among the skills that I was tested on this year, and I believe the council helped me to strengthen these skills.
      - Being a part of the DEI and Recruitment Committees allowed me to understand how much more my voice and peers' voices should be heard. I'm now more direct and respectfully passive when need be.
      - I've been able to take the leadership lessons learned from the council and apply them to my own sphere locally. Target exceeded.
- 30% council members increase empowerment as a participant of SILC business and functions.
    - Documented through survey response. See notes for definition of empowerment.
    - Year 1 target is 20%.

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Of the members who responded to the question, when asked if they became more empowered as a result of your participation as a member of the SILC during the past year,

- Six, or 27%, of respondents indicated 'yes, very much'
- Ten, or 45%, indicated 'yes, somewhat'
- Overall combined yes responses totaling 72%. This represents a strong relationship impacting empowerment.
  - Highlights of their comments include:
    - Participating in [council committees have provided me] a broad picture of the state's needs versus my local community.
    - Always good to know that there are many throughout the state with the same concerns and battles and how well they are surviving.
    - The camaraderie and mentorship that I gained from being a council member has empowered me to this point and continues to empower me to grow.
    - The council has given me invaluable and knowledge on resources and needs within the disability community.
    - I feel more empowered that I can better understand the SILCs functions. Target exceeded.

Objective B: People with disabilities, the IL network and public are provided opportunities to participate in SILC programs and want to be involved to gain skills and raise awareness each year through September 30, 2023.

- Measurable Indicator 1: Potential Audience:
  - At least 156 individuals participate in SILC programs each year: 5 young adult scholarship recipients, 110 HOF attendees, and 41 CIL database/interface staff (in-person or video conferenced) .
    - The target for year 1 is 130 participants in all SILC programs.
      - Overall, 112 individuals attended the 2021 virtual Hall of Fame (HOF) event in May.
      - There were 2 recipients of the Pat Figueroa Young Adult Scholarships.
      - We can report that a point of contact list was created for the IL network database project during the year. The list resulted in 42 contacts for 32 centers in the network. It helped with a survey on the topic, a webinar, a follow up Zoom, and a small group discussion. Combined they result in 156 SILC program participants. Target exceeded.
- Measurable Indicator 2: Young Adult Scholarships/Pat Figueroa Program:

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- 90% young adult scholarship recipients engage in community presentations (in-person or video conferenced) related to disability issues enhanced by participation at sponsored event (in-person or video conferenced).
  - Target for year 1 is 80%.
    - Of the two people who responded to this question; one person responded 'yes,' or 50%.
    - In the comment section, the recipient who responded 'yes' noted that they gave one community presentation during the past year. Target partially met.

A value-added follow up question was asked, Did the information from the scholarship sponsored event help you with any aspect of your presentation?

- One responded, 'No, it was not helpful' or 50%.
- The other responded, 'N/A' or 50%.
- 50% young adult scholarship recipients promote disability issues in the media and social platforms motivated by participation at sponsored event (in-person or video conferenced).
  - Target for year 1 is 40%.
    - Of the two people who responded to this question, one responded 'yes, it motivated me a great deal,' or 50%
    - The other responded 'this is a topic I'd like to learn more about,' or 50%. Target exceeded.
- A follow up question was asked, "How many disability issues or activities have you promoted in the media and social platforms during the past year?" The person who responded yes indicated that they promoted one issue via social media during the last year. They didn't share a link.
- 50% young adult scholarship recipients learn or strengthen a new skill based on participation at sponsored event (in-person or video conferenced).
  - Target for year 1 is 40%.
    - Of the two people who responded to this question, one responded 'Yes, I both learned a skill and strengthened a skill,' or 50%.
    - The other person responded 'No, I did not learn or strengthen any skills,' or 50%. Target exceeded.
- 20% young adult scholarship recipients develop a promising practice or enhance operations of an organization based on participation at sponsored event (in-person or video conferenced).
  - Target for year 1 is 10%.

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- Of the two people who responded to this question, both, or 100%, responded, 'No, I was not able to achieve either impact Target not met.
- 30% young adult scholarship recipients increase advocacy skills based on participation at sponsored event (in-person or video conferenced).
  - Target for year 1 is 20%.
    - Of the two people who responded to this question, one responded 'Yes, a great deal,' or 50%
    - The other responded 'No,' or 50%.

This represents a positive change in motivation to increase advocacy efforts and skills. Target exceeded.
- 50% young adult scholarship recipients increase leadership development based on participation at sponsored event (in-person or video conferenced).
  - Target for year 1 is 40%.
    - Of the two people who responded to this question, one responded 'Yes, somewhat,' or 50%.
    - The other responded 'No,' or 50%.

This represents a positive change to increase motivation of leadership development efforts. Target exceeded.
- 40% young adult scholarship recipients increase empowerment based on participation at sponsored event (in-person or video conferenced).
  - Target for year 1 is 30%.
    - Of the two people who responded to this question, both responded 'No,' they did not increase their empowerment based on participation at their sponsored events, or 100%.

No progress was made toward impacting the empowerment of scholarship recipients based on participation at their sponsored event during the past year. Target not met.
- Measurable Indicator 3: NYS Disability Rights Hall of Fame (HOF):
  - 30% Attendees of the HOF event are motivated to increase their advocacy efforts as a participant of the ceremony (in-person or video conferenced).
    - The target for year 1 is 20%.
      - 23 people, or 36%, responded 'Yes, very much,'
      - 27 people, or 42%, responded 'Yes, somewhat.'

The combined score for 'yes' is 78%, which indicates a strong change in motivation to increase advocacy efforts and skills.  
Some of the comments included:

      - Hearing about these great role models always does.
      - Powerful acceptance speeches motivate me.
      - I felt rejuvenated and redirected.

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- Mostly it puts me in awe of leaders in our movement.
  - Made me consider how important advocacy is. Target exceeded.
- 25% Attendees of the HOF event are motivated to increase their leadership roles as a participant of the ceremony (in-person or video conferenced).
    - The target for year 1 is 15%.
      - 16 people, or 25%, responded 'Yes, very much'
      - 17 people, or 24%, responded 'Yes, somewhat'
- The combined score for 'yes' is 52% which indicates a positive change to increase motivation of leadership development efforts and or pursuit of additional leadership roles.

Some of the comments included:

- I already hold a number of leadership positions, but this validated those efforts.
- A person should want to improve themselves for themselves not because of an awards show.
- It is harder for those of us who haven't been leaders for many years as the efforts become more in the details and/or abstract. Target exceeded.

- 30% Attendees of the HOF event feel increased empowerment as a participant of the ceremony (in-person or video conferenced).
    - The target for year 1 is 20%.
      - 22 people, or 33%, responded 'Yes, very much'
      - 25 people, or 38%, responded 'Yes, somewhat'
- The combined score for 'yes' is 71%, which indicates a strong change in motivation to increase their sense of empowerment.

Some of the comments included:

- Its nice to know we're all in it together.
- Anybody can make a difference.
- It reminded me that no barrier is impossible to overcome. Target exceeded.

- Measurable Indicator 4: NYS Data Interface Project:
  - 85% Center for Independent Living (CIL) and Service Center for Independent Living (SCIL) staff upload six-month and yearend reports on time.
    - Year 1 target is 75%.

The NY IL statewide database project continues to address hurdles and make progress. However, the yearend SPIL survey was not distributed because the questions are based on the database being fully launched. Target not met.

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- 75% CIL and SCIL staff indicate NYS data interface program easy to use.
  - Year 1 target is 65%.

The NY IL statewide database project continues to address hurdles and make progress. However, the yearend SPIL survey was not distributed because the questions are based on the database being fully launched. Target not met.

- 30% CIL and SCIL staff indicate data/information from NYS data interface used in media/presentation/infographic.
  - Year 1 target is 20%.

The NY IL statewide database project continues to address hurdles and make progress. However, the yearend SPIL survey was not distributed because the questions are based on the database being fully launched. Target not met.

- 20% CIL and SCIL staff indicate that data/information from NYS data interface used in funding proposal.
  - Year 1 target is 10%.

The NY IL statewide database project continues to address hurdles and make progress. However, the yearend SPIL survey was not distributed because the questions are based on the database being fully launched. Target not met.

- 5% CIL and SCIL staff indicate that data/information from NYS data interface used in a successfully funded proposal.
  - Year 1 target is 1%.

The NY IL statewide database project continues to address hurdles and make progress. However, the yearend SPIL survey was not distributed because the questions are based on the database being fully launched. Target not met.

The yearend SPIL survey was not sent out to the database contacts at the centers because it is contingent upon the completion and implementation of the new program.

Unserved/underserved information for the SILC and HOF program is provided below. The Pat Figueroa Scholarship (PFS) program survey sample was small. The results were good enough to report on SPIL progress, but insignificant for demographics information.

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The 22 respondents to the SILC member survey replied to a set of demographic questions. Twenty-two or 100% identified with the following unserved/underserved groups (noting that a person could choose more than one/intersections):

- 36.36% Minorities with disabilities
- 31.82% Rural residents with disabilities
- 27.27% Seniors with disabilities
- 13.64% LGBTQ community with disabilities
- 13.64% Veterans with disabilities
- 13.64% Youth/young adults with disabilities
- 4.55% Deafblind individuals
- 4.55% Immigrants with disabilities
- 27.27% None of the above

The 66 respondents to the 2021 NYS Disability Rights Hall of Fame event survey replied to a set of demographic questions. Sixty-four or 97% identified with the following unserved/underserved groups (noting that a person could choose more than one/intersections):

- 31.82% Rural residents with disabilities
- 27.27% Seniors with disabilities
- 18.75% Minorities with disabilities
- 12.50% LGBTQ community with disabilities
- 10.94% Youth/young adults with disabilities
- 9.38% Deafblind individuals
- 6.25% Veterans with disabilities
- 1.56% Immigrants with disabilities
- 42.19% None of the above

Goal # 2: People with disabilities engage and acquire skills in an Independent Living (IL) statewide advocacy network supported at local sites.

Objective A: A statewide coordinator directs the IL statewide advocacy network to ensure that fifteen local sites provide opportunity for people with disabilities to participate and gain skills each year through September 30, 2023.

- Measurable Indicator 1: Potential Audience/Recruitment:
- At least 300 new individuals join and participate in the IL statewide advocacy network as advocates each year at the local level (in-person, online and or video conferenced).
  - Year 1 target: 300 new individuals for network.  
A total of 206 individuals responded to the yearend survey. The Independent Living (IL) statewide advocacy network, or SSAN sites, sent out the survey questions to their advocates. No formal count exists of their lists. This number will serve as the count this year. An

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effort will be made to establish a count of new advocates each quarter with the reporting. Target substantially completed.

- At least 75 organizational partnerships made each year by local sites to promote recruitment and participation in events and educational efforts (in-person, online and or video conferenced).
  - Year 1 target: 75.  
107 organizational partnerships were reported as created by the local sites by the end of the September 2021. Three sites had less than 5 partnerships, eight sites made between 5-9 partnerships, while four sites accomplished 10-14 partnerships. A few examples include:
    - FLIC's Systems Advocate met on several occasions with the Brain Injury Association of NYS (BIANYS) about partnering at the local level. Discussed collaborating on issues such as transportation.
    - RCIL established a working group of emergency service personnel, IL staff, caregivers, and individuals living with paralysis to discuss disaster preparation resources and the development of web-based information.
    - WNYIL started working with ARISE of WNY – a group of Advocates promoted by local Faith-based Communities.
    - BRIDGES joined the board of their local paratransit board, T.R.I.P.S.

Target exceeded.

- Measurable Indicator 2: Public education activities:
- At least 180 public education activities provided each year by local sites to encourage education and participation in media/events/issues (in-person, online and or video conferenced).
  - Year 1 target: 180.  
501 public education activities were reported by the local sites by the end of the September 2021. A few examples include:
    - ILCHV's Systems Advocate spoke at an online event celebrating the anniversaries of the ADA, Medicaid, Medicare, and Social Security. US Senators Schumer and Gillibrand both spoke. This event was co-hosted by a number of organizations, including NYAIL.
    - RCAL presented at Downstate NY ADAPT's virtual voting presentation and spoke about five statewide ballot proposals.
    - AIM gave a presentation to the staff at the Chautauqua County Office for the Aging and discussed the SSAN and Fair Pay for Home Care Act.
    - BCID's Systems Advocate spoke at a Better Wages Rally for home care organized by 1199.

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- CDR's Advocacy Team developed a resolution other advocates could share with their local or county legislatures commemorating July as the 31st Anniversary of the Americans with Disabilities Act. The Albany Common Council introduced and passed a resolution recognizing and celebrating the 31st Anniversary of the Americans with Disabilities Act, July as Disability Pride Month in the City of Albany.

Target exceeded.

- Measurable Indicator 3: Local grass roots activities:
- At least 90 grass roots activities provided each year by local sites to encourage education/participation/collaboration (in-person, online and or video conferenced).
  - Year 1 target: 90.  
133 grass roots activities were reported by the local sites by the end of the September 2021. A few examples include:
    - BRIDGES hosted the 3rd Consumer Advisory Committee. Eight people participated. They discussed developing a peer mentoring program and discussed the committee getting involved in helping BRIDGES to assess the accessibility of businesses, and medical offices in Rockland County.
    - NRCIL's Systems Advocate held a Voting Myths and Facts Presentation at Watertown NRCIL Office and held a Voting Registration Event outside of the building from 10:00am-1:30pm.
    - ARISE participated in a roundtable Discussion w/ CNY Legislators re: Fair Pay for Home Care.
    - WNYIL Disability Pride Celebration held daily events from Monday 7-26 to Friday 7-31 highlighting the ADA anniversary, disability rights issues, historical views on the disability movement, and other information.
    - CDR held an open Meeting on Facebook to promote the Office of the Advocate for People with Disabilities:  
<https://www.facebook.com/rochestercdr/videos/339232064553158>.

Target exceeded.

- Measurable Indicator 4: Oral/written testimony:
- At least 90 oral or written public testimonies by local sites in response to documented request (in-person, online and or video conferenced).
  - Year 1 target: 90.  
77 oral/written testimonies were reported by the local sites by the end of the September 2021. A few examples include:
    - ILI's Systems Advocate provided written comment, by invitation, to HCR as they prepare their 2022 Plan and

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encouraged them to align with relevant priorities established by the NLIHC “hoUSed” campaign. Included links to these priorities.

- RCAL’s Systems Advocate submitted written testimony to the Senate Committees on Aging and Labor for the public hearing on July 27 about the home care crisis.
- FLIC’s Systems Advocate submitted written comments to the Department of Labor (DOL) calling for an end to the practice of issuing 14C certificates, which allows employers to pay people with disabilities subminimum wages.
- AIM submitted comment to the National Institute of Standards and Technology regarding barriers to private and independent voting for people with disabilities in response to Request for Information required by Executive Order 14019 Promoting Access to Voting.
- ARISE submitted comments for a public hearing: “Elections and Voting Rights in New York State.”

Target substantially met.

- Measurable Indicator 5: Voting:
  - 10% newly recruited advocates achieve a first-time voting milestone (check all that apply):
    - Year 1 target: 3%.  
Sixty individuals or 29% responded to the question. This question was to first year advocates. They responded:
      - 15% or nine replied, registered to vote.
      - 10% or 6 replied, registered with a party/able to vote in primary.
      - 25% or 15 replied, participated in early voting.
      - 40% or 24 replied, voted in person.
      - 38% or 23 replied, none of the above (which could mean other practices).
- Target exceeded.
- 65% local advocates vote privately and independently.
    - Year 1 target: 55%.  
This was another question for first year advocates. Fifty-nine individuals or 28% responded:
      - 93% Yes.
      - 7% No.
- Target exceeded.
- 30% local advocates engage in voter registration/education campaigns (in-person, online and or video conferenced):

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- Year 1 target: 20%.  
This was another question for first year advocates. Fifty-nine individuals or 29% responded:
  - 12% Yes.
  - 88 No.

Target partially completed.
  
- 75% local advocates indicate participation in the IL statewide advocacy network encouraged voting activity.
  - Year 1 target: 65%.  
This was the final question for first year advocates. Fifty-eight individuals or 28% responded:
    - 48% Yes, very much
    - 21% Yes, somewhat
    - 31% No

The combined yes responses were 69%. Target exceeded.
  
- Measurable Indicator 6: Participation:
- 50% local advocates aware of priority disability issues based on participation in the IL statewide advocacy network.
  - Year 1 target: 40%.  
One-hundred seventy-three individuals or 84% responded:
    - 43% Yes, very much.
    - 34% Yes, somewhat.
    - 23% No.

The combined yes responses were 77%. Target exceeded.
  
- 40% local advocates more informed/educated based on participation in a public education or grass roots activity coordinated by the IL statewide advocacy network.
  - Year 1 target: 30%.  
One-hundred seventy-three individuals or 84% responded:
    - 62% Yes, very much.
    - 27% Yes, somewhat.
    - 11% No.

The combined yes responses were 89%. This aspect was seen as a great value of the network. Target exceeded.
  
- 10% local advocates provide or collaborate testimony (in-person, online and or video conferenced) based on participation in the IL statewide advocacy network.
  - Year 1 target: 3%.  
One-hundred seventy-two individuals or 83% responded:
    - 34% Yes.
    - 66% No.

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A few examples included: Housing advocacy, Medicaid Redesign, CD PAS, transportation, fair pay for home care.

Target exceeded.

- Measurable Indicator 7: Skill development:
- 50% local advocates learn or strengthen a skill based on participation in the IL statewide advocacy network.
  - Year 1 target: 40%.  
One-hundred seventy-two individuals or 83% responded:
    - 52% Yes, it will be very useful.
    - 11% Yes, but I don't know how useful it will be.
    - 37% No.
  - Combined yes responses were 63%. A few comments included:
    - Not only did I learn to advocate for someone else, I learned to advocate for myself.
    - The various advocacy related activities at this ILC have opened my eyes, helped me to inform others of programs and of their rights and continues to give me new information.
    - Sending out important information to community partners, individuals and parents concerning disabilities and related changes in laws and legislation.

Target exceeded.

- 15% local advocates contribute skills or knowledge to enhance or improve the IL statewide advocacy network.
  - Year 1 target: 5%.  
One-hundred seventy-one individuals or 83% responded:
    - 28% Yes, very much involved.
    - 44% Yes, somewhat involved.
    - 18% No, I'm not really involved at this time – I need more information, skills, or confidence before getting involved.
  - Combined yes responses were 72%. A few comments included:
    - I am on county committees and discuss issues regarding admissions into program and housing issues.
    - I participate in advocacy for higher wages for home care workers and to build this workforce.
    - Supporting youth voice and involvement. Continue to collaborate on issues and efforts, set up regular meetings or opportunities to learn about issues to engage in advocacy efforts.

Target exceeded.

- Measurable Indicator 8: Impact on IL Network Mission:

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- 50% local advocates increase advocacy skills based on participation in the IL statewide advocacy network.
  - Year 1 target: 40%.  
One-hundred seventy individuals or 82% responded:
    - 31% Yes, very much.
    - 40% Yes, somewhat.
    - 29% No.Combined yes responses were 71%. A few comments included:
    - I became more knowledgeable about current disability issues.
    - I am more knowledgeable on how I have a supportive voice in Advocacy.
    - I'm getting more comfortable reaching out to NYS and federal representatives.Target exceeded.
  
- 30% local advocates increase leadership development based on participation in the IL statewide advocacy network.
  - Year 1 target: 20%.  
One-hundred seventy individuals or 82% responded:
    - 20% Yes, very much.
    - 38% Yes, somewhat.
    - 42% No.Combined yes responses were 58%. One comment shared included:
    - I have increased leadership skills based on advocacy info at the local level as well as the state level. Our systems advocate has been instrumental in raising awareness as well as in educating our staff at the ILC.Target exceeded.
  
- 40% local advocates increase empowerment based on participation in the IL statewide advocacy network. See notes for definition of empowerment.
  - Year 1 target: 30%.  
One-hundred seventy-two individuals or 83% responded:
    - 34% Yes, very much.
    - 40% Yes, somewhat.
    - 26% No.Combined yes responses were 74%. A few comments included:
    - It made me feel that my idea was important. I wanted to help those who needed it most.
    - All around sense of building community, bringing awareness to others. Gives you drive and purpose to what you're doing.
    - I felt like when speaking directly with legislators, it has more meaning than sending a letter.Target exceeded.

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- Local advocates respond affirmatively to the open-ended question, “Has the IL statewide advocacy network improved your life, or the lives of others, and if so, how?”

One-hundred sixty-nine individuals or 82% responded:

- 40% Yes, very much.
- 41% Yes, somewhat.
- 19% No.

Combined yes responses were 81%. A few comments included:

- It has increased my sense of hope that longstanding disability issues can be effectively addressed.
- Ensured voice and representation, changed regulations that affect service provision, supported successful transitions by helping young people feel more empowered.
- Just by advocating for change and getting it done, by being part of a collective voice improves access to services needed for a person with a disability to live independently.

No target for open-ended question/excellent year 1 result.

The 206 respondents to the IL network/SSAN survey replied to a set of demographic questions. One-hundred seventy or 83% identified with the following unserved/underserved groups (noting that a person could choose more than one/intersections):

- 30.00% Seniors with disabilities
- 21.76% Youth/young adults with disabilities
- 21.18% Rural residents with disabilities
- 20.59% Minorities with disabilities
- 12.35% LGBTQ community with disabilities
- 9.41% Veterans with disabilities
- 5.29% Deafblind individuals
- 4.32% Immigrants with disabilities
- 39.41% None of the above

Goal # 3: Attendees learn skills at a biennial IL statewide conference coordinated by the state association.

Objective A: People with disabilities, the IL network and public are provided an opportunity to attend the biennial IL statewide conference with reduced registration costs and want to participate and learn skills during years one and three of the plan by September 30, 2023.

- Measurable Indicator 1: Potential Audience:
  - At least 200 individuals attend and participate in each biennial IL statewide conference (in-person or video conferenced).
    - Year 1 target: 200 individuals attend/participate in the conference.

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Based on registration and attendance records kept by the conference coordinator and NYAIL, there were 414 individuals who participated at the 2021 NYAIL Virtual IL Statewide Conference: Resilience and Reinvention. This included IL staff, management, board members, SILC, IL DSE, other stakeholders, state association staff, and others. The event was held from September 27-29<sup>th</sup>. Target exceeded.

- Measurable Indicator 2: Overall Satisfaction:
  - 88% conference attendees (in-person or video conferenced) satisfied with overall experience at biennial IL statewide conference based on participation at conference.
    - Year 1 target: 83%.  
Ninety-eight individuals or 100% responded they were:
      - 40% Extremely satisfied.
      - 35% Very satisfied.
      - 19% Somewhat satisfied.
      - 2% No opinion.
      - 2% Somewhat dissatisfied.
      - 2% Very dissatisfied.
      - 1% *Rounding of numbers.*

Combined yes responses were 94%. Target exceeded.

- Measurable Indicator 3: Skill Development:
  - 50% conference attendees (in-person or video conferenced) learn or strengthen a skill based on participation at the event.
    - Year 1 target: At least 45%.  
Ninety-eight individuals or 100% responded:
      - 51% Yes, very much.
      - 34% Yes, somewhat.
      - 15% No.

Combined yes responses were 85%. Respondents were asked, if yes, briefly explain. A few comments are provided below:

  - I became aware of the broader issues within the independent living movement which will help me to focus my advocacy efforts.
  - I learned advocacy skills through learning about the NY Caring Majority Statewide Campaign and how I and individuals we serve can participate.
  - I enjoyed listening to other ILC's emergency response to COVID lecture and what different services evolved from this pivot. Will definitely make me a better manager.

Target exceeded.

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- 20% conference attendees (in-person or video conferenced) intend to act back in their community based on something learned at the event.
  - Year 1 target: At least 15%.  
Ninety-six individuals or 98% responded:
    - 63% Yes.
    - 8% No.
    - 29% Not sure.Respondents were asked, if yes, briefly explain. A couple comments are provided below:
    - My journalistic reporting on Medicaid issues for our newsletter, AccessAbility, will be improved. I also gained information on how people who believe that voting accessibility is more important than election security think.
    - I intend to more strongly advocate for voting changes to assist with accessibility; specifically, I think additional training for election day workers regarding how to ensure accessibility.Target exceeded.

- 10% conference attendees (in-person or video conferenced) share a promising practice or knowledge by presenting at the event.
  - Year 1 target: At least 5%.  
Ninety-six individuals or 98% responded:
    - 61% Yes.
    - 39% No.Respondents were asked, “If yes, please share a promising practice or knowledge you learned from a presentation at the event. Briefly identify the practice or knowledge below.” if yes, briefly explain. A few comments are provided below:
    - Having ILC offices in schools promotes better networks.
    - I learned how important it is to respect other cultural beliefs and work with people where they are at-not where I think they should be in my understanding
    - A promising practice that I learned was being persistent, standing up for your rights, practicing patience.Target exceeded.

- Measurable Indicator 4: Impact on IL Network Mission:
  - 30% conference attendees (in-person or video conferenced) increase advocacy skills based on participation at event.
    - Year 1 target: At least 25%.  
Ninety-seven individuals or 99% responded:
      - 28% Yes, very much.
      - 54% Yes, somewhat.

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- 18% No.

Combined yes responses were 82%. This represents solid impact. A few comments are provided below:

- I think the exposure to so many different programs/ILCs throughout NY State both increased my knowledge about resources and elevated the discourse for me about disability rights and issues.
- It's definitely ok to advocate for yourself as well as your consumers.
- Staying informed is important to being an effective advocate.

Target exceeded.

- 30% conference attendees (in-person or video conferenced) increase leadership development based on participation at event.

- Year 1 target: At least 25%.

Ninety-five individuals or 97% responded:

- 23% Yes, very much.
- 53% Yes, somewhat.
- 24% No.

Combined yes responses were 74%. This still represents a solid impact. A few comments are provided below:

- People learn by watching and hearing others actions and communication. In practicing good skills in this area, others will learn from me, practice their own skills, and teach others.
- I feel as though I've become a better listener. And acting on a solution in a timely fashion.
- By becoming a more effective listener, and supportive team member.

Target exceeded.

- 30% conference attendees (in-person or video conferenced) increase empowerment based on participation at event.

- Year 1 target: At least 25%.

Ninety-seven individuals or 99% responded:

- 41% Yes, very much.
- 35% Yes, somewhat.
- 24% No.

Combined yes responses were 76%. Again, this still represents a solid impact. A few comments are provided below:

- I feel empowered to be more engaged in the advocacy work others are doing in the network.

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- The sessions I participated in did increase my empowerment by giving me additional knowledge and definitely feeling more confident to use that knowledge to be a part of making changes in our service system.
- I felt empowered learning and listening to all the presenters and panelists and seeing the disability rights network in action.
- By once again seeing how far we have come, but how much further we need to go, to make sure our rights are respected.

Target exceeded.

The 98 respondents to the IL statewide conference survey replied to a set of demographic questions. Ninety-six or 98% identified with the following unserved/underserved groups (noting that a person could choose more than one/intersections):

- 39.58% Seniors with disabilities
- 25.00% Minorities with disabilities
- 18.75% Youth/young adults with disabilities
- 16.67% Rural residents with disabilities
- 14.58% LGBTQ community with disabilities
- 14.58% Veterans with disabilities
- 13.54% Deafblind individuals
- 5.21% Immigrants with disabilities
- 33.33% None of the above