Disability Action Center NW

2023-2026 Three Year Plan

A strategic plan implementing our core values:

Independence, Kindness, Honesty, Humor, and Empathy

Your KEY to independence!
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**Introduction**

Disability Action Center NW is a non-profit independent living center that has been in operation since 1992. They have a diverse and adaptable board of directors, advisory board, and staff. These people form a partnership with the community, and work to promote independence and equality of individuals with disabilities in all aspects of society. Independent Living means that we demand the same choices and control in our everyday lives that our non-disabled brothers and sisters, neighbors and friends take for granted. We all want to grow up in our families, go to the neighborhood school, use the same bus as our neighbors, work enjoys that are in line with our education and interests, and start families of our own.

Disability Action Center NW works for changes at the community, state, and national levels to remove physical, communication, and attitude barriers for people with disabilities. Their goal is to gain community support for independence, include people with disabilities in community life, and remove barriers. DAC NW has four offices located in Moscow, Lewiston, Post Falls and INDeX (A Program of DAC NW) in Spokane. They offer a variety of services from peer-topper independent living support, medical equipment exchange, help with self-advocacy, and access to assistive technology.

DAC NW recognizes that systemic racism and personal biases still exist. We support people of color with disabilities and commit to and call for more equitable practices, increased advocacy, and support services.
Five Core Services

DAC NW will provide our 5 core services as a CIL and support accessible transportation, in-home personal care, and NW ADA Center - Idaho services

OUR CORE SERVICES

Personal and Community Advocacy - Teach the advocacy skills needed for consumers to reach their goals. Systems advocacy to make our community accessible for everyone.

Peer Counseling and Support - Provide group activities and meetings. Provide peer mentorship and support.

Independent Living Skills - Teach the skills needed to live independently and have power of your own life choices.

Information and Referral - Provide information on disability topic. Offer referrals and support for services that can help.

Transition Services - Support people with disabilities to transition from an institution to the community. Train youth with disabilities with leadership skills for the next stages of life.

Succession Plan for Executive Director

Develop Job Description for Executive Director. (By June 2023)

Have another name on Fiduciary accounts.

Build a "Bus Binder" to hold monthly to-do lists for Executive Director for an entire year. By June 2024

Gather all historical, By-Laws, etc. documents in one place. (By September 2023)

Have central secure location for keys and passwords. (By September 2023)

June of 2024, start the job search and hire replacement. (Could take 12 months)

June of 2025 have new replacement job shadow for a year. This person will finish fleshing out the "Bus Binder" during that year.
Local, State and National Advocacy

Work to remove the stigma around mental illness: end labeling people with mental illness as violent and promote that they can be successful citizens.

Work for systemic change in communication infrastructure, transportation, housing, health care (tele-health).

Educate about the ADA throughout the area we serve to businesses, local government, programs, and schools.

We at DAC NW support people of color with disabilities and both commit to and call for more equitable practices, increased advocacy, and support services. We will send this urgent, strong, and united message to funders and policymakers as they shape future strategies.

WHAT SUCCESS WILL LOOK LIKE
Establish partnerships with community partners and mental health providers to make sure everyone is served and facilitate re-entry into the community.

Form partnerships to promote statewide tax option for accessible public transportation.

Promote options available to rural people with disabilities for communication: high speed internet and cellular service.

Expand BluePath into an app, and load businesses from across our area on it and educate about the ADA in schools and communities.

Participate in advocacy events statewide and nationally. Have a Board Volunteer committee to follow bills coming up that affect people with disabilities. Our goal is to educate, so consumers can be prepared to advocate.
Help connect seniors with each other and services for disability through outreach, education and support.

Expand our reach to rural youth with disabilities to give them access to inclusion activities and services.

Reach out to specialized groups: rural farmers, minorities, and tribal.

Facilitate transition from nursing homes to keep people with disabilities in the community.

**WHAT SUCCESS WILL LOOK LIKE**

We will host inclusive social activities regularly to help people interact in the community.

Outreach will educate about the normalcy of aging. A disability is something to be addressed rather than depressed about.

Develop peer connections through interactive social media where ideas for solving problems can be shared.

Involve youth in DAC’s day to day activities, internships, etc.

Develop relationships with schools and universities to provide career choice and employment opportunity services.
Operational Capabilities

Maintain a viable physical plant into the future

Increase technologies to make rural connections possible.

Maintain operational capabilities to accomplish our work: recruit, train and retain excellent staff.

Manage the financial challenge of achieving our goals, under the current climate of investing risk and possible grant amount changes.

Staff will participate in training on systemic racism and personal biases regarding all marginalized groups.

WHAT SUCCESS WILL LOOK LIKE

Trainings on leadership for board members

Training and support for staff and consumers on technology

Look into hiring specialists for IT services and Human Resources.

Utilize current funding to establish framework for reaching consumers in rural areas.

3-Year Plan Approval

Prepared by: ___________________________  Approved by: ___________________________

POSITION: ___________________________  POSITION: ___________________________

DD/MM/YYYY: ___________________________  DD/MM/YYYY: ___________________________