

Developing Community Leaders

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Independent living movement
has grown through the work of
some dynamic leaders within
the field

Ed Roberts

Justin Dart

Judy Heumann

And many more...

Laws are in place to promote equal rights



1. **Federal and state laws**
 - a) **Architectural Barriers Act**
 - b) **Rehabilitation Act**
 - c) **Americans with Disabilities Act:**
 - Title I-Employment**
 - Title II-Public Service**
 - Title III-Public accommodations**
 - Title IV-Tele Communications**
 - Title V-Miscellaneous**
2. **Educations rights [The Individuals with Disabilities Educational Act]**

Laws and regulations aren't enough- It is the everyday application that counts

Advocacy has been about
asking those in charge to do
what is right

Others make decisions for the disability community

Yet, there is much to be done...

- **Implementation of the laws and regulations is still not perfect**
- **Decisions are made everyday that affect persons with disabilities, without input from them**
- **Protests continue on significant issues**
- **Input is often reactive instead of proactive**



It is time for us to act more effectively

What do we need?

We need activists that can make inclusion happen

We need individuals who are community leaders

Assertive

Decisive

Inclusive




Let's continue to fight for our rights!

Independent living movement is
ready for the



We need a change in tactics!

As Edwin Markham so poignantly said



He drew a circle that
shut me out —
Heretic, rebel, a thing to
flout.
But love and I had the
wit to win:
We drew a circle that
took him in!

**Extract: Poem
“Outwitted”**

The next phase is for people
with disabilities to become the
people in charge



“Nothing about us without us”

PWDs need to become decision makers



Through active participation in

1. Local and state policy councils
2. CBOs and Government agencies

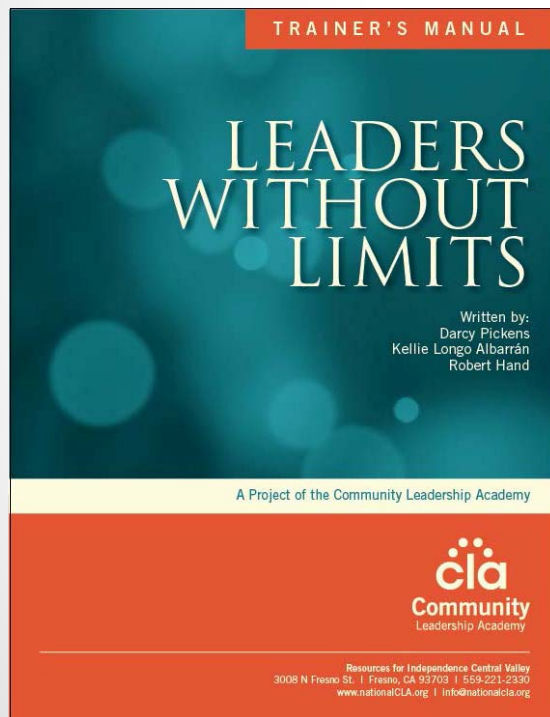
These are the groups that are easiest to get into and have a lot of local influence

RICV set a goal for PWDs to become full participants in their communities



Not just to receive all services; to have access; but to be full participants in the community

Our Solution?



**A leadership program to
develop and encourage
leaders**

**COMMUNITY LEADERSHIP
ACADEMY**

How?

How do we pick individuals who will become community leaders?

Someone who can be part of the change.

Someone who can make things happen.



What do we look for in community leaders?

- **Independence**
- **Mannerisms**
- **Courage**



- **Integrity**
- **Confidence**
- **Commitment**

Look for qualities that the community will respect

- **Ability to work well with others**
- **Knowledge of community, people and resources**
- **Ability to run meetings effectively**



**Activism and Community leadership
are NOT the same**

Recruiting community leaders with disabilities



- ✓ **Look for PWDs who are successful in any field**
- ✓ **Recruit from university students**
- ✓ **Consciously observe those who are doing advocacy**

When we find good potential leaders



We must have effective methods for teaching
community leadership

Community Leadership Academy



**We will review some of the leadership skills
our academies address**

Agenda – Day 1

- I. Introductions.....9:00-9:30am**
- II. The Trainer9:30-10:00am**
- III. CLA Basics.....10:00-10:45am**
- Break 10:45-11:00am**
- IV. Leadership in the Community.....11:00-12:00pm**
- Lunch 12:00-1:00pm**
- V. Functions of the Nonprofit board..... 1:00-4:00pm**

Agenda – Day 2

VI. Government Commissions.....9:00-10:00am

VII. Community Interactions.....10:00-10:45am

Break 10:45-11:00am

VII. Final Exam and Graduation.....11:00-12:00pm

Lunch 12:00-1:00pm

IX. Placement of Graduates.....1:00-2:00pm

XII. Wrap-up and Getting Started.....2:00-4:00pm

Leadership skills

Natural vs. appointed leadership

Natural leaders have authority because people trust them.

Appointed leaders have authority because of the position they hold.



Appointed Authority

- **Board members are appointed authority figures**
- **They have a responsibility for developing policy**
- **For providing specific level of governance in the organization they serve**



Natural Leader



- **“Natural” leadership traits will not necessarily be taught in the Community Leadership Academy, however trainers must ensure they realize, encourage and foster these traits in participants.**

**We want our appointed authorities to be natural leaders.
Know who the natural leaders are on a board**

Parliamentary procedures

Second

POINT OF ORDER

Call to Order



Motion

**Calling the
question**

VOTE

Good reference guide: Roberts Rules of Order

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The Community Leadership Academy teaches Robert's Rules of Order and how boards actually operate

Discussion before a motion

“Friendly” Amendments

“Common Motions”:

Adjournment – close a meeting

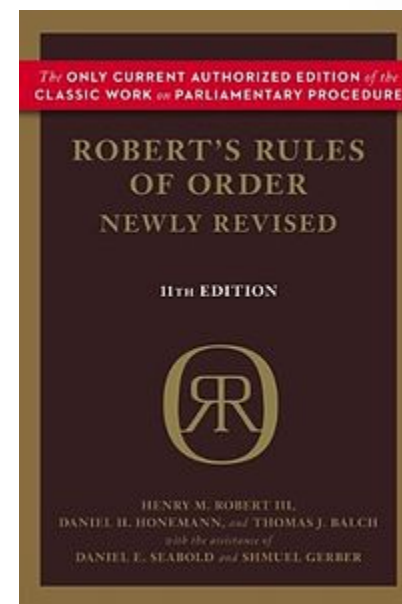
Tabling – temporarily lay aside

Calling the Question – close debate

Make a motion

Amending motions

Point of order – enforcing rules



Parliamentary procedures: Sample agenda

Call to order

Role call of members

present

Reading of minutes of last

meeting

Officer's reports

Committee reports

Special orders

Unfinished business

New business

Announcement

Adjournment



Understanding non profit finances

- **Basic understanding of agency's overall budget**
- **Anomalies: Is the year to date figure for any line item significantly lower or higher than budgeted?**
- **Trends: If an income item is low, did it start low or is it going down?**
- **Odd: Do any numbers look out of place?**
- **Big changes: has a new department, line item or major item been added since the previous month?**
- **Finally: It is important to Ask Questions**

Government Councils

Open meeting laws (vary by state)

Accepting the role of a government representative



New funding opportunities for CILs

We help CILs identify ways to fund leadership academies

Community involvement, youth leadership, building infrastructure

ILCs in California are joining hands to get funding to conduct CLAs

Working together: Towards one goal



What have we achieved so far?

- **Eight Community Leadership Cohorts held by RICV**
- **Over 100 graduates in the Central Valley, California**
- **Over 40% placement in boards and committees**
- **Six CILs trained and are starting their own CLAs**
 - **ABLE South Carolina has started their first cohort**
- **South Korea now working on starting their own CLA**

HOW?

Call us to arrange for a “ Leaders Without Limits” training program

That can help you start your own Community Leadership Academies

OR

Start your own innovative leadership program

Lets move with concerted effort to make this CHANGE happen!

Contact us:
www.nationalcla.org
or
bhand@ricv.org