Inclusive Advocacy Leadership Development (IALD)  

**NCCDD State Plan Objectives Addressed**

- **Objective A:** As mandated by the Developmental Disabilities and Bill of Rights Act (DD Act), increase support to statewide self-advocacy organization(s) through leadership development & coalition participation
- **Objective B:** Increase individual, family, public and system knowledge and engagement to provide system advocacy for the financial security and community living opportunities of individuals with intellectual and other developmental disabilities (I/DD)
- **Objective C:** Increase professional development to improve expectations and supports for individuals with I/DD

**Initiative Goals and Timeline**

The NCCDD's Inclusive Advocacy Leadership Development (IALD) planning initiative spans October 1, 2016 – December 31, 2017. Initiative goals include:

- Educate advocates for I/DD
- Support the establishment of a NC Self Advocate (SA) organization
- Advance I/DD-SA leaders and their opportunities to lead
- Support I/DD-SA participation in cross-disability/culturally diverse coalitions
- Recruit, prepare and mobilize professionals of the I/DD field and community leaders to advance I/DD-SA opportunities

**Description of Activities**

- The NCCDD IALD initiative is about leadership development and has two primary features: Advocacy Organizing and Leadership Training Curriculum Development. Both features are mandates in the DD Act for Councils on Developmental Disabilities and are part of the NCCDD Five-Year Plan.
- The DD Act also expects collaboration among the NC DD Network that includes the NCCDD, Disability Rights NC (DRNC) and the Carolina Institute for Developmental Disabilities (CIDD).

**Achievements and Outcomes to Date**

- Following a rigorous interview process, two co-coordinators were engaged as temporary employees of the NCCDD.
- **Activity I:** The NCCDD, DRNC, and the CIDD maintain shared commitment and balanced support of this IALD activity. Twelve (12) self-advocate members of the NC DD Network boards engaged in the “Planning Alternative Tomorrows with Hope” (PATH) strategic planning process for the advancement of self-advocacy organizing in NC. The NC Empowerment Network (NCEN) is the chosen moniker of the self-advocate members.
  - The NCEN has taken steps to reactivates and transform the Association of Self-Advocates of NC (ASANC). With support from the single active member of ASANC, the NCEN self-advocates became members of ASANC to legally proceed through the steps of transitioning the ASANC 501c3 to the NCEN. The NCEN Mission Statement: Advocating for inclusive and equal lives for North Carolinians with intellectual and developmental disabilities throughout the state. The NCEN Vision Statement: Our vision is for people with disabilities to be influential leaders for social change. NCEN Catch Phrase: Get Your Lead On!
- **Activity II:** NC Partners in Policymaking© and NC Advancing Strong Leadership in Developmental Disabilities graduates, mentors and staff made up a 9-member panel to discuss strengths and other features of the two training programs. The panel also discussed plausibility of combining elements of Advancing Strong Leadership and Partners in Policymaking.
  - The primary themes from the panel discussion included: growth and development; network-building/network activism; diversity within the context of disabilities; and program structure features.
  - Members of the panel and select other Advancing Strong Leadership and Partners in Policymaking graduates, staff and mentors make up a steering committee developing a structure and materials for surveying other graduates, staff and mentors to inform a potential future inclusive leadership training and development processes.
  - The steering committee is also developing schedule options for survey implementation.

**Expected System Change as Result of Initiative**

- The goal of the IALD initiative is to strengthen the knowledge and skills of self-advocates with intellectual and developmental disabilities and individuals concerned with I/DD to effectively influence others regarding the capabilities of people with I/DD and to effectively influence systems change that positively impacts people with I/DD.