

AGENDA
CULTURAL RELATIONS ADVISORY BOARD
Wednesday, February 15, 2023 – 11:00 am
Commission Chambers– 806 N. 2nd Ave.

CALL TO ORDER

Introductions

OLD BUSINESS:

1. Strategic Plan for Welcoming and Integration
 - a. Implementation/Tracking
 - i. Naturalization Scholarship
 - ii. Civic Engagement Pillar
2. Crossroads Kitchen Video Premiere
 - a. Promotion and Discussion Format
3. Welcoming Week Committee
 - a. International Festival 2023

NEW BUSINESS

1. Election of Chair/Vice Chair
2. CRAB Bylaws & Resolution
3. Review City Webpage
4. Local Government Reimagined – City Presentation
5. My Transition, My Career
6. Americorp Fellows

BOARD PROGRAMS/DATES (keep in mind):

1. Guatemalan Consulate Mobile Services (tentative) – Saturday, March 11 – Sunday, March 12, 2023
2. Naturalization Scholarship Deadline – Wednesday, March 22nd
3. USCIS Mobile Services in Garden City – Monday, March 27th
4. April – Celebrate Diversity Month
5. Crossroads Kitchen Video Premiere (tentative) – Friday, April 28th, 2023
6. Cinco de Mayo – Friday, May 5th, 2023
7. Sunday, May 21, 2023 is World Day for Cultural Diversity for Dialogue and Development
8. June – Immigrant Heritage Month
9. World Refugee Week June 20-26, 2023
10. Americorp Fellows (tentative) – June 26th – August 4th, 2023
11. National Welcoming Week – September 8-17, 2023
12. International Festival 2023 – Saturday, September 9th, 2023
13. National Hispanic Heritage Month September 15- October 15, 2023
14. Engage Dodge – October-November 2023
15. Human Rights Day – Saturday, December 10, 2023

COMMENTS FROM BOARD MEMBERS/STAFF

ADJOURNMENT

Dodge City Welcoming Plan - Implementation Metrics

Impact Indicators	2022	2023	
	Actual	Goal	Actual
Equitable Access & Communication			
Language Access: Encourage local public entities to adopt and implement a Language Access Plan with a comprehensive and current bank of qualified interpreters.			
Diverse Community Ambassadors: Assemble, inform and engage key influencers, leaders, and potential leaders from the entire community to better understand how information is received by community members, ensure accurate information is disseminated and engagement is inclusive.			
Connect Communities: Community-building events bring newcomers, long-time residents, law enforcement officers, nonprofits and others together to learn from and about each other, share food and music and build trust.	① Crossroads Kitchen was held and featured community members from 10 different countries who shared their stories and a sample of food from their home country.		
Technology: Internet access and technology is equitable, affordable, and available to all residents. Basic computer skills classes and technical assistance are available and affordable. Community partners provide culturally relevant services.			
Public Transportation: is available at the times residents need it (including evenings and weekends), alternative transportation (walkability and biking) safety is improved.			
Initiatives: Such as the Engage Dodge Program that help residents understand, engage with and participate in local government and civic life are well-known and accessible to newcomers.	① Bilingual Engage Dodge program was held in partnership with the ESOL & Diversity program and the DCCC Adult Learning Center. Five 2-hour long sessions were held with a total of 30 attendees.		
Civic Engagement			
Voter registration and Get Out The Vote Efforts: Eligible voters are registered and informed on the issues and candidates, voting polls are accessible and voters know where to exercise their right to vote.	① The City of Dodge City made 6 posts about voting in lead up to the 2022 General Election. Posts began 3 weeks before Election Day. ② The City of Dodge City provided free transportation for voters to vote early or on Election Day.		
Continuous education about the decennial Census , the American Community Survey, and the redistricting process occurs in the community.			
Civic mentorship programs are established: Current civic leaders are paired with community members to mentor them about civic leadership and encourage them to pursue leadership positions in the community.			
Local leadership positions are publicly advertised and all members of the community are encouraged to apply. Workshops and information sessions on how to run for local office and join local boards are held in multiple locations, times and languages.			
Refugee & Immigrant Integration			
Community Welcome Center: Centralized location (both physical and virtual) for accessing information about community services relevant to newcomers. The Welcome Center also facilitates communication between service provider agencies in the community and there is follow-up on referrals made.			
Immigration legal assistance including free clinics (DACA renewal and Naturalization consultations), United States Citizenship and Immigration Services (USCIS) and consular mobile services are held regularly, accessible and advertised widely. A permanent USCIS office be established in Southwest Kansas, with preference of a Dodge City location. Immigration legal services assistance capacity is expanded with additional funding support and community volunteers.	① In conjunction with DCPL, the Mexican Consulate provided mobile services to community members in September. ② UFCW Local 2 held a free citizenship assistance event for the community for the second year. ③ USCIS visited Dodge City to present on "How to Become a U.S. Citizen." 36 participants attended. ④ The Guatemalan Consulate was brought to Dodge City for the first time in November to provide mobile services. Over 300 community members were served.	Guatemalan Consulate (Mar.), UFCW Local 2 Citizenship Clinic (May), Naturalization Scholarship, bi-annual DACA Renewal Clinic	
Provide education and training about acceptable identification documents commonly used by immigrants and refugees in the community, including documents produced by USCIS consular offices of foreign countries in the United States.			
Positive stories and spotlights about newcomers are regularly published in local news outlets and across the state.			

Dodge City Welcoming Plan - Implementation Metrics

Impact Indicators	2022	2023	
	Actual	Goal	Actual
Regular opportunities for newcomers to interact with long-term residents and build neighborly friendships are coordinated intentionally; New arrivals are paired with long-term residents for mentorship and social connection. In addition, initiatives, and programs to build trust among New Americans and Law Enforcement are available and promoted. Volunteer opportunities are widely available.			
Governmental entities and community organizations advocate for inclusive legislation, policies, and initiatives at the local, state and federal level.			
Safe & Healthy Community			
Healthcare Access: All Dodge City residents know when and where to access healthcare services, including dental and vision services, and are able to get the support they need regardless of insurance status, socioeconomic status, cultural concerns, language challenges or other barriers. Health education community outreach and clinics for basic healthcare needs occur frequently.		bring back a fair to provide services	
Mental Healthcare: is available and accessible Bilingual providers are available. All providers are trained in trauma informed care. Mental health services are culturally competent. Community outreach assists with overcoming stigma of mental health diagnoses and treatment.			
Disaster Preparedness: Enhance outreach and support for disaster preparedness and emergency responses that are culturally and linguistically responsive through coordination with local disaster response agencies and Ford County Emergency Management. Interpretation services are immediately available for 911 calls.	① Students from the ESOL & Diversity program and from the Adult Learning Center shared with 911 Communications Director Elliot Linke reasons why immigrant/refugee communities are hesitant to call 911. ② The City of Dodge City worked with Ford County Emergency Management to distribute Warming Shelter information in Spanish as well as English.		
Education & Economic Opportunity			
Child Care: Quality child care is affordable and available at the times parents need to work (including 2nd and 3rd shifts), go to school, or engage in the community. Newcomers are empowered, educated and are aware of resources available to become certified child care providers.	① Dodge City/Ford County Development received the Office of Rural Prosperity Rural Champions grant to drive childcare efforts. A Childcare Champion will fill in gaps to ensure progress.		
Banking and Financial Services: Lending institutions offer products and services that are appropriate and accessible across cultural, religious, and national origin status. Banks and financial institutions recognize and accept identification documents and immigration status (other than exclusively citizenship and/or green card status) while catering these services.			
Housing Challenges and Opportunities: Affordable, appropriate housing is available, families are educated about tenant rights and responsibilities, local governments and nonprofit organizations are partners in improving housing opportunities and families are able to become homeowners.			
Youth Mentorship Programs Are Established: Current community leaders and professionals are paired with youth (with intentional outreach to immigrant and refugee youth) to mentor them about post-secondary opportunities, specific career paths and encourage them to pursue staying or coming back to Dodge City after college graduation.			
Clear paths to professional recertification exist for foreign-educated professionals through local and state education institutions			
Adult education is available and accessible for all newcomers and meets their needs, including English as a Second Language and trade certification programs.			

Strategic Plan - Civic Engagement

Dodge City Demographics

- According to the U.S. Census Bureau (2016-2020 5-Year American Community Survey), Dodge City has an estimated **Citizen Voting Age Population (CVAP) of 13,295** of which . . .
 - **50%** are White alone
 - **43%** are Hispanic/Latine,
 - **4.2%** are Black, and
 - **1.7%** are Asian
- According to the U.S. Census Bureau (2020 ACS 5-Year Estimates Data Profiles), Dodge City's estimated **total population is 27,186**.
 - Household Income
 - HHI less than \$50,000- **47.1%**
 - Average HHI - **\$52,654**
 - Median HHI - **\$69,345**
 - Age 15-24 – **15.5%**
 - Education
 - Less than high school (Age 25+)– **29.1%**
 - Some college (Age 25+) – **29.2%**
 - Less than bachelor's degree (Age 25+) – **84.3%**
 - Race/Ethnicity
 - White - **29.7%**
 - Hispanic/Latine – **63.8%**
 - Black - **2.2%**
 - Asian - **1.4%**
- County records state there are **11,787 registered voters in Dodge City** (as of 12/19/22).

Voter Turnout Research

- According to various studies, **voters who are low-income, less educated, young, or of a racial/ethnic minority disproportionately turnout to vote at lower rates** than their respective counterparts.
- The reasons behind the low turnout vary, but common reasons such demographics hardly vote include the cost of **becoming informed** about politics, **lack of mobilization, language barriers,** and **unfamiliarity with voting procedures**.

CRAB Comments - January

- The Board has heard from community members that the **voting process is intimidating**, which deters some people from voting.
 - Coral shared from her experiences as a poll worker that there are workers at the polls and in the Elections Office that are more than glad to help voters during the process.
 - It is recommended that information be shared that breaks down different aspects of the voting process including how to use the machines, what documents to bring, what the process looks like, etc.
- The Board shared that some people do not vote because they **do not understand what is on the ballot**. This contributes to voters feeling intimidated.
 - Coral shared that some people request an advance ballot to see what they will vote on, but they don't understand that it's not a ballot preview but an actual ballot. These voters thus can only vote provisionally on Election Day.
 - Many of the Board members shared their own experiences of going out to vote and seeing an issue on the ballot they didn't know existed. There were some Constitutional Amendments (e.g. abortion and sheriff) that had quite a bit of information being shared while other issues such as the Executive/Legislative Powers Amendment did not.
- The Board believes another deterrent to voting is the thought that **local elections do not matter** as much as federal/state ones.
 - During the 2022 Primary, many voters turned out to vote because of the Constitutional Amendment. Coral shared that many young, independent voters did not want to affiliate and only came to vote on the amendment. They only wanted to vote on issues that mattered to them.
 - It is recommended that emphasis be placed on the impact of local elections/local government on residents' everyday lives.

The Board generally agreed that more information needs to be shared about the voting process, local elections, and issues on the ballot. How to get information out to people was a question that the Board had.

- It was suggested that an **action item be presented to the County** so that the County Elections Office can take a larger role in these efforts.
- It was shared that the City walks a thin line when sharing election-related information, but that City Commissioners generally have more freedom (e.g. Sales Tax Information).

RESOLUTION NO. 2010-19

A RESOLUTION PROVIDING FOR THE CREATION, MEMBERSHIP, STRUCTURE AND RESPONSIBILITIES OF A CULTURAL RELATIONS ADVISORY BOARD TO ADVISE THE GOVERNING BODY OF THE CITY OF DODGE CITY, KANSAS, WITH REGARD TO ISSUES AFFECTING MINORITY POPULATIONS WITHIN THE CITY.

WHEREAS, the City of Dodge City consists of a very diverse and dynamic population, representing several major ethnic groups; and

WHEREAS, the principals of representative democracy require that the interest of all people be heard and considered in the establishment and administration of ordinances and policies, and in the general governing of the City; and

WHEREAS, it is the policy of the City of Dodge City to promote and foster goodwill, and through cooperation and conciliation among all groups and segments of the population, to eliminate and prevent within its boundaries discrimination, segregation or separation because of race, color, national origin or ancestry.

NOW THEREFORE, BE IT RESOLVED, by the Governing Body of the City of Dodge City, Kansas:

SECTION I. That it is advisable, desirable, and will be to the overall benefit of the City of Dodge City, Kansas, to create and establish a City appointed Cultural Relations Advisory Board, (hereinafter referred to as "The Board") which shall act in an advisory capacity to the Governing Body of the City, and as otherwise requested, so as to insure the implementation of the purposes herein below set forth.

BE IT FURTHER RESOLVED that:

1. The purpose of the Cultural Relations Advisory Board is to advise the City Commission related to or affecting minority communities within Dodge City, to monitor the policies and practices of the City of Dodge City to issue fair and equitable application, and to act as a resource for intercultural awareness, education, and celebration among all people.
2. That the members shall be composed of nine representatives, appointed for three (3) year terms by the Mayor of the City with the advice and consent of the City Commission, provided that when initial appointments are made, three (3) shall be for terms which expire January 31, 2011; three (3) shall be for terms which expire January 31, 2012; and three (3) shall be for terms which expire January 31, 2013. Thereafter, all appointments shall be for three (3) years.

3. Membership on the Board will be represented from each of the following:
 - Cargill Meat Solutions
 - National Beef Packing
 - Ministerial Alliance
 - United Way
 - USD #443
 - Dodge City Community College/Adult Learning Center
 - Mexican American Ministries
 - Chamber of Commerce
 - At large.
4. Organizations and groups that represent cultural relations interests will be included on the agenda of the monthly meetings.
5. The Board shall convene in a place and time designated by a vote of the members. At such meeting, the Board shall elect a chairperson for an initial term which expires January 31, 2011, and thereafter for a term of one (1) year, and may elect other officers, adopt bylaws, and determine the time and place for future meetings. A quorum shall consist of five (5) members.
6. The City Manager shall appoint a staff representative to the Board. The staff representative shall assist the Board in the performance of its duties, keep a record of the proceedings of the Board, and notify members of the date, time, and place of meetings of the Board.
7. The Board shall act in an advisory capacity and its function shall be to further amicable relations among the various segments of the population which comprise the City of Dodge City; to help preserve and further the good name of the City for tolerance and fairness and to promote better relations among its people; to help make it possible for each citizen to develop talents, abilities, and opportunities without limitations. The Board shall advise the Governing Body on problems affecting human and intergroup relations; may make studies, surveys, and investigations to provide accurate data for orderly and constructive community development and recommend such measures that are deemed necessary to carry out such recommendations; consult with and coordinate efforts among agencies, both public and private, such as local businesses, schools, law enforcement agencies, social welfare organizations, youth and senior groups, and other similar groups which function in the field of human relations. The Board may utilize the resources of individuals and groups towards the improvement of intergroup relations, enlist all potential community forces in an effort to make more secure and to extend democratic rights, opportunities and practices, and influence and encourage community support for educational programs and appropriate legislation designed to combat those misconceptions, prejudices, and untruths which tend to set group against group, reduce tensions created by ignorance and bigotry, and eliminate discriminatory practices arising from prejudice. The Board

may recommend to the Governing Body human relations policies, procedures, and programs.

8. The Board, with the prior approval of the Governing Body, may expend funds, may accept contributions from any persons or governmental unit to assist in their efforts, and may enlist the cooperation, including the financial assistance of private, charitable, religions, labor, civic, or benevolent organizations for the purposes set forth. All funds shall be received and disbursed in the name of the City of Dodge City, Kansas. A budget provision for such receipts and expenditures shall be made part of the City's operating budget.
9. The Board shall report and make recommendations to the Governing Body of the City of Dodge City at regularly scheduled meetings of the Governing Body not less than twice each calendar year commencing in 2011.

SECTION II. That this resolution shall be effective on the date approved and adopted below.

APPROVED AND ADOPTED by the Governing Body of the City of Dodge City, Kansas, this ____ day of _____, 2010.

E. Kent Smoll, Mayor

ATTEST:

Nannette Pogue, City Clerk

Bylaws of the Dodge City Cultural Relations Advisory Board
Adopted Month Day, 2023.

ARTICLE I: PURPOSE

- A. Background.** On June 21, 2010, the City of Dodge City Commission (“Commission” or “Governing Body”) adopted Resolution #2010-19 (the “Resolution”) forming the Cultural Relations Advisory Board (“the Board”). The Resolution provided for formation of the Board for the purpose of advising the Commission regarding issues affecting minority populations within Dodge City.
- B. Purpose.** The purpose of the Board is to advise the City Commission related to or affecting minority communities within Dodge City, to monitor the policies and practices of the City of Dodge City to issue fair and equitable application, and to act as a resource for intercultural awareness, education, and celebration among all people.

ARTICLE II: COMPOSITION

- A. Board Members.** The Board shall be composed of nine (9) representatives from each of the following:
- Cargill Meat Solutions - One (1) representative
 - National Beef Packing - One (1) representative
 - Dodge City Ministerial Fellowship - One (1) representative
 - United Way - One (1) representative
 - USD #443 - One (1) representative
 - Dodge City Community College/Adult Learning Center - One (1) representative
 - Genesis Family Health - One (1) representative
 - Chamber of Commerce - One (1) representative
 - At large - One (1) representative
- B. Staff Representative.** The City Manager shall appoint a staff representative to the Board. The staff representative shall assist the Board in the performance of its duties, keep a record of the proceedings of the Board, and notify members of the date, time, and place of meetings of the Board.
- C. Terms of Office.** Board members shall be appointed for three (3) year terms by the Mayor of the City with the advice and consent of the City Commission. A term shall begin on the first (1st) day of February and shall expire at the end of the thirty-first (31st) day of January of the appropriate last year of the term. Reappointment shall be allowed for all positions.
- D. Resignation, Vacancies and Attendance.** A committee member may resign at any time by giving written notice to the remaining members of the committee. The notice shall be effective upon the date of receipt, or at a later date indicated in the notice. A committee member shall immediately cease to be a committee member in the event they no longer meet the qualification requirements in the bylaws. Vacancies shall also occur in case of the death, incapacity, or incarceration of a committee member. Vacancies on the committee shall be filled in accordance

with the provisions of paragraph II A. of these bylaws. All members are requested to contact the Staff Representative prior to a meeting if they are unable to attend. After one missed meeting, the member will be called by the Chair. Any member who is absent without excuse for two (2) board meetings within one year shall be subject to removal by the Board.

- E. Officers.** The officers of the Board shall be the Chair and Vice Chair, chosen as follows:
- 1. Time of Election.** At the first organizational meeting and thereafter annually in February of each year, the voting members of the Board shall elect the Chair and Vice Chair from among their members. The Secretary shall be an employee of the City of Dodge City designated from time to time by the City Manager to perform the functions of Secretary described in these Bylaws.
 - 2. Term.** The Chair and Vice Chair nominated and elected at the initial meeting of the Board shall begin their terms of office immediately upon election. If the office of Chair becomes vacant during the term, the Vice Chair shall become Chair. Vacancy in the office of Vice Chair during the term shall be filled by a voting member elected by the voting members to serve the remainder of the term.
 - 3. Duties of the Chair and Vice Chair.** The Chair, or the Vice Chair in the absence of the Chair, shall act as the presiding officer of the Board and in that capacity shall preserve order and decorum, decide questions of order subject to being overruled by a vote of four members and perform such other duties as are required by these Bylaws, and the resolution(s) of the City of Dodge City creating and/or modifying the composition and charge of the Board. The Chair shall have all the rights and duties enjoyed by any other member of the Board, including the right to make and second motions.
- F. Compensation and Budget.** The members of the Board shall serve without compensation. The Board, with the prior approval of the Governing Body, may expend funds, may accept contributions from any persons or governmental unit to assist in their efforts, and may enlist the cooperation, including the financial assistance of private, charitable, religions, labor, civic, or benevolent organizations for the purposes set forth. All funds shall be received and disbursed in the name of the City of Dodge City, Kansas. A budget provision for such receipts and expenditures shall be made part of the City's operating budget.

ARTICLE III: MEETINGS

- A. Date and Time of Regular Board Meetings.** The Board shall convene in a place and time designated by a vote of the members. Meetings may be held in person, by email, by telephone, or a similar electronic method agreed upon by the majority of the Board. At such meeting, the Board may determine the time and place for future meetings. A quorum shall consist of five (5) members. Notwithstanding the foregoing, any regularly scheduled meeting of the Board may be canceled by majority vote of the Board or, for lack of business or a quorum, by the Chair or Staff Representative.

- B. Special Board Meetings.** Special meetings of the Board shall only be called upon a determination by the Staff Representative that there is need to hold a special meeting for the Board to fulfill its purpose and perform its duties and functions.
- C. Agendas.** The Secretary shall prepare, post, and otherwise give notice of the agenda for each meeting of the Board.

ARTICLE IV: CONDUCT OF MEETINGS

- A. Order of Business.** The regular order of business of the Board shall be:
 - 1. Call to order and roll call.
 - 2. Public comment on items not on the Agenda.
 - 3. Approval of the minutes of the previous meeting.
 - 4. Consideration and action on Agenda items.
 - 5. Committee member reports/comments.
 - 6. Adjournment.
- B. Recording of Meetings.** Any meeting of the Board, other than a closed session, may be recorded by any person, unless the Board determines that such recording could constitute a disruption of the proceedings.
- C. Presentations to the Board.** Organizations and groups that represent cultural relations interests will be included on the agenda of the monthly meetings. Any person desiring to address the Board shall be requested, when recognized by the Chair, to give their name and address to facilitate preparation of the minutes, although no persons shall be denied recognition or denied the opportunity to speak solely because they decline to state their names and addresses. The Chair may, in the interest of facilitating the business of the Board, set in advance of the presentation of public input, reasonable time limits for oral presentation. Persons may be required to submit written testimony in lieu of oral testimony if the Chair determines that a reasonable opportunity for oral presentations has been provided, and in such case, the matter may be continued to a later date to allow a reasonable time for such submittals to occur.
- D. Recordation of Board Actions.** All official actions or decisions by the Board shall be entered in the Board minutes kept by the Secretary. The vote or votes of Board members on every question shall be recorded.

ARTICLE V: VOTING AND QUORUM

- A. Roll Call Vote.** A roll call vote may be required for voting upon any motion of the Board, at the discretion of the Chair.
- B. Inaudible Votes.** Any member present who does not vote in an audible voice shall be recorded as voting “aye.” Members may abstain from voting if the member has recused himself or herself from participating due to a conflict of interest, in which case the member shall not be present in the meeting room during the discussion and action on the item.
- C. Quorum.** A quorum shall consist of five (5) members.

- D. Number of Votes Required for Action.** No action or recommendation of the Board shall be valid and binding unless a quorum is present, and the action is approved by a majority vote of the Board members actually present at the meeting. Each member shall have one vote. No votes may be cast by proxy. Tie votes shall be considered as a denial of the motion.
- E. Voting Affected by Conflict of Interest.** As a general rule, no member shall participate in any discussion or voting if to do so would constitute a conflict of interest. Notwithstanding the foregoing, if a quorum cannot be achieved or the required number of affirmative votes for action obtained because conflicts of interest exist that prevent members having such conflicts from discussing or voting on the matter, and the conflicts are such that an insufficient number of non-conflicted members will be available to vote at a later date even if the matter is continued, then the matter shall not be continued and a sufficient number of members having conflicts of interest, selected by lot, shall be allowed to participate to provide enough votes for the Board to form a quorum and take affirmative action.
- F. Motion to Reconsider.** The Board may reconsider a matter during the meeting at which the vote was taken, provided all members who were present when the matter was discussed and voted upon are still present and provided further that the motion to reconsider is made by a member who voted with the prevailing side. A motion for reconsideration shall have precedence over every motion except a motion to adjourn. A final vote on any matter may also be placed on the agenda for reconsideration by the Board upon motion of any member at any later meeting. When the Board approves a motion for reconsideration, the Board may, in its discretion, reconsider the matter immediately or at a later date.

ARTICLE VI: BYLAWS AMENDMENT

These Bylaws may be amended only with the approval of Board and to the extent not inconsistent with any applicable federal, state, or local law.



MY TRANSITION
MY CAREER

A Youth and Family Led Systems Change Project

My Transition, My Career will draw on the power of self-advocates and their families to improve the service landscape in Kansas. We believe that the best ideas to address employment and the transition will come from the community, so this project, led by Kansas University Center on Developmental Disabilities (KUCDD) and our partners, will support diverse, youth and family led teams to improve transition services. KUCDD will support communities to create community teams of diverse stakeholders to identify strengths and assets in their community, create and implement a plan to enhance supports and services, and plan for sustainability.

By using this process, we believe that communities can make employment and transition services work better for youth and families.

KUCDD will support teams to use a four phase systems-change process over three years:

- **Phase 1 (6 months):** Engage self-advocates, family members, and other stakeholders, particularly those from marginalized communities to establish a community team focused on leading the systems-change process.
- **Phase 2 (6 months):** Engage community stakeholders in a process (facilitated by KUCDD) to understand community strengths, identify areas of need, and develop a plan to address areas of need.
- **Phase 3 (12 months):** Implement community plans to improve employment and transition outcomes with support from KUCDD. As part of the community plan, each community will implement at least one evidence-based practice to enhance opportunities for employment outcomes and hold three community events to engage diverse stakeholders (e.g. employers, families and youth from marginalized communities).
- **Phase 4 (12 months):** Plan for sustainability, including connecting the community team to a larger network of communities supported by KUCDD to implement systems change projects.

KUCDD offers the following supports:

- Provide \$1000 stipend to support community engagement projects
- Provide technical assistance on planning and conducting monthly meetings, implementing evidence-based practices and planning community engagement events
- Facilitate community events to identify strengths and assets

Community Team Commitment:

We believe that a small, committed team can provide leadership to change systems. To ensure the community team has the experience needed to lead change, the team needs to include:

- Youth with intellectual or developmental disabilities (IDD)
- Family members of youth with IDD
- School practitioners and transition coordinators
- Employment specialists
- Disability service providers

In our experience, the team will also benefit from including civic leaders, employers, leaders of faith communities, and representatives from community groups relevant to each community.

Interested?? For more information contact Evan Dean at

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