

# **STATE PLAN FOR INDEPENDENT LIVING (SPIL)**

## **Rehabilitation Act of 1973, as Amended, Chapter 1, Title VII**

### **PART B - INDEPENDENT LIVING SERVICES PART C - CENTERS FOR INDEPENDENT LIVING**

**State: INDIANA**

**FISCAL YEARS: 2025-2027**

**Effective Date: October 1, 2024**

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#### **Executive Summary**

The 2025-2027 State Plan for Independent Living (SPIL) for Indiana serves as a strategic Plan to bring together the Independent Living (IL) Network, which includes the Statewide Independent Living Council (INSILC), the Indiana Division of Disability and Rehabilitative Services (DDRS)/of the Bureau of Rehabilitation Services (BRS) as the Designated State Entity (DSE) and ten Centers for Independent Living (CILs). It designs a framework that will advance the independence of individuals with significant disabilities through collaborative effort. Together, the Independent Living Network will work toward the mission of “self-determination and full inclusion of people with disabilities through the Independent Living Philosophy.” While each partner has their own organizational and community goals, this Plan is our vehicle to collaborate to impact all individuals with disabilities in Indiana.

Indiana Statewide Independent Living Council recognizes and acknowledges the importance of being an ally in the advancement of self-

determination and inclusion for all Americans, especially for those populations that experience multiple marginalization, whose intersectionality imposes increased challenges.

The World Institute on Disabilities defines multiple marginalization as: “Multiply marginalized people with disabilities are those who, in addition to being disabled, also belong to another marginalized group. This includes those who belong to marginalized genders, races, ethnicities, sexualities and/or economic backgrounds.”

SOURCE : <https://wid.org/why-multiply-marginalized-people-with-disabilities-should-be-prioritized-before-during-and-after-disasters-and-emergencies/>

In working toward that mission, the Independent Living Network had identified the following goals for this Plan:

- 1. The Indiana Independent Living Network will work to strengthen the network and increase resource capacity. (Build Resource Capacity of the Independent Living Network)**
- 2. Community Capacity Increased to Support the Independent Living Network and Promote Independent Living Philosophy throughout the State**
- 3. The Indiana Independent Living Network will promote and advocate for the integration and full inclusion of individuals with disabilities into the mainstream of American society. (Systems Advocacy)**

Throughout this Plan, the Independent Living Network will continue efforts toward making Indiana a better state for the 1 million (1,000,000+) Hoosiers with disabilities through the provision of the five core services, and collaboration with state and community partners. Special emphasis is placed on self-advocacy, self-determination, and leadership development among our peers with disabilities.

## **Section 1: Mission, Goals, Objectives, and Activities**

### **1.1 Mission:**

The mission of the Independent Living Network and the State Plan for Independent Living.

**Self-determination and full inclusion of people with disabilities through the Independent Living Philosophy**

### **1.2 Goals:**

The goals of the Independent Living Network for the three years of the plan:

- 1. The Indiana Independent Living Network will work to strengthen the network and increase resource capacity. (Build Resource Capacity of the Independent Living Network)**
- 2. Community Capacity Increased to Support the Independent Living Network and Promote Independent Living Philosophy throughout the State**
- 3. The Indiana Independent Living Network will promote and advocate for the integration and full inclusion of individuals with disabilities into the mainstream of American society. (Systems Advocacy)**

### **1.3 Objectives**

Objectives for the three years of the plan – including geographic scope, desired outcomes, target dates, and indicators. Including compatibility with the purpose of Title VII, Chapter 1.

# Goal 1: Build Resource Capacity of the Independent Living Network

## Goal 1. Section A.

- **Objective to be Achieved:** Secure additional funding to support and expand the Independent Living Network. The Independent Living Network will undertake activities that lead to increased capacity and stronger infrastructure.
- **Timeline:** 2025-2027
- **Data Collection Processes:**
  1. Data provided by Individual Independent Living Network Member to the Statewide Independent Living Plan Committee
  2. Program Performance Report
    - Section: Private Resources 1.1.3
    - Section: Individual Services 4.1
    - Section: Community Activities 5.6
  3. Independent Living Network Resource Capacity Assessment survey results and data
  4. Community Needs Assessment survey responses(See Section 1.A.1.1.C)
- **Geographic Scope:** Statewide
- **Desired Outcomes:**
  - 1 Desired Outcome 1:**

The Independent Living Network gained resources to increase the independence of Persons with Disabilities through increased services and programs.

    - **Outcome 1 Indicator(s):**
      - 1) Program Performance Report funding report shows a 2% increase annually in other funding.
  - 2 Desired Outcome 2:**

The Independent Living Network to gain resources to increase the number of services provided.

    - **Outcome 2 Indicators:**
      - 2) Program Performance Report services report shows a 2% increase annually in services provided.
  - 3 Desired Outcome 3:**

The Independent Living Network to gain resources to increase community activities that create community awareness of the Independent Living Network.

- **Outcome 3 Indicator(s):**

- 3) Program Performance Report community activities report shows a 2% increase annually.

#### **4 Desired Outcome 4:**

The Independent Living Network to gain resources to increase systems advocacy efforts that ensure Persons with Disabilities are aware of their rights and can better effectively advocate on their own behalf.

- **Outcome 4 Indicator(s):**

- 4) . Community activities related to systems advocacy show a 2% increase annually.

- (See Section: 2.A.1.5.)

#### **5 Desired Outcome 5:**

The Independent Living Network facilitates collaborative activities that support increased resource capacity.

- **Outcome 5 Indicator(s):**

- 5) Independent Living Network Members Resource Capacity Assessment survey data on resource capacity will be implemented, analyzed, and supports are implemented.

- a) Year 1- Quarters 1 & 2-- Resource Capacity Assessment created and distributed to the Independent Living Network Members to be completed.

- b) Year 1- Quarters 3 & 4-- Identification of development support needed in the Independent Living Network as indicated in the completed assessment survey.

- c) Years 2 & 3-- Creation and implementation of support to the Independent Living Network.

## **Goal 2: Community Capacity Increased to Support the Independent Living Network and Promote Independent Living Philosophy throughout the State**

### **Goal 2.Section A.**

- **Objective to be Achieved:** Hoosiers will better understand the needs and barriers of individuals with disabilities through community education of advocacy, self-determination, and the Independent Living Philosophy.

The Independent Living Network regularly engages in activities that are aimed at educating the community on topics that impact the disability community.

These community education activities are vital to the community stakeholders, policymakers, and members of the disability community.

Through increasing efforts in advocacy and community education activities, individuals will become more aware of the Independent Living Philosophy and the involvement of the members of the Independent Living Network in improving outcomes for Persons with Disabilities throughout Indiana.

- **Timeline:** 2025-2027
- **Data Collection Processes:**
  1. Data provided by Individual Independent Living Network Member to the Statewide Independent Living Plan Committee
  2. Community Needs Assessment survey responses(See Section 1.A.1.1.C)
  3. Conference data and reports
  4. Independent Living Network Information/Satisfaction survey responses
  5. Program Performance Report
    - Section: Employee Composition 2.2
    - Section: Community Activities 5.6
  6. Independent Living Network Resource Capacity Assessment survey results and data
- **Geographic Scope:** Statewide
- **Desired Outcomes:**
  - 1 **Desired Outcome 1:**

Expanded involvement of Persons with Disabilities with the Independent Living Network resulting in elevating the voices of persons with disabilities.

    - **Outcome 1 Indicator(s):**

1) Indicator 1

- a) Engagement of Persons with Disabilities increased via public comments, website comments, or attendance at Independent Living Network events.
- b) Indicator 1b
  - i) Indiana Statewide Independent Living Council will host quarterly (4) public input forums.
  - ii) The Indiana Statewide Independent Living Council will contribute/lead one (1) Independent Living Network Conference for cross disability networking opportunities during the State Plan for Independent Living period. (See Section: 2.A.1.5.)
- c) Consumer Needs Assessment survey will be collected from Persons with Disabilities seeking input of community challenges & barriers, including physical, linguistic, emotional, cultural, cognitive, and systematic.

**2 Desired Outcome 2:**

Increased number of Independent Living Network staff who are Persons with Disabilities within the Independent Living Network.

- **Outcome 2 Indicator(s):**

- 2) Program Performance Report Employee Composition report shows a 5% increase in the number of Persons with Disabilities in leadership positions and in employment across the Independent Living Network during the State Plan for Independent Living period.

**3 Desired Outcome 3:**

Communities and decision-makers are engaged and educated on the barriers and issues important to Persons with Disabilities resulting in increases in favorable legislation, housing, transportation, and independent living outcomes.

- **Outcome 3 Indicator(s):**

3) Indicator 3 Outcome

- a) Workshops, events, and other information resource sessions for education and advocacy throughout the Independent Living Network (See Sections 2.A.1.3.B, 2.A.1.4, and 2.A.1.5.)
- b) At minimum, one (1) Position paper will be created each year, (based on topics identified by Independent Living Network surveys) and distributed at workshops, events, and other information resource sessions throughout the Independent Living Network. Created Position papers will be reviewed and updated annually.
- c) Consumer Needs Assessment survey results/report will be distributed for advocacy by the Independent Living Network. (See Section 1.A.1.1.C)

**4 Desired Outcome 4:**

The Independent Living Network to gain resources to increase systems advocacy efforts that ensure Persons with Disabilities are aware of their rights and can better effectively advocate on their own behalf.

- **Outcome 4 Indicator(s):**

- 4) Information/Satisfaction survey will be utilized at all Independent Living Network community events to collect data of Persons with Disabilities participation on community boards, committees, workgroups, and other leadership/advocacy positions.

## **5 Desired Outcome 5:**

Public input forums create meaningful opportunities for cross-disability connection that identify, develop, and support emerging disability leaders.

- **Outcome 5 Indicator(s):**

- 5) Outcome 5 Indicator

- a) Each year, the Indiana Statewide Independent Living Council hosts quarterly (4) public input forums in different regions of the state and/or remotely.
- b) The Indiana Statewide Independent Living Council will contribute/lead one (1) Independent Living Network Conference for cross-disability networking opportunities during the State Plan for Independent Living period. Years 2 & 3-- Creation and implementation of support to the Independent Living Network
- c) Indiana Statewide Independent Living Council hosts/collaborates to provide a minimum of two (2) forum/town hall events annually that provide leadership development opportunities.



## Goal 2. Section B.

- **Objective to be Achieved:** Gathering input of the needs of Persons with Disabilities and promotion of peer-to-peer mentorship, resulting in elevating the voices of persons with disabilities.

Identification and assessment of community challenges & barriers, including physical, linguistic, emotional, cultural, cognitive, and systematic are critical for peer-to-peer engagement and implementation of the Independent Living Philosophy within the state of Indiana. **Timeline:** 2025-2027

- **Data Collection Processes:**

1. Data provided by Individual Independent Living Network Member to the Statewide Independent Living Plan Committee
2. State Plan for Independent Living Committee data.
3. Program Performance Report
  - Section: Community Activities 5.6
4. Independent Living Network Information/Satisfaction survey responses
5. Community Needs Assessment survey responses(See Section 1.A.1.1.C)

- **Geographic Scope:** Statewide

- **Desired Outcomes:**

- 1 Desired Outcome 1:**

State Plan for Independent Living engagement increases resulting in the identification of needs of Persons with Disabilities.

- **Outcome 1 Indicator(s):**

- 1) Indicator 1

- a) Increased number of Persons with Disabilities who interact with the State Plan for Independent Living measured by attendance at State Plan for Independent Living Committee meetings.
- b) Plain language version of the State Plan for Independent Living created and distributed.
- c) Quarterly (4) public input sessions held and the number of attendees who identify as a Person with Disabilities are recorded with Information/Satisfaction Surveys. (See Section: 2.A.1.4.)

- 2 Desired Outcome 2:**

Independent Living Network data identifies impacts on Persons with Disabilities to better understand their needs and opportunities for addressing those needs with Independent Living services and systems advocacy.

Example Topic areas: housing, transportation, healthcare, voting, disaster preparedness, and employment

- **Outcome 2 Indicator(s):**

2) Indicator 2

a) Years 1 - 3

- i) Information/Satisfaction survey from all Independent Living Network community events (See Section: 2.A.1.4.4.)
- ii) Quarterly Public Input sessions (See Section: 2.A.1.5.)
- iii) Consumer Needs Assessment survey (See Community Needs Assessment survey- Section 1.A.1.1.C)

b) Years 2 & 3

- i) Baseline data from inputs analyzed and identification of disability centric organizations to establish collaborative partnerships with.
- ii) Connection with other disability centric organizations—create a cohesive and collaborative approach to systems change within the state through coalition building.
- iii) Indiana Statewide Independent Living Council contributes/leads at least two (2) activities annually with disability centric organizations. (meetings, events, forums) (See Section: 2.A.1.5.)

**3 Desired Outcome 3:**

Public input forums create meaningful opportunities for cross-disability connection that identify, develop, and support emerging disability leaders.

• **Outcome 3 Indicator(s):**

- 3) Indiana Statewide Independent Living Council hosts a minimum of two (2) forum/town hall events annually that provide leadership development opportunities. (See Section: 2.A.1.5.)

### **Goal 3: The Indiana Independent Living Network will promote and advocate for the integration and full inclusion of individuals with disabilities into the mainstream of American society. (Systems Advocacy)**

#### **Goal 3.Section A.**

- **Objective to be Achieved:** The Independent Living Network collaborates to mitigate barriers for Hoosiers who are Persons with Disabilities. Increased awareness of the Independent Living Philosophy and the value of Centers for Independent Living will exemplify the importance and impact of the work of the Independent Living Network.  
Increased awareness may lead to increased numbers of consumers seeking services from the Centers for Independent Living, increased alignment of other partners working with Independent Living, and overall increased understanding of the Independent Living Philosophy and the needs of Persons with Disabilities.
- **Timeline:** 2025-2027
- **Data Collection Processes:**
  1. Data provided by Individual Independent Living Network Member to the Statewide Independent Living Plan Committee
  2. Community Needs Assessment survey responses (See Section 1.A.1.1.C)
  3. Program Performance Report
    - Section: Community Activities 5.6
  4. Independent Living Network Information/Satisfaction survey responses.
- **Geographic Scope:** Statewide
- **Desired Outcomes:**
  - 1 Desired Outcome 1:**

The Independent Living Network represents the interests of Persons with Disabilities regarding existing and emerging issues related to housing.

    - **Outcome 1 Indicator(s):**
      - 1) Each Independent Living Network Member will participate annually in at minimum two (2) housing centric meetings in their respective service area.
  - 2 Desired Outcome 2:**

Increased number of Independent Living Network staff who are Persons with Disabilities within the Independent Living Network.

    - **Outcome 2 Indicator(s):**

- 2) Each Independent Living Network Member will participate annually in at minimum two (2) transportation centric meetings in their respective service area.

### **3 Desired Outcome 3:**

The Independent Living Network represents the interests of Persons with Disabilities regarding existing and emerging issues related to employment.

- **Outcome 3 Indicator(s):**

- 3) Each Independent Living Network Member will participate annually in at minimum two (2) employment centric meetings in their respective service area.

### **4 Desired Outcome 4:**

Connections and collaboration with other disability centric organizations will be created based on public inputs—creating a cohesive approach to systems change within the state through coalition building.

- **Outcome 4 Indicator(s):**

- 4) Outcome 4 Indicator

- a) Years 1 – 3: Collection of Inputs from Independent Living Network surveys to identify focus areas for collaborative efforts.

- i) Information/Satisfaction survey from all Independent Living Network community events. (See Section: 2.A.1.4.4.)

- ii) Quarterly (4) Public Input sessions (See Section: 2.A.1.5.)

- iii) Consumer Needs Assessment survey (See Section 1.A.1.1.C)

- b) Years 2 & 3

- i) Baseline data from inputs analyzed and identification of disability centric organizations to establish collaborative partnerships with.

- ii) Evaluation of data will occur every 6 months to review and identify new focus areas defined by data results.

- iii) Connection and partnerships with other disability centric organizations established—creating a cohesive and collaborative approach to systems change within the state through coalition building.

- iv) Indiana Statewide Independent Living Council contributes/leads at least two (2) activities annually—meetings, events, forums with disability centric organizations. (See Section: 2.A.1.5.)

- c) A strategic plan for collaborative activities with disability centric organizations created and disseminated within the Independent Living Network.

## Goal 3. Section B.

- **Objective to be Achieved:** The Independent Living Network models strategic, cross-disability, systems change through responsive, innovative practices.
- **Timeline:** 2025-2027
- **Data Collection Processes:**
  1. Data provided by Individual Independent Living Network Member to the Statewide Independent Living Plan Committee
  2. Indiana Statewide Independent Living Council Emergency Preparedness committee reports and data
  3. Program Performance Report
    - Section: Community Activities 5.6
- **Geographic Scope:** Statewide
- **Desired Outcomes:**
  - 1 Desired Outcome 1:**

The Indiana Statewide Independent Living Council serves as a catalyst for communication between the Disability and Emergency & Disaster Preparedness communities.

    - **Outcome 1 Indicator(s):**
      - 1) Outcome 1 Indicator
        - a) Year 1: The Indiana Statewide Independent Living Council convenes and facilitates an Emergency Preparedness Committee.
          - i) This committee will consist of membership representatives from across Indiana.
          - ii) The committee's primary focus will be to advance collective efforts related to both individual and community disaster preparedness.
        - b) Years 2 & 3: The Indiana Statewide Independent Living Council shall provide information to the Indiana Department of Health Services, the Indiana Department of Homeland Security Emergency Management Division, and other critical entities, regarding Emergency Preparedness needs for Persons with Disabilities.
  - 2 Desired Outcome 2:**

Resources for access in healthcare settings are disseminated to healthcare practitioners across Indiana.

    - **Outcome 2 Indicator(s):**
      - 2) Years 1 & 2 - The Independent Living Network will collaborate with disability centric organizations to create a cohesive package of resource materials.
        - These materials will assist Hoosier healthcare practitioners to create avenues for inclusive access to healthcare in a safe and dignified

manner for all Persons with Disabilities.

- Resource package materials will be distributed to one thousand (1000) healthcare providers across a minimum of 80 counties.

### **3 Desired Outcome 3:**

Self-advocacy training in relation to healthcare services implemented by disability centric organizations across Indiana.

- **Outcome 3 Indicator(s):**

- 3) Outcome 3 Indicator

- a) Year 1 - The Independent Living Network will collaborate with other disability centric organizations to lead/facilitate a self-advocacy curriculum program.

- This curriculum will be created by and facilitated by and for Persons with Disabilities, with additional intensive focus on healthcare and housing access.

- b) Year 2 - One hundred (100) Persons with Disabilities have been successfully completed the program.

## **1.4 Evaluation**

Methods and processes the Statewide Independent Living Council will use to evaluate the effectiveness of the State Plan for Independent Living including timelines and evaluation of satisfaction of individuals with disabilities.

The Indiana Statewide Independent Living Council (INSILC) will employ a variety of mechanisms to monitor and evaluate the effectiveness of the State Plan for Independent Living (SPIL) and the satisfaction of individuals with disabilities.

### **Process of Evaluation of Plan Goals and Objectives**

The State Plan for Independent Living Committee of Indiana Statewide Independent Living Council (INSILC) will review progress towards the stated goals and objectives of the Plan a minimum of twice per year. This review will be performed during an open meeting of the Committee, allowing for public comment. Upon completion of the Committee's review, the progress will be reported to the full Council and the Centers for Independent Living.

After a review has taken place, should the Committee find improvements or changes that need to be made, identify new barriers to the implementation of the Plan, concerns stemming from public input, or other reasons that require further action, the Committee shall engage one or more of the following actions:

- Create a Plan to address the issue(s) or concern(s)
- Refer the issue(s) to another Indiana Statewide Independent Living Council Committee for additional review and discussion
- Create a workgroup to address issues and/or concerns
- Recommend revision(s) of the Plan to the full Council
- Hold public forums to gather public feedback
- Contact the Administration for Community Living for guidance

Annually, a year-end progress report will inform the Council, Centers for Independent Living, consumers, stakeholders, and other members of the public about the progress made towards the goals of the Plan. The report will include highlights of notable accomplishments, lessons learned, and the overall progress towards the achievement of the stated goals and objectives.

**The evaluation section with the remainder of the full State Plan for Independent Living document will be finalized and available for public comment once the Goals, Objectives, and Indicators are updated after receiving public comments on May 9<sup>th</sup> & 13<sup>th</sup>, 2024.**