PRIORITY 1 Freedom from Harm

Goal 1A: Monitor places where people with disabilities who are most in danger of harm live, work, or learn.

1A.1: Maintain a regular presence at the Beatrice State Developmental Center (BSDC) on a monthly basis, including monthly reviews of facility incident reports.

1A.2: Maintain a regular presence at the Lincoln Regional Center (LRC) twice a month, including regular attendance at the facility’s People’s Council and the Transition Unit meetings.

1A.3: Monitor 35 settings where people with disabilities are segregated, isolated and congregated.

1A.4: Implement the Protection and Advocacy for Beneficiaries of the Representative Payee Program.

Goal 1B: Investigate and respond to allegations of abuse, neglect or exploitation using a range of remedies to ensure that the most vulnerable people with disabilities are free from harm.

1B.1: Investigate and respond to XX allegations of abuse, neglect or exploitation.

1B.2: Engage in four (4) public policy-related activities to secure changes in state statute or regulation to provide greater protection for people with disabilities to be free from abuse, neglect, exploitation, and retaliation.

Goal 1C: Support and sustain a network of local, independent Citizen Advocacy programs to keep vulnerable people free from harm.

1C.1: Provide consultation, training and technical assistance to five Citizen Advocacy programs to support citizen advocates in their advocacy to protect vulnerable people with disabilities from abuse, neglect and/or exploitation.
PRIORITY 2  Most Inclusive Settings

Goal 2A: Investigate and respond to allegations of rights violations that impede people with disabilities from living, working, and learning in the most inclusive settings.

2A.1: Investigate and respond to XX allegations of rights violations under the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and the Individuals with Disabilities Education Act.

2A.2: Investigate and respond to XX requests to acquire assistive technology devices and services and educate 30 students and parents about rights to access assistive technology in IEPs.

2A.3: Investigate and respond to XX cases involving beneficiaries of Social Security who face a barrier to obtaining work.

Goal 2B: Advocate for people with disabilities to learn, live and work in the most inclusive settings.

2B.1: Engage in a range of advocacy efforts to address the Olmstead Plan including the need for integrated housing and services for people with serious mental illness.

2B.2: Engage in four (4) public policy-related activities that involve advocacy for services and supports that are provided in the most integrated setting.

2B.3: Conduct targeted outreach to raise awareness about the needs of the most vulnerable people with disabilities.

2B.4: Organize and educate ordinary citizens in Scottsbluff/Gering, Omaha, Kearney, Lincoln and other communities in Nebraska to become effective lay advocates for inclusive education opportunities for students with disabilities.

Goal 2C: Support and sustain a network of local, independent Citizen Advocacy programs so that vulnerable people can live, work, and learn in the most inclusive settings.

2C.1: Provide consultation, training and technical assistance to five Citizen Advocacy programs to support citizen advocates in their advocacy to secure the full inclusion of people with disabilities in their communities.
PRIORITY 3 Engaging People with Disabilities in Advocacy

Goal 3A: Provide people with disabilities opportunities to learn how to be effective advocates and support them in advocating on things that impact their lives.

3A.1: Provide four (4) opportunities for people with disabilities to become engaged in disability-related public policy research, education and advocacy.

3A.2: Collaborate with two (2) organizations to increase public knowledge of mental health advance directives in Nebraska.

3A.3: Contract with a consultant to work with the Advisory Council to complete revision/updating of the Mental Illness Self Advocacy Curriculum and implement the plan to offer training opportunities.

3A.4: Establish Supported Decision Making as an alternative to guardianship and conservatorship in Nebraska.

3A.4: Conduct outreach and inform at least (800) people with disabilities about their voting rights.

CORE OBJECTIVES

LEADERSHIP

LT 1.1: Provide for the day-to-day operations of Disability Rights Nebraska

LT 1.2: Implement an annual planning process that involves members of the Disability Rights Nebraska Board, Advisory Council, Committees, Stakeholder Groups, staff and provides the public with an opportunity to comment on the proposed annual priorities, goals, objectives and activities.

LT 1.3: Implement planning process that involves members of the Disability Rights Nebraska Board, Advisory Council, Committees, Stakeholder Groups, and staff to develop the FY 2023-2027 Disability Rights Nebraska Strategic Plan.

LT 1.4: Serve as a Disability Rights Nebraska liaison with local, state, federal and national organizations and the Nebraska Congressional delegation.
**LT 1.5:** Submit applications, program performance reports and financial reports to federal and state funding sources and maintain files.

**LT 1.6:** Continue implementation of the strengths-based personnel model throughout the organization.

**LT 1.6:** Complete and implement the Leadership Team succession plan.

**LT 1.7:** Engage in agency specific and collaborative activities to implement the purpose of funding received from the Administration on Community Living for COVID 19 Vaccination Education and Access.

**LT 1.8:** Complete review and update of Disability Rights operational policies and procedures.

**LT 1.9:** Provide for staff development, books/subscriptions, furniture and equipment needs for Leadership Team services.

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**ADMINISTRATIVE SERVICES**

**AS 1.1:** Provide for bi-monthly staff meetings in order to facilitate communication, accomplish intentionally-focused diversity and inclusion trainings and provide opportunities to celebrate and recognize staff and volunteers’ successes.

**AS 1.2:** Invest in technology and infrastructure to support remote work, office technology, and virtual collaboration capabilities.

**AS 1.3:** Assess and facilitate current office operations and procedures in order to optimize functionality.

**AS 1.4:** This objective provides for staff to complete regular tasks that cannot be directly charged to a project or grant.

**AS 1.5:** Develop a robust internal communication strategy to communicate with employees to raise awareness, enforce policies, and familiarize them with available tools and resources.

**AS 1.6:** Establish a pandemic preparedness plan in order to prioritize and facilitate office operations.

**AS 1.7:** Provide for staff development, books/subscriptions, furniture and equipment needs for Administrative Support services.
COMMUNICATIONS AND MEDIA

CM 1.1: Manage and monitor Disability Rights Nebraska’s digital media platforms, including identifying and coordinating distribution of engaging and relevant content.

CM 1.2: Develop, design, and update Disability Rights Nebraska digital and print public awareness materials.

COMMUNITY ENGAGEMENT

CE 1.1: Establish substantive relationships with at least two organizations or individuals with whom we have not previously had contact.

CE 1.2: Maintain existing relationships with 30 individuals and/or organizations based on experience and input from the Community Engagement and Leadership teams.

CE 1.3: Meet with Community Engagement Team quarterly to gather information on current issues and assess any new needs or desires for connection.

CE 1.4: Communicate with the Developmental Disabilities Stakeholders Group and the Protection and Advocacy for Individual Rights, et al. Stakeholders Group at least two (2) times during the year to receive input on Disability Rights Nebraska’s legislative initiatives and annual priorities, goals and objectives.

CE 1.5: Build financial support for Disability Rights Nebraska by raising a net amount of $15,000.00 through at least three (3) direct mail campaigns; annual Board Pledge Drive; Give to Lincoln; Giving Tuesday; expanding relationships with key donors; and submitting two or more capacity building proposals to public or private funding sources.

VALUES-BASED

VB 1.1: Negotiate and manage contracts for the five (5) citizen advocacy programs and the contract with the Division of Public Health, Nebraska Department of Health and Human Services.

VB 1.2: Conduct an annual review of all relationships supported by each of the five (5) citizen advocacy offices and an external evaluation of one citizen advocacy program.

VB 1.3: Support the Safeguards Work Group to protect state funding for citizen advocacy in Nebraska.

VB 2.1: Provide staff support for quarterly meetings of the Nebraska Values-Based Education Coalition.

VB 2.2: Plan, organize and conduct one values-based training workshop or related event.
PUBLIC POLICY

PP 1.1: Educate 60 state policymakers about public policy issues that directly impact people with disabilities.

PP 1.2: Educate 10 federal policymakers about public policy issues that directly impact people with disabilities.

PP 1.3: Participate in activities of 10 other organizations to educate them or gather information from them regarding state or federal disability policy, issues, or legislation.

PP 1.4: Lobby state and federal policymakers on legislation, rules, or regulations that directly impact people with disabilities.

PP 1.5: Engage in Public Policy activities related to the inclusion of people with disabilities in emergency or disaster response and planning.

PP 1.6: Provide for staff development, books and subscriptions, furniture and equipment needs for the Public Policy program.

LEGAL ADVOCACY

LA 1.1: Conduct intakes five (5) days a week (Monday through Friday from 8 am to 12 pm) and conduct weekly case acceptance meetings to ensure each intake is responded to in a timely manner and explore ways to improve communication.

LA 1.2: Respond to at least 500 requests for information and referral, generate client statistics to evaluate our Information & Referral (I&R) data for trends, and develop appropriate responses on a quarterly basis.

LA 1.3: Research and respond to trending disability-related issues.

LA 1.4: Provide for staff development, books and subscriptions, furniture and equipment needs of the Legal Advocacy program.

BOARD, ADVISORY COUNCIL AND STANDING COMMITTEES

BD 1.1: Provide for quarterly meetings of the Disability Rights Nebraska Board of Directors, two (2) half-day Board Retreats, one (1) full-day Board/Advisory Council/Staff Retreat and one (1) Developmental Disabilities Network Tri-Board educational event.

BD 1.2: Establish CEO Succession Search Committee and implement plan/process for hiring new CEO for Disability Rights Nebraska.
**BD 1.3:** Provide for regular meetings of the four (4) standing committees of the Disability Rights Nebraska Board of Directors.

**BD 1.4:** Provide for quarterly meetings of the Protection and Advocacy for Individuals with Mental Illness Advisory Council and one (1) full-day Board/Advisory Council/Staff Retreat.

**BD 1.5:** Implement a plan for how Advisory Council members could assist/support Disability Rights Nebraska staff with facility monitoring activities.

**BD 1.6:** Provide for quarterly meetings of the Citizen Advocacy Advisory Committee.