

## **SRC Info for Recruitment**

### **What is the State Rehabilitation Council?**

The Statewide Rehabilitation Council (SRC) was established to advise the Massachusetts Rehabilitation Commission on the delivery of vocational rehabilitation services for individuals with disabilities, in compliance with the requirements of the Rehabilitation Act of 1973, as amended. The SRC gathers representative voices from the disability community that includes consumers, advocates, service providers, family members and other interested stakeholders to provide input to the Massachusetts Rehabilitation Commission's vocational rehabilitation division. The Council serves as a sounding board where MRC can weigh the impact of VR decisions from as many perspectives as possible. Though the Council does not have decision-making authority, its collective and individual thinking plays a substantive role in how the vocational rehabilitation program operates and contributes to the innovation of vocational rehabilitation services.

The SRC's role is to review, evaluate, and advise MRC on its performance in delivering vocational rehabilitation services and its effectiveness in achieving employment outcomes for consumers. The SRC joins MRC in developing goals and priorities for the state plan and offers input and consultation on policies, practices, and procedures that impact consumers of vocational rehabilitation.

### **SRC vision and Mission**

#### **Vision**

Ensuring that all individuals with disabilities are supported to live their best lives, through consumer-driven, meaningful, competitive, and integrated employment and sustainable careers.

#### **Mission**

The Massachusetts State Rehabilitation Council (SRC) is a diverse, inclusive, and equitable advisory body that is committed to promoting competitive and sustainable employment for all people with disabilities, including those marginalized by inequalities.

### **Examples of SRC work (recommendations, influence policy/programming)**

The SRC is engaged many key initiatives to pursue the Council's Mission and Vision, including:

- Embarking on a Diversity, Equity and Inclusion (DEI) initiative that provided SRC leadership with skills, tools, and resources to tear down systemic barriers based on race. This work has enabled the SRC to learn and plan for how to apply DEI principles in the Council's work.

- Collaborating with MRC and its consultants to redesign the needs and satisfaction surveys to better capture the experience of individuals receiving vocational rehabilitation services.
- Working with the MRC Director of Communication to rebrand the SRC's public facing communications and messaging about the purpose of the SRC and our partnership MRC, and the potential impact our work could have on vocational rehabilitation service delivery, starting with the 2021 Annual report.

## **SRC Committees**

### **State Plan and Interagency Relations Committee:**

The State Plan and Interagency Relations Committee ensures the SRC meets its obligations regarding input from consumers in the development of both the MRC public VR (vocational rehabilitation) State Plan and the Workforce Innovation and Opportunity Act (WIOA) Combined State Plan.

### **Consumer Satisfaction and Needs Assessment Committee:**

The Statewide Consumer Satisfaction & Needs Assessment Committee ensures the consumer experience with vocational rehabilitation service delivery is included when evaluating and innovating MRC VR services.

### **Policy Committee:**

The SRC Policy Committee reviews and analyzes Vocational Rehabilitation (VR) policies and procedures to ensure service delivery aligns with federal and state VR regulations and policy guidance, recommending revisions to better serve consumers and fix systemic needs as appropriate, and reviewing/recommending updates to Council Bylaws.

### **Business and Employment Opportunity Committee:**

The SRC Business and Employment Opportunity Committee is responsible for reviewing, analyzing, and providing guidance to the MRC on methods and best practices for employment and employment services.

(recommend that we consider placement of examples, e.g. to immediately follow each committee description/mission)

### ***Key Contributions to Vocational Rehabilitation:***

1. Develop College Readiness Packet
- 2.

## **Short description of SRC membership**

The SRC is composed of (21) voting members, the majority of whom must be people with disabilities. Members are appointed by the Governor and serve for three-year terms. Federal

regulations require the SRC include representatives from specific individuals, groups, and organizations (see list below). Additionally, the SRC strives to ensure the SRC is diverse with regard to demographics, geography, and cross-disability representation.

**SRC Composition**

<b>SRC Membership Type</b>	<b>Description</b>	<b>Number of Seats on SRC</b>
Business, Industry and Labor Representatives	Represents the Commonwealth's businesses and industries; must be employed by a private sector business	4
Client Assistance Program Representative	Represents the <u>Client Assistance Program</u> which provides information, referrals and advocacy services to people with disabilities; operates independently of vocational rehabilitation and independent living agencies.	1
Representatives of Disability Groups	Represents individuals with physical, cognitive, sensory or mental disabilities. Members may also be current or former applicants for, or recipients of, vocational rehabilitation services	8
Representatives of Un-served/Under-served Individuals	Represents individuals with disabilities that have difficulty representing themselves or are unable to represent themselves due to their disabilities. Members may also include underrepresented members of protected classes as defined in Title VII of the Civil Rights Act or in M.G.L c.151B.	2

<p>Statewide Independent Living Council Representative</p>	<p>Represents the <u>Massachusetts Independent Living Council</u> (MASILC) that works to ensure Massachusetts residents with disabilities have access to quality Independent Living services; must be the MASILC chair or MASILC designee.</p>	<p>1</p>
<p>Department of Elementary and Secondary Education Representative</p>	<p>Represents the MA Department of Elementary and Secondary Education who has responsibility for the public education of students with disabilities.</p>	<p>1</p>
<p>Department of Higher Education Representative<sup>[SC(1)]</sup></p>	<p>Represents the institution that has responsibility for the public education of students with disabilities and/or is a person working within a higher education institution that serves students with disabilities or provides professional development for educators of students with disabilities.</p>	<p>1</p>
<p>Parent training and information center Representatives</p>	<p>Represents Massachusetts' Parent Training and Information Center that provides free information to families of kids and young adults (birth – age 26) who have a disability. Representative must be affiliated with the organization contracted to provide services through (682(a) of the Individuals with Disabilities Education Act(currently the Federation for Children with Special Needs).</p>	<p>1</p>
<p>Representative of community rehabilitation program service providers</p>	<p>Represents a community rehabilitation program that provides services to people with disabilities<sup>[SC(3)]</sup></p>	<p>1</p>

Workforce Development Board (MassHire Board) Representative	Represents the MassHire public workforce system of MassHire workforce boards and MassHire Career Centers	1
MRC VR counselor	A person employed by MRC as a vocational rehabilitation counselor; ex-officio, non-voting member	2
MRC Commissioner	Commissioner of the Massachusetts Rehabilitation Council/Non-voting/Ex-Officio	1

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**Brief summary of governance and legal requirement and relevance to members and SRC work**

- a) Open Meeting Law - All meetings of the SRC (SRC and committee meetings), are open and accessible to the general public, including individuals with disabilities. Meetings notices are announced to the public through posting on the SRC website. Prospective SRC members are highly encouraged to attend an SRC meeting!
- b) Conflict of Interest - SRC members are required to avoid conflicts of interest which may occur when a Council member is in a position to influence a SRC decision that would result in personal or financial gain for themselves or a relative. Comprehensive Conflict of Interest information and training will be provided to SRC members upon appointment to the Council.
- c) Public Records - Most meeting minutes and supplemental materials for the SRC and its Committees are available to the public on the SRC website. SRC meeting minutes that are taken during Executive Sessions are not posted for the public, but may be requested through a formal Public Records Request.