



onestar
foundation



**2014 AmeriCorps*Texas
All-Grantee Meeting**
March 27-28, 2014

Office Hours Available

- In the Glass Conference Room (behind Front Desk)
- **Health Care:** Chris Rooney, Willis of Seattle
- **OIG Investigations and Audits:** Jeff Morales, OIG
- **Fiscal Management:** Jerry Bertrand, Anna Eberhardt
- **Grantmaking, Recompete, Continuation, and Fixed Amount Questions:** Elisa Gleeson



CEO Welcome + Remarks

Elizabeth Darling, President/CEO
OneStar Foundation





COLLECTIVE
ACTION FOR
IMPACT

SEPTEMBER
18 & 19
2014

TEXAS NONPROFIT
SUMMIT



Foster the People: Exploring Texas Civic Health Data

Deborah Wise and Emily Einsohn,
UT-Austin Annette Strauss Institute for Civic Life



Disability Inclusion Update + Preliminary Member Survey Results

Miranda Spiro and Emily Shryock
OneStar Foundation



- **OneStar Inclusion staffing updates**
 - **Emily Shryock**
 - **Miranda Spiro**
- **CNCS Updates**
- **Job Accommodation Network: www.askjan.org/**

- 2014 is the third year OneStar has administered a survey to AC*TX members
- This survey is the only time OneStar solicits information directly from AC*TX members
- Responses are used for informational purposes to help programs increase the inclusiveness of their program



- Changes to the 2014 Survey
 - Online option only
 - English version only
 - Questions related to broader inclusion and experiences
 - Answers changed from Yes/No to scaled responses
 - Strongly Agree-Strongly Disagree

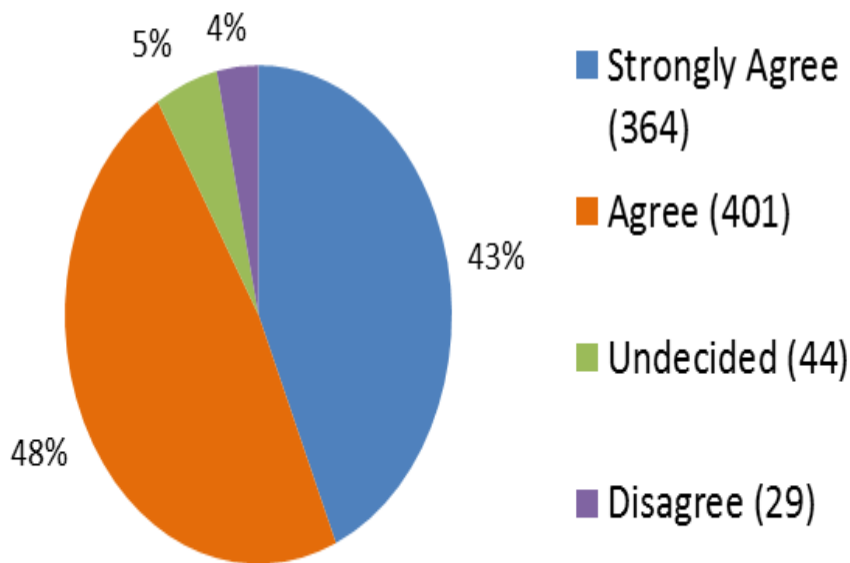
1595 AmeriCorps*Texas
members surveyed +
VISTA members =
842 Responses
(751 from AC*TX members)

- 47% Response Rate

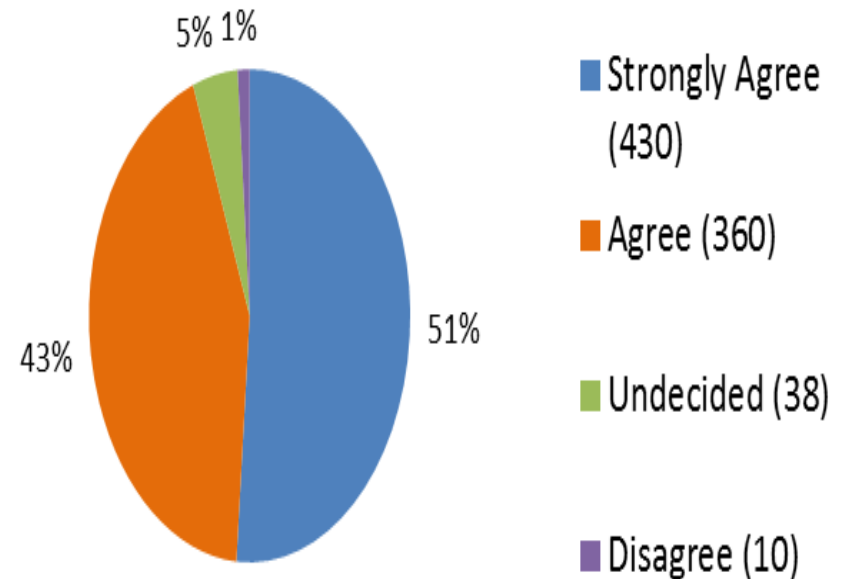
Thank you for
encouraging
your members to
participate!



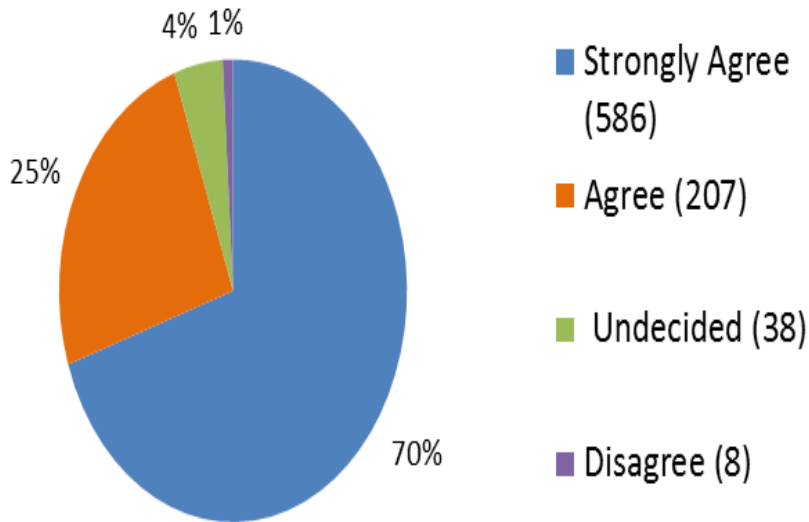
I have been adequately trained to perform my AmeriCorps service duties.



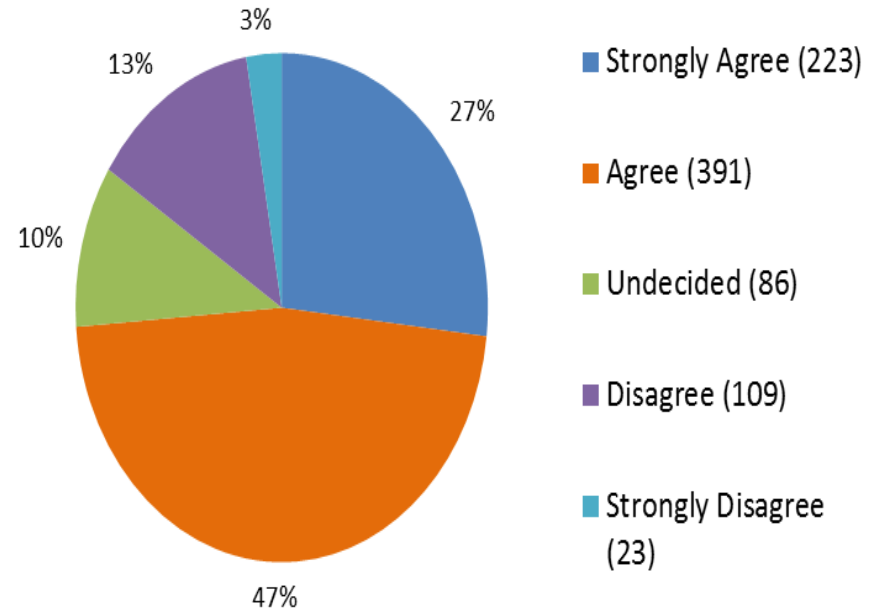
My service activities are in line with my AmeriCorps* member position description.



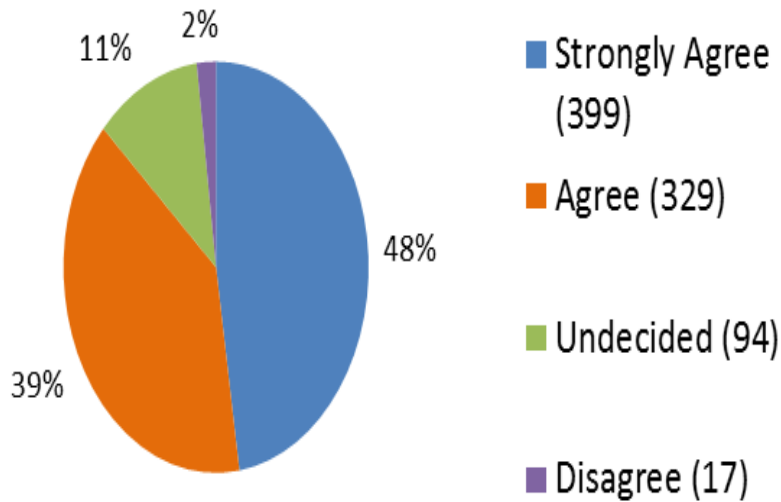
The service I perform is meaningful and significant.



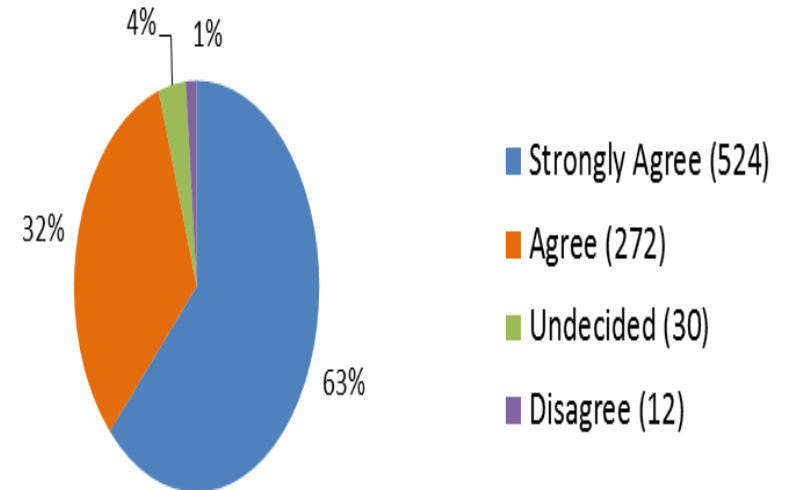
I am aware of other National Service programs in my community



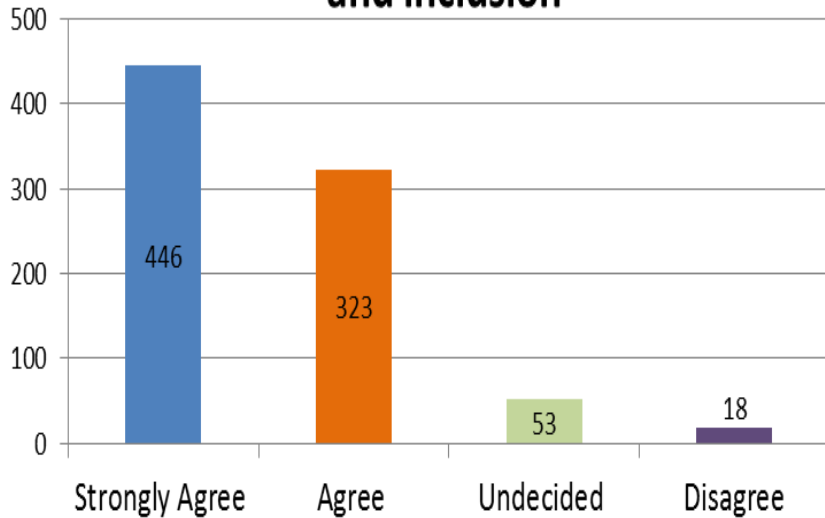
I plan to be more involved in my community after my term of service has ended.



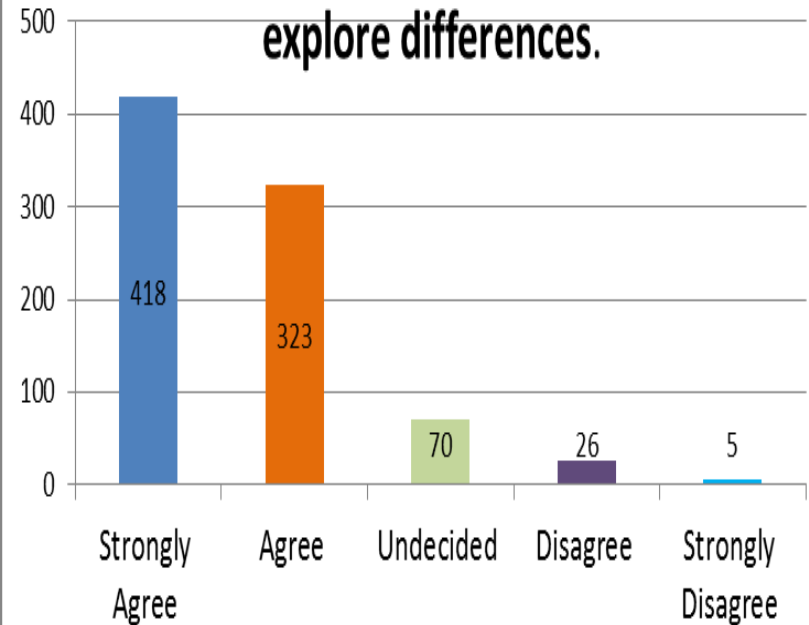
My AmeriCorps experience is helping me gain skills that will prepare me for future career and job opportunities.



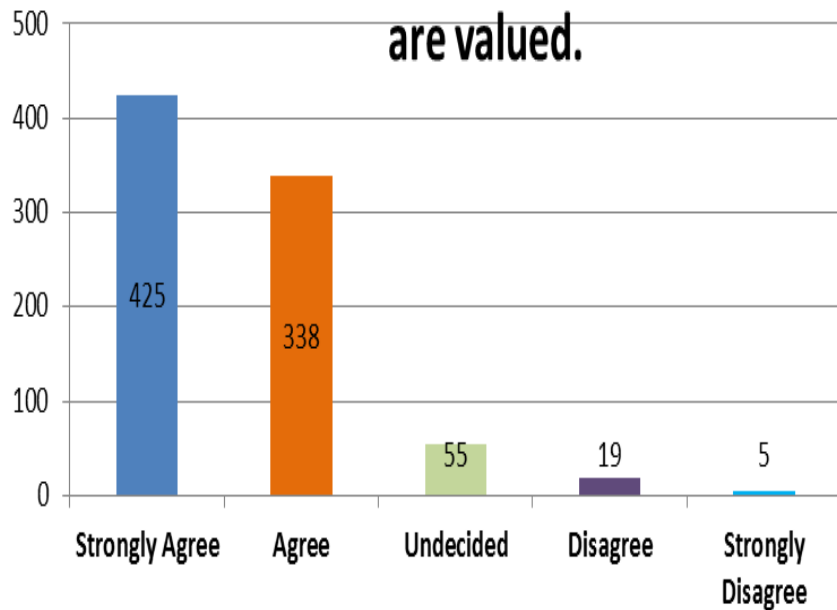
My AmeriCorps program is committed to promoting diversity and inclusion



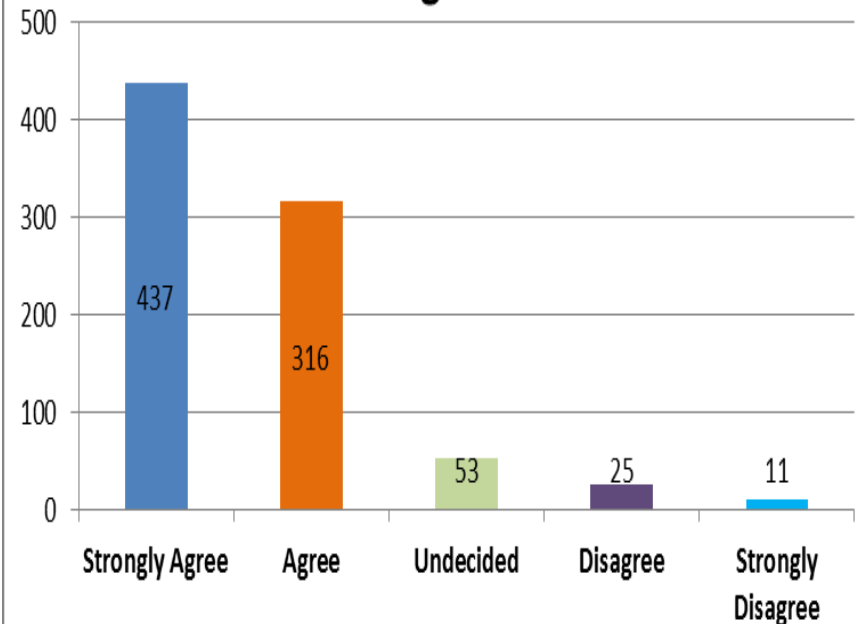
My AmeriCorps program provides a safe and supportive environment to explore differences.



I serve in an environment where diversity/differences among members are valued.



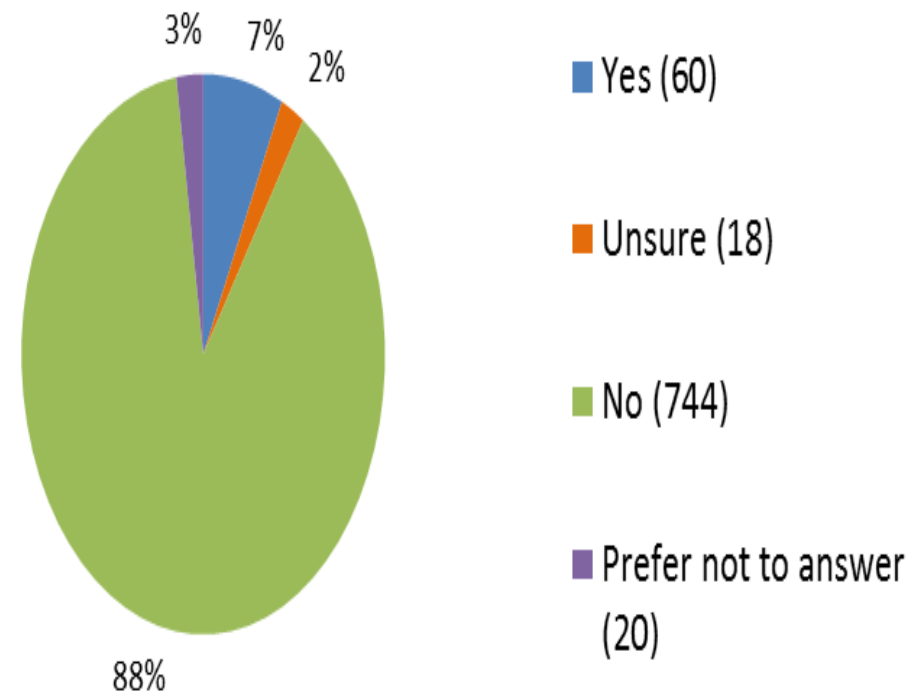
I feel respected within my AmeriCorps Program.



A person with a disability is defined by the ADA as a person who:

- a) has a physical or mental impairment that substantially limits one or more major life activity or bodily function.**
- b) has a record of such an impairment; or**
- c) is regarded as having such impairment.**

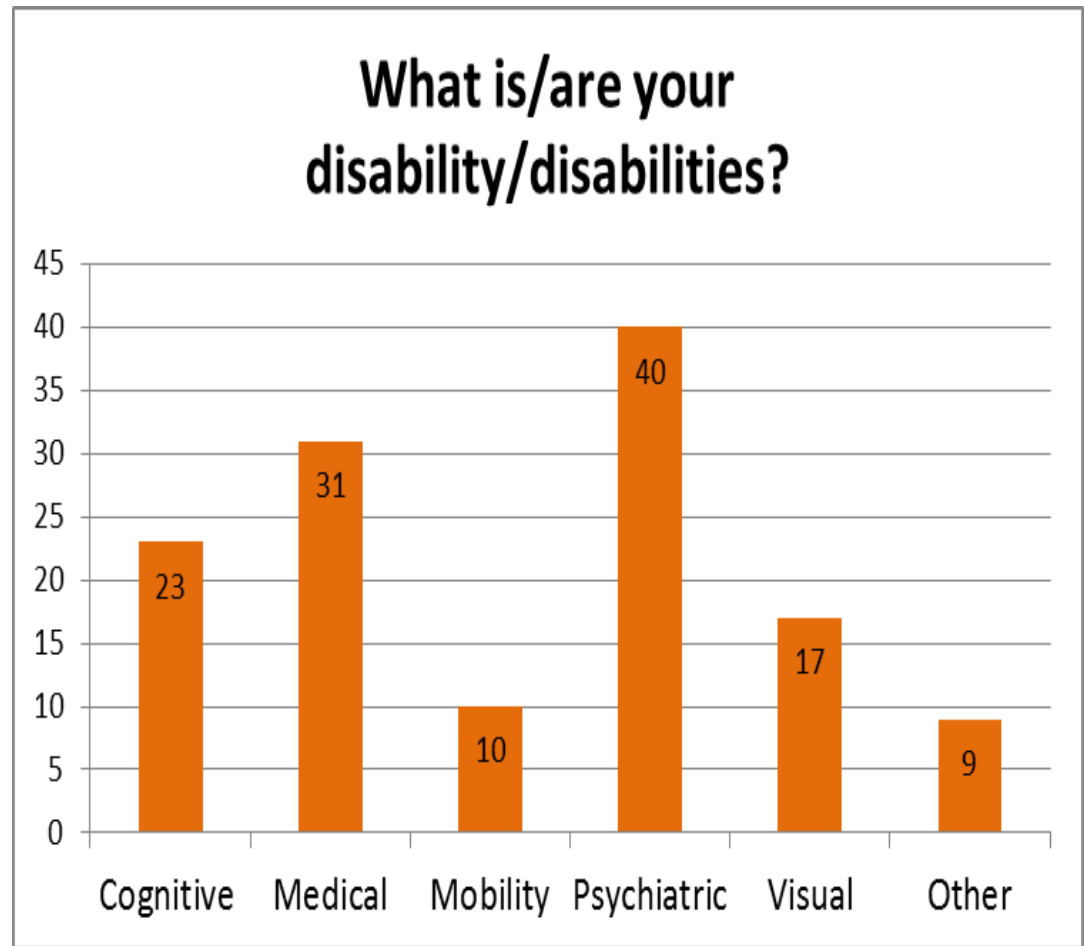
Do you consider yourself a person with a disability?



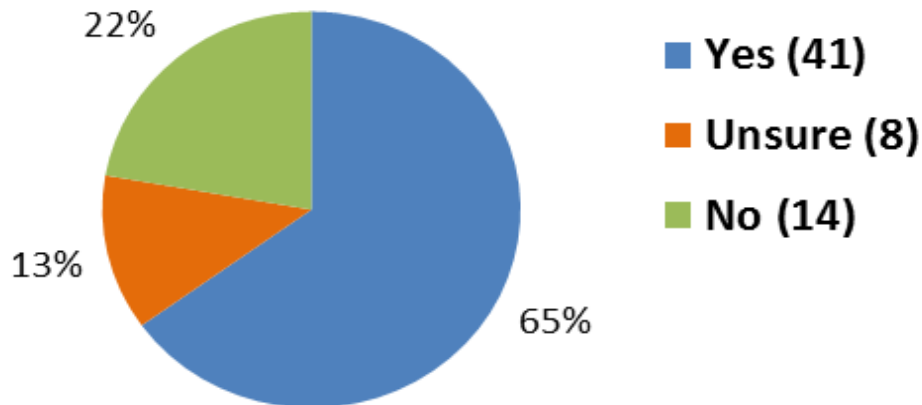
Findings of Interest:

- Of the 744 members who answered No:
 - 18 selected a disability category
- Of the 18 members who answered Unsure:
 - 17 selected a disability category (8 psych, 5 medical)
- Of the 20 members who preferred not to answer
 - 9 selected a disability category

- 102 individuals identified as belonging to a disability category
 - 22 members disclosed 2 disabilities
 - 4 members disclosed 3 disabilities
- 6 members who identified as having a visual disability reported using glasses/contacts



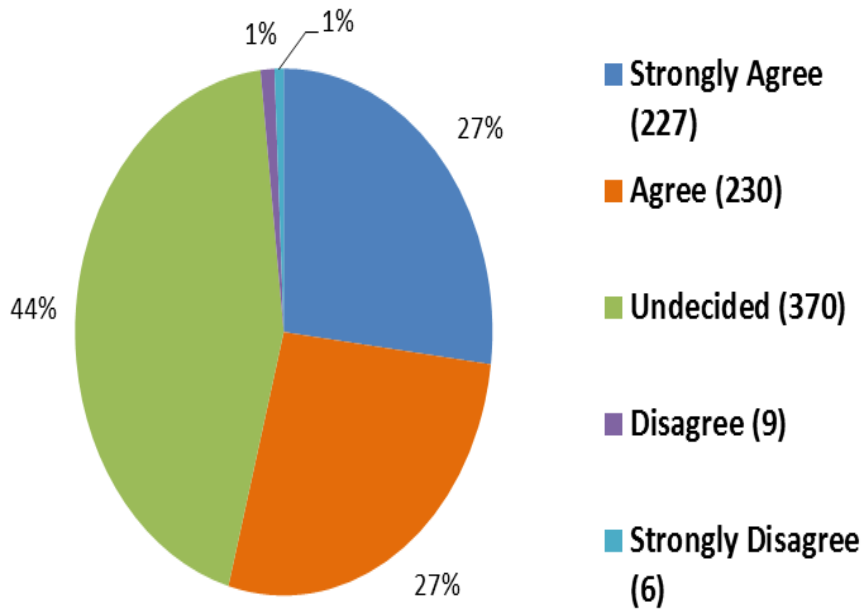
Would you be comfortable disclosing your disability to program staff?



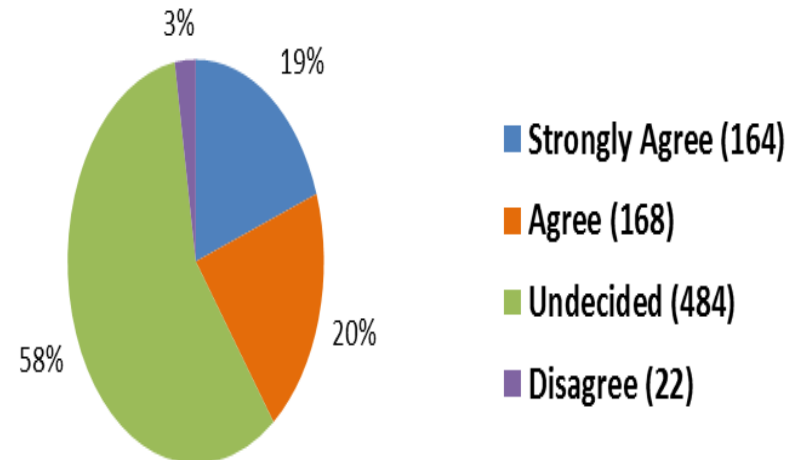
Half of the members who answered No/Unsure had psychiatric disabilities

- **“I'm unsure what repercussions I would face.”**
- **“Cognitive and psychiatric disabilities can always be taken as signs of unfitness for work regardless of the legality of such a decision. The stigma is simply too great for me to feel comfortable with disclosure.”**
- **“...I've never confided to anyone here the extent of my anxiety/depression issues. I understand that my work environment can legally never judge me for such things, but I never felt like I could confide my truest fears/frustrations/insecurities.”**

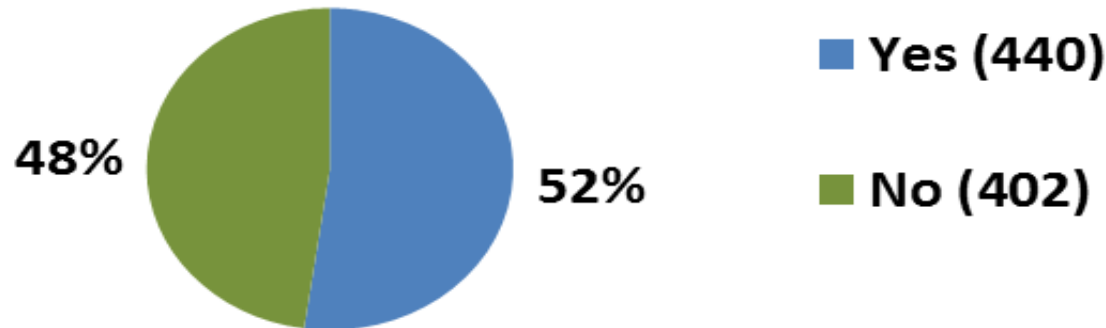
My program is inclusive of people with disabilities.



My AmeriCorps program's recruitment process was inclusive of people with disabilities.



Did you know that a person who discloses their disability can receive reasonable accommodations?



- Application/ Interview
- Orientation
- Handbook
- Service Agreement
- Supervisor
- Training
- Prior Knowledge

Would you have requested a reasonable accommodation if you knew they were available?

- **No: 117**
- **Yes: 98**
 - **84 members who said yes did not report having a disability**
- **Unsure: 49**
 - **24 members who said unsure did not report having a disability**

- Have you requested a reasonable accommodation?
 - Unsure: 21
 - Yes: 10
- 100% of requested accommodations were provided
- **Examples of requested accommodations:**
 - **Ability to work from home/flexible hours**
 - **Clear guidelines and communication**
 - **Breaks to address medical needs**
 - **Dietary accommodations**
 - **Adjusted work space**
 - **Rooming assignment**
 - **Opportunity to make up hours missed because of disability/treatment**

Brainstorming Session:

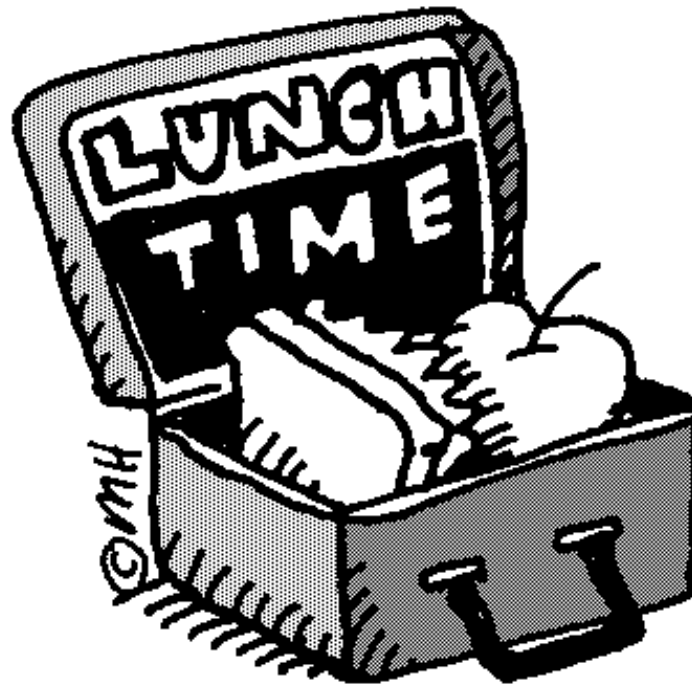
- What results from the survey surprised you?
- How can programs continue to be inclusive?
- How can programs improve the member experience?


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Graduate Fellow

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Miranda Spiro
Grants Officer

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20th Anniversary of AmeriCorps
September 12, 2014

Join us as we commemorate two decades of AmeriCorps
with a nationwide swearing-in ceremony.

nationalservice.gov/ameriCorps20

Special Opportunity – 9/11 Day of Remembrance & 20th Anniversary Funds

- Will be given to state commissions on population basis
- One-time “mini-grants” for September 2014 only
- Federal regulations/restrictions still apply



Special Opportunity – 9/11 Day of Remembrance & 20th Anniversary Funds

- OneStar's Vision
 - Signature event(s) (Austin) – Sept. 11th and/or 12th
 - Coordinated statewide marketing/PR campaign
 - Local/regional events across Texas
 - Mini-grants available to each program
 - \$500/program
 - Brief application with deliverables
 - May require match
 - Awarded in July/August



Resources/Ideas

- Traditional and social media
 - Videos and photos
 - Press releases, publications, flyers, signs
 - Media Kit, logos, and templates
 - #AmeriCorps20
- 20th anniversary and 9/11 Day Gear
- Televised/livestream national swearing-in
- Special guests/speakers
- Travel within region or to Austin event
- Partner with other programs/sites
- Presidential Libraries (LBJ, Bush)



Brainstorming Session: (in groups)

- How does your program plan to celebrate?
 - How would you use your “mini-grant”?
- Who are your potential partners, speakers, and champions?
- How can OneStar support your local efforts?

Questions?





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