****

69 years as a Catalyst for Change

**Vision** (destination) – The Kansas Commission on Disability Concerns’ (KCDC) vision is that all people with disabilities are entitled to be equal citizens and equal partners in Kansas society.

People with disabilities and society often do not have expectations of equal citizenship because of attitudinal barriers, institutionalization, and inadequate education. A citizen is a person born or naturalized in the U.S. of America with *all* of the rights, privileges, and responsibilities. An equal partner is one who is an active participant.

**Mission** (what we do) - KCDC is a catalyst for change in government for all people with disabilities.

A catalyst provokes or speeds a significant change or action.

**Values** (how we do it) – KCDC values partnerships, freedom of choice, advocacy, respect and to “do no harm.”

Partnerships – KCDC utilizes the strengths and connections of organizations to achieve our vision.

Freedom of Choice – KCDC recognizes that people have the right to make daily choices about their lives and lifestyles according to their functional abilities.

Advocacy – KCDC advocates for changes in government and other organizations that empower people with disabilities.

Respect – KCDC respects the rights and choices of partners and people with disabilities, and recognizes individual’s capabilities, strengths and potential.

Do No Harm – In regard to government policy, KCDC does not advocate for changes that would adversely affect another person or group in the disability community.

These values serve as a compass to guide our strategies, actions and relationships with government and non-government representatives, organizations, businesses, communities, fellow employees and individuals with and without disabilities.

**Strategic Focus** (the path we take to the vision)

**Goal 1**: Reduce barriers to employment for people with disabilities

* Maintain Disability Mentoring Day (DMD) activities to 19
* Support employment initiatives in Kansas for people with disabilities looking for opportunities, expansion and improvement.

**Goal 2**: Advise the governor, legislature, and state agencies and organizations of policy changes that need to be made within Kansas government

* Recommend changes to state laws and regulations and provide information on why they need to be changed
* Facilitate implementation of Employment First policy
* Partner with agencies and other disability organizations on initiatives to improve policy for Kansans with disabilities.

Integration means full access to the opportunities, rights and services available to the members of the mainstream.

Integration includes desegregation: the process of ending systematic segregation. It also includes goals such as leveling barriers of all kinds, creating equal opportunity regardless of disability or ability.

Desegregation is largely a legal matter, integration is a social one.