

# Mass Rights for Change: Strategic Plan

- **Mass** Advocates Standing Strong
- Victim **Rights** Law Center
- Pathways **for Change**



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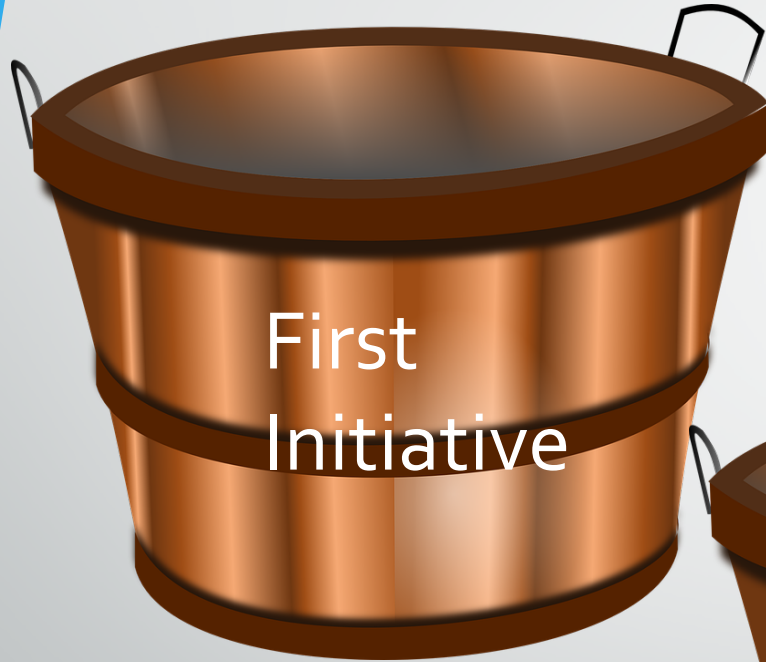
# Strategic Plan

Mass Rights for Change Now and Beyond

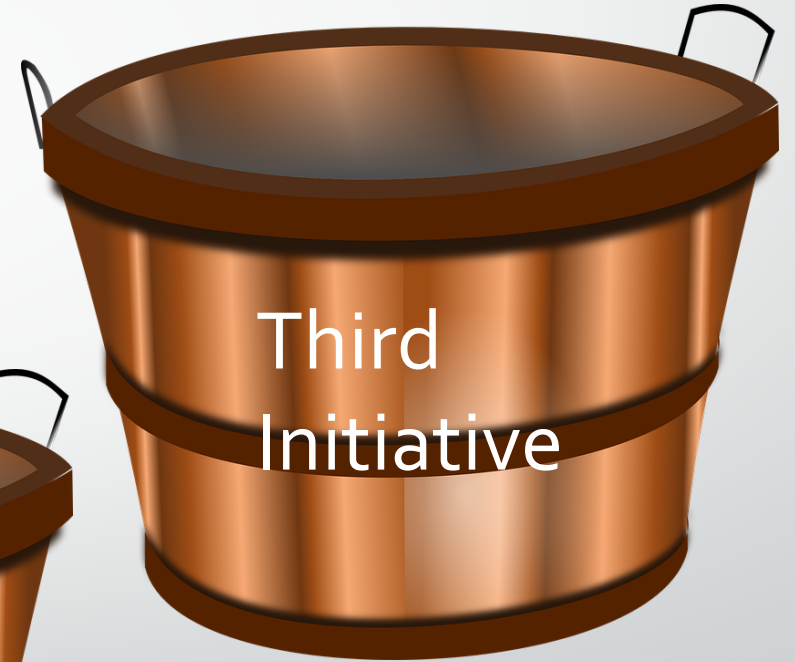


# ***Buckets***

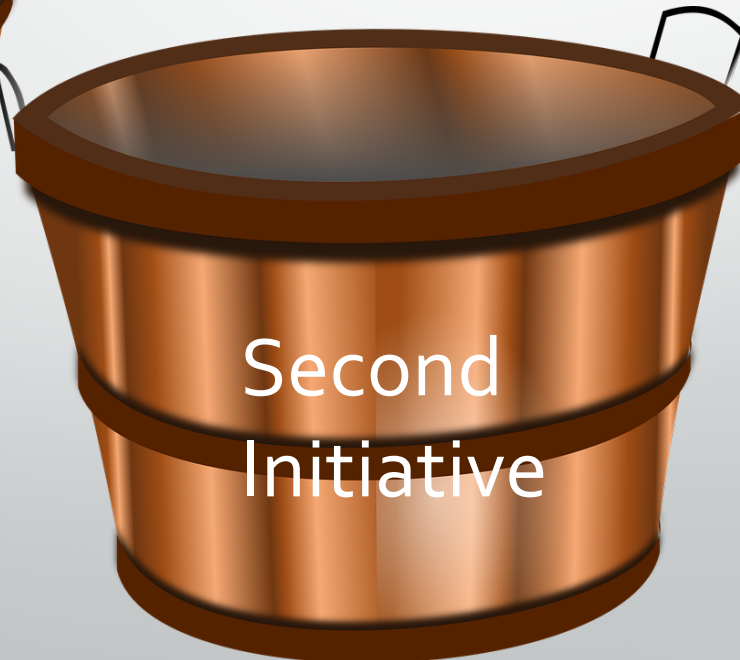
#1



#3



#2

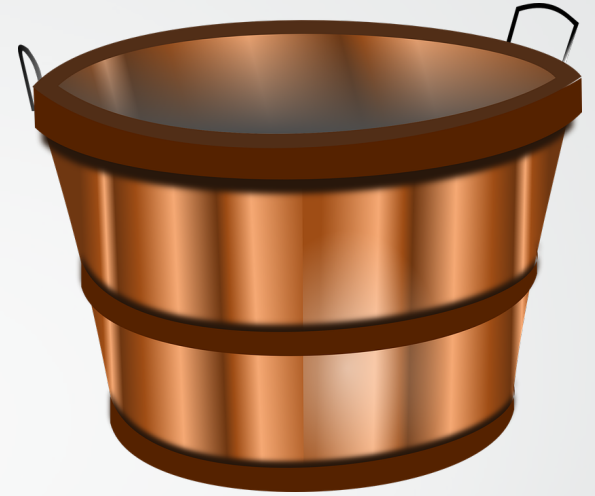


First  
Initiative

Third  
Initiative

Second  
Initiative

First Initiative  
(The 1<sup>st</sup> Bucket)



**Promote access and enhance safety at all  
organizations within  
Mass Rights for Change**

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- A. Conduct Safety and Access Reviews (VRLC and Pathways)
- B. Revise MASS Facebook Page for additional accessibility (MASS)
- C. Create Confidentiality Form in Plain Language (VRLC)
- D. Create Confidentiality Packet in Plain Language (Pathways)
- E. Create a “living document” to contain questions for intake re: disability status and request/need for accommodations (VRLC)



# A1. Conduct Safety and Access Reviews (VRLC and Pathways)

- Review existing tools
- Adapt existing tools
- Group reviews final tools
- Send Vera the changes to new tools
- Make any edits to new tools
- Send to OVW for approval/highlight new changes
- Assemble a team for safety and access reviews
- Conduct the safety and access reviews at VRLC and Pathways
- Draft barrier removal and safety plans
- Review by group
- Send to Vera for feedback and edits
- Make any edits barrier removal and safety plans
- Send to OVW for approval



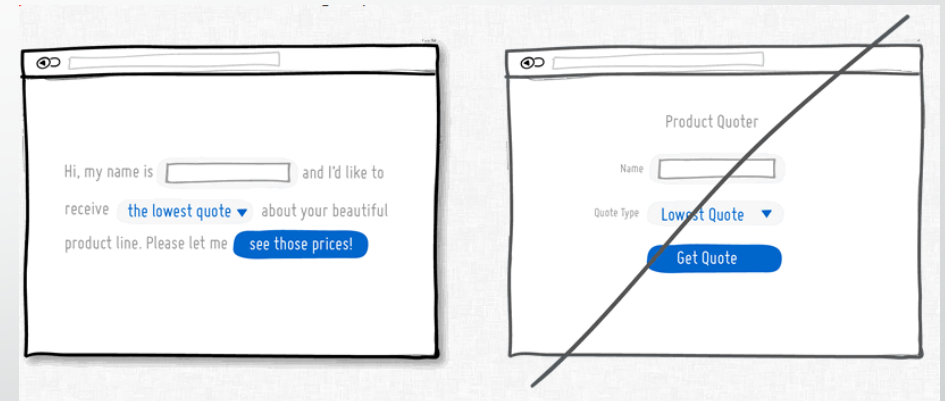
# B1. Revise MASS Facebook Page/Website for additional accessibility (MASS)

- Assemble work group
  - Review current content of Facebook page/Website
  - Facebook Group Creation – Adding in relevant topics and discussion board
  - Reach out to contacts of websites found for input
  - Draft workplan for new content
  - If needed, draft new content
  - Review samples of existing materials
  - Submit plan for new content and content to MASS for preliminary approval
  - Review all new material specifically for access
  - Send to full collaboration for any feedback or edits if needed
  - Make any edits needed
  - Send to Vera for feedback
  - Make any edits needed
  - Send to OVW for approval
- Upload new content to Facebook/Website



# C1. Create Confidentiality Form in Plain Language (VRLC)

- Assign VRLC staff to work on form - group or individuals
- Review current confidentiality form
- Review any existing plain language confidentiality that exists - PD listserv
- Draft/adapt a new confidentiality form in plain language
- Internal feedback at VRLC
- Make any edits needed
- Review by whole collaboration
- Make any edits needed
- Submit to ED/Board for review/edits/approval
- Submit material for Vera for feedback
- Make any edits needed
- Submit to OVW for approval





# D1. Create Confidentiality Packet in Plain Language

- Assign Pathways staff (Pathways)
- Review current confidentiality packet - all three documents
- Review any existing documents that may exist - confidentiality, grievance, or clients' rights
- Draft new plain language documents of each policy
- Internal Pathways review of new documents
- Make any edits needed
- Full collaboration review
- Make any edits needed
- Send to ED for approval
- Send to Vera for final feedback
- Make any edits needed
- OVW for approval



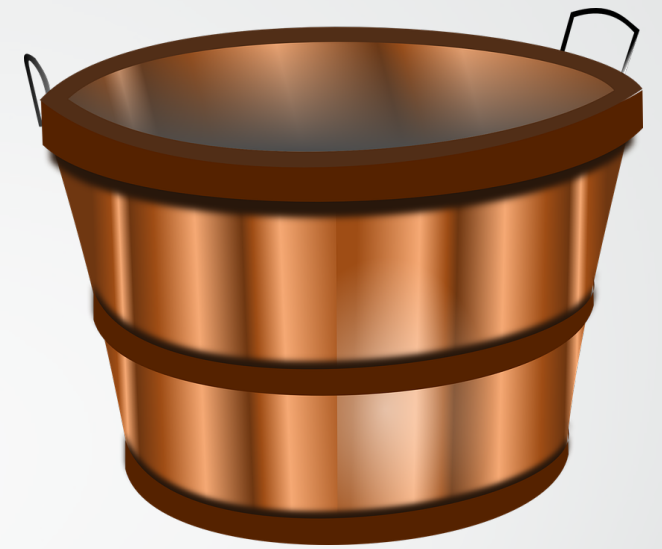
# E1. Create a “Living Document” to Contain Questions for Intake Re: Disability Status and Request/need for Accommodations (VRLC)

- Assign VRLC staff to work on form - group or individuals
- Review current intake questions/process
- Create interview questions to ask MASS partners about better questions for intake
- Conduct interviews with MASS members to include feedback for better questions/content
- Create new living document for intake based on research and interview(s)
- Review by whole collaboration
- Make any edits needed
- Submit to ED/Board for review/edits/approval
- Submit material for Vera for review
- Make any edits needed
- Submit to OVW for approval

Begin to use new tool for intakes with survivors with disabilities



## Second Initiative (The 2<sup>nd</sup> Bucket)



**Build staff capacity and comfort of MRfC partners to effectively, safely, and without bias, respond and serve survivors with I/DD.**



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- A.** Revise/create release of information in plain language (MASS and Pathways)
- B.** Revise/create mandatory reporting procedures (MASS and Pathways)
- C.** Revise onboarding policy to account for new webinar/s on serving people with I/DD (VRLC)
- D.** Create workplan and outline of facilitated questions for panels (MASS and Pathways)

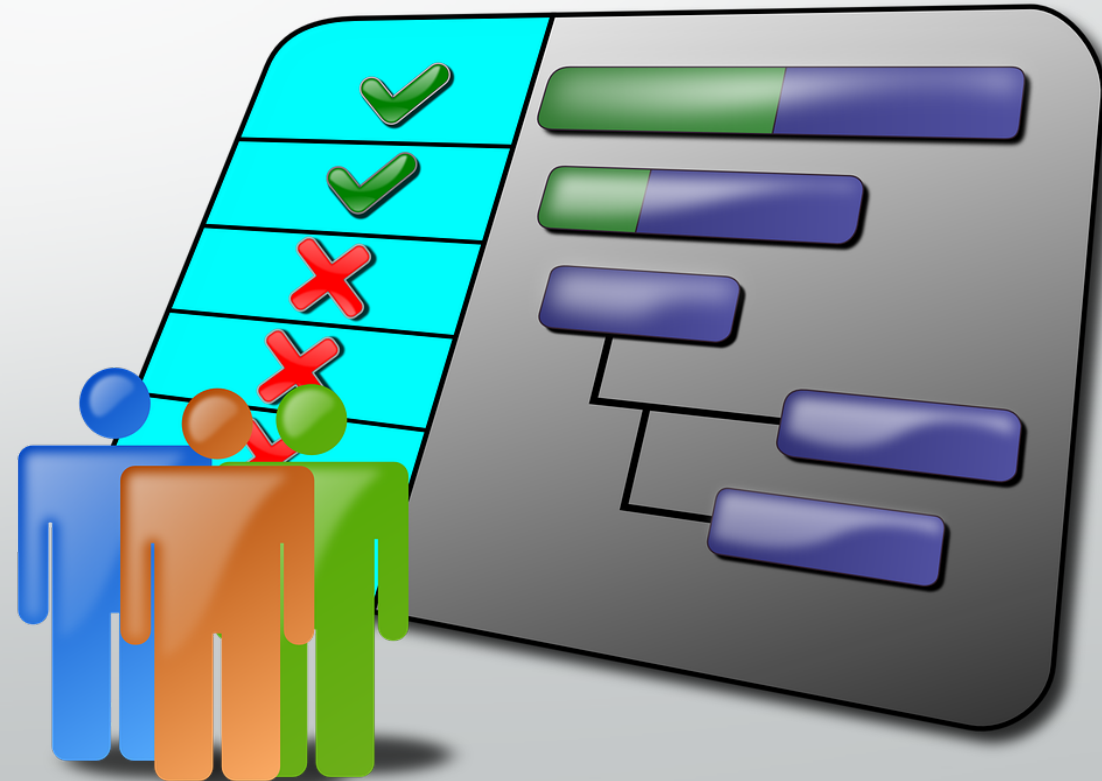
## A2. Revise/create Release of Information in Plain Language (MASS and Pathways)

- Create working groups
- Review current process of how to work with information
- Review how other agencies work with information
- Draft workplan – Manage information clarity, content and how to use a Release of Information (ROI) form
- Create plain language draft of ROI that will work with agencies that you work with
- Bring it to internal review of each agency
- Make edits as needed
- Bring to MRfC for review
- Make edits as needed
- Send to Vera for review
- Make edits as needed
- Send to OVW for approval
- Use new forms after approved



## B2. Revise/create Mandatory Reporting Procedures (MASS and Pathways)

- Create internal workgroups within each agency
- Review current policies and procedures
- Create a workplan to clarify procedures for disclosures
- Update/revise procedures
- Review by MRfC
- Edit changes
- Review by Vera
- Make any edits needed
- Provide draft to ED/Board for reviews
- Make any edits needed
- Send to OVW for approval





## C2. Revise Onboarding Policy to Account for New Webinar/s on Serving People with I/DD (VRLC)

- Assign VRLC Staff
- Review webinars currently offered as part of onboarding
- Review available 3<sup>rd</sup> party-produced webinars that give guidance on interviewing working with clients with I/DD
- Select 1-3 webinars from those reviewed, to be included in onboarding materials for new staff
- Request review from MRfC of webinars selected
- Make changes to selections based on feedback, as possible
- Draft written procedure for onboarding to include increasing knowledge and comfort in serving people with I/DD
- Submit to Vera for feedback
- Make any changes needed
- Submit written policy and proposed webinars to ED for review/changes/approval
- Make any changes needed
- Submit to OVW for approval

Implement new procedures and include new materials in onboarding of new/future VRLC staff

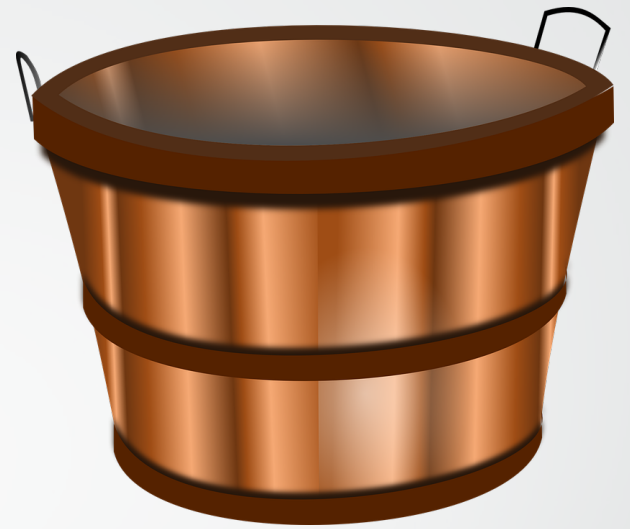


## D2. Create Workplan and Outline of Facilitated Questions for Panels (MASS and Pathways)

- Create workgroup
- Create outline for panels
- Decide who attends
- Decide who asks questions
- Decide how questions are asked
- Create key questions to be included in panels
- Create workplan for panel
- Review by agencies
- Make edits as needed
- Review by MRfC
- Make edits as needed
- Send to Vera for review
- Make edits as needed
- Review and submit to OVW for approval
- Ready implement panels with further funding



## Third Initiative (3<sup>rd</sup> Bucket)



**Prioritize working together and learning from each other – both within and between agencies - through policy and practice at MRfC agencies.**

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**A.** Create MOU among all three agencies.  
Can include such commitments as:

- ✓ Conference presentations, funding dependent
- ✓ Pathways counselors at MASS annual conference
- ✓ Participation in Panels
- ✓ Etc.

**B.** Create support survivor packet to support collaboration between MRfC agencies – and supported access for survivors to the agencies

## A3. Create MOU Among All Three Agencies.

- Assign people to working group to create new MOU
- Review current MOU's between member agencies
- Develop agreements and commitments between agencies
- Review by agency leaders
- Make edits
- Review by MRfC group
- Make any edits needed
- Submit to Vera for review
- Make any edits needed
- Send to OVW for approval





## B3. Create Survivor Support Packet to Support Collaboration Between MRfC Agencies – and Supported Access for Survivors to the Agencies

- Create working groups
- Identify content for support packet through group discussions and review of resources available from other agencies
- Create content for packet
- Draft packet
- Review by MRfC
- Make changes/edits
- Send to Vera for review
- Make changes/edits
- Send to each agency for internal review
- Make changes as needed
- Send to OVW for approval



# A1. Conduct Safety and Access Reviews (Pathways and VRLC)

Review Existing Tools – PWY/VRLC

Adapt Existing Tools – PWY/VRLC

Make any edits to new tools

Assemble a team for safety and access reviews

Draft barrier removal and safety plans

Review by group

Make any edits to barrier removal and safety plans



May

June

July

August

September

Group Reviews  
Final Tools

Send to Vera

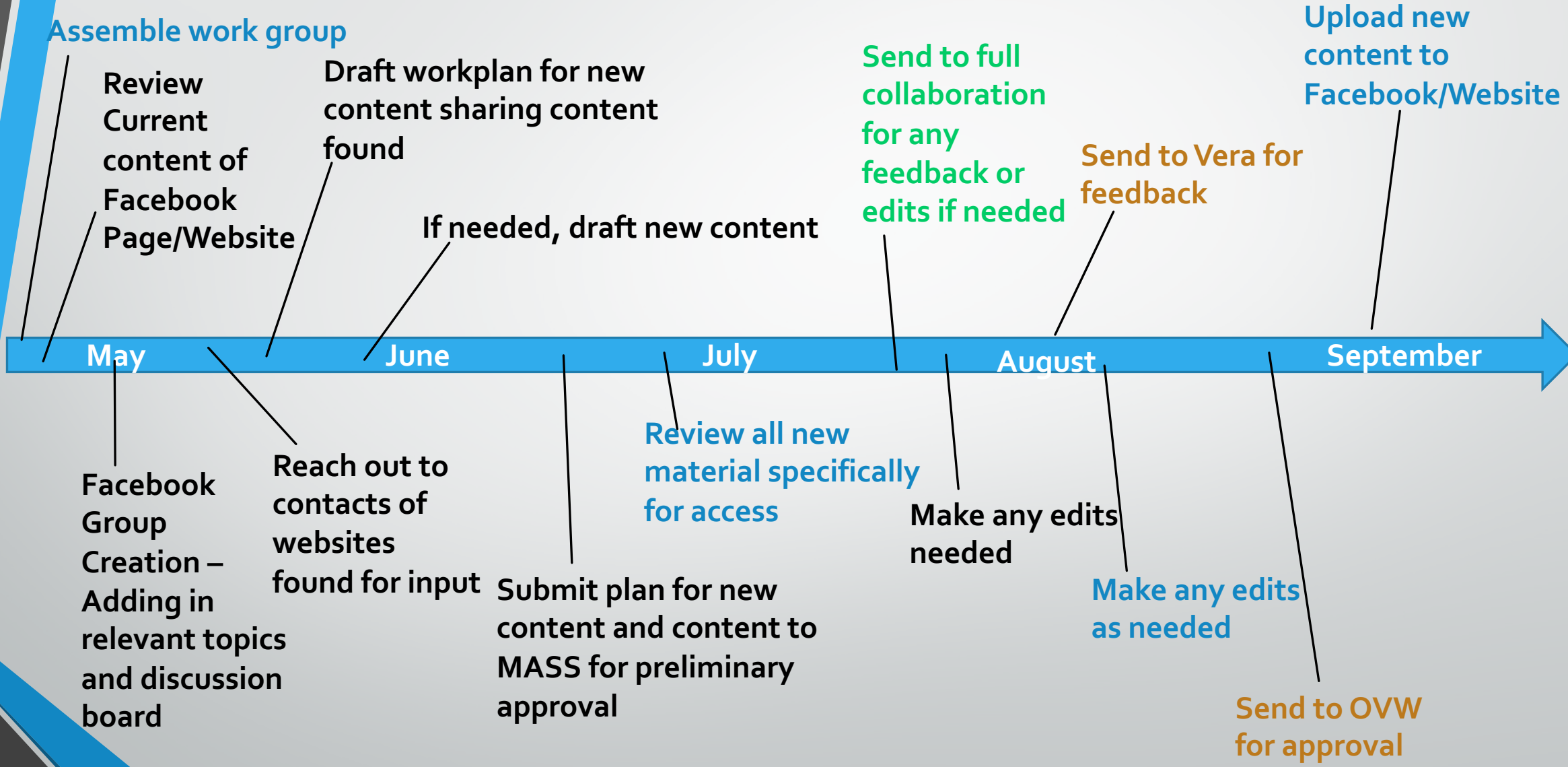
Send to OVW for approval/highlight new changes

Conduct the safety and access reviews at VRLC and Pathways

Send to Vera for feedback and edits

Send to OVW for approval

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# C1. Create Confidentiality Form in Plain Language (VRLC)

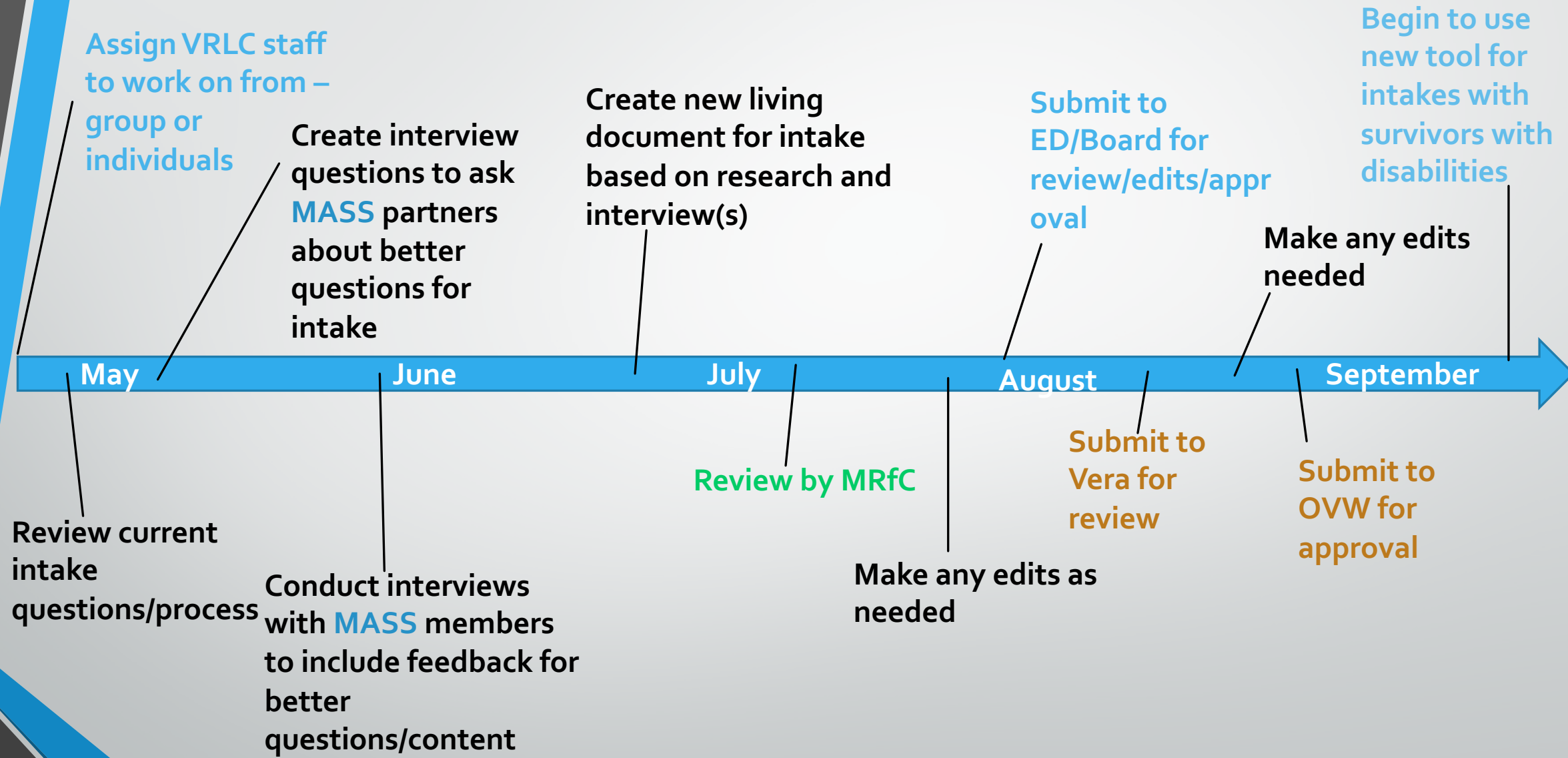


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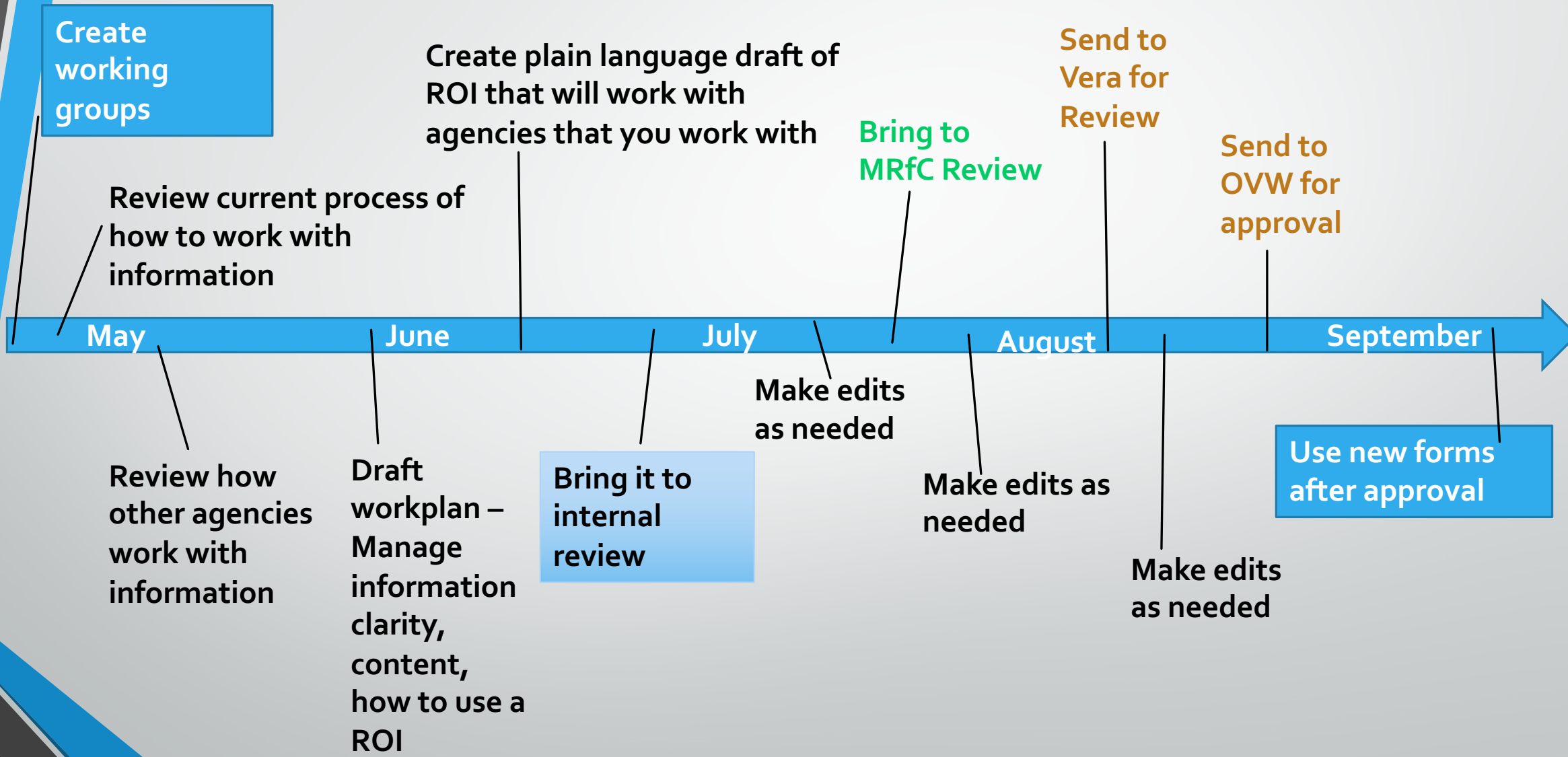




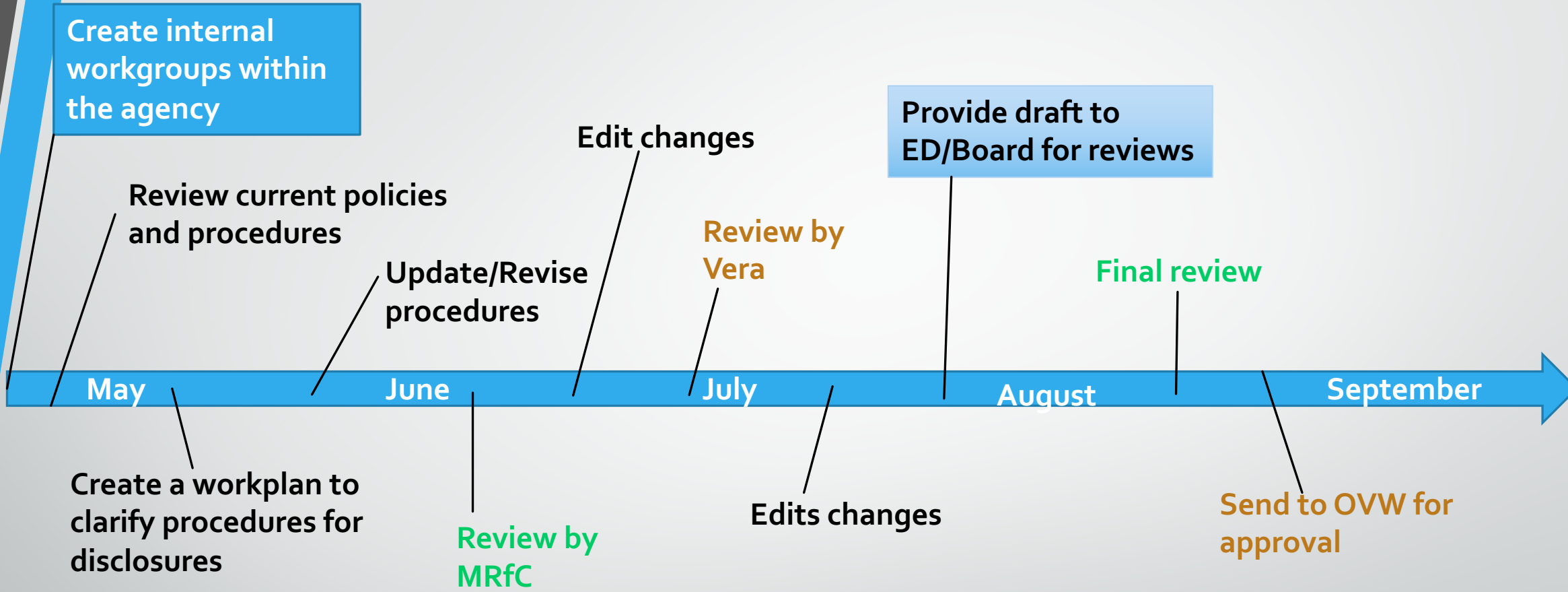
# E1. Create a "Living Document" to Contain Questions for Intake Re: Disability Status and Request/need for Accommodations (VRLC)



## A2. Revise/create Release of Information in Plain Language (MASS and Pathways)



## B2. Revise/create Mandatory Reporting Procedures (MASS and Pathways)



## C2. Revise Onboarding Policy to Account for New Webinar/s on Serving People with I/DD (VRLC)

Assign VRLC staff to work on revising onboarding procedures

Review webinars currently offered as part of onboarding

May

Review available 3<sup>rd</sup>-party-produced webinars, that provide guidance on interviewing/ working with clients with I/DD

Select 1-3 webinars from those reviewed, to be included in onboarding materials for new staff

June

Request review from MRfC of the webinars selected

Draft written procedure for onboarding to include increasing knowledge and comfort in serving people with I/DD

July

Make changes to selections, based on feedback, as possible, given available resources

Submit written policy and proposed webinars to ED for review/ changes/ approval

August

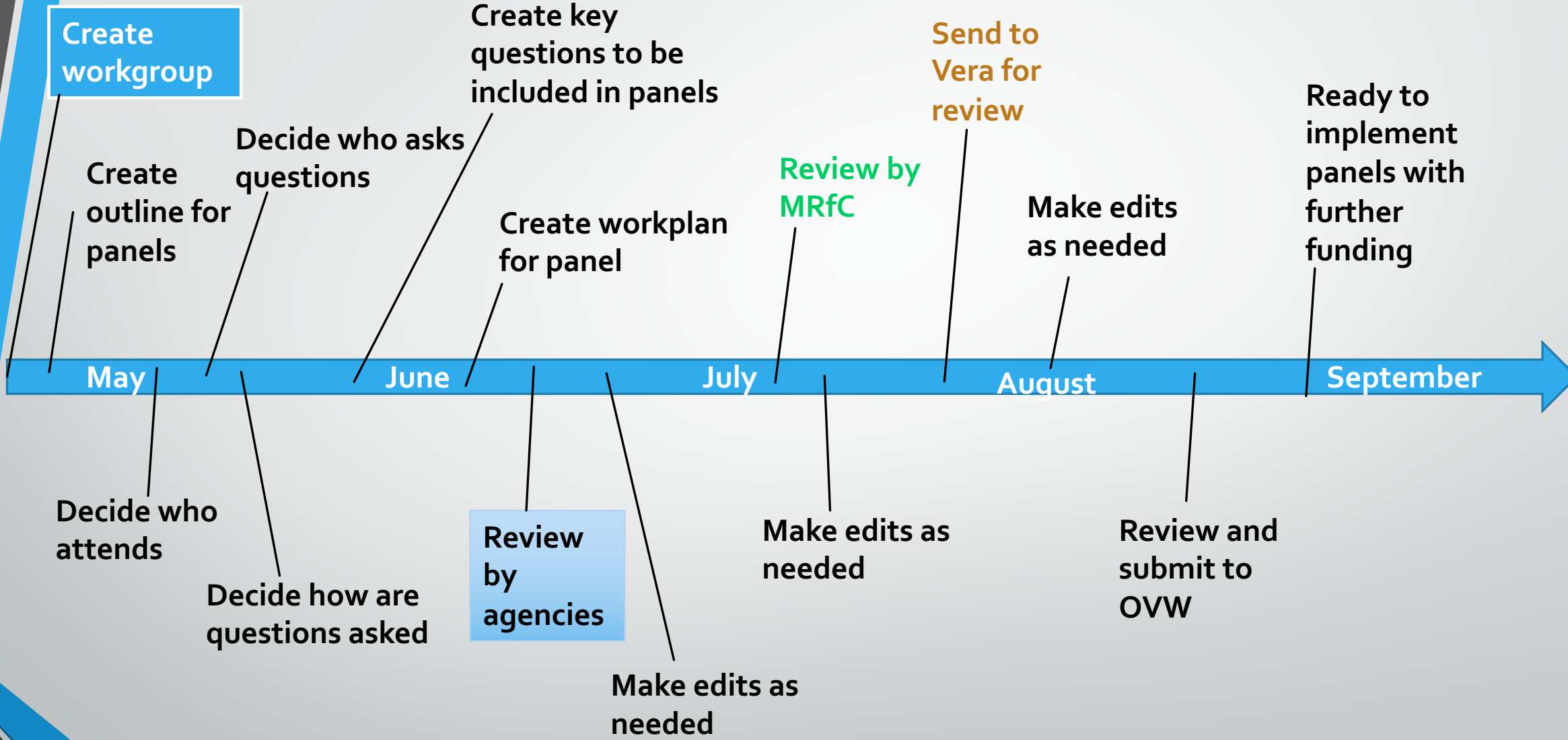
Submit to OVV for approval

Make any changes needed

September

Implement new procedures and include new materials in onboarding of new/ future VRLC staff

## D2. Create Workplan and Outline of Facilitated Questions for Panels (MASS and Pathways)





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Assign people to working group to create new MOU's.

Review current MOU's between member agencies

Review by agency leaders

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Develop agreements and commitments between agencies

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Submit to Vera for review

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# B3. Create Survivor Support Packet to Support Collaboration Between MRfC Agencies – and Supported Access for Survivors to the Agencies

