**SILCK Anti-Discrimination Statement & Actions**

The Statewide Independent Living Council of Kansas promotes inclusive communities, where all citizens thrive. The Kansas State Plan for Independent Living states a goal that Kansans with disabilities will have program and physical access to opportunities that support integrated inclusive community living.

This Mission and State Plan Task, regardless how well intended, is inadequate unless the SILCK speaks and acts in acknowledgement of the systemic discrimination against historically marginalized populations. Hence, the SILCK recognizes that along with ableism against Kansans with Disabilities, discrimination against Natives, Persons of Color, LGBTQIA+ Individuals, Women, and Persons of Diverse Faiths exists and results in ongoing marginalization and oppression of individuals who identify with these groups. SILCK also recognizes this marginalization and oppression may be compounded when persons identify with more than one of these groups. Thus, SILCK formally denounces all forms of discrimination and vows to engage in actions to counter systemic marginalization within the Council and throughout all Council activities and initiatives. The SILCK will collaborate with community partners and fully expects to be held accountable as we continue the journey to a more equitable and inclusive Kansas.

**SILCK Objectives & Actions to Counter**

**Discrimination & Marginalization:**

1. SILCK will conspicuously post SILCK Anti-Discrimination Statement on the SILCK website and social media. The SILCK Executive Committee will be notified of any reports of concerns within 3 business days of the report. The SILCK Executive Committee will then formally respond to the reporter within 10 business days of the initial report.
2. SILCK will make this topic an ongoing Committee Focus within the priority & include it as Board Meeting Agenda Topic as needed.
3. The Composition of SILCK and all SILCK representation will reflect all Kansans.
	1. Diverse Board Recruitment Process.
		1. Composition Analysis & Intentional Recruitment Strategies
		2. Reporting & Processing with Board
	2. Regularly assess inclusivity language, examples, images within SPIL, SILCK documents, training materials, online content and images
4. SILCK will actively engage and partner with community groups representing marginalized populations.
	1. Identify Groups, Share Information
		1. Possible Groups of Focus: El Centro Hispano, Kansas NAACP, KS GLSEN, KS BLM, Haskell/Native Groups, NAMI, Brain Injury Groups, Women’s League, SACK, KCDC, KS Commission for Deaf and Hard of Hearing, Disability Rights Center of Kansas, groups representing blind and visually impaired individuals, Assistive Technology for Kansans (ATK), etc.
	2. Share Info & Partner on Related Goals
5. SILCK will improve awareness, knowledge, and increase anti-discrimination actions by promoting activities such as:
	1. Anti-Discrimination & Institutional Discrimination Board Training
	2. Anti-Discrimination & Institutional Discrimination Statewide Training
	3. Provide Anti-Discrimination & Institutional Discrimination CIL Resources & Highlight CIL Best Practices & Agencies