

# YOUTH LEADERSHIP FORUM 2022

Colorado Statewide Independent Living Council  
Youth Committee



Figure 1: Picture of our YLF logo - a C for Colorado with YLF sun in the middle, and a rainbow bursting out of a pad of paper with names of delegates

## Table of Contents

Introduction	1
Delegate and Staff Selection	3
Delegate Demographics	3
Outcomes	4
Conclusions	4
Attachment A - Week-at-a-Glance	6
Attachment B - Daily Agendas	7
Attachment C - SILC YLF Budget Overview	13
Attachment D - YLF Logic Model	14
Attachment E - 2022 Staff and Volunteers	15
Pictures	16



## Introduction

Based on a national youth leadership forum model first developed in California in 1992, the Colorado Statewide Independent Living Council (CO SILC) began hosting the YLF (Youth Leadership Forum) in June, 2018. The YLF is an innovative on-campus conference for Colorado high school juniors, seniors, and young adults under 26-years-old with disabilities, as they prepare for and experience the transition to adulthood.

Students serve as delegates from their communities and work on cultivating their potential leadership, citizenship and social skills through experiential learning opportunities designed to help them identify and embrace their strengths while planning for the future. The program also connects the delegates with successful young men and women who also have disabilities, to help youth realize their ability, right, and obligation to pursue meaningful employment and contribute to society.

*“The Youth Leadership Forum embraces the philosophy of independent living and teaches youth to understand, and not be ashamed of, their experiences as people with disabilities.”*

The alumni from Colorado’s previous YLF conferences have become active community leaders and advocates. Alumni continue to serve as mentors to youth now completing the current YLF. Several of the alumni have become role models, especially as they have moved on to meaningful careers and community participation. They have been key in planning all of our YLFs, and have presented at national disability conferences (such as the annual APRIL conference – Association of Programs in Rural Independent Living) regarding Colorado’s YLF and their personal accomplishments. That is the true value of the Youth Leadership Forum.

All delegates participate in a variety of leadership and advocacy activities that follow the National YLF Principles, including:

- ✓ Leadership
- ✓ Experience of Disability
- ✓ Disability History
- ✓ Individual and Systems Advocacy
- ✓ Resources to Support Community Inclusion and Independent Living
- ✓ Living Independently
- ✓ Reaching Education and Career Goals
- ✓ Leading in the Community

Delegates learn about these topics throughout the week by participating in:

- Interactive presentations from the disability community
- Classwork and homework
- Getting to know other people with disabilities who have been where they are
- Networking with community agencies and government representatives who serve the disability community

Colorado's Youth Leadership Forum is free for the delegates thanks to the lead organizations, fundraising, state agencies like the Office of Independent Living Services at the Colorado Department of Labor and Employment, and corporate donations. This year, the event was awarded funding through the Fort Collins Elks Club.

The YLF program is intended to serve youth who have a variety of disabilities and who are from minority and underserved communities. Therefore, Colorado youth who will have completed at least two years of high school by June, those who have recently graduated, or those who are young adults in transition are recruited and encouraged to apply. The Youth Leadership Forum accepts students with varying social-economic backgrounds and ethnicity from around the state.

*"This is what gave me the confidence to follow my dreams,"  
said an employee of a Center for Independent Living  
who attended the YLF in 2018.*

*"Attending the YLF as a delegate was one of the main reasons  
I have a job working with youth now.*

*If I hadn't attended and had never broken through my shell,  
I would have never found the confidence to do what I'm doing."*

For more details on components of a YLF and how the planning was done, please see our Logic Model, Appendix D.

This year's Colorado Youth Leadership Forum (YLF) was held on the campus of Colorado State University (CSU) in Fort Collins from August 2-5, 2022.

## DELEGATE and STAFF SELECTION

The YLF received only ten applications this year, after taking a two-year hiatus due to the pandemic. Each applicant was interviewed. From those interviews, seven delegates were selected. All delegates this year were over the age of 18 and had a background check conducted.

Additionally, the YLF had ten staff and volunteer applications. All staff and volunteers over the age of 18 had a background check conducted unless they had one in the past year and supplied it. Of the ten applicants, three staff were appointed as Lead Staff due to their experience with previous YLFs. Two staff were certified by the Red Cross in CPR and First Aid. CSU had safety coordinators on staff after hours at the residence hall where the event was hosted.

With seven delegates selected, the YLF finalized plans with Colorado State University (CSU) at Fort Collins and our Designated State Entity (DSE) - Colorado Department of Labor and Employment (CDLE)/Division of Vocational Rehabilitation (DVR)/Colorado Office of Independent Living via contract agreement. Transportation was coordinated by North West Colorado Center for Independence (NWCCI) throughout the YLF for all delegates and staff.

The YLF Committee had several pre-arranged full stop dates to formally look at canceling if not enough delegates had applied. With 10 applicants, the deadline was met, but then there was difficulty reaching people. With seven YLF delegates committed, and existing contractual obligations, the SILC supported the commitment to follow through with the YLF. The SILC underspent their budget for the YLF event. Five delegates participated for the full event, after two left early due to unanticipated reasons.

## DELEGATE DEMOGRAPHICS

### AGE

18: 2  
19: 1  
20: 2  
23: 1  
27: 1

### GENDER

Self-Identified as Male: 4  
Self-Identified as Female: 3

DISABILITIES REPRESENTED: Cerebral Palsy, Depression/Anxiety, Seizure Disorder, Autism, Learning Disabilities, Quadriplegia

COLORADO COMMUNITIES REPRESENTED: Dillon, Littleton, Denver, Loveland, Golden, Colorado Springs, Fort Collins

For a final list of staff and volunteers, including presenters, please see Attachment E.

## OUTCOMES

Details of the presentations and activities the delegates participated in are included in Attachments A and B.

Five delegates graduated and were matched with mentors who will work with them for the coming year. Mentoring is the key to a successful YLF. Here is what one delegate had to say about their experience:

*“I had the privilege to be invited to participate in the Youth Leadership Forum. I was hesitant at first because I have never been on my own before and even though I'm independent, I was worried about how it would go and if I could really do it. I had just got a service dog who wasn't fully trained and was worried about him too. I'm so happy I chose to go. It was the best experience of my life. I met some of my best friends. I made really good connections that I have used to get a job, find transportation, and just helped me get through my everyday life when I am having a bad day and need someone to talk to. I am now on my own and starting my first job thanks to the help and wisdom of all the amazing people I met at YLF.”*

Attachment C contains financial information, budget to actuals.

## CONCLUSIONS

- After two years of not being able to do an in-person Youth Leadership Forum because of the pandemic, more time is needed to rebuild the YLF. The YLF will aim to have 25 delegates attend for a full week.
- Improve coordination with the Center for Independent Living (CIL) network to encourage eligible candidates to apply.
- Establish a marketing committee to increase awareness of the YLF.

- Prepare session descriptions in time for marketing.
- Re-establish relationships and funding sources that were lost during the pandemic.
- Ensure that delegates develop a personal profile and post-forum action plan with goals and objectives.
- Work with the SILC to establish level funding for the YLF each year to determine how much fundraising has to be done.
- Begin the new YLF fundraising committee in October every year.
- Provide grant writing training to the committee members, possibly through the various Rural Philanthropy Days sponsored by the Community Resource Center (CRC). Committee members should also check with local libraries to see if they carry the CRC Grants Guide.
- Establish delegate and staff recruitment. It is everyone's responsibility to foster personal connections in our communities throughout the state.
- Revise the code of conduct for both YLF staff/volunteers and YLF delegates to clarify expectations.
- Delegates enjoy the free time of crafts, socializing and playing games together.
- Recommend the higher education panel to be a continuous topic at future YLF's.

## ATTACHMENT A- Week-at-a-Glance

Monday, August 1 Staff Training	Tuesday, August 2 Disability Experience & Personal Development	Wednesday, August 3 Leading in the Community	Thursday, August 4 Living in the Community	Friday, August 5 Graduation
	7:00 – 8:00 Staff Breakfast			
8:00 – 9:00 Staff Breakfast	8:00 – 9:30 Delegates Arrive, Registration	8:00 – 9:00 Breakfast	8:00 – 9:00 Breakfast	8:00 – 10:00 Breakfast & Checkout
9:00 – 9:30 Introductions		9:00 – 10:30 IL Jeopardy	9:00 – 11:30 Higher Education Panel	
9:30 – 10:30 Mandatory Incident Reporting	10:30 – 12:00 Group Rules, Boundaries, Ice Breaker			10:30 – 12:00 Self Advocacy
10:30 – 12:00 Goal Setting, Philosophy, Accommodations		12:00 – 1:00 Lunch	12:00 – 1:00 Lunch	
12:00 – 1:00 Lunch	1:00 – 2:00 Keynote			1:00 – 2:00 Civil Disobedience
1:00 – 1:30 Self Care		2:15 – 3:15 Goals for your Life	2:15 – 3:30 Commissioner & Legislative Panel	
1:30 – 2:00 Disaster Prep	3:15 – 4:30 Healthy Relationships, Self Determination			3:30 – 4:30 Circle/Square Activity
2:15 – 3:30 Expectations of Staff & Volunteers		4:30 – 5:00 Circle/Square	4:30 – 5:00 Mingling	
3:30 – 4:30 WAG and Circle/Square	5:00 – 6:00 Dinner			5:00 – 6:00 Dinner
4:30 – 5:00 Goody Bags		6:00 Free Time Activities	6:00 Free Time Activities	
5:00 – 6:00 Dinner & Classroom Set-up	9:30 – 10:00 Staff Meeting			9:30 – 10:00 Staff Meeting

## ATTACHMENT B- Daily Agendas

**August 1: Training for Staff and Volunteers conducted by Designated State Entity, Statewide Independent Living Council and YLF Alumni**  
*Joan LaBelle and Ty Smith facilitating*

8:00AM - 9:00AM      Breakfast

9:00AM - 9:30AM      **Introductions**

9:30AM - 10:30AM      **Mandatory & Incident Reporting**  
*Peter Pike and Sarah Hansen, Colorado CDLE/DVR Office of Independent Living*  
Overview of what is mandatory reporting and why it is required. Review of the Incident Reporting form and how it is to be used daily. Examples of what constitutes an “incident.”

10:30AM - 10:40AM      Break

10:40AM - NOON      **IL Philosophy, Goal Setting, Accommodations - Alumni** (*Caity McManis, Leo Santos, Evan Shockley, Edgar Morales*) and *Joan LaBelle, ADA Coordinator at City and County of Denver*  
Go over how to use IL Philosophy with each delegate and why it is important, and how to use the IL Philosophy when assisting others in developing their goals for their life. A major focus on using IL Philosophy to assist the delegates in their personal goal setting. Discuss knowing what disability-related accommodations you need, and how to request them, including the difference between a disability related need for accommodation and the delegates’ personal responsibilities.

12:00PM - 1:00PM      Lunch

1:00PM - 1:30PM      **Self-Care**  
*Alumni (Caity McManis, Leo Santos, Evan Shockley, Edgar Morales), Joan LaBelle, ADA Coordinator at City and County of Denver Government, and Ty Smith, Colorado SILC Chair*  
How to ensure that you’re taking care of your own needs and self-care. Examples of what to look for in yourself as a check-in, as well as ideas on how to provide self-care for yourself. Having

a few dedicated staff as “tag” staff to be able to give each other a break. Other ways to ensure you are taking care of yourself and not overloading.

1:30PM - 2:00PM

**Disaster Preparedness**

*Sadie Martinez, Access and Functional Needs Coordinator.  
Colorado Division of Homeland Security and Emergency  
Management*

Local resources and tips to stay safe in Fort Collins and at CSU to better prepare staff for natural disasters that might affect the YLF.

2:00PM - 2:15PM

Break

2:15PM - 3:30PM

**Expectations of and from Staff and Volunteers**

*Ty Smith, Colorado SILC Chair and Joan LaBelle, ADA  
Coordinator at City and County of Denver*

Job duties and expectations for staff and volunteers.

3:30PM - 4:30PM

**Week-at-a-Glance (WAG), Circle/Square Exercise**

*Joan LaBelle*

Go over schedule, ask questions, get a good feel for the next few days.

The Circle/Square exercise is a debriefing tool where the delegates will identify thoughts, questions and discussion topics through the use of shapes.

- Circle: what thoughts do you have?
- Square: what do you understand?
- Triangle: 3 takeaways you can use in your life.

4:30PM - 5:00PM

Fill Goodie Bags

5:00PM - 6:00PM

Dinner, then Set-Up Classroom

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**August 2: Experience of Disability; Career; Leadership; Personal Development**

7:00AM - 8:00AM

Staff Breakfast

8:00AM - 9:30AM

**Delegates arrive**

9:30AM - 10:30AM	<b>Staff Introductions</b> <i>All Staff and Volunteers</i> Talk about our various disabilities and how life experience impacted our careers and/or how life experience with a disability has been (or not been) impacted with regard to school, employment, and recreation.
10:30AM - NOON	<b>Group Rules, Boundaries, Ice Breaker</b> <i>Edgar Morales</i> Setting Group Rules to post on the White Board. Discuss boundaries as this may be some delegates' first time away from home: what to do with freedom, setting boundaries with your fellow delegates, and some examples.
<u>12:00PM - 1:00PM</u>	<u>Lunch</u>
1:00PM - 2:00PM	<b>Keynote:</b> <i>Leo Santos</i> Leo tells his story about how his life was before he got severe gout that was about to take his life, and how he finally accepted that it was better to lose a leg than his life. He began to adapt and then gout hit him again and he lost his other leg. He was more accepting of that and is still active within the community because the YLF gave him that hope.
<u>2:00PM - 2:15PM</u>	<u>Break</u>
2:15PM - 3:15PM	<b>Developing Goals for your Life</b> <i>Edgar Morales, Evan Shockley, Leo Santos, Staci Nichols</i> How to brainstorm about what you want to see in your future.
3:15 - 4:30PM	<b>Healthy Relationships, Self-Determination</b> <i>Edgar Morales</i> Ideas and activities to help the delegates understand red flags and healthy aspects of relationships with others in their lives.
4:30 -5:00PM	<b>Circle/Square Exercise</b> <i>Edgar Morales, Evan Shockley, Leo Santos</i> Debriefing activity involving thoughts, understandings, and takeaways.

5:00PM - 6:00PM      Dinner

6:00PM                      **Activity - Music, Games, Painting**  
Free time for our delegates; they can choose between puzzles, crafts, playing games or socializing with their peers and YLF staff in the main meeting areas.

9:30PM - 10:00PM      Staff/Volunteer Meeting

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**August 3: Leading in the Community; Leadership; Systems and Self Advocacy**

8:00AM - 9:00AM      Breakfast

9:00AM -10:30AM      **IL Jeopardy**  
*Joan LaBelle and Caity McManis*  
A game to learn about Independent Living and Disability History

10:30AM - 12:00PM      **Self-Advocacy**  
*Pierce Grandchamp and Edgar Morales*  
How to advocate for oneself in different areas of life, with a role playing activity where delegates advocate for accessibility.

12:00PM - 1:00PM      Lunch

1:00PM - 2:00PM      **Civil Disobedience**  
*Pierce Grandchamp*  
Video about the takeover of the Federal Building and Section 504 of the Rehab Act, fighting for the ADA, and the history of the disability rights movement. Then a discussion on the history of the disability rights movement, with advocacy scenarios for delegates to role play.

2:00PM - 2:15PM      Break

2:15PM - 3:30PM	<b>Commissioner and Legislative Panel</b> <i>Commissioner John Kefalas and Deputy Director Shannon Hayes from Boards &amp; Commissions</i> Speaking to delegates about experiences and how they can get involved in their communities.
3:30PM - 4:30PM	<b>Circle/Square Exercise</b> <i>Edgar Morales, Evan Shockley, Leo Santos</i> Debriefing activity involving thoughts, understandings, and takeaways.
<u>5:00PM - 6:00PM</u>	<u>Dinner</u>
6:00PM	<b>Activity- Music, Games, Painting</b> Free time for our delegates; they can choose between puzzles, crafts, playing games or socializing with their peers and YLF staff in the main meeting areas.
<u>9:30PM - 1:00PM</u>	<u>Staff/Volunteer Meeting</u>

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#### **August 4: Career Education; Living in the Community; Leadership**

<u>8:00AM - 9:00AM</u>	<u>Breakfast</u>
9:00AM - 11:30AM	<b>Higher Education Panel</b> College Reps <i>Melissa Cermak, Anna Reid, Jean Kelly</i> Panel discussion about their roles with college youth, what services they provide to students with disabilities and the assistance that can be provided
11:30AM - 12:30PM	<b>Youth Career Panel</b> <i>Leo Santos, Caity McManis, Evan Shockley</i> YLF Alumni will talk about how YLF changed their lives and the impact of their employment journey
<u>12:30PM - 1:30PM</u>	<u>Lunch</u>

1:30PM - 2:30PM      **Diversity Discussion: HBO Documentary: In the Shadow of the Towers, Stuyvesant High on 9/11**  
*A look at 9/11 through the eyes of eight people who witnessed the attacks from nearby Stuyvesant High School.*

2:30PM - 2:45PM      Break

2:45PM - 4:30PM      **Resource Fair and Game**  
The resource fair had booths from local Colorado organizations and colleges.

3:30PM - 4:30PM      **Circle/Square Exercise**  
*Edgar Morales, Evan Shockley, Leo Santos*  
Debriefing activity involving thoughts, understandings, and takeaways.

5:00PM -6:00PM      Dinner

6:00PM      **Activity- Music, Games, Painting**  
Free time for our delegates; they can choose between puzzles, crafts, playing games or socializing with their peers and YLF staff in the main meeting areas.

9:30PM - 10:00PM      Staff/Volunteer Meeting

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## August 5: Graduation

8:00AM - 10:00AM      Checkout and Breakfast

10:00AM - 12:00PM      **Graduation Ceremony**

12:00PM - 12:30PM      **Match Delegates with Mentors**

STAFF/VOLUNTEERS ONLY (at least 3 people)

12:30PM - 1:00PM      Quick Lunch

1:00PM - 2:30PM      Staff Wrap-Up and Clean-Up

## ATTACHMENT C- SILC YLF Budget Overview

### Resource Development:

Elks BPOE 804	\$1,200.00
Part B funding from the SILC	\$43,019.54

	<u>Budgeted</u>	<u>Actual Exp</u>	<u>%Expended</u>
SILC Coordinator	\$24,000	\$18,600	77.50%
Assistant Coordinator	\$1,500	\$0	0.00%
Admin Coordinator	\$500	\$0	0.00%
*3 Team Leads	\$4,000	\$1,950	48.75%
Background checks	\$300	\$75	25.00%
Housing	\$8,773	\$4,297.73	48.99%
Meals	\$6,960	\$4,570.60	65.67%
Administration Fees	\$350	\$1,764.50	504.14%
Parking	\$0	\$62.59	
Security	\$3,000	\$0	0.00%
Welcome Bag	\$1,625	\$275.40	16.95%
Petty Cash	\$400	\$0	0.00%
Activities	\$2,000	\$0	0.00%
Supplies & Materials	\$2,000	\$333.85	16.69%
T-Shirts	\$750	\$731.88	97.58%
Photographer	\$2,000	\$0	0.00%
Hotel, night before	\$0	\$676	
**Staff/Volunteer Mileage	\$0	\$537.49	
NWCCI Bus Transp	\$3,500	\$1,425	40.71%
Presenters	\$5,000	\$0	0.00%
Mailing and Marketing	\$500	\$0	0.00%
Pre-YLF Planning Mtg	\$0	\$0	0.00%
Post-YLF Meeting	\$12,010	\$0	0.00%***
Post YLF Peer Mentor	\$5,000	\$0	0.00%***
ADA Accommodations	\$10,000	\$9,669.50	96.70%
Totals	\$94,168	\$44,969.54	47.75%

\* Paid out of the SILC Bank Account

\*\* Four people received mileage

\*\*\* Activities yet to occur

**COST PER PARTICIPANT:** \$8994 (\$6424.22 if you count all 7 approved delegates)

## ATTACHMENT D- YLF Logic Model

**Situation:** Many high school juniors, seniors and young adults with disabilities lack the knowledge, skills, and capabilities to effectively transition to adulthood, live independently, and accomplish their career and higher education goals. They tend to be unaware of resources to support themselves and lack successful adult role models who have disabilities.

Inputs	Outputs		Outcomes -- Impact		
	Activities	Participation	Short	Medium	Long
<ul style="list-style-type: none"> <li>• YLF committee structure</li> <li>• Finance systems</li> <li>• Funding</li> <li>• Recruitment systems</li> <li>• Curriculum</li> <li>• Speakers</li> <li>• Staffing</li> <li>• Training materials</li> <li>• Campus facilities</li> <li>• Admin/logistic support</li> </ul>	<ul style="list-style-type: none"> <li>• Multi-day on campus forum; delegates selected statewide; small and large group trainings and discussions; 1-1 support and mentoring; interpersonal communications; leadership training; problem solving &amp; team building activities.</li> <li>• Graduates receive one year of 1-1 follow-up mentoring support.</li> <li>• Graduates have the option of developing and participating in an Alumni Association.</li> </ul>	<ul style="list-style-type: none"> <li>• Ideally 25-30 Delegates</li> <li>• 20 staff</li> <li>• Colorado SILC</li> <li>• SILC Youth Committee</li> <li>• 30+ external volunteers</li> <li>• Statewide stakeholders</li> <li>• Funding sources</li> <li>• On &amp; off campus activities</li> </ul>	<ul style="list-style-type: none"> <li>• Delegates and staff have fun, meet new people, develop new or expanded networks of peers and mentors.</li> <li>• Delegates gain increased knowledge and understanding of: Self, Disability history &amp; culture, Resources including assistive technology, Self and systems advocacy, Potential leadership skills, Legislative processes, Education &amp; career options and processes</li> <li>• Delegates develop a personal profile and post-forum action plan including goals and objectives.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased self-awareness and self-esteem</li> <li>• Accept they are not alone when dealing with their life's challenges</li> <li>• Pursuing goals and working their action plans</li> </ul>	<ul style="list-style-type: none"> <li>• Living, working, learning, and living life as they choose with increased independence.</li> <li>• Involved citizens voting, volunteering, advocating, and living independently.</li> </ul>

## ATTACHMENT E - 2022 Staff and Volunteers

NAME	POSITION	SILC/COMMUNITY/DSE/CIL	\$\$
*Ty Smith	Volunteer	SILC member	None
*Joan LaBelle	Contract Coordinator	DSE	SOW Contract
*Staci Nichols	Co-Chair SILC Youth Committee	SILC member	None
*Caity McManis	Co-Chair SILC Youth Committee	SILC member	None
*Edgar Morales	Staff	CIL	Honorarium (\$650)
*Leo Santos	Staff	CIL	Honorarium (\$650)
*Evan Shockley	Staff	CIL	Honorarium (\$650)
*Cody Callendar	Volunteer Photographer	Community	None
Kendal Nolan	Volunteer	Community	None
*Joy McCoy	Transportation	NWCCI	Contract
*Laurie Hammel	Transportation	NWCCI	Contract
*Joseph Bonjour	Interpreter Day 1-5	Linguabee	Contract
Stephanie Cryer	Interpreter Day 1	Linguabee	Contract
Carrie Dalen	Interpreter Day 2-3	Linguabee	Contract
Kathy Kimbel	Interpreter Day 4-5	Linguabee	Contract
Peter Pike	Presenter Day 1	DSE	None
Sarah Hansen	Presenter Day 1	DSE	None
Sadie Martinez	Presenter Day 1; Resource Fair Day 4	Emergency Management	None
Pierce Grandchamp	Presenter Day 3	Atlantis	Lunch (\$11)
John Kefalas	Presenter Day 3	Commissioner	None
Shannon Hayes	Resource Fair Day 4	Boards & Commissions	None
Leonela Runnels	Resource Fair Day 4	Housing Authority	None
Illeana Sabbagh	Resource Fair Day 4	Housing Authority	None
Melissa Cermak	Presenter Day 4; Resource Fair Day 4	Metro State University	Lunch (\$11)
Jean Kelly	Presenter Day 4; Resource Fair Day 4	Red Rocks College	Lunch (\$11)
DVR Guest Vendor	Resource Fair	DVR	None
Anna Reid	Presenter Day 4; Resource Fair Day 4	Disabled Students Network	Lunch (\$11)
Amelia Dickerson	Presenter Day 4; Resource Fair Day 4	Disabled Students Network	Lunch (\$11)

\* Individuals worked there all five days. (Others commuted only on specific days for presentations, resource fair, etc.)

## PICTURES

**Monday, August 1, 2022**

Staff Training and getting ready



Figure 3: DSE staff is throwing things from the front of the room to demonstrate an "incident," two staff are at a table with one trying to catch



Figure 2: Rows of big blue goodie bags for the delegate



Figure 4: Four staff walking away across the CSU campus

## Tuesday, August 2, 2022 – Delegates arrive and work on self-determination skills



Figure 5: Three delegates coming into lobby, with one person writing at a small desk. Two staff looking on.



Figure 5: A delegate looking at something a staff person is showing on a round desk



Figure 6: staff and delegate sitting at a desk looking at a computer



Figure 7: Delegates sitting at tables listening to a speaker. Volunteer watching from back of room.



Figure 8: Volunteer using ASL, in front of a classroom of listening delegates



Figure 9: Group of delegates listening to a speaker, with two staff in the background



Figure 10: Black Great Dane service dog with delegate in wheelchair, sitting with another delegate at a table. Both are smiling.



Figure 11: Delegate standing next to whiteboard using graphic facilitation



Figure 12: Volunteer and delegate sitting on a stone ledge talking outdoors



Figure 13: Two staff, one in a power chair, talking with a delegate at a table



Figure 14: Staff and delegate talking and smiling at a table



Figure 15: Delegate sitting at table with sticky pad of drawings, from back



Figure 16: Group of staff and delegates interacting in a classroom, with one person raising their hand



Figure 17: Two delegates working with markers and paper, next to each other

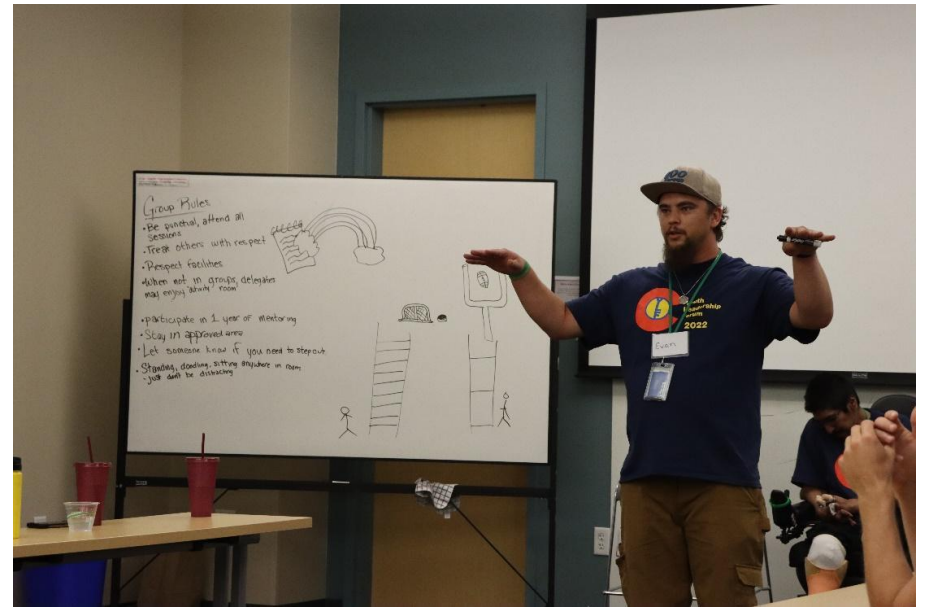


Figure 18: Staff with hands raised next to shoulders next to a whiteboard with words and images



Figure 19: Delegate speaking in front of classroom of other delegates



Figure 20: Two delegates at desks, one watching the other person present a drawing



Figure 21: Delegates learning how to use a hockey stick



Figure 22: Delegates interacting and smiling around a table

## Wednesday, August 3, 2022 – Self-Advocacy and Community Involvement

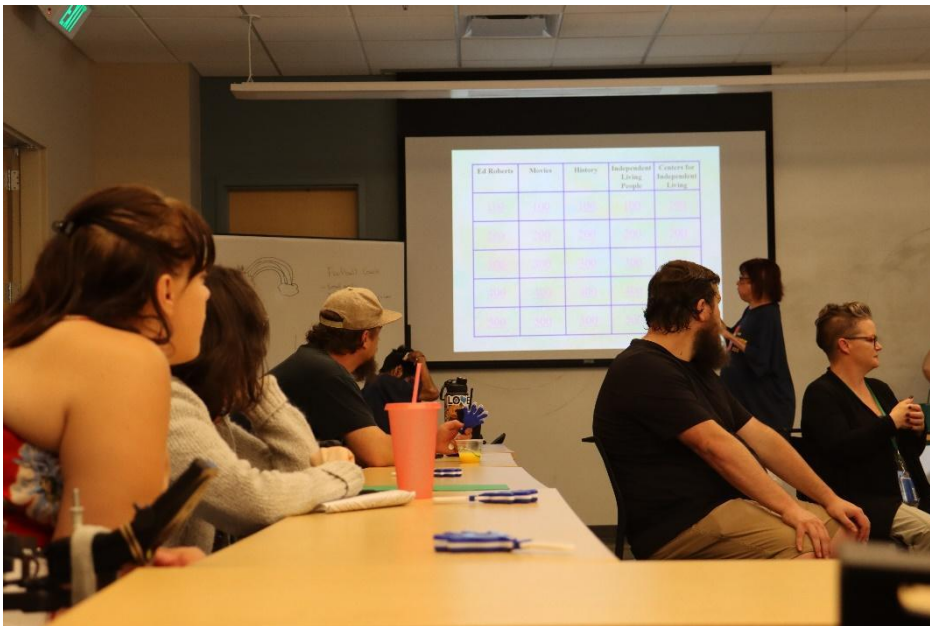


Figure 23: Delegates and staff watching presentation involving a checkerboard



Figure 24: Delegates and staff sitting at tables watching a presenter



Figure 25: A volunteer and a staff giving a presentation about self-advocacy



Figure 26: Two delegates doing an improv with the presenter watching from a table



Figure 27: Presenter in a wheelchair discussing civil disobedience



Figure 28: Staff and delegates interacting and smiling with presenter



Figure 29: Commissioner John Kefalas talking with delegates



Figure 30: Delegate group picture with Commissioner Kefalas



Figure 31: Two delegates and a staff member playing Jenga



Figure 32: The two-foot pile of Jenga blocks falls over



Figure 33: Group of delegates talking and laughing at a table

## Thursday, August 4, 2022 – Resources for careers and higher education



Figure 35: Delegate practicing ASL with staff



Figure 34: Group of delegates, one with hand raised, interacting with presenters



Figure 36: Delegates in classroom listening and interacting with panel of staff



Figure 37: Two delegates interacting with Resource Fair vendors



Figure 38: Two delegates sharing a laugh



Figure 39: Delegate talking with two Resource vendors



Figure 40: Staff laughing with Resource Fair Vendor



Figure 41: Delegate and staff talking



Figure 42: 1Staff and delegates determined to finish a jigsaw puzzle



Figure 43: Delegates and staff playing with a large beach ball outside in the courtyard

## Friday, August 5 - Graduation Day



*Figure 44: Five shots of delegates with their new mentors*





Figure 45: Group photo of delegates, volunteers, staff, and DSE