



A Division of the National Rehabilitation Association

NAMRC Mission Statement

Promoting cultural diversity and disability through advocacy for excellence and equity in rehabilitation research, education, and practice.

2019-2021 Strategic Plan Vision Statement

To establish a field of rehabilitation where people from culturally diverse backgrounds thrive!

Strategic Plan Goal 1

To position NAMRC as a first choice organization for individuals who are dedicated to multicultural rehabilitation issues.

Committee	Objective	Intended Outcomes
Conference	To produce a high quality and high impact annual training conference evidenced by:	1.Revising Conference Planning Guide to include identification of chair/co-chairs, location, dates, and theme at least one year in advance 2.Updating participants survey to obtain feedback about the conference specific to: <ul style="list-style-type: none"> a. Influence to their rehabilitation practice b. An educational and networking experience that they would recommend to colleague

		<p>3. An increase in the total number of returning conference attendees by 10% based on the July 2019 conference attendance</p> <p>4. An increase in the total number of first time attendees by 10% based on the July 2019 conference attendance</p>
Professional Development	Implement a directory of experts (educators, practitioners, and administrators) in multicultural rehabilitation issues as an online accessible product evidence by:	<p>1. Promoting the directory to the American Counseling Association (ACA) and the American Psychological Association (APA)</p> <p>2. Developing an evaluation strategy for the directory of experts.</p>
Professional Development	Identify, describe and operationalize mentoring models to be used NAMRC evidence by:	1. A mentoring program/initiative for practitioners, educators, and researchers
Legislative and Governance	To provide members with opportunities to obtain mentorship and professional growth through the financial management of the association evidence by:	Identifying and proposing revisions to the bylaws to improve/enhance the financial management of the association (treasurer, financial secretary, assistant treasurer, etc., roles and responsibilities, and audits).
Membership and Coalition Building	To increase and maintain membership evidenced by:	<p>1. 10% increase based on July 2019 membership roster.</p> <p>2. The development and implementation of a 2-year plan using research from other organizations' recruitment methodologies.</p> <p>3. The distribution of a bi-monthly/quarterly email to members and universities to promote membership and benefits of the Association</p>

<p>Public Relations and Marketing</p>	<p>To highlight the disability focused research of NAMRC members evidenced by:</p>	<ol style="list-style-type: none"> 1.The creation of 12 images that highlight completed research on or NAMRC members who are experts within that specific field/disability. 2.The creation of 12 images that highlight the strength of NAMRC. 3.The production of one scholarly publication annually that is focused on improving the lives of individuals with disabilities from diverse backgrounds. 4.Conduct 6 interviews with researchers in multiculturalism rehabilitation. 5.Create a monthly highlight page about 1 specific individual and their take on rehabilitation.
<p>Finance and Economic Development</p>	<p>Expand finance and economic committee membership evidenced by:</p>	<ol style="list-style-type: none"> 1.Implementation of financial management of the association (treasurer, financial secretary, assistant treasurer, etc., roles and responsibilities, and audits) based on revised bylaws. 2. The development of a comprehensive financial and accounting policies and procedures manual.

Strategic Plan Goal 2

To influence federal and state policy related to research, education, and practice of rehabilitation services to improve the lives of individuals with disabilities from diverse backgrounds

Committee	Objective	Intended outcome
Conference	To engage members of NAMRC in each state in federal and state policy and planning updates during the annual conference as evidenced by:	<ol style="list-style-type: none"> 1. Re-envisioning and hosting the State Chapter President's meeting at the Annual Conference 2. The attendance of the President or one representative from each NAMRC State Chapter at the annual conference by sending a special invitation to each NAMRC State Chapter. 3. Sending a News Announcement regarding the NAMRC Conference to each NAMRC State Chapter Webmaster for placement on the State Chapter's website or listserve
Professional Development	Promote and outline a strategy to achieve representation of NAMRC on state rehabilitation association boards, state rehabilitation councils/commissions, and national rehabilitation association boards through active membership and presentations related to research, education, and practice of rehabilitation services at conference and other opportunities of these organizations evidenced by:	<ol style="list-style-type: none"> 1. NAMRC Fellow Credential presenting at one national conference and the NAMRC conference annually 2. Participation on the Vocational Rehabilitation Counseling Coalition and other relevant rehabilitation, disability and counseling organizations.
Professional Development	Influence current practice related to research, education, and practice of	At least one quarterly program; webinar or informational mailing.

	rehabilitation services by offering (at least two annual) continuing education opportunities specific to multicultural rehabilitation concerns evidenced by	
Finance and Economic Development and Membership & Coalition Building Committee	Identify (number) opportunities including two collaborations and partnerships that align with organization's mission evidenced by:	<ol style="list-style-type: none"> 1. Submitting an application for public and private funding 2. Co-sponsoring a multicultural rehabilitation focused event (legislative, advocacy, education, awareness, training) with another entity
Legislative and Governance	To identify a national legislative issue that as a Board we can work towards affecting positive change for people with disabilities evidence by:	<ol style="list-style-type: none"> 1. The production and distribution of an issue and position statement annually.

Corresponding Bylaw Objectives for Strategic Plan by Goal and Standing Committee

Goal 1:

Conference Committee

Alignment with Bylaws objective: To enrich the capacity of the larger rehabilitation community to better meet the needs of individuals with disabilities from culturally diverse populations through education, training and awareness.

Professional Development Committee

Bylaws objective: To foster the growth, development, and career enhancement of existing and potential members through professional development, mentoring, and networking.

Legislative & Governance Committee

Bylaws objective: To foster the growth, development and career enhancement of existing and potential members through professional development, mentoring and networking.

Membership & Coalition Building Committee

Bylaws objective: To promote a more culturally diverse rehabilitation community through advocacy, recruitment and outreach.

Public Relations and Marketing Committee

Bylaws objective: a) To foster the growth, development and career enhancement of existing and potential members through professional development, mentoring and networking b) To provide leadership and direction in research consistent with the mission of the Association c) To enrich the capacity of the larger rehabilitation community to better meet the needs of individuals with disabilities from culturally diverse populations through education, training, and awareness. d) To promote a more culturally diverse rehabilitation community through advocacy, recruitment and outreach

Finance and Economic Development Committee

Bylaws objective: To foster the growth, development and career enhancement of existing and potential members through professional development, mentoring and networking

Goal 2:

Conference Committee

Bylaws Objective: To advocate on behalf of individuals with disabilities with culturally diverse populations to ensure equity, parity, and quality in the delivery of rehabilitation services.

Professional Development Committee

Bylaws Objective: To advocate for, propose, and support legislation and policy that addresses the needs of individuals with disabilities from culturally diverse background.

Legislative & Governance Committee

Bylaws Objective: a) To advocate for propose, and support legislation and policy that addresses the of individuals with disabilities from culturally diverse backgrounds. b) To advocate on behalf of individuals with disabilities from culturally diverse populations to ensure equity, parity, and quality in the delivery of rehabilitation services

Finance and Economic Development and Membership & Coalition Building Committee

Bylaws Objective: To enrich the capacity of the larger rehabilitation community to better meet the needs of individuals with disabilities from culturally diverse populations through education, training, and awareness.