

Military/Veteran Resource Network Application - Universal Guidelines

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Organization Name	Ability360
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Website	http://ability360.org/
Organization E-mail	info@ability360.org
What sector is your organization part of?	Community
Type of organization (check all that apply)	Community-Based Partner / Civic Group
Organization Mission and/or Charter:	<p>Ability360 offers and promotes programs designed to empower people with disabilities to take personal responsibility so that they may achieve or continue independent lifestyles within the community.</p> <p>Ability360 is one of five Centers for Independent Living in Arizona, and the largest Center in the state. Ability360 advocates personal responsibility – by, and for, people with disabilities – as a means to independence. Programs are designed to help consumers achieve self-sufficiency. In addition to the four core service areas, Ability360 provides and promotes numerous other programs and services that help consumers achieve an independent lifestyle.</p>
Brief background of organization (year established, etc.):	The Ability360 Center is a 62,000-square-foot universally designed, accessible and transit-oriented non-profit resources center serving the disability community in the Greater Phoenix Metropolitan area. A national model for accessible design and collaborative programming, the Ability360 Center is located in the heart of Phoenix, less than two and a half miles from Phoenix Sky Harbor International Airport and situated conveniently on the Valley Metro light rail system.
Overview of organization's experience and expertise in delivering services, best practices used, etc.:	Ability360 has been part of the community for 35 years, it is primarily for those with disabilities, but it is available to everyone.
What area of the state do you serve/cover/etc.?	Regional within Arizona
1. Region:	Central Arizona
2. County/Counties:	Maricopa
Brief overview of programs, resources, services, operations, etc.:	Ability360 has independent living programs, back to work, advocacy, home care services, and health and wellness programs.
General eligibility guidelines for programs, resources and/or services:	The sports and fitness center is primarily for those with disabilities, but open to the entire community.

Description of target audience:

Ability360 is open to the entire community, but primarily for those with disabilities.

Cost for programs or services to service members, veterans and/or family members (or funding sources if no cost to individuals and families):

For service members, veterans and their family members a membership to the fitness center is \$25.00/year.

Regulatory body that has oversight over organization and/or industry (if applicable) and any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):

Ability360 has a Board of Directors that have oversight of the organization.

Our organization understands and agrees to the following Guiding Principles:

1. Military service often fosters resilience and strength in service members, veterans and family members.
2. Military service impacts the individual and the family. A “military family” can include a service member or veteran, their spouse/significant other and children, as well as parents, siblings, extended family and friends.
3. The military is a distinct culture. While service members, veterans and their families experience the same life circumstances and events as civilians, both positive and negative, they also have a unique set of life experiences relating to service, deployment and reintegration that are distinct from civilian life.
4. As a community, we are committed to providing the best care and support to all those who serve. Since changes in military status affect eligibility for programs, resources and benefits, we seek to build a continuum of care that addresses the needs of the entire military, veteran and family population.
5. No one organization can meet all needs for the entire military and veteran population. Stronger collaboration between military, government and community partners supports service members, veterans and their families in connecting to the right program, resource and/or benefit at the right time. Organizations should also focus on collaboration to maximize available resources and minimize duplication of effort.
6. There should be no wrong door to which a service member, veteran or family member goes to for help. Each individual and organization should have at least the basic knowledge on the military/veteran systems of care to assist in connecting that individual or family to a more appropriate resource so that no one is turned away.
7. As a network of individuals and organizations who provide care and support to the military and veteran population, our goal is to assist service members, veterans and family members in being informed consumers who are empowered to make decisions to access those programs, resources & benefits that will meet their needs.
8. Every service member, veteran and family member has an individual experience and perspective which should be acknowledged and incorporated into the provision of care and support.

Our organization understands and agrees to the following Ethical Considerations:

1. The interest of the service member, veteran and family member should come first, above the interest of the provider or organization, financial or otherwise.
2. Any potential conflicts of interest should be disclosed up front.
3. Respect the service member, veteran and/or family member by providing accurate information that will assist them in making informed decisions about the care and support they access.
4. Organizations should only offer programs, services and resources that they are equipped or trained to deliver. Outreach and engagement of the military and veteran population should be within the scope of the role and function of the individual (training & experience) and the organization (policies, practices, procedures).
5. Organizations that outreach to the military/veteran population have an obligation to equip their personnel and organizations with the training necessary to understand: a) the unique aspects of the military experience b) the issues affecting these individuals and their families and c) the specific military/government programs and benefits available to this population. Organizations should consult with subject matter experts when necessary.
6. Outreach and messaging to the military and veteran population should be truthful, not misleading nor designed to incite fear, should always accurately and appropriately cite sources and present information in context.
7. Organizations should be cautious about promising outcomes. Information should clearly state if a program or service is evidence-based or independently documented to be effective. Statements about the effectiveness of programs or services should include information on success rates and the documented source of this information.
8. Coordination of care and follow up is essential when service members, veterans and family members are accessing multiple systems of care. Partners need to be actively engaging with other providers and systems as appropriate, while still respecting the confidentiality of the individual or family.

Key personnel (leadership, staff, volunteers, etc.) have basic knowledge and/or training related to:

The military, veteran and family population and unique aspects of military/veteran culture.
The effects of military service, deployment, reintegration and transition on service members, veterans and their families.

Total number of staff:

250

Approximate number of staff that have received the above training:

13

We have employees who are (check all that apply):

Service members
Veterans
Family members
Experienced in working with the military, veteran and/or family population

We engage internal and external subject matter experts to advise and strengthen service delivery to the military, veteran and family population:

Yes

Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:

Ability360 connects with the military/veteran culture by being extremely involved with community, providing discounted rates and having programs specifically for service members, veterans and their family members.

Approximate number of employees in organization:

250

Number of individuals trained as Military/Veteran Resource Navigators within organization:	13
Titles/roles of individuals trained as Navigators (e.g. team leaders, supervisors, admin staff, etc.)	Any staff member at Ability360 is encouraged to become a Military/Veteran Resource Navigator.
Communications (print, web, etc.), content and messaging focused on the military and veteran population:	Uses appropriate terminology and imagery Describes services/resources offered and any eligibility criteria. Clearly indicates any cost.
Our organization tracks the number of service members, veterans and/or family members served.	Yes
Our organization posts information for service members, veterans and family members on our website, in waiting rooms, etc.	Yes
Additional detail on how our organization ASKS the right questions at the right time relating to the above areas, as well as any other relevant information::	Ability360 will have internal Military/Veteran Resource Navigators and has information to resources posted throughout the entire facility.
All staff and volunteers have basic awareness of key gateway resources (crisis lines and the Military/Veteran Resource Network) and can provide information to individuals and families as needed. When and how was this information distributed to all employees (e.g. email, intranet, handout, etc.):	Ability 360 will have internal Military/Veteran Resource Navigators and has resource information readily available throughout the facility.
Mark each area and provide details in text box below:	Staff and volunteers have training and/or experience on providing effective care and support to service members, veterans and their families. Staff and volunteers know to refer individuals and families to a Resource Navigator to connect to the range of available military, government and community resources.
Our organization has tailored programs and resources specifically for the military, veteran and/or family population:	Yes

Our services incorporate the needs of both the service member or veteran, as well as the immediate and/or extended family when delivering services:

Yes

Additional detail on how our organization RESPONDS effectively relating to the above areas, as well as any other relevant information::

Ability360 has programs specifically for the military/veteran population such as nutrition, health and wellness and healthy cooking classes.

We have one or more individuals designated as points of contact (POCs) for the Military/Veteran Resource Network and the military/veteran community:

Yes

Our organization partners as appropriate and needed with public and private sector organizations to strengthen quality and coordination of care for service members, veterans and family members.

Yes

Training on the military, veteran and family population is incorporated into our new hire orientation and/or annual training calendar.

No

Our organization participates in relevant events, trainings and initiatives in the military/veteran community.

Yes

Additional detail on how our organization ENGAGES relating to the above areas, as well as any other relevant information:

Ability360 works very closely with the surrounding community and the military/veteran population. Ability 360 would also like to continue to host training courses conducted by the Arizona Coalition for Military Families.