

## **AUCD MCC Meeting**

Washington, DC

Sunday, December 2, 2012

9:00am – 11:30am EDT

Present: Angela Harnden (OK), Julie Schears (WI), Mark Smith (NE), Laura Robinson (NY-Strong Center), Eduardo Ortiz (UT), Tom Uno (AZ-IHD/AzUCD), Emily Graybill (GA-CLD), Tawara Goode (DC), Glenn Fujiura, (IL), Paula Sotnik (MA-UMB), Susan Yuan (VT), Christina Barden (NM), Karen Irick (SC), Amanda Muffet (trainee), Mitchell Levitz (NY-WIHD), Ilia Torres (PR), Annie Alonso Amador (PR), Stephen Gilson (ME), Bill Gaventa (NJ), Judith Holt (UT), Maria Avila (VT), Jim Dean (AZ-LEND), Mary Hubbard (IA), Barbara Wheeler (CA-USC UCEDD), Maria Blanco (LA), Jacy Farkas (AZ- Sonoran UCEDD), Ylla Bishop (MCC Staff Liaison, AUCD)

### Welcome & Introductions - Announcements

#### *Introduction of New Officers* (Barbara Wheeler)

The 2013 elected officers are –

Chair: Tom Uno, AZ – IHD/AzUCD

Vice Chair: Jacy Farkas, AZ Sonoran UCEDD

Secretary: Eduardo Ortiz, UT Regional LEND

#### *George Jesien, AUCD Executive Director, and Julie Fodor, AUCD Board President Elect*

George & Julie briefly joined the meeting to welcome MCC members to the conference. They relayed on behalf of the board that there is a reenergized focus on multicultural diversity issues with a concentration on cultural competency and ethnic/linguistic diversity. Multicultural diversity is one of the themes under consideration for the next year's annual conference.

#### *Lack of Diversity on AUCD Board of Directors* (Tawara Goode)

With the board member terms of Tawara and Barbara ending this year, there will be no UCEDD director or associate director (other than non-Hispanic White), who is eligible for the AUCD Board of Directors that has not already served on the Board. Tom Uno, who self-identifies as a person of color, as MCC Chair will serve on the Board; however, he has served on the Board in the past. As a result of the e-mail submitted to Tony Antosh, AUCD Board President, Julie Fodor, AUCD President Elect, and George Jesien, AUCD Executive Director addressing the concern for the lack of racial diversity on the Board and leadership in the Network, the Board discussed the raised issues at their last meeting. Tony Antosh recommended the Board form a workgroup to address these concerns and determine creative ways to diversify the Board. One strategy to consider is to propose 2 MCC representatives to serve on the Board consistent with the by-laws and representation for COCA. Tom Uno will make a formal recommendation of this strategy to the Board at their final meeting at the conference.

#### MCC Annual Award (Maria Blanco, Committee Chair)

Annie Alonso Amador, Mark Smith and Laura Robinson comprised the Awards committee along with Maria. Similar to last year, the committee sent special invitations to directors in states with at least a 30% racially diverse population. In addition to this, Maria searched the NIRS database for projects related to diversity and sent individualized invitations to those centers to nominate their projects. Many directors were surprised by the invitations. The committee received 8 responses, many of which had not submitted nominations in the past. Each submission received a numerical score on which the top 2 scoring nominations the committee voted to receive the award. Maria contacted all who submitted

nominations, and encouraged those who did not receive the award to submit a nomination again next year.

#### Legislative Workgroup Report (Tom Uno, Legislative Workgroup Chair)

Mark Smith, Susan Yuan, Sachin Pavithran (UT), and Tawara Goode have been consistent contributing members of the Legislative Workgroup. The workgroup has focused their attention to the reauthorization of the Rehabilitation Act as it doesn't have the language specific to diversity that is preferred. Recommendations will be made in regards to major sections of the law. The group will recommend new definitions for: underserved/unserved, inappropriately served, employment disparities, replacing term "minority" with language that is specific to racial/ethnically diverse populations, and infusing language in the Secretary's Report requiring states to submit racial and ethnicity data (i.e. cases closed, provision of services and employment) in reporting to Congress. The workgroup intends to submit recommendations to the AUCD Board of Directors in six months after MCC approval and sharing with the AUCD Legislative Affairs Committee.

#### Ethnic Workgroups Report

There are no active workgroups at this time; interest is being garnered and recruitment of participants is in progress. Council members enquired about the scope/role of these workgroups. One suggestion was to establish intercollaborative networks to share information and resources and build upon each other's work. Another suggestion was to compile training materials in different languages to which the entire Network would have access.

#### *Native American Workgroup* (Jim Dean)

Jim has taken the lead in getting this workgroup up and running. He sent out an email this past September to the MCC to determine if anyone would like to be part of this workgroup. He received responses from Karen Irick, Christina Barden, Tawara Goode and Barbara Wheeler. Jim will contact UCEDD/LEND directors from states with a substantial Native American population, as well as individuals who are working on Native American projects in the Network in order to gain participation and establish an intercollaborative network to work on Native American issues.

#### *Other Ethnic Workgroups* (Barbara Wheeler)

Barbara will focus on what other workgroups can be formed determined by interest and then recruit members. Council members suggested utilizing NIRS to search for individuals and projects working with specific ethnic groups and contacting those programs.

#### Training Workgroup Report

##### *Webinars* (Barbara Wheeler)

Status of first webinars:

1. December 12, 2012. Audrey A. Trainor, University of Wisconsin–Madison – author of *From Marginalized to Maximized Opportunities for Diverse Youths With Disabilities*, will discuss barriers to transition services for culturally diverse youth  
122 people registered at this time
2. February 27, 2013. Yolanda Suarez-Balcazar, University of Illinois Chicago. Engaging Underrepresented Minority Communities

### *MCC Webspaces and Vetting process for posting training materials (Jacy Farkas)*

Tracy Beard, Training Workgroup Chair, met with Mary Hubbard and members of the workgroup (Jacy Farkas, Julie Shears and Steve Brown) in November to discuss the vetting process and the MCC webspaces. Prior to this meeting, Tracy met with Ylla Bishop to determine how the webspaces can be organized and updated. AUCD can train 2-3 people to manage content for our space (post content to website); Tracy, Jacy and Mary (as backup) volunteered to be MCC content managers for the webspaces. The group discussed what types of content should be featured on the MCC resource page and how to go about formulating the process to post content. Ultimately, the group determined we needed further input from the Council and needed to form a subcommittee to develop submission/vetting guidelines. A mini-survey was crafted with the purpose of determining the following:

- The topics of future webinar trainings
- The categories needed for the MCC Resources webpage
- The interest in developing Submission Guidelines for the MCC Resources webpage

Tracy administered the survey in November and will provide the Council with the findings (see attached).

Council members raised concerns regarding quality control, currency and relevancy, archiving information, and ensuring accessibility. We will look to the survey findings to move forward.

### *Future AUCD Pre-conference Sessions (Paula Sotnik)*

Anyone interested in working on organizing an MCC hosted pre-conference session for future AUCD Annual Conferences will meet immediately following the MCC meeting. There is a possibility that the conference theme for next year will focus on multicultural diversity. Council members agreed that a pre-conference session topic on diversity should be automatic each year. How can diversity be integrated as a strand throughout the conference regardless of theme and not just an add-on?

### Diversity Data (Angela Harnden)

Angela presented diversity data that AUCD and the Council has collected through NIRS over the last three years regarding workforce diversity within UCEDDs. In order to analyze any trends over the past three years, the primary employment roles of Director, Associate Director (s), Senior & Junior Faculty were all lumped together as Faculty due to the inability to separate out the data in previous versions of the NIRS database. This year's data will be able to extract out Director/Associate Director from the rest of the faculty. The MCC would eventually like to see the distinction between Director and Associate Director.

### *Notable Trends: (for specific data, please see attached graphs and charts)*

- Overall increase of response rate for all categories of primary employment role.
- Steady increase of Hispanic/Latino individuals throughout all primary employment role categories. Barbara noted that the data suggests that there may be a possible pipeline for Hispanic/Latino junior/senior faculty and clinical/professional staff to administrative leadership within the Network.
- Low numbers (averaging less than 5%) across the board of all employment role categories of individuals of non-white racial background; although there has been an increase of individuals of non-white racial background in Support Staff roles.
- The Network has made substantial progress in leadership of individuals with personal relationships to disability; there has been an increase for all employment role categories, particularly for individuals who are parents and family members of someone with a disability.

The Council discussed the difference between UCEDDs and LENDS in capturing diversity data. MCHB programs have a performance requirement around diversity and are required to report race and ethnicity for all faculty and staff; and therefore, individuals are more likely to affirmatively self-identify and report their racial and ethnic background. Members questioned why UCEDDs do not have similar requirements.

*Recommendations:*

Data Collection – Data is extracted from NIRS every year in August. Ylla will determine what the formal process is to make recommendations for the following NIRS revisions:

- Separate out all director positions from each other (Director, Acting Director, Co-Director, and Associate Director) in order to better track diversity in leadership roles.
- Add a language question to the Directory data set similar to that of the Trainee data set (“Do you speak another language other than English at home?”)

Increasing Response Rate – Members made suggestions on how to encourage greater data reporting. All agreed that it is necessary to establish a non-punitive environment for collecting the data, clearly explaining why the data is collected and its importance.

- Julie suggested that we target the data coordinators and provide scripted language for them to share with their Centers.
- Mitchell suggested that this be a topic of discussion at the AIDD TA Institute for Directors.

Data Sharing – The Council agreed that we should post the data as is on the MCC webspace. Members would also like to see the diversity data for MCHB programs.

Next MCC Meeting

TBD

Call-in Information:

Dial-in #: 1.866.951.1151

Conference Room Number: 5506750#