AUCD Multicultural Council

Meeting Notes
Thursday June 19, 2014

Present: Tom Uno, Mercedes Avila, Jacy Farkas, Karen Irick, Emily Graybill, Tracy Beard, Barbara Wheeler, Lisa Troy, Julie Schears, Susan Yuan, Carol Salas, and Eduardo Ortiz

I.   Board Report-Mercedes/Tom
Mercedes provided a summary of the AUCD strategic planning that includes 5 goals. **Goal 1:** Expand network engagement and collaboration. This goal includes objectives: 1.1 Facilitate inclusive participation, collaboration, and relationship, 1.2 Leadership development, mentoring, and process planning. **Goal 2:** Increase diverse and sustainable funding. It includes three objectives: 2.1 Strength and expand existing funding, 2.2 Secure new diverse funding sources and 2.3 Increase funding partnership to leverage growth capacity and impact. **Goal 3:** Champion and model diversity, equity, and inclusion. It includes objectives: 3.1 Integrate cultural and linguistic competency across all activities, 3.2 Increase engagement of people from underrepresented population in leadership roles and all activities, 3.3 promote equity and address disparities in access, outcomes, and quality; **Goal 4:** Enhance network visibility and impact. It includes objectives: 4.1 Strength communication and marketing capacity, 4.2 Increase utilization and recognition of our expertise. **Goal 5:** Growth the network impact on policy and practice. It includes objectives: 5.1 Strength public-policy and advocacy capacity and 5.2 Increase adoption of research base policies and practices. Under the diversity goal, priority activities include: a) Promote and share best practices to increase diversity, b) increase partnership (5% each year) c) 5-years of stablished partnership with at least three civil right organizations to fulfill diversity goals, c) Develop and join (funding) initiatives d) initiate funding initiatives on diversity each year, e) meet with partner funding to discuss possible diversity projects, timelines, and funding levels for new projects, f) disseminate project announcement information through the network, and g) provide related information strategies and action to the network members. Tom shared that the board is finalizing its strategic planning for the next three years, but before that it will be available to the public for input and feedback.

Tom shared that all the proposed changes of the bylaws related to the MCC governance structure have been approved. Mercedes as the MCC Co-Chair is now an official voting member of the Board of Directors. Tom also said that as part of the bylaws changes, people having leadership roles (for AUCD representation purposes) include Directors, Associate Directors, and (now) people with significant fiscal and programmatic responsibilities. Therefore, those will be eligible to apply for at large organization positions. This year there will one opening for it, so if you are interested to apply, let Tom know. Also, Tom shared that he will be part of the Board nominating committee related to diversity leadership.

Mercedes provided information about the MCC list-serve updates. There were cases having many MCC representatives from one Center and others having none. It was sent a short survey to LEND and UCEDD directors to identify MCC members who will be considered voting members on coming MCC elections. Mercedes is working with Ylla and Oksana to address these concerns and issues. They got some responses but still there is missing information. They will make follow up calls to get the information and complete the list. Julie Schears indicated that NIRS data (updated by respective Centers NIRS coordinators) would be a good source to look at for these activities. Tom said there are cases where the multicultural coordinator and the MCC representative are not the same person. This MCC voting-listserve will include those individuals who have been designated by their UCEDD/LEND Directors respectively, and they will be the only voting members. However, we will include all MCC interested members for other information/dissemination purposes. Mercedes suggested to the MCC network members follow up on the already sent survey requesting this information to UCEDD/LEND directors. Tom said that this issue is also faced by other AUCD organizational boards. For the future, someone from central office and/or Board Committee will determine the process or will request to the UCEDD and LEND Directors identify the voting representative members every year respectively.

II.   Legislative/Policy Updates- Tom

Tom reported this group (Tawara, Tom, Susan, Eduardo, Mark, Lisa) has been meeting and going through the current IDEA document page by page to look for opportunities to insert language recommendations (for the reauthorization act) relating to diversity, disparities, inequities, and services on unserved/underserved populations. This work will be forwarded to the full MCC group for additional feedback. After that, it will be send to Kim Musheno and the AUCD Legislative Affairs Committee who will use it when the opportunity comes up.

III.   Training Update- Tracy

Tracy reported that May 27th webinar about Supporting Former Refugee Families with Children with Disabilities in LEND Programs presented by the Vermont LEND program was a wonderful one. She also commented on the process about the multicultural symposium and workshop for the annual AUCD meeting. It was sent out a short survey at the beginning of May to get feedback and recommendations, but there was little response. The main topics suggested were: Healthcare (eliminating health disparities and social determinants of health equity), diversity leadership for a family support program, and self-advocacy (effective practices to promote inclusion of self-advocates and the self-advocacy movement). Also, the top recommendations for a workshop included employment (effective practices to promote the inclusion of underrepresented racial and ethnic groups in employment programs/initiatives). They were planning a two and a half hours workshop for the conference (maybe Sunday) but they need recommendations for a speaker on that particular topic. Susan said that John (Bereward?) from Boston might be a good person for it. Tom said that AUCD Central office will approach ICI for it as well. If you have related ideas you can share them with Tracy, Tom, or Mercedes. Tracy also shared that other idea included grantees from the AIDD-ACO grant. Additionally, Tracy is working with Jacy on the issue of LGBTI and disability webinar

for September. The topic about increasing diversity into the LEND program will be postponed for another time.

IV.   Data Report-Angela

Tom shared that Angela has been working on developing a good baseline to generate diversity data reports about three groups: a) administration (Directors/Associate Directors), b) Faculty/staff, and lastly c) trainees. Currently we can get information on the first two groups, but we cannot get yet the trainee breakdown. She will work with Corinna and Oksana to get the information on trainees. This report will be given to the Board on an annual basis from which they can monitor progress and make informed decisions on this area.

V.   Others

Tom asked for volunteers to serve on the MCC election (Vice-Chair and Secretary Positions) nominating committee. Jacy volunteered for it. This committee will oversee the coming election process. Tom also asked for volunteers to serve on the MCC awards committee and Jacy and Eduardo volunteered for it. This committee will be responsible for soliciting nominations to be forwarded to AUCD Awards Committee. The awardees will be recognized at the annual meeting. Mercedes suggested sending an email asking for additional volunteers in case extra people are necessary for these activities. Tom also shared a grant competition sponsored by AIDD for increasing diversity and cultural competency in the AUCD and DD program networks. Some participants approached asking for MCC support, but the Association policy determine if there are multiple member programs within the network competing for a grant, the association will not support one over another. So if a request comes to the MCC, they will assume a similar policy approach, but we will support whoever gets the grant. For the next executive meeting it will be expected to have detailed information about the Vice-chair and Secretary election process including dates and other specifics. It will be expected to have it completed before our next MCC meeting at the annual conference. After that, we will need to start thinking about next Co-Chair, because Tom will be ending his period at the end of next year 2015.

Next Meeting: The next Full MCC meeting will be held on November 2014 at the AUCD annual meeting