

RESPONDING TO DIVERSITY IN THE DISABILITY COMMUNITY

Diversity & Inclusion Blueprint for Systems Change

1 Background

Task: Create blueprint to enhance the overall diversity of workforce and promote cultural competence at all levels

Goal: Provide guidance, resources, and activities in four key areas:

1. Increasing cultural and linguistic competence
2. Developing partnerships with key organizations representing diverse populations
3. Increasing responsiveness to diverse populations
4. Implementing strategies to recruit and maintain a diverse workforce

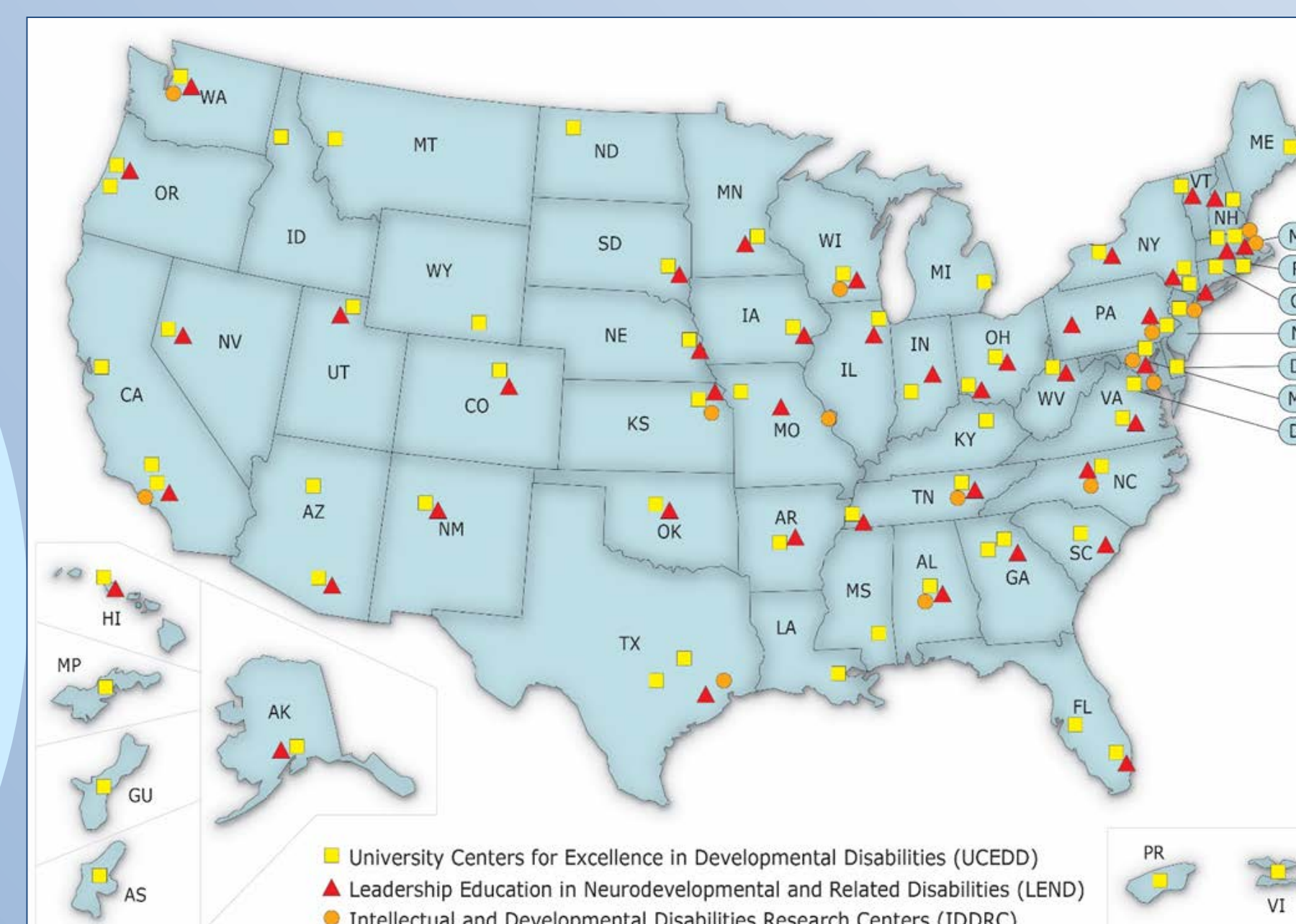
5 Next Steps

- **Prioritize** needs and recommendations
- Host **community conversation** forums to continue networking and dialogue on implementation strategies
- Develop **action plans** with specific steps and resources addressing key needs and recommendations
- Develop **website** to host action plans & links to related resources
- Provide **training and technical assistance** to network members and federal funders to implement recommendations and action plans

2 Working Definition

Diversity is the spectrum of visible and invisible qualities of:

- Ability/Disability
- Race
- Ethnicity
- Gender
- Sexual orientation
- Gender identify
- Culture
- Language
- Religion
- Spirituality
- Geographic area
- Values
- Experiences
- Economic status
- Age
- Education
- Political affiliation
- Health
- Mental Health
- Immigration status



4 Select Results

Audiences: - Federal funders (AIDD, MCHB)
 - National organization (AUCD)
 - University centers for research, service & education (UCEDDs, LENDs)

Themes of recommendations:

- Enhance related **AUCD network connections, resources**
 - Hiring/personnel and professional development
 - Sharing best practices
- Increase **external partnerships**
 - On university campuses
 - In local and national diverse communities
- Establish or engage in **minority pipelines**
 - Increase diversity of students entering disability field
- Establish **mentoring** opportunities
 - Peer-to-peer at faculty, student, staff, and program levels
- Provide **language resources and support**
 - Cultural brokers, translators, interpreters, accessibility
- Develop **performance measures** and data collection tools
 - Identify how to measure & report progress
- Focus on **leadership**
 - Diversity at leadership level, sustainable across transitions
 - Leadership commits time and resources to these efforts
- Increase targeted **funding**
 - Increase funding & administrative will for implementation
 - Increase funding to address racial/diversity disparities

3 Methods

Needs Assessment and Information Gathering

Multiple approaches:

- One-on-one interviews
- Online surveys
- Advisory Council
- Focus groups with community partners

Multiple sources:

- National organizations and federal funders
- UCEDD and LEND leaders
- AUCD organizational leadership
- All members within our network and centers
- External organizations/partners/individuals representing diverse groups

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