ACL Diversity Initiative

Strengthening Cultural Competency in ACL and across its programs

Diversity Strategy: ACL

Goal: Maximize participation for all people with disabilities, older adults, their families and caregivers in all aspects of Community Life

Outcomes:

1. **ACL builds knowledge and capacity to effectively design, implement, and evaluate Cultural Linguistic Diversity and Competency within ACL and its programs**
2. **Diversity of leadership, staff, and governing bodies is increased across the DD network**
3. **Cultural competence capacity within the leadership, staff, and governing bodies is built across the DD network**
4. **Culturally competent practices and programs are implemented across the DD Network for individuals with I/DD of diversity**
5. **Increase in the number of persons from underrepresented racial, ethnic groups, people with disabilities, people from disadvantaged backgrounds benefits from AIDD supported programs**

Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
1	**1. Promote CD&C across ACL programs**	1.1.1 Collaborate with ACL to establish a Diversity group to address cultural competency practices with ACL and its programs		ACL Diversity strategy Team	
		1.1.2 Develop a strategy plan for CD&C practices within ACL and its programs		ACL Diversity strategy Team	
		1.1.3 Implement strategy plan activities for CD&C practices within ACL and its programs		ACL Diversity strategy Team	
		1.1.4 Schedule and conduct periodic meetings with ACL Diversity group to continue to address ACL program wide CD&C efforts		ACL Diversity strategy Team	
		1.1.5 Develop webpage on ACL's website dedicated to CD&C resources, best practices, and pertinent information		ACL Diversity strategy Team	

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Outcome	Strategies	Tasks	Timeline	Lead	Collaboration & Partners
1	**2. Leverage AIDD – ACL leadership and access to promote work in this area**	1.2.1 Collaborate with T/TA contractors to identify CD&C efforts currently being conducted by DD Network	Winter 2015	AIDD Commissioner	T/TA contractors (NDRN, AUCD, NACDD)
		1.2.2 Outreach from Commissioner Aaron Bishop to the DD Network to promote CD&C and emphasize diverse staff recruitment policies and governor appointments			
		1.2.3 Assistant Secretary Kathy Greenlee to promote CD&C in ACL programs and encourage governors to appoint individuals from CLD backgrounds	Winter 2015	DDC Team	ACL Office of External Affairs– Hunter McKay
		1.2.4 Assistant Secretary Kathy Greenlee and ACL leadership to highlight and promote (in presentations and blogs) CD&C and its importance given America's current diverse, aging and disability demographic shift	Winter 2015-ongoing		ACL Office of External Affairs– Hunter McKay ; Annual African American Symposium on Disabilities

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
1	**2. Leverage AIDD – ACL leadership and access to promote work in this area**	1.2.5 Collaborate with ACL to develop a CD&C self-paced online training for HHS staff to access on LMS	Winter- Spring 2015	AIDD Diversity Team	
		1.2.6 Collaborate with DD Network and T/TA providers to further develop the Diversity strategy to promote this work in its programs	Winter/Spring 2015		
		1.2.7 Schedule and conduct periodic meetings with DD Network and T/TA providers to continue assess implementation of diversity efforts	Summer/Fall 2015		
		1.2.8 Develop a list of federal partners with similar CD&C focus to strengthen efforts across a broad spectrum	Spring/Summer 2015		
		1.2.9 Develop a platform with identified topics and timeline for engagement with such targeted federal partners and other stakeholders	Winter 2015		
		1.2.10 Determine who within ACL (and other federal partners) have contacts with targeted federal partners	Winter 2015		

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
1	**2. Leverage AIDD – ACL leadership and access to promote work in this area**	1.2.11 Develop a timeframe and approach for engaging with such targeted federal partners on identified topics to strengthen CD&C efforts across a broader spectrum	Summer/Fall 2015		
		1.2.12 Conduct outreach efforts to targeted entities to link and engage them in CD&C to strengthen efforts across a broader spectrum	Fall/Winter 205		
1	**3. Increase AIDD's knowledge and capacity on cultural diversity and competency**	1.3.1 Identify and collaborate with experts in the field to conduct outreach efforts to targeted entities to link and engage them in CD&C to strengthen efforts across a broader spectrum	Winter-Spring 2015	AIDD Diversity Team	National Center on Cultural Competency at, Georgetown UCEDD; DOL, OPM, SAMSHA
		1.3.2 Identify other CD&C efforts at the federal, state, local levels to inform our work in this area	Spring/ Summer 2014	AIDD Diversity Team	
		1.3.3 Identify cultural diversity and competency requirements per Civil Rights Act and Class Standards to inform our work in this area	Summer 2014	AIDD Diversity Team	

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
1	**3. Increase AIDD's knowledge and capacity on cultural diversity and competency**	1.3.4 Identify state Laws (NY, NJ, OH, CA, WA) on CD&C to inform our work	Spring 2014	AIDD	
		1.3.5 Collaborate with OMH to present to AIDD on its agency mission, current CD&C initiatives, and National **CLAS** Standards	Winter/Spring 2015		
		1.3.6 Collaborate with Cynthia La Counte (and others in AOA) to present to ACL on AOA/ACL initiatives related to CD&C to further inform our work in this area	Winter 2015		
		1.3.7 Identify and link with ACL wide initiatives addressing CD&C to strengthen the engagement and work in this area	Winter 2015		
		1.3.8 Identify and incorporate knowledge gained into AIDD/ACL's CD&C web page, practices, and programs	Ongoing	AIDD/ACL	
		1.3.9 Incorporate CD&C language into grant template and review procedures; provide grantees with priority points if they can demonstrate better rate of working with unserved /underserved communities, underrepresented minorities and disadvantaged communities	Summer 2015		
		1.3.10 Update Diversity strategy plan based on knowledge gained & progress made	On-Going	AIDD Diversity Team	

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
1	4. Assess stakeholder perceived needs of CD&C in states	1.4.1 Collaborate with DD Network TA providers to gather and analyze input from individuals and families of what they perceive to be the need to develop CD&C in the state	Fall 2014 – Winter 2015	AIDD DD Network Team	T/TA contractors (NDRN, AUCD, NACDD)
		1.4.2 Collaborate with DD Network TA providers to gather and analyze input from DD Network programs on the perceive need to develop CD&C in the state	Fall 2014 – Winter 2015	AIDD DD Network Team	T/TA contractors (NDRN, AUCD, NACDD)
		1.4.3 Based overall analysis on the perceived needs to develop CD&C in the state, identify recommendations for next steps, plan and execute	Spring 2015- Summer 2015	AIDD DD Network Team	
1	5. Assess cultural diversity and competency practices currently in DD programs	1.5.1 Collaborate with DD Network T/A providers to gather and analyze data on cultural diversity and competency of DD Network programs	Winter 2015- Spring 2015	AIDD DD Network Team	T/TA contractors (NDRN, AUCD, NACDD)
		1.5.2 Based on analysis of cultural diversity and competency in DD Network Programs, identify recommendations for next steps, plan and execute	Spring 2015- Summer 2015	AIDD DD Network Team	T/TA contractors (NDRN, AUCD, NACDD)

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
1	**6. Building CD&C components into OPS Quality Review Systems**	1.6.1 Revise OPS annual program reports for programs to report on CD&C efforts and activities	Spring 2015- Summer 2015	AIDD DD Network Team	T/TA contractors (NDRN, AUCD, NACDD); SAMSHA- Diversity impact statement
		1.6.2 Pilot revised annual reports	Fall 2015	AIDD DD Network Team	
		1.6.3 Obtain OMB clearance on revised DD Network annual reports template	Winter 2016- Summer 2016	AIDD DD Network Team	
		1.6.4 Annually monitor implementation efforts of CD&C practices in DD Network programs	Winter 2017- ongoing	AIDD DD Network Team	
		1.6.5 Assess data from DD Network annual reports of CD&C practices and identify recommendations for next steps (as appropriate)	Winter 2017- Spring 2017	AIDD DD Network Team	

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
2	1. Identify and advance opportunities to raise CD&C awareness to DD Network leadership, staff, and governing bodies	2.1.1 Identify and analyze demographics of DD Network staff and compare with state and national demographic data	Spring 2014	AIDD DD Diversity Team	
		2.1.2 Facilitate webinars with grantees working on implementing CD&C in DD programs	Propose quarterly beginning FY15	TBD	T/TA contractors (NDRN, AUCD, NACDD)
		2.1.3 Plan and host Regional CD&C Summit	Spring 2016	AIDD Diversity Team	T/TA contractors (NDRN, AUCD, NACDD)
		2.1.4 Highlight and promote CD&C at DD network TA Institutes, Annual Conferences, and events	Summer 2014-ongoing	AIDD Commissioner	T/TA contractors (NDRN, AUCD, NACDD) , ACL Office of External Affairs– Hunter McKay
		2.1.5 Promote Diversity Strategy through AIDD's social media outlets	Fall 2014	TBD	ACL Office of External Affairs– Hunter McKay

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
2	**Identify and advance opportunities to raise CD&C awareness to DD Network leadership, staff, and governing bodies**	2.1.6 Collaborate with TA providers to include CLDDC information in respective outreach outlets	Winter/Spring 2015		AUCD, NACDD, NDRN
		2.1.7 Identify a list of partners and key stakeholders to inform and engage in this area of work	Winter 2015		AUCD, NDRN, NACDD, UDC
		2.1.8 Contact partners and key stakeholders and schedule a briefing meeting	Winter/Spring 2015		
		2.1.9 Reach consensus with partners and key stakeholders on ongoing communication regarding this are of work	Winter/Spring 2015		

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3	**1. Leadership Development Institute**	3.1.1 Release FOA and fund the Leadership Development Institute	Summers of 2015-2019	Project Officer Larissa	T/TA contractors (NDRN, AUCD, NACDD)
		3.1.2 Analyze the Leadership Development Institute's evaluation results and determine interim and final next steps	Fall 2015/Winter 2016		
	2. Diversity Initiative	3.2.1 Release FOA and fund the Diversity Initiative through UCEDD Technical Assistance Contract	Spring 2014 – Summer 2014		
		3.2.2 Analyze the Diversity Initiative evaluation results and determine interim and final next steps	Fall 2015/Winter 2016	AUCD	

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
3	**2. Support and expand the development of CD&C knowledge building and competency**	3.2.1 schedule meetings with network experts to develop strategies on how to implement culturally competent practices internally and across DD Network programs	Fall 2014-Winter 2015	AIDD Diversity Team	National Center on Cultural Competency at Georgetown UCEDD NJ UCEDD Project Intersect at Oregon Health & Science University
		3.2.2 Meet periodically with experts to monitor the progress of efforts and activities related to CD&C internally and across the DD Network programs	Spring 2015-ongoing		

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
4	1. **Establish a Minority Serving Institution as a UCEDD**	4.1.1 Research and develop a plan to establish an MSI-UCEDD	Fall 2015	DD Network Team	AUCD
		4.1.2 Establish and meet periodically with a workgroup to develop an action plan with identified funding streams for an MSI - UCEDD			
		4.1.3 Secure funding and approval for an MSI - UCEDD			
		4.1.4 Secure collaboration, partnership and engagement to establish and MSI- UCEDD			
		4.1.5 Implement efforts and activities to establish an MSI-UCEDD			
		4.1.6 Annually monitor efforts of the MSI-UCEDD			
5.	1. **Develop a Diverse Hiring best practices for grantees**	5.1.1 Improve the grantees recruitment and employment of underrepresented racial and ethnic groups, people with disabilities, and people from disadvantaged backgrounds			
	2. **Increase the diversity of the FOA respondents**	5.2.1 Provide technical assistance webinars to grantees to increase information about AIDD's diversity strategies and to boost their knowledge of, confidence and comfort levels with grant submission, review, resubmission, funding and post-award processes			
	3. **Increase in the number of individuals of culturally diverse backgrounds accessing/benefiting from AIDD support programs**	5.3.1 Collect data from AIDD annual federal reports			

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Diversity Strategy: DD Network Programs

Outcomes:

2. Diversity of leadership, staff, and governing bodies is increased across the DD network
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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
2-5	1. Administer Diversity Initiative	2-4.1.1 Develop a CD&C Blueprint to engage DD Network in implementing CD&C practices within the organization and programs		AUCD	
		2-4.1.2 DD Network programs implement the CD&C Blueprint			
		2-4.1.3 Analyze the Diversity Initiative evaluation results and determine interim and final next steps		AUCD	
3	**1.** Implement CD&C capacity building activities across the DD Network	3.1.1 Assess from individuals and families, DD Network programs and other key stakeholders the perceived needs to develop CD&C in the state and program			
		3.1.2 Identify opportunities to mentor and train in CD&C practices, individuals responsible for hiring staff and selecting respective board members.			
		3.1.3 Identify opportunities to mentor and train leadership, staff, and governing bodies in CD&C practices within the organization and the programs			

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
3	**1.** Implement CD&C capacity building activities across the DD Network	3.1.4 Establish DD Program specific CD&C teams to develop, implement and evaluate CD&C practices with respective programs			
3	2. Leverage AIDD/ACL Leadership to promote work in this area	3.2.1 Collaborate and partner with AIDD and T/TA providers to further develop the Diversity strategy and implement CD&C practices in the DD Network programs			

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Diversity Strategy: Federal Agencies, Non-Government Organizations, and MSIs

Outcomes:

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Outcome	Strategies	Tasks	Timeline	Lead	Collaborators & Partners
2	1. **Encourage and support other programs implementing CD&C practices**	2.1.1 Develop a list of NGO's with similar CD&C focus to strengthen efforts across a broad spectrum			• Laura Cavanaugh • HHS Public Affairs • Office of Minority Health • HRSA • AHRQ • NAACP • La Raza • MSIs • HBCUs • MCHB RISE Fellowship • NCD • AAPD • NFB
		2.1.2 Develop a platform with identified topics and to engage with such targeted entities			
		2.1.3 Develop a timeframe and schedule for engaging with such targeted entities			
		2.1.4 Determine who within ACL (and other federal partners with similar focus) have contacts with targeted entities			
		2.1.5 Conduct outreach efforts to targeted entities to link and engage them in CD&C to strengthen efforts across a broader spectrum			