



Objective: Establish guidance and measure progress toward diversity, inclusion, and cultural and linguistic competence.

To know if the AUCD network is improving practices in diversity, inclusion, and cultural and linguistic competence, established guidance should be followed and progress measured. Title VI of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the 2000 Developmental Disabilities Assistance and Bill of Rights Act, and other key pieces of federal legislation all address access and rights of people with disabilities and people of diverse backgrounds. Compliance with these guidelines is critical.

Currently, quantitative data collection related to the racial and ethnic diversity of trainees and people receiving services is required of UCEDDs and LENDs; racial and ethnic diversity of faculty is also required to be reported by LEND programs. However, there is near-universal agreement from all stakeholders and advisors for this Toolkit that additional federal guidance should be developed; more data is needed; and efforts to increase diversity, inclusion, and cultural and linguistic competence should be required reporting elements for these federally-funded programs so progress can be measured and evaluated. There was not agreement on what those reporting elements might be, and additional resources and effort are needed to make progress in this critical area. In the meantime, it is recommended that each Center and Program develop its own goals and measures of improvement. Strategies and resources for this objective provide insight into possibilities for moving forward in this area to meet current federal mandates, establish more effective guidance and measurement of progress for UCEDD and LEND networks, and set program-level goals and measures of improvement.

Strategies:

1. Develop measurable goals/objectives related to increasing diversity, inclusion, and cultural and linguistic competence in each core function, in addition to trainees and personnel (regardless of whether funder requires this).
2. Collect data on diversity and inclusion of staff/faculty who get promoted and get tenure. Identify trends and develop plan to address resiliencies and disparities collaboratively with University.
3. Ensure all faculty and staff are entered in the AUCD Directory. Ensure all have option to self-select their own race/ethnicity for reporting. This will improve accuracy and breadth of available data as network makes progress.