



**AUCD MULTICULTURAL COUNCIL**



## ***Meeting Agenda***

- MCC Orientation
- Board of Directors Report
- MCC Vice Chair Election
- Diversity Data Committee Report
- MCC Annual Award Committee Report
- Training Committee Report
- Legislative Committee Report
- New MCC Workgroups: Executive Election Workgroup & By Laws Review Workgroup
- Updates: AUCD Diversity Initiative & Diversity Fellowships, AIDD Diversity Partnerships
- AUCD Executive Director and President-Elect
- Announcements

**AUCD MCC calling in  
number  
1-866-951-1151  
Conference Room number  
5506750#**

# INTRODUCTIONS

- Name
- Center affiliation
- Position at Center (faculty, staff, trainee/fellow, other)

# ABOUT MCC

The Multicultural Council (MCC) advocates for training, direct service, outreach, technical assistance, clinical services, research, and dissemination to be provided in a culturally competent manner and secure the meaningful participation of individuals from diverse racial and ethnic and linguistically diverse backgrounds at all levels of the Association's membership.

2015-2016

# AUCD STRATEGIC MAP

The Association of University Centers on Disabilities (AUCD) advances policies, practices, and research that improve the health, education, social, and economic well-being of people with disabilities, their families, and their communities through a national network of university-based centers in every state and territory. Working with and for people with disabilities, AUCD seeks to **strengthen our network, engage the public, and expand our impact** between now and the end of 2016.



## Enhance visibility and reach



Strengthen and elevate network identity

Increase recognition and utilization of our expertise

Cultivate external partnerships and collaboration

## Broaden impact on policy, practice, and research



Strengthen public policy and advocacy leadership

Increase adoption of research-based policies and practices

Promote scientific discoveries and strengthen research collaborations

## Expand and strengthen network engagement and collaboration



Broaden internal network participation, collaboration, and relationships

Expand career and leadership development and mentoring

Leverage network expertise for national and international partnerships

## Increase diverse and sustainable funding



Strengthen and expand existing funding

Secure new and diverse funding sources

Increase funding partnerships to leverage and grow capacity and impact

## Champion and model diversity, equity, and inclusion



Integrate cultural, linguistic, and cross-disability competence across all activities

Increase engagement of people from underrepresented populations in leadership roles and all activities

Promote equity to address disparities in access, outcomes, and quality

# MISSION

The mission of the Council is to advocate on behalf of the cultural diversity and cultural competence mandates of the Developmental Disabilities Act and other relevant legislation and policy as amended. The Council fulfills this mission to the Association and its constituent membership by serving as a conduit for technical assistance, providing input into policy, and engaging in other support activities deemed necessary to advance the area of cultural competence as mandated by the Administration on Intellectual and Developmental Disabilities (AIDD) and the Maternal and Child Health Bureau (MCHB).

# MEMBERSHIP

The Council membership shall consist of one representative, endorsed by Director of the member program, who shall serve an unlimited term as long as s/he is the Multicultural or diversity Director/Coordinator. If no such position exists, a designee who best represents the overall cultural diversity and cultural competence interests of that Association member shall be designated to the Council by the program's Director.

# MCC LEADERSHIP



**Co-Chair  
Christine  
Vining, PhD**  
University of  
New Mexico  
Center for  
Development  
and Disability



**Secretary  
Virginie  
Diambou,  
MD**  
University of  
Vermont  
LEND



**Past-Chair  
Tom Uno,  
EdS**  
Northern  
Arizona  
Institute for  
Human  
Development



**Co-Chair  
Maria  
"Mercedes"  
Avila, PhD**  
University of  
Vermont  
LEND

**MCC Vice-Chair Officer Position is  
currently vacant**

**AUCD Liaisons: Christine Grosso & Tanisha Clarke**

# MCC LEADERSHIP TERMS

- Co-Chairs 3 years and serve on the AUCD Board of Directors
- Vice Chair 2 years
- Secretary 2 years

# MCC UPCOMING OFFICER VACANCIES

- 1 Co-Chair → 2017
  - Elections will take place fall 2017
- Secretary → 2017
  - Elections will take place fall 2017
- 1 Co-Chair → 2018
  - Elections will take place fall 2018
- Vice Chair → 2018
  - Elections will take place fall 2018

**Elected Officers are  
announced at the  
AUCD Annual  
Conference**

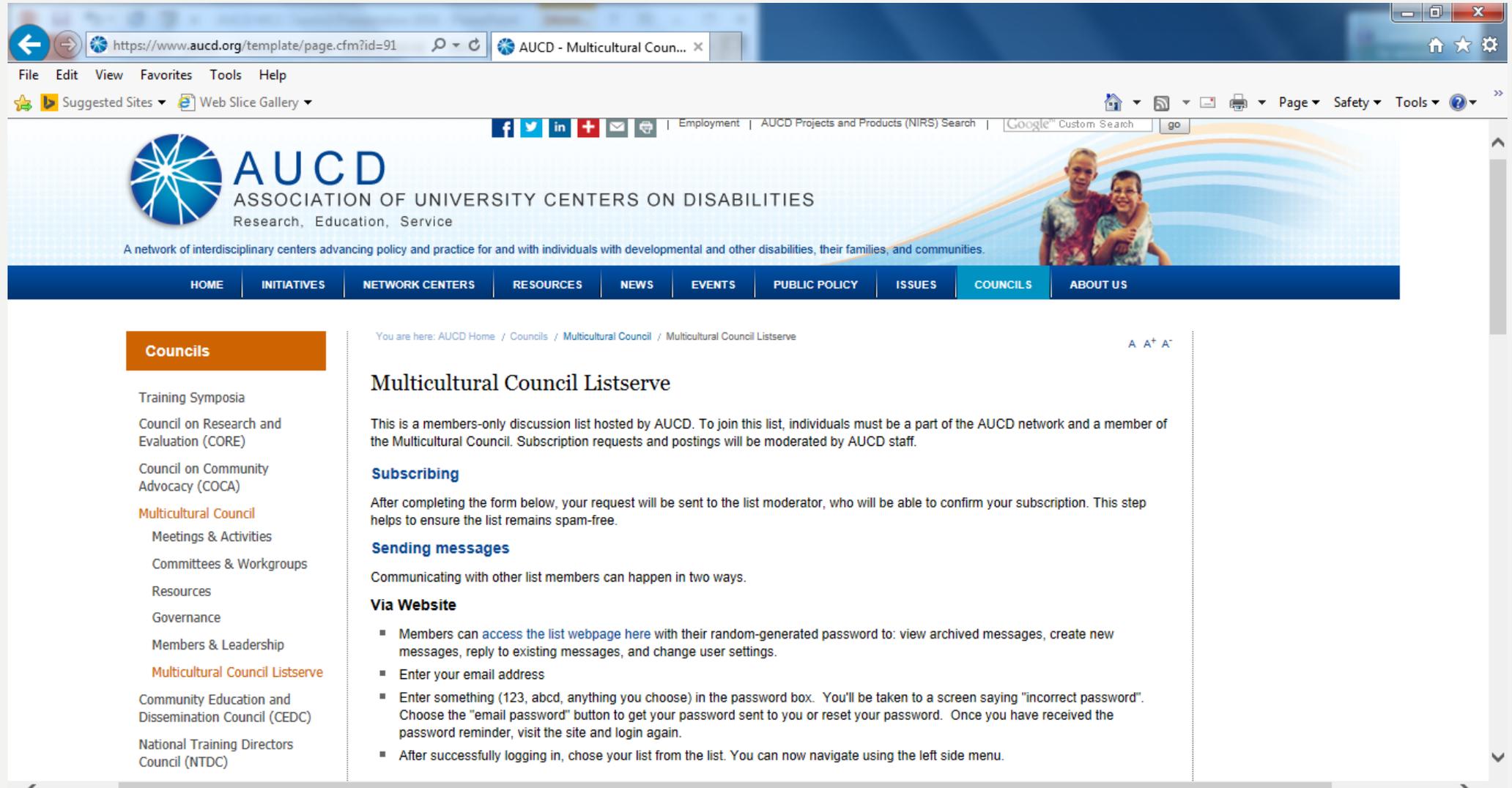
# COMMITTEES

- Training
- MCC Annual Award
- Diversity Data
- Legislative

# LISTSERV/S

- MCC network
  - All MCC at large members who sign up to be part of MCC
- MCC designated voting listserv
  - 1 MCC representative appointed by the Centers' Directors as the Multicultural or diversity Director/Coordinator

# HOW TO SUBSCRIBE TO THE LISTSERV



The screenshot shows a web browser window displaying the AUCD website. The address bar shows the URL: <https://www.aucd.org/template/page.cfm?id=91>. The browser's menu bar includes File, Edit, View, Favorites, Tools, and Help. The website header features the AUCD logo, the text "ASSOCIATION OF UNIVERSITY CENTERS ON DISABILITIES", and the tagline "Research, Education, Service". Below the header is a navigation menu with links for HOME, INITIATIVES, NETWORK CENTERS, RESOURCES, NEWS, EVENTS, PUBLIC POLICY, ISSUES, COUNCILS, and ABOUT US. The main content area is titled "Multicultural Council Listserve" and includes a breadcrumb trail: "You are here: AUCD Home / Councils / Multicultural Council / Multicultural Council Listserve". The page content describes the listserv as a members-only discussion list and provides instructions for subscribing and sending messages. A sidebar on the left lists various councils, with "Multicultural Council Listserve" highlighted.

**Councils**

- Training Symposia
- Council on Research and Evaluation (CORE)
- Council on Community Advocacy (COCA)
- Multicultural Council**
  - Meetings & Activities
  - Committees & Workgroups
  - Resources
  - Governance
  - Members & Leadership
  - Multicultural Council Listserve**
- Community Education and Dissemination Council (CEDC)
- National Training Directors Council (NTDC)

You are here: [AUCD Home](#) / [Councils](#) / [Multicultural Council](#) / [Multicultural Council Listserve](#) A A+ A-

## Multicultural Council Listserve

This is a members-only discussion list hosted by AUCD. To join this list, individuals must be a part of the AUCD network and a member of the Multicultural Council. Subscription requests and postings will be moderated by AUCD staff.

### Subscribing

After completing the form below, your request will be sent to the list moderator, who will be able to confirm your subscription. This step helps to ensure the list remains spam-free.

### Sending messages

Communicating with other list members can happen in two ways.

### Via Website

- Members can [access the list webpage here](#) with their random-generated password to: view archived messages, create new messages, reply to existing messages, and change user settings.
- Enter your email address
- Enter something (123, abcd, anything you choose) in the password box. You'll be taken to a screen saying "incorrect password". Choose the "email password" button to get your password sent to you or reset your password. Once you have received the password reminder, visit the site and login again.
- After successfully logging in, chose your list from the list. You can now navigate using the left side menu.



# BOARD OF DIRECTORS REPORT

# COUNCILS

- Community Education and Dissemination Council (CEDC) – J.Alliston: representing community education interests
- Council on Community Advocacy (COCA)-M. Smith & D. Olson: representing issues and concerns of people with developmental disabilities and their families
- National Training Directors Council (NTDC) – M. Schladant: representing preservice education and training directors
- Council on Research and Evaluation (CORE)-D. Zhang: representing voice of research and evaluation interests
- National Multicultural Council (MCC)- M.Avila & C.Vining: representing cultural diversity and CLC
- Trainees – Z. Levi-Shackleford: representing interests of trainees

# HIGHLIGHTS

- Councils are aiming for more consistency in defining goals, objectives, and activities. The AUCD Strategic Map is providing a framework
- Develop Council Goals and Objectives - “One Pager”
  - Councils will plan to measure and report outcomes of Council work.
  - Councils will employ a multifaceted approach to disseminating information about Council activities, outcomes, and products that are of value to Centers, programs and their staffs
  - Planning presentations at the directors’ meetings about Council goals and participation of centers in Councils
- Respond to Check-in call responses from directors concerning Councils/SIGs
- Explore opportunities for involvement of trainees & diversity fellows

# MCC OBJECTIVES

- Provide TA to AIDD Diversity and Inclusion activities through AUCD as action plans are developed and implemented to advance these efforts for the national network of UCEDDs.
- Monitor recruitment and retention of minority trainees, staff, and faculty representation in the network by reviewing diversity data educating the membership on the value of and procedure for updating their profiles, and making recommendations for improvement.
- Collaborate with AUCD councils to provide one webinar on trainee involvement in councils, including MCC. Identify specific opportunities for trainees including research, mentoring, webinars.
- Collaborate with AUCD to create and sustain an opportunity for recipients of the diversity partnership grants and diversity fellowships to network at the national AUCD conference to support strategies for to recruit and maintain a diverse workforce
- Create and utilize the MCC volunteer pool form to increase engagement and participation of the MCC membership in MCC leadership, councils, and Board representation.
- Create work groups as needed to expand and support minority pipelines, mentoring, leadership, funding, evaluation, policy, and training efforts.

# BOARD REPORT

Councils asked the Board for:

- assistance in communicating goals, activity and value of Councils to Directors through a message from leadership (CEO/Board President)
- more specific feedback on Council goals and activities for year
- continued efforts to increase diversity of Board
- completeness of Center staff data entered into NIRS (diversity of Centers)

Councils requested

- better definition of AUCD staff Council liaison roles and of the extent of AUCD staff support for each council in assisting with on-line communication, product development, information dissemination, and other activities
- suggested that AUCD staff Council liaisons periodically meet as a group to share effective strategies possibly at the AUCD conference

# AUCD BOARD OF DIRECTORS ELECTIONS RESULTS

- Newly elected Board At-large
- Sachin Pavithran, MS – Director of Utah Assistive Technology Program and Disability Policy Analyst, Center for Persons with Disabilities, Utah State University
- Carol Salas Pagan, PsyD – Director, Institute on Developmental Disabilities, Puerto Rico University
- Marc Tasse, PhD – Director, The Ohio State University Nisonger Center

# BOARD REPORT

Board comments in response to Councils' report

- Increasing knowledge in the network concerning Council goals, activities add value to the network.
- Suggested Council booths at AUCD conference possibly during the welcome reception & Council Chair presentations at Director meeting at AUCD conference
- Council Chairs can also serve as ambassadors from the network to other organizations, including attending meetings of those organizations that are relevant to the work of the Council and the AUCD network
- Board will examine increasing consistency on entry of data on staff in the NIRS Directory in light of its importance in documenting the diversity of the network centers

# REPORT

- Responsive actions, based on Board discussion, include:
  - Board will provide more specific feedback on proposed Council Goals
  - As part of planned work with consultant structure and function of Councils will be considered as an element of Board Effectiveness review. This would include developing consistent expectations regarding governance, reporting, and use of resources
  - Councils will develop a means of measuring and reporting on outcomes
  - Councils will work with staff liaisons to develop and disseminate more detailed information about Councils, both in person at conferences and on line (including AUCD 360).
  - Councils will work with AUCD staff liaisons to better define liaison role and level of staff support
  - Increasing trainee involvement in Councils and SIGS
  - Council collaboration on objectives and activities will create efficiencies

# MCC VOLUNTEER POOL FORM

**Multicultural Council (MCC) Volunteer Pool Form**

**Contact Information**

Name \*  First  Last  
 E-mail Address \*

**Demographic Information**

Gender  
 Female  Male

Racial/Ethnic Minority  
 Yes  No

Professional Discipline:

Degree  
 Bachelor  Master  Doctoral

UCEDD  LEND

Facility  
 School  College/University  Hospital  Residential Health Care  Nonresidential Health Care  
 Other

Function  
 Clinical Service Provider  Educator  Researcher  Administrator  Other

State

MCC Executive Committee  
 Interest in serving on the MCC Executive Committee?  Yes  Not yet

MCC Executive Committee Interest \*  
 Co-Chair (3 years)  Vice-Chair (2 years)  Secretary (2 years)

**MCC Executive Committee - Candidate Statement**

Please Provide background, training, experience, work accomplishments which you feel prepares you to serve. Describe your vision for MCC and what you hope to accomplish if you are elected. (300 words or less) \*

Maximum Allowed: 300 words. Currently Used: 0 words.

**Adhoc Committees:**

Diversity Data  Training  Legislative/Policy  
 Nominations/Elections  MCC Annual Award

Other areas of expertise and/or interest:  
 Research  Grants partnership/funding  Leadership  
 Information/Dissemination  Territories  Minority pipelines  
 Mentoring  Evaluation  Language support

Other areas of interest:

**Membership in Other Councils/SIGs:**

Member of other councils:  Council on Community Advocacy (COCA)  Council on Research Evaluation (CORE)  Community Education and Dissemination Council (CEDC)  National Training Directors Council (NTDC)

Member of SIG(s):



# COMMITTEE REPORTS

# 2016 MCC ANNUAL AWARD

***JACQUELINE STONE, PHD, PT***  
**DIRECTOR OF DISSEMINATION,  
MARYLAND CENTER FOR  
DEVELOPMENTAL DISABILITIES**



***MARIA MERCEDES AVILA, PHD***  
**LEND DIRECTOR,  
UNIVERSITY OF VERMONT  
DEPARTMENT OF PEDIATRICS**



# NEW MCC VICE-CHAIR



***Joshua D. Allison-Burbank, M.A., CCC-SLP, PhD Candidate***

Speech-Language Pathologist  
Leadership Education in Neurodevelopmental and Related Disabilities  
Center for Child Health and Development  
Department of Pediatrics  
University of Kansas Medical Center

Clinical Instructor  
Department of Hearing and Speech  
University of Kansas Medical Center

# NEW WORKGROUPS

- Executive Nomination Workgroup
- By Laws Review Workgroup



# DIVERSITY DATA COMMITTEE

ANGELA HARNDEN, PHD  
DIRECTOR FOR DATA AND OUTCOMES  
UNIVERSITY OF OKLAHOMA HEALTH SCIENCES  
CENTER



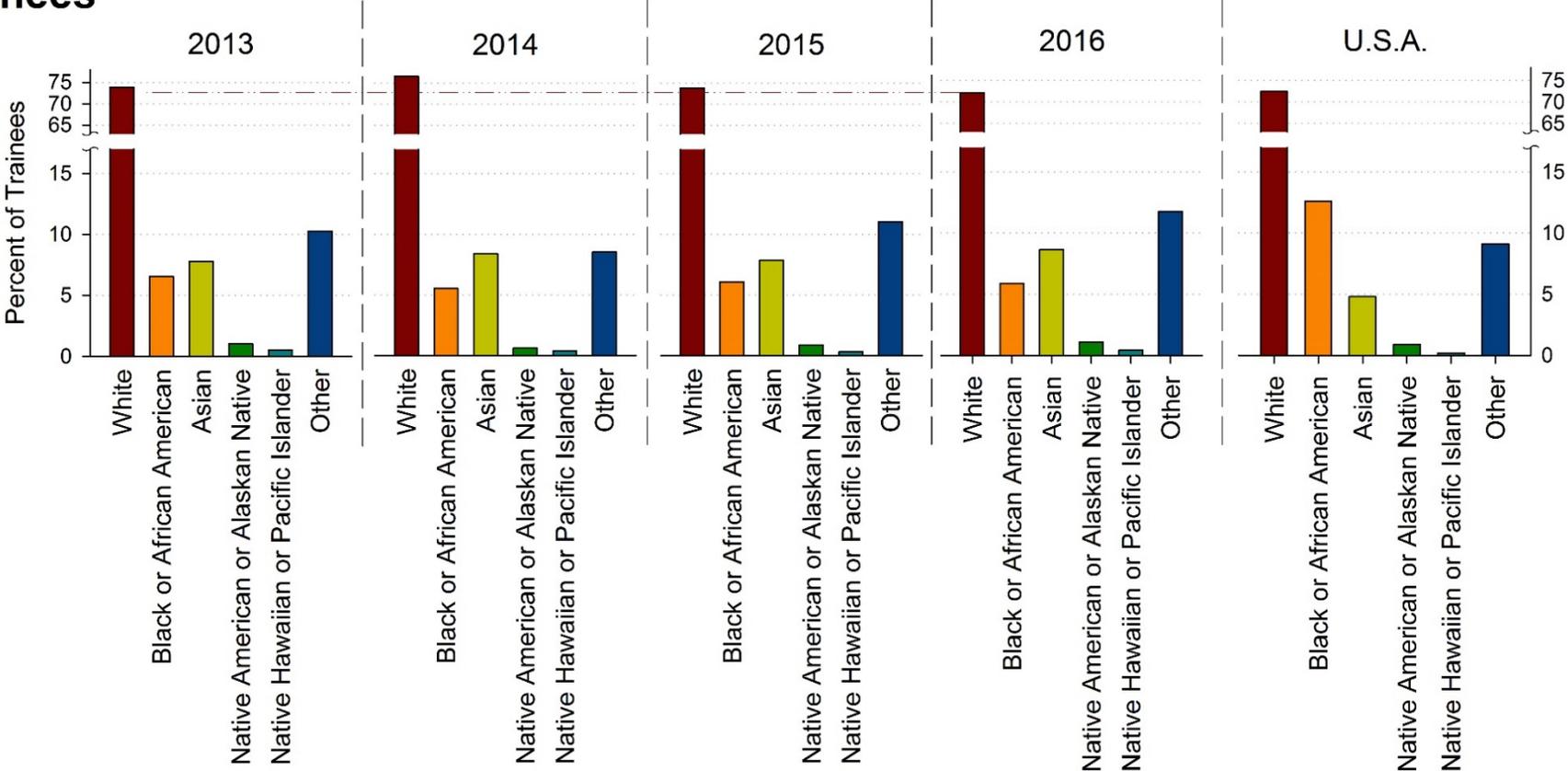
# TRAINEES

LEND – UCEDD

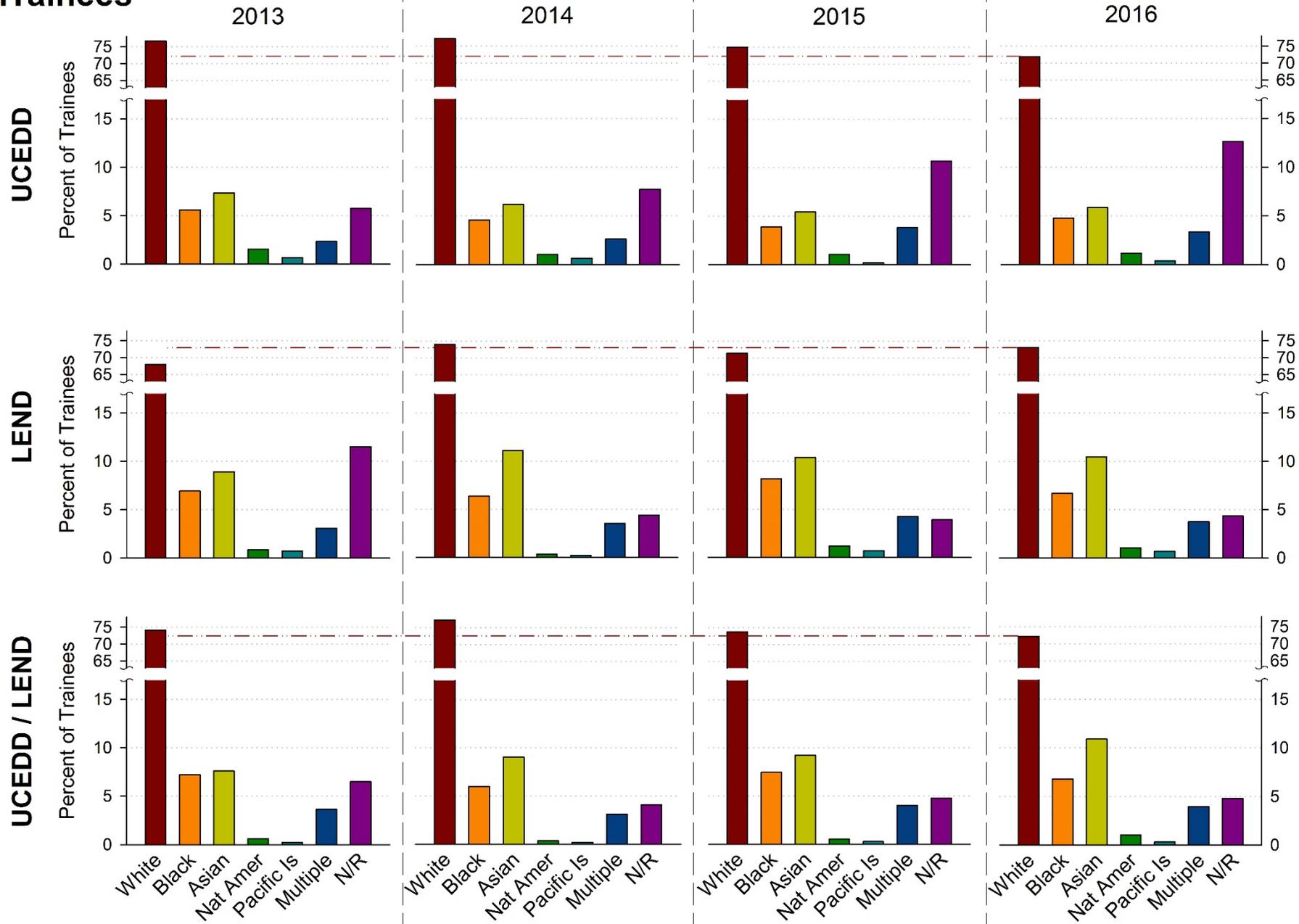
2013-2016

# RACE

## Trainees

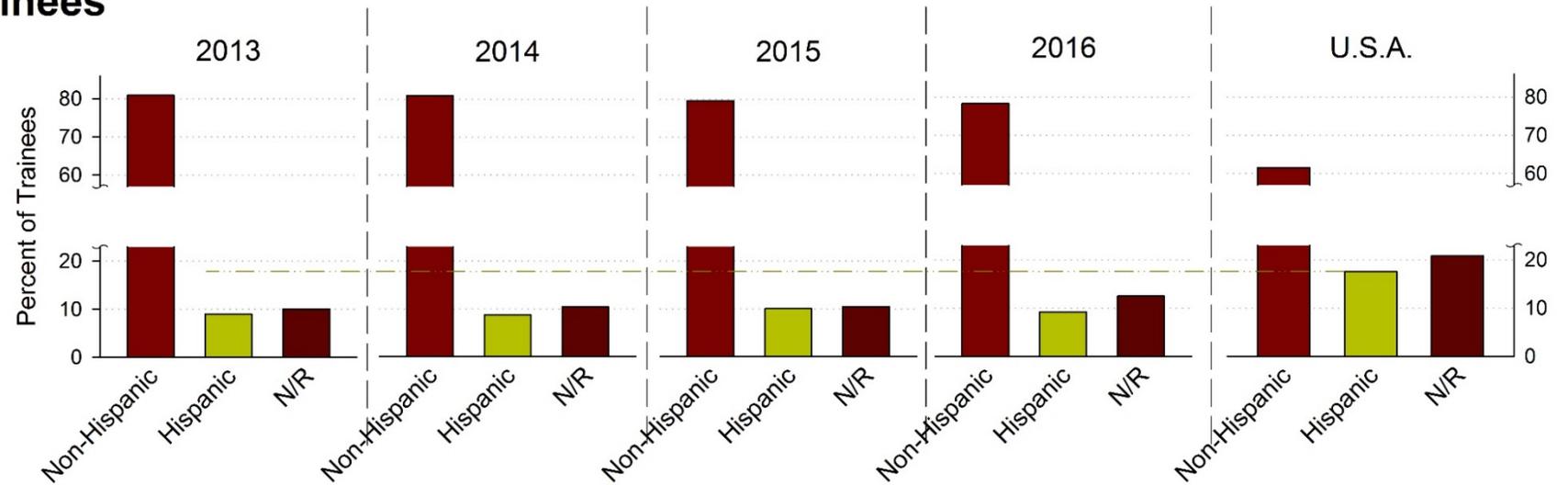


# Trainees

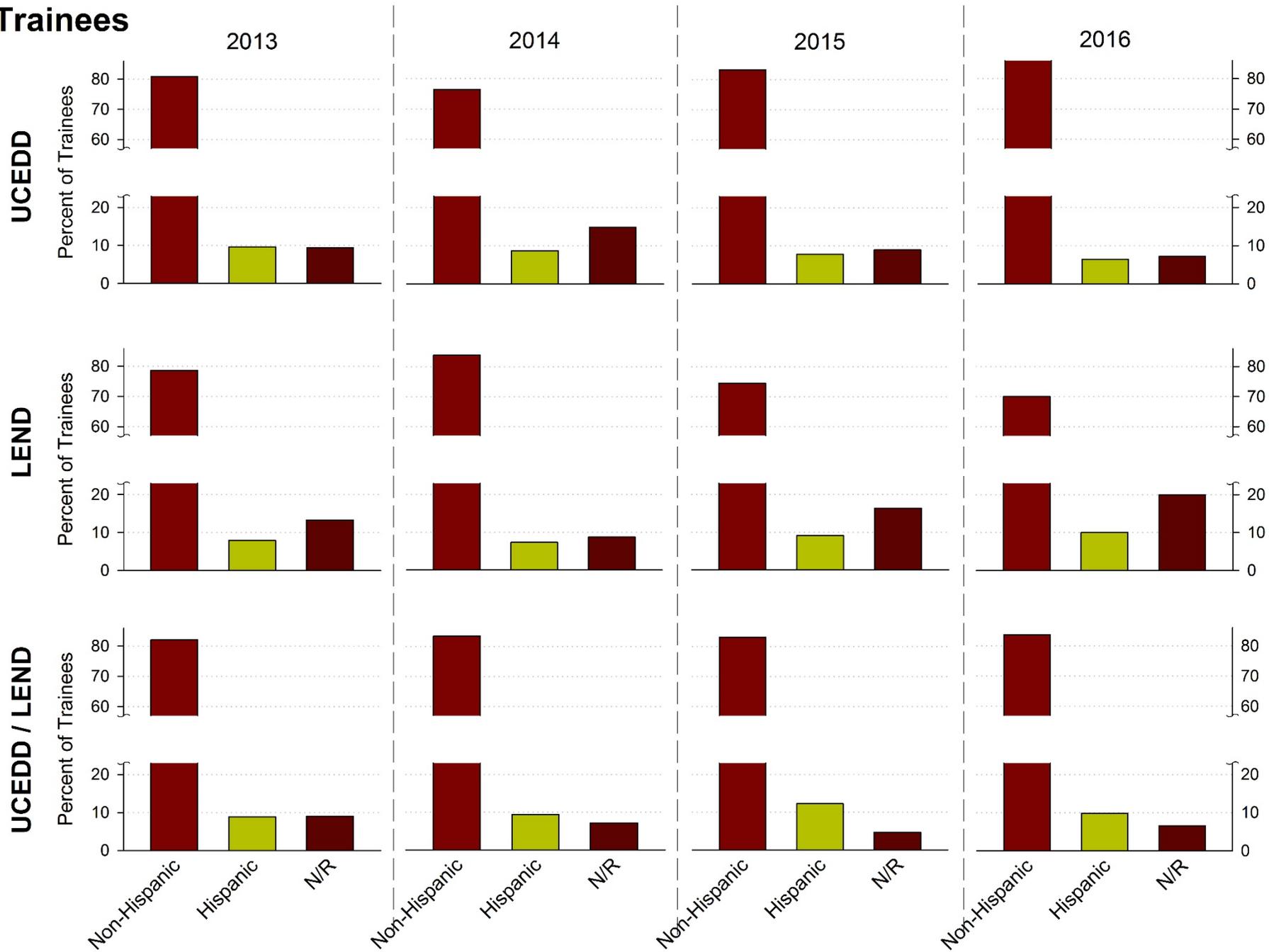


# ETHNICITY

## Trainees

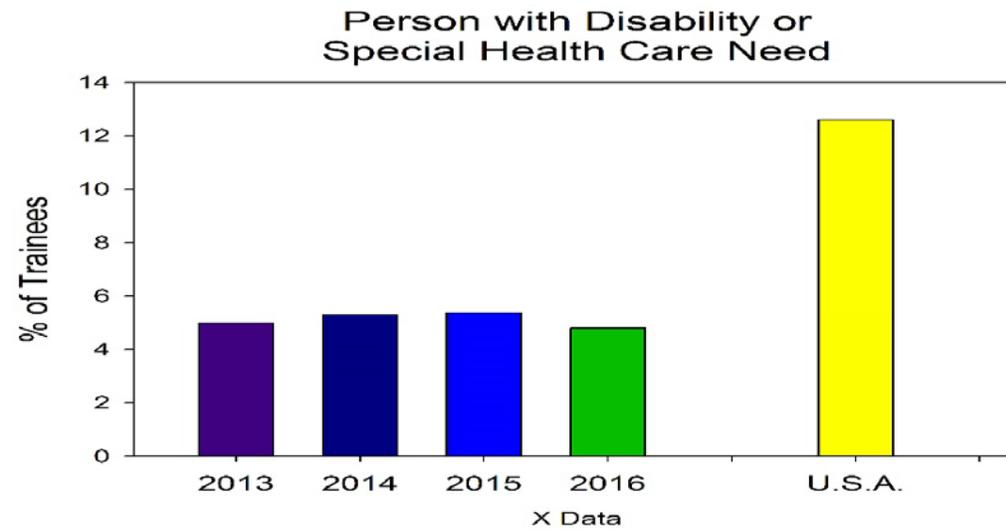


# Trainees



# PERSON with a Disability or Special Health Care Need

## Trainees





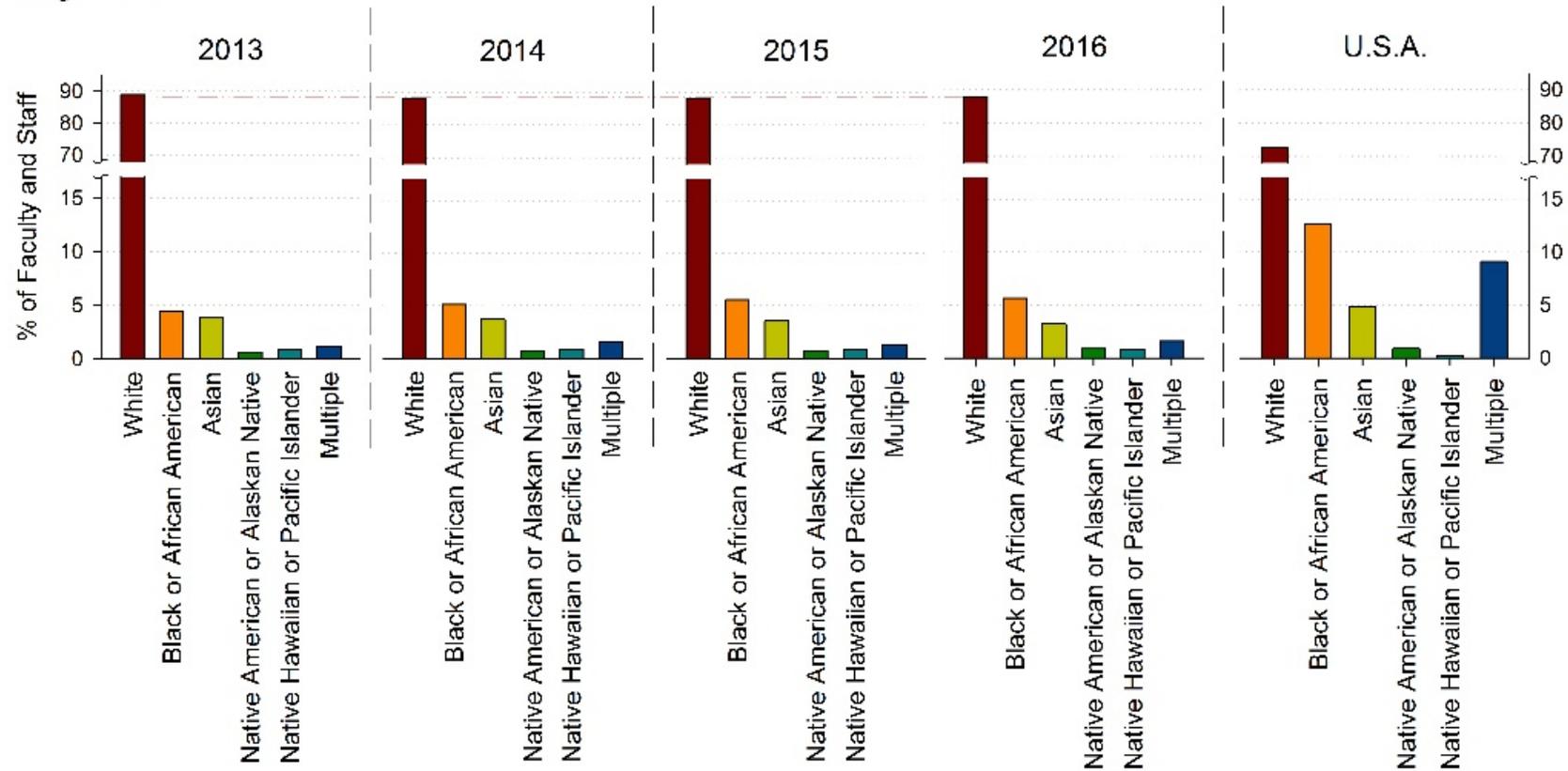
# FACULTY

LEND – UCEDD

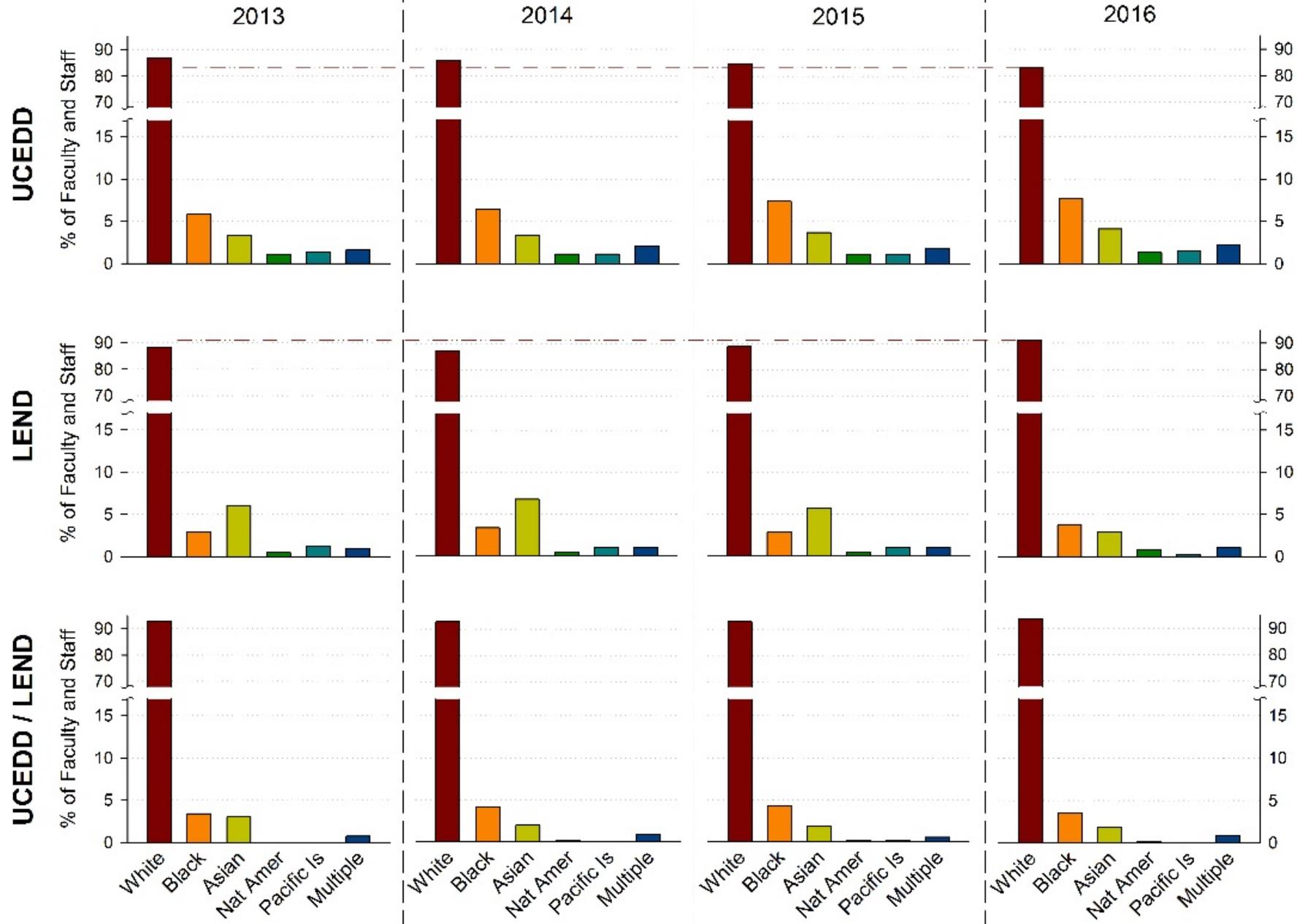
2013-2016

# RACE

## Faculty and Staff

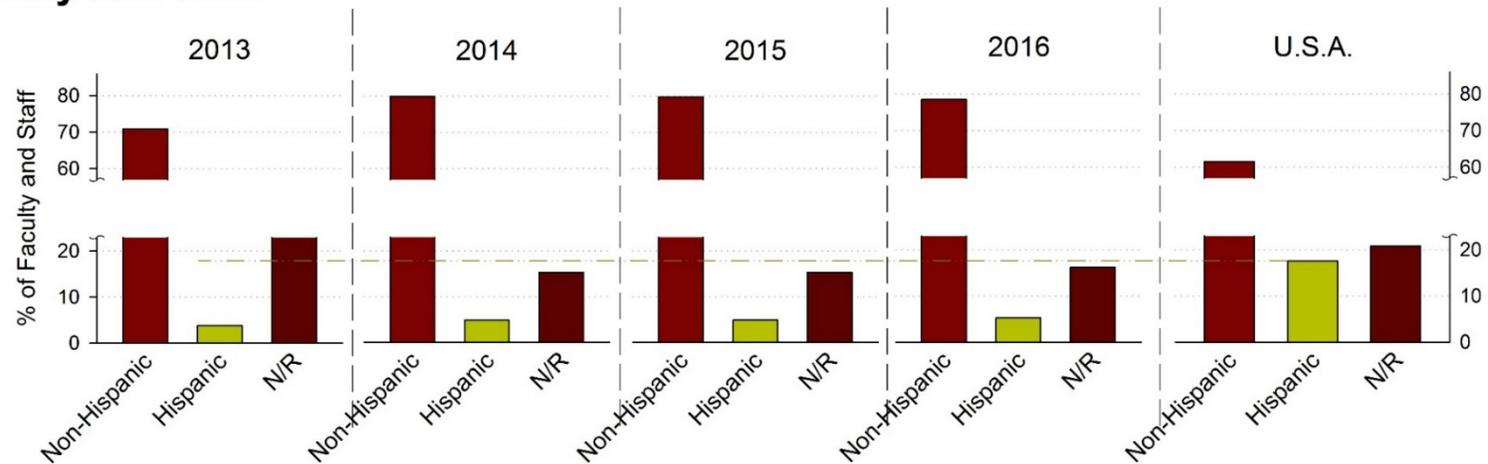


# Faculty and Staff



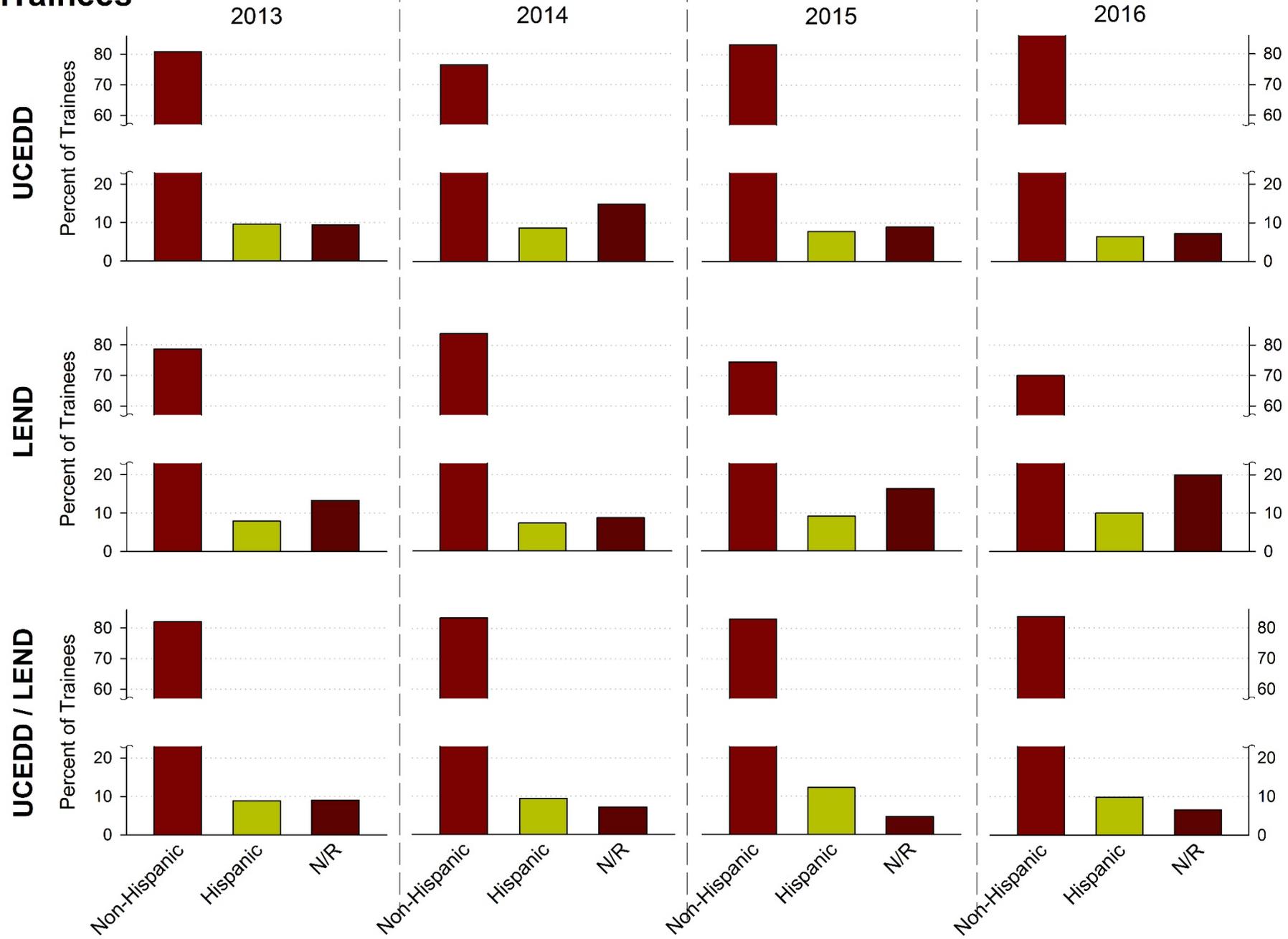
# ETHNICITY

## Faculty and Staff



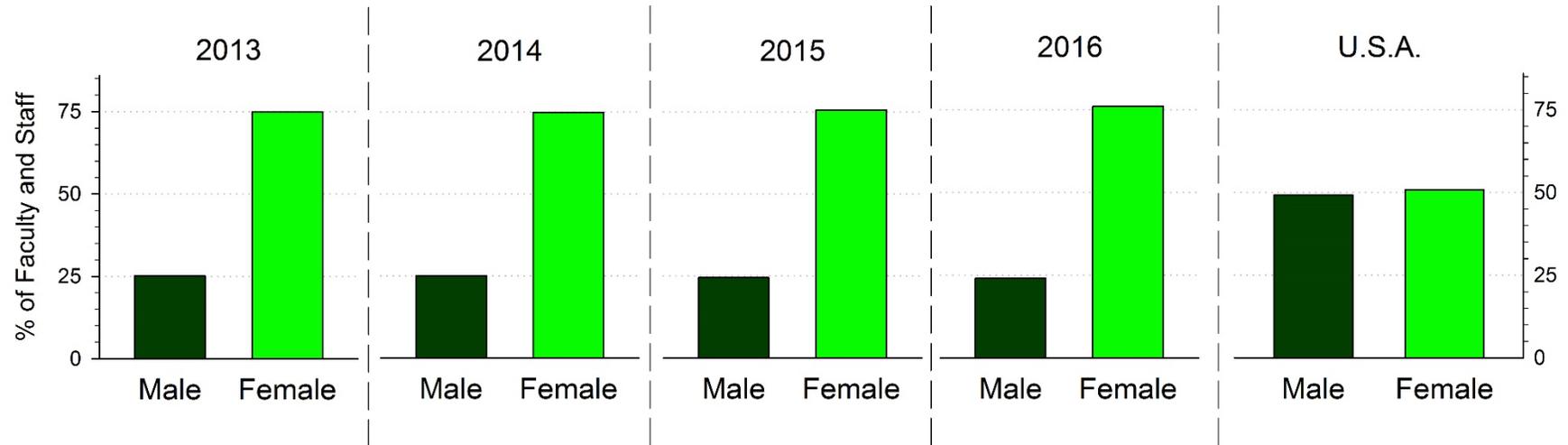
**Trainees are doing better than F&S with twice the Hispanic representation, but Trainees are half the US Hispanic representation**

# Trainees



# GENDER

## Faculty and Staff

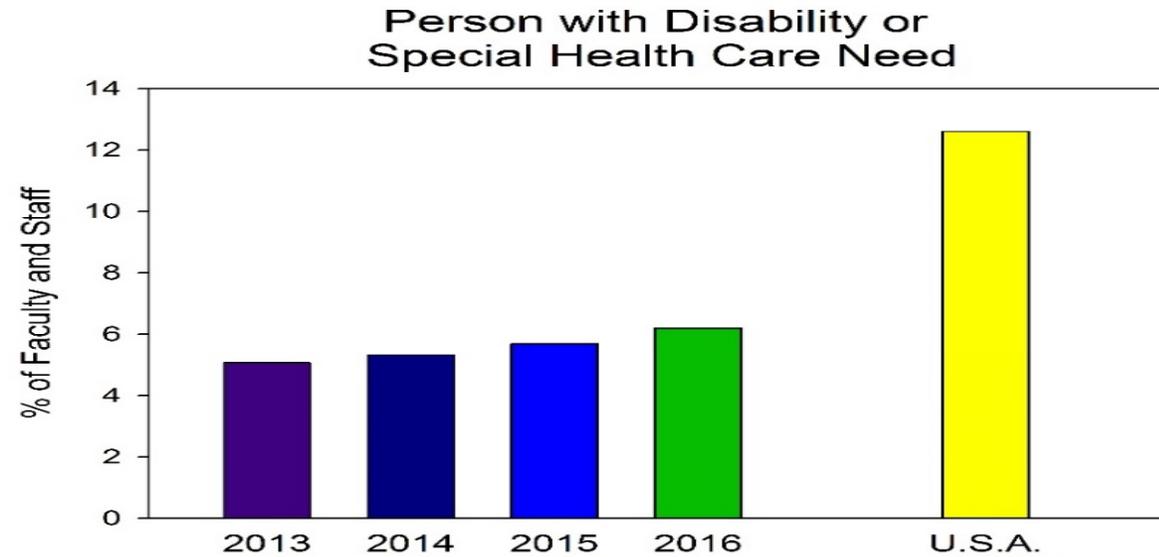


# Faculty and Staff



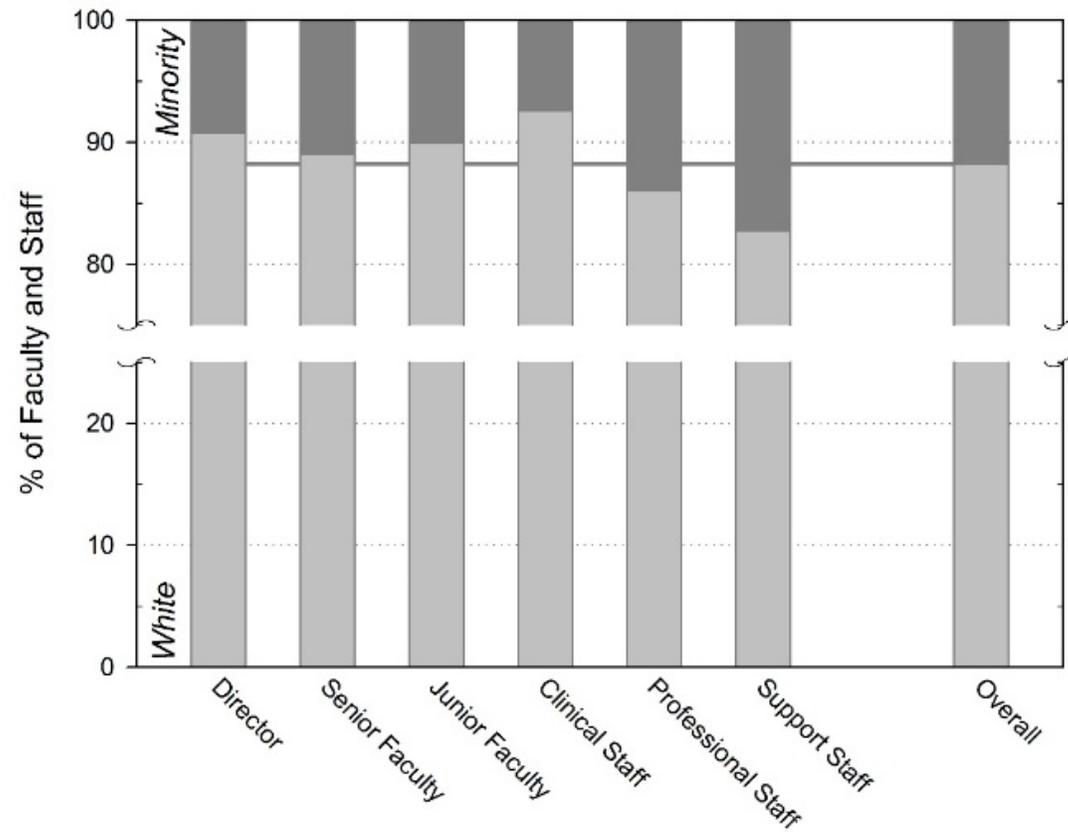
# PERSON with a Disability or Special Health Care Need

## Faculty and Staff

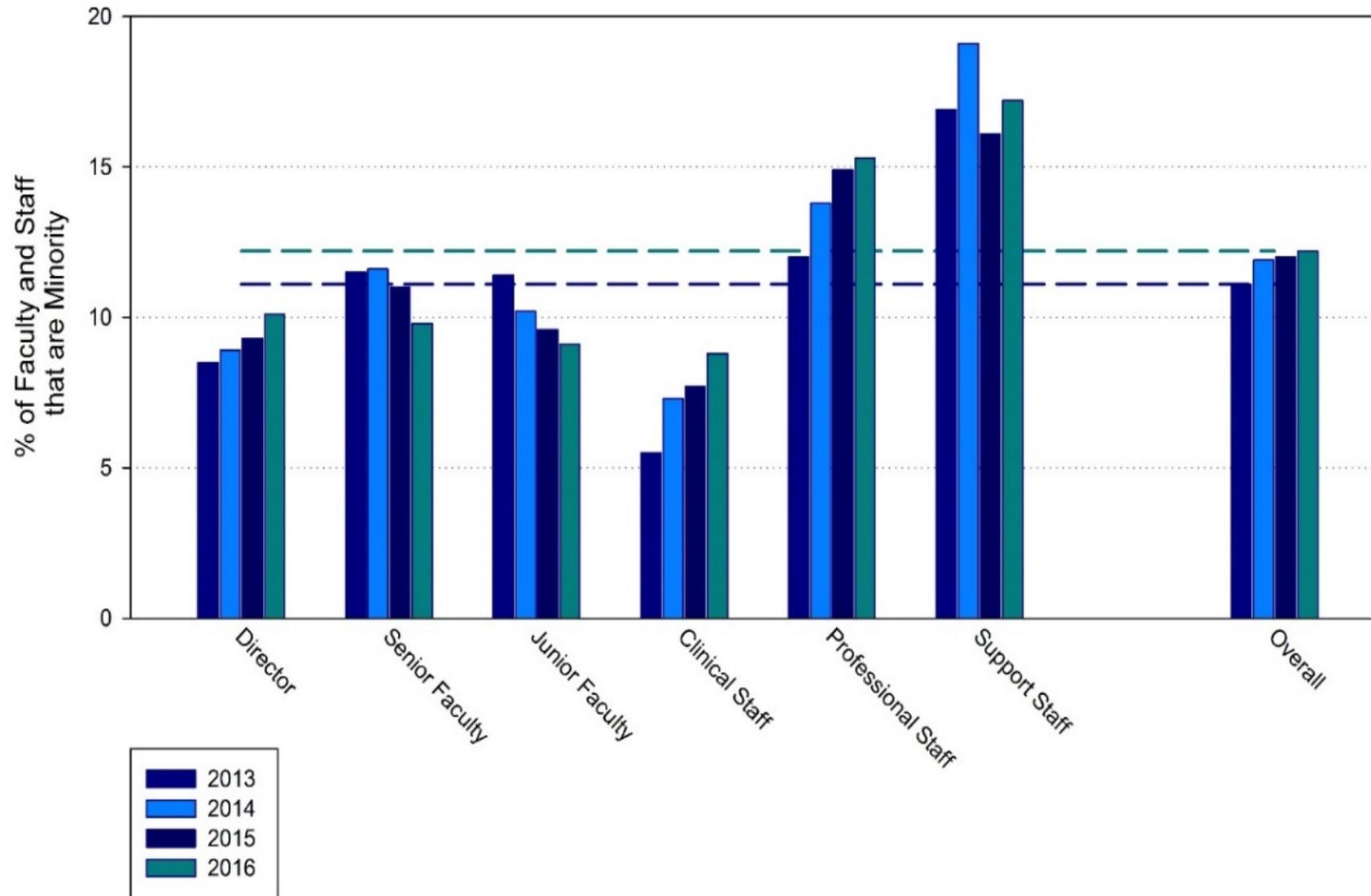


# EMPLOYMENT ROLE by MINORITY STATUS

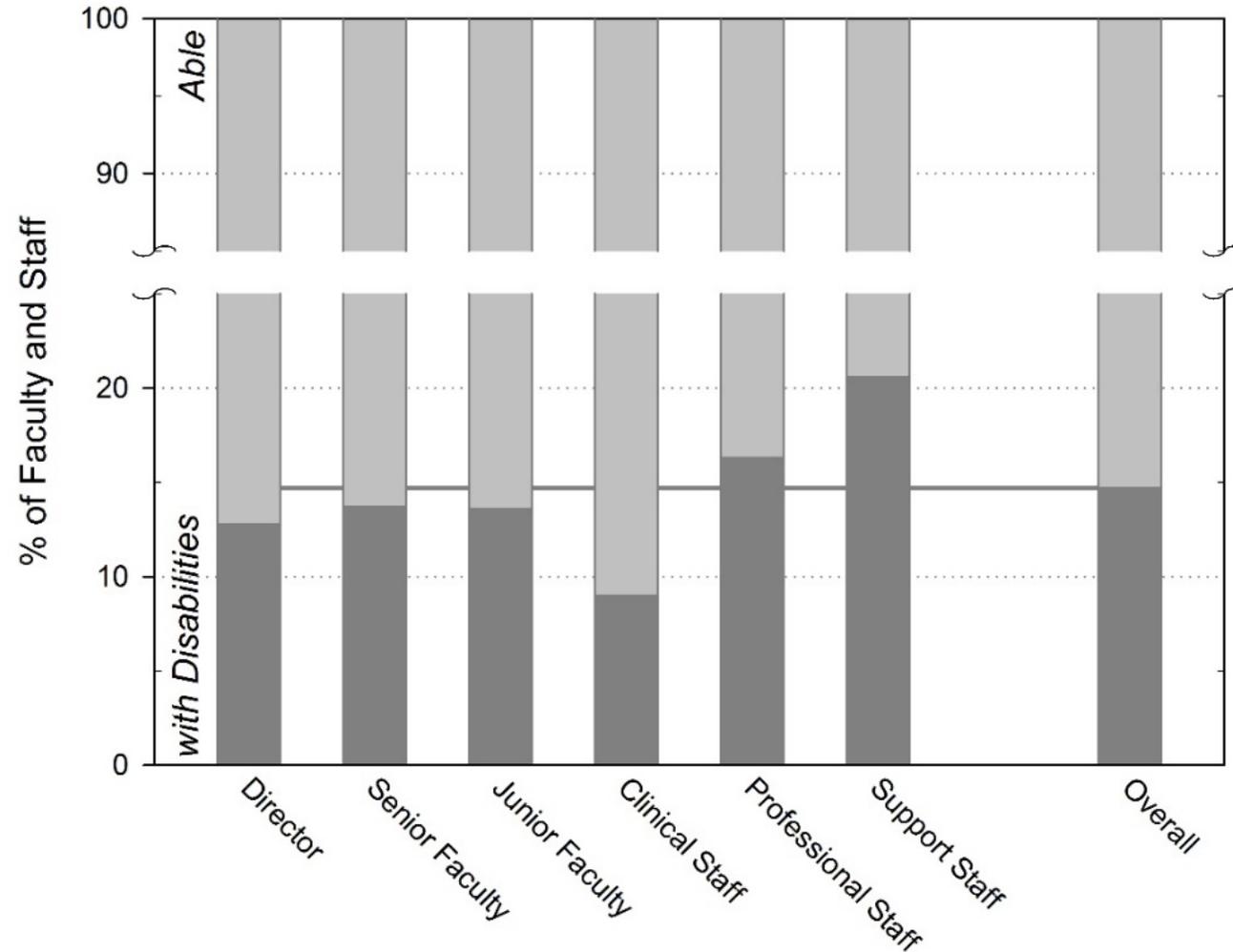
Minorities are lacking in senior positions, and over represented in Professional and support staff

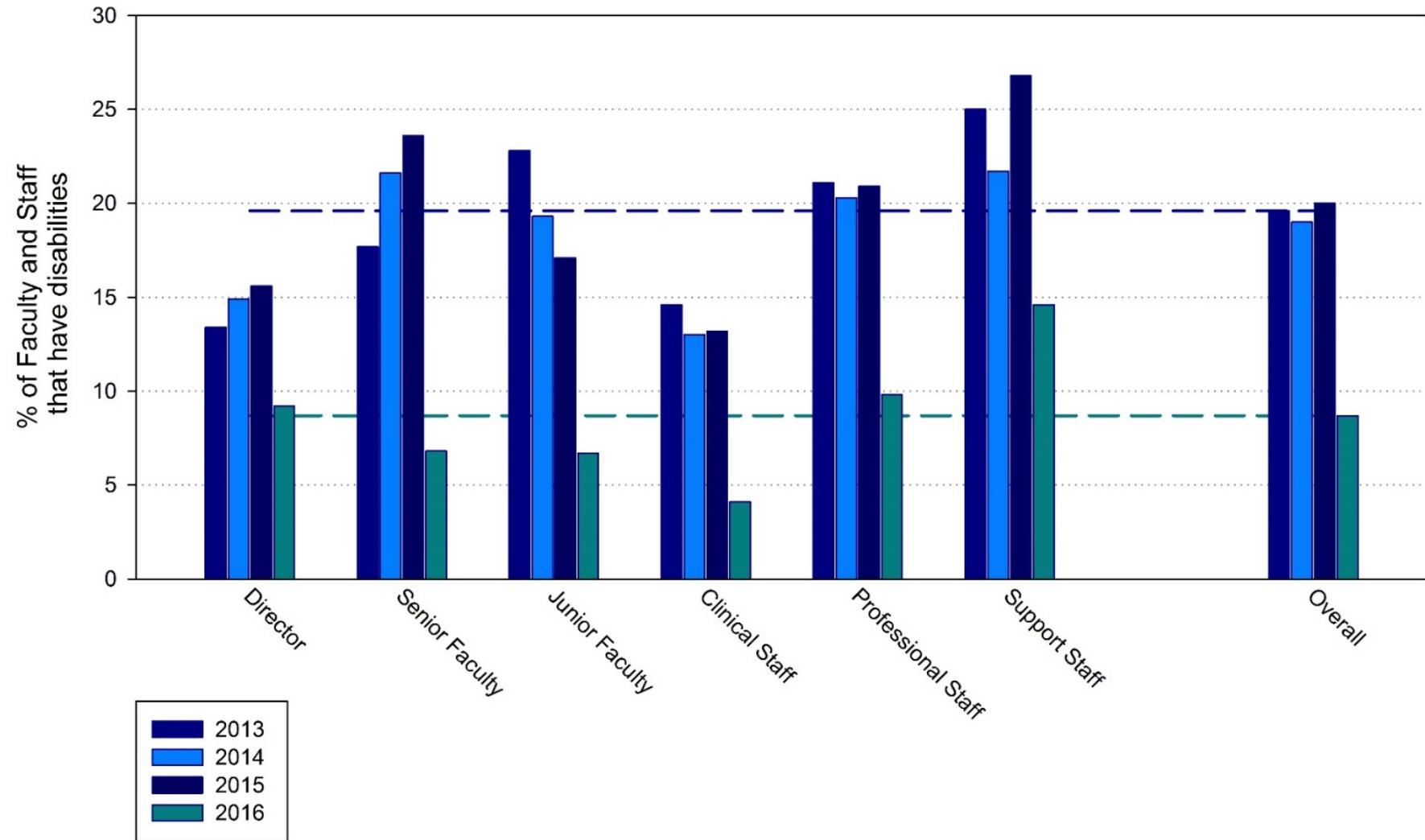


**Director is improving but still under overall representation of minorities.  
Senior & Junior faculty are getting worse.  
Most minority representation is in Professional and Support Staff.**

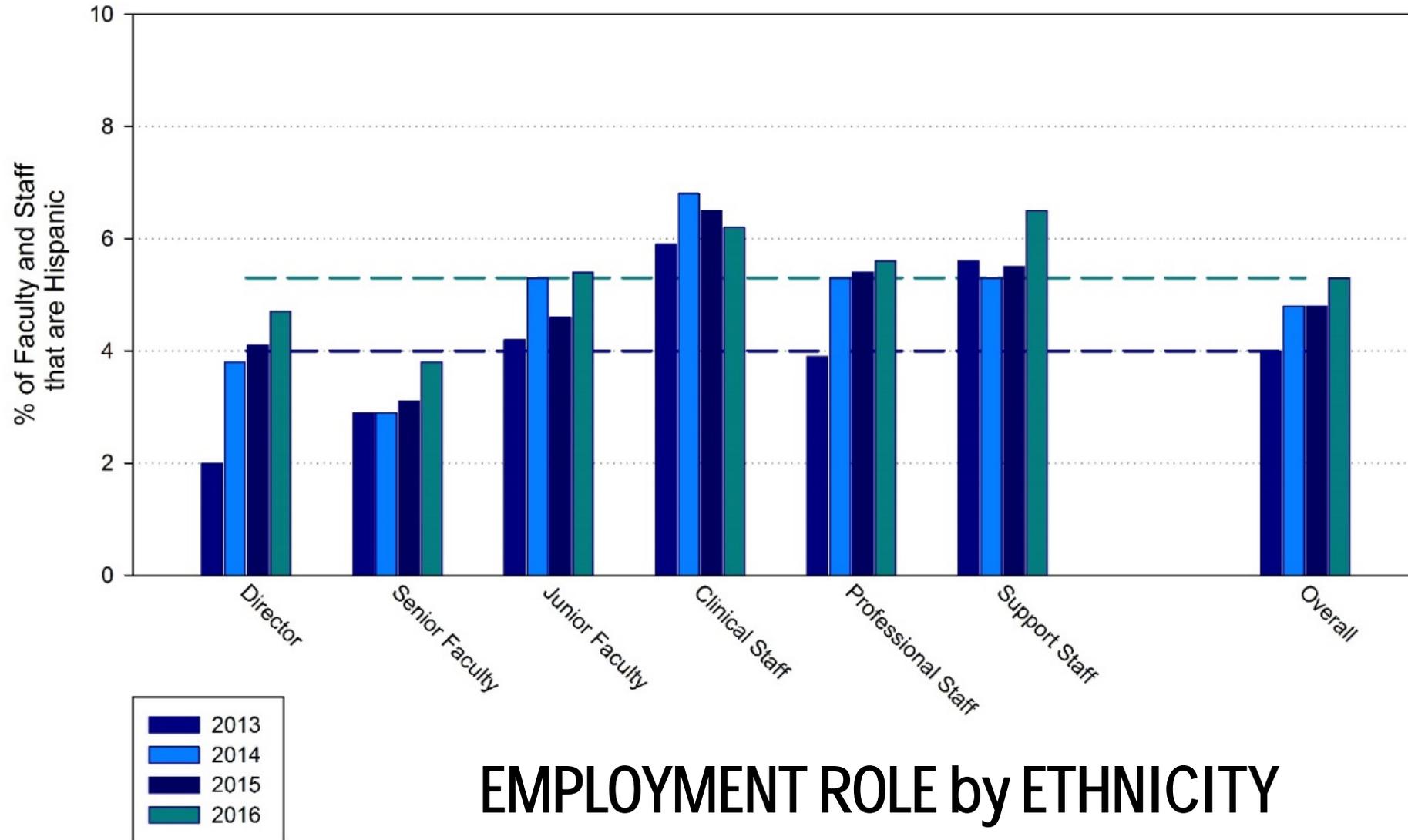


# EMPLOYMENT ROLE by PERSON w/DISABILITIES



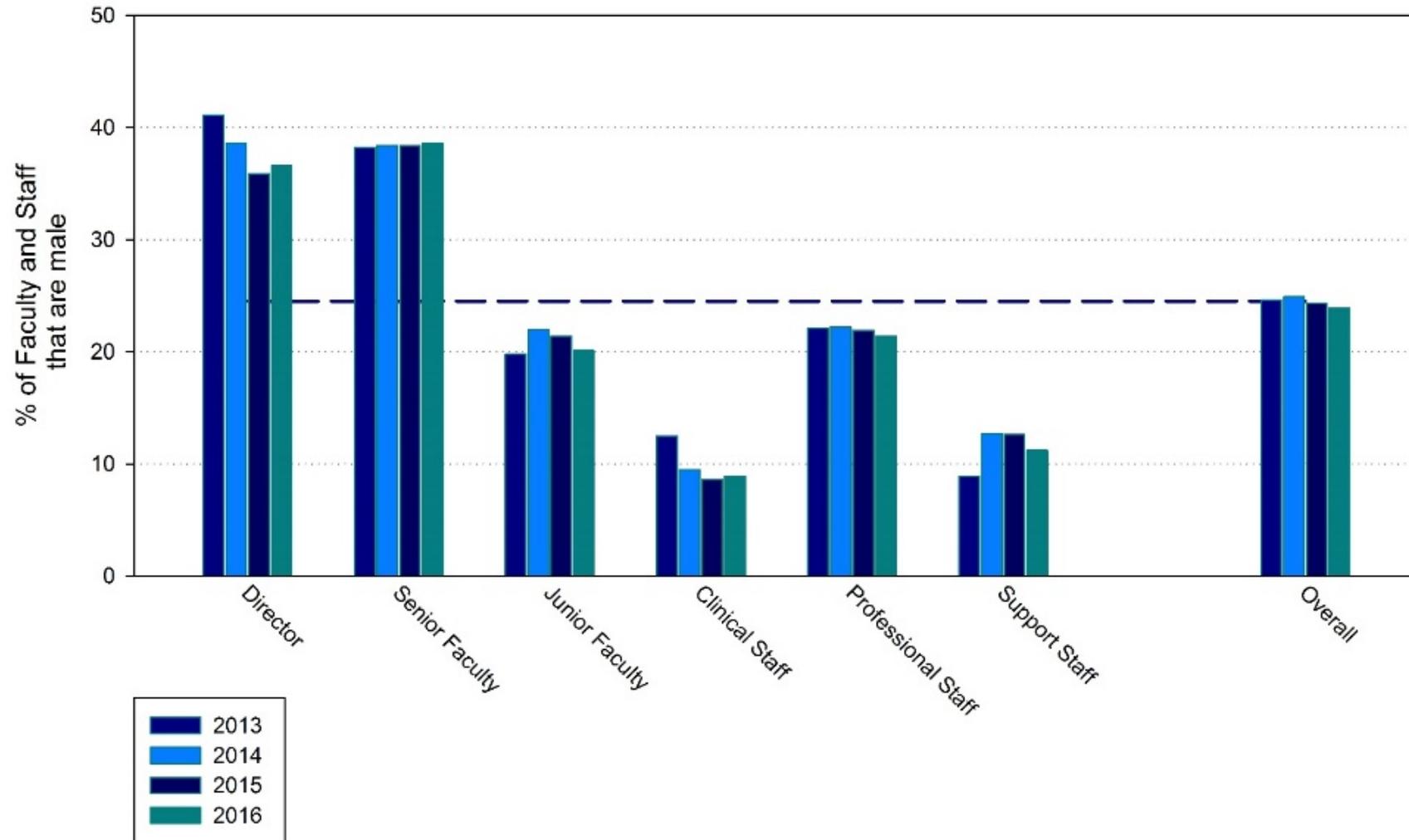


At first it looks like Hispanic representation in senior levels is improving 2013 – 2016 BUT if you compare to the age specific overall (see the dashed lines) then there continues to be under representation of Hispanics in senior levels although the % Hispanics total is improving (remember that this is low compared to the USA)



# Males are over represented in the senior positions

Shows some improvement in Director role but no improvement in Senior faculty



# DATA TAKE AWAY MESSAGES

- **TRAINEES:**
  - **Still underrepresentation by Race/Ethnicity and Disability compared to the US population**
- **FACULTY and STAFF:**
  - **Minorities and People with Disability are lacking in senior positions, and have higher representation in Professional and Support staff**
  - **Non-Hispanic and People with Disabilities are underrepresented in clinical positions**
  - **Director is improving but still under overall representation of minorities**
  - **Senior & Junior faculty are getting worse**
  - **Males are over represented in the senior positions**

# UPDATES

- AUCD Diversity Initiatives
- AUCD Diversity Fellowships
- AIDD Diversity Partnership Grants

# MCC OBJECTIVES

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2. Monitor recruitment and retention of minority trainees, staff, and faculty representation in the network by reviewing diversity data educating the membership on the value of and procedure for updating their profiles, and making recommendations for improvement.
3. Collaborate with AUCD councils to provide one webinar on trainee involvement in councils, including MCC. Identify specific opportunities for trainees including research, mentoring, webinars.
4. Collaborate with AUCD to create and sustain an opportunity for recipients of the diversity partnership grants and diversity fellowships to network at the national AUCD conference to support strategies for to recruit and maintain a diverse workforce
- ~~5. Create and utilize the MCC volunteer pool form to increase engagement and participation of the MCC membership in MCC leadership, councils, and Board representation.~~
6. Create work groups as needed to expand and support minority pipelines, mentoring, leadership, funding, evaluation, policy, and training efforts.

# GROUP ACTIVITY

- Work in small groups
- Based on the MCC Objectives 1-6:
  - discuss objectives (add, change, delete)
  - come up with SMART GOALS/MEASURABLE ways to address objectives
- Each group will address one of the objectives