



ASSOCIATION OF UNIVERSITY CENTERS ON DISABILITIES  
THE LEADERSHIP, EDUCATION, ADVOCACY & RESEARCH NETWORK

## AUCD Directors Retreat 2021 Meeting Summary

The AUCD Directors Retreat is an annual opportunity for IDDRC, LEND, and UCEDD Directors to explore and address topics prioritized by AUCD's Board President. In 2021, the topic identified by Board President Tawara Goode was to define and advance equity within the field of developmental disabilities.

### Objectives, Agendas, and Participation:

AUCD Directors Retreat 2021 Session 1, June 29, 2021, 4-5:30pm ET via Zoom, 117 participants

Objective: participants will cite the differences between the terms: equity, diversity, inclusion.

The agenda included a fishbowl conversation and a panel on how a definition for equity factors into developmental disabilities work. View all related resources, including agenda and recording, [here](#).

AUCD Directors Retreat 2021 Session 2, October 4, 2021, 3-5pm ET via Zoom, 110 participants

Objective: participants will be able to 1) state the difference between the terms diversity, equity, and inclusion in the context of the disability field, and 2) apply the concept of equity in their community engagement activities.

The agenda included an overview of where the network is with defining equity, a panel on equitable community engagement, and breakout rooms to delve deeper into specific, related topics. View all related resources, including agenda and breakout notes, [here](#).

### Key Takeaways and Quotes from the Breakouts

- Relationship timelines are not the same as grant timelines.
  - Relationships, trust, and knowing each other are critical.
  - It's important to include community in writing grant applications, but also need to ensure there's follow-up and they are kept informed and involved throughout the project.
  - Enter communities respectfully. It is critical to acknowledge and understand the inherent abilities of communities to identify their own problems and intervene appropriately on their own behalf.
- Collaborations can become stuck in a rut. Seeking new collaborators is critical, rather than always sticking with the ones you have (but don't neglect the existing ones either).
- Be intentional selecting trainees, looking for a broad representation of racial and ethnic groups, rural populations, socio-economic statuses, and other demographics.
- It's difficult to talk about equity and structural racism in plain language.
- The IRB process is not equitable. It's difficult to get the consent form in plain language.
- It's necessary to consider the use of terminology like equity, and ensure that language used is understood by all center employees and community partners.
- Be critical about the work, considering whether the equity work is performative or authentic.

## Support Needed

The breakout discussions indicated a few areas of support needed to advance this work:

- How to better recruit from communities and disciplines not already represented in the center, graduate programming, or other work.
- Understanding the language and vocabulary around equity issues and structural racism and how to explain it to people who don't understand it.
- How to support people who feel like they "don't know enough" – creating a professional environment to promote learning and help people not feel attacked.
- How to cover the added costs of supporting multiple languages, including interpretation and captioning.
- Bridging the gap between the disability community and researchers.
- Adding something specific for this topic in the NDD Curriculum Resources or TA resources.

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*"It was reaffirming and it's helpful in re-strategizing our work. I'm going to use what I reflected on today to rethink and reframe our Center's overall approach to some of the work we do." – Directors Retreat Session 2 Survey Respondent*

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## Key Evaluation Results:

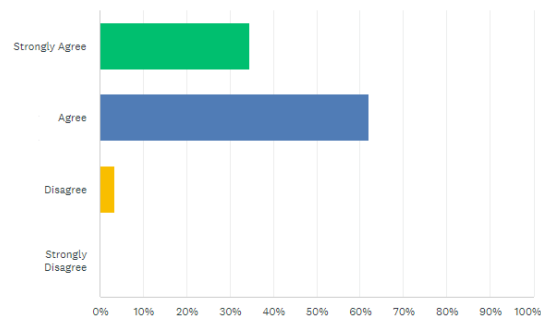
100% agreed or strongly agreed that they were satisfied with the event and that the timing and structure of the event worked well.

"Following this event, I am able to state the difference between the terms diversity, equity, and inclusion in the context of the disability field."

- 44.83% strongly agreed
- 55.17% agreed

Following this event, I am able to apply the concept of equity in community engagement activities.

Answered: 29 Skipped: 0



100% indicated they were somewhat or very likely to incorporate information from this event into their work. More information was requested about such topics as measuring disability equity and facilitating conversations about EDI.

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*"The first round of stories shared via the fishbowl format was very interesting. I appreciated the variety and willingness to share." – Directors Retreat Session 1 Survey Respondent*

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