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

www.aucd.org
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

Co-Chair
Maria “Mercedes” Avila, PhD
University of Vermont LEND

Secretary
Virginie Diambou, MD
University of Vermont LEND

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

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

Multicultural Council Listserv

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 randomly-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". Click the "Get your password" button to get your password sent to you or reset your password.
- After successfully logging in, choose 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.
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
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
COMMITTEE REPORTS
2016 MCC ANNUAL AWARD

JACQUELINE STONE, PHD, PT  MARIA MERCEDES AVILA, PHD
DIRECTOR OF DISSEMINATION,  LEND DIRECTOR,
MARYLAND CENTER FOR  UNIVERSITY OF VERMONT
DEVELOPMENTAL DISABILITIES  DEPARTMENT OF PEDIATRICS

[Image of Jacqueline Stone]  [Image of Maria Mercedes Avila]
NEW MCC VICE-CHAIR

Joshuaa 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
RACE

Trainees

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<th>Year</th>
<th>White</th>
<th>Black or African American</th>
<th>Native American or Alaskan Native</th>
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PERSON with a Disability or Special Health Care Need

Trainees

Person with Disability or Special Health Care Need

% of Trainees

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X Data
RACE

Faculty and Staff

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ETHNICITY

Faculty and Staff

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

Faculty and Staff

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<th>Year</th>
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<td>2016</td>
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<td>75%</td>
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<tr>
<td>U.S.A.</td>
<td>25%</td>
<td>75%</td>
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PERSON with a Disability or Special Health Care Need

Faculty and Staff

Person with Disability or Special Health Care Need

% of Faculty and Staff

2013 2014 2015 2016 U.S.A.
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

![Graph showing the percentage of faculty and staff with disabilities in different roles.](image-url)
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
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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