

UCEDD Directors Meeting Breakout Notes Summary

February 17th, 2022 3-5pm ET

"Post COVID" Transition for Staff

- New hybrid work environment models and considerations
- Post COVID Workplace culture (fostering connection, reducing siloes, using tech)
- Managing equity in new work environment
- Clear communications of policies
- Financial considerations

Authentic Community Engagement and Partnerships

- Examples of partnerships and approaches to community engagement
 - FL-Mailman: Community trainings led by low-income, Black and brown community
 - NJ- Partnership with Office of New Americans
 - GU- OSEP grant with National Association of State Directors of Special Education
- [Leading by Convening: A Blueprint for Authentic Engagement](#)
- Information Dissemination- community member review materials for cultural relevancy and readability
- Challenges with number of language and dialects

End Subminimum Wage and System Transformation

- ID- Supporting transition into larger workforce development (internships, apprenticeships)
- GA- College Autism Network- neurodiverse mentors
- Barriers (provider lobby, rate structures)
- Partnerships with state to ensure work structure formula is not disincentivizing
- NH- Customized employment and whole-life engagement to transfer into day programs

Having People with IDD in Meaningful Roles of Research Projects

- Accessible consent form templates and accessible research ethics training
- Plain Language summaries
- Using telehealth to increase engagement
- [Truth and Reconciliation Project](#)
- Trainings for traditional researchers and people with lived experience
- Supports needed



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Navigating Relationships with University

- Negotiating university support in MOU/charter/cooperative agreement) (director salary, physical space)
- [University-UCEDD Relationships- tip sheet](#)
- Strategies for negotiating support

Promoting Care and Wellbeing in the Workplace

- Grounding, reflective, and mindful practices for meetings
- Advocate for flexibility (exam schedule, remote and flexible work and class arrangements,
- Conflict resolution activities
- New opportunities and funding to rejuvenate interests
- Increased transparency, communications, and meeting frequency

Public Health Workforce Funding

- List of planned state activities in notes.
- [Including People with Disabilities in the Public Health Workforce Competencies](#)

Technological Capacity Building

- Hiring for website development (in-house vs. contracted out)- high demand for skill sets
 - Start with someone passionate in disability field and build skill set
- Investments in tech infrastructure
- Teach staff to allocate in grant budgets for videos, websites, social media, etc.
- Recruiting from LEND UDL trainees, graduate students, and early-career professionals



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