



# Call for Coaches and Implementors: Implementing the Equity, Diversity, and Inclusion Action Plan

The UCEDD Resource Center (URC) at AUCD is launching a multi-pronged TA initiative to support UCEDDs in implementing the [Equity, Diversity, and Inclusion Action Plan](#) (“the Action Plan”). The URC is seeking applications from UCEDDs across the AUCD network for:

- 3-5 UCEDD leaders who have a record of successfully implementing elements of the Action Plan to serve as **coaches** for the network between April and September 2021  
and
- Up to 35 UCEDD leaders who are actively working to implement elements of the Plan to serve as **implementors** in communities of practice between May 2021 and May 2022.

## Background on ED&I Action Plan

Completed in 2019, the Equity, Diversity, and Inclusion Action Plan for the UCEDD National Network (referred to as the ED&I Action Plan) was developed by multiple UCEDD leaders with support from the UCEDD Resource Center (URC), advice from a team of UCEDD faculty and staff, and funding from the Administration on Community Living (ACL). The ED&I Action Plan identifies four priority areas that are essential to address the persistent inequities experienced by people at the intersection of marginalized racial, ethnic, and disability identities: these include **Workforce Diversity, Cultural and Linguistic Competence, Local /State Impact, and Crosscutting Considerations**. Each of the four areas includes objectives, action steps, and strategies that can be taken by the UCEDD network, including ACL’s Office on Intellectual and Developmental Disabilities, AUCD, the UCEDD Resource Center, and individual UCEDDs. This TA initiative focuses on the implementation of individual UCEDDs.

The URC has proposed, and ACL has approved, a national TA initiative to drive implementation of the ED&I Action Plan across the UCEDD network. The URC planned this initiative with the input of prospective implementors, ED&I Action Plan authors, the AUCD Councils, and other key partners.

## Overview of Plan for Technical Assistance

From May 2021- May 2022, the URC will host up to four implementation groups to support implementation of the ED&I Action Plan across the AUCD network. Each implementation group will have 5-8 implementors that meet monthly for 90 minutes.

The implementation groups will be:

- organized by similar TA needs directly tied to parts of the ED&I Action Plan
- facilitated by AUCD staff and informed by expert coaches
- informed by evidence-based implementation approaches

The goal is to provide individualized and peer support tailored to the needs of individual UCEDDs in implementing a specific part of the ED&I Action Plan.

Implementors will:

- Meet monthly for 90 minutes
- Between meetings, make progress on implementing a section of the ED&I Action Plan within their role and context
- Attend quarterly webinars related to implementation of the ED&I Action plan and present on group progress
- Meet one-on-one with a coach to receive individualized, intensive support (optional)

## Role of Coaches

Many AUCD network members have had major success and hold significant expertise in promoting equity, diversity, and inclusion both within their UCEDDs and championing within their universities. To support this technical assistance plans, the UCEDD Resource Center is looking for people who are ready, willing, and able to serve as coaches to other network leaders.

We are looking to pay coaches \$150/hour for a maximum of 25 hours between May-September 2021.

Serving as a coach may involve any of the following:

- Developing materials for the AUCD network
- Presenting at webinars
- Supporting the content of the implementation groups
- Providing individualized coaching to network members

## Who Should Participate in the Implementation Groups?

UCEDD staff, directors, or leaders who:

- have a role in implementing the ED&I Action Plan within their UCEDD,
- have a need for technical assistance in implementing elements of the ED&I Action Plan,
- have the capacity to participate in the monthly sessions and quarterly webinars, and
- have support from UCEDD leadership to commit time and resources to participate in all TA activities outlined above

For example, this could include:

- a leader of a UCEDD's ED&I team who wants to develop their UCEDD's leadership pipeline for under-represented groups
- a UCEDD Director who wants support to embed the ED&I Action Plan into their 5-year plan
- a core function coordinator who wants to examine how cultural and linguistic competency is embedded into their core function area
- a CAC member who is working with UCEDD leadership to increase the meaningful participation of people with I/DD and their families from communities that have been marginalized
- a principal investigator launching an initiative designed to reduce disparities for individuals with I/DD from underserved racial/ethnic groups looking for support in securing funds and developing partnerships to launch this new initiative

Implementors will be selected based on needs for technical assistance, readiness to implement within their context and role, and level of support from UCEDD leadership. We especially encourage individuals from UCEDDs who will be re-applying for the UCEDD core grant next year, implementors with decision-making authority, and upcoming leaders in the network actively working on the action plan within their

specific role, to apply. Implementation groups will aim to be diverse in regard to race, ethnicity, disability status, sexual orientation, gender identity, geography, and other social identity categories and lived experiences.

## Who Should Serve as Implementation Coaches?

UCEDD leaders who have a record of successfully implementing elements of the Action Plan are encouraged to apply to be coaches for the network between April and September 2021.

Coaches will be selected based on the following criteria:

- success in implementing elements of the ED&I Action Plan within their UCEDD
- experience in coaching, mentorship, training, or technical assistance around equity, diversity, and/or inclusion
- support from UCEDD leadership

The cohort of coaches selected will aim to match the identified needs of network members to implement sections of the Action Plan with the skills and competencies of coaches. The cohort of coaches will aim to be diverse in regard to race/ethnicity and other social identity categories, as well as representative of the national network in terms of UCEDD structure and regional representation.

## How do you apply?

A UCEDD Director and their identified staff will collaboratively complete an application form recommending any prospective coaches or implementors from their center. The application materials include:

- applicant's contact information
- statement of interest
- UCEDD Director's statement of support

Note: UCEDD Directors are welcome to apply. If UCEDD Directors are applying as implementors, please skip the UCEDD Director letter of support, and just submit the statement of interest.

### **For Implementors:**

- Include a description of TA needs relating to specific elements of the ED&I Action Plan

Application for Implementors: <https://www.surveymonkey.com/r/EDIActionPlanImplementors>

### **For Coaches:**

- Include areas of expertise and past experiences of coaching, training, or providing technical assistance relating to specific elements of the ED&I Action Plan

Application for Coaches: <https://www.surveymonkey.com/r/EDICoach>

**Deadline to apply: April 19<sup>th</sup> at 11:59pmET.**