

AUCD - Multicultural Council Committee MCC
Meeting Notes
April 18, 2013

Present: Tom Uno, Sachin Pavithran, Julie Schears, Steve Brown, Mary Hubbard, Tracy Beard, Jacy Farkas, Juan Carlos Vasquez, Mercedes Avila, Tawara Goode, Ylla Nikola-Lisa, Eduardo Ortiz, Angela Harnden, Laura Robinson

I. Tom welcomed everyone.

II. AUCD Board Report

Tom shared with MCC-members information from the last Board meetings (March 11 and April 8).

- The Board is looking for a new executive director. They started looking for someone who will replace George's executive position at AUCD. There is a subcommittee who is taking the lead in the advertisement and review of applicants to the positions.
- The Board created a diversity ad-hoc committee who will focus on enhancing the cultural competence and diversity within the network. Members of the subcommittee are Dan Crimmins, Olivia Raynor, Karen Edwards, Tawara Goode, Tom Uno, Leslie Cohen, Amy, and Julie Fodor.
 - Tawara directed board activities connected to Cultural and linguistic Competency and Diversity in relation with the core functions, responsibilities, and envisioned future of AUCD as a cultural and linguistic diverse organization. Tom recommended Tawara for the excellent work done there.
 - The ad-hoc committee is also looking for recommendations about how to add diversity to the network and to the board. At next MCC meeting, Dan Crimmins will be presenting a preliminary report for further discussions.
- A major focus for the next AUCD annual meeting will be on diversity. The Board asked for recommendations for the plenary sessions, symposiums, and similar settings. Tracy will lead and expand later on this point. The Board needs this information as soon as possible to secure speakers and make the appropriate arrangements.
- Future webinars are scheduled such as infographics (April 18), Capacity building (August), Tool to reach the world, SES/Undeserved populations (October) and Collaboration between core functions.

III. Legislative/Policy Workgroup Report-Tom

Tom shared a document with the recommendations made by the MCC Legislative/Policy workgroup related to the Rehab Act. The MCC group had access to this report as it was sent as an attachment of the MCC group meeting email agenda/invitation. The Rehab Act was chosen because there was not much language related to cultural competence or diversity on it. As part of this work they reviewed the entire legislative piece and infused appropriate language and definitions as it was presented into the shared document. Tom requested its approval to move forward so they can send it out to the legislative affairs committee of the (AUCD) Board. Julie Schears motioned its approval and Tracy Beard seconded it. The recommendations passed unanimously.

IV. Training Report-Tracy

- A. Training committee had a conference call meeting on April 10. The committee has developed topic recommendations for the pre-conference diversity symposium such as:
 1. How to increase diversity and cultural and linguistic competence within UCEDDs and LENDs
 2. How to respond to the increasingly diverse populations the network serves
 3. Intersection of Health, Diversity, and Disability
 - Most responses preferred 1 & 2.
 - Comments obtained:
 - Make sure trainees who will attend it will be involved in the process
 - Make sure recruiting trainees and educational opportunities are being seen as a piece in getting more diversity in the workforce and it is part of increasing our cultural and linguistic competence.
 - A mini survey (about topics and speakers) will be developed and its information need to be collected quickly
- Tawara asked about whether to include as many students as possible. Many of the states don't necessarily represent the ratio of racial/ethnic diversity in the country. How the students' perspective from those places would be approached? Tracy responded she meant more recruitment of trainees from diverse backgrounds.
- Jacy asked about centers within the network which have succeeded in these efforts of increasing diversity. It can be looked at available data but it will be difficult to determine it from there.
- Tawara said we can learn from MCH past experience that is well documented about increasing ratios of ethnic and racial diversity on working with LEND programs and partnering with other universities and organizations. The name of this effort was called "Diversity Collaborative" and it focused on students and faculty respectively (it was different for each case). The project officer was Diane Rule who also manages some other related programs. Also, Barbara Wheeler was part of one of these projects. JC said that Utah State University was also part of these diverse collaborative efforts.
- Tawara also said that as part of the collaborative effort they also looked at strategies for recruitment and retention. She will send the link about this information that includes a comprehensive literature review, and other resources like MCH related vision, mentoring,

best practices, etc. This work was also presented at AUCD last year. Tom asked Tawara if she can recommend details about who might present this information this year again.

- Tom said, at this point topic # 1 (How to increase diversity and cultural and linguistic competence within UCEDDs and LENDs) seems the most important, and Tracy also confirmed it based on past collected responses so far.
- Jacy said it will be important to send out the survey to get additional feedback (about topics and speakers) from people who haven't attended this meeting. Tracy will work with Ylla and Jacy to develop a short survey ASAP to make recommendations about topics, as well as about possible speakers. They will send it out to the MCC group.
- Ylla said we might focus on multiple kinds of sessions like concurrent, symposiums, plenary, workshops. Tom said the board wants recommendations about a symposium, plenary sessions, keynote persons, breakout sessions.

B. Two top webinar topics were developed from past survey:

- Developing cultural competency and support groups for diverse populations. Tracy said Barbara Wheeler will discuss Community Base Organizations and Support groups and they are looking for other programs within the network.
- Assessing cultural competency in organizations. Tracy has approached a presenter and Tawara committed to present on this topic as well.
- Ylla will work with Tracy on the logistics to set up these webinars.
- Tom and Ylla said past webinar have been well attended so far and positive responses were collected from the evaluations.

C. Submission guidelines subcommittee – Subcommittee members: Tracy Beard, Steve Brown, Emily Graybill, and Julie Schears. Steve explained the work process done and how they came up with following 4 recommendations:

1. Post on the MCC site guidance related to how to find/search for/evaluate MCC type links on the web and give a few examples, but not look to the site as the host of specific links, which will be difficult both to vet and to keep updated. If instead of having links we instead just put out a guidance, it will keep 'updated' longer, could be reviewed each year at AUCD for improvement, and be more comprehensive in the long run.

2. Include example, such as for Cultural stats, list at least one government sites and state records as good starting points, such as: Department of Labor – ODEP <http://www.dol.gov/odep/>, U.S. Census: Race: People and Households <http://www.census.gov/population/race/> If looking for the same info in one's own state then (using Texas as an example) 'google' Texas population statistics race and you'll get the government site:

<http://www.dshs.state.tx.us/chs/popdat/popup.shtm>

3. Suggest several search engines that focus on peer reviewed articles, such as PubMed, Social Science Research Network; PsychInfo.

4. Suggest some key words when searching for culturally-related sites or material, for example: Race, population, disparity, statistics, disability, economic, ethnic, cultural, linguistic, under represented, rural, urban, health, transportation, accommodation, Universal Design.

- Julie confirmed Steve summary and said it might be good to post on MCC webpage recommendations on how best to use the web instead of other information that might need more frequent updates. They haven't discussed where to place these contents yet. Julie also said this information would be useful for new trainees and young professionals who might view and/or review this information. Jacy mentioned there is a place in current website under resources where this information could be placed. Tawara said it is good to have a criteria to filter meaningful information available through the internet considering quality rather than titles. Also the idea to place examples of exceptional resources is good because it is costly to keep updating resources in a continuous basis. Tracy motioned to move forward with these recommendations and Mary Hubbard seconded it. The motion was approved unanimously. The group will work with Ylla to see the best place to put this information at the MCC webpage.
- Tom thanked the group for the great work.

V. Ethnic Group Report-Barbara

It will be reported at the next meeting because Barbara wasn't able to attend this meeting

VI. Data Report- Angela

Angela has talked with Barbara about having caution related to past data analysis from years 2010, 2011, and 2012. It is because some of the available data was not consistent among them; therefore the calculations are kind of different. Also, it couldn't be fixed based on the way data was collected before. It was decided that 2012 will be the baseline year. However, some comparison could be approached between years 2007 and 2012 because those two years have similar raw data available. Tom asked if we have detailed data on faculty, trainees, and leadership. Angela said she hasn't worked on trainee data yet because it will represent different databases. Tawara and Julie had concerns about making public results from inconsistent collected data from past years especially considering diversity differences among states. Tom said, it could be safe having 2012 year data as a baseline that could be introduced explaining how it was collected and some of its limitations at this point. Tawara said it should be important to present it first to the (AUCD) board so they can look at the systemic level and can help to address some of its issues. This data represent an area of attention for many programs in the long run.

Angela will work with Barbara and Glenn and the work group to develop the best possible analysis at the collective level, and then Tom will be able to present it to the board on behalf of the MCC, as well as presenting it on the website if possible. Angela will come up with some recommendations about what data will be presented.

VII. Collaboration with other AUCD Councils: MCC representatives for each council Increasing/Encouraging participation of trainees/early career professionals

Jacy proposed an initiative to increase participation of trainees and early career professionals from diverse disciplines and ethnic/racial backgrounds in AUCD councils and other leadership opportunities within the Network. Jacy wants to send an invitation to the AUCD Virtual Trainee, the vice-chairs of all AUCD councils chairs, and the trainee/early career professional AUCD board representative to determine ways to work on this initiative together.

Tom proposed to invite MCC members to join other AUCD councils as MCC representatives who will inform MCC later on. In the past, it was used a strategy to be part of other councils so they could hear our MCC voice (it was called info-trade) at different forums and tables such as other Councils, working groups, etc. Steve said he is also part of COCA.

VIII. Announcements, Other Business and Adjourn

Ylla mentioned she got some communication from AIDD and it would be good for MCC to give input on diversity issues they are addressing. Also, AUCD are developing some meeting guidelines related to how to bring cultural and linguistic competence within guidelines for speakers, proposals, posters, etc. Ylla will be our liaison on this work

Next Meeting: The next Full MCC meeting will be held on August 15th at 3pm ET. Eduardo and Ylla will send out notices and arrange for the phone line.