

AUCD 2015 Conference  
Multicultural Council Full Meeting Minutes  
Sunday, November 15, 2015  
12:30-3:00 PM EST; Meeting Room 15

1. Introductions

Several participants indicated they were MCC representatives for their UCEDDs. Twenty seven individuals signed in. In attendance were AUCD Leadership including Andy Imparato, AUCD Executive Director and AUCD President-Elect, Karen Edwards. Members of the AUCD staff were also present: Tanisha Clarke, Adrienne Griffen, and Dawn Rudolph. One diversity fellow, Steve, attended the meeting.

2. MCC Election Results

Maria Avila, MCC Co-Chair

Mercedes reported that this year we had elections for all officers. She announced, MCC-Co-Chair – Christine B.Vining, Vice Chair - Winnie Looby, and Secretary – Virginie Diambou. This year the terms changed from 1 to 2 years for Secretary and Vice-Chair, and Co-Chair will remain 3 years. Mercedes has over a year and half to fulfill her term.

3. MCC Award

Eduardo Ortiz, MCC Vice-Chair

Eduardo reported that there were five strong nominees this year. A workgroup (Jacy, Tracy, Lisa, Eduardo, etc.) developed guidelines. The committee selected Derrick Williams.

4. Diversity & Inclusion Toolkit

MCC-Executive Officers & Dawn Rudolph, AUCD TA Director

Dawn provided background for the training contract (\$160,000) given to the TA Unit of AUCD to develop a blueprint when no one applied for the training initiative. Steve was hired part time. Jeanine, and others helped to devise a plan. A subcommittee was led by Eduardo Ortiz. The group interviewed experts and those with experience and reviewed the literature. They conducted focus groups about what the network needed to do. The blueprint had different meanings and is now called the Diversity Toolkit. A blueprint with one path did not make sense because everyone is in a different place. The toolkit is online now. It is organized for federal funders (AIDD, MCH), national organization (AUCD), and UCEDDs/LEND networks. Dawn presented powerpoint slides to show how things are organized.

Tom thanked the fellows and Dawn for their work and commented it was not an easy task. It was important for people to express themselves.

Dawn stated that the toolkit was broad. The resources was overwhelming at first then they were organized in chunks. The resources were intended to be similar to CLAS, MCH strategic goals, and resources from community. AIDD wants to develop long term

goal and develop a blueprint (roadmap for the UCEDD network/action team that AUCD will facilitate).

Dawn reported that they are still accepting feedback and will track who is visiting the website. In response to Derrick's question, "What happens next?" "Moving forward, will UCEDD be held accountable?" Dawn replied that AIDD funded 14 fellows to bring folks from under-represented backgrounds into the UCEDDs as trainees. She mentioned that concept papers of national significance will include ACL performance measures. Derrick asked about "TA to move forward." Dawn replied that AUCD will provide TA to UCEDDs in a webinar on Dec 7<sup>th</sup> to introduce toolkit. Feedback from that will lead to TA. Plans are still being developed for community of practice with the new fellows.

Comments from the participants also included: AIDD needs to define and provide guidance. Need content expertise. To transform a UCEDD, need benchmarks – not solely relying on webinars and products. Dawn stated that AIDD does not have the expertise. Barbara commented that OMH has a blueprint. Andy commented that Dawn and her team worked hard on this initiative, and to think about AIDD in the long term. The Commissioner defines diversity that includes LGBT, disability and CLD. We need to think about putting money behind it. ACL believes evidence based knowledge can be used by DD councils, protection agencies, council on aging, and AUCD is seen as a resource. This commitment will not evaporate and they will continue to be important. Some are based on law such as language access. Need to continue to leverage Aaron and create a budget.

Derrick asked, "How do you hold people accountable so that it creates action? Until leaders take it serious, it will be tough. If people will not use the tools, then we don't make progress." Dawn stated she will ask for feedback, and AUCD will help UCEDD take responsibility. Barbara commented that AIDD has funded efforts such as self-determination and added that "CLD seems to get put at the back of the bus."

Karen Edwards commented that this morning, she observed Reach/Visibility partnering on increasing diversity. As an organization, the topic influences other topics such as pipeline and disability. Andy noted that the conference program for last year focused on "engage" and this year the focus is on "growing (diverse) leaders." From the central office, he will not let it go. It has to change to be a modern organization. He reported in the recent board election the two white candidates got elected and not the three individuals of color. He indicated that the organization needs soul searching – Why? There should be fair shot if individuals are from racial/ethnic groups. MCC and COCA are important- they keep the organization grounded and honest in the work. He asked, "Do we need the right board support? So priorities are reflected." He invited member to give ideas to the leadership. Derrick commented that "this is a change, more energized, and there is momentum for change." Andy noted that the deliverable for AIDD is the toolkit. Barbara commented that blueprints are done by experts and they may be in other fields.

Steve commented that there are 90+ resources in the toolkit. The team were very intentional and tried to go outside of the network. Many said they had no idea of AUCD. It helps connect with UCEDD and LEND.

The tool kit can be found at [www.implementdiversity.tools](http://www.implementdiversity.tools)

A question was posed about the difference between a voting and nonvoting member. Tom described the difference. Voting member: member designated by director to be a representative to the council. They vote on elections and other matters. Nonvoting member: interest in the topic.

5. MCC Diversity Data Report

Angela Harnden, Director of Data & Outcomes, University of Oklahoma Health Sciences Center

Angela was not able to attend so Tom reviewed the data.

It's been 3 years to draw from the data. He explained how important it is to enter data into NIRS. At the central office, Corina, extracts data. We have baseline data beginning in 2013. Data is collected on leadership (association interim and acting directors), trainees and all personnel. Tom stated, "We have discovered it has not been changed much." MCH (LEND) requires staff to enter data, UCEDD does not. Barbara asked, "Does LEND have better data?" Tracy asked if it can be required. Tom replied AIDD knows. 74% -White. No change. If you don't change the leadership, no change (84%-White). Not representative of the country. Concern: gender- majority are female. Tom noted that it was important to have representation on the Board to bring issues forward.

A participant commented that MCH has emphasis on diversity. It is important to have both LEND and UCEDD come up with ideas on approaches to have positive changes take place. Recruiting minorities as trainees is important for leadership. Also, JR faculty: may be a place to target. Mercedes commented that "one person responsible for multiculturalism has shown not to work."

6. Survey Results

Eduardo Ortiz/Maria Avila

Eduardo reported that goal was to increase MCC engagement. Purpose was to identify interest and opportunity to collaborate. Follow up on the survey will be needed.

Some of the areas of interests: training, research, data, and dissemination. Frequency of meetings: as much as needed. Consultation re: CLD. Increase collaboration for shared purpose. Much stronger application when there is partnership for grants.

7. MCC Training Report

Tracy Beard, Assistant Director, Tennessee Disability Pathfinder

Tracy (training subcommittee) reported they are reorganizing training for MCC. The purpose of training for the network. Tracy, Susan and Paula are restructuring training. The big question is HOW?? What type of info is needed and responsive to needs of the network. They brainstormed topics: capacity on linguistic competence, translation services, research on best practices on interpreters, ideas on presenters on best practices. Research and CLD before grant application is need so that it is not an after-thought. Some ideas: collaboration with Tribal colleges, NIRS, CDC Rise UP (minority program

at USC). They are doing and implementing the work and would like to use them as models. They are looking at a subcommittee for this.

Some collaboration:

South Dakota, Harolyn Belcher

Tribal colleges- none so far.

Paula ISI-Menomee, Dr Guy NTU (rehab).

Tom commented that workgroups is a good way to get feet wet. We have training work groups.

Angela took lead to organize the diversity data. Tom acknowledged Angela Hardgen's work.

Here is the link for the Training Subcommittee

Survey: <https://redcap.vanderbilt.edu/surveys/?s=AH8NA84J9J>

#### 8. AIDD Diversity Workgroup

Paula Sotnik, Institute for Community Inclusion

Paula reported on AIDD workgroups. Barbara was on the UCEDD workgroup. Eduardo, Derrick, and others were also on the work group. Paula reported that group was facilitated by Aaron re: purpose. Powerpoint slides were presented by Paula. Matthew commented that he attended the June 2015- Leadership Institute. DDPC & PNAs. 56 councils, Matt is only person of color. In the 5-6 year plans, all services should be culturally relevant. We need to find better ways to represent our services.

Jennifer commented councils have to reflect diversity of state. Racial/ethnic groups should be reflected. They have not collected that information but will in the future.

Tom – every state is different. It is hard. If you are on the council, it is important to be at the table. Recently had conversation about next 5-year plan incorporate on a common goal on diversity.

Comment: In Ohio, need to address underserved. Helps people to think about it.

Mercedes: Vermont 93%; yet diversity in LEND (recruiting). Change can happen. Need right leadership.

Comment: When working with diverse population in Minnesota, it requires active engagement- people don't know what they don't know. Prepare people to help them apply. Goal for ambassadors was to reach 100 and in end reached 400.

#### 9. ACL Grants for UCEDD Diversity Fellowships

Tanisha Clark, AUCD

There are 14 centers with a national grant. Pipeline grants to develop diversity fellowships – trained as leaders and serve those trained to infuse diversity.

Fellows were invited to the meeting.

10. AIDD Diversity Grant: Leadership Institute for Diversity and CLC  
Tawara Goode, Georgetown University, National Center for Cultural Competence

Tawara was not able to make it to the meeting.

11. AUCD Board of Directors Elections Results-Barbara Wheeler, USC UCEDD, Children's  
Barbara talked to Andy. In the future, it may be better to select one person to run for the  
Board.

Tom: What is your impression?

- Christine, from Alaska, stated she has been involved for less than year. She suggested a formal orientation for new members. She did not feel connected in Alaska.
- Nelson suggested posting acronyms on website. Directory and basic information would help. Bios for members to connect.
- MCC- match (seasoned with new member)
- As trainee, 2<sup>nd</sup> year at conference- board training rep. First MCC- trainees need specific info, message to virtual trainee so they are aware of MCC and begin dissemination. Make recommendations to the Board.
- Scheduling is challenging- COCA and MCC are at the same time this year.

Next call to be determined by the new Multicultural Council.

866-951-1151, pass code is 5506750#

Minutes by Christine Vining, MCC Secretary (2015)