

AUCD - Multicultural Council Committee MCC
Meeting Notes
August 15, 2013

Present: Tom Uno, Brenda Clark, Julie Schears, Ilka Riddle, Paula Sotnik, Lisa Troy, Laura Robinson, Ylla Bishop, Jacy Farkas, Eduardo Ortiz, Angela Harnden, Dan Crimmins, Barbara Wheeler, Susan Yuan, Mercedes Avila, Steve Brown, Tracy Beard.

I. Tom. Welcome and Introductions

- Tom reminded members that from our last MCC meeting a request was made to invite Dan Crimmins to talk about the AUCD Board of Directors Diversity workgroup efforts.

II. Dan Crimmins. AUCD Diversity Workgroup

- From past Board meetings, there has been a concern about greater representation of people of color on the Board and throughout the network to have meaningful representation. Questions arose as to:
 - What do we need to do to reexamine and recommit to this issue at different levels?
 - How to increase the number of trainees and young professionals or senior professionals who are from diverse backgrounds?
- The Association's Central Office staff conducted a self-study and a retreat day led by Tawara dividing in small groups that emphasized core functions of the organization to come up with specific ideas related to leadership opportunities, employment practices, and other activities that could be linked to increasing diversity.
- Ylla said they (AUCD) met as a large group and then as part of small groups looking at priority areas such as staff hiring, technical assistance, building partnerships, guidelines (for conferences). They will meet again to follow up on these 6 priority areas.
- At the Board level, an action led by Leslie Cohen (AUCD 2013 Conference Chair) was that the focus of the next Conference would be to look at emphasizing both how we might increase diversity in our professional activities and how to reduce disparities in our field outcomes.
- The Board had in its February meeting a series of exercises facilitated by Tawara examining practices, goals, next steps. One of the outcomes was to create an ad-hoc committee on diversity issues having Tom and other Board members on it. This committee had a series of conference calls to discuss: a) Recommendation to the Board regarding recommendations for changes in the Association's mission, vision, and values reflecting its commitment to ethnic and linguistic diversity. The workgroup is also looking for MCC endorsement for these activities to present to the Board, b) Ensuring greater representation of people of color on the Board and its institutional activities. A short term plan would include ensuring and encouraging greater participation on the Board and within the organization at large. A medium term plan includes that MCC has

at least 2 co-chairs who will represent them on the Board. For this recommendation to be implemented, it would need changes to the Association's bylaws and require ratification by the members of the organization. Tom followed up on the medium range plan saying they also discussed the possibility of increasing the number of people who could be a Board member (currently only directors or associate directors can be nominated for at large positions). This effort would possibly bring additional increases to the pool of nominees from diverse cultural and linguistic diverse backgrounds. The long term efforts would include how to do a better job mentoring people entering in the middle and senior leadership positions in the organization and provide opportunities for new and young faculty in these leadership roles. The outcome of these recommendations would lead and provide a model for AUCD to become an exemplary association in increasing its commitment to cultural and linguistic diversity.

- Barbara asked about the possibility to change the classification-definition requirement in order to expand the recruitment for diverse members for the Board positions. For example if we can get doctoral level members. Dan stated that it would be important to have background knowledge, proposing and defending budgets as it is a critical skills for these roles. There were some exceptions in the past that generated some discussions about equivalent options beyond directors and associate directors. Barbara stated that people can be trained on financial aspects but there are other factors such as connections with the underrepresented community to participate in these leadership responsibilities. Tom said it is about a long term goal for future leaders who can get into a pipeline. Barbara said that from reviewed data there are many diverse clinical faculty members who are bilingual, bicultural, but not necessarily on the pathway for a director position. Tom said it will be important to this discussion that we look at expanding the definition of associate director for future potential representation purposes. Dan said you don't need a doctorate degree but you need stature in order to get elected for at large position where the UCEDD and LEND directors have the votes for it. Dan stated that if there is a person that has a supervising role for a large number of people, manage directly or indirectly a budget, among other responsibilities, then that person would be seriously considered. Paula asked about where are these central functions described for these positions. Dab stated that the role of director is described in the DD Act and responsibilities include budget, policy, and program aspects an addition to commitment, values, etc. Tom mentioned that for voting for Board members only directors of UCEDD and LEND programs can vote. The other Board members are representatives from the Councils.
- Tom thanked to Dan for his participation in this meeting

III. Conference and AUCD Board Report-Tom

- Tom shared some conference updates: a) Joan Reede will be doing an opening plenary session; she is the Dean of the Diversity and Community Partnership at Harvard Medical School. b) there will be some mini-conferences on Saturday related to best practices in Higher education. c) Sunday will be our MCC meeting from 9 to 11:30 and also a workshop about the role of self-assessment that will be led by Tawara and two former AUCD directors will be part of it to provide personal insights. c) On Monday from 8:30 to 11 there will be a symposium probably presented by Helen Walters from the Kennedy

Krieger Center, Judith Holt from USU, Barbara Wheeler, and maybe other CDC project related leaders and students.

- Tom also reported that for the executive director search process at this point there were 20+ applicants and the Search Committee have narrowed it down to two candidates. Negotiations are on the way and an official announcement is expected soon.
- Tom also said this year there was a record of around 260 conference proposals and because of that there were 4 committee groups to review these proposals that included MCC members (Jacy, Eduardo, Angela, Tracy, Ilka) on each of them. Final review proposals are coming up soon in early September.

IV. Legislative/Policy Workgroup Report-Tom

- Tom said this group is working on the Elementary and Secondary Education Act (ESEA). It has over 1000 pages and they expect to finish reviewing it soon. They will draft recommendations to pass them out to the legislative affair representatives.

V. Training Report-Tracy

- Tawara Goode presented a webinar on Monday, July 15th on “The Role of Self-Assessment in Achieving Cultural & Linguistic Competence”. The webinar was well attended, with approximately 150 individuals participating. This is extremely exciting for summer time.
- The next scheduled webinar is scheduled for Monday, September, 16, 2013. The topic will be: “UCEDDs Developing Culturally Competent Parent Support Groups for Diverse Populations” The presenters for this webinar will be Carolina Meyerson, Spanish Services Coordinator, Vanderbilt Kennedy Center UCEDD who is a past recipient of the 2009 Multicultural Award for Leadership in Diversity. Carol Rabideau, L.C.S.W., Vanderbilt Kennedy Center UCEDD to talk about Hispanic support group and the parent stress intervention research project.
- This working group that include Tracy, Jacy, Barbara, and others will get together at the annual AUCD conference in November to continue discussions about future webinars for the coming winter.

VI. Data Report- Angela

- It was a daunting task to find reliable data related to diversity in the network. The group is writing a section to put in the website having some explanation about the available data and its historical process and analysis challenges. Angela will wait until Tom look at it and agree is ready to share with all. There are survey data from 2003 and 2007 that is difficult to compare with current data on information about race, ethnicity, people with disabilities, personal relations with disabilities, etc. because the methodologies differed at different times. The Board doesn't want survey data anymore and NIRS data will be the main source for it. It will be complex as well because LEND programs require entering this data but UCEDDs don't. Data from years 2010, 2011, & 2012 also represent

challenges for comparison purposes based on different available data formats like numbers vs. percentages, aggregated data vs. disaggregated data, etc. From now on, they hope to have disaggregated raw data that will be the baseline to follow up for the future. There are still challenges ahead to obtain and use this data. Barbara commented that this data is good, but they didn't know about the last update and how clean it was, but it is a good mechanism to know about directors, associate directors, senior faculty, staff, who are in the pipeline. There was a discussion about job title classification and its interpretation for analysis purposes. MCC can help providing guidelines on the procedures about how to retrieve and present this data.

- Tom said the Board is also interested to know about the number of assistant directors. This data would be helpful to consider the pool for increasing people of color representation. Tom will follow up with Angela about it.

VII. Ethnic Group Report-Barbara

- Barbara is planning to have a meetings with people who are interested to work in this area. At this point, there are not enough participants to create specific ethnic/race working subgroups. Barbara will work with this group on specific issues before November meeting.

VIII. MCC Award Report – Jacy

- Jacy reported about the award process. She has sent emails to UCEDD/LEND directors encouraging to submit a nomination for it and she already got a few responses saying they are working on it. The deadline to submit is August 23rd and the decision should be sent to AUCD by September 9th. The committee for this award includes Jacy and Anne from Puerto Rico. Anybody who is interested to join the committee should contact Jacy. Tom said Tony is chairing the organizational committee for this activity.

IX. AUCD Mission, Vision, and Values revision – open discussion

- Barbara wondered why the word “everyone” was used in the first sentence of the shared document instead of saying people living with developmental disabilities. Ylla commented that only highlighted words represent the proposed changes developed by the Board. Barbara will send some suggestions for changes to Tom. Paula said that Barbara proposed change will take care of a grammatical problem there.
- Tawara sent some comments about the presentation guidelines document sent previously by the group. Paula said it would be helpful to divide the guidelines in two sections: a) For preparation and b) for the actual presentation. She mentioned that it would be important to add always face your audience for people who might be lip-readers or who might have hearing disabilities, and to make sure you don't talk with your hands near your mouth. Susan said when they were looking at the DD Act wording, phrases like self-determination, independence, productivity, they were looking for the word “inter-

dependence' as well and relevant for the MCC. Barbara supported this comment and Tom made a note of it. Steve commented on the phrase used under the cultural communication section, the list seems exclude some indigenous population. Tom took note of this recommendation as well. Barbara said she will try to contact Aaron Bishop to get some future conversation related to MCC work.

- Barbara shared that the report for the evaluation minority partnership grant will done soon and it will be great if it can get posted and disseminated on the website because it is relevant to MCC related work.

X. Next Full MCC Meeting will be held on November 17th at 9:00 am as part of the AUCD National Conference.

Adjourn