

## AUCD MCC Meeting

Washington, DC

Sunday, November 9th, 2014

9:00am – 11:30am EDT

Present: Andrew Imparato (AUCD), Olivia Reynor (CA), Tom Uno (AZ), Mercedes Avila (VT), Jacy Farkas (AZ), Eduardo Ortiz (UT), Ylla Bishop (AUCD), Angela Harnden (OK), Christine Vining (NM), Bridgid Conn (CA), Rachel Marshall (CA), Shellyann Dacres (NJ), Lisa Troy (PA), Gordon Richins (UT), Janice Enriquez (CA), Julie Schears (WI), María Isabel Frangerberg (AUCD), Lashanna Brunson (WV), Barbara Levitz (NY), Mitchel Levitz (NY), Fatuma Bulle (VT), Juan Carlos Vasquez (UT), Susan Yuan (VT), Mark Smith (NE), Tyler Hemmingson (SD), Laura Robinson (NY), Paula Sotnik (MA), Glenn Fujiura, (IL), Annie Alonso Amador (PR), Teresa Nguyen (CO), Carol Salas (PR).  
Phone: Julia Hernandez, Luisa Ramirez (TN)

1. Welcome & Introductions (Tom Uno MCC Co-Chair)
2. *Andy Imparato, AUCD Executive Director, and Olivia Reynor, AUCD Board President Elect* joined the meeting to welcome MCC members to the conference. Andy emphasized that multicultural diversity is one of the priority themes for the organization as we could see on page 79 (AUCD Strategic Map) of the conference agenda. Andy talked about each of these five areas but expanded on “Champion and model diversity, equity, and inclusion.” Olivia remarked on the importance of MCC, diversity issues, and employment for youth. They said, the concept of diversity goes beyond race and ethnicity and highlighted joined efforts such as the development of the Diversity Blueprint and the new funded Diversity Leadership Institute. Tawara reminded about language access issues including the development of language plans for recipients of federal funds (such as schools and hospitals) in order to comply with the Law.

### AUCD Strategic Map

Strengthen the network, engage the public, and expand our impact to improve the quality of life for people with disabilities and their families.				
Enhance network visibility and impact	Broaden network impact on policy and practice	Expand and strengthen network engagement and collaboration	Increase diverse and sustainable funding	Champion and model diversity, equity, and inclusion
Strengthen communications and marketing capacity	Strengthen public policy and advocacy capacity	Strengthen and increase participation, collaboration and relationships	Strengthen and expand existing funding	Integrate cultural and linguistic competence across all activities
Increase recognition and utilization of our expertise	Increase the adoption of research-based policies and practices	Expand career and leadership development, mentoring, and succession planning	Secure new and diverse funding sources	Increase engagement of people from underrepresented populations in leadership roles and all activities
			Increase funding partnerships to leverage and grow capacity and impact	Promote equity to address disparities in access, outcomes and quality

3. *Introduction of New Officers* (Mercedes Avila MCC Co-Chair)

The 2014 elected officers are –

Vice Chair: Eduardo Ortiz, UT Regional LEND

Secretary: Christine Vining (NM)

4. MCC Annual Award (Jacy Farkas)

Jacy thanked all committee members input and participation (Brenda Clark, Paula Sotnik, Eduardo Ortiz, Christine Vining, Lisa Troy, Juan Carlos Vasquez, Laura Robinson). The committee chose Dr. Harolyn Belcher to receive the award from a large group of submissions. Also, Jacy shared some suggestions from the committee for future times including encouragement from all region participation, who will lead this process (historically, the MCC vice chair has been the committee chair for this activity), selection factors such as how long a center/program or individual that is a past award recipient must wait before being considered for the award again, repetitive nominations, and some early deadlines to follow. Having a guideline for this activity would be helpful

5. New AIDD Diversity Grant

Tawara Good talked about the recent AIDD funded Leadership Institute for Diversity and Cultural and Linguistic Competency (CLC) – A Catalyst for Change. The project goal is to increase leadership capacity nationwide to advance and sustain cultural and linguistic competence. Tawara shared a one-page project summary describing its objectives: a) adapt a proven leadership curriculum/model (Georgetown Leadership Academy ©), b) conduct a Leadership Academy to 30 individuals per year (three and a half days in New Mexico) and support leaders on this field with coaching/mentoring programs, c) offer web based learning and reflection forum resources related to diversity and CLC. Webinars will be open to the first 300 people, and d) provide mentoring to selected organization\

6. MCC Data Report (Angela Harnden)

Angela has been working on preparing and developing data reports about three groups: a) administration (Directors/Associate Directors), b) Faculty/staff, and lastly c) trainees. Angela presented diversity data that AUCD and the Council has collected through NIRS (maintained by data coordinators). Data from year 2013 represents a baseline for future comparisons. Tom and Mercedes (MCC Co-Chairs) will present this information to the Board annually so they can monitor progress and make informed decisions on this area. Several presenters talked about the importance of this information. Also, an invitation was extended to contact Angela in case individuals are interested to discuss and to expand some data analyses from this database.

7. Aaron Bishop as Commissioner of the Administration on Intellectual and Developmental Disabilities (AIDD) talked about past and current efforts to increase diversity in this field. Some of the developed activities included actions related to commit resources, discussions with leaders, recommendation and follow ups, approaches to diverse groups and organizations, among others. Concrete results in the current year included the new AIDD funded Leadership Institute for Diversity (above indicated), the new AUCD

Diversity and Inclusion Fellowship to develop a blueprint addressing current status, issues and concerns on this area, and the development of working networks. Aaron, shared a work in progress document about “Strengthening Cultural Competence in ACL and across its programs” having information about goals, outcomes, strategies, tasks, timelines, lead/responsible, and collaborators/partners. He invited the audience to participate reviewing and giving input/feedback to improve this initial proposed ideas and actions that will be critical for the future. MCC members shared some initial comments and concerns related to topics such as accountability, strategies, data collection, leadership, products and services, local demographics, poverty, LGBT and other diverse groups. Aaron invited them to continue this conversation.

Close and Adjourn

Next MCC Meeting

TBD