

**December 4, 2016, 12-3:00 EST – Meeting Room 16 – AUCD Conference, Washington DC**

## **Multicultural Council Full Meeting Minutes**

### **Introductions:**

The opening of the session was done by co-chairs Christine Vining, PhD and Mercedes Avila, PhD. Attendance was great with 56 members, and 2 joining remotely. For more accurate records this year, an iPad was used by participants to sign in.

Andy Imperato, AUCD Executive Director and AUCD board President Celia Feinstein joined the meeting at 2.30 pm. Other members of the AUCD included: Tanisha Clarke and Christine Grosso.

**I- MCC Orientation** was done by Mercedes Avila through a PowerPoint presentation in response to last year's request on the necessity to introduce ourselves. The MCC's mission, membership, listserv were as well clearly defined. Officers' roles, terms and upcoming vacancies were explained. (The powerpoint is posted on the MCC website)

Suggestion was made by Barbara to extend the term of the co-chair to more than 3 years, to allow reasonable time of service. Tom explained that the current timing process allows a better mentoring approach for the second co-chair. The Bylaws committee will review changes that may be needed and seek Board approval.

Mercedes reminded the commitment related to the Co-chair's position such as attending 2 other meetings besides of the regular MCC meetings. Co-chairs need their Centers/Director's financial support to attend these meetings.

### **II-Board of Directors Report**

Christine reported on collaboration with other councils on the Board (CEDC, COCA, NTDC, CORE, MCC, Trainees).

- Uniformity in the way of disseminating information.

The goal is to create a page document that will circulate to directors, UCEDD and LEND programs to have more information about councils.

-Develop council's goals and set our priority goals

-Provide TA to AUCD staff, monitor recruitment and retention of minority trainees, faculty and staff on the network.

-Collaborate with AUCD and support the fellow's recipients of the diversity partnership grant at the AUCD conference.

-A webinar on trainees and councils will be worked on.

-A volunteer pool form is available and will be posted on our website for individuals who would like to volunteer with MCC/workgroups.

-Create a work group that will support or work with minority pipelines

-Another topic debated at the retreat was the improvement of the data collection into NIRS

III- There are 2 recipients of the 2016 MCC award: Jacqueline Stone and Mercedes Avila

***MCC Officer Elections: the new MCC Vice Chair is Joshua D. Allison-Burbank.***

#### **IV- Diversity Data Report**

Angela Harden, Director of Data & Outcomes, University of Oklahoma Health Sciences Centers put together 3 years of data (2013-2016) based on NIRS reporting. The “Diversity Data” reflects information on trends in UCEDDs and LENDs regarding Faculty, Staff, and Trainees. Data include demographics such as gender, race, ethnicity, and person with a disability or special health care need.

Mercedes reviewed the data as Angela could not attend the session.

She specified the need to improve the data collection process due to NIRS information not being totally accurate. In fact, some centers are reluctant to entering racial/ethnicity data information, other people don’t identify with selected categories. For example, people from the middle east don’t necessarily identify with the existing options.

Tom reported one of the issues to be the funding sources. While some require the capture of this data, others do not. Therefore, report for this information should be mandated.

Tom suggested booking a specific time for the board to discuss this important topic. His request was echoed by Eduardo to support the need to adopt strategic actions to improve the data collection process for the upcoming years.

#### **Data take away messages**

*-Trainees:*

-They are still underrepresented by race/ethnicity and disability compared to the rest of the US population.

*-Faculty and staff:*

-Minorities and individuals with disability are lacking in the senior have higher representation in professional and support staff.

-Non Hispanic and people with disabilities are underrepresented in clinical positions.

-Director is improving but still under overall representation of minorities.

-Seniors and junior faculty are getting worse.

-Males are overrepresented in senior positions (directors and associate directors).

The complexity of the data prompts the creation of an infographic chart to be presented to the board for review.

#### **V. UPDATES:**

Tawara reviewed the various new initiatives:

***Diversity and inclusion training action plan***

This is a 1-year grant worked in collaboration with the Georgia state University & UCEDD. Core curriculum content areas are related to Cultural & Linguistic Competence. This information can be used by all the UCEDDs across the country. This grant is approached in a very specific way by doing an environmental scan. This grant will be evaluating the training material. A survey is also being conducted with the directors of all the UCEDD programs on the role of the appointed leadership as it relates to Cultural & Linguistic Competence. At the end of the project, conclusions of the study will be published on a website that will be shared with AUCD

### ***Community of practice for cultural and linguistic competence grant***

This is a 5 years grant. 10 states will be competitively selected to participate in this program that is designed to help the states enhance, improve or transform their developmental disability system to ensure they address cultural and linguistic competence. Announcement on this grant is under way. These 10 states will create a Transformation leadership team which will go to Washington D.C once a year for an intense workshop. Travel costs will be covered by the grant. Each state will also have a transformation facilitator to work with. A consultation pool will also be available to use. Data on how these states are doing will be collected and shared.

### ***Leadership institute for cultural & linguistic competence grant***

This grant has been already running for 2 years. It has been created to develop leadership skills to individuals who want to assume leadership positions in their structures, or to individuals who teach linguistic & cultural competence curriculum or work with culturally diverse groups focused on leadership skills especially during challenging times. This is an Intensive learning experience with 4 days spent on individual or group activities focused on leadership skills. A 1 year mentoring or coaching opportunity is offered at the end of this leadership academy course. An announcement will go out very soon. 30 slots are available this year. Learning and reflection forms are also available.

Other grants and initiatives:

### ***Diversity Action Plan Grant:***

Barbara shared this grant is intended to set long term measurement goals in the area around addressing disparities and diversity, encourage collaborative work with all the centers across the country. Another goal of the grant is to work on how to integrate all the AIDD initiatives within the states.

### ***Diversity Partnership Grants***

This 1 year grant consists in UCEDD teaming up with a minority institution. In this case, develop a partnership pipeline program with a Navajo university. The grant will support 2 trips during the year to enhance collaboration with faculty, administrators, trainees, students. The outcome after the 1<sup>st</sup> year is an action plan to sustain the program and of course the pipeline in moving forward.

Other programs:

***MCH Research initiative for Student***

Program for juniors and seniors within 12 months of their undergraduate degree to introduce them to the Maternal & child Health fields.

**PIUS:** Public Health Leadership program for sophomores, juniors interested in Public Health studies.

**MCH Learn:** Maternal & child health career and leadership. This program is around Education, advocacy, leadership and research network.

Other programs under the MCH are:

**Clinical scholar program**

**Interdisciplinary research leader program**

Application for these last programs will be available early January- Harolyn to share this.

Tanisha reported their office is still working on the Cultural & linguistic Competence piece. They benefited from Tamara's strong support and they just had a retreat on the topic. She shared the flyer on the diversity & Inclusion toolkit announced last year. This toolkit was developed in collaboration with the network. It was funded by AIDD. Goal is to provide tools to support diversity, equity, inclusion as well as the cultural & linguistic competency effort. Document will be translated in Spanish and will be available in 2017.

**The diversity fellowship program.**

14 centers were funded, 28 students completed the program. Fellows were entered into NIRS as trainees. AIDD refunded the fellowship program with 17 centers this year.

**VI. MCC Objectives:**

As a group activity, members were offered to review a list of 6 possible objectives to address and strategically, come up with measurable/smart goals for next year. This document will then be shared with the board of directors, directors of the other councils as the 2017 MCC objectives.

5 of the 6 proposed objectives were retained and discussed. One of the proposed objectives was viewed as an Executive Committee activity so MCC focused on 5 of the proposed 6 objectives.

**Results**

1. Provide TA to AIDD Diversity and Inclusion activities through AUCD as action plans are developed and implemented to advance these efforts for the national network of UCEDDs.

Recommendations:

- Develop the capacity of each UCEDD/LEND through their identified multicultural coordinator
- Create and implement an action plan

2. Monitor recruitment and retention of minority trainees, staff, and faculty representation in the network annually, by reviewing diversity data educating the membership on the value of and procedure for updating their profiles, and making recommendations for improvement.

Recommendations:

- Conduct a critical review of racial and ethnic data, collection & reporting from NIRS.
- Review what currently exist and make recommendations in terms of improvement.
- define what the data collection and reporting issues are, and further, refine of race, ethnicity, language data collected.
- Disaggregate the data to the state level to allow comparison with others states.

3. Collaborate with AUCD councils to provide one webinar on trainee involvement in councils, including MCC. Identify specific opportunities for trainees including research, mentoring, webinars

Recommendations:

- Define who the trainee is and what trainee involvement into councils looks like. In terms of invitation, retention and advancement of the trainees, this is a major piece to consider.
- Collaborate with AUCD councils to provide webinars information on MCC activities that involves trainee participation within a year.
- Archive a webinar on MCC orientation and place on AUCD website to be accessible to everyone
- Use a center trainee listserv for trainee's information
- Develop an internal intranet portal for trainees within the AUCD website, to identify, capture, disseminate, announce opportunities for trainees such as research, mentoring, webinars related to equity, diversity and inclusion within a year.
- Clarify the mentoring mode

4. Collaborate with AUCD to create and sustain an opportunity for recipients of the diversity partnership grants and diversity fellowships to network at the national AUCD conference to support strategies for to recruit and maintain a diverse workforce

Recommendations:

- Encourage trainees/fellows to join the listserv
- Attend other AUCD MCC meetings
- Create workgroups of fellows/trainees -web meetings
- Organize virtual training meetings and also internships at UCEDD centers
- Attend networking sessions at conferences and support trainees attending those -stipend
- Create strategies to integrate the work and outcomes of the partnership grant with the diversity fellowships grants, to create a sustainable system to support:

- . Minorities pipelines into the DD workforce
- . Conduct research which will inform policy that impacts current disparities for minorities with DD
- . Shape policies which impact DD policy which is inclusive of the concerns of individuals who are at the intersection of “D” and racial ethnic membership “underserved”

5. Create work groups as needed to expand and support minority pipelines, mentoring, leadership, funding, evaluation, policy, and training efforts.

**Recommendations:**

- Identify a MCC representative to participate in monthly public policy calls to represent MCC views and communicate back, issues, requests and actions to councils.
- Sign up for AUCD in brief listserv, use the content for MCC meetings and give feedbacks and input.
- Have MCC representative take responsibilities to be active in local and state legislative efforts.
- Create MCC policy statements or talking points or principles to use in discussing or informing policies.
- Include a more holistic representation of culture and not only focus on the disability piece

**Conclusion**

Andy Imperato, AUCD Executive Director and AUCD Board President Celia Feinstein ended the meeting on a positive note. Celia affirmed the Board’s commitment to the issues around cultural & linguistic competence. She shared the way nomination on the Board of Directors are now handled reflect greater diversity. Dr. Karen Brown from the Virgin Islands was elected as the new National training Directors Council. New at large members also include two members from culturally diverse backgrounds:

- Sachin Pavithran, MS – Director of Utah Assistive Technology Program and Disability Policy Analyst, Center for Persons with Disabilities, Utah State University
- Carol Salas Pagan, PsyD – Director, Institute on Developmental Disabilities, Puerto Rico University
- Marc Tasse, PhD – Director, The Ohio State University Nisonger Center

She reiterated her concerns and support for diversifying the leadership positions in the centers as well as to better organize the board governance.

Andy reassured everyone on the board’s core value: to work towards shaping and modeling the diversity, equity and inclusion for the association.

Minutes by Virginie Diambou, MCC Secretary

AUCD MCC calling in number 1-866-951-1151. Conference Room number 5506750#