

Mentimeter- Session 2

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What feelings do you bring to today's discussions of racial justice?

Overwhelmed, Challenged, Hopeful, Tired, Urgency, Disappointed, Difficult, Needed, Learning, Allyship, Timely, Relevant, Urgency, Sadness, Overwhelmed, Vigilance, Challenged, Compassion, Commitment, Anger, Helplessness, Critical, Difficult, Glad we're talking about it, Tired, Overdue, Mad, Isolated, Urgency, Hopeful, Important, Sad, Ineffective, Needed, Urgency, Sadness, Essential, Uncertain, Mixed, Timely, Angry, Exhaustion, Important, Needed, Angry, Overdue, Urgent, Hopeful, Ineffective, Feeling Inadequate, Angry, Critical, Priority, Discouraged, Frustration, Committed, Frustrated, Hopeful, Uncertainty, Fear, Hopeful, Angry

Rate your familiarity with each of the following on a scale of novice (1) to expert (5):

Weighted average

Inclusion- 4.1

Equity- 3.7

Diversity- 3.8

Racial Justice 3.3

Share lessons learned, observations, strategies, or resources from your breakout discussion.

- Lots of common challenges
- There is so much to be done but we desire to do the work.
- We are all still too tentative in this area. Too unprepared.
- It will help to have a common definition
- No one really feels ready...
- Language is a challenge people are struggling with.
- We don't have the same understanding of different terms/meanings
- Trying to find answers or directions can be a moving target
- UCEDDs can be models for other agencies
- Excellent perspectives about our history in DD not including persons of color
- Dealing with racial injustices is too sensitive for people to address unless they have to.
- You don't have to do it alone. Tap others who are passionate and knowledgeable
- AUCD and UCEDDs need to be models of diversity and representation
- Language and attitude matter.

- I was disappointed in the group discussion. There was resistance to change and address racial justice head on.
- I'm not sure what learned, but our conversation seemed to illustrate and parallel the challenges - it was disjointed and all over the place.
- Not prepared but very willing as a UCEDD to try to address racial justice.
- Need to get more in depth, just touching surface
- There is an awful lot of learning going across the network. What does action look like?
- Need for action strategies
- UCEDDs could model cultural humility
- The importance of sustainability of this work. Understanding what are measurable outcomes to capture change.
- We can support racial justice work that isn't explicitly about disability. Solidarity.
- AUCD needs to reflect the change they want to see through their own leadership.
- Need a deeper dive
- Lots of discussion. Need to move to more identified action.
- Need strategies for building cultural brokers in diverse communities.
- Ditto to disappointment in resistance to address racial justice
- There is a common will to improve and a lot of action to that end