

Agenda
Multi-Cultural Council (MCC) Annual In-Person Membership Meeting
11/5/2017
Washington D.C.

12:00-1:00 pm Multi-Cultural Council Business Meeting

- I. Introductions & Sign-in
- II. Board of Directors Report
- III. Driving Change Session Report
- IV. MCC Award
- V. Training Committee Report
- VI. Diversity Data Report
- VII. Announce MCC Officers: Co-Chair & Secretary
- VIII. New Business
- IX. Conclude Business Portion

1:00-3:00 pm AIDD Funded Project Updates

- I. Reports on Projects
- II. Equity, Diversity & Inclusion Action Plan Recommendations
- III. Adjourn/Wrap up

MCC Annual In-Person Membership Meeting Minutes

Officers in Attendance: Co-Chairs: Maria (Mercedes) Avila and Christine Vining; Vice Chair: Joshua Allison-Burbank; Secretary: Virginie Diambou; and Past Chair: Tom Uno

MCC members present: 59

Outline of Minutes

Introduction

I/ Board of Directors Report:

- A. MCC mission, membership, and listserv
- B. MCC goals and accomplishments and recommendations for 2016-2017

II/ Committee Reports

- A. Training Committee Report
- B. Diversity Data Report
- C. MCC Award Report
- D. Nominations

III/ Conclusion of Business

Introduction

Everyone introduced themselves.

I/ Board of Directors Report

Chris and Mercedes developed a power point presentation that was presented to the AUCD Board. Much of this information was also shared with the MCC members present. The power point is available on the website.

A. MCC's mission, membership and listserv:

The MCC has had an effective start in 1985. Its role is to try influencing the work around diversity and cultural competency in the centers and across the network.

MCC's mission is to work on behalf of all the centers around cultural diversity, equity and inclusion, impact policies and engage in cultural competency at all levels.

The council is run by 4 officers: Christine Vining (Co-chair), Maria Mercedes Avila (Co-chair). Mercedes is at the end of her term. She has been elected as a new at large member for the AUCD board. Virginie Diambou (Secretary) will also end her term.

There are 2 ways to join the MCC. As an at large member by joining through the AUCD listserv and as a voting representative.

B. MCC goals and accomplishments and recommendations for 2016-2017

Objectives:

6 goals were presented by MCC to the Board of Directors for the year 2016-2017

1 – Provide TA to AIDD diversity & Inclusion Initiative: Develop capacity of UCEDD/LEND through centers designated MCC coordinators. Positive progress is reported in this area. The goals were to connect more at a regional level and engage on the defined action plans.

2 – Monitor r/e of trainee, faculty & staff by reviewing data and educating membership in value & procedure for updating their profiles: Get data on faculty and staff by conducting critical review on data collection from NIRS. It is crucial to define the data to measure, determine measurable objectives. A lot of support from AUCD board of directors is needed on this topic.

3 – Collaborate w/ councils to provide 1 webinar: Identify opportunities for trainees (e.g., mentoring, webinar, research). Get data at the states level. This goal has not been reached. Help from AUCD board of directors is needed in this area also.

4 – Collaborate w/ AUCD to create opportunities for networking at the conference for participants involved in diversity grants (partnership, fellowship). Collaboration with councils: Councils are looking at how trainees can participate more into councils. Many plans have been worked on. The council pays much attention on the trainee orientation modules, 3 were defined this year.

5- Create workgroup to support minority pipeline, mentoring, leadership, funding, evaluation, policy & training. MCC orientation: Information on this rubric is available and updated on the website. Goals around this initiative were to:

A- Encourage fellows and trainees to join at large members: There has been a great response from members

B- Create strategies for sustaining /supporting and integrating the efforts on the pipeline partnership grants

C- Conduct researches which will inform policy. There is not much success made on this field

6- Create workgroup to support minority pipeline, mentoring, leadership, funding, policy and training.

MCC's General Accomplishments:

The accomplishments include the MCC orientation/ writing of a letter to chairman Blunt and Cole about the President budget proposal as to voice our concerns/ provide support on AIDD projects/ keep on monitoring the diversity data/ enhance collaboration with other councils. Among council's projects, one is to provide a webinar on diversity and dissemination/ AUCD staff developed a training orientation module.

Some trends were observed. Specifically, increased participation in MCC (74 people at the Driving change session this year). Need for ongoing TA in integration of CLC in Centers, recruitment, growing young professionals, and need for advocacy.

MCC's Recommendations to the Board of Directors

MCC requests of the Board:

1. Develop capacity of UCEDDs and LENDs through designated MCC coordinator/representative. Encourage Centers to designate representatives for Centers that don't have one.
2. Regionalize MCC network of representatives to increase collaboration on implementing action plans.
3. Increase AUCD staff support to help Centers integrate action plans. An office of equity and inclusion centralized within AUCD would be helpful. Staff can assist with define and monitor measurable objectives regard diversity, equity and inclusion.
4. Examine/review diversity data collection and reporting. AUCD to take an active role in taking on a closer look of data/ more engagement from Data coordinators with NIRS data/look at staff and faculty retention/Collaboration with other councils.
5. Continue council efforts to develop uniform information about councils to promote visibility, recruitment, and dissemination of information.
6. Streamline the MCC Award process and provide clearer guidelines.

II/ Committee Reports

A. Training committee report: Report by Paula Sotnik and Janice Enrique

-Suggestions made by Paula & Janice were to have face to face webinars for new comers interested in the MCC.

-MCC members reported the training to be great. However, they suggested to preferably have it done ahead of time prior to the meeting. Other ideas were that MCC older members should write the history of the MCC. Tawara suggested reaching out to several original members as a valuable resource for providing the early stages history on MCC.

B. Diversity data compilation. Data was analyzed by Angela Harden, and reported by Mercedes

Results:

- Trainees 2013-2017: (This data includes information from both UCEDDs and LENDs)

Mercedes: There is a need of a centralized process from AUCD to track data. Data reports are mandatory for LENDs. They should also be obtained for UCEDD. The other LEND requirement is to recruit self-advocates in their programs.

Results on trainee data:

-Underrepresentation of Black/African American,

-High representation in Asian American group and a large group constituted by "others" category.

-"Others": Include those missing on data/ the ones who don't recognize themselves into the classic defined groups. Improvement in the area of data capture is essential.

Ethnicity: Data is unchanged over the years, showing an underrepresentation of the Latino/Hispanic groups.

Disability: Data shows improvement in recruiting.

- Faculty and staff

Results:

- Underrepresentation of Black/African American
- Underrepresentation of Hispanic/Latino across the network

Some members argued this last data did not reflect the reality, especially in regards to the ethnicity and disability. The report is based on data obtained from NIRS. Many suggestions were made to help solve the issue. Data committee and MCC will continue working on this topic.

C. Award and nominations

-2017 MCC award recipient this year is Aaron Bishop

D. Nominations-

MCC 2018 officers:

Willis Derrick has been elected as the new co-chair for MCC. He will have 3-year term. Brenda Clark, has been elected to a 2-year secretary position. Both Derrick and Brenda will join Chris Vining and Joshua Allison-Burbank in the executive MCC board.

The next officer vacancies will be for the co-chair and vice-chair positions in fall 2018.

-AUCD Board of Directors elections at large members 2017-2018:

Mercedes Avila and Tawara Goode have been elected as at-large members to the AUCD board.

III/ Conclusion of Business

With no new business, the meeting ended and transitioned to presentations by Tawara Goode and Dan Crimmins. Bruce Kiesling, AUCD president and Andy Imperato, AUCD Director also took time to drop by and shared their thoughts regarding diversity, equity and inclusion.

AIDD Funded Project Updates

I. Update on Diversity and Inclusion initiatives

Tawara Goode shared results on initiatives and projects with multiple outcomes:

-Creation of the first vetted model curriculum designed to support leadership for CALC and cultural diversity. 94 individuals including those with Development Disabilities participated in the annual leadership Academy program. This is a full year program that includes coaching and mentoring rubrics.

-Creation of the First innovative cross cultural mentoring model for IDD network. This program provides mentoring based on leadership challenges around issues related to CALC and Cultural diversity.

-Expansion of a disparity leadership academy at the request of the AIDD. This was a one-time experience, realized after a competitive process.

-Provision around mentoring training to 6 organizations: AUCD, ASAN, Family voices, NACDD, NDRN and SABE. The goal here was to provide mentoring around CALC and cultural diversity.

-Development of a total of 4 learning and reflection forums on various topics. This year, subjects were on Racism, Discrimination, Cross cultural communications and Conflict resolution strategies.

Evaluation of the leadership Institute Academy efforts

It is looking at changes in attitudes by increasing preparedness. A strong quote to retain: “I believe that anyone can be a leader. I don’t need to be a director at an organization to drive change. I can do it”.

Community of practice: The goal is to bring state team together across organizations to increase awareness around CALC and cultural diversity.

Embedding cultural diversity and cultural and linguistic competence. This project is housed at the AUCD. Full information can be found on the AUCD website.

The outcomes on this project include:

- The creation of the first national inventory report on trainee and diversity resources developed specifically for people with intellectual disability.

-A set of national recommendations for the UCEDD network. Work is ongoing.

-Creation of a matrix that is looking at organizational change

Environmental scan findings phase II.

Implications of phase II for UCEDDs are:

- 1- Identify and define key conceptual framework on CALC and cultural Competency
- 2- Conduct a review on curricula
- 3- Create and share curricula and training material that address the intersections CALC/Disability
- 4- Address linguistic competence and language access and implementation in curricula and training material
- 5- Provide professional development for faculty and staff
- 6- Evaluate the effectiveness of curricula & trainees' activities

Project Embedded II:

The Embedded II project is funded for 1 year. The result of this work will be made available to both UCEDDs and LENDS. The Goal is to get some area of consultation and professional development, TA activities to all of the UCEDDs. The project will look into curricula and training activity, and evaluate how it includes individuals with disability. The partnership with AUCD and other centers on this project is planned.

Dan Crimmins was the last presenter. Among many projects, he shared on one aspect of the embedded project: the interviews done with 61 UCEDD directors, to get their insight on CALC and Cultural Diversity.

II. AUCD president and AUCD Executive Director

Bruce Keisling spoke about the MCC priorities from the board standpoint. He emphasized on the importance of maintaining and strengthening initiatives on Diversity, Equity and Inclusion along with attention on the proposal on the strategic map plan. More information will be disclosed with the council as the work progresses.

Andy Imperato's message focused on the 3-page strategic map plan also found in the AUCD conference manual. He mentioned the map is designed to use a language that is accessible to a broader audience. The map includes new areas of focus. Diversifying the board for instance is one of the focus. More information on this project will come as goals develop.

III. Equity, Diversity, and Inclusion Action Plan Recommendations

Chris collected member's ideas on topics the council can plan to look at as areas of future and continuous work. Groups made the following suggestions as continued focus for MCC.

- Continue to add language to legislation
- Ensure a member of MCC is involved in the policy committee
- How members also bring these messages to hill visits back to our state programs
- Identifying community partners to inform diverse population groups about AUCD/UCEDDs while recruiting potential staff and faculty representing these communities
- Promote self-advocacy programs
- Interview MCC members in a manner similar to what was done with directors. Talk to the people doing the work
- Continue to advocate for funding and be strategic

- Work with data committee
- Research publications
- Health equity resource within AUCD for LEND/UCEDD
- HOME (MCC members, trainees): funding, training, hiring related, research