AUCD MULTICULTURAL COUNCIL
Meeting Agenda

12:00-1:00 pm Multicultural Council Business Meeting
- Introductions & Sign-in
- Board of Directors Report
- Driving Change Session Report
- MCC Award
- Training Committee Report
- Diversity Data Report
- Announce MCC Officers: Co-Chair & Secretary
- Board Election Results
- Stop-in between 12:00-2:00 pm: Bruce Keisling, AUCD President, Chair, AUCD 2017 Conference & Andy Imparato, AUCD Executive Director

1:00-3:00 pm AIDD Funded Project Presentations
- Introduction of Presenters
- Reports on Projects
  - Embedding Cultural Diversity and Cultural and Linguistic Competence: A Guide for UCEDD Curricula and Training Activities
  - Embedding II
  - Community of Practice for Cultural & Linguistic Competence Grant
  - Leadership Institute for Cultural & Linguistic Competence Grant
  - Diversity Partnership Grants
  - Diversity Fellowship Program
- Equity, Diversity & Inclusion Action Plan Recommendations
- Adjourn/Wrap up

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

The Multicultural Council (MCC) advocates for training, direct service, outreach, technical assistance, clinical services, research, and dissemination to be provided in a culturally competent manner and secure the meaningful participation of individuals from diverse racial and ethnic and linguistically diverse backgrounds at all levels of the Association's membership.
MISSION

The mission of the Council is to advocate on behalf of the cultural diversity and cultural competence mandates of the Developmental Disabilities Act and other relevant legislation and policy as amended. The Council fulfills this mission to the Association and its constituent membership by serving as a conduit for technical assistance, providing input into policy, and engaging in other support activities deemed necessary to advance the area of cultural competence as mandated by the Administration on Intellectual and Developmental Disabilities (AIDD) and the Maternal and Child Health Bureau (MCHB).
MEMBERSHIP

The Council membership shall consist of one representative, endorsed by Director of the member program, who shall serve an unlimited term as long as s/he is the Multicultural or diversity Director/Coordinator. If no such position exists, a designee who best represents the overall cultural diversity and cultural competence interests of that Association member shall be designated to the Council by the program's Director.
CURRENT MCC OFFICERS

Co-Chair
Christine Vining, PhD
University of New Mexico Center for Development and Disability

Secretary
Virginie Diambou, MD
University of Vermont LEND

Past-Chair
Tom Uno, EdS
Northern Arizona Institute for Human Development

Co-Chair
Maria “Mercedes” Avila, PhD
University of Vermont LEND

Vice-Chair
Joshuaa Allison-Burbank, M.A., CCC-SLP,
University of Kansas LEND/KUCD D

AUCD Liaisons: Christine Grosso & Tanisha Clarke
LISTSERVS

• MCC network
  – All MCC at large members who sign up to be part of MCC

• MCC designated voting listserv
  – 1 MCC representative appointed by the Centers’ Directors as the Multicultural or diversity Director/Coordinator
HOW TO SUBSCRIBE TO THE LISTSERV

Multicultural Council Listserv

This is a members-only discussion list hosted by AUCD. To join this list, individuals must be a part of the AUCD network and a member of the Multicultural Council. Subscription requests and postings will be moderated by AUCD staff.

Subscribing

After completing the form below, your request will be sent to the list moderator, who will be able to confirm your subscription. This step helps to ensure the list remains spam-free.

Sending messages

Communicating with other list members can happen in two ways.

Via Website

- Members can access the list webpage here with their randomly-generated password to view archived messages, create new messages, reply to existing messages, and change user settings.
- Enter your email address
- Enter something (123, abcd, anything you choose) in the password box. You’ll be taken to a screen saying “incorrect password”. Choose the “email password” button to get your password sent to you or reset your password. Once you have received the password reminder, visit the site and log in.
- After successfully logging in, choose your list from the list. You can now navigate using the left side menu.
BOARD OF DIRECTORS REPORT
<table>
<thead>
<tr>
<th>Goals</th>
<th>Priorities developed by MCC 12/2017</th>
<th>Progress</th>
<th>Modification Needed</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Provide TA to AIDD diversity &amp; Inclusion Initiative</td>
<td>A. Develop capacity of UCEDD/LEND through Center’s designated MCC Coordinator</td>
<td></td>
<td>Share action and implementation plans with MCC Coordinators</td>
</tr>
<tr>
<td>2. Monitor r/e of trainee, faculty &amp; staff by reviewing data and educating membership in value &amp; procedure for updating their profiles</td>
<td>A. Conduct critical review of r/e data, collection &amp; reporting from NIRS</td>
<td></td>
<td>Discussed on MCC calls, requires review beyond MCC.</td>
</tr>
<tr>
<td></td>
<td>B. Define and refine data collection r/e &amp; language</td>
<td></td>
<td>Consultation with data coordinators may help. DI action plans includes recs.</td>
</tr>
<tr>
<td></td>
<td>C. Disaggregate data to state level if possible</td>
<td></td>
<td>Not feasible for MCC to do.</td>
</tr>
<tr>
<td>Goals</td>
<td>Priorities developed by MCC 12/2017</td>
<td>Progress</td>
<td>Modification Needed</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------</td>
<td>----------</td>
<td>-------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>3. Collaborate w/ councils to provide 1 webinar</td>
<td>A. Define who trainee is and council involvement</td>
<td></td>
<td>New AUCD trainee orientation modules developed and available on the website.</td>
</tr>
<tr>
<td>Identify opportunities for trainees (e.g., mentoring, webinar, research)</td>
<td>B. Collaborate with councils to provide webinar information on MCC activities</td>
<td></td>
<td>Webinar with council re: trainee postponed</td>
</tr>
<tr>
<td></td>
<td>C. Archive MCC orientation on the AUCD website</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>D. Develop internal intranet portal for trainees</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Goals</td>
<td>Priorities developed by MCC 12/2017</td>
<td>Progress</td>
<td>Modification Needed</td>
</tr>
<tr>
<td>-------</td>
<td>-----------------------------------</td>
<td>----------</td>
<td>---------------------</td>
</tr>
<tr>
<td>4. Collaborate w/ AUCD to create opportunities for networking at the conference for participants involved in diversity grants (partnership, fellowship)</td>
<td>A. Encourage fellows and trainees to join as at-large MCC members (listserve), attend MCC meetings, workgroups, networking sessions at the conference</td>
<td></td>
<td>Sustaining efforts from AIDD funded initiatives will continue in FY 18</td>
</tr>
<tr>
<td></td>
<td>B. Create strategies for sustaining systemic support and integration of the work and outcomes of the pipeline partnership grant with the diversity fellowship grants</td>
<td></td>
<td>MCC public policy committee struggled to recruit active members</td>
</tr>
<tr>
<td></td>
<td>C. Conduct research which will inform policy that impact disparities for individuals with DD/ID from CLD backgrounds</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>D. Shape policies which impact DD policy (inclusive of concerns at intersection of disability and r/e membership)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Goals</td>
<td>Priorities developed by MCC 12/2017</td>
<td>Progress</td>
<td>Modification Needed</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------</td>
<td>-----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>5. Create workgroup to support minority pipeline, mentoring, leadership, funding, evaluation, policy &amp; training</td>
<td>A. Identify a MCC rep to participate in monthly public policy calls to represent MCC views and communicate back</td>
<td>![green_icon]</td>
<td>Several members initially joined the call - they dropped off</td>
</tr>
<tr>
<td></td>
<td>B. Utilize AUCD in brief listserve to communicate content</td>
<td>![green_icon]</td>
<td></td>
</tr>
<tr>
<td></td>
<td>C. Create MCC policy statements or talking points for informing policy and be active in state legislative efforts (include holistic representation of culture not only on disability)</td>
<td>![red_icon]</td>
<td></td>
</tr>
</tbody>
</table>
Recent MCC accomplishments


• Sent letter (April 2017) to Chairmen Blunt and Cole and Ranking Members Murray and DeLauro - MCC expressed deep concerns with the President's initial budget proposal, which recommended several devastating cuts to vital agencies with resultant decreases in services for U.S. citizens who rely on them

• Supported AIDD funded projects & organized project overview of projects ending in 2017 and organized a Driving Change session for the conference in November 2017

• Monitor reporting of diversity 2013-2017
Accomplishments

• Collaborated with other councils to enhance coordination with AUCD staff and discuss trainee involvement in councils (Call in March 2017).
  • A formal plan included assigning one current trainee to each Council to help the Council identify and develop sustainable trainee leadership opportunities. The long-term goal is to jointly create structured leadership opportunities for current trainees within each Council.

• Collaboration with AUCD staff in development of new trainee orientation posted on the website in Nov 2017

• Provided webinar for CEDC (September 2017) – approximately 70 participants
Trends

• Increased participation in MCC (approx. 20 people on calls, 58 attended MCC in-person meeting in 12/2017, 67 MCC representatives (~50% of Centers)
  • Driving Change session (~78 registered)

• DEI initiatives created a momentum to advance diversity and CLC within Centers and DD network, and integrated into Center grants in some places. Increased knowledge about transformational leadership and CLC.
  • Need for ongoing TA/support in integration of CLC and cultural diversity across Centers (i.e., outreach, recruitment, training, service & supports, interdisciplinary training, research, and dissemination (core functions). Supporting directors as it relates to leadership and CLC.
  • Recruitment/Retention of young professionals. Growing leaders and need for continued opportunities (Diversity fellows (31 centers), participants in MSI pipeline partnerships, UCEDD/LEND trainees, CLC leadership institute, etc.,
  • Diversity data take away message-

• Socio-political climate – need for advocacy

• Diversity data take away message-
MCC Recommendations and Requests from AUCD Board
<table>
<thead>
<tr>
<th>MCC Recommendations</th>
<th>MCC requests of the Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop capacity of UCEDDs/LENDs through designated MCC coordinators/representatives</td>
<td>Consider board support to ask directors to designate a rep if they don’t have one and encourage them to use coordinators/ reps as “conduit” for CLC integration</td>
</tr>
<tr>
<td>Regionalize MCC network of MCC reps to develop more active role in supporting DEI action plans</td>
<td>Support adding regional calls to support build relationship with MCC reps, support active participation &amp; encourage leadership in CLC efforts Conduct surveys or check-in calls to identify concerns &amp; questions</td>
</tr>
<tr>
<td>MCC Recommendations</td>
<td>MCC requests of the Board</td>
</tr>
<tr>
<td>---------------------</td>
<td>---------------------------</td>
</tr>
</tbody>
</table>
| Increase AUCD staff support to help Center leadership/staff to integrate DEI action plans, seek funding sources to support implementation. | - Consider office of “equity and inclusion” centralized within AUCD with content expertise to support ongoing CLC, inclusion, equity, and diversity work across the network and DD partners.  
- Consider role of staff at central office that includes monitoring of SMART goals re: diversity, equity and inclusion (including trainees, staff, and faculty from r/e diverse backgrounds) in new strategic plan. |
| Examine/review “diversity” data collection & reporting | - Take a leadership role in tracking diversity data across the network. Currently network volunteers track and analyze these data and this is not a sustainable model.  
- Appoint a workgroup that includes data coordinators to review data collection on r/e diversity & address issues with NIRS  
- Encourage Centers to enter data to help track recruitment/retention of trainees, faculty and staff from r/e diverse backgrounds. |
<table>
<thead>
<tr>
<th>MCC Recommendations</th>
<th>MCC requests of the Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue council efforts to develop uniform information about councils for directors (UCEDD/LEND) to promote visibility, recruitment and dissemination of information. Review the one-pager for dissemination, webinar on participation of trainees on councils.</td>
<td>Allow time and support to continue collaboration and address common council concerns. Feedback is helpful.</td>
</tr>
<tr>
<td>Streamline the MCC award process &amp; provide clearer guidelines</td>
<td>Consider giving both individual and organizational MCC award</td>
</tr>
</tbody>
</table>
2017 MCC ANNUAL AWARD

AARON BISHOP, MSSW
FORMER COMMISSIONER,
ADMINISTRATION ON INTELLECTUAL
AND DEVELOPMENTAL DISABILITIES
(AIDD)
COMMITTEE REPORTS
MCC COMMITTEES

• Training Committee Report
• Diversity Data Report
DIVERSITY DATA
2013-2017

Faculty-Staff and Trainees
Diversity Data Compilation

Angela Harnden, PhD
Director for Data and Outcomes
University of Oklahoma Health Sciences Center

Christopher E. Aston, Ph.D.
Research Associate Professor
Department of Pediatrics
The University of Oklahoma Health Sciences Center
RACE
Trainees

<table>
<thead>
<tr>
<th>Year</th>
<th>Non-Hispanic</th>
<th>Hispanic</th>
<th>N/R</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S.A.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
PERSON with a Disability or Special Health Care Need
FACULTY & STAFF
LEND – UCEDD
2013-2017
Trainees are doing better than F&S with twice the Hispanic representation, but Trainees are half the US Hispanic representation
DISABILITIES

PERSON with a Disability or Special Health Care Need

As percentage of all Faculty & Staff

Percent of Faculty & Staff


Non-institutionalized
Aged 16 – 64 years
EMPLOYMENT ROLE by MINORITY STATUS

Combined across years

Minorities are:
- under represented in Senior positions
- over represented in Professional & Support staff
EMPLOYMENT ROLE by PERSON w/DISABILITIES

Percent of Faculty and Staff

with Disabilities

Able

Director
Senior Faculty
Junior Faculty
Clinical Staff
Professional Staff
Support Staff
Overall
MCC Officer Elections Results
MCC OFFICERS 2018

Co-Chair
Christine Vining, PhD
University of New Mexico Center for Development and Disability

Secretary
Brenda Clark
Florida Center for Inclusive Communities (FCIC) at the University of South Florida

Past Chair
Maria “Mercedes” Avila, PhD
University of Vermont LEND

Co-Chair
Derrick Willis,
Associate Director of Iowa’s UCEDD, Center for Disabilities and Development
University of Iowa.

Vice-Chair
Joshuaa Allison-Burbank, M.A., CCC-SLP,
University of Kansas LEND/KUCDD

AUCD Liaisons: Christine Grosso & Tanisha Clarke
MCC LEADERSHIP TERMS

• Co-Chairs 3 years and serve on the AUCD Board of Directors
• Vice Chair 2 years
• Secretary 2 years
MCC UPCOMING OFFICER VACANCIES

• 1 Co-Chair → 2018
  – Elections will take place fall 2018
• Vice Chair → 2018
  – Elections will take place fall 2018

Elected Officers are announced at the AUCD Annual Conference
AUCD BOARD OF DIRECTORS ELECTIONS
AT-LARGE MEMBERS 2017-2020 TERM

Daniel Armstrong, PhD, UCEDD Director, Mailman Center for Child Development, University of Miami Miller School of Medicine, Miami, FL

Maria Mercedes Avila, PhD, LEND Director, University of Vermont Larner College of Medicine LEND Program, Burlington, VT

Tawara Goode, MA, UCEDD Director, Center for Child and Human Development, Georgetown University, Washington, DC