

## 2016 UCEDD TA Institute Enriching Cultural Efforts: What's in Your Toolbox? March 3 - 4, 2016

### Session Notes

**Theme:** Core Functions

**Objective:** Engage in educational and career pipeline activities for staff, faculty, and trainees.

**Facilitator:** Harolyn Belcher

#### Challenges:

- UCEDD does not have control over admission to the educational programs of the university
- Challenge with tracking data without a research budget
- Difficult to recruit diverse students in states with a fairly homogenous local population
- How to nurture diverse staff and create a culture of respecting diversity
- Difficult to make time and space when so many staff spend so much time putting out fires.
- Difficult to retain faculty and staff when they experience the “only one” effect.

#### Suggestions and/or discussion topics:

Moving the language away from “minorities” to underserved or historically underserved populations.

Lessons – must collaborate/integrate

It’s easier to recruit people who are tied into the diverse communities and teach them the disability content than the other way around.

It takes time to build a pipeline and solid partnerships that will last for the time needed.

Successful programs get creative with funding by tapping into several pools of funding to piece together the necessary resources.

Give people food at listening sessions, in focus groups, etc. It brings people in.

Talk with diverse university students and student groups to learn about their career goals.

Start small and build from there – e.g. summer research programs.

Partner with your LEND if they are doing well in this area.

**Strategies Shared:**

University of Michigan has “cubs” program - Sharon Millberger <http://diversity.med.wayne.edu/>

Virgin Islands program focuses on employment for PWDs within the government (as the territory’s largest employer) and education for PWD’s. They specifically have advocated around legislation requiring more opportunities within the government. They have also had success in running an inclusive early childhood education training program.

Have a strong evaluation component, use MCH core competencies and MLQ, pre and post tests and retrospective – OR attitudes on disability – wanting transformational leadership

Mentor one another to share perspectives from different environments

Recruitment – have strategic goals at each step and create and maintain relationships at each step – directly reach out to HBCUs and tribal serving institutions

New Jersey – reach out to undergrads doing capstone projects. Think about pipeline as influencing variety of disciplines who may not enter UCEDD but who take understanding of disability into rest of careers. They have a summer assistantship in community primary care, funding 4 students per year nursing, pharmacy, physician assistants with the objective to impact disadvantaged populations. They are able to do this by pulling together money from the state and community agencies.

Reach out to professionals from underserved populations and intro them to the disability content

Invite diverse students to introduce their friends to the programs

Summer research opportunity program

Connect with “promotoras” - Hispanic/Latino community members who receive specialized training to provide basic health education in the community without being professional health care workers.

Write about the successes, in media, in publications, in grant proposals and reports.

SC partners with HBCU, work across programs grad students SLP, ATIAC using blended funds UCEDD/LEND

Temple- has made progress in expanding staff and faculty diversity by encouraging staff to use tuition remission to enter health professions and offering job discovery. They leverage 1199c training fund AFSCME.

OR UCEDD has partnered with the Office of Minority Health and wrote into UCEDD grant to use funds for a paid internship for HS students with IDD who are from underserved populations (clinical and didactic curriculum) to increase recruitment pool. They are currently partnering with community organizations to get word out, specifically working with sister organizations P&A and DD council to do community listening sessions in Latino, rural and Native American communities which focused their work on employment opportunities.

NC –LEND has been successful by starting off with an NIH t32 postdoc training program. They took their “show on the road” to HBCUs, inviting undergrads to a science day. This got students thinking about reaching out to underserved populations and now postdocs are doing their own recruitment projects and training directives

AR – Offer extra stipend for staff to recruit diverse students. They have a career program at local high school and have been working with the minority health commission in the state. Now in their 3<sup>rd</sup> year, and they are starting to have students graduating from undergrad programs.

### **Resources or Contact Persons:**

Harolyn Belcher at [belcher@kennedykrieger.org](mailto:belcher@kennedykrieger.org) and the Robert Wood Johnson Foundation programs---

- Health Policy Research Scholars Program Webinar --- this webinar was at the start of March and will be archived online <http://events.r20.constantcontact.com/register/event?oeidk=a07ec8l35ss02032bc6&llr=t74qmveab>
- RWJF Change Leadership Programs (Link to information on all 4 RWJF Change Leadership Programs) <http://www.rwjf.org/en/library/articles-and-news/2016/rwjf-leadership-programs.html>

- Health Policy Research Scholars (Link to HPRS program description and application information) <http://healthpolicyresearch-scholars.org/>
  - Direct link to the information application for HPRS <http://www.rwjf.org/en/library/funding-opportunities/2016/health-policy-research-scholars.html>

myIDP (Individual Mentoring Plan)--- It is available free and secure through AAAS (Publishers of Science) <https://myidp.sciencecareers.org/>

Harolyn also referenced a Cultural Competency Conference and 2 publications evaluating her mentor programs for effectiveness

NSF puts out how many PhDs graduate from each institution by race and ethnicity

Harolyn has access database of applicants 1100 directors of institutions that have diverse populations

Databases

1199c training fund through AFSCME

WIOA and VocRehab funding for internships programs

OR listening session questions

Phun at University of Wisconsin

Pipeline Program University of Wisconsin in Milwaukee