



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

Cultivating diversity pipelines is a widely recognized strategy for increasing diversity in a variety of multidisciplinary fields. In general, pipeline activities are meant to increase diversity in a workforce or educational setting through focusing on recruiting activities from diversity groups (Johnson, 2012).

The networks of UCEDDs and LENDs can make great impact in the disability field with pipeline activities focused on diversity and inclusion. Not only will a more diverse workforce lead to better innovation, it is also a critical component of being successful on a global scale (Rizy, et. al., 2012) and reducing disparities in care and services (Smith, et. al., 2009). When developing their programs and services, UCEDDs and LENDs must take a variety of cultural backgrounds and experiences into consideration in order to have a positive influence on the communities they serve (The Denver Foundation Inclusiveness Project, 2015). The impact will be visible in the workforce, and could even be overlaid to students. Cited benefits of pipeline activities in relationship to diversity recruitment include:

- Higher job satisfaction, especially among staff of color
- Lower turnover
- Higher productivity
- Higher employee morale
- Improved problem solving throughout the organization
- Increased creativity and innovation
- Increased organizational flexibility and ability to learn from people at all levels
- Improving the quality of personnel through better recruitment and retention
- Decreased vulnerability to legal challenges

**Strategies:**

1. Provide opportunity for all staff, faculty, trainees and volunteers to develop leadership skills.
2. Create an undergraduate Disability Studies minor to help build minority student interest in pursuing graduate studies in UCEDD/LEND. Consider creating this minor in partnership with Minority Serving Institutions, and encourage fellow professors to promote it.
3. Engage high school, community college, Minority Serving Institutions, and other undergraduate student populations to build awareness and interest in careers and education in the disability field.
4. Apply for undergraduate/graduate minority pipeline grant opportunities with Minority Serving Institutions as appropriate.

5. Identify underrepresented trainees, staff and faculty; provide mentorship and professional development with an eye toward hiring and/or promotion.
6. Seek out and partner with existing pipeline efforts within the University.
7. Create trainings for a career path for direct support professionals.