

**2016 UCEDD TA INSTITUTE**  
**Enriching Cultural Efforts:**  
**What's in Your Toolbox?**  
**March 3, 2016**

## **Toolkit in Action/ National Training Initiative - UCEDD Diversity Fellowships**

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CENTER FOR  
LEADERSHIP IN  
DISABILITY

# *Diversity Fellowship in Georgia National Training Initiative*

*Daniel Crimmins, PhD  
March 3<sup>rd</sup>, 2016*

# Plans for the Fellowship

- Focus on the Latino community in metro Atlanta – which has the second fastest growing immigrant population in the country
- Spanish-speaking families are the largest group within this overall growth
- Goal is to develop a coalition of individuals and organizations committed to transform systems for long-term improved access for individuals with intellectual and developmental disabilities

# What Is Our Fellow Doing?

- Coalition building!
- Using *Leading by Convening* as framework
  - Community needs assessment
  - Information on Learn the Signs. Act Early.
  - Recruit and train *promotoras de la salud*
  - April campaign on autism awareness targeted to Spanish-speaking audiences
  - Resource guide

# Lessons Learned / Next Steps

- Great appreciation by families *and* professional for the chance to share perspectives on children and adults with I/DD and ASD
- Continue to identify potential partners
- Continue to pioneer “leading by convening”
- Increase accessibility of individual and family services, supports, and resources

# Story

Bren was able to reach out to Juliana Henao, a former/Community Health Worker in metro Atlanta with deep ties in the Hispanic/Latino community. In turn, Juliana demonstrated such an interest with our efforts that she immediately volunteered to assist us further. She is now preparing to assume her new role, and has identified two other mothers who have been serving their Spanish-speaking communities in similar roles to join.

# South Dakota NTI Project

Relationships

Opportunities for students

Benefit to community

Cultural relevance of  
disability services for Natives



# National Training Initiative

A Diversity Fellowship Committed to Change

## Key Factors

Tribal Elder/Mentor

Two Students

Service Learning

Reciprocal Experiences

Communication

Consistency

The National Training Initiative (NTI) provides opportunities for students to lead efforts to promote culturally responsive networks for individuals with disabilities in South Dakota and across the nation. Sinte Gleska University and the Developmental Disabilities (DD) network of South Dakota have partnered to provide opportunities for students to learn, share, and ultimately impact the systems that exist for individuals with disabilities in the state of South Dakota and across the nation.



NTI Fellows will:

- Serve as leaders for their local community
- Impact the cultural responsiveness of networks locally and across the nation
- Receive a stipend and paid travel expenses
- Learn about services, resources and training that will enhance their professional development in line with their chosen field of study
- Have the opportunity to present their work in Washington, DC

Through a student capstone project and fellowship, the local goals of the fellowship include:

- Identify, recruit and support a fellow from Sinte Gleska University
- Improve culturally responsive policies, procedures and practices within SD DD Network
- Increase access to policies, procedures and services offered by SD DD Network that may improve and benefit quality of life outcomes for community members of Mission, SD
- Increase the number of persons with disabilities from Mission, SD who benefit from AIDD supported programs



# Next Steps

- LEND students attending events at Sinte Gleska
- Participating in DD Network activities
- Developing and implementing Action Projects
- Advocating for and modifying “how we do business”
- Applying teachings to our own work (find the right fit, success stories)
- Capturing the richness of the experience
- Making provisions for on-going student fellows
- Building and expanding utilizing toolkit resources

# Impact on Center

Words

Presence

Participation

Connections

Genuineness



# The Institute for Community Inclusion (ICI/UCEDD), Boston Children's Hospital and the UMASS Boston

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Administration for Community Living, Administration on Intellectual  
and Developmental Disabilities

UCEDD National Training Initiative Supplemental Grant

Developing Leadership and Growth Using Culturing Brokering  
Across our DD Network



# Focus on Culture Brokering (CB)

A cultural broker can be defined as a go-between, one who advocates on behalf of another individual or group

(Jezewski & Sotnik, 2001)

## Culture Brokering:

- used successfully to analyze the many variables of culture, facilitate understanding and forge relationships among individuals and organizations from different cultures
- a concrete strategy which enables us to examine many factors including disability, power, age and gender in order to develop successful interventions, practices and policies

**Our diversity fellow will focus on learning and applying a CB process, to develop leadership skills and build capacity to bridge gaps between disability services and diverse communities.**

# Meet Oanh Thi Thu Bui, ICI's Diversity Leadership Fellow



- advocate and culture broker for the Massachusetts Vietnamese community
- “a single mother navigating the US maze for appropriate service for her child with multi-disabilities”
- works at the Federation for Children with Special needs as the Health Educator and Outreach Specialist
- a FORD scholar, LEND Fellow and holds two Master Degrees in Health Administration/Public policy and Sustainable International Development
- serves as an advisory member of several initiatives including the MA DDS Statewide Family Support and Autism Now



# UMKC's Leadership in Diversity and Disability



Overall Goal:

“To broaden the participation of trainees from diverse cultural and linguistic backgrounds in areas related to disability by developing and sustaining a diversity and disability fellowship track within the Missouri UCEDD”



## Objectives:

- Provide training and mentoring throughout a year-long fellowship
- Provide training in Lifespan issues
- Provide support to fellows as they plan, implement and publish the results of a capstone project
- To exchange and transfer knowledge and lessons learned through national forums
- To sustain and grow the fellowship opportunities