

Cultural diversity leadership

Attendees: Derrick Iowa, Marcia New Mexico, Andy AUCD, Dan Crimmins GA, Tawara

Notes: Derrick – he is worried that people are getting tired of the diversity message. He believes that diversity is important.

Marcia doesn't believe that people are tuning out

Andy thinks that part of our goals of our association is to be diverse- we let AIDD know in a respectful way that diversity is still important to our network

Marica- is there more refinement that we want to around the network to prioritize diversity. Could we be more strategic about it. Knowing what we want our messaging to be. Sometimes somebody else should be the voice and not leaving it just to one person-Derrick. Out line what are some of challenges and positives of trying to expand diversity and how we can engage and be more proactive

Derrick- noticed with MCC does not match to what they have done over the years. When AIDD wanted to advance diversity they I don't think it is clearly defined on what should it be and what could it be. Maybe MCC could be a navigator to help identify their resources

MCC is a place where people who are marginalized come to a safe place. Marcia is confused about her level of engagement in MCC because she is not a person of color or from a diverse background. She still signed up and wants to help and cultivate.

Derrick- how do we align MCC to help promote Dan's Tools and get to advance things at the local level. We need to identify who are on the local councils and if there are UCEDDs that could help support this. Would like to do this in 6 months.

Andy- is hoping with how COCA redesigned themselves and trying to identify leaders with disabilities and to cultivate them and lead them. Who are the leaders in our network- are we connecting them with these leaders with disabilities?

Dan- thinks the landscape has changed in the last year and a half. The curriculum will be available in 2 months. The information resources are clearer now then they have ever been. What can they do with it? Specifics references into the resources. .Talent identification and mentor opportunities.

Tawara- there are leaders are appointed and then there are leaders who may not be in leadership positions. Two different kinds. The leadership academy has a mentoring component. It is low cost and they identify 20 or so people who aren't all cultural experts but they keep these things close to their hearts and to help the leadership academy to understand the importance of mentoring. The provide training to the mentors and cross cultural mentoring and mentoring profiles. The mentoring relationship continue even after the opportunity has passed. It does have to be structured and they do collected data to see how well it is going.

Andy- it is kind of like a tiered network and trying to find people are ideal to go to Tawara's or Dan's. Trying to groom people who can go to the more intensive events and workshops.

Tawara-peer mentoring should be part of it. None of their mentoring is face to face. It is usually more technology based such as facetime. It has to be structured. Could have issues where people can't relate to a specific issue that the mentee is going through- need to be careful and think about that.

Dan- provide an external perspective across the network. Talk to others. They want every person to grow who have been historically disenfranchised. How do we connect folks with mentors? People go to MCC who are committed to the issue but aren't sure what their role is.

Andy- lots of diversity in the undergrad. Not as much in the grad students. We need to do more with the undergrads to cultivate diverse leaders. We can engage more with undergrads without adding to professor's teaching loads

Tawara- appeal to students about social justice issues. High level consultation to have students to think differently on how to engage these communities.

Derrick- it was hard to get minorities to go back and get their masters because they need to go out and make money. They can't afford to go back to school and get an advanced degree.

Tawara- spoke of student on how family would expect student to go straight to work after getting their degree to help support their family.

Tawara-we need to mentor leaders and see the potential in them.

Marcia- becoming a leader is an internal shift as well. Is there training or some support in these leadership positions. We have to carve out time and how do you do that and tease out who is really on board with this in the guest leadership roles in the network.

Andy- COLA and MCC we are not just identifying and cultivating leaders but we are also doing it for our field. COLA and MCC are in a good position to help us think this through and help us lead this entire field.

Tawara- we had to deny applicants to the leadership field because they weren't in the disabilities field. They applicants wanted to know where else they could get this leadership training and she didn't know. She took advantage that health equity belongs to everyone and this is a disadvantaged group.

Derrick- people need to know who to create and cultivate that environment to make those leaders.

Dan- CCA report on self assessment on cultural diversity. We need to be more explicit.

Tawara- by having directors call other directors they would not blow off their peers. They learned a lot and listened to it and then they had these conversations. To have a relatively comfortable environment to talk about these issues. They were very forthcoming about their concerns. You can be encouraged and not judged. What is it that we should do.

Derrick- it is so big that people don't even know where to start.

Dan- Tawara's report is going to go on the website soon and people can look at topics that suite them.

Andy- the DD act is at some point going to get reauthorized. It is good to have a vision of a CUEDD in the 21st century-what are their core functions. Should we make it more like LENDs? We need to have leadership as a core function. It might help to have it spelled out that way.

Marcia- there is a lot of vagueness with our core functions. There is some good because we can take it on.

Tawara- the learning and reflection forum is part of the leadership institute. Leading from where you are and it is an important consideration. How do you lead from where you are effectively? You can lead by position or lead by influence.

Derrick- have we had a TA institute to have a central focus on leadership and diversity.

-Andy yes we have and it was 2 years ago. It wouldn't hurt to do it again at some point.