Hello everyone. Welcome to the official unveiling of the AUCD diversity and inclusion toolkit.

My name is Tanisha Clarke and I am the program manager here at AUCD. The Association of University Centers on Disabilities. In addition to myself you will also be hearing from Dawn Rudolph, the director.

I would like to address a few logistical details before we begin.

Following the presentation there will be time for questions and answers. Because of the number of participants your telephone lines will be on mute throughout the call. We will unmute your phones during the Q&A with you will have a chance to voice your questions. You are welcome to submit your questions at any point during the presentation. Please note that we may not be able to address every question. If that is the case will follow up by email. This webinar is being recorded and will be available on the AUCD website following the webinar. A transcript and the PowerPoint will be available online. This introduction webinar will go over the purpose and audience for the integration toolkit. The development of the toolkit, the navigational guide to the toolkit information. Dawn Rudolph will take you through the toolkit website. Then we will go over how you can use the toolkit now and the next steps. AUCD toolkit provides the starting point to enhance our work to support greater diversity and inclusion in our activities. It resulted from the effort started last year to have a blueprint to launch a national effort which will enhance the version -- diversity. It will cultivate partnerships, including those with key organizations culturally and linguistically. Which will promote engagement and provide a foundation for implementation of the toolkit. It will ensure that we are well positioned to address the growth of diverse communities including those people with disabilities. And develop strategies for continuing efforts to serve better -- to better serve diverse populations. Though many others may benefit as well, the strategies and resources in the toolkit are aligned with the roles of three specific audiences in the disability community. The role funders including AIDD, and MCHB. National organizations including the University Centers on Disabilities, University-based centers and programs and UCEDDs. The toolkit was developed under the training and technical assistant contract with AIDD team which included AUCD staff. Information was collected in a number of way. From online surveys to focus groups and in person interviews of stakeholders representing diverse communities in and out of the AUCD community. And we reviewed relevant literature from academics and grassroots resources. Themes and objectives were created from an analysis of all of the information collected. Is supplemented of AUCD and their multicultural Council was also -- also contributed significantly. Multiple advisors representing different cultural -- cultures and roles in and out of the network provided guidance as well. The wide range of contributors help to develop resources that includes academic and Grassley -- grassroots community resources. This nearly year-long effort resulted in the identification of 14 concrete objectives. All of objective and their related strategies and resources are organized into 5 things. First, infrastructure. Personnel and trainings, core functions, performance measures and funding.

This chart is your navigational guide to how the toolkit is organized and is also linked on the website in multiple places. The 14 objectives and beans are presented to you in a web-based format at www.implementdiversity.tools. This website serves as the toolkit's and how to improve your infrastructure personnel, core functions

We have a couple of main links. There is a homepage which we are looking at now. There is a link of where to start and under that we have a couple of options. And more details on where to start and some key terms. >> We have a drop-down for themes and objectives with you can search, browse and find case studies.

We will go through each of those. There are links about the project. You will get information -- more information than what Tanisha just explained to you about how the project was developed and the conceptual framework. And why we came up with what we did. There are a couple of pages where you can meet the team of folks who worked on it, you can meet the advisors and look at the key project resources. The last tab on the top navigational bar is talking about next steps. I'm going to take you through each of those pages. I also want to point out at the top of the page, there is a Google custom search box. You can type anything that you want to in this box.

I will keep going. If anyone cannot hear at the moment, we will make sure that they get the transcript. I think I was at the Google custom search box. All kinds of things you can search for. It will search just this website. There are social media tabs, Facebook, twitter, lots of other social media options. And you can print from any of the pages on the website. If you want to share the information and any number of ways you can do that.

On every page, you will also see a button that says, submit your story. You will see it a little further in the website. I will click it now. But we want this website to be a live, growing, active participatory website. If you click this link, you will get to this page, it talks about how you can share your story. And we will be happy to upload it into the toolkit website, either as a case study, as a resource, as a video, in different ways that we like to capture the work of the network as we move forward. This is one way to do that.

Please do not hesitate to click the button and share your story.

I want to say, do not worry about if you think your story is good enough because you hear another fantastic story from another center. Everyone has to start somewhere. Someone else is also in that very early starting space. Everyone is at a different level. And we want to share those stories at every level. And then, there is another button on the top right side of the website. It says, send your feedback. If you click that link, it will open up a Survey Monkey website page where you can give us some feedback about what you think about the website. This is not a link for this webinar itself. There will be a different evaluation link at the Inn of this webinar for that purpose. But you can give feedback on the website, on the toolkit and the information about it. And at the bottom, let us know about other resources in other ways we can improve things. We want to continue to have this tool grow.

Let me go back to where I started which is on the home page.

On the home page on the left side, we have some welcome language. We have a message from our executive director. We will soon have a video from the commissioner at AIDD who is our primary funder for this. They are working on developing a video package be on this website. I want to prioritize it and share their thoughts and priorities with you.

Hopefully that will come in a couple of weeks.

There is a link at the bottom which is helpful. If you have some naysayers among your cohorts we do not understand why this is important. You can click on the link and go to a page which a lot of information which we pulled together over the course of our work for the year. This information will help explain why this is a priority for AUCD.

On the right side of the page, we will continue to add recently added resources. We have a case study here right now. We have a number of other case studies that we want to include. We want to include a new one every month. We will update this and it will be included in the case study library. This is where, when you submit your story it will be highlighted here. Or it can be highlighted in other places. This one comes from one of our advisors for the toolkit. They were helpful in developing a lot of strategies, sharing a lot of resources and helping to refine the vision for what is important to highlight here.

Brenda is working at the UCEDD at Georgia State University. She shared for her story here. And the fabulous photos of
     Pylons from Puerto Rico.

You can click to read the rest of her story here. And we will add stories as they come in.

In the future we will continue to add additional resources on this page. Right now, there is a big, blank white space. We are collecting and will continue to add more resources, not just case studies, but all of the resources that are linked.

And we will highlight new things as they are added here on the home page so you know where to find them.

On the where to start page. I will go there next. This page explains to you how the blueprint is organize. In a few minutes ago, Tanisha showed you a grid that should have showed the 14 objectives. And it showed the five themes and the audiences. That is explained here. You can download the toolkit navigational guides. Also, in the webinar browser -- in the webinar platform on your computer, you can download the files. A little further below, there is a section about getting started. It is a short section. But it is very important. As we got into working on this effort, and I am reading this right now. And I realize we had the word blueprint in here. This started off as a toolkit. We were asked to create a toolkit obvious that because people are in different areas, if you consider your work towards cultural and linguistic competence, it is a continue on.

It's not like you will get there. There is no in time. Everyone is in a different place. I think of it as a staircase. It has 25 steps on it, some people are on step two. Some people are on step 14. Some people on step 23. Select and the people who were on step 23, they have gone through all of those other steps. The people who have -- who are on step two, they're trying to figure out how to get to step three or four. We have found that it is difficult to make a blueprint for everyone to go in a common direction, when you did not have enough information about what

That is why we ended up with a toolkit and not a blueprint.

We will have to go back into the website and correct that language where we see the word blueprint.

The work that happens from here, this is your work to be done. It is the work of everyone at every center. From AUCD we can provide the tools and the resources, we can connect people and ideas. But we cannot do the work for a center. This is trying to acknowledge that it does take a commitment from everyone. And every path may be a little different. Moving over to the bright side of the page, there are some links here that talk about, if you are a federal funder, if you are a national organization or if you are a university-based center or program. Tanisha talked about there being three separate audiences for this toolkit. Those are referenced here. There are some very specific and separate strategies for each audience, because of the role that we play. And federal funder has a different role and responsibility than a national organization like AUCD. Or, a university-based center or program. Because of our roles and responsibilities there are different strategies. Click on the button if you are a university-based center or program. There is some information on this page, some language that -- let me see if I can increase the font.

There is some language here that talk a little bit about people being in different places. There are lists that you can download if you rather have something hard copy in front of you. You want to see the themes, object is a strategies specific to your audience. You can click this button here. It will open a word document and you can print it or download it. There is also a list of five themes and 14 objectives for each audience.

I talked earlier about each of us having to do the work. We all have a responsibility. If it is helpful to have an action plan that your team can figure out for how you want to move forward, we have provided a few examples for you. There is a checklist for using action plans and a few different templates. And we have a couple of examples of how those action plans might be used. And those are available to download and look at. Some of these documents are also available for you in the pod in the webinar. In the download files section. And you can also jump to the other audiences if you want to see their strategies.

I am going to jump back to be where to start tab and the key terms. There are lots of acronyms. They are explained here. If you find any that we have missed, please send us a note. We are happy to add to this list.

There are terms that are defined in many different ways. Cultural competence is defined in many different ways. We have selected to use the definition that comes from the national Center of cultural competence. We recognize that cultural competence is a distinctly different thing than diversity. And we have also defined diversity rather broadly. It can be even more product. This is a definition that will never quite be final.

If you want to share more ideas with us on how we can expand and enhance these definitions that would be great. Linguistic competence is another term. These terms are used throughout the website. And we wanted to call out that they are not all the same day. And we encourage you to get familiar with the definitions that we use and how they are used throughout the toolkit.

The next section, moving on the navigation box is themes and objectives. The first drop-down tab is to search themes and objectives. Again, you can download the navigational guide here. And I want to thank Sarah who inserted this link to download this guide on multiple pages of our website so it is at your fingertips wherever you are on the website.

You can search by themes, you can search by audiences, and you can search by keywords. If you scroll down to the bottom, you can take a list and view all of the objectives. The objectives are organized by audience. It looks like there are two pages of objectives. Earlier we told you there are 14 objectives. And that is true. Because the strategies are different, each objective will specify which audience it is for. So the federal funder's objectives, on address the -- on addressing literals -- literacy culture and language barriers would look different from the national organizations.

As you are looking on the website at the list of the objectives, you will see them in triplicate. You will see them three times, once for each audience. I wanted to explain that to you, why do see them more times. The page that I find incredibly helpful is this page called browse themes and object does.

Here is your guide again for you to look at at any time.

On this page, each theme is separated in its own box, it is color-coded in the same colors that are used on the navigational guide. You can click -- I will scroll down so that you can see all five themes.

I will jump into the first thing. Infrastructure. You can click on the title or you can click at the link that says you objectives. You will get to the page that has an explanation of what -- a blurb about what the theme is about. You will see the objectives in that theme listed out. And these blue buttons, each of them is clickable depending on the audience. Remember that the strategies are specific to the audience. By looking at the first objective about creating and promoting a safe and inclusive environment in all settings, let's say I work for AUCD, I will click on national organization, and I will see the first page, this will be an explanation of why this objective is here. Why it is an important objective and how we came up with it. And some references that support being one of the 14 objectives that we have highlighted. All of the

audiences will see the same information here. It is where you click the other button on the right side that says you supporting strategies and resources, that is where you will get to the meat of it. This is digging deeper into the objectives. There are a number of strategies. You see strategy number one. And then you see resources for strategy number one. Each of these resources is linked to an external source. There is so much information out there. In our network and outside of our network. In other networks that have done this work. People in grassroots communities who are trying to move forward in this field on what is important with them. The researchers who have done their studies. We have tried to bring in resources from so many different bodies. And you will see resources linked through here.

If you have more resources that are relevant that you want to see here, please send it in. We will be happy to look through them and put them where they are most appropriate. If you scroll down the page, each different objective has a different number of strategies and resources based on the information that we pull together as we did this work.

We have a couple of quotes periodically where we feel someone had a good story and it brings the point home. It goes on and on. It continues with the list of strategies and resources. A lot of different tools for you to meet this particular objective. That is how you can get into the themes and objectives. This is the page that I use the most. The browse themes and objectives and getting myself to the objectives that I want to look at. I find this one most useful peers

The last option under the drop-down is the case studies library. Right now we have a case study that is highlighted on the homepage. And as we rotate and put new stories up on the homepage, they will also populate this page so you can see stories about what other folks are doing.

The next drop-down tab is about the project. There is a page about the project. And here you can see and read a little bit more on the purpose of this project. The process, about how we developed it, what we did to get to the point of where we are right now.

And information on how to contact us. In this email address does go to one of our email addresses here at AUCD.

There is also a conceptual framework in the research studies. It is quite helpful to get an understanding of the basis on which we did the work that we did. Some of these seminal pieces of research. There are 2. One is cross and one is Betancourt and they are both referenced at the bottom of the page. But the thought of these two folks helped to define how we went about creating this toolkit.

Then there is a link here to: meet the team. You can see the folks who contributed to this and read a little bit about the mall. There is also a drop-down to meet the advisory groups. Some folks chose not to have their photo displayed publicly which is fine. And that is the only reason there is not a photo for some people.

But we have a nice group of folks from across the country, in and out of
the network who have helped tremendously. In addition to the
multicultural Council, they had great feedback for us. And help to guide
our work. And then the last link, on project resources.

This page first highlights the key pieces of information that is
throughout the toolkit, we relied very heavily on these resources. And
these are tools and resources that everyone should be familiar with peers

And below that are some resources that we have created as we were
developing the Toolkit. Some webinars and community conversations that
we kept on. A poster presentation. We have a new poster that we did at
our conference last month. This page will continue to grow. And the last
page on here is next steps. And we talked a little bit about what is
available, and what is coming.

 As we were developing the Toolkit, there were a lot of questions about
AUCD, and they are developing a toolkit. How does that relate to the
multicultural Council already in existence at AUCD and there is also a
diversity group at AIDD and they have created a diversity initiative and
how does that connect? This page shows a lot of different pieces that are
helping informed this work. And there is no solid blueprint about how
they are all connected. It is important that there are a lot of things
happening. This is a critical topic. It is beyond time to address it
front and center. We are glad that all of these things on this page are
coming together. I do not know if there is anything that Tanisha wants to
specifically highlight on this page. We will continue to work with these
other projects on this page. And we will convene an action team to help
build consensus around prioritizing objectives within the toolkit. And if
we want to develop it, we can call it a blueprint that is a roadmap for
everyone. And we hope that the information that is in this toolkit will
help to inform the whole network as it decides how best to move forward.
As well as helping each individual center move forward. This year we
will be working at the national training initiatives. And that was handed
by AIDD. Those were funded to develop diversity fellowships. Most of them
are in the process of recruiting trainees from diverse backgrounds as we
speak. And we are beginning implementation, but AUCD will be working with
those funded centers throughout the year, to not only look at how they
are recruiting diverse trainings and helping to build cultural and
linguistic competence within there's centers and throughout their work.
It will be shared with the network so that we can transfer that knowledge
and potentially impact our entire network in this process as well. These
are works that we will continue to be invested in as we continue on this
effort to make sure that we are growing and developing diverse leaders
and growing our network.

Thank you.

And I think that as the work in supporting these diversity fellows, as
that move forward, that will be added to the toolkit website also. In
resources or -- resources to the strategies or the resources on the
additional page. Select for now, you can see a project synopsis of each
of the projects to see what they are working on. But I'm sure you will
have more to see in the future. That is the overview of every page of the

website. I'm going to -- I am going to jump back to the PowerPoint quickly. We encourage you to begin taking advantage of the numerous resources available in the Toolkit to work on your goals related to diversity, equity, inclusion, and cultural and linguistic competence. Continue to explore and get familiar with Toolkit, identify goals for your Center or Program develop Action Plans to meet goals and implement Action Plans. In the coming year, work will continue on this topic through multiple activities: AIDD has awarded NTI funding to 14 UCEDDs to develop diversity fellowship programs to support recruitment and retention of diverse trainees, and build cultural and linguistic competence within the Centers. AIDD has asked AUCD to support a learning community of these grantees. An Action Team will be developed with participants from UCEDDs, AUCD, and AIDD, to engage in discussion and build consensus around prioritizing objectives identified in the toolkit to define a blueprint for AIDD, AUCD and the UCEDDs to move forward and make progress in unison. Through its TA contract, AUCD will continue to support this effort.

And remember that this is long-term commitment that requires continuous assessment, implementation, and evaluation. Is if there is something you would like to explore individual you are welcome to contact us.

What we will do, I will show you what I mean by that.

I'm going to go to core functions. If you are providing services to families, families is a core function. I am not sure if you are looking for something under number 10? Or if you are looking for something under number 12. That was my question? Is it about the services or the materials? Either way, you are at UCEDD. You can click on the link to learn more about that objective.

 And you can scroll through here and see what kind of resources are available for you. Marisa Wright, great work. I did not get the beginning of the presentation. And how do we access the audio?

 The audio is being recorded and will be available on the AUCD library website. It will also be in the resources section in the toolkit website. We will send a note out as to when that is available.

I can show you on the website. It will be under project resources which will be here. And on the website of AUCD It will be under the resources drop-down list in the resources library.

It will come out in a couple of days. And we will continue to publish monthly updates on the website. We will publish updates and you will see that on the home screen on the right-hand side. When there is a new resource or case study posted, it will be available in that section.

As you continue to submit your wonderful resources and share your stories with us, that will be this website so others can learn from the work that you were doing. Susan Russell -- I cannot see anything.

We are not sure Susan. You should be seeing the screen for the toolkit right now. It may have gone black for a second as I was going back and

forth in between the PowerPoint in the website. I will go back to the PowerPoint. We saw a couple of comments of thanks for the webinar and for the hard work in sharing everything. Thank you all. This is a network effort. We are appreciative of the work that has gone in front you and from our advisors and from everyone that contributed. And the work that will continue to go into it as we continue. We know that this topic, it is a continuous learning process. As lessons are learned and strategies are developed, we encourage you to share that so that others who are at starting points or further a long can continue to learn from all that we are doing.

Thanks to everyone. I had a thought I'm not sure what it was, it went away that fast. I know what it was, I wanted to encourage everyone to get involved in the multicultural Council for AUCD. If there is not someone in your center involved, and you also want to be involved, the more voices in the multicultural Council, that is a good way to learn what others are doing in the network. To share ideas and strategies and resources. And to help define priorities for AUCD. The co-chair people of the multicultural Council, they sit on the Board of Directors for AUCD. So the input of that counsel does drive the direction of the organization. So your participation there is great. And I see someone else typing a question. [Indiscernible Name] wrote their email in the Council meeting in Washington with that assured that she has been added? I'm going to write it down right now with your name. I know that we have your email because we sent you information on how to get involved with this webinar. I will make sure that you have been added.

You are welcome. I see a couple of more focused typing. It looks like we are wrapping up. I do not see a lot of questions coming in. I hope that you found this useful.

Elizabeth Morgan is also interested. I am writing it down.

As we close out, you should get a link that opens up the survey monkey. If that link -- if you can take a moment to fill the link out and fill out the survey to let us know how the webinar went and what other kinds of technical assistance would be helpful to you regarding the toolkit we would be anxious to hear about that. If you think about any other questions after you leave, do not hesitate to contact us at Implementdiversity@aucd.org.

We will follow up to make sure that all of these folks are on the list. As you get involved, there are leadership opportunities. I see a few more focused typing. -- I see a few more focused typing.

If you say thank you, all I can say is thank you right back, everyone's input has been helpful.

Kira Has a good question, is there a way to connect with other fellows via the website? Not right now that is a very good idea. You will be in contact with Tanisha.

We will be having communication with the fellows very soon. And we will work out those details.

I am going to -- I'm going to close out the webinar so that you get the survey. Thank you so much everyone for joining us today. If you have any questions, please shoot us an email. Have a great rest of your day and take care.