

MAUREEN JOHNSON:

Hello everyone, welcome.

SPEAKER:

Hi.

MAUREEN JOHNSON:

We will get started shortly. Feel free to introduce herself in the chat.

SPEAKER:

Recording in progress.

MAUREEN JOHNSON:

I want to welcome everybody to the 2022 leadership Academy pre-application webinar. My name is Maureen Johnson, a specialist at AUCD. We are joined by the AUCD leadership Academy staff. I am going to turn it over to Dr Emily Grable to start the presentation.

SPEAKER:

Wonderful, thanks Maureen. Hi everyone, and welcome to the AUCD leadership Academy pre-application webinar. We are very excited to kick off our sixth AUCD leadership Academy and look forward to answering any questions you have about the Academy. We also look forward to potentially spending the Academy here -- year with many of you.

I think we all know that leadership development comes in many forms, and many of you have probably participating in leadership training experiences. The freighted -- framework that we use through the ACU -- AUCD leadership Academy we feel really helps to let leaders connect to the passion that brought them into the field of disability and also to better understand their individual and collective importance within the broader disability civil rights movement, so really help kind of remember why this work is incredibly important and how each one of us is important in the work.

We are grateful to have you with us today and to answer any questions that you have. Now I will turn it over to my colleague, Mark Crenshaw and he will provide you with details about the Academy and also facilitate our panel of alums. Over to Mark now.

MARK CRENSHAW:

That's great. So Marie, next slide Pres -- please. The next few slides just... My name is Mark Crenshaw covered -- I have worked at the center for disability and leadership now for just over 10 years. Some of the most exciting work I get to do in the context is the work around leadership formation, leadership development, the time we spend on AUCD leadership Academy is some of my favorite time on any of our projects over the course of the year.

The next few slides, you can see, Emily who did that introduction and myself are here. Maureen, the next slide. These are slides of our Academy team. Doctor Andy roach, who is a certified courage and renewal facilitator and has been on this team from the very beginning at the leadership Academy. Next to him is a photo of Raynell Washington who is a social worker by training and has been a very important member of this team for a number of years, and also is a leadership Academy alum so has particular experience that is important to us in terms of delivering the Academy and connecting attendees to their purpose and passion for this work. Next slide.

Last but certainly not least, for those of you who know him is my colleague Kurt Vogel, who works with us on the leadership Academy. Kurt also went to the leadership Academy. He is an alum of inclusive postsecond reeducation program here in Georgia at Georgia Tech, and alumni of our Caliente program and works with us full-time and works on the leadership Academy.

For folks who come and participate in the Academy, you will get to see some additional folks that we have engaged in the work of the leadership Academy, Matthew Williams who is the president of the interdenominational theological Center here in Atlanta is one of our key facilitators. And there will be other people that you would meet over the course of the year, but I wanted to introduce you, and let you see the faces of the CLT team, before we get underway. Next slide.

In terms of what we will talk about today, we will start with what participants in the leadership Academy learn, you will see that content will be in the red slides. From there, we will go to the second part of our webinar today, that will be about how participants will learn. And then, probably one of the most important contributions in this webinar will be an opportunity on the green slides to hear from past participants and then, we will finish up with the blue slides about how to apply for the Academy, and then the purple slides will be questions and answers from you all about what you have heard, questions that you want to have answered prior to making application to the Academy.

Next slide please.

As I said, the next set of slides will be the red slides, and they will cover what participants at the Academy will learn.

As you will see, this set of slides sort of puts a commitment out there that we want to... Depending on where we are with covert -- COVID, be in a position to hold the 2022 AUCD leadership Academy in person, so the commitments on the slides reflect that, and we will have some conversation in a little bit about the difference between the in person Academy and virtual.

One of the key components of the AUCD leadership Academy is connecting participants to the history

of the disability rights movement. Opportunities to talk to leaders from the history of the disability rights and individual -- independent living movements think about the history of the evolution of policy and advocacy, and opportunities to talk with your colleagues and the faculty about current issues in state and national policy. So the first full day of the Academy, we really do spend thinking and talking about the history of civil rights and during the in person Academy we take a field trip to the National Center on human and civil rights here in Atlanta, so that is where we begin in the Academy. Next slide.

Sort of building on that history of civil and human rights, there was a scholar 20 or so years ago, 20+ years ago who started a way of gathering people called the circle of trust, and it comes from the work of Parker Palmer and his colleagues at the Center for courage and renewal. We have definitely use the circle of trust approach, and other tools from courage and renewal. We are particularly committed to this approach because it is rooted in community organizing with historically disenfranchised groups and provides a forum for exploring leadership, identity, personal and professional growth, organizational values and culture and sustaining efforts towards addressing complex social issues. As I said, the approach has 20+ year history of gathering people and helping them have conversations that matter.

We think it is particular important because the tools you gain from the circles of trust approach have the ability to support your resilience and commitment to work in community once you are no longer at the leadership Academy and are back in your contacts. -- Context.

Obviously, in the context of thinking about doing work, in the LE MD program or another disability organization, we want participants to have an opportunity to talk with leaders in the disability movement about building relationships and partnerships to be successful, how to work across multiple organizations, and have multiple perspectives depending on where you sit, at the work that you are trying to do.

So what we really want to do in the context of this is to create space where you as a potential participant have an opportunity to discover and enact your gifts and resources to move forward with your personal mission and the mission of your organization, and to see yourself as a leader emerging or a leader who is established but to actually be able to come back to your space with additional resources, additional ideas and perspectives, to be able to do your work more powerfully.

Next slide. There is a focus on collective impact. And these are the core tenants of collective impact. Collective impact helps people think about how to work outside of their silos and to create a common agenda, to understand how to develop shared measurement metrics, to work in a manner that supports all of the team, all of the organizations at the table, to get on the work that needs to get done. Communication is obviously important, and then the establishment of an organization that is going to hold us altogether. Those are the core tenets of collective impact and you would learn more about that at the leadership Academy and learn about that as an approach to help you do your work in your state or in your community and a more powerful way.

Next slide. So really important in terms of helping folks think about how to be leaders in their space is helping them identify their strengths, their character strengths, and we do that with a tool called VIA.

Values in action. We looked at many leadership and strengths tools in adopting this one, and we like this one because the language of it is accessible, there has been lots of work done on using it with people with disabilities, and so participants tell us that understanding their strengths, their character strengths and their signature strengths, their top five – seven strengths is a really important tool for them as leaders, as they consider going back to their context. Participants take the VA assessment and we have time to talk about what the VA strengths mean and how to use them and we follow-up over the course of the year to help people and how they are engaging their strengths and their context.

We just discussed what participants will learn at the 2022 AUCD leadership Academy. They will learn about the history of the disability rights movement, and civil rights movements and connecting themselves to the history of those movements. Two lots of self reflection via courage and renewal and trust approaches. We talked about the importance of building community alliances, introduce to you briefly to the collective impact framework, and how to build intentional crosscutting coalitions. And the last part was about the leadership strengths assessment which is BIA which stands for values in action. That is what we discussed in prior slides.

I will handed over to my colleague, Ray Washington who will go over this next section of content.

RAYNELL WASHINGTON:

Hi everyone, this is Ray. As Mark mentioned earlier, I worked at the center for leadership on disability. I have participated in the 2018 cohort of the leadership Academy and now am honored to support this leadership training. I will now go to the next set of slides that are identified as the orange slides. These will focus on how participants will learn. Next slide.

Universal design for learning is a key component into how the leadership Academy training using multiple methods of representation and engagement. We strive to ensure that it is accessible as possible through utilizing print materials, providing for materials, highlighting key components, key points that are made or will be made throughout the training on accessible various reading levels, and then providing informational resources in print, video and audio. And we also utilize graphic facilitation during the presentations and the selected small group sessions that will occur throughout the Academy.

Next slide. We want to introduce you to a form of graphic facilitation that has been used throughout the course of the leadership Academy cohorts this is Britney, also known as inky Brittany. She has joined us along the right as we have gone and had several leadership academies across the years, and have done an illustration summarizing each day. The different small group discussions, and when we cover various topics, she will do a graphic summarizing each day, each session that is covered, and each of her graphics are... She will walk through them the morning of the next day to summarize the day before what was discussed to ensure she captured everything completely.

It is a beautiful illustration to kind of add to the content and the conversations that are held throughout the leadership Academy. Next slide.

Cultural and linguistic competence. The faculty and participants of the leadership Academy come from diverse backgrounds, coupled with various diverse perspectives and lift shared experiences. They provide a support for participants through resilience and created commitment to create leaders and advocates that recognize and honor the difference of diversity, and so diversity and inclusion is embraced deeply throughout the leadership Academy and who the cohort is comprised of and the individuals that we introduce you all to come and talk to ensure that we are being as culturally and linguistically competent as much as possible. Next slide.

Throughout the leadership Academy we strive to have time for open space, learning and reflection. This is definitely a time where we embrace silence to ensure that people are able to fully process what is being discussed and conversations that are being had to ensure that individuals are able to deeply reflect on how they either relate to the topics that are being had or relate to the work that we all do. We will have small group discussions on problem solving time with faculty and peers for dialogue and exploration. Participants will help develop schedule of the follow-up activities that will occur, and then there will be year-long coaching and discussions with learning allies. And I will talk more about what an ally group is in the next slide.

Self reflection ally groups. In each cohort, the cohort is eventually broken up into smaller groups called ally groups. These will support self reflection that will be formed throughout the week of Academy, but that will be utilized after the Academy has ended. The ally groups will meet every other month over the course of the following Academy week, over the course of the year.

Ally groups will be facilitated by leadership Academy faculty member. So again, the cohort will be broken up into smaller groups that will meet over the course of one year following the leadership Academy and led by a leadership Academy faculty member.

During this time, it will be ways to reflect on what has taken place during leadership Academy, what they have gained from it, and how they are now applying the information and knowledge back within their organizations, and to provide a level of support as you navigate through any concerns or challenges or difficulties that you make it through. Next slide.

You also asked to identify a leadership coach. This will be someone that will support you to translate the information, the leadership commitments on skills into action that you gain from participating in the leadership Academy once you are back within your home organizations and agencies. This leadership coach, we ask that you identify someone within your organization that can serve as a mentorship type relationship. You will meet with your coach formally face to face or virtually with them at least six times in the course of the year after leadership Academy has ended. This is slightly different from your allied group, which is compiled of members who have also participated in leadership Academy. This will be someone that you can identify within your organization with the hopes that you will have at least two times or so while you will be able to observe them in their line of work, and they will be able to observe you and provide feedback.

Participants will be responsible for the content of four additional meetings to discuss the progress toward a self identified leadership goal developed during the Academy. So you had identified the goal

during your time participating in leadership Academy, under leadership coach will help you work towards that goal, and you will be able to track your progress, any challenges or difficulties working towards that goal, but they will, again, provide a sense of mentorship for you. Next slide.

In those previous slides that I just covered, we talked about universal design for learning and the way we strive to ensure that we meet people where they are and be as accommodating to understanding that people have various learning styles, communication styles and ways that they best receive information on the ways that we intend to do that.

The use of graphic facilitation throughout the course of the learning Academy, experiential learning, and then identifying a leadership coach that can provide mentorship as you work towards a leadership goal.

MARK CRENSHAW:

These slides in green are my sites. This is Mark again. We have the wonderful fortune of having a current AUCD director and to leadership alumni on the call with us. I have asked them to speak for about three minutes apiece about their experience in the leadership Academy and what they gained from participating. Next slide.

The first participant, and I saw her on the call, thank you for being with us, Doctor Williams. Valerie Williams, and she is the director of the center for learning and leadership at the University of Oklahoma and health sciences center and Vice Provost for academic affairs and development at the University of Oklahoma health sciences center. Welcome. I have asked her specifically to come and be on with us to talk about her perspective and why she has found the leadership Academy to be valuable resource in the development of her staff for leadership. Doctor Williams, you have sent four or five participants to the leadership Academy, and you have also been a member of our faculty. Thank you for doing this today, and take it away.

SPEAKER:

Thank you for the invitation to join you this afternoon. First of all, I have to compliment all of the folks who work on the AUCD leadership Academy. It is an excellent program. The reasons that I find it to be so wonderful are partly what has already been talked about today, so it is... It gives every member an opportunity to reflect on how they will engage on this work and situate them in the history of the disability movement. And to ensure that people have time for reflection and that engage learning with a peer group who is also learning the same kind of things about self and about other, and about community. There is nothing to me that is quite like being in a learning situation with people who have common purpose and are really striving to build on that sense of purpose with some knowledge and skills and practice, really reflecting on how am I going to bring my best work forward? Mark, you and your team and everybody who has been engaged, you are doing a wonderful job with this, and as a director, I appreciate that. For all of you thinking about applying, I will say that people have come back and said it is a lot of work, it is good work though. It is really enriching work that is both work and fun embedded together. I don't know how I would spell fun, with an F or APH, but it gives everyone an opportunity to figure out what you are investing in yourself as part of your leadership journey. So aside from whoever might send you to a program like this, I think a big part of this is about the investment in

yourself as well. In making sure that you are willing to get into it. And then, for us, in terms of coming back, being the bridge between the University and the community, which is part of what is written into what you are expected to do, and between the you said and the University as well, is not an easy thing to navigate, because you are navigating the full spectrum of expectations from higher education to direct service education, lifespan related issues, diversity issues, inclusion issues and to community life, which often does not include the word intellectual and developmental disabilities in people's common tongue. So I think walking that bridge is challenging and it is fantastic when you navigate it well. I think the Academy also sets you up for those kinds of understandings and opportunities and really feeling like you know your stuff about how you are going to work, navigating the spaces across the different affinity groups that we are often part of. I think in the context of diversity, this is also very important. There is a lot more I could say about coaching, I will leave that for any questions you have and say thank you again to Mark and your team for the work you're doing and inviting me to participate today.

MARK CRENSHAW:

Thank you very much. As someone who sits where I sit, I appreciate the way you framed the bridging of our work and of our lives. Thank you so much, and thank you for being willing to stay on and answer questions as well. Let's go to the next presenter. The next presenter is Candace Cunningham, and Candace isn't even done with her leadership Academy year yet, she is still actively engaged with her ally group, she is a research aide at the University of Missouri, Kansas City. She participated in the leadership Academy in 2021, so one year ago, essentially, she was where you are wondering if she should apply to be part of this experience.

Candace, do you mind talking about what the economy was like for you and the ways you have benefited from being part of it?

SPEAKER:

This is Candace. It was very eye-opening. I'm a real self advocate, but wondering about the inner... I cannot say the word. What we talk about a lot? I apologize.

SPEAKER:

Intersections?

SPEAKER:

Yes. I apologize. It's Tuesday, I think. The disability in the culture, which I knew, but never really fully thought about it until this Academy, and I will say, someone told me I should apply for it, the day before the application was due. I was like, "Ok, cool. And I got in! And I don't know if my boss paid you? But I loved it. I really do. I'm so happy to be part of this community.

MARK CRENSHAW:

Thanks, Candace. Will you hang out and potentially answer questions? That's great. Thank you.
(Laughs)

Our third voice on the next slide comes from (unknown name) who is the special counsel for strategic

community engagement at disability rights, California. You don't necessarily have to be in the UCEDD program to participate in the leadership Academy as she can attest. She also participated in the leadership Academy in 2021. She is not yet done with her leadership Academy year, but thank you for joining us today and talking about your experience a little bit. If you're comfortable, just talk a little bit about the experience and what you gained or are gaining from having been part of the Academy.

SPEAKER:

Three minutes might not be enough. Asian woman, black glasses, shorthair with a yellow sweater and lots of plans behind me. She/her programs. I am so jealous of folks that will be part of the cohort for 2022. If I could do it again, I totally would. Like Candace, I wasn't sure what it was going to be, but it has been such... What you get, and the slides they showed do not do it justice. What you will get is realness. There is so much love and heart that comes into the conversation. You will get to learn about yourself, about others, and the cohorts that you come with our across the nation. So you will get their brilliance, their input, their insight from their own perspective and their own lived experience. You'll come away laughing, crying, I would really highly recommend that you set aside time for this because it is an investment in yourself and in all those that are with you. I love the incorporate art, they incorporate poetry, the incorporate different visual, auditory aspects of learning so that you come away enriched for it. And you also see different styles of learning that resonates. And of EIA, you learn so much about yourself through that, and others do theirs, and then needed to share. So it is fun, it is enriching, it is not technical like that, so don't let those slides scare folks away. It is very human, very connective, and if you give yourself time and take it wholeheartedly, you will come away with a lot. I'm sure there's other things I want to say, but I don't want to take up too much time. Thank you, Mark.

MARK CRENSHAW:

Thank you so much. Next slide. Somebody in the chat asked about when... What the application deadline was. And so, the application is available today, and there is a link to it in this presentation. The deadline will be 1 March. We will begin reviewing pretty much as soon as they come in. With initial acceptances, you know, being 21 March. And final notifications for everybody who applied being by April 1.

We do that because, as you will see, the Academy starts, the intensive week starts in June, and so we have a number of pre-Academy webinars that we will ask people to attend to prepare for the Academy intensive.

That is why the application is available in gentry, and the cohort is selected and everybody is notified by April 1. That is pretty compact application., But in our experience, this allows us enough time to get people on board and begin engaging pretty early so that we are already to make the best of our time together in June.

Next slide. This is just kind of an overview of pre-Academy activities. We will have opportunity to go into specific components of the leadership Academy and then the bottom block, and purple, is kind of laying out some of the points about what we try to do during the Academy. Develop participant self-awareness and leadership strengths, provide a form for discernible -- discerning, support resilience and integrity, commitment to solving complex social issues, and create a community of leadership

advocates that recognize and honor differences and diversity.

Those are the commitments prior to and then during the week when we are all together in June. Next slide please.

So you will see this is kind of based on prior years, but you will see this is a sample schedule for a day. Sunday, 19 June is a partial day where we arrive, gather, begin the process of getting to know each other and then you will see the daily schedule. Usually there are some optional activities. We started 10 AM and conclude by 6 PM or 6:30 PM every evening. Part of the point of this is not to have it feel like an in person conference where you are scheduled every minute of every day. We want the pace of this to be a bit slower to allow you time to process by yourself, and process with others. Connect with others. You will see in the highlights, our visit to the center of human rights, some meals are part of it. And then a reception at the end on Thursday evening

, So those are the components of the in person those are the components of the in person Academy. Next slide.

On the green side, you have perspectives from UCEDD director and to Academy alumni. We talked about pre-Academy webinars and a few inches some of the Academy activities especially when we talked about small groups on that. Next slide. I think I'm turning it back over to Ray and we will talk about who should apply.

RAYNELL WASHINGTON:

These last set of slides will discuss who should apply and how you can go about doing so. Next slide. We want to start with this visual first, to show how much representation we have had in the various leadership cohorts, and so this is a visual of the US Pacific islands and territories, to just show how so many people from all over have participated in this leadership training.

For me, this resonates because I truly believe it starts with one person, and if one person can share that information to another and to another.

As we mentioned, this is a time for you to reflect for yourself, but then reflecting also on the work that you do and the people that you support. Taking this experience to learn, right? Reflect on where you are personally, but then going back to your organizations to share this information and this knowledge. I think this is a great way to visualize that. Next slide.

Who should apply? Each cohort has typically been 24 participants. We strive for the cohort to be diverse in terms of having various races and ethnicities represented, genders, abilities, we strongly encourage faculty and staff to apply, but that is not a limitation. Others are welcome to apply as well. Current and emerging leaders of state and national disability organizations and other community and university partners are all able to apply to be part of this training.

So how do you go by -- about applying. You can submit an application to the application portal. There is a portal set up or you can complete the application online, or you can download a word paper

version of the application. And those two links are on the PowerPoint and they can be shared in the chat as well. Along with your application, we will also ask that you provide us with a current resume, a letter of support for someone within your organization, a senior organizational representative, and then a 250 word biography statement where you will be given questions to kind of guide your statement.

And then if you do need any support completing your application for whatever reason, we encourage you to reach out to us so that you can receive that support. We want to be with you throughout this process, not just if you are accepted or not, but you know, with anything that you may need, what ever question that you may have. So you can feel free to email myself or Mark, and our emails are on the slide and I also provide our emails in the chat as well in a second. Next slide.

In the slides, we covered how you can go about applying, sending in an application for the 2022 AUCD leadership Academy. Again, you can do so online or download the paper application along with the other components needed to go with your application. A current resume, a letter of support from a senior representative within your organization, and then a 250 word biography statement.

And again, if you need any level of support with completing any of these materials or components, please reach out to us. Next slide. Now we want to take a moment for you all, I know that there has been a few questions that have come through the chat, and some that may have been answered. I'm not sure if all of them have been answered. If you have any additional questions, feel free to ask them in the chat, or you can also unmute to ask your question. We may be able to provide a response.

MARK CRENSHAW:

The first question after you open it up for questions was about the fee for participating. This is Mark. For the in person Academy, the fee for participants is \$1000. That includes materials, obviously, that she receives and includes a certain number of meals during the week. Obviously, it is meant to match up some of the experiences related with putting the Academy on. One of the reason we asked for a letter of support from a senior leader in your organization is we are asking them specifically to say that they will support you in having this experience and that they make the commitment to help support you financially through the process and also commit to giving the time that is necessary during the week as well as in the post-Academy activities. So we have worked with AUCD in the past to find resources to support attendees who might not otherwise be able to attend. So please do not allow any concern that you might have related to being able to pay to be the reason you do not apply, because we will work with AUCD to make sure that folks who apply and to make the cut for the cohort can attend. We will do our best in every situation where that is a concern to find resources to support people to attend.

Yes, so the other question in the chat from my says beyond the program cost, are there additional costs to attend? There will be costs related to attending the in person Academy, so flights cost to travel and hotel are not included in the fee for the Academy. So absolutely, the total cost in addition to the cost to attend the Academy, which I said is \$1000, you would also have costs related to travel and accommodation while you are here.

Historically, we have had a list of hotels available to participants that are close to downtown Atlanta. The Empress and Academy takes place all within about a 2 mile radius of the Georgia State University

campus so we share with participants a list of hotels that we recommend that you consider. So, Ray just reminded me, we actually have a poll, so we will be talking with the folks at AUCD in the next week or so, sort of making or cementing the plan for whether this experience this year will be in person or virtual. We are committed to trying to have it be in person, but obviously, coronavirus may or may not allow us to do that. We want to make sure everyone stays healthy. So we do have a few poll questions. We want you to poll the people on the call about your comfort level and how you would like to attend the leadership Academy. We will take this as a data point to our conversation with AUCD to make the decision about how to think together about whether we should have this be in person or virtual for 2022.

Thank you to those of you who have responded to the poll already.

MAUREEN JOHNSON:

This is Maureen. Going to close the poll, so please get in your answers as soon as you can.

MARK CRENSHAW:

Tariq, I see her question about self-direction budgets. We have never had someone pay for the leadership Academy through self-direction budget before. So Sylvia, I see her question. If the event takes place in person, and we are still dealing with the pandemic, is it safe to assume that particles will be in place to ensure the continued health and safety of participants. Absolutely, we will take all precautions to keep people safe in the context of the world in which we are living. So we will ask participants to mask and to socially distance and observe all proportions that we can to keep people safe and healthy. In the context of an in person event and we are already paying attention to the data so that we can make the best decision we are able to in terms of that. Miku, I hope you set -- I said that name correctly. Just wanted to make sure that it was allowed... The chapter left me. To have people...

MAUREEN JOHNSON:

I read the question for this. They asked, "Just wanted to make sure but is it allowed to apply for this program from outside of the US. I currently live in Japan."

MARK CRENSHAW:

I would say, once again, we have not had someone outside of the US participate in the leadership Academy previously. What I would say is if given what we have said you are interested, and could potentially arrange travel to Atlanta, during a time when we plan to attend in June, knowing that the application is competitive, I wouldn't see if the travel can be arranged, I wouldn't see any reason to oppose -- dissuade you from applying. I hope that answers your question.

Just wanted to thank folks. It is 5:56 PM here on the East Coast. I wanted to just say thank you to Doctor Valerie Williams, Candace Cunningham and (unknown name) for joining us this afternoon, spending their time to give you their perspective about their connection to the leadership Academy. And thank you to all of you who were on the webinar today. Here is contact information for the leadership Academy. Please don't hesitate to reach out if we can answer questions related to 2022 AUCD leadership Academy. Thanks so much for taking the time to have this conversation today.

MAUREEN JOHNSON:

Thank you so much for joining our webinar and to the alumni panel. Please complete the brief survey providing your feedback about this webinar in the chat box. This link will also be emailed to all participants. This webinar has been recorded and will be posted on the webinar event page in about five business days. Thank you.

SPEAKER:

Thank you.

Live captioning by Ai-Media.