

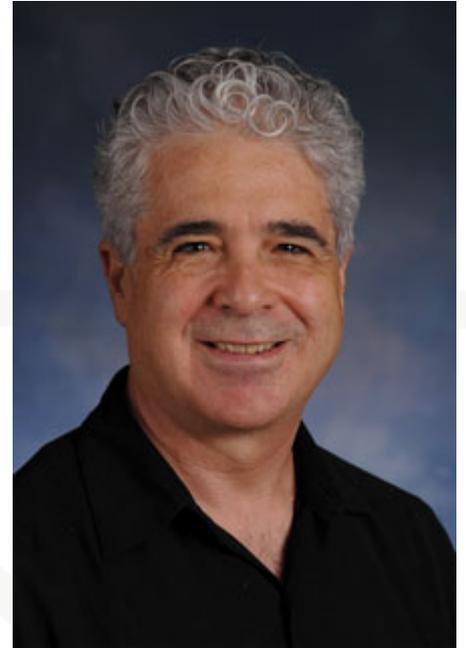


AUCD
LEADERSHIP
ACADEMY

Shaping the future of disability

Introduction

Daniel Crimmins



What we'll talk about today...



1. What will participants learn? (Red)
2. How will participants learn? (Orange)
3. What do past participants say about the experience?(Green)
4. How do you apply?(Blue)
5. Questions and Answers (Purple)

The next set
of slides will
answer....

1. What do participants
learn?

History of Disability Rights Movement

Red

We will explore the history of American Civil Rights Movements followed by discussions of our shared commitment to social justice:

- History of disability rights and independent living as movements
- Evolution of disability policy
- Current issues in national policy
- State-level issues
- Advocacy

Courage & Renewal and Circle of Trust

Red

Courage & Renewal and Circle of Trust as an organizing framework:

- Is rooted in community organizing with historically disenfranchised groups
- Incorporates extensive experiences with leadership identity, learning, growth, and sustained effort toward solving complex social issues
- Has a 20+ year history of utilization with emergent and established leaders
- Provides a forum for exploring professional and organization values, vision, and core commitments
- Supports participants' resilience and commitment to creating a community that recognizes and honors difference and diversity
- Can be delivered within the time frame of the Academy while still leaving time for exploration of other UCEDD/LEND/disability organization topics

We will have presentations and activities with leaders of UCEDDs and other disability organizations featuring:

- Examples of successful partnerships that addressed multiple organizations and perspectives – universities, community partners, advocacy organizations, and provider agencies
- Illustrating one of the tenets of *Courage & Renewal* that leadership involves “creating the space where people can discover their resources”

Collective Impact has been put forward as an alternative to work long-conducted in “silos” and often not leading to sustainable change. *Collective Impact* identifies five necessary conditions:

1. Creating a common agenda
2. Developing shared measurement and metrics
3. Working in a manner that is mutually reinforcing
4. Communicating continuously
5. Establishing a backbone organization

- *VIA – Values in Action*
 - An assessment of 24 character strengths – describing “who you are” in everyday language
 - <https://www.viacharacter.org/www/Character-Strengths/The-Science-of-Character-Video>
 - All participants (and faculty) will complete the VIA prior to the academy.
 - We will review the findings from the *VIA* and discuss them in small groups.
 - Assessments will create a shared vocabulary to discuss strengths

We just discussed:

*What will
participants learn?*

- History of disability rights movement
- Self-reflection via *Courage & Renewal* and *Circles of Trust* approaches
- Importance of building community alliances
- *Collective Impact* framework - building intentional cross-cutting coalitions
- Leadership strengths assessment – using the *VIA - Values In Action*

The next set
of slides will
answer....

2. How will participants
learn?

- Multiple means of
 - Representation
 - Action and expression
 - Engagement
- Accessible print materials – key points highlighted at accessible reading levels
- Informational resources in print, video, and audio
- Graphic facilitator(s) during presentations and selected small group sessions

Graphic Facilitation

Orange

12.14.20



DAY 1

"Bring all of you."
HISTORY, YOUR CULTURE, DREAMS, FEARS, STUFF THAT ANGERES YOU....
all of that IS WELCOME."

Ob the FOURTH ANNUAL
AUCD LEADERSHIP ACADEMY
ASSOC. OF UNIVERSITY CENTERS ON DISABILITIES

AUCD PREZ JOHN TSCHIDA

EXPERIENTIAL LEARNING
- NOT A TRADITIONAL L'SHIP TRAINING

1993 CHANGED MY LIFE → WENT TO WORK AT THE CAPITOL → CLEARLY THIS IS NOT MEANT TO WORK FOR THE PEOPLE

SO YOU DECIDED TO USE YOUR POWER FOR GOOD
LIZ WEINTRAUB

WHO IS HERE?
IN KY BRITTANY.COM

MA DEV. DISABILITIES COUNCIL
MASS
NEW MEXICO
LEAD FACULTY NY
UCEDD DIRECTORS
ROCHESTER NY
DELAWARE
LAW STUDENT
EARLY CHILDHOOD RESEARCHER
PA
SIBLING ADVOCATES
OT
CA
dr
DISABILITY RIGHTS CALIFORNIA
WI
NH
GA STATE UNIV. CENTER FOR LEADERSHIP IN DISABILITY
MO
NJ
NC

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CIVIL RIGHTS
MetaNarratives
MONTGOMERY BUS BOYCOTT
HAVE SOME MAJOR POINTS MISSING



ONE DAY ALL OF A SUDDEN, ROSA PARKS DECIDED TO BE AN ACTIVIST
THERE WAS THIS HEROIC FIGURE.
MARTIN LUTHER KING JR.
THEN ALL WAS WELL

LIFT EVERY VOICE
LET WAS A SPIRITUAL MOVEMENT
WE SH...
OVERCOME

PRAYING & SINGING FOR HOURS BEFORE & AFTER MEETINGS

REFLECTIONS

FROM COOKING TO RUNNING THE MIMEOGRAPH MACHINE
TO ORGANIZING CARPOOLS...
NO NEED TO NEGOTIATE WHEN YOU COME UP W/ ALTERNATIVE SOLUTIONS TO TAKE CARE OF YOUR OWN

MOM & DAD YOU NEED TO GET WOKE
MY FAMILY IS AT THE INTERSECTION
LIVABLE WAGE
INCLUSION
BLM



SO MANY IDENTITIES

12.14.20
IN KY BRITTANY.COM

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- Faculty and participants from diverse backgrounds, perspectives, and lived experiences
- Support participants' resilience and commitment to create a community of leaders and advocates that recognizes and honors difference and diversity

- A slower pace for learning and reflection
- Small group discussion and problem-solving
- Time with faculty and peers for exploration
- Participants develop schedule of follow-up activities and presentations
- Year-long coaching and discussions with allies

Self-reflection Ally Groups

Orange

- Groups supporting self-reflection (Allies) will be formed during the academy week
- Allies will meet every other month over the course of the year following the academy week
 - Ally groups will be facilitated by a Leadership Academy faculty member

Leadership Coaches

Orange

- Leadership coaches will support participants in the translating Academy leadership commitments and skills into action in their home organizations
- Coaches will meet formally face-to-face with participants six times in the year following the in-person training in Atlanta.
 - At least two of these sessions will be observations: one where participant observes the coach and the other where coach observes participant.
 - Participants will be responsible for the content of four additional meetings to discuss progress toward a self-identified leadership goal developed during the Academy.

We just discussed:

*How participants
will learn?*

- Universal Design for Learning
- Graphic facilitation
- Experiential learning
- Self-reflection ally groups
- Leadership coaches

The next set
of slides will
answer....

- What do AUCD Leadership Academy participants say about the experience?
- Academy schedule

Micah Orliss, Academy Alumni ('20)

Green



Micah Orliss
Keck School of Medicine
University of Southern California

Jeiri Flores, Academy Faculty & Alumni ('18) Green



Jeiri Flores
Advocacy Discipline Coordinator
Rochester LEND
University of Rochester

Application Timeline

- Application Due: Monday, March 1st at 11:59 pm (ET)
- Application Decisions Made: Monday, March 15th 7:00 pm (ET)

Pre-Academy Schedule

- First Webinar: Thursday, April 1st, 3:30-5:00 pm (ET)
- Webinars follow every two weeks: Thursdays, 3:30-5:00 pm (ET):
April 15th, April 29th, May 13th, May 27th, June 10th

AUCD Leadership Academy ACTIVITIES

6 Pre-Academy Webinars (1) Courage & Renewal / Group Agreements (2) Getting to Know Your Cohort (3) Strengths Based Leadership & VIA (4) Two Loops Model of Organizational Change (5) Collective Impact (6) Creating your AUCD Leadership Academy Learning Space	April, May & June Thursdays 3:30 - 5:00 pm ET
Virtual Leadership Academy Virtual meeting space with a mix of large group/small group interactions along with some time for individual reflection; including significant scheduled breaks	June 21-25 Monday-Friday 11:30 - 5:00 pm ET
4 Learning Ally Circle Calls 2-hour group leadership calls scheduled by the Center for Leadership in Disability (CLD)	August, October, February & April
6 Coaching Meetings January: Coaching Webinar By March 1: Schedule meeting with Leadership Coach By May 1: Participant Observes Coach By July 1: Participant and Coach meet By September 1: Coach observes Participant in Context By November 1: Meeting 3& 4 – Wrap-up	Determined by Trainee
Wrapping up the Year Wrap-up (1) Applying your Strengths (2) Tools and Skills in Context (3) Wrapping up the Leadership Academy Year	May
AUCD Conference Reunion	TBD

- June 21st – June 24th (Daily Schedule)
 - Meditation / Mindfulness – 11:00 am
 - Opening session – 12:00 pm
 - Conclude by 5:00 pm
- June 25th
 - Agenda begins a noon
 - Turning toward home
 - Schedule concludes at 2:00 pm
- Opportunities for individual, small group and large group reflection
- Bring a leadership challenge and gain wisdom from a small group of colleagues who will support you through the year
- Put your leadership in both historical and societal contexts
- Build relationships with a cadre of leaders who can become collaborators post-academy

**We just
discussed:**
*How will
participants learn?*

- Perspectives from two alumni
- Application deadline and pre-academy webinars
- In-person Academy schedule
- Post-academy activities

The next set
of slides will
answer....

4. Who should apply?
 - How do I apply?

Who should apply?

Blue

- 24 participants
- Diverse participant cohort
- Target audiences included
 - Faculty and staff of UCEDDs and LENDs
 - Current and emerging leaders of state and national disability organizations
 - Other community and university partners

How do I apply?

Blue

- Submit your application through the application portal: <https://scholarworks.gsu.edu/aucdleadacademy/> or download a word version of the application here: <https://disability.publichealth.gsu.edu/academy/>
- Completed application will include:
 - Current resume or curriculum vitae
 - Letter of support from senior organizational or agency representative
 - 250 word biographical statement

**We just
discussed:**
*Who are
participants?*

- How to apply for the 2021 AUCD Leadership Academy
- Review of the components of a complete application

What
questions do
you have?....

5. Questions & Answers

Today we talked about...



1. What do participants learn?(red)
2. How do participants learn? (orange)
3. What did past participants gain
4. from the experience (green)
5. How do I apply? (blue)
6. Questions & Answers? (purple)

Contacts

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