



*Shaping the future of disability*

# **AUCD Leadership Academy Informational Webinar**

February 14, 2019

 **AUCD**  
**LEADERSHIP**  
**ACADEMY**

*Shaping the future of disability*

# Introduction

Dan 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

We will visit the *National Center on Civil and Human Rights* in Atlanta with an introduction by Mark Johnson and 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* 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 cohorts of 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

*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

History of  
Advocacy,  
Disability Rights &  
Independent Living  
Movements

**Leadershi**

**p  
Academy**

*Courage &  
Renewal*

*and Circle  
of Trust*

Collective  
Impact

Partnerships,  
Networking &  
Community  
Organizing

Self-  
Awareness of  
Personal and  
Organizational  
Strengths

Pedagogy for the Leadership Academy informed by cultural and linguistic competence (CLC), Universal Design for Learning (UDL), and experiential learning

**We just discussed:**

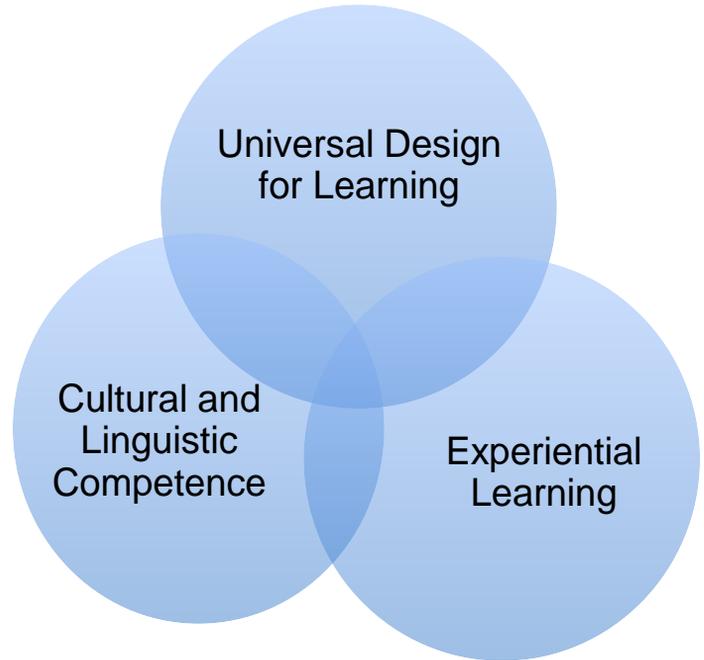
*What will  
participants learn?*

- History of disability rights movement
- Self-reflection via Courage & Renewal and Circles of Trust approaches
- The importance of building community alliances
- Collective Impact Framework- building intentional cross-cutting coalitions
- Leadership Strengths assessment- VIA-Values In Action

The next set  
of slides will  
answer....

2. How will participants  
learn?

# Pedagogical underpinnings



- 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



- 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

# Experiential Learning

Orange

- 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

- 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 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

# Chanda Dunn ('17)

Green  
n



Chanda Dunn  
University of  
Tennessee Health  
Sciences Center

# Jeiri Flores ('18)

Green  
n



Jeiri Flores  
Advocacy Discipline  
Coordinator  
Rochester LEND  
Rochester, NY

# Suzannah Iadarola ('18)

Green  
n



Suzannah Iadarola  
Associate Director,  
Diversity & Cultural  
Competence  
Strong Center For  
Developmental Disabilities  
Rochester, NY

# Year At-a-Glance

Green  
n

Application Phase		
Nov 1, 2018		Application Available
NOW!		Application Review Begins
Mar 1, 2019		Application Deadline
Mar 15, 2019		Initial Acceptances
Mar 30, 2019		Final Applicants Notified

## AUCD Leadership Academy ACTIVITIES

### 3 Pre-webinars

- (1) Academy Overview
- (2) Strengths-based Leadership
- (3) Courage & Renewal

May & June  
(60 min each)

### Leadership Academy in Atlanta

- (1) Develop participants' self-awareness of leadership strengths
- (2) Provide a forum for discerning professional and organization values, vision, and core commitments
- (3) Support participants' resilience and integrity to sustain a commitment to solving complex social issues
- (4) Create a community of leaders and advocates that recognizes and honors differences and diversity

Last week in June

## – June 23

- Arrive -- 3:00 to 3:45 pm
- Opening session at 4:00 pm
- Dinner provided
- Conclude by 7:30 pm

## – June 24 – June 27 (Daily Schedule)

- Meditation / Mindfulness -- 8:30 am
- Coffee / Networking -- 9:00 to 9:45 am
- Opening session -- 10:00 am
- Conclude between 6:00 and 6:30 pm

## – June 28

- Depart by 3:00pm

## – Other Highlights / Additions

- Lunch provided on June 24<sup>th</sup> followed by visit to National Center on Civil and Human Rights; transportation provided
- Lunch also provided on June 27<sup>th</sup>
- Dinner and entertainment on the terrace at the Georgia State University College of Law on June 27<sup>th</sup>

## AUCD Leadership Academy ACTIVITIES

<b>4 Learning Ally Circle Calls</b> 2-hour group leadership calls scheduled by the Center for Leadership in Disability (CLD)	August, October, February & April
<b>6 Coaching Meetings</b> August Coaching Webinar By October Meeting 1 - Schedule contacts and commitments By December Observation 1 By February Meeting 2 By April Observation 2 By June Meetings 3 & 4 (wrap-up)	Determined by Trainee
<b>3 Post-webinars</b> The topics are developed based on conversations that take place during the week in Atlanta. Past topics have included... (1) Leadership Coaching (2) Self-Care at Work (3) Claiming a Disability at Work	August, October & January (60 min each)
<b>AUCD Conference Reunion</b>	November (optional)



# **We just discussed:**

*How will participants learn?*

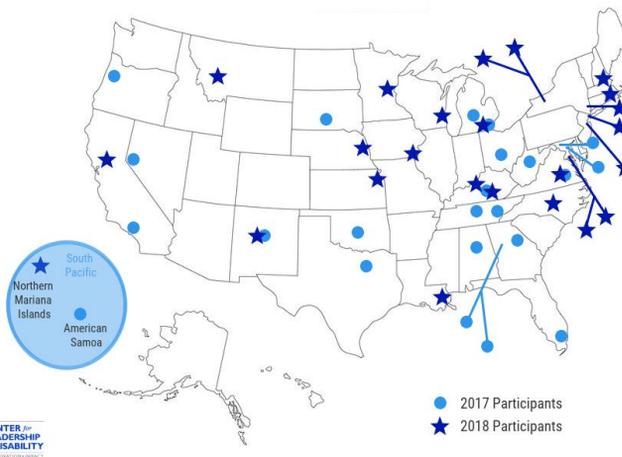
- Perspectives from 3 alumni
- In person Academy schedule
- Pre-academy webinars
- Post Academy activities

The next set  
of slides will  
answer....

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

## AUCD Leadership Academy Participants

AUCD  
LEADERSHIP  
ACADEMY  
*Shaping the Future of Disability*



CENTER for  
LEADERSHIP  
YEARS in DISABILITY

# 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

- 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 2018 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

## Mailing Address

Center for Leadership in Disability at Georgia State University  
75 Piedmont Ave. NE Suite 514  
Atlanta, GA 30303

## Email Address

[aucdacademy@gsu.edu](mailto:aucdacademy@gsu.edu)

## Website

[www.cld-gsu.org](http://www.cld-gsu.org)

## Phone Number

(404) 413-9334