




***INCORPORATING THE  
ED&I ACTION PLAN  
INTO THE GOALS AND OBJECTIVES  
OF THE UCEDD FIVE-YEAR PLAN***

Webinar sponsored by the AUCD UCEDD Resource Center  
September 8, 2021



# What we'll do today...

- *Briefly* review background for the ED&I Action Plan
- Take a look at some considerations that reflect an ED&I commitment across the core functions
- Breakout sessions for discussion on specific strategies for incorporating goals into the UCEDD five-year plan
- Return to large group for shared perspectives and wrap-up

# Background considerations (1)

- Our funders have called for activities aligned with equity, diversity, inclusion, and cultural and linguistic competence *for decades!*
- Disparities in access, quality, and outcomes across virtually all systems of services and supports *persist*, particularly for individuals with intellectual and developmental disabilities from historically underserved ethnic and racial groups.
- To build on the wisdom of the great philosopher Yoda, it is time to  
*”DO, or do not. There is no try”*
- Collectively we must **DO** more, **TRYING** is not enough

# Background considerations (2)

- The *Equity, Diversity, and Inclusion Action Plan (ED&I)* for the *UCEDD Network* outlines activities in four areas
  - *Crosscutting Considerations*
  - *Workforce Diversity*
  - *Cultural and Linguistic Competence*
  - *Local and State Impact*
- An important theme across all areas is an emphasis on UCEDDs as *university programs* with a mission of serving as bridges to their communities
- The plan also recognized the many efforts by UCEDDs to move this agenda over the years

# Background considerations (3)

- The *ED&I Action Plan* is premised on:
  - *CAC engagement*
  - *Meaningful roles for individuals with disabilities and their family members in development and implementation of activities*
  - *Partnerships with other DD Act programs to enhance capacity and optimize resources*
  - *Acknowledgement that action requires investment of time and resources*

# Core function – Interdisciplinary Preservice Training and Community Education

- Focused and successful recruitment of trainees from diverse racial, ethnic, and disability identities
- Content and competencies related to ED&I
- Community education participants *and* presenters from diverse racial, ethnic, and disability identities

# Core function – Community Services and Supports

- Community service participants represent diverse racial, ethnic, and disability identities
- Demonstrating culturally adapted approaches to supports and interventions
- Population-specific services and supports based on identified need

# Core function – Research and Evaluation

- Identifying disparities in access, quality, and outcomes experienced by diverse racial, ethnic, and disability identities
- Contributing to the academic literature on culturally adapted approaches to supports and interventions
- Engaging individuals in every step of the research process
- Community education participants *and* presenters from diverse racial, ethnic, and disability identities



# Core function – Information Dissemination

- Accessible formats
- Plain language summaries
- Getting information to people using non-traditional channels

# Breakout groups – plan for 40 minutes

- By core function and engaging the CAC
- Three questions
  - *What is one example of your UCEDD doing well in implementing its commitment to ED&I – specific to the core function or CAC engagement?*
  - *What is a potential new area for your UCEDD five-year plan?*
  - *Can you state it as a SMART goal?*  
*Reminder – Specific, Measurable, Attainable, Relevant, Timely*
- We will return and ask for an example from each group

# Final thoughts

- Thanks to all of you for your commitment and interest
- Thanks to our breakout facilitators and AUCD
- Collectively we must **DO** more, **TRYING** is not enough
- ED&I ownership goes beyond charismatic leaders, committees, and designated champions – it must be woven into the fabric of the organization

# Resources

- AUCD URC website: <https://www.aucd.org/urc/>
- Diversity and Inclusion Toolkit on the AUCD website: <http://www.implementdiversity.tools/home>
- National Center for Cultural Competence at Georgetown University: <https://nccc.georgetown.edu/>