

AUCD – 2020 AUCD Leadership Academy Informational Webinar
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4:00 to 5:09 p.m.
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>> Hello and welcome, everyone to AUCD Leadership Academy Pre-Application Webinar. I'm here from ACD. I would like to thank you for joining us today. I would like to address a few details. Because number of participants, your audio lines are muted throughout the call. You can put in a chat in the chat box to whole audience or presenters only. We will compile your questions at end. This webinar is recorded and be available on AUCD's website. And a short evaluation at close of webinar. We ask you to join us for feedback. Please welcome Mark Crenshaw. Mark?

>> Good afternoon. Grateful to have this chance to be on the webinar with you guys today to do an introduction to the AUCD leadership academic -- academy. We are doing this in advance for application of 2020 leadership academy. Our goal today -- can you go to the next slide. I think it's going to give us -- yes. The first slide is what we will talk about today. And I want to call your attention to the colors that are associated with the five things we will cover. The first one says what participants will learn. It's red. Red slides will be about what the participants will learn in the leadership academy. Second section will be how they will learn particularly and those are in orange. The third section is about what you past participants say about the experience. We are fortunate enough to have alumni on the web with us today. Grateful for that. And really grateful for their time and willingness to cheer with you about what they gained from the experience. And then sort of the fourth one -- fourth section is about how do you apply to the leadership academy. Those slides will be in blue. Fifth and final section will be the purple slide. That's an opportunity for you to ask questions or retrieve questions from chat box. We can answer the questions you may have in advance of making application. Okay?

So as I said, next set of slides are in the red. What to participants learn? Next slide. So in the context of one of the things that we think is really important about what we do at the AUCD Leadership Academy here while participates are in residence with us here is a conversation about sort of finding yourself in the history in the context of the American Civil Rights Movement. And so on Monday afternoon, we spend time with Mark Johnson who is one of founding members of ADAPT which is direct action focused disability civil rights organization. And Mark Johnson is one of founders of that organization. Will be with us and sort of provide context about his involvement in the civil rights movement in disability rights

movement. We will do -- take a tour of that National Center on Civil and Human Rights. What we want folks to learn from that is about the history of disability rights and independent living movement, evolution of disability policy and advocacy and current issues in national and state policy. Next slide.

Second sort of component in terms of what participants will learn that we think is really important is sort of some information around what is called courage and renewal and circle of trust framework. It really is sort of a way of being community together. We spend lots of time sort of using the tools of courage and renewal and the circles of trust approach. And the reason we do that is that it's rooted in community organizing with folks who might have historically not had a voice in their communities. We think it's a forum for -- identity. Personal growth and organization and values and culture and tools for sustaining efforts towards addressing complex social issues. Has a history. People have been using this framework and tools for a long time. With some success. And we think it supports participants resilience and creating a community that recognizes and honors difference and diversity. Andy, you would want me to say this about courage and resilience. We use pure renewal approach. We borrow tools from other approaches as well like art of hosting and things like that. But when we talk about courage and renewal, you will certainly be as a participant in the academy, you will be steeped in that approach to listening and talking with each other and reflecting on your own experience and your place in your organization. We think what the approach offers.

>> I think -- hi.

>> Go ahead.

>> Go on back. Hi, this is Andy Roach. Mark and I are both faculty in the leadership academy. And I really want to emphasize that the encourage and renewal circles of trust framework is sort of provides the structure for what we're going to be doing during the week and sort of the guiding sort of principles for how we are going to create space together. And maybe most important thing to recognize is sort of the structure of how we put together the leadership academy is that unlike some professional development experiences that you will have, not a whole lot of time is spent in sort of traditional lecture format.

So, you know, sort of sense of one person on the stage presenting a PowerPoint much like we are doing right now and you taking a lot of notes is really not what the week is about. It's about a time for people to come together and sort of collective and personal sort of reflection and exploration for the purpose of building sort of a foundation of taking on leadership and ongoing leadership and in our organization.

>> Other thing I would add, Andy, just that I think and the past participants can speak to this in probably more powerful way than we can, there is intention of building community of folks who can have conversation together about leadership journeys. And so there is not a lot of didactic presentation in terms of this. Not a traditional classroom setting. That offers us ways to do things differently.

>> Next.

So in addition to the circles of trust framework and focus on disability and rights, presentations from leaders from other organizations. UCEDD is some of those organizations. They talk about partnerships and bringing organizations together and presenting -- solve complex challenges to work together and there is a -- quote here is -- one of the tenet of courage and renewal leadership involves creating the space where people can discover and enact their gifts and resources. Participants have opportunities to interact with folks from other disability serving organizations from across the nation and to hear each other's stories and

share resources and ideas. One of the things that our friend Matthew Williams says about this experience, we have the courage and renewal framework. That's a container for the conversation we are going to have. In many ways, the people become the content for the week. Next slide.

We will pay some attention to collective impact. It's a framework from the Stanford innovation folks. It involves sort of a framework about how organizations come together in cross-sector partnership to create the conditions for success and change. And it involves -- you can see it there, creating common agenda, developing shared metrics, working in a manner that is mutually reinforcing and communicating continuously and establishing a backbone organization. There is opportunity to hear examples about how organizations have enacted it.

Obviously, and we think it's a nice tie-in with the focus on ways we think about disability and people with disabilities, and their families and the gifts and skills they bring. We think that in order to lead in ways that are helpful and reinforcing. That we want them to have vocabulary from leading from strengths. We decided when we were putting this together with the help of a leadership team and stakeholders from all around the country that we wanted to use the values and action of VIA assessments in strengths. Everyone who participates in the academy does this via self-assessment, brings to Atlanta and have conversation about how you can use your strengths at work in your organization and elicit the strengths of the people on your team to be more effective and more powerful together in your work. On the slides that we looked at, we discussed what participants in the leadership academy will learn. We talked about conversation of history of disability rights movement. Self-reflection is going to be a core component of this experience and courage and renewal and circles of trust approaches are going to be important in creating a container for that situation. We talked about have focus on importance of building community alliances. We are going to introduce folks to collective impact framework so they have skills and tools to build intentional cross-cutting coalitions and talk about VIA values in action so they can come back with unique profiles and be able to take that back to their context.

Andy, do you want to talk about next set?

>> These orange slides, next section is going to talk about some of the ways we are going to present the learning materials and sort of engage together. You can go ahead to the next slide. One of the things we are committed to in the slides are a representation of that is idea of universal design for learning. As a center but also as a leadership team for the academy. Really strive to present information and construct activities that allow for multiple means of representation. So the way information is delivered, action, expression, different ways for people to respond to those. Cross different modalities. And engagement. Allowing people to make connections in ways that are right for them to the materials. Some of the ways that we work to create accessible print materials. A lot of concepts are provided in short summaries that are accessible reading level. Plain language. We try to create resources that go across different types of presentation format. Print, video and audio. We have been fortunate to have last three years is to have a graphic facilitator during the presentations and is available for some of the small group work to sort of record in graphic mode the discussion and sort of the key points that are introduced. I think we have pictures of Britny's work on the next page. So each year we've ended up probably with 75 pages of graphic facilitation that really create, I think, a nice visual record of our time together as well as a resource for people to come back and look at the materials that were discussed in both writing and visual presentation.

So another sort of value is cultural and linguistic competence. Recognizing that people come from diverse backgrounds, perspectives and lived experiences. And so we strive to create diverse group of participants and to have different backgrounds and experiences in our presenters. And all for the purpose of building in support for everyone's resilience and commitment to this work which we recognize is both takes a lot of courage and commitment, but also happens in spaces that are increasingly diverse and needs to honor and be responsive to the differences in our mitts.

We have already kind of touched on this. Curriculum and the way the week is designed is intentionally I think slower than some professional development workshops or information that you have. It's not sort of an information dump. It's really an opportunity for a slow pace that encourages you to have space to really work both opposite individual and collectively reflecting and problem valving. Space for dialogue and discussion and time for people to really connect, I think, with one another.

And then I think an interesting feature of this -- is that it is person-driven, participants have both within the schedule itself opportunity to use open space technology to encourage people to introduce issues and have space for that as well in helping us shape the follow-up activities that happen during the year after the week-long in-person event.

Also, during the year after we have different interactions with mentors or coaches as well as with -- ally group. We will talk about that on the next slide. I think. Yes! I think a novel and important feature. I will be interested to hear what our alums think, we form groups for self and communal reflection. You stay with that group throughout the course of the year. And every other month, we have -- use Zoom which we are using today for this. One group facilitates the groups during the conferences. Opportunity to talk about challenges, successes, sort of their progress on whatever leadership challenge introduced during the academy and really to build and sustain that sense of community, I think, is initiated and -- during the week-long time together.

Participants will work with leadership coaches. They are folks often in their sight and they haven't always been in that. Their sort of job is to work with you. Ideally have six face-to-face meetings following the year -- in the year following the training in Atlanta. Two of those are supposed to include an observation one where participant, academy and participant observes the coach and other where coach observes the participant. And other meetings for discussing your progress on your leadership goal. And you will help identify those coaches. You might start thinking about people you would want to work with during the course of the year. So what we just discussed during this session is some of our instructional strategies that will help participants with learning and engaging in our academy activities including universal design for learning, graphic facilitation. Experiential learning and self-reflection ally groups and work with lip coaches.

Now it's an opportunity for us to hear from leadership academy participants. I think we have a slide for each person.

>> Yeah, so Anna, can a introduce them sort of in succession and then have prompts that I will just put out to them and let them respond to as they want to? So the first person on the academy alumni on the wall with us today is Wanda Felty. Wanda works as community leadership and advocacy coordinator at Oklahoma UCEDD in Oakland city and also the faculty for Oklahoma LEND there.

>> Jeiri Flores is advocacy discipline coordinator at Rochester LEND. Jeiri just got off the COLA council and leadership advocacy for AUCD. Vice chair of COLA. Joined the leadership

faculty. And she will be sharing with us. And one more slide. Third person and certainly the last but not least, Matt Gianino, associate director of institute on disability in university of New Hampshire. All three of them on the call today. I will throw the -- toss the prompts that I sent you ahead of time and you can decide how much or how little you want to talk about each of them. So the first one says, what were the components of leadership academy that made the experience an important one for you?

Wanda, you are un-muted first.

>> Yes. I beat you all. Components first of all is the fact that you go in with a load of preconceived ideas. Even if you talked to somebody about it. You come in with these prejudice and or ideas and within the first hour it all switched. The process you all have is immaculate in my opinion. I never would have imagined that where we started from and where we end and the fact y'all the teachers had to work through the prejudice that I brought with me of whether I belonged there or not. So the process is probably the most powerful process that y'all say it's a week. I'm still checking that calendar. I say it's a month because where we started and where we ended.

>> Thanks, Wanda.

>> Good afternoon. Everybody. This is JD. I would say reflection piece is one of biggest for me. Something I still try to practice today. I left the leadership academy two years ago. Reflecting on myself and space that I take up and space that others take up with me and looking at moments I should be celebrating more and I brush past and go on to next thing. Practicing that pause and taking that moment to be in that moment and not just like, why did this next thing? Let me move on to the next. That's something I carry with me. I ask my best friends to practice with me so I can better at it. Not one thing that I learned there and left there. It's something that I continuously try to practice now that I'm home and finished and two years out.

>> Thanks, JD.

>> Hey, everyone. This is Matt Gianino. It's a great question. It's a big question. I think one of the things that made the experience itself really impactful and important was how well the facilitators and the faculty created a space that was prone to openness and honesty which is, I think, critical to successful experience there. I was very appreciative of that and went a long ways to have a successful experience that week.

>> Great. Thank you. So the second question I have is, what was or has been the most impactful part of leadership academy for you?

>> I will continue if that works for everybody. This is hard question to answer, I started to think about this and had several different things. By the end of the day, because of unique experience that week and sustained activities around it, I think my opportunity to continue to engage with my allied group has been most impactful particularly with support and facilitation with Andy. A great way to continue a connectedness with the curriculum and the individuals that certain cohort members and also work through leadership challenges and support others as they work through leadership challenges. And, like, Mark was mentioned earlier, we continue to meet every month. That's most impactful for me.

>> I think -- this is JD. I think I've been spoiled to be honest. I don't -- I say this as a humble brag. I think I not only have been spoiled by my cohort but by the faculty as well. I just having such a connection to so many people, you know, it's like you kind of find your family everywhere you go now. That's how I feel it to be. When I go to AUCD, it's not overwhelming. I know my people will be there. I asked people to go to lunch. Instead of struggling to find

someone to eat with, I had a bunch of people to reach out to connect with. When I have big questions and don't know what to do with them, being able to connect with Mark, hey, Mark, I'm looking at this this way, how can I look at this in way that makes sense or is this a me thing or bigger issue or topic of discussion? I think that's what makes me better. Coming home and being able to encourage other people to go if that makes any sense because I had such a wonderful time and I enjoyed it so much. I pushed for my university to have as multiply people apply as possible because I know that we have no control over who selected. I want as many people who have an opportunity to apply to apply.

>> This is Wanda. Most impactful -- I don't know that I can put it into one. I can tell you the tools it gave me along the way change the way I operate and function. One of the things are strongest to me, the way turned the perception of operating as a family leader. I came in battling my own prejudice and my own judgments of myself or the profession of family as a leader. And -- but the tools given to me between the whole cohort and faculty and group, and that process of reflecting and then -- has changed me, changed me from inside out. If you would have asked me before going to leadership what I thought I saw going to change, I would have thought I would have brought list of external checklists. I can't tell you any of them are external. They are internal. They impact me as a professional. I can't tell you how much I appreciate it and I can't tell you how much I appreciate the fact that when I doubted that I belonged, the whole group, not only told me I belonged but you felt that you belonged. So...>> Thanks, Wanda.

>> So the next question I have for the alumni. I wonder if you can say something to perspective applicants. I think the most -- one piece of most consistent feedback we get from participants is that the experience is much different than other leadership training that they've done. Just wanted to give you guys a chance to talk about the difference between what you expected and what you gained from the experience of being in the leadership academy.

>> I had done some leadership intensive -- this is JD -- before I done one in college. And then one actually this summer before AUCD's leadership academy. I think the biggest difference is one that class is smaller. You are not actively working to connect to 40 odd people. You have a smaller cohort that becomes a smaller cohort because your leadership challenge folks, your ally group is four solid, five folks who are connecting with on a more regular basis. So it allows you really to not only have time for yourself but really to connect to other people. That's one of my things. I like to connect to folks. To me, that was biggest difference. It was not just lecture style. You were not asked to sit and listen to someone to tell you how to be a better leader. You ask to practice what is being preached and watched what is being preached happen in front of you. Not that you were learning from a faculty who was preaching to you telling you what you should do and this is how you operate. You watched it in practice. I think that made a difference. I have lots of good things to say. I could go on forever. How much time you are given to reflect upon yourself and work that you are asked to do before you come in and while you are there. Britny curry, I don't know if you know her. She helps you to remember what you are talking about. Drawing out your words. Something about saying it out loud and different to be say it and be present throughout the week. I think that was a big, huge takeaway from me and big, huge difference. You listen. Yes, what I'm going to do. You fill out random questionnaire and go about your business. That's not how this operates.

>> So I haven't had a lot of experience in leadership training. Only experience is Oklahoma and land program. So I came in with a preconceived idea of ready to take notes. And I was not quite disappointed it's not a note taking kind of process. It really is what JD said.

Experiential learning. On Monday where we didn't just learn about a prejudice, oppression. We experienced it. We didn't just learn about the loops. We experienced it. You didn't just reflect -- you experience the reflection process. From that standpoint, that was something totally unexpected. Again, I didn't come with a lot of expectations. Even the description of it. I would have never known that. When you say experience, you mean walking, talking, moving, feeling.

One of the strongest piece that I learned to appreciate and honor is respecting the quiet. The silence. I'm the type of person that fills the void and I lose a strong opportunity and I appreciate that and learn that as well.

>> JD and Wanda, you hit is on the head. A couple of thoughts about difference between expectation and actual experience. For me, one is related to the VIA. So I would just say be open to the possibility of being surprised by some of your core strengths. I think I kind of went into that thinking a certain way and I think the report in the processing of the report definitely sheds light on that. Don't be surprised that your takeaways from this experience impact you outside of your professional life. So it's not necessary skills and best practice and other tools that you will bring home for your work, but could also impact you in other ways in your life outside of work.

>> Thank you. You guys are amazing. So my next question is kind of -- and, Matt, you talked about the VIA. Wanda, you talked about sort of the two loops process. But I wonder are there other tools you guys Matt and Wanda and JD that you keep coming back to that you encountered in the academy that you keep turning back to in your professional space or in your lives?

>> Oh, definitely. The circle of trust touch tones. They need to be -- not that I'm tattooing. But they need to be tattooed. Process of using those touch tones in everything. Not just in professional world. Using the touch tones. The strongest was the silence. Honoring the silence. One most powerful to me as a me, not just as a person. When going gets tough, land to wonder. Prevents me from instantly judging and just going to a wonder. It's a respectful and honor way for anyone in my environment.

>> I'll jump in here. This is Matt again. Two things that I leverage periodically or even frequently that I picked up at that week, one is collective impact quality indicators are solid. Concrete and actionable. They can frame collaborative work within your organization or as you collaborate with other organizations frequently. So that was a great tool. I think the second one. It's building off of what Wanda said is practice of asking open, honest questions. I notice for me that I tend to ask questions that I may have a preconceived notion or may serve my own curiosity. I think avoiding questions like that when try to dive deeper in subject matter is helpful for me.

>> I think Wanda touched on gemstones. Being something as an advocate that I fall in to is kind of telling stories. Most of the time they are really mine. They don't belong to anyone else. Remembering that I -- if I don't have permission to share someone else's story, not to share it and bring that back and direct that conversation if they would like to have it to that person. Is something that I'm actively practicing to do. One of biggest things is landmarks. I want you to experience this unbiasedly. I took this with me to remember. Again goes back to reflecting. You will reflect a lot even if you are not directing to. It happens in this space that Italy's created for you to be -- it's created for you to be in. I try to note where my landmarks are and if I gotten any new ones.

What I picked. What I was there -- not things I have at top of my go to story. Things that I

tried to search deep for. Remembering that and remembering to honor those from where I have been to where I'm going was really one of the biggest for me.

>> Just a couple of more things for you guys as academy alumni, I wonder sort of as we wrap up, if you can talk about if there are any ways that sort of, your experience with the academy has change the way you lead and -- or if your sense is fight have had impact on your organization one or two years out?

>> This is JD. For me personally, changed because I left the academy with the thought that I needed to be in more of a leadership position so that I could lead with advocacy within my LEND program. I learned that that wasn't necessarily the case. I needed to do what I intrinsically do differently a little bit. I would say that I lead more with advocacy and I have some difficult conversations for folks who can't see the importance of advocacy. I can say that I felt a shift in my colleagues who are also faculty members of my LEND program and how they view advocacy and the way -- we had some leadership change. I'm going to take a little bit of credit saying some of my colleagues have changed the way they think a little bit in terms of leading advocacy and understanding the importance of it. It has changed the way how effective, I guess, I can be. I take a heavier step from what I've learned and -- I kind of tried to -- if this makes any sense, to be more conscious of places and spaces where I'm allowing advocacy not to be. I guess for lack of a better metaphor, when I -- what can I do -- especially if it's a moment where should be a supporting cast and should be the leading role.

>> Thanks, JD. Yeah, right on. Right on.

Thinking about this question. I think this -- there is two things worth sharing to perspective applicants. I think one is that -- I think I'm better at identifying strengths in others as a result of my experience at the leadership academy. And leveraging those strengths, right? That's been kind of one -- kind of big impact for me. I think the other thing for me is the concept of getting out of the way. Okay, right? I think leadership is just as much as knowing when to be hands-off in giving others the opportunity to express those leadership qualities and create space and opportunities for others. Those are two biggies for me.

>> So, thinking through this, first of all, I would have said that I was going to this leadership conference to grow Wanda. And when I came away, as I said, it did grow me better in-- it was external. What this training did for me, this opportunity and didn't -- wasn't just a week training. It's been the whole process. Is that it changed the way that I approach any challenges.

And since I left last summer to now, I've had some pretty good challenges. Personally and professionally and approached each one of those differently which was surprising to me. Also causes a different effect. I have raised in my leadership role where I work. That wasn't a goal. But it's happened. Happened because of the tools and equipment and growth that I got through this leadership academy.

>> So my last question for you guys and thank you so much, all three of you, for your time today. Is if there is any specific advice you would give to someone who is considering to apply?

>> Thanks, Mark. Great question. It's a big commitment. I also want to that you and Andy for the invitation. It's great to share these perspectives. I appreciate that. Three things to come to mind if considering applying. One is consider this far beyond a week experience and more of a commitment to becoming a student of leadership in best practices and development of your own leadership. Secondly, figure this out, it's not easy and I understand it's not easy. Allow yourself to completely break from work from the week you are in Atlanta to give yourself space to dive into content of experience. I know we are tied to our phones and e-mails and

everything else. Cleaner the break you have, the better experience you have. Third, be open to and lean into moments of vulnerability particularly when sharing personal stories and discomfort. Wanda mentioned the silences that are created. Those can be uncomfortable at times. Be open to and lean into those moments.

>> Two things I want to touch on. I want to touch on it from perspective of a family and a professional role. I family member and professional role. I had seen this coming through however many y'all's year you have done it. It would go delete, delete because I didn't believe I belonged there. I went to a presentation where Mark was there. Maybe I do. By the time I walked in the door, I was back saying maybe I don't. I want to encourage anybody regardless of the credentials behind your name. If you want to take that step in personal leadership and personal growth and whatever system you work in, want to encourage you that you do belong here. Second of all, from a family perspective, what Matt said. You've got to commit that week. Before I left, I told my husband, I can't answer emergency calls. I set up support around him so he could support my daughter. Set everything up and I was committed to that time and it was a commitment to me and not necessarily the coursework. But really was both ways. I encourage you if you got that inkling that you don't know that you belong there, I'm going to lean and challenge you that you probably belong there.

>> Thank you, Wanda. I think you and Matt have both said kind of everything. I just, you know, if you don't know, for me, I didn't know how I was going to pay for the leadership academy. My youth selected someone to apply. I met Andy somewhere and he told me to apply. I was on the verge of not applying because I didn't have the money. As an advocate, you don't make a lot of money. Just the trick of the trade. I applied anyways. If I get picked, I will figure out how to pay for this one way or another. I will -- if I'm picked, I will be in Atlanta. Even you are not sure, I would still say apply. You could get picked and the dream fund is real and other ways that maybe your LEND program UCEDD can help you. Academy gives you a lot of snacks. There is a way to eat.

[Laughter]

We can find a way. We will figure something out. I'm offering to help. I would still apply if you are nervous how to afford it. It's a great experience. It's something you will be able to take with you for the long haul in your professional career. You will make friends for the rest of your life. I don't know if Matt and Wanda can say this. My cohorts are my best friends. I reach out all the time. They support all the time. I just say apply. Never know what will happen. I don't want you to miss out an opportunity. Some things are more important than money. We will figure out a way. I'm down to help out. I have \$5 on it if that helps any. If you need help applying during your application, if you want me to read over your answers. I'm down to do that as well. You let me know how I can be supportive in your process of applying.

>> That's awesome. Thank you all so much. Seriously.

>> Andy, you want me to finish out this section.

>> You can do the rest of the green.

>> As you can see the application is available since before the AUCD conference. This is Mark, again. We -- actually have a couple of applications and started doing that review. Final deadline is March the 2nd. We have acceptance two weeks later. And everyone who applies gets notified about their status by the 30th of March. So once the deadline comes, happens pretty quick. So, go ahead to the next slide.

We have talked about all these components. But they will be -- once we've accepted the 24 participants for 2020, there are three pre-webinars in May and two in June. Go over an

overview of the academy. Strengths-based leadership and courage and renewal. And week in June in Atlanta. This year is 21st through the 26th. Next slide, Anna.

You see the schedule here. We start on Sunday the 21st this year. We ask that folks arrive between 3:00 and 3:45. Opening session begins at 4:00. We provide the meal for that evening. Conclude by 7:30. Rest of the week. Schedule is pretty much the same every day. Andy Roach usually provides opportunity for medication and mindfulness at 8:30. Formal session opens Monday, Tuesday, Wednesday, Thursday. At 10:00 a.m. And we conclude between 6:00 and 6:30 every evening.

So, it's basically the commitment is between 10:00 and 6:00 or 6:30 with optional time to get started. And then the 26th which is the Friday, we ask that folks as much as possible that you try to schedule your flight not do depart before 3:00. We have activities up to noon on that Friday.

Other highlights the day we visit the National Center on Civil and Human Rights. Lunch provided. Transportation provided between where we are hosting the academy and national center. Provide lunch on the Thursday because you do an intensive work with leadership challenge work, ally group. The last day or Thursday night, we do -- we do a reception for participants at the Georgia State University College of Law. Informal time to kick back and enjoy each other. Next slide.

You will see folks talked about the post academy activities. So Wanda and Matt and JD talked about their allied circles. Four meetings during the year. Andy Roach talked about leadership coaches. There is a loose schedule when should happen and we offer post-academy webinars based on content usually during the open space in the academy. For folks who can attend the conference in December of 2020, we do have an opportunity for folks who can attend that conference to get together with their cohorts and have had many of those gatherings where other folks Zoom in and Skype in and join virtually. If you are a member of academy cohort and can't attend, we will figure out a way to get you in the room.

Next slide. On the green slides, we discuss perspectives from three alumnis. We talked about in person academy schedule and post academy activities.

>> I'm going to go a little quicker. I know we are already an hour in. Just very quickly, in this blue section. We are going to talk about who should apply and how do you apply? Next. You see in the past these are participants not of the last -- 2019 is not on there. We have had folks from all over the continental United States as well as from the Pacific, from the UCEDDs and LENDs. Looking to add some Alaskans and Hawaiians. You can see we -- folks have come from all over the country.

Every year, our goal is to have 24 participants. We talked before about really aiming to have a diverse participant cohort including professionals and family members and self-advocates. Folks from AUCD network and other state and national disability organizations and other community and university partners. Our goal is to really have people to bring diverse set of experiences and perspectives to the space. So you are going to submit your application through the application portal where there is a link or you can download a Word version of the application to work on. And I believe that has a -- an address on it if you choose to use snail mail to get to us.

We need the completed application includes your current CV or resume. Letter of support from senior organizational or agency representative. 250-word sort of bio statement introducing yourself and journey to the leadership.

So, what we discussed here is how to apply. And some of the components of a complete

application. You heard JD say she is willing to review all applications. Just kidding, JD.

[Laughter]

What I do want you to know is that academy faculty and the staff at our center are happy to be in contact with you if you have questions about the application process or want to -- you know, get guidance. Our goal is to support people applying and make it an accessible and manageable process for everyone interested in being part of the academy.

So what questions do you have? Let me first start with a question for Anna. How much -- how long will the Zoom last or is it going to cut us off.

>> We have a captioner who is here until 5:00. I want to be aware of that.

>> We may lose our captioning.

>> May lose our captioning. That's the only thing, there is no time limit. I want the access -- that access will -- yeah.

>> We will open it up for at least a few questions.

>> Folks, you can go ahead and un-mute yourself if you have a question or you can type it in chat box.

>> This is Emily.

Hey, Mark, and everyone else I haven't seen from AUCD conference and graduating from UAGA and UCEDD program. I'm looking for work in Ventura county, California. May be hard for me especially I have a prior to commitment that takes place before Atlanta week to get to Atlanta. I was wondering if other applicants are wondering if I can apply for later years or has to be this year? I guess this question is for Mark and Andy?

>> I will go first and Mark can say, no, that's wrong.

>> You could submit an application. I think I would recommend to wait and submit in the year that you want to do the --

>> Gotcha.

>> Academy. We can be in the being with you during the year up to that sort of what you may put in that application.

>> Great, thanks. Thank you.

>> You have a question from Michael. What are costs involved and how do you recommend fund-raising for the academy?

>> So, Michael. The cost related to attending for the week is \$1,000. And you know, one of the things that we hope organizational folks who are connected to UCEDDs and LENDs and other organizations will consider the potential to get support for the academy from their UCEDDs and LENDs. That's one of the components of the letter from the organizational representative is to say, you know, we'll support the costs and we understand the time commitment for people to participate. So, first of all, that's what sort of the first place we hope that folks will turn to ask about funding.

But also, in the past, there has been a commitment from our partners and from a AUCD to help find funding to support folks who get accepted to academy who might have difficulty paying the fee. The other costs related to attending are obviously the travel here to Atlanta and hotel during the week. So it -- we realize that it's not a easy thing for -- especially advocates to swing. I will say in my experience, Andy, and you can tell me if I'm wrong about this. To this point, we haven't accepted somebody and not been able to successfully find a way to support them.

>> Uh-huh.

>> There is one last question from the personal biography is needed. Is that different from the

response to the prompts?

>> So, yes. You know, the response to the application prompts certainly get into your past experience and your commitment, sort of the biography is meant to tell us where you have been and where you are in terms of your leadership trajectory. And we frankly use it in the academy binder so that your colleagues who come to the academy will know who you are and it's much easier for us if we start out with a statement from you about that than if we have to excerpt it from your application.

>> You may think about how you want to introduce yourself in 250 words or less.

>> I think that's all the questions.

We are out of time.

[Laughter]

>> Yes.

>> And I just want to be aware of the captioner.

Donna CART Captioner: I'm good. Thank you.

>> Do you have any final things to say or would you like me to close it out?

>> Just a deep bow of gratitude to our alums and just welcoming all of you to consider applying and to reach out to us if you have any additional questions. We would just be thrilled to have your application to have the opportunity to be with you this summer.

>> Thank you. Well, thanks, everyone for attending. And this webinar is recorded. Will be available on your website probably in a couple of days. I'm going to e-mail survey for you all to fill out to give feedback on this webinar. And thank you, again, to our presenters and our panelists. Have a great rest of your day, everyone. Take care.

>> Thank you.

>> Thanks.

>> Thank you, everyone.

Donna CART Captioner: Thank you. Meeting has concluded.