

Dawn Rudolph, MEd and Tanisha Clarke, MPH
Association of University Centers on Disabilities

Abstract

AUCD's Diversity & Inclusion Toolkit provides concrete objectives, strategies, and resources to help you realize your goals related to diversity, equity, inclusion, and cultural and linguistic competence. Strategies and resources are aligned with the roles of three specific audiences: federal funders, national organizations, and university-based centers and programs in the disability community; though many others may benefit as well.

Methods

The Toolkit was developed by AUCD staff who collaborated with 4 staff from 2 UCEDDs and 1 LEND program who served as Disability & Inclusion Fellows for a year. Numerous strategic plans or blueprints for diversity and inclusion were reviewed, along with the Office of Minority Health's National CLAS Standards, MCHB's Strategic Plan, AIDD's Diversity Strategic Plan, AUCD's Strategic Map, and a significant amount of literature representing academic research and grassroots community experiences. Input was solicited from the stakeholders in and out of AUCD's network as well as federal funders in a number of ways:

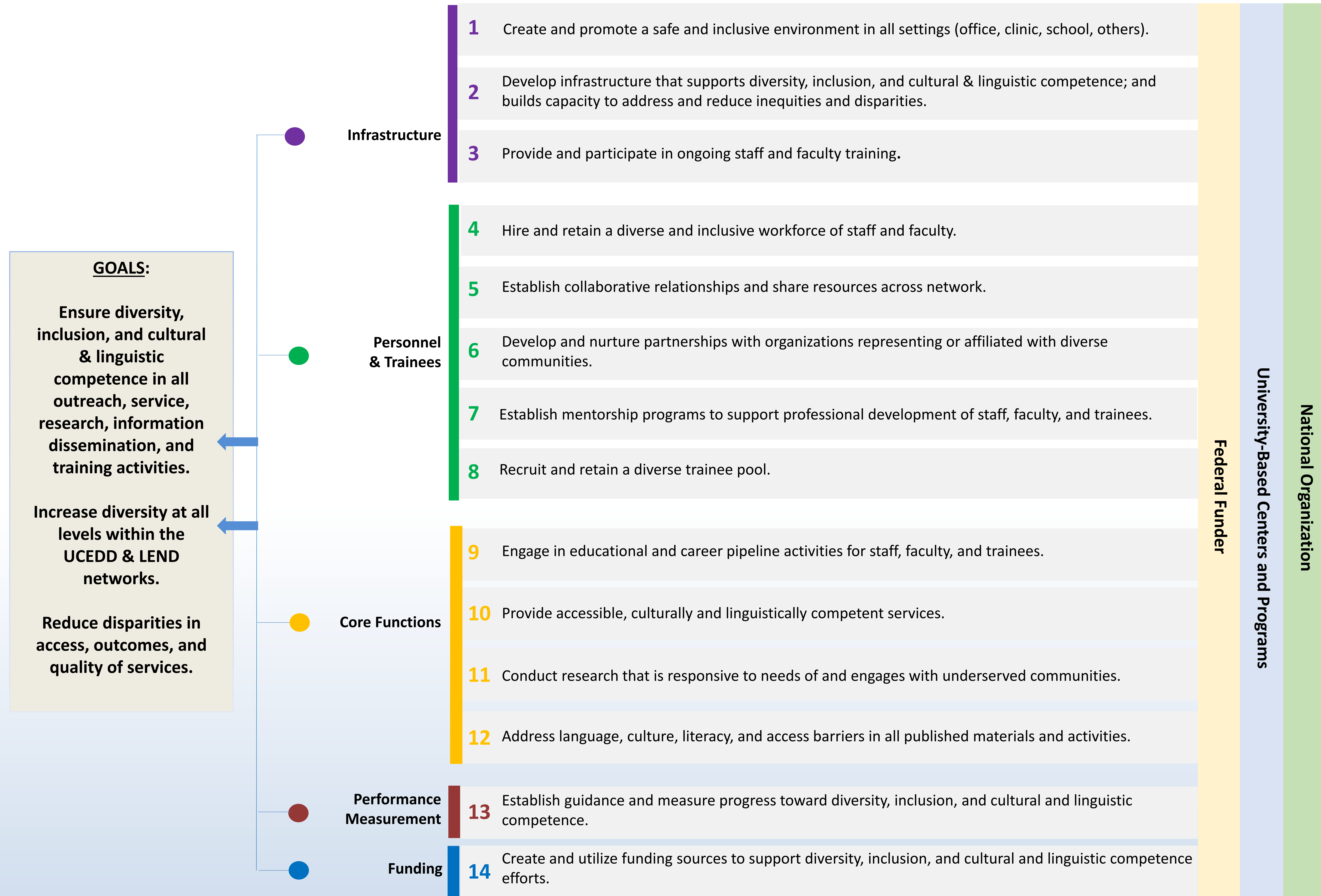
- 1 online survey of AUCD's full network
- 36 in-person interviews of stakeholders representing diverse cultures and communities in and out of AUCD's network, including leadership from all AUCD Councils and selected Special Interest Groups.
- 2 focus groups at national and international conferences.
- Regular (at least monthly) meetings with AIDD staff, including the staff working on the AIDD diversity initiative.

Results

- This nearly year-long effort resulted in the following:
- Identification of 3 primary goals related to diversity, inclusion, and cultural and linguistic competence
 - Identification of 14 concrete objectives that support these goals
 - www.ImplementDiversity.tools - the website which serves as a toolkit with a variety of strategies and resources

Discussion

The Toolkit is intended to provide a common foundation for efforts undertaken within the AUCD network. Each entity can start using the website now to work on goals related to diversity, equity, inclusion, and cultural and linguistic competence. The Toolkit also provides a common foundation from which to develop a blueprint for progress for AUCD's full network.



www.ImplementDiversity.tools

Acknowledgements

This project was funded by the Administration on Intellectual and Developmental Disabilities through technical assistance contract #HHSP23320110016YC a cooperative agreement (#UA5MC11068) with HRSA's Maternal and Child Health Bureau. The contents of this document do not necessarily reflect the views or policies of the Administration on Intellectual and Developmental Disabilities, Administration on Community Living, US Department of Health and Human Services, or the US Government.

Contact Information

Drudolph@aucd.org
Tclarke@aucd.org
[ImplementDiversity@aucd.org](http://www.ImplementDiversity@aucd.org)