

How to Grow a Leadership Development Pipeline that leads to Career Paths & Leadership Opportunities for Self-Advocates

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Mission of The Mailman Center

Within the context of interdisciplinary collaboration, cultural competence and family centered perspectives, and using the integrated mechanisms of research, training, service, and advocacy, the mission of the Mailman Center for Child Development is to: Address, Develop, Identify, Integrate, Educate





Mailman Center & UCEDD

**The Mailman Center is a
University Center of
Excellence in
Developmental Disabilities
(UCEDD), academic Center
of the University of Miami
Miller School of Medicine,
and the largest division in
the Department of
Pediatrics.**



Our Vision

Improving the lives of people with disabilities and their families through innovation, impact and connection.

Core Functions



- **Education and Training**
- **Clinical Services**
- **Research**
- **Community Outreach**

Professionals are retiring.

Self-Advocates can find it difficult to identify a career trajectory and leadership pathway.

Multi-tiered model focuses on advancing skills through experiential learning.

Can enter any one of our programs depending on where they are at on their leadership journey.

Leadership Gap in Disability Community

**High school (9th-12th
grade): Student
Emerging Leaders
Program (SELP)**

**Adults with disabilities
(18 and over): Project
Self-Advocate
Leadership Training
(SALT)**

Leadership Training Pipeline

Early to mid-level career professionals: Emerging Transformational Leadership Program (ETLP)

**LEND: Self-advocates
Participate in curriculum
and conduct an advocacy
project-systems level
change.**

Leadership Training Pipeline

**Next Generation Florida
Developmental Disabilities
Collaborative Leadership
Program: State-wide leadership
program for self-advocate and
institutional leaders**

Leadership Training Pipeline



Mission: To create an inclusive experiential program for high school students on leadership, inclusion/awareness related to ID/DD populations.





High school students who reflect South Florida's diversity and will include participants from:

- **Focus on Overtown and East Little Havana high schools**
- **Sibling of a child with a disability**
- **Child with a disability**

Schedule:

- 3-month curriculum, weekly meetings after school for 2 hours.

Upon Graduation:

- Graduates receive a certificate and \$250 stipend & apply to Camp Metrotown

Curriculum:

- Leadership & Advocacy, Civic Engagement and Academic/Education



Self Advocate Leadership Training

- SALTS' s vision is to produce an ever-growing cadre of individuals with disabilities with the capacity for self-determination, independence and the ability to participate in their communities in meaningful ways.
- <https://youtu.be/nTKAOVLGYUI>

project
salt

A row of four icons: a yellow circle with a black silhouette of a person with a cane, a red circle with a white hand holding a brain, a green circle with a white brain inside a head profile, and a blue circle with a white wheelchair symbol.

To date, 40 Self-Advocates have completed our SALT training.

Six have been hired as consultants with Mailman Center as trainers for Project SALT.

Two have completed LEND and one completed ETLP.

One hired full-time at MCCD.

One currently in FLA Next Gen leadership program.

SALT outcomes

Emerging Transformational Leadership Program (ETLP)

9 month intensive leadership training program for early to mid-level professionals who have the passion to create system level change for people with disabilities.



8 cohorts, current class has 8 members

43 Alumni

5 Fellows went on for a PhD and law degree

15 received a promotion or better job

All have increased confidence in leadership skills

Group Project ideas: Miami Employability, Improving the Patient Experience for Patients with Disabilities (IPEX)

ETLP outcomes



**Next
Generation
Statewide
Leadership
Program**

Developed by our sister
partners

Administered by The National
Leadership Consortium on
Developmental Disabilities at
the University of Delaware

Next Gen

Aim: Develop new talent of emerging leaders across South Florida

Who: small cohort of institutional leaders across the state of Florida

When: Began in August 2018, yearly program

MCCD is growing leaders...



I-LEAD

**INCLUSIVE LEADERSHIP, EMPOWERMENT
AND ADVOCACY ON DISABILITY**



...Self-advocate leaders encouraged to be part of all these



NEVER DOUBT
THAT A SMALL GROUP
OF THOUGHTFUL COMMITTED CITIZENS
CAN CHANGE THE WORLD:
INDEED IT'S THE ONLY THING
THAT EVER HAS.

MARGARET MEAD