

Faculty Diversity: Recruitment, Retention, and Planning for New Leadership

This is a webinar by AUCD's National
Training Directors Council (NTDC).

Friday, October 23, 2020
3:00 - 4:00pm ET



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Executive Director and Shainberg Professorship in
Developmental Pediatrics

University of Tennessee Health Science Center



Brief Portrait of Racial / Ethnic Diversity in Memphis



- Shelby County is majority African-American (53.3%) and home to 45% of TN's African-American citizens
- 71% of Memphis children are African-American; 17% are Caucasian. In Shelby County, the trend is similar but less pronounced (58% and 29%, respectively)
- Memphis is one of the poorest metropolitan areas in the country. 44% of Memphis children, double the national average, live in poverty
- TN's Latinx population has the third fastest growth rate of any state in the nation. The Latinx population in west TN is largely comprised of recent Mexican immigrants; 18% of the total state population lives in Memphis / Shelby Co.



Find, Allocate and Share Funding to Form New Partnerships



- Administration for Community Living (ACL) Partnership Planning grant with LeMoyne-Owen College (HBCU)



- ACL Diversity Fellowship with University of Memphis (MIS) Institute on Disability
- Reapportioned UCEDD funding to expand engagement with and services for the Latino Community

Create Partnerships within the University

- Create Opportunities to Share Power and Responsibility
- Investigate Preconceived Institutional Conventions
- Connect with Existing Campus Resources
- Consultation with University HR, Office of Equity & Diversity, & Disability Office to identify strategies and practices to increase staff diversity



Hire, Retain and Promote with Intention

- Since 2018, Boling Center faculty and staff are now majority African American (from 44% to 50%; Caucasian now 44%)
- Two native Spanish speaking faculty – from 1 to 2 (6%) (developmental pediatrics, physical therapy)
- Family member as full-time faculty
- Employment of additional family members
- Strategic use of AD and TD positions
- Find your “truthsayers”



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Start with an *Idea* of an End in Mind

- Establish clear goals for yourself and your programs
- Set timelines with your colleagues and hold each other accountable
- Always be on the lookout for opportunities
- It's never too early to think about succession planning

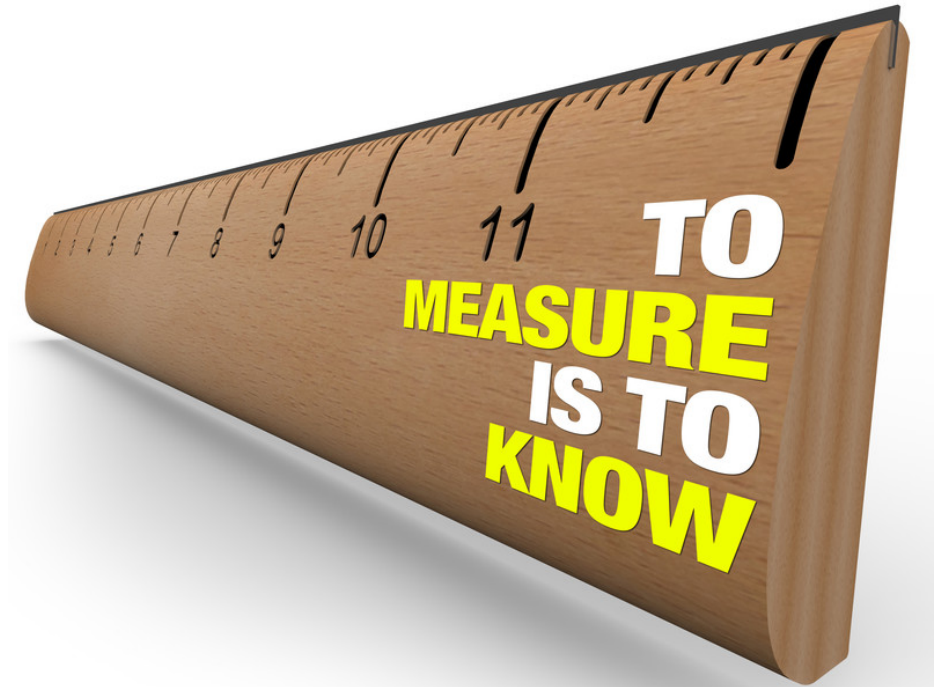
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Are We There Yet?

- A journey more than a destination
- Metrics from databases (NIRS) inform progress
- Annual performance evaluations
- Feedback from all constituents: people with disabilities, family members, local communities of color, students, staff, faculty, and administration



Where We Are Headed



- More direct involvement and engagement with our communities of color *in their communities*



- Employment of persons with disabilities at our center



- More students with lived disability experience at our center

Where We Are Headed



- Additional family members as employees and consultants at our center
- Greater representation of self-advocates from diverse communities on our Community Advisory Council (CAC)
- More robust needs assessment for communities of color for our next cycle of funding

Please complete the event survey in the chat box.