



UCEDD Resource Center
A project of AUCD, in partnership with AIDD, to strengthen and support the network of UCEDDs

Community Conversation: A time for open dialogue and learning about diversity and inclusion



A webinar from AUCD's Diversity and Inclusion Blueprint Team

May 11, 2015

- Introductions
- Discussion
 - All lines are muted feel free to jump into the conversation
- Chat Box
 - You can also submit any questions throughout the discussion via the ‘Chat’ box below the slides.
 - The moderator will read the chat box questions during Q&A
- Survey
 - Please complete our short survey to give us feedback for future topics!

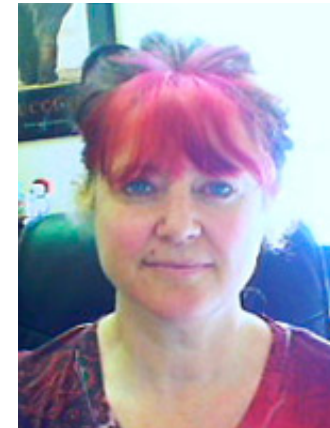
Presenters:



Anab A. Gulaid



Kelly Nye-Lengerman



Dana Yarbrough

rtc on community living


Planting the seeds of change
Minnesota

Kelly Nye-Lengerman, MSW

Institute on Community Integration (ICI)

Our Mission:

Through collaborative research, training, and information sharing, the Institute improves policies and practices to ensure that all children, youth, and adults with disabilities are valued by, and contribute to, their communities of choice.



Happy Birthday ICI
1985- 2015

rtc on community living

UNIVERSITY OF MINNESOTA

Investment in a diversified workforce

All means all!

- Long standing commitment to hire individuals with IDD and other disabilities to support the work of our center
- Work in professional capacities
 - Writers
 - Speakers
 - Organizers
 - Coordinators
 - Instructors
 - Other support roles

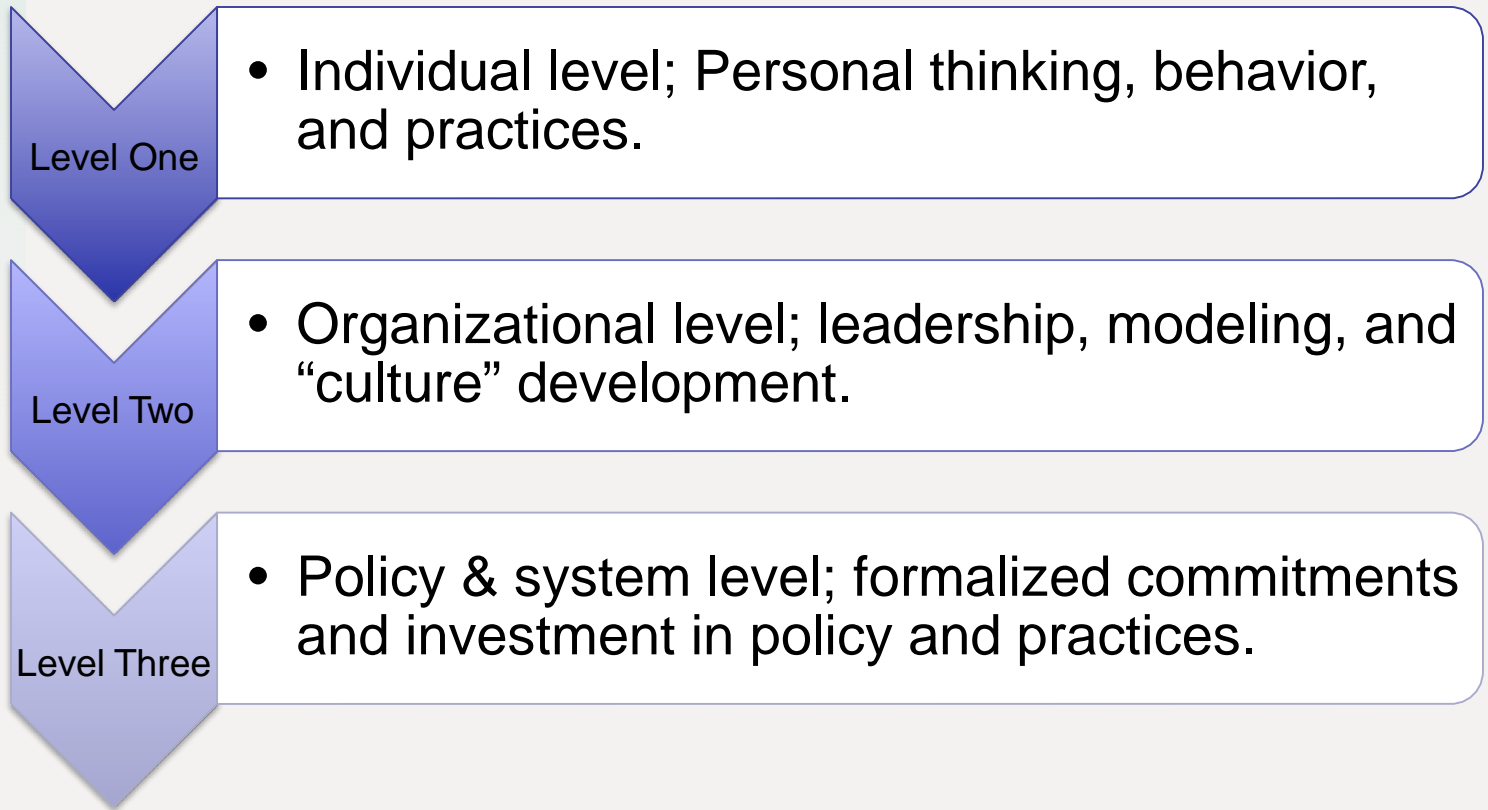


Employment first. Employment now.

- UCEEDs, LENDs, and IDDRCs can play a role in improving the employment rate of individuals with disabilities.
- Many of us research and think about employment for individuals with disabilities.
- Be a part of the solution too.



Where does change begin?



Be an agent of change

Yes! It starts with you.

- ☞ Challenge your thinking
- ☞ Explore personal biases
- ☞ Be willing to try something new
- ☞ Accept “differences”
- ☞ Challenge the typical practices in research, teaching, and higher education
- ☞ Be ok with being uncomfortable



Small investments, big payoffs

- Diversify advisory boards
- Budgeting for “cultural experts/ liaisons”
- Inviting the “unusual suspects” to the table
- Find the “real” community experts
- Investment in participatory action research
- Be flexible about “requirements”
- Translate your work
- Let others lead, you provide the framework
- Think creatively about dissemination
- Create a welcoming and accessible space



**Building a
community
of
abundance**

Reframe and reprioritize

Instead of making cultural and linguistic diversity an afterthought in projects, research, and teaching, *make it the first component of the conversation.*

- Who do we have at the table?
- Who else needs to be here?

Time: An essential ingredient

- Change does not happen over night
- Individuals and centers can make a commitment today
- Results show up in unexpected places
- Plant seeds and watch them grow



For More Information

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Visit the Websites

- AUCD Website: <http://www.aucd.org>

Questions about AUCD's Diversity and Inclusion Blueprint Team?

- Contact Dawn Rudolph at DRudolph@aucd.org

Please take a few minutes to complete our survey!