Reflecting Equity, Diversity, & Inclusion Commitments in the Core Grant Application

Webinar sponsored by the AUCD UCEDD Resource Center

January 21, 2022

What we'll do (and not do) today…

- *Skip* the background on the ED&I Action Plan

- Provide the briefest background on today's webinar

- Hear from our panelists on strategies they have used or are using to address ED&I within their centers

- Hear from our panelists on how they have or plan to reflect these commitments in their core applications…other than the five-year plan

AUCD

- Daniel Crimmins, now of Crimminz & Associates, LLC

- Aubyn Stahmer, UCEDD Director, UC-Davis Mind Institute

- Derrick Willis, UCEDD Director, Center for Disabilities and Development, University of Iowa

- Sally Gould-Taylor, Executive Director, Institute on Disabilities, Temple University

- September webinar -- *Incorporating the ED&I Action Plan into the goals and objectives of the UCEDD five-year plan* focused on the outward face of what our centers do

- At the time we recognized that many UCEDD activities related to ED&I could be described as inward facing, including
  - organizational self-assessments
  - initiatives to enhance cultural and linguistic competence
  - university-level collaborations on recruitment and retention
  - national and community partnerships (e.g., communities of practice)
  - a*nti-racism efforts*
  - Among others

- Each of our panelists will present an example, how it might be reflected in the format of the competing core grant proposal, and followed by a chance for questions or comments from the other panelists

- We'll start with Aubyn, then ask Derrick to go next, and then Sally – with the hope to do at least two cycles

- Please do ask questions in the chat and we'll plan to have an opportunity at the end for comments or questions

UC DAVIS HEALTH | **MIND INSTITUTE**

CENTER FOR EXCELLENCE IN
DEVELOPMENTAL DISABILITIES

Integrating diversity, equity and inclusion into our strategic plan

Aubyn C Stahmer & Janice Enriquez
Director, University of California Mind Institute CEDD

Activity 1

Adapting our mission and vision

UCEDD Mission

Our **mission** is to collaborate with individuals with DD and their families to improve quality of life and community inclusion through advocacy, community partnerships, interdisciplinary training, and the translation of research into **culturally and linguistically relevant** practical applications.

Feedback from CAC, CEDD Staff, Community, University on how to re-envision our culture

Gaining support from the University and the MIND Institute

Training and practice in restorative justice strategies - repairing harm when needed

Building brave spaces for discussions around diversity, equity, inclusion, culture, linguistics

Microaggressions
Program ideas not culturally sensitive
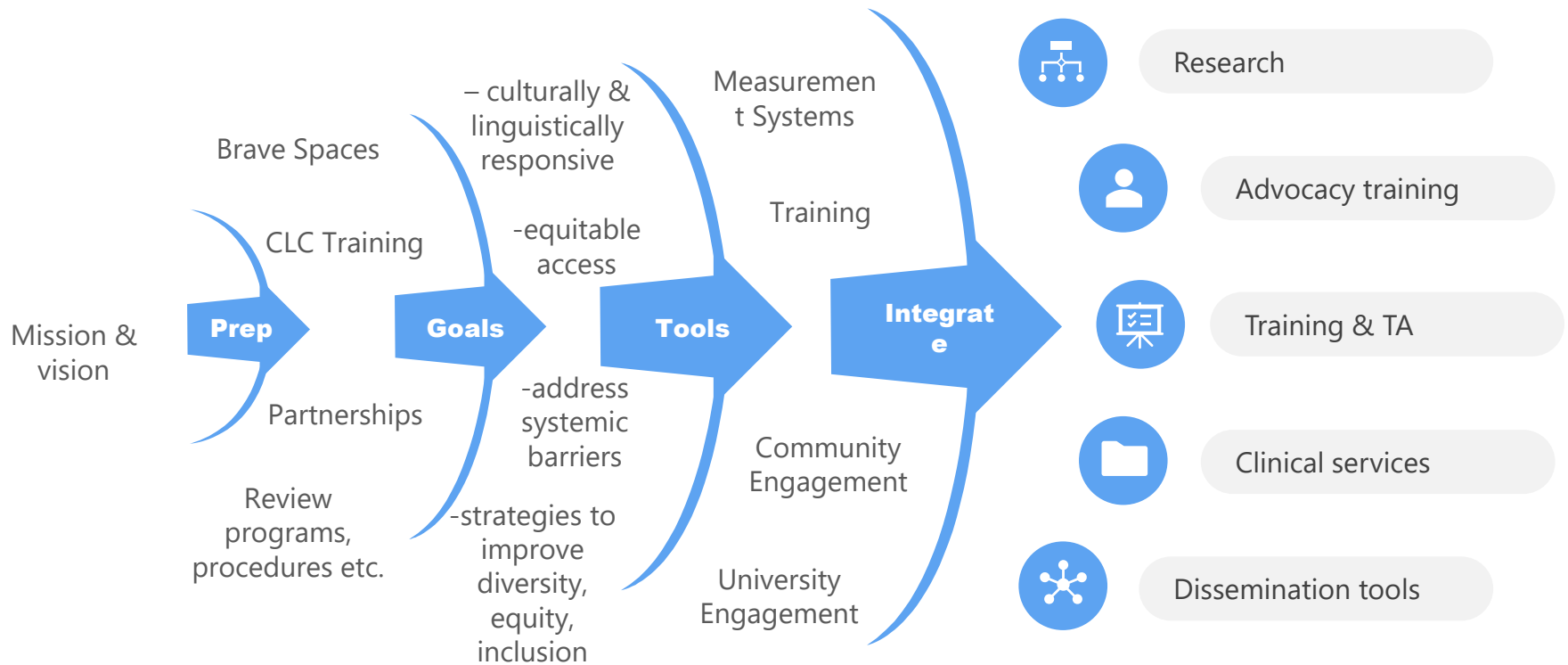Varying definitions of inclusion, diversity & equity

Activity 2

Embedding into grant and real life

Embedding Diversity, Equity, Inclusion, Linguistic & Cultural Competence EVERYWHERE

Mission & vision

Prep
- Brave Spaces
- CLC Training
- Partnerships
- Review programs, procedures etc.

Goals
- – culturally & linguistically responsive
- -equitable access
- -address systemic barriers
- -strategies to improve diversity, equity, inclusion

Tools
- Measurement Systems
- Training
- Community Engagement
- University Engagement

Integrate

- Research
- Advocacy training
- Training & TA
- Clinical services
- Dissemination tools

Activity 3

One step at a time

Just take one step at a time...

That's really all you can do...

Noetic Alchemy

UC DAVIS HEALTH | MIND INSTITUTE

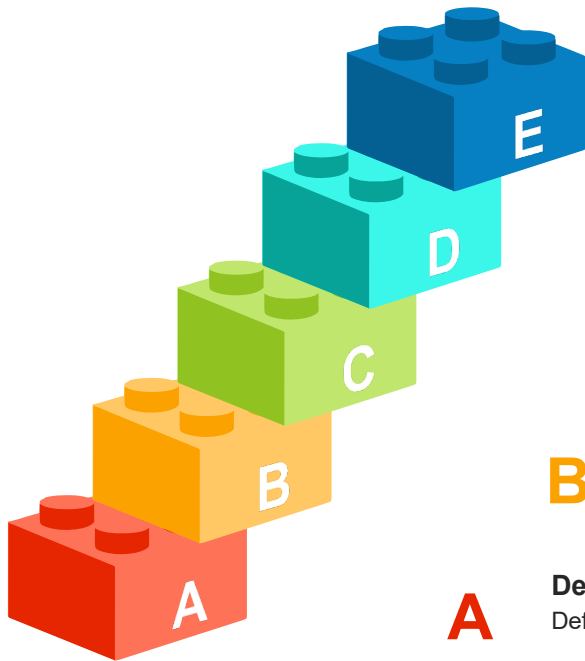| Interdisciplinary Training	Community Services – Training & Tech Asst	Community Services – Model Clinical Services	Information Dissemination	Research
• Teaching in LEND, DBP and Courses • Medical module	• LEND participation in community programs • Leveraging research funding (FN; ECHO; SEED; CAPTAIN)	• Community engagement resource center • Family navigator • Resources group	• Research translation • Clinical program outreach and translation • CME for MIND/UCD	• Community engagement resource center • Community partnerships • Family navigator • ECHO • CAPTAIN • PAIRS (PCORI) • Redwood SEED

Increase Culture and Linguistic Competence to Improve Diversity Equity and Inclusion

Increasing Dissemination to New Communities

You can download professional PowerPoint diagrams for free

E **Measure the Impact**
For each new activity we will measure the impact and make decisions about continuing or trying something new.

D **Rank ideas and choose 1-2 per objective**
Our team did some exercises to rank the impact and effort of each idea in order to choose where to begin.

C **Get CAC input**
Brainstorm ways to improve dissemination to diverse communities. Breakout groups for each UCEDD dissemination objective.

B **Embedding cultural and linguistic competency & equity**
Review accessibility and language guidelines for all dissemination materials. Consider ways to share appropriately to diverse communities.

A **Definitions**
Defined dissemination & evidence-based methods.

Disability and Diversity Fellowship

Core Function: Pre-Service Training and Continuing Education

- Year-long fellowship for advanced degree students

- Capstone project

- Integrated with ILEND

Iowa's University Center for Excellence in Developmental Disabilities (UCEDD)

Leadership in Family and Professional Partnerships

Core Function: Community Service

- Family Voices, Collaborative Action Team Process

- Diverse Family Engagement and Leadership (F2F partnership)

- Growing the number of diverse Family and Self-Advocacy Leaders

- TA, Serving on Groups and Leading by Convening curricula

- Recruit, train and engage future diverse leaders

- South Carolina, Kentucky, and Puerto Rico

Iowa's University Center for Excellence in Developmental Disabilities (UCEDD)

Pathway Programs

Core Function: Community Service

- Youth Leadership Academy

- National Summer Transportation Institute

- Community Ambassador Program

Iowa's University Center for Excellence in Developmental Disabilities (UCEDD)

First Year Seminar

Core Function: Pre-Service Training and Continuing Education

- Developed curriculum: Intersectionality of Diversity and Disability

- Designed for incoming freshmen

- Twenty-one students enrolled

- Eight-week course (two classes per-week)

Iowa's University Center for Excellence in Developmental Disabilities (UCEDD)

Training and Technical Assistance (University Affiliated)

Core Function: Pre-Service Training and Continuing Education

- Serve as a Co-Chair of a taskforce established to address the Climate and Environment of UIHC, part of UIHC's Diversity, Equity and Inclusion efforts.
- Served on the planning committee for the College of Medicine's annual Culturally Responsive Care Conference.
- Serve as a core faculty member for diversity and inclusion for the Iowa Leadership Education in Neurodevelopmental and Related Disabilities (LEND) program.
- Serve as an advisor to the UI-REACH program.
- Worked to integrate CDD into the College of Medicine's Summer Health Professions Education Program (SHPEP).

Iowa's University Center for Excellence in Developmental Disabilities (UCEDD)

Institute on Disabilities at Temple University

College of Education and Human Development

Temple University
College of Education
and Human Development

Institute on Disabilities
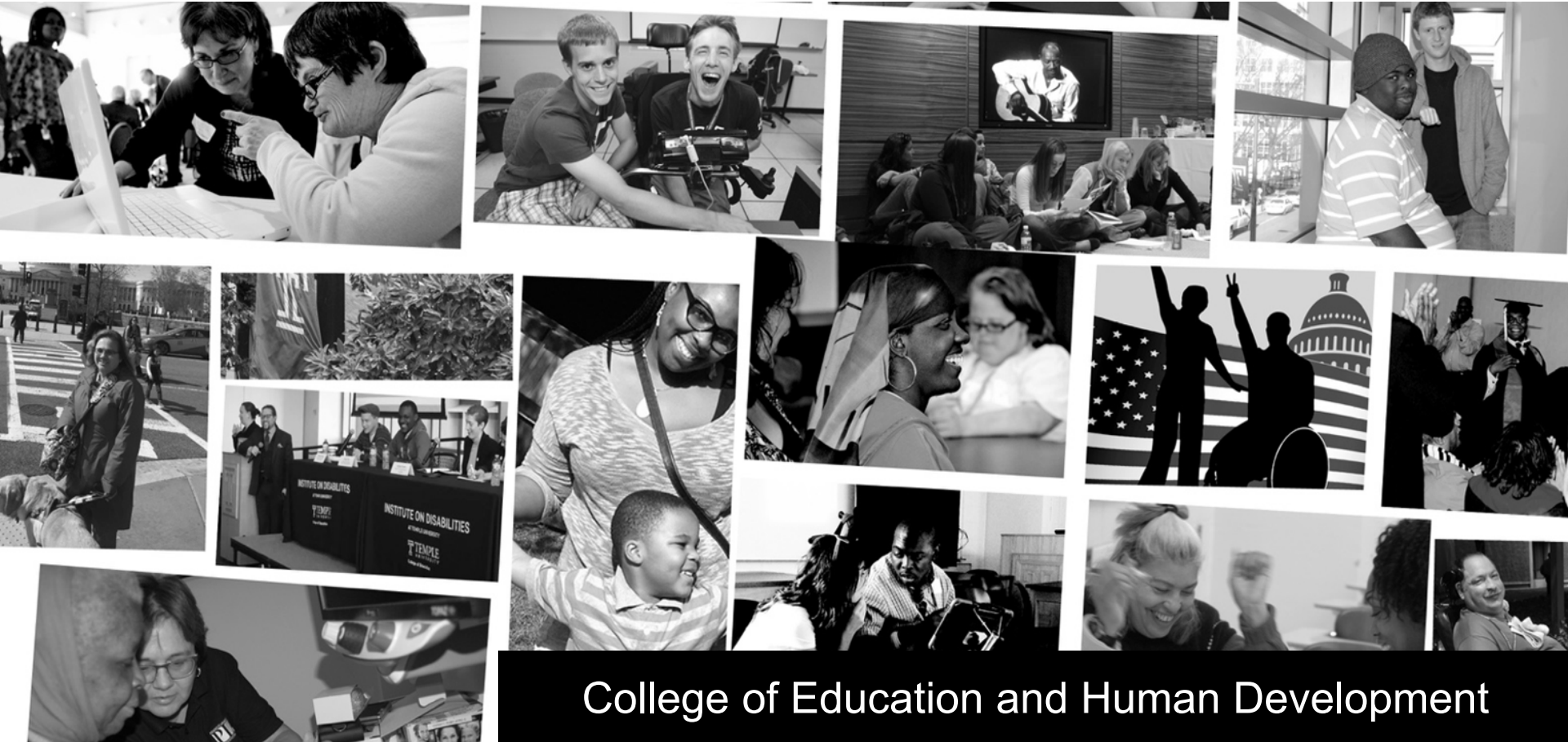
1. ED&I Through Partnership
Developing Affiliations & MOUs

Across the University

- Institutional Diversity, Equity, Advocacy & Leadership (IDEAL)

- Hope Center for College, Community, & Justice

- Anti-Racism Center

- University Community Collaborative/POPPYN

Across the State

- FISA Foundation

Temple University
College of Education and Human Development

Institute on Disabilities

2. Embedding ED&I
Where to write it in?

Our Work

Identifying how the tenants of ED&I are built into and carried out through our existing work

Temple University
College of Education and Human Development

Institute on Disabilities

2. Embedding ED&I
Where to write it in?

Our State Needs

Bringing an ED&I lens to existing identified needs

- Aging
- Emergency Prep
- Employment

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2. Embedding ED&I
Where to write it in?

Our State Needs

Identifying new areas

- Immigration
- Ableism
- Health Equity

2. Embedding ED&I
Where to write it in?

Our State Needs

Identifying undeserved & hidden communities

- Parents with disabilities
- Children in foster system
- People experiencing homelessness

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3. Equity Through Data

Engage People with Lived Experience

- ISAC Racial Equity Subcommittee & Survey

Reach beyond traditional data sources

Probe source and impact of disproportionate representation in data

Temple University
College of Education and Human Development | Institute on Disabilities

Reach Out

Sally Gould-Taylor, PhD
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disabilities.temple.edu
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- Thanks to all of you for your commitment and interest

- Thanks to our breakout facilitators and AUCD

- Collectively we must **DO** more, **TRYING** is not enough

- ED&I ownership goes beyond charismatic leaders, committees, and designated champions – it must be woven into the fabric of the organization

- AUCD URC website: https://www.aucd.org/urc/

- Equity, Diversity, and Inclusion Hub: http://www.implementdiversity.tools/home

- National Center for Cultural Competence at Georgetown University: https://nccc.georgetown.edu/