# NACDD Diversity, Inclusion and Cultural and Linguistic Competence (DICLC) LIST SERVE GROUP

May 25, 2021 at 4:00 pm Eastern on Zoom

**Meeting notes**

In attendance: Angela Castillo-Epps NACDD/ITACC, Donna Meltzer NACDD, Ebony Haven LA, Jackie Hayes NY, Arlene Poncelet SD, Daintry Bartoldus HI, Christine Pisani ID, Maria Pinkelton GA, Alison Whyte DC, Luz Collazo DC, Amy Mathewson PA, Dana Thompson PA, Jeremy Norden-Paul WA, Tedra Jackson MI, Kimberly Mercer-Schleider IL, Katheryne Staeger-Wilson MO

**New ITACC contract (What does the network need?) –**

1. Making sure we know how to refer business to the state system of becoming preferred vendors. Will vary from state to state but we may come in contact with unique vendors who should be on our states' lists.

2. Helpful to have resources and supports for self-assessments. (Tools and guidance, a 3rd party outside source)

3. How to strategize as advocates to ensure racial equity. Implement and measure equity in the grant programs. Facilitating conversations with people who are not aligned with the principles of diversity, equity, and inclusion.

4. Engaging with diverse communities – a forum to invite different populations. (ITACC staff will send resources on this in the follow-up email)

5. Examples of DEI Strategic Plans and best practices around developing them for individual Councils. Self-assessment should lead to identifying goals in something like a Strategic Plan, so progress can be measured and tracked.

6. Information on disability owned businesses, speakers bureau of people with disabilities that all Councils could have access to..

Additional notes:

Alison will send to the group, a diverse supplier resource she obtained through a DEI in the Workplace training.

Yes, our contact was: Susanna Minegishi [susanna@caminopr.com](mailto:susanna@caminopr.com) - <https://www.caminopr.com>

**NACDD DEI Statement – *Group member feedback***

It’s a good approach to have a broad statement for the public to know.

So broad that it doesn’t say anything particular. It is almost too inclusive and unclear who the audience is...

Needs more information on why is this important to NACDD?

Maybe a shorter statement that states the commitment. Consider rearranging the order of the first few sentences to make the statement stronger. Start with a powerful sentence.

I know it's impossible to make a truly exhaustive list, but maybe consider adding: language, geography, citizenship status? WA

In NY- citizenship status and language are really important.

Add sexual orientation since it is not the same as gender identity.

What about mode of communication? PA

I also suggest having a plain language headliner statement at the very top for people with limited reading skills or who otherwise may not read the entire statement. It could be one of the sentences that is already written and just move it up (e.g. NACDD will work to ensure that all voices are welcome, valued, and engaged as we work to support our mission") or it could be an entirely new statement that captures the overall sentiment of the document.

Say disability instead of all abilities. DC --- We had the same type of discussion within or disability community in Hawaii, we agreed to say; *recognize the abilities of individuals with disabilities*. HI

Add information on how these terms translate to “action.” Like the definition does for equity.

* Equity refers to an environment that challenges intentional and unintentional forms of bias, harassment, and discrimination, and promotes alternative actions. Because an environment can be welcoming and inequitable, *an equitable organization will aim to recognize and eliminate barriers to full participation at individual and systemic levels.*

Perhaps it would strengthen the focus and specificity of the message to explicitly state there are people who have been historically marginalized, and many are multiply marginalized because of intersections (e.g., Black and disabled). And specifically mention people with disabilities, members of the BIPOC community, etc. Of course, our value is that ALL voices matter, but perhaps it's important to call out that historically not all voices have mattered, and we need to work extra hard to make up for it.

Additional notes about NACDD statement/DEI Plan:

In NY, our Language Access Plans have to be updated every 2 years to reflect new, emerging languages. It’s great to have that schedule built in.

I think it is important to act and do something now, with the understanding that this work is always ongoing and to make changes as we grow and then work through the values. Identifying strong values will help operationalize the work.

What about adding a sentence or two that states that we are at the start of this journey and will build upon this initial statement/goal as we progress in the work as an organization?

**What resource/s would help someone with a disability move from one state to another?**  Especially when they need to interact with multiple systems because they identify as being members of several different communities. – *Dana Thompson and Jackie Hayes*

In addition to disability resources – what about other intersects such as immigration status or LGTBQ or ESOL etc.

No Wrong Door in Ohio has a lot of important information in one spot. This could be a model for other states.

In GA they have a handbook that is constantly updated.

The council in HI is working with Aging and Disability Resource Centers on this same issue. They are getting better at providing this type of information. <https://www.hawaiiadrc.org/>

**Group share: Networking and problem solving** (Share successes, needs or issues with the group to receive information and support) – *Group members*

For more information on engaging diverse communities, Save the Date: 2021 PA Community Alliance Summit- Aug 16 & 17

Next meeting – Angela will send out a Doodle Poll for our next meeting in August 2021

Meeting adjourned at 5:30 p.m. Eastern.

Meeting notes recorded by Angela Castillo-Epps NACDD/ITACC