



DIVERSITY, INCLUSION AND CULTURAL & LINGUISTIC COMPETENCE WORK GROUP (DICLC) – 2 PART WEBINAR SERIES

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AGENDA

- ❑ Purpose of the DICLC

- ❑ Presentation from Tawara D. Goode, **Cultural and Linguistic Competence: Definitions, Frameworks, and Implications for Developmental Disabilities Councils**

- ❑ Presentation from Ken Latham, Ohio DD Council

- ❑ Presentation from Jackie Hayes, New York State Developmental Disabilities Planning Council

- ❑ Facilitated discussion and network sharing...
 - > Share any other resources and strategies used by your Council
 - > What barriers do Councils face?
 - > How can ITACC support the work of Councils in the area of CLC?

What is the purpose of the DICLC Work Group?

To establish and maintain processes and resources to promote diversity, inclusion and Cultural & Linguistic Competence in all aspects of DD Council work.

“All aspects of council work” refers to Diversity, Inclusion and CLC being embedded in both the internal operations (staffing, Council operations etc. and external operations, Council projects, initiatives, policy work etc.)



Ohio Developmental
Disabilities Council

Ohio Developmental Disabilities Council

KEN LATHAM | POLICY ANALYST

CLC AGENDA

- Inclusion in Council Membership
- Council trainings in Diversity/Cultural Competence
- Advocacy Education
- Capacity Building (through Grantees)

Ohio Council CLC agenda – Outreach Committee, Training and Grantee Strategy

The Council engages in outreach/engagement efforts in hopes of influencing diverse people to join the Council once they are familiar with the council is and know it's purpose.

We have conducted 3 to 4 diversity trainings over the years and the outreach committee is in the process of increasing that effort. A paid consultant does our trainings.

The Ohio DD Council would like to embed CLC into their advocacy trainings as well.

We also work on Capacity Building through the grantees that we monitor.

Grantee strategy

- 4.1 Who are the unserved/underserved population (s) in your project area?
- 4.2 Identify the unserved/underserved population you plan to serve.
- 4.3 Describe their needs and any barriers to service.
- 4.4 Describe the affirmative or proactive outreach activities you will perform. What are the expected outcomes?

Grantee strategy

- 4.5 List key community people/organizations you will work with to serve the unserved/underserved population (s).
- 4.6 What are your plans to sustain outreach activities?
- 4.7 How will you measure progress towards your outreach goals?
- 4.8 What process will you use to address unforeseen barriers, (list barrier examples).

Other strategies

Newsletters and publications ---

ReachOut e-Diversity News

SomaliCAN Newsletter

Contact Information

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Ohio Developmental Disabilities Council

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New York State Developmental Disabilities Planning Council (DDPC)

JACKIE HAYES, NYS DDPC

DIVERSITY & INCLUSION PROGRAM SPECIALIST

State Plan Focus Groups: Language Access is Important

“IEP’s and ISP’s are not being translated”

- Spanish speaking parent in Western NY

“I had to wait over an hour at the ER for a translator”

- Spanish speaking individual in Western NY

“I don’t think it’s discrimination on purpose, I feel like it’s discrimination by neglect”

– Chinese-American parent in NYC

Where do we start?

Increase NYS DDPC outreach to LEP communities?

Support bilingual health navigators?

Have representation on our Council from an LEP individual or family member?

Language translation funding for advocacy organizations?

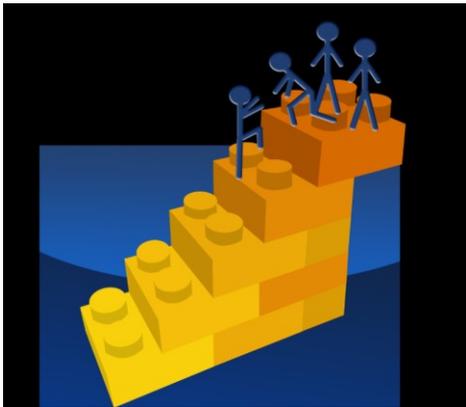
Language Access rights training for families and individuals with ID/DD?

Micro-grants to community based organizations for educational activities?

Self-Reflection

Based on guidance and resources at NCCC:

Do we (the NYS DDPC) have the capacity to communicate effectively, and convey information in a manner that is easily understood by diverse communities including individuals and families with limited English proficiency?



CAPACITY



Step One: Develop a Language Access Plan

- Affirms the DDPC's commitment to language access
- Outlines the law and people's rights
- Communicates to the public the DDPC's plan for providing language access
- Designates responsibility
- Telephone – Written Docs – In-person
- Timeline for Review



DDPC Language Access Plan

New York Context:

- New York has the 3rd highest LEP population in the U.S.
- In 2011, NY passed Executive Order 26 enhancing Federal law and guidance on Language Access.
- New York has a Statewide Language Access Coordinator who provides guidance and technical assistance on developing and implementing agency Language Access Plans.



Strengths and Challenges

Strengths

- Our Council has experience using plain language and thinking about accessibility
- Our Council has experience thinking about diverse forms of communication
- The DD field can widen the scope of language access policy to include people with disabilities

Challenges

- Ensuring ongoing quality translation
- Building connections with communities who speak English as a second language
- Cost considerations
- Recruiting bilingual staff

Contact Information

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NYS Developmental Disabilities Planning Council

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Let's Talk



Facilitated discussion and network sharing...

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- > What barriers do Councils face?
- > How can ITACC support the work of Councils in the area of CLC?