GOAL

To increase the number and capacity of leaders to advance and sustain cultural and linguistic competence (CLC) and respond to the growing cultural diversity among people with intellectual and developmental disabilities (I/DD) in the United States, its territories, and tribal communities.
OBJECTIVES

1. To adapt a proven leadership curriculum/model (Georgetown Leadership Academy ©) to the unique socio-cultural contexts of the I/DD network.

2. To conduct an annual Leadership Academy and support those currently or interested in leadership positions with coaching/mentoring programs with particular focus on members of racial/ethnic groups underrepresented in the I/DD network leadership and individuals with disabilities.

3. To offer a series of web-based learning and reflection forums/resources that address the unique challenges of leading cultural diversity and CLC.

4. To provide mentoring to selected organizations focused on I/DD that are committed to addressing diversity and CLC.
PARTNERSHIP STRUCTURE

- Wisdom Council
  - 16-20 members
- Leadership Circle
  - 53 organizations
- Mentoring Partners
  - 6 organizations
The Georgetown Leadership Academy (GLA) has a stellar history and has been implemented since 1998.

The GLA is designed to develop and enhance knowledge and skills for leadership that is directed toward change.

Fundamental aspect of GLA is the strategic use of self to effect change and to develop a sense of personal self-efficacy as an agent of change.
GLA Core Curricula Content Areas

- Importance of collective vision and its power
- Determining the nature of challenges (technical and adaptive challenge framework)
- Identifying leadership styles and learning when and how to use them in different contexts
- How to keep people on task (leading the work)
- Resistance to change (both personal and among others)
- How to identify who you need to collaborate with and for what purpose
- How to understand the impact of your behavior on others (Leadership Profile Inventory)
- Differentiating leadership, management, and advocacy
- The difference between formal and informal leadership
- The dynamics of power (power over, power to, power within, power with)
- Risk taking and how to assess what risks you are willing to take
- The importance of personal self-care (strategies and taking the time to actually take care of self)
Goal 1: Curriculum Adaptation

Adapt to the unique socio-cultural contexts of the I/DD network

Diversity Action Plans
personal roadmap to guide & effect change for diversity and CLC

Case Study
roadmap to guide efforts to effect change

Coaching
1 full year in support of diversity action plan

Mentoring
1 full year an investment in career and life goals
**Goal 2: Conduct Annual Leadership Academy**

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<th>Experiential Learning</th>
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**Leadership Institute for Cultural Diversity & CLC**

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**Faculty**

- Lead: Ellen Kagen, Shannon Crossbear, Tawara Goode, Vivian Jackson, Mat McCullough

**Participants**

- 30 competitively selected
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**Experiential Learning**

- Self-identified leadership challenge
- Organizational and personal profiles
- Peer group process
- Coaching on-site
- Journaling
- Interactive exercises
- Case study
- Lecturerettes
- Small & large group problem solving
- Leadership Practice Inventory (LPI)
- Implicit Association Test (IAT)
Goal 3: Web-Based Learning & Reflection Forums

- 4 webinars annually
- 300 participants per webinar
- Topic selection informed by Wisdom Council & other stakeholders
- Archived on Leadership Institute website
Potential Webinar Topics

Each webinar will address the role of leadership

- Engaging and partnering with culturally and linguistically diverse communities
- Addressing inequities, disparities, and disproportionality experienced by underserved racial, ethnic, and cultural groups
- Processes for organizational and individual behavioral change
- Confronting and addressing the “isms” (e.g. stereotyping, biases, discrimination, racism, classism, homophobia, ableism)
- Influencing change in public and organizational policy to support CLC and diversity
- Cultural implications of self-advocacy
- Linguistic access services
- Getting “buy in” for and implementing CLC organizational assessment
- Adopting and implementing the National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care
Goal 4. Mentoring to Selected Organizations

Association of University Centers on Disabilities (AUCD) and its Multicultural Council

Autistic Self-Advocacy Network (ASAN)

Family Voices (FV)

National Association of Councils on Developmental Disabilities (NACDD)

National Disability Rights Network (NDRN)

Self-Advocate Becoming Empowered (SABE)
Goal 4. Mentoring to Selected Organizations

Organizational mentoring tailored to:

- Driven by stages of organizational development related to diversity and CLC
- Offered for 5 year duration of the Cooperative Agreement
DISSEMINATION

Website postings
(NCCC, Mentor Partner Organizations, Leadership Circle & other key stakeholders)

Personal narratives

Presentations at network conferences & meetings

Juried and grey literature
EVALUATION

Multi-phased approach

- Pre-work on onsite Leadership academy evaluation
- Progress on diversity action plans
- Satisfaction and benefits of year-long mentoring experience
- Usefulness of web-based learning & reflection forums
- Long-term follow-up (3-4 years post-intervention cohorts 1&2)
- Organizational benchmarks and goals achieved by Mentor Partner Organizations
ROLE OF THE WISDOM COUNCIL

Guide the overall work of the Leadership Institute and provide sage counsel about its activities

- Curriculum adaptation
- Topics for web-based learning and reflection forums
- Mentoring
- Dissemination
- Evaluation

Meeting will be convened 3 times annually via conference call.

Small work groups
Wisdom Councils have their roots in the cultures of the Mayan and pre-Mayan peoples and have been used historically to bring diverse groups together to address complex issues and reach consensus using eight perspectives.

Over the five-year project period, the Leadership Institute’s Wisdom Council will provide sage counsel by providing input on curricula adaptation, topics for the web-based learning and reflection forums, mentoring activities, dissemination, and evaluation.
ANTICIPATED OUTCOMES

- Increased number of individuals from culturally diverse groups with a core set of leadership skills that foster career and life goals

- An innovative model for cross-cultural mentoring that supports leadership for CLC established in the I/DD network

- Six organizations concerned with I/DD with enhance capacity for CLC and diversity.
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