



# LEADERSHIP INSTITUTE

for Cultural Diversity and Cultural and Linguistic Competence

*...a catalyst for change in networks supporting individuals with intellectual and developmental disabilities*



GEORGETOWN UNIVERSITY  
National Center for  
Cultural Competence



GEORGETOWN UNIVERSITY  
Center for Child and  
Human Development

# 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.

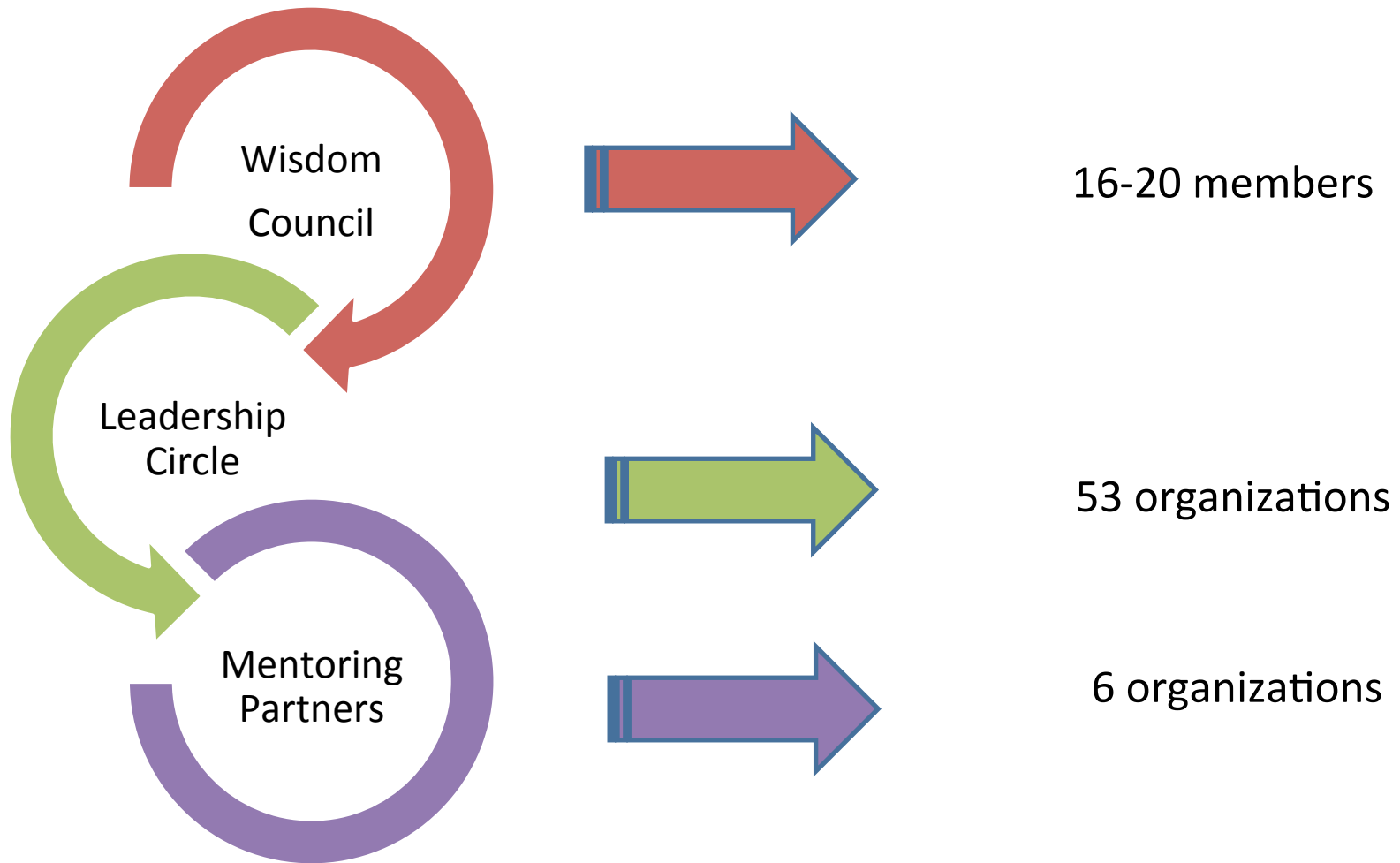


# OBJECTIVES

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.

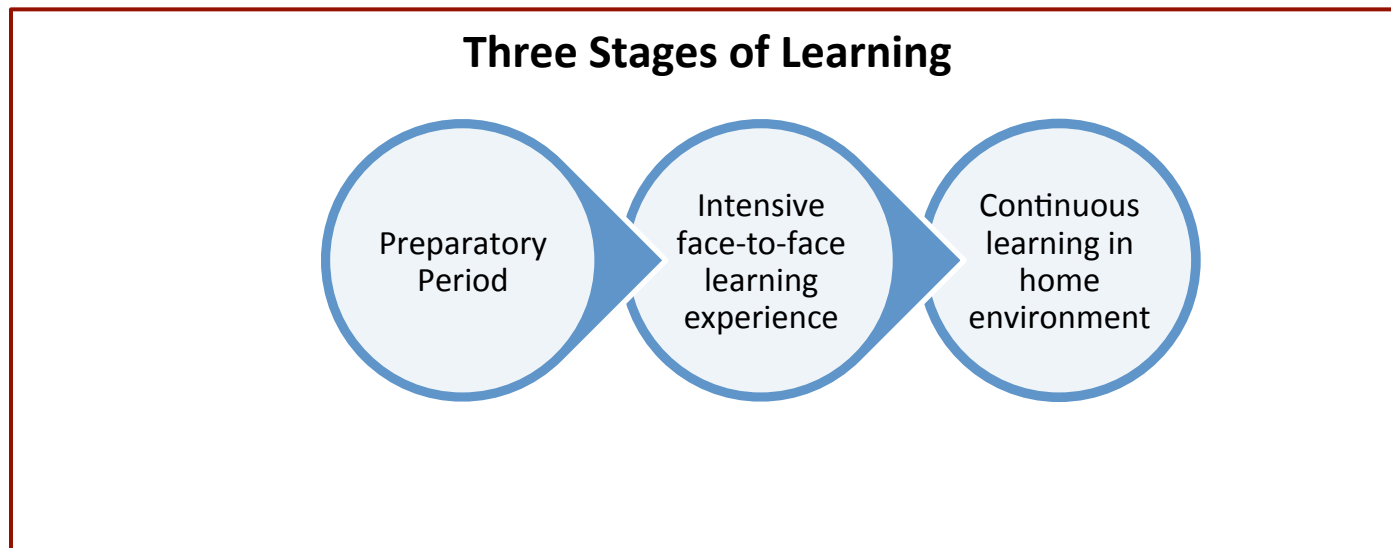


# PARTNERSHIP STRUCTURE



# Overview of the Georgetown Leadership Academy

- 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)

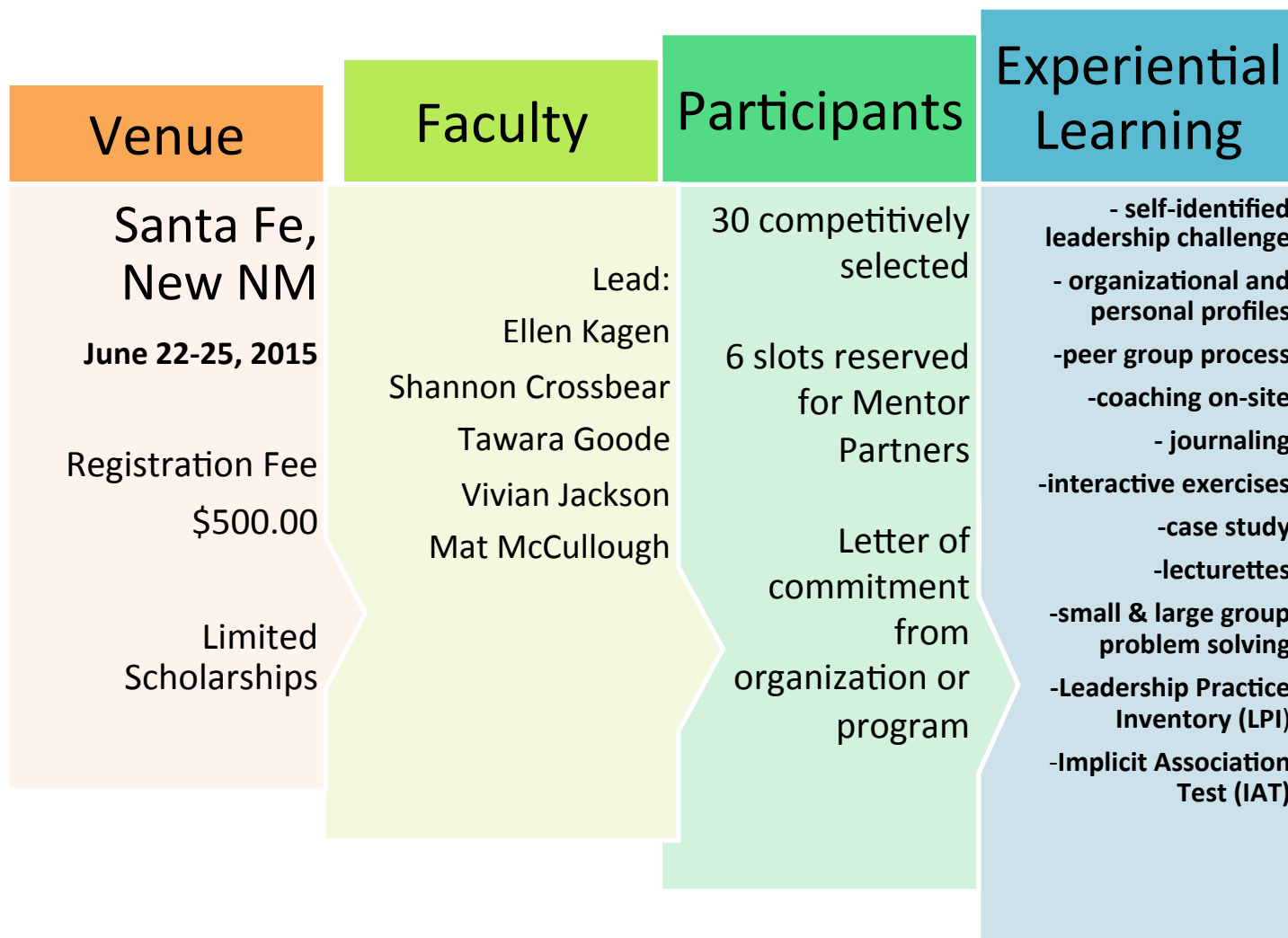


# Goal 1: Curriculum Adaptation

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



# Goal 2: Conduct Annual Leadership Academy





# 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 COUNCIL'S EIGHT PERSPECTIVES



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.

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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.

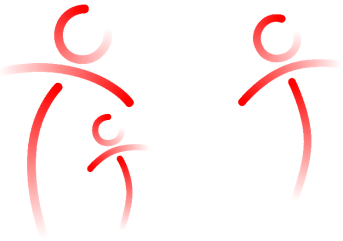


# ANTICIPATED OUTCOMES

- ➔ 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.



# CONTACT US



## National Center for Cultural Competence

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