

Wisconsin Board for People with Developmental Disabilities Diversity Work Plan

Activities:	By When:	Who:	Progress:
<p>1. Make diversity part of our website: stories, testimonials, videos depicting people from other races/ethnic groups and offered in different languages. Use personal stories that focus on individuals with diverse identities. Develop stories that speak to specific diverse communities.</p>	Ongoing	James G./ Ann S.	<p>Posting testimonials and profiles of people that use our programs to highlight those from diverse communities. Completed several interviews with individuals in Milwaukee participating in Parent University, as well as, black and Latino families at the Self-Determination Conference. Will take photos and quotes from the interviews and highlight on our website and Facebook. Monthly series of profiles on BPDD home page scheduled to start first week of December and proceeding monthly.</p>
<p>2. Do targeted outreach to diverse communities to get their input on what type of information to send out/what would be of value to them and what is the best way to get information out to members of their communities. (e.g. radio, Facebook, community conversations, small “kitchen table” conversations, Public Service announcements, attending local community events, flyers/information left in churches, grocery stores) Look at where we send our newsletter currently and intentionally target ethnic groups that we do not reach.</p>	Ongoing	James G.	<p>Offering newsletter at various conferences. Working on creating a “one pager” newsletter that we can give to board members, cultural connectors to leave in places where people frequent. Will translate monthly newsletter into Spanish and break up into public service announcements for Spanish-speaking radio in major markets. (Elsa and Hector Portillo can help identify any we are missing).</p>
<p>3. Do not use the acronym “BPDD” to depict who we are. Develop title/tag line that means something to people. Message something that is of value to diverse communities.</p>	Complete		<p>Our official logo now contains the full name of our board spelled out.</p>

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4. Have board members that have relationships within diverse communities intentionally reach out to these groups to recruit individuals to partner with us/be board members.	Ongoing	Board members	Delores S. has connected the board with the black/African American community in Milwaukee. She organized a Soul Food dinner for families with Keith Jones as speaker. Several families with children with disabilities are participating in our Family Led Project. Delores has also supported many individuals to attend board-sponsored conferences and participate in Partners in Policy Making. Elsa has connected us with the Latino community. She has supported many individuals to attend conferences and hosted a community conversation. For the first time, the Self Determination conference included a Spanish-language track. About 30 Spanish-speaking participants and more than 100 other Milwaukee participants through PROMISE and Parent University participated (3 busloads from the city of Milwaukee). Elsa, Delores, and Molly Cooney coordinated this effort and Fil was able to identify additional funding to support last-minute scholarships.
5. Provide regular diversity training to board, staff and contractors.	Ongoing	Beth S	Two board retreats have been dedicated to diversity training. Two staff and two board members attended a weeklong training called the Diversity Leadership Academy.
6. Make grant application more accessible to diverse communities.	Complete	Ann S	The grant process has been more accessible/less onerous, and includes language around diversity. The application is now two pages and staff work with people who need help completing the application. Moving forward, we will be connecting with more diverse

			communities and offer small grants to support efforts that are important to them.
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7. Make sure that request for applications for grants address the issue of diversity/contains language specific to diversity. Include individuals from diverse communities in the grant review process.	Complete	Ann S	An expectation for reaching diverse audiences and additional points toward a successful application are included in the grant application and the grant application review tool. We have had reviewers from the black and Latino communities.
8. Skip the application process. Identify diverse groups/communities that may be interested in receiving a grant and/or other types of support.	Ongoing	Staff	We have been reaching out to diverse communities to encourage them to apply for grants. Our work with families in Milwaukee has taught us the importance of ensuring that families are really leading their networks, and that we provide what they need (not what we think they need). We are looking for ways to do outreach to families and family groups to provide a little bit of guidance to help support them and to help them develop their networks.
9. Use People First language, short messages and a lot more graphics.	Ongoing	Staff/ Board	We have made significant improvement in this area. We are using fewer words and a lot more pictures in our outreach materials, including our website. We developed an easy to read one pager that summarized what the Milwaukee community said during our last community conversation and what the board did in response. Our one-pagers/biennial report were focused on simple language, simple outcome statements, and included photos to show our story.

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<p>10. Use multi-level individualized supports to help people attend conferences. Find out from the individual what the barriers are to attending conferences/trainings.</p>	<p>Ongoing</p>	<p>Staff/ Board</p>	<p>We had significantly more people from diverse communities attend the Self-Determination Conference, Disability Awareness Day and Partners in Policy Making. We supported two board members (Delores S. and Elsa D.) to get buses to help transport people from Milwaukee to Madison. For this year's SD Conference we coordinated with Promise to bring 3 buses to the conference from Racine/Milwaukee area. We provided Spanish translation for materials, translators and purchased headsets which can be used in the future to provide the ability to assist multiple people at once. We also offered a movie in Spanish with English subtitles</p>
<p>11. Provide more scholarships and/or waiving of fees to assist people from diverse communities to attend conferences/trainings.</p>	<p>Ongoing</p>	<p>Staff</p>	<p>The SD Conference provides over \$20,000 in scholarships. Additional funds are available through sponsorships and we work closely with projects like Promise and organizations to make sure to maximize scholarships and coordinate registration. We allowed for the first time, two corporate donors to provide scholarships so we could include more people. We provided last-minute scholarships to families even after the closing date for registration and after all scholarship funds were officially dispensed. At this year's SD Conference, an additional \$8000 was solicited to add approximately 23 more scholarships this year. We will work with Promise to see how to continue to include their families at future conferences.</p>

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12. Must make transportation available in underrepresented communities.	Ongoing	Staff/ Board	We supported two board members (Delores S. and Elsa D.) and worked with the bus company to get buses to help transport people from Milwaukee to Madison for the SD Conference. Also provide support for Delores S. to bring people from Milwaukee to attend Partners in Policy Making. At this year's SD Conference three buses were offered by Promise grant to bring people to the conference.
13. Provide family support, respite and child care for people so they can attend conferences/trainings.	Ongoing	Staff/ Board	Being done as needed.
14. Provide translators and interpreters for all conferences/trainings.	Ongoing	Staff	We provide translators and interpreters as requested at all our public events.
15. Have targeted regional conferences and trainings/mini Partners in Policy Making, in locations that are underrepresented/diverse communities.	Ongoing	Staff/ Board	This has been identified recently as a priority by the Diversity Sub Committee charged with identifying 2-3 priorities from the work plan to focus on.
16. Include diversity in request for speakers for conferences. Include topics around diversity/topics that speak to diverse communities in the conference program.	Ongoing	Staff/ Board	We do this as much as possible, 2015- keynote (Aaron Bishop) talked about diversity. The 2016 conference focused a lot on diversity, including keynote (Keith Jones) and families and individuals from diverse backgrounds. The 2017 will also include a keynote presentation focused on diversity and marginalized populations. This year's Self Determination keynote, Sagacious Levingston, shared stories from her personal experience and the experience of black mothers living with additional barriers to meaningful community participation. She also conducted a breakout session at the conference.

			This year’s keynote: Sagashas Levington is an African American woman’s /speaker who started a group for marginalized African American women called Infamous Mothers. She also conducted a breakout session empowering people with disabilities to stand up for themselves.
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17. Recruit people from diverse communities to speak at conferences/collaborate on trainings.	Ongoing	Staff/ Board	The challenge is finding individuals interest and knowledgeable both on diversity as well as the relevant topics for the Self-determination conference. We could use help in identifying and recruiting speakers. We had speakers from different cultural groups (black, Latino, LGBTQ as lunch speakers at last year’s conference.)
18. Collaborate with diverse communities to try to get on the agenda/be part of local conferences and events that are happening.	Ongoing	Staff/ Board	We participated in Juneteenth in Milwaukee. One of our SPARKs grants is focused on connecting the Nigerian immigrant community to disability resources and services. We attended the Union of Nigerians in Madison Area (UNIMA) independence celebration in October to introduce disability services to their community and begin building relationships within that community. We participated in an event hosted by Disability Rights Wisconsin and will participate in the TMG info day in late November focused on IRIS participants in Milwaukee. The DRW event was held in Milwaukee and provided information about Milwaukee county service for children and youth with disabilities and

			<p>their families. We provided information/resources to hundreds of people from diverse communities, many of whom signed up for our data bank to receive information from us on a regular basis.</p>
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<p>19. Hold community events/trainings in times and locations that are accessible to community members.</p>	Ongoing	Staff/ Board	<p>Our September board meeting and community conversation at the Wisconsin Woman’s African American Center in Milwaukee was held during a timeframe that families had previously indicated worked best for them (after their children had left home for school, and concluding before they would need to pick children up from school). The conversation included more than 90 people and we summarized notes into themes that have been shared back with participants and with the DHS Long Term Care Community of Practice on Cultural Competence. We also interviewed several participants who are also part of Parent University. We will use these stories to post testimonials and profiles of people that use our programs to highlight those from diverse communities, beginning the first week of December on our website and in our newsletter.</p>
<p>20. Work with people in the community to help assist the board in identifying new collaborators and opportunities for further community engagement. Need to expand to other diverse communities, and in different areas of the state.</p>	Ongoing	Staff/ Board	<p>Delores S. and Elsa B. have helped the board connect with new collaborators from the black and Latino communities in Milwaukee. We are trying to talk with Dennis P. to set up a community conversation with the Native American community in Sawyer County. We also</p>

			<p>recently made a connection with Hazel Hindsley who works with the St. Croix tribe. She would like to connect with the board, particularly around employment. We also now have a connection and will reach out to the Hmong community. Expanding to other diverse groups and different areas of the state was identified as a priority by the Diversity Sub Committee charged with identifying 2-3 priorities from the work plan to focus on.</p>
Activities:	By When:	Who:	Progress:
<p>21. Other: Lead 5-year Community of Practice on Cultural and Linguistic Competence in Long-Term Care Programs</p>	<p>Ongoing in next 5 years</p>	<p>BPDD staff/ DHS/ DRW/ Waisman/ TMG/ Tribes</p>	<p>Committee of reps attended 2-day training by Georgetown University in July and is meeting every other month. Goal is to participation in all long-term programs by all cultural groups in the natural proportions that they are living in our state, county by county. Activities include gathering existing data on program participation to identify gaps and conducting small group conversations with different cultural groups around the state to identify what the barriers to participation and perception of programs is and what changes would result in higher participation rates and outcomes for participants.</p>