

Diversity Conversation Question: What can the Board for People with Disabilities (BPDD) do to make diversity part of our mission, values and work?

Who We Are:

What can we do to increase the diversity of BPDD Staff, board members, contractors and other organizations that we work with? What training and ongoing professional development should we implement to support cultural competence within BPDD?

- Make diversity part of our website: stories, testimonials, videos depicting people from other races/ethnic groups and offered in different languages.
- Look at where we send our newsletter currently and intentionally target ethnic groups that we do not reach.
- Look at different ways to send the newsletter out that are more personal rather than just electronically (e.g., leave some in public places that people frequent).
- 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.
- 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.
- Provide regular diversity training to board, staff and contractors.

What We Do:

What action can BPDD take to apply cultural competence in all our work (e.g., conferences, educations and training, public policy/legislation)?

Fund Raising and Grant Writing:

- Simplify grant application process. Have someone with a disability review the proposal to see if it is understandable.
- Provide assistance to groups in completing the application.
- Skip the application process. Identify diverse groups/communities that may be interested in receiving a grant and/or other types of support.
- Meet with the groups to get their ideas on what BPDD could fund/provide support for in their communities.
- Connect/listen to specific ethnic/diverse groups to try to address issues/concerns that are important to them.
- Make sure that request for applications for grants address the issue of diversity/contains language specific to diversity.
- Include individuals with diverse identities in the grant review process.

Publication and Dissemination:

- 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).
- Get input on branding/tag lines that would speak to diverse communities. Do not use BPDD. Come up with a message/tag line that means something to people.
- Use personal stories that focus on individuals with diverse identities. Develop stories that speak to specific

diverse communities.

- Use Facebook. It is a good way to reach people, but intentionally target information that will speak to diverse communities, put information in other languages.
- Identify ways to reach diverse communities that don't rely on people using a computer. More face to face in person conversations. More personal ways to reach out.
- Use People First language, short messages and a lot more graphics.

Conferences, Education and Training:

- Use multi-level individualized supports to help people attend conferences. Find out from the individual what the barriers are to attending conferences/trainings.
- Provide more scholarships and/or waiving of fees to assist people from diverse communities to attend conferences/trainings.
- Must make transportation available in underrepresented communities.
- Provide family support, respite and child care for people so they can attend conferences/trainings.
- Provide translators and interpreters for all conferences/trainings.
- Have targeted regional conferences and trainings in locations that are underrepresented/diverse communities.
- Include diversity in request for speakers for conferences. Include topics around diversity/topics that speak to diverse communities in the conference program.
- Recruit people from diverse communities to speak at conferences/collaborate on trainings.
- Collaborate with diverse communities to try to get on the agenda/be part of local conferences and events. that are happening.
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Public Policy/Legislation and Advocacy:

- Learn more/have conversations locally about what issues are important to people in diverse communities.
- Engage in community based advocacy— i.e., 1:1 assistance provided by trusted people on how to navigate the complex system.

- Grow local advocacy groups in diverse communities.
- Find out what the barriers are to people in diverse communities connecting with needed resources and supports.

Community Engagement/Collaboration

- Learn by listening to individuals in diverse communities.
- Hold community events/trainings in times and locations that are accessible to community members.
- Work with people in the community to help assist the board in identifying new collaborators and opportunities for further community engagement
- Grow local advocacy groups that represent the intersection of race, ethnicity and disability.
- Host regional events specifically about the intersection of diversity and disability.
- Highlight stories that focus on the topics relevant (e.g., poverty, discrimination, lack of access to resources) to the intersection of diversity and disability. Join together around common issues.

