Methods

a 10-month Diversity Fellowship through MCDD’s POG. This research demonstrates the outcome of developmental disabilities (I/DD), People On the Go of Public Health (JHSPH) and Maryland’s statewide Maryland Center for Developmental Disabilities community of individuals with disabilities, the

Background

• Applicants were recruited from JHSPH (whose...4. “Well, [POG has] been to marches, they...3. “Well what I would like to see is open the...2. “I think maybe sometimes when [POG]...1. “Get people from different groups, self-advocacy groups, schools, Kennedy Krieger, marches, and people without disabilities. What would you like to see POG do about diversity?

Fellowship Activities

• Conducted a diversity mission statement with POG leadership and staff members.
• Gave a presentation on diversity, cultural and linguistic competency, and inclusion at POG’s quarterly meeting in December.
• Participated in a diversity panel for MCDD’s “Diversity Matters” 2018 retreat.
• Developed materials for and attended POG’s “Lunch and Learn” during Disability Awareness Days in Annapolis, Maryland.
• Attended diversity and leadership workshops.
• Participated in MCDD data collection, management and program evaluation activities.
• Completed a capstone project and presented it to MCDD and POG faculty members, staff members and trainees.
• Presented a poster at AUCD’s annual conference in 2018.

Capstone Project

The purpose of the capstone project was to: (1) develop several methods for POG to gather and analyze membership demographics, and (2) assess POG’s network with respect to diversity and inclusion.

Table 1. Demographic Characteristics of POG Members

<table>
<thead>
<tr>
<th>Race</th>
<th>n</th>
<th>98%</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-American/Black</td>
<td>52</td>
<td>20%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>83</td>
<td>96%</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>Disagree 54.5%</td>
<td>36.5%</td>
<td>20%</td>
</tr>
</tbody>
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Impact

• Increased knowledge about self-advocacy, disability rights, and the University Centers for Excellence in Developmental Disabilities Education, Research, and Service (UCEDD).
• Increased comfort in working with people with disabilities.
• Developed personal and professional networks in the community of individuals with I/DD.
• Increased leadership, data collection, management and analysis.
• POG reported:
  • Refined methods to collect and analyze data through Apricot database software.
  • New dialogue among its members, leadership and staff members about intentionally integrating diversity and cultural and linguistic competency into recruitment, training and advocacy efforts.

MCDD reported:
• A new way to support emerging diverse leaders in the disability field.
• Strengthened partnerships with local and state self-advocacy networks.

Future Plans

• Support future diversity fellows.
• Continue collecting membership and diversity data.
• Pursue new avenues for including perspectives of people with different identities and voices, as part of efforts to serve the community of individuals with I/DD (for example, work within the Hispanic community through the Archdiocese of Washington, D.C.).
• Organize a diversity, cultural and linguistic competency, and inclusion workshop series.

This project is supported by a grant from the U.S. Department of Health and Human Services Administration for Community Living.

For more information, visit our website at MCDD.KennedyKrieger.org.