



# ReachOut e-Diversity News

An Electronic Publication of the Ohio Developmental Disabilities Council

## This Month: LEAD WITH INTENTION!

1. Benefits of a Diverse Board
2. Inclusion Matters
3. It's Not About Size
4. Get Involved

October 2017 Edition | Volume 11, Issue 5

Read, Pass on to Friends,  
Family Members, Colleagues  
& Constituents



Don't  
Miss an  
Issue!

It is the policy of the Ohio Developmental Disabilities Council to use person-first language in items written by staff. Items reprinted or quoted exactly as they originally appear may not reflect this policy.

## LEADING WITH INTENTION

Since 2001, the Ohio Developmental Disabilities Council has been *intentional* in its outreach to unserved/underserved individuals with developmental disabilities. Our initial focus on outreach was to reduce the number of individuals with developmental disabilities from unserved/underserved populations from falling between the cracks as well as to prevent the number from increasing.

The Council's initial efforts began with the identification of organizations serving these populations and then seeking ways to collaborate. Based upon census data, the Council developed profiles of these populations, identified agency level of cultural competence, opportunities, and barriers.

As a result of ODDC's intentional leadership, the following are examples of outcomes realized.

[-READ MORE-](#)

### 7 Benefits of a Diverse Board



The individual leaders who compose nonprofit boards are a reflection of an organization's values and beliefs about who should be empowered and entrusted with its most important decisions. Organizations can better achieve their missions by drawing on the skills, talents, and perspectives of a broader and more diverse range of leaders, and the diversity of viewpoints that comes from different life experiences and cultural backgrounds. Diversity of perspective does matter.

[-READ MORE-](#)

The most effective boards work to build a culture of trust, candor, and respect — none of which is possible without a culture of inclusion. Boards that cultivate an inclusive culture ensure that all board members are encouraged to bring their perspectives, identity, and life experience to their board service. Inclusivity often gets reduced to discussions of diversity which are important in terms of board composition, but do little to address the more important issue of valuing and appreciating how cultural difference enriches board work, strengthens governance, and underpins responsible community stewardship.

[-READ MORE-](#)

### Inclusion Matters!



## It's Not About Size!



One of the most frequently asked questions about Boards is “What is the ideal number of board members for an effective board?”

An in-depth analysis of Governance Index 2010 data revealed that there is no optimal “one-size-fits-all” for the number of members serving on a board. In other words, small or large boards can be just as effective as medium-sized boards, especially when you take into consideration the use of best practices such as engaging in a formal board evaluation process or offering structured orientations, both of which had a positive relationship to board performance.

[-READ MORE-](#)

## Get Involved!

Spend your time doing something that benefits others and you, consider getting involved with the Ohio Developmental Disabilities Council (ODDC).



**Ohio Developmental  
Disabilities Council**

Why? [-READ MORE-](#)

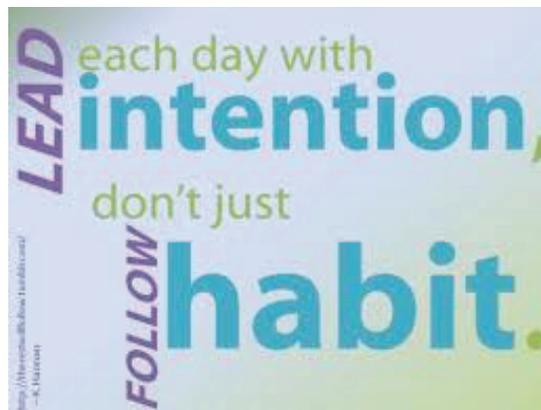
## August 2017



We had 1,922 social media views of  
“ Meet the Change Challenge Newsletter”

**Plus Feedback!**

[-READ MORE-](#)



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## LEADING WITH INTENTION

By Carolyn Knight

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Since 2001, the Ohio Developmental Disabilities Council has been *intentional* in its outreach to unserved/underserved individuals with developmental disabilities. Our initial focus on outreach was to reduce the number of individuals with developmental disabilities from unserved/underserved populations from falling between the cracks as well as to prevent the number from increasing.

The Council's initial efforts began with the identification of organizations serving these populations and then seeking ways to collaborate. Based upon census data, the Council developed profiles of these populations, identified agency level of cultural competence, opportunities, and barriers.

As a member of the Council, I was given the opportunity to serve as the first chair of the Outreach Sub-Committee. Working with Ken Latham, ODDC staff, the Council provided its first



**Carolyn Knight**  
Executive Director  
Ohio Developmental  
Disabilities Council

modest grant \$3,175, partnering with the Columbus Urban League and the Ohio Legal Rights Service to support Triple Jeopardy—African American Women with Developmental Disabilities program. Since that time, the Council has continued to *lead intentionally* in building trust among community leaders and organizations representing unserved/underserved populations and awarding grants to support programs targeting these populations. **As a result of ODDC's intentional leadership**, the following are examples of outcomes realized.



- Increased awareness among stakeholders of the diverse needs and expectations of individuals with developmental disabilities from unserved/underserved populations, their family members and caregivers;
- Improved the understanding among stakeholders of the differences between diversity, cultural competency and providing culturally competent services;
- Increased capacity of individuals with developmental disabilities from unserved/underserved populations to advocate for the support they need;
- Improved access to culturally appropriate services that meet the needs of individuals with developmental disabilities from unserved/underserved populations;
- Supported research that benefit individuals with developmental disabilities from unserved/underserved

*Live your dream.  
Create your life.  
Lead with intention.*

*Leslie Schwartz*  
Tuesday - Aug 14, 2013(9:38 am)

- populations;
- Supported training that has improved stakeholders understanding of how to better serve individuals with developmental disabilities from unserved/underserved populations;
- Increased public participation in events that support individuals with developmental disabilities from unserved/underserved populations;
- Increased number of individuals with developmental disabilities from minority populations working in the field of developmental disabilities;
- Increased awareness of developmental disabilities in communities that include unserved/underserved populations; and
- Increased awareness among policymakers of the needs of individuals with developmental disabilities from unserved/underserved populations.

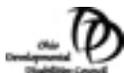
While we are grateful that Ohio is recognized in the top tier of state councils for its work in disability and cultural diversity, there is recognition of the vast amount of work that still needs to be completed. As the Council continues in pursuit of its mission, the Outreach Sub-Committee is now a standing committee of the Council. Today, I serve as the Executive Director and work with 31 Council members and 4 Special Advisors. Click to learn more about Council members.

<http://ddc.ohio.gov/Council-Members/Current-Members>.

The Council continues to seek members who are diverse and represent unserved/underserved populations. After reading this month's newsletter, if you are interested in "**Leading with Intention**", please feel free to contact us. We welcome your participation!



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## 7 Benefits of a Diverse Board



The individual leaders who compose nonprofit boards are a reflection of an organization’s values and beliefs about who should be empowered and entrusted with its most important decisions. Organizations can better achieve their missions by drawing on the skills, talents, and perspectives of a broader and more diverse range of leaders, and the diversity of viewpoints that comes from different life experiences and cultural backgrounds. Diversity of perspective does matter. Having a broad range of collective attributes, rather than overlapping or redundant qualities, helps the board significantly in fulfilling its responsibilities of providing good corporate governance and strategic oversight. The following are seven benefits of having a diverse board.

A **diverse board** is comprised of individuals who represent internal, external, and organizational dimensions of diversity.

**Internal dimensions** - race, ethnicity, age, gender, sexual orientation, disability

**External dimensions**- income, religion, education, work experience, personal habits, appearance, geographic location, marital status, parental status

**Organizational dimensions**-work content/field; division/dept. unit; seniority; work location, union affiliation; management status

### 1. Better Decision-Making

Diversity of board members strengthens board deliberations and decision-making. When a nonprofit board is facing a major decision, diverse perspectives on the board are better qualified to identify the full range of opportunities and risks.



### 2. Direct Access to Community Resources

When a nonprofit’s board reflects the diversity of the community served, there are stronger connections with stakeholders and customers. The organization is better able to access resources in the community through connections with potential donors and/or collaborative partners and policy makers.

### 3. Sparks Innovation

Boards that can collectively draw upon a broad assortment of competencies, priorities and insights

are an invaluable resource for Executive Directors and senior management teams working in complex environments with wide-ranging, multiple constituencies. Diversity of perspective leads to understanding how to serve customers, igniting innovation that results in gaining competitive advantage.



#### 4. Prioritize resources and strategies more effectively

Diverse boards are more capable of helping organizations understand the context in which they work and how best to prioritize resources and strategies based on that reality. Having an awareness of how systemic inequities have affected the individuals the organization serves enables the organization to avoid blind spots that can lead to flawed strategies.



#### 5. Higher Performance

The more diverse a board, the higher its Group IQ. Subsequently, the boards with high Group IQ perform higher than less diverse boards. They are more equipped to seize opportunities that deepen the organization's impact, relevance, and advancement of the public good.



#### 6. Less risk adverse

A diverse board will improve the organization's ability to respond to external influences that are changing the environment for those served and in which it is working. They are less risk adverse and therefore the organization is less likely to become stagnant.



#### 7. Recruitment of diverse board members is easier

If all the board members travel in the same circle, identifying and cultivating new board members will be a constant challenge. Consequently, when board members travel in different circles, they are able to easily connect individuals from their circle to the board



#### Lead with Intention!



WATCH this [video](#) and learn more about how diversity fuels group emotional intelligence.



SHARE this [video](#) and increase awareness of the importance of diverse boards.



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## Inclusion Matters!



The most effective boards work to build a culture of trust, candor, and respect — none of which is possible without a culture of inclusion. Boards that cultivate an inclusive culture ensure that all board members are encouraged to bring their perspectives, identity, and life experience to their board service. Inclusivity often gets reduced to discussions of diversity which are important in terms of board composition, but do little to address the more important issue of valuing and appreciating how cultural difference enriches board work, strengthens governance, and underpins responsible community stewardship.

An **inclusive board culture** welcomes and celebrates diversity (differences) and ensures that all board members are equally engaged and invested, sharing power and responsibility for the organization’s mission and the board’s work.



Some boards have established policies, structures, practices, and processes that are designed to increase the inclusion of individuals from diverse or traditionally marginalized, un/underserved populations. The following are examples of *functional inclusion* practices.

- Incorporated diversity into the organization’s core values
- Modified organizational policies and procedures to be more inclusive
- Discussed the values and benefits of expanding diversity on the board
- Written diversity statement and/or included in mission statement
- Actively recruit members from diverse backgrounds and evaluate such efforts
- Conducted diversity training for staff and board

There appears to be less focus on engaging individuals on boards from diverse backgrounds to participate fully in the interpersonal dynamics and cultural fabric of the board.” *Social inclusion* practices focus on diverse members making contributions to the board’s critical tasks, routine activities and important policies. These practices also focus on relationships among board members; to include taking a personal interest, initiating social interactions, and becoming friends with individuals from diverse backgrounds.

*inclusion*  
**STARTS WITH ME**

**An inclusive board engages in both functional and social inclusion practices.**

## LEAD WITH INTENTION!

To what extent do you lead intentionally focused on both functional and social inclusion practices?

- 1- Very engaged in both functional and social inclusion practices
- 2- Engaged in both functional and social inclusion practices
- 3- Somewhat engaged in both functional and social inclusion practices



- 4- Engaged in either function or social inclusion practices
- 5- Not engaged in either functional or social inclusion practices

What 1 action will you take to be more functionally inclusive?

What 1 action will you take to be more socially inclusive?



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So, if it's not about size, what IS it that makes boards effective, and even exceptional? Effective boards bring a wide range of backgrounds and experiences to the table, are familiar with their role and what is expected from them, and bring an understanding of how they should be doing their board work. Having 5 or 15 individuals around the board table won't make any difference if they don't really “get” the work of the organization, don't have a good leader in the chair, and either try to micro-manage or, just as bad, don't ask any questions.

Ultimately it is how the board functions that determines its effectiveness.

- How engaged and supportive of the work are the board members?
- Does everyone have a clear sense of purpose?
- Does the chair have a strong partnership with the executive director?
- Do the people around the table diverse across all dimensions (internal, external and organizational)?
- Do the people around the table together possess the right range of skills to lead the organization?



How important are the human dynamics around the board table? Critical.

- Are board members respectful of staff and each other, passionate about the work, eager to share their experiences and views and to listen to others?
- Do the board members understand each other?
- Are board members eager to learn, tolerant of differences, and absolutely committed to making things happen?



### LEAD WITH INTENTION!

SHARE what makes YOUR board effective.



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## Get Involved!

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If you want to spend your time doing something that benefits others and you, then consider getting involved with the Ohio Developmental Disabilities Council (ODDC).



**Ohio Developmental Disabilities Council**

### ODDC's Mission....

To create change that improves independence, productivity and inclusion for people with developmental disabilities and their families in community life.

The following are 8 good reasons for you to get involved in ODDC!

#### #8: Joining Council is good for you.

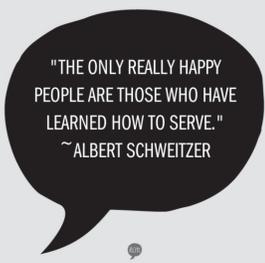
Being a part of something that focuses on others provides physical and mental rewards. It reduces stress. Experts report that when you focus on someone other than yourself, it interrupts usual tension-producing patterns.

Be Part of Something

#### #7: As a Council Member you get to bring people together.

You help unite people from diverse backgrounds to work toward a common goal.

You help to build a team that is committed to improving the lives of people with developmental disabilities and their families.



#### #6: You grow and your self-esteem increases.

You increase your understanding of needs and expectations of individuals with developmental disabilities and their families across the state of Ohio. This understanding fosters empathy and personal development.

#### #5: As a Council Member you contribute to strengthening O-H-I-O.

- **Advocate** for people with developmental disabilities and their families
- **Initiate** programs that enrich their lives
- **Demonstrate** a consistent commitment to the Mission
- **Educate** about disability rights and the importance of self-determination





#### #4: You learn a lot.

Council Members learn things like these:

- **Self:** members discover hidden talents that change their view on their self-worth.
- **Government:** members learn about the functions and operation of government at all levels- local, state, federal

- **Community:** members gain knowledge of resources available to assist people with developmental disabilities and their families across the state and throughout the United States

Become  
a Member

#### #3: You get a chance to give back.

By participating on Council you get to do contribute to a cause that benefits people you care about.

#### #2: Being on Council encourages civic responsibility.

Community service and volunteerism are an investment in our community and the people who live in it.

#### #1: You make a difference.

Every person counts!



#### LEAD WITH INTENTION



**WATCH THIS VIDEO** and hear from Mark Seifarth, Council Chair how membership has its benefits.

#### CONSIDER JOINING THE COUNCIL

##### What's REQUIRED?

- Meet one of the following categories:
  - An individual with a developmental disability
  - Parent or guardian of a child with a developmental disability
  - An immediate relative or guardian of an adult with a mentally impairing developmental disability who cannot advocate for himself/herself



- An immediate relative or guardian of an institutionalized or previously institutionalized individual with a developmental disability or an individual with a developmental disability who resides or previously resided in an institution
- A representative from a private agency serving persons with developmental disabilities
- A representative from a private non-profit organization serving persons with developmental disabilities

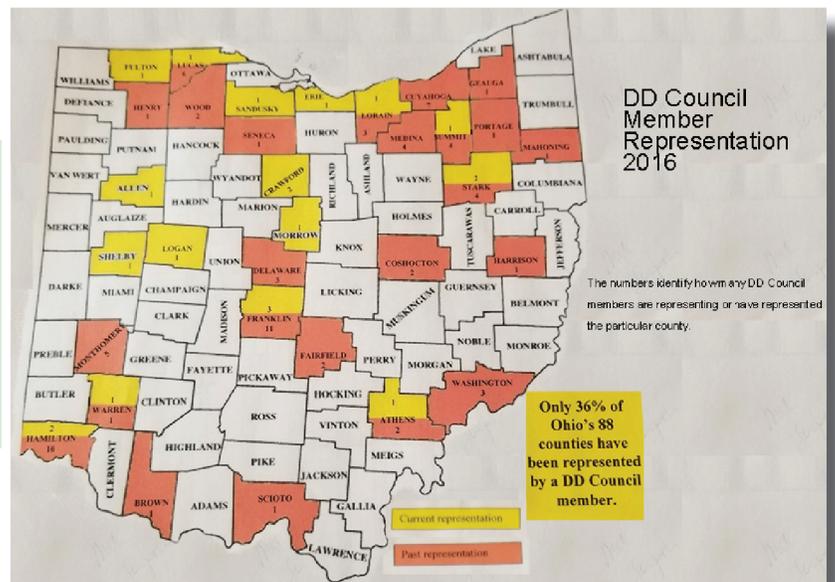
- Submit application

Click here for application

<http://ddc.ohio.gov/Council-Members/New-Member-Application>

- Provide resume or vita (preferably 1 page)
- Submit Two letters of recommendation

**Is YOUR COUNTY represented?**  
 If your county doesn't have a red or yellow color, your county is not being represented. **Consider JOINING** and being the voice for your area **OR Ask someone** you know to join and be the voice.



- **By mail:** Ohio DD Council, 899 East Broad Street, Suite 203, Columbus, Ohio 43205
- **By phone:** 614-466-5205 or toll-free 800-766-7426. If you are leaving a message, please spell out your name, and give your address including zip code, and phone number.
- **By email:** [carla.cox@dodd.ohio.gov](mailto:carla.cox@dodd.ohio.gov)



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## RECAP of August Reach Out e-Diversity News!



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### Facebook

“Moving from Technical to Adaptive Work”- **608 views**  
“Re-examine Personal Values & Align Behaviors”  
came in second- **512 views**

“Recognize and Manage Cultural Intersections”- **481 views**

“Use Communication to Create an Open Environment”- **129 views**

### LinkedIn

**192 views** of Newsletter



## Examples of feedback received from a variety of stakeholders



**“This is great Ken! So nice to see that some things do “Catch a Fire”. I look forward to speaking with you soon.”**

Wendy Jones  
Research Instructor  
Georgetown University  
Center for Child & Human Development

**“Ken, how wonderful to hear from you. Thank you for sharing the newsletter and reflection. Well written.”**

Maria Stepanyan  
Executive Director  
Center for People with Disabilities  
Boulder, Colorado

**“Great Issue. Should be used by all human services organizations.”**

Michael Schroeder  
Special Advisor  
Outreach Committee

**“Quite a comprehensive summary. Impressive”**

Vivian Jackson, Ph.D. LICSW  
Georgetown University

**“This is great. I attended the Academy the week after you. I love this newsletter!”**

Christine Pisani, M. Special Ed  
Executive Director  
Idaho Council Developmental Disabilities



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