Ability Leadership Project - NC

Project Update

August 28, 2020

Presenters:

Corye Dunn, DRNC
Gerald Parrish, ADA
Jayke Hamill, CCL

Since we last met…

- **Were preparing for a "mostly in-person" program with some students remote in later sessions.**
- **Then COVID happened.**
- **All remote pilot. This decision was finalized approximately May 1.**

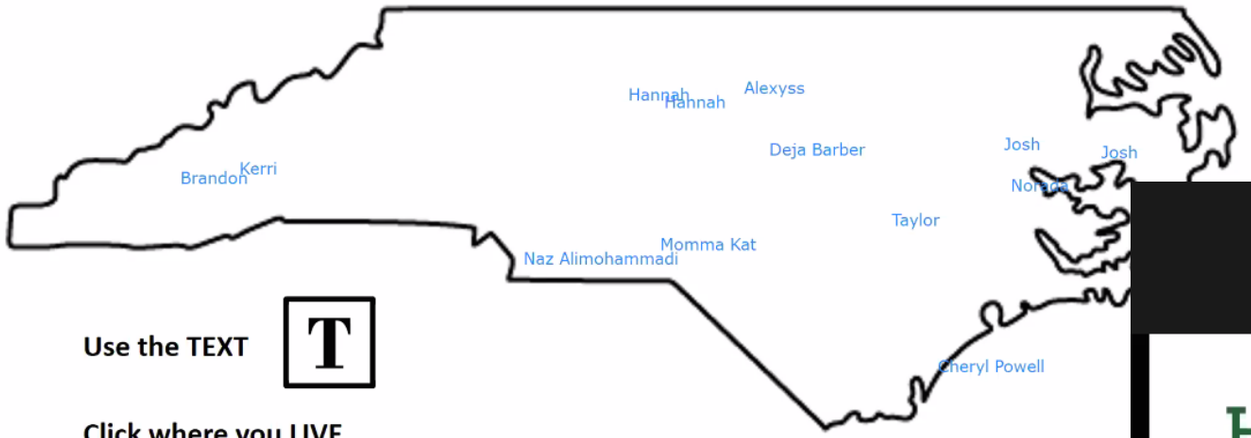
Going All Remote

- **Shifted thinking about both how trainers interact with participants AND how participants interact with each other; also required curriculum changes**
- **Biggest concerns are building relationships and preventing disengagement.**
- **Delayed start of program.**

Pilot Class 2020

- **July onboarding**
- **Session A completed in August**
- **12 students including 7 people with IDD and 5 who are family members and/or professionals in the IDD world; 30% people of color; geographic diversity; disability diversity both within IDD and across other types of disabilities**

Hometown!



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How We Work Together:

- ❑ Center experiences of IDD
- ❑ Stay focused
- ❑ Be honest
- ❑ Use an open mind
- ❑ Share the room
  - Treat other people the way you want to be treated
- ❑ Ask for help
- ❑ Respect differences
- ❑ Make "I" not "you" statements
- ❑ Assume the positive
- ❑ Confidentiality
  - Respect other people's opinions
  - Share your experiences and listen to understand
  - We are here to learn from eachother and build a bond
  - Give people space to say what they need to say and practice active listening/reading

What else?

Practice social equality

Be patient with other people and seek to understand

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Curriculum update:

- **Both entirely new content and significantly modified content.**
- **Still building out the online functions.**
- **Pilot will help us learn about what works best.**

What is the ValueAble Leader Project?

Values are the ideas that are important to us. They help us make decisions. Values shape how we lead, who we lead, and what work we choose to lead.

The ValueAble Leader Project (VLP) is a tool that helps us think about our values, name what our most important values are, and learn how we use these values to make decisions.

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Values

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Storytelling

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B BOLD	R RELEVANT	A ACCESSIBLE	V VALUES-DRIVEN	E EXPERIENCE-BASED
Inspires a vision and a “call to action.”	The “right” story for the topic, person, and situation.	Short, simple, and easy to understand.	Rooted in your personal values and beliefs.	Reflects your own identity and experience, but is also relatable.

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Evaluation

- **Custom evaluation tools both for pilot and for ongoing use.**
- **Layered approach**
- **“Baseline” Survey**
- **“End-of-Session” Survey**

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Questions?

Ability Leadership Project - NC

Program Launch

July 17, 2020

Trainers:

- ✓ Corye Dunn
- ✓ Gerald Parrish
- ✓ Jayke Hamill

Staff Introductions

Trainers

- Corye Dunn
- Gerald Parrish
- Jayke Hamill

Operations Staff

- Beth Butcher
- Maddie Lombardo
- Susan McLean
- Michelle Schneider
- Melissa Swartz

Introductions

- What is your name?
- Where do you live?
- 1 thing you do for fun or to relax?

Agenda

30 minutes	Program Welcome & Introductions
20 minutes	Intro to Zoom
20 minutes	About ALP-NC
20 minutes	How We Work Together
30 minutes	Intro to TEAMS and Pre-Work
30 minutes	(Optional) Questions & Discussion

ALP-NC
ABILITY LEADERSHIP PROJECT

Disability Rights North Carolina

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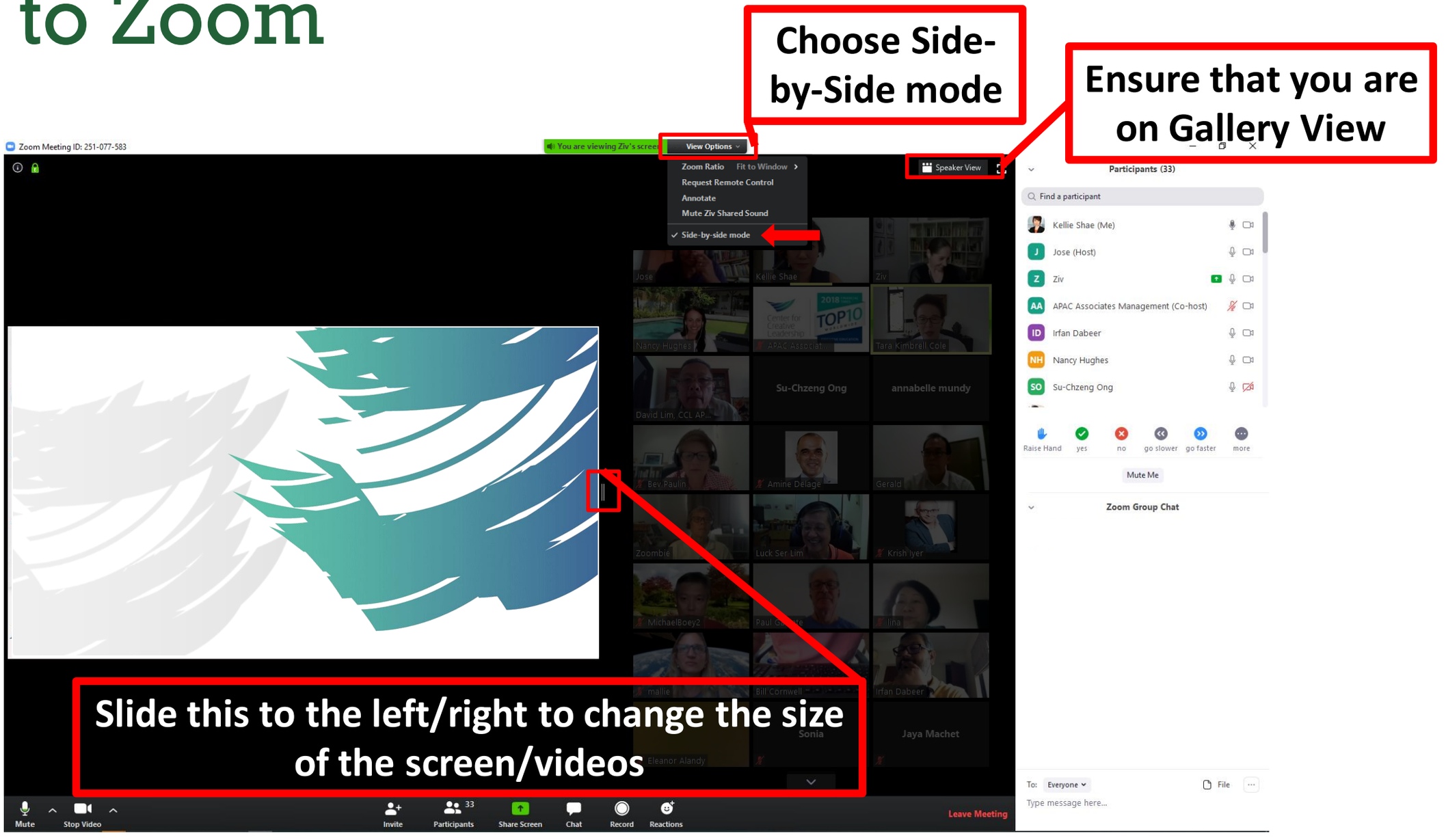
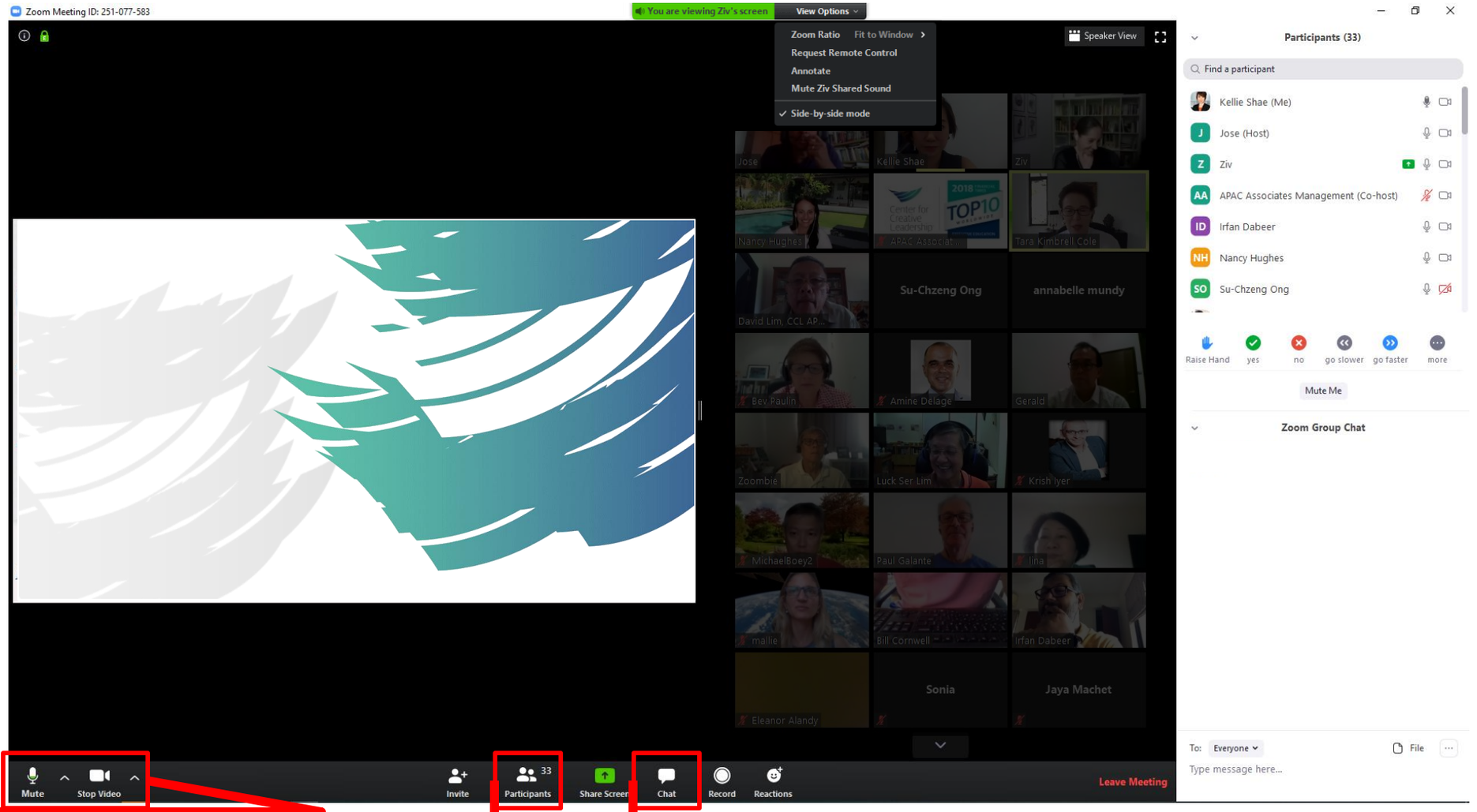
NCCDD
North Carolina Council on Developmental Disabilities

[**Image**: 4 logos representing ALP-NC, Disability Rights North Carolina, Center for Creative Leadership, and the North Carolina Council on Developmental Disabilities.]

Intro to Zoom



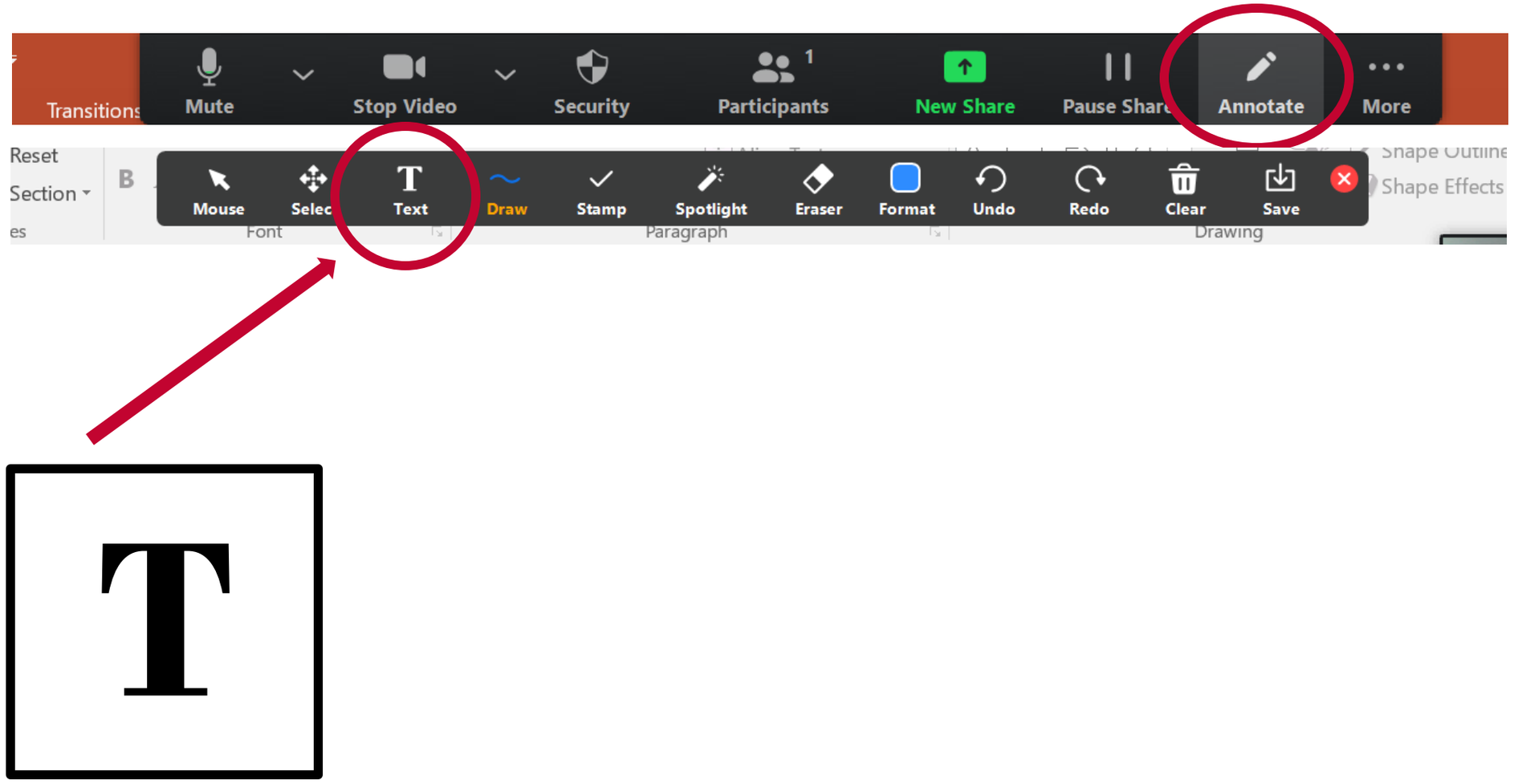
Intro to Zoom



Audio and Video Button

Participants and Chat Box

Annotate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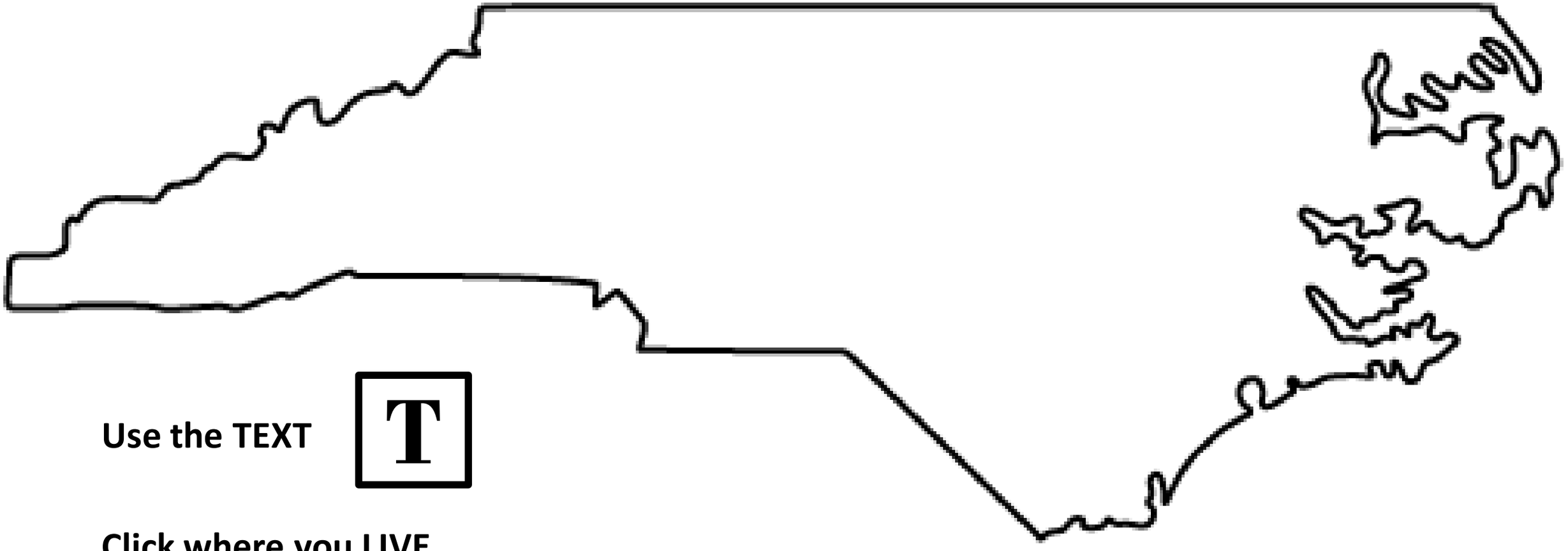
Hometown!



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Program Overview

- Why are we doing this?
- What will we learn?
- What is our timeline?
- How do we work together?

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Why are we doing this?

Direction = **Agreement on goals**

Alignment = **Coordinated work**

Commitment = **Shared responsibility**

When we work together, leadership happens

[**Image**: Direction, Alignment, & Commitment are the 3 outcomes of effective leadership, displayed as a Venn diagram.]

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Program Session A

Creating Our Story

- Who am I? Who are *we*?
- What is advocacy?
- How do I tell my story?

Program Session B

Calling On Our Network

- What do we care about?
- What is leadership?
- How do I grow our network?

Program Session C

Connecting Our Differences

- Why are differences important?
- What is power?
- How do I build our community?

Program Session D

Changing Our Systems

- Why should change happen?
- What are systems?
- How do I practice self-care?

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2020 Pilot Program

JULY

Leadership Survey

Program Launch

Prepare for Session A

AUG

Session A:
Creating Our Story

Small Groups

Other Resources

Prepare for Session B

SEPT

Session B:
Calling On Our Network

Small Groups

Other Resources

Prepare for Session C

OCT

Session C:
Connecting Across Differences

Small Groups

Other Resources

Prepare for Session D

NOV

Session D:
Changing Our Systems

Advocate Network Induction

How We Work Together:

- ❑ Stay focused
- ❑ Be honest
- ❑ Use an open mind
- ❑ Share the room
- ❑ Ask for help
- ❑ Respect differences
- ❑ Make “I” not “you” statements
- ❑ Assume the positive
- ❑ Confidentiality
- ❑ Keep video and mic on if possible

What else?

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Intro to Teams

- ✓ Why: to organize our work together and keep in contact
- ✓ Overview - How to Use Teams
- ✓ 1:1 Check Ins before program

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Pre-Work for Session A (Aug. 25)

- My Leadership Plan – Session A
- Leadership Survey (Baseline)

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Questions?

Disability Rights North Carolina

THANK YOU!

Corye Dunn, Project Director
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