National Disability Mentoring Coalition Strategy Team

Meeting, March 18, 2015, 1:00 pm - 2:00 pm

**National Disability Mentoring Coalition Mission Statement**

The mission of the National Disability Mentoring Coalition is to increase the awareness, quality and impact of mentoring for individuals with disabilities across the nation. Member organizations share core values and align with the Coalition's initiatives to streamline communication, standardize and systematize data collection, reduce duplication of efforts, increase mentoring opportunities, and improve outcomes for individuals with disabilities. The Coalition integrates mentoring into its own operational model to transfer historical knowledge, incorporate reverse mentoring to generate innovation, and develop new opportunities for individuals with disabilities across their lifespan.

Meeting Minutes

Attendees

**Rayna Aylward,** Co-chair, Mentor Advisory Committee, PolicyWorks, Inc.

**TaKeisha Bobbitt,** Managing Director, American Association of People with Disabilities (AAPD)

**Anna Cunningham,** Business Mgmt Analyst, Northrup Grumman

**Gary Goosman,** Mentor Advisory Committee, PolicyWorks, Inc.

**Alan Muir,** Center Opportunities for Students with Disabilities (COSD)

**Derek Shields,** Co-chair, Mentor Advisory Committee, PolicyWorks, Inc.

**Steve Slowinski**, Mentor Match Specialist, Partners for Youth with Disabilities (PYD)

**Regina Snowden,** Founder & CEO, Partners for Youth with Disabilities (PYD)

**Marie Strahan,** Consultant

**Jessica Swirsky,** COO, Abilities Inc. at the Viscardi Center

**Genelle Thomas,** National Center Director, Partners for Youth with Disabilities (PYD)

**Welcome** Rayna convened the meeting and welcomed everyone

**Updates on Susan M. Daniels Mentoring Hall of Fame Planning**

* Hall of Fame Objectives (included here for reference)
* Recognize individuals and organizations for mentoring impact
* Identify effective practices
* Capture replication models
* Establish shared data-gathering platform
* Highlight recruiting tools
* Strengthen Coalition’s collective mentoring pipeline
* Recognition Criteria Work Group
  + Co-Leads: Marie Strahan, Kristen Humphrey
  + Members: Rayna Aylward, Margaret Campbell, Jessica Swirsky, Emily Malsch
  + January – March Tasks:
    - Determine nomination criteria
    - Determine if the awards are for individuals and/or organizations
    - Include ways to identify innovative programs and ideas in transition and mentoring
    - Determine multiple categories, mentee-based nominations with the focus on impact, and inclusion of informal mentoring that includes voluntary relationships
    - Consider apprenticeship type programs, should they be included?
    - Include ways to identify effective practices and capture for sharing with others
    - Determine the focus of the mentoring: whole life, transition, employment/careers
    - Ensure HOF finds ways to recognize “not the usual suspects”
    - Determine model for replication by other organizations / locale level – including model for informal awards
    - Other tasks to be identified
* Report: Marie Strahan reported that Margaret Campbell has been a wonderful addition to the group via her recommendations for more specific nominee information and requiring more details. Furthermore, the team has discussed how to collect more data by being clearer in the questions. The group is also improving ‘plain language’ writing and aims to have a final product back to the full Coalition by early April.
* Technical Work Group
  + Co-Leads: Derek Shields, Steve Slowinski
  + Team: AAPD Rep to be added; seeking more team members
  + April – October Tasks:
    - Capture nomination criteria in an online submission process (PYD)
    - Create system for screening and sorting nominations (PYD)
    - Create showcase for HOF inductees (AAPD)
    - Ensure platform can capture qualitative data about what is working over time (PYD) and highlight those practices at HOF site (AAPD)
    - Other tasks to be identified
  + Report: No significant activity to report at this time.
* Communications and Public Relations Work Group
* Co-Leads: Anna Cunningham, Genelle Thomas
* Team: TaKeisha Bobbitt, seeking more team members
* March – July Tasks:
  + - Finalize name: Susan M. Daniels Mentoring Hall of Fame
    - Increase awareness to targeted audiences of Coalition, HOF and our shared objectives
    - Link to JFA Awards/Event planning criteria (with AAPD)
    - Identify and align with media partner/s
    - Identify spokesperson for HOF / NDMC
    - Develop 50-state strategy
    - Other tasks to be identified
* Report: Anna and Genelle had a planning meeting to define their group’s way forward. They intend to have their first work group meeting in late March and added two specific tasks to their focus: finding a spokesperson and incorporating a 50-state strategy.
* Proposal Update: Rayna reported that the PYD-initiated proposal was updated based on the February feedback. Efforts are underway to secure funds for the July Hall of Fame launch and for sustaining and expanding the Coalition.
* July 22nd JFA Event Discussion
  + TaKeisha Bobbitt provided a description of the JFA event, including recognitionfor AAPD interns and for Members of Congress who have supported disability rights.
  + Each year, the intern class has been asked to produce a group project. One year this included a video on what ADA 2.0 would include. This year’s intern class has been challenged to create a video on mentoring and its importance. AAPD has offered to link this project with the work of the Coalition and the mentoring theme.
  + Marie inquired if it would be acceptable to invite Acting Social Security Commissioner Colvin to help launch the National Disability Mentoring Hall of Fame and induct Susan Daniels. Commissioner Colvin was a friend of Susan’s and a peer mentor.
  + TaKeisha voiced support for Commissioner Colvin’s involvement. Jessica, Gary and Derek supported as well. AAPD will work with Marie and Rayna to formally invite Commissioner Colvin to participate.
  + Regina asked if we should consider adding mainstream participants to 7/22 event, such as MENTOR, Inc, and researchers focused on inclusive mentoring. The suggestion was to defer this until the October event (see below).
  + Anna stated her support for finding a spokesperson to help shape outreach beyond Washington, DC. This would be part of an inclusive national strategy.
  + Rayna summarized the 7/22 event as having an ADA prism with a disability mentoring angle. Then, per AAPD’s recommendation, a separate October event would focus more exclusively – and inclusively -- on mentoring.
* October Mentoring Event Discussion
  + TaKeisha recommended that AAPD work with the Coalition to coordinate a NDMC and Hall of Fame event linked to Disability Mentoring Day and National Disability Employment Awareness Month in October. This event could include:
    - DMD Launch
    - Induction of “25 for 25” (25 mentors inducted into the Hall of Fame for the first 25 years of the ADA)
    - Hall of Fame nomination launch
    - Inclusion of mainstream participants
  + Gary voiced support for the October event approach. He suggested adding USBLN and for-profit employer involvement. This could involve an organization like AT&T (Aspire) or another major corporation. Regina commented that a program like Work Without Limits from Massachusetts could be a good model for the event. Gary added that we need to be careful when considering and involving the “same old folks.” Anna indicated her support to include the “old folks” so we can move on to the “new folks.” TaKeisha , Rayna and others supported a blend of the old and the new.
  + In a subsequent message, Marie provided a motto that summarized a blended approach:

**"Honor the Past, Embrace the Present, Shape the Future"**

* + 25 for 25 Identification and Selection
    - Establish a “25 for 25 Selection Committee” to begin developing a candidate listfor the October event announcement of the “25 for 25”
    - Add this to the next meeting agenda.

**Monthly Meetings**

Derek and Rayna discussed ideas for the upcoming NDMC Meetings. Proposed topics are included below – we are open to Coalition member’s ideas, feedback and input!

* + April:
    - Hall of Fame Launch at JFA Awards Event - HOF Work Group Reports
    - Update on Proposals
    - Update on MENTOR Inc from Regina/PYD
    - Explore meeting possibilities prior to USBLN Conference (Austin, TX Sept 28 – Oct 1)
  + May: Possible MENTOR Inc. Presentation, HOF Updates, Annual Planning Updates

**Next Steps / Meetings**

* HOF Work Group Meetings
* PYD to reach out to MENTOR, Inc.

Next Meeting: April date TBA

NDMC Timeline:

April Coalition Meeting

Final Recognition Criteria

Technical Funding Secured (For Platform and Website)

Video Plan Finalized

Annual Planning Meeting Decision

May Coalition Meeting

Media Partner Secured

June Coalition Meeting

MENTOR Inc Partnership Planning

July Coalition Meeting

\*7/22/15 Hall of Fame Launch at AAPD JFA Awards

August Coalition Meeting

Annual Planning Meeting Discussion

September Coalition Meeting

Annual Planning Meeting

October Coalition Meeting

Disability Mentoring Day / Hall of Fame 25 for 25 Inductions

Call for nominations for Hall of Fame inductees (to be inducted October 2016)

November Coalition Phase 2 (beyond Hall of Fame activities)

December Coalition Phase 2

January 2016 Happy New Year – Mentoring Month and MENTOR Inc Conference

January-June Nominations solicited and screened for October 2016 Inductions