

## Want to Learn More?

For more information on this valuable work group, including meeting dates and times, please contact us below:

Diversity  
Committee

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### Our Community Includes Everyone



Michigan Developmental  
Disabilities Council



Michigan Developmental  
Disabilities Council



## Purpose:

- The DD Council supports a diversity committee to advance inclusion of diversity throughout the work of the council, placing value on all individuals and their perspectives and promoting an environment of full inclusion. The committee ensures the DD Council and its entities are culturally competent so that people from diverse populations can achieve equity of access and participation.

## What we do:

- Meet monthly to discuss issues, priorities strategies and progress
- Identify and address diversity issues
- Make recommendations to the council
- Identify and advocate for the removal of barriers that prevent people from diverse populations from being included
- Help raise awareness of the DD Council in diverse communities
- Attend conferences related to diversity to increase our knowledge base

## Objectives:

- Develop and implement a strategic plan for infusing diversity into all facets of the work of the Council
- Assist the council to identify and develop methods that increase the participation of people from diverse populations
- Provide assistance to the Council, its workgroups and committees for recruiting and retaining a diverse membership
- Explore barriers to participation for members of minority groups including, African-Americans, Arab-Americans, Asian-Americans, Hispanic Americans and Native Americans; advocating for removal of same
- Increase in the Council's awareness and understanding of diverse populations and what it takes to support them
- Increase in the inclusion of people with high and complex support needs
- A best practice document for recruiting and retaining a diverse constituency

## Shred the Hate:

- Across the nation advocates are campaigning against the word "Retard," pledging to remove it from everyday vocabulary. Calling someone or something retarded is not a joke or slang; its hate speech! Shred the Hate is the DD Council's campaign to encourage Michigan citizens to eliminate hate speech from their vocabulary. All advocates, parents, students and community members across the state are invited to participate and Shred the hate.



## Why you should join:

- Advocate for full inclusion and eliminate barriers
- Recruit and meet individuals from diverse backgrounds to help carry out the Council's goals
- Inform the Council on changing communities and policies on inclusion