

Diversity Equity Inclusion [≡] and Accessibility Toolkit:

Unleashing the Power of
Multicultural Programming
and the Power of a
Connected Community



Diversity Equity Inclusion and Accessibility Toolkit

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NATIONAL EHDI CONFERENCE

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Family Dynamics and Personal Journeys

Our Stories



Community Reflection

- What does DEIA mean to you and your community?
 - What has been your experience implementing DEIA?
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Objective 1:

Identify strategies, policies, and best practices to enhance equity, opportunity, and accessibility to build effective Family Engagement Programs.



Purpose of DEIA

PICK ONE OR MORE OF THE CHOICES BELOW AND SHARE YOUR ANSWER

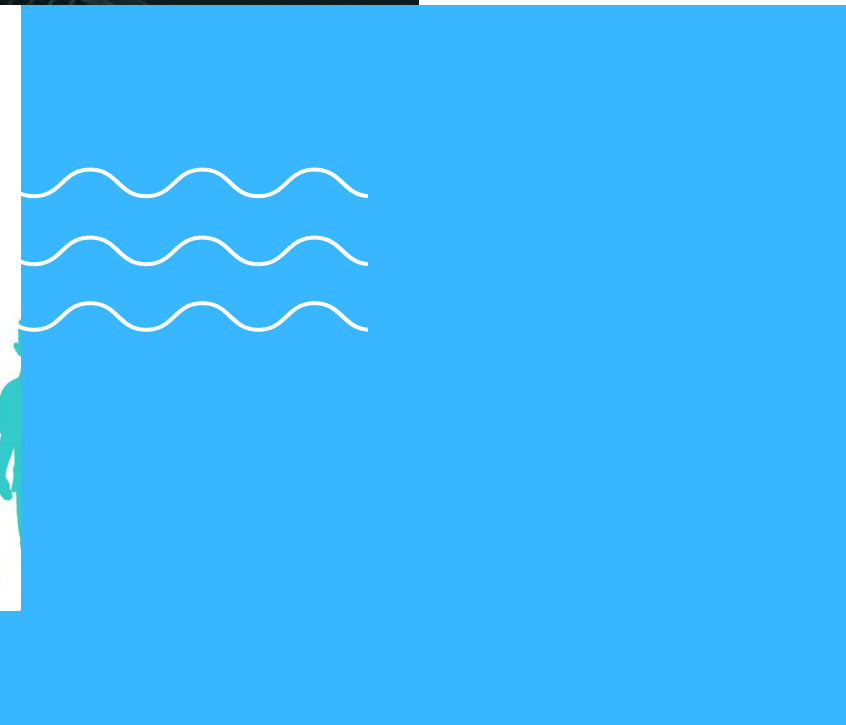


- A. Create and improve understanding of the needs of underserved and underrepresented communities.
- B. Values diverse lived experiences.
- C. Help Transform our community.
- D. Fosters collaboration, identify and remove barriers.

≡ Cultural Activity

WHAT ARE THE BARRIERS
YOU HAVE EXPERIENCED
SERVING DIVERSE
FAMILIES?

WHAT ARE YOUR
EXPECTATIONS,
PERCEPTIONS AND
HOW DOES THAT
BECOME A BARRIER?

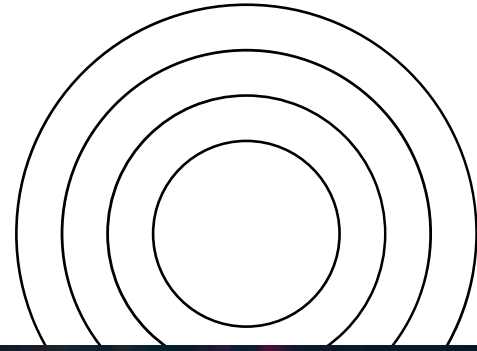


Objective 2:

Discuss the value of Multicultural Family Engagement in supporting all families of children who are Deaf and Hard of Hearing.



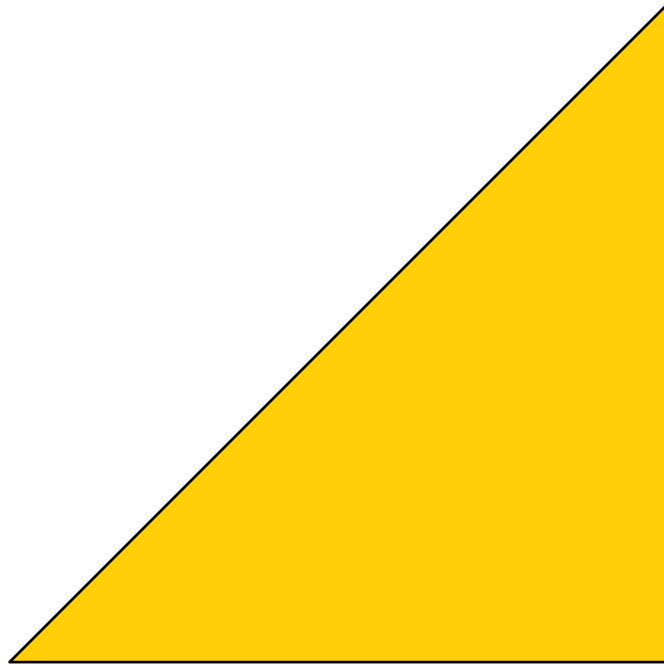
Cultural Chameleon



ABLEISM/ AUDISM

BUILDING
CONNECTIONS

MEETING PATIENTS
WHERE THEY ARE IN
THEIR JOURNEY

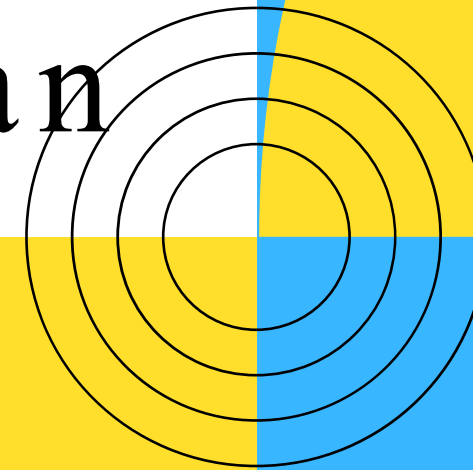


Michelle Hu, Au.D.

- Identified as DHH as a toddler
- Etiology: EVAS and Pendred
- Clinical practice, student precepting and Mama Hu Hears



Without community support, parents of newly identified DHH children can feel lost and disempowered.



Family Culture



Becoming a DHH Family

“Sometimes we think that in order to make change we have to make a lot of
What I learned from my experience of raising my children, and especially raising my
deaf child, is that you have to be able to drown out the noise and just listen to your
heart.”

Rosabel Agbayani

Family Culture and Values



- “Paggalang (Respect) to be respectful or to give respect to a person
- Utang na Loob (Debt of Gratitude)
- Pakikisama (Helping Others)
- Pagpapahalaga sa Pamilya (Prioritizing Family)



Cultural Resilience

“Filipino Spirit is an indomitable spirit, the spirit of resilience, more of all, spirit of triumph. A strong foundation for resilience is family. Since it is the basic unit of society, full attention and love is focused on it, all-out love to the point of sacrificing their own lives for the needs and wants.”

International Journal of Social Science and Humanities Research



Language & Culture



Cultural Value not Cultural deficit



Reflection on Values

Authenticity

Achievement

Adventure

Authority

Autonomy

Balance

Beauty

Boldness

Compassion

Challenge

Citizenship

Community

Competency

Contribution

Creativity

Curiosity

Determination

Fairness

Faith

Fame

Friendships

Fun

Growth

Happiness

Honesty

Humor

Influence

Inner Harmony

Justice

Kindness

Knowledge

Leadership

Learning

Love

Loyalty

Meaningful Work

Openness

Optimism

Peace

Pleasure

Poise

Popularity

Recognition

Religion

Reputation

Respect

Responsibility

Security

Self-Respect

Service

Spirituality

Stability

Success

Status

Trustworthiness

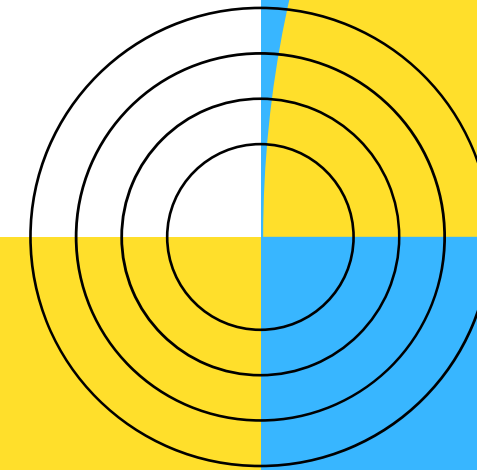
Wealth

Wisdom



What values do you have that shape your behaviors, thoughts and actions?

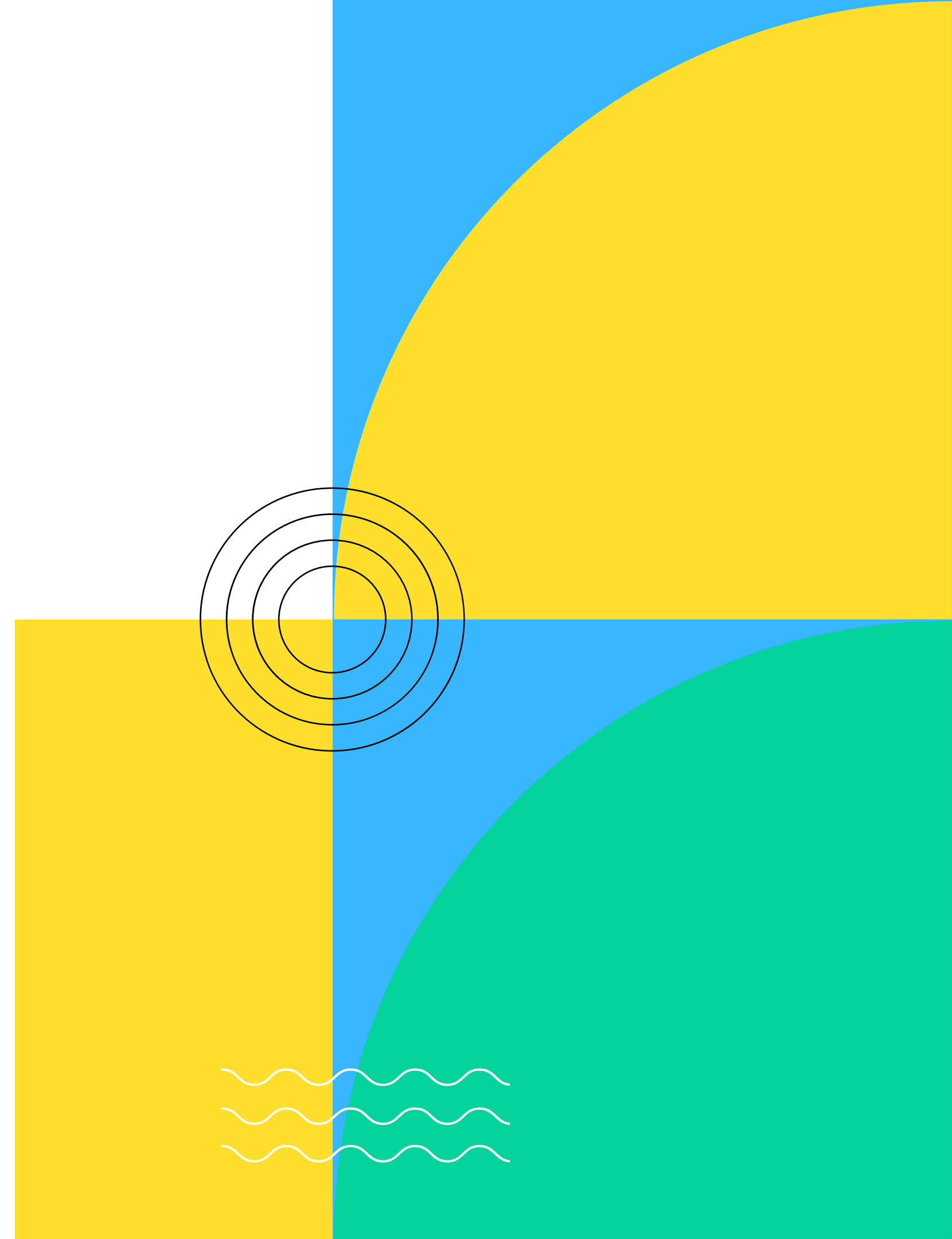
How do you use those values to empower you to take action? on



Objective 3:

Roundtable Discussion

Transform the system of care advancing
Diversity, Equity, Inclusion and Accessibility for
Multicultural Families of children who are Deaf
or Hard of Hearing

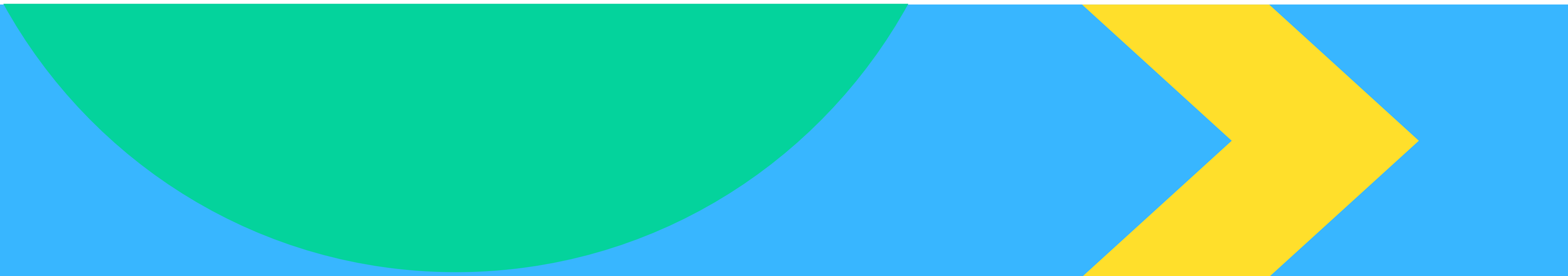


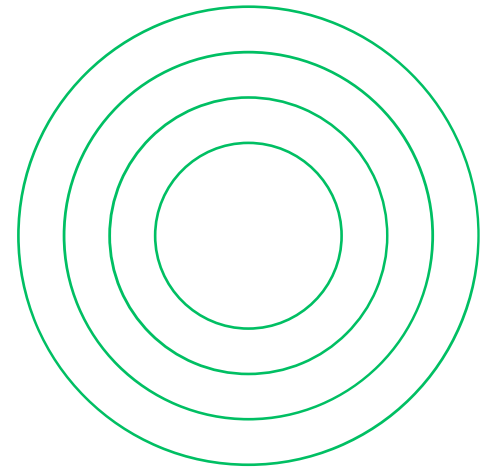
Keep in mind these concepts when it comes to the families you serve



In your discipline, who are you serving?

How does this impact families?





Small Group Discussion



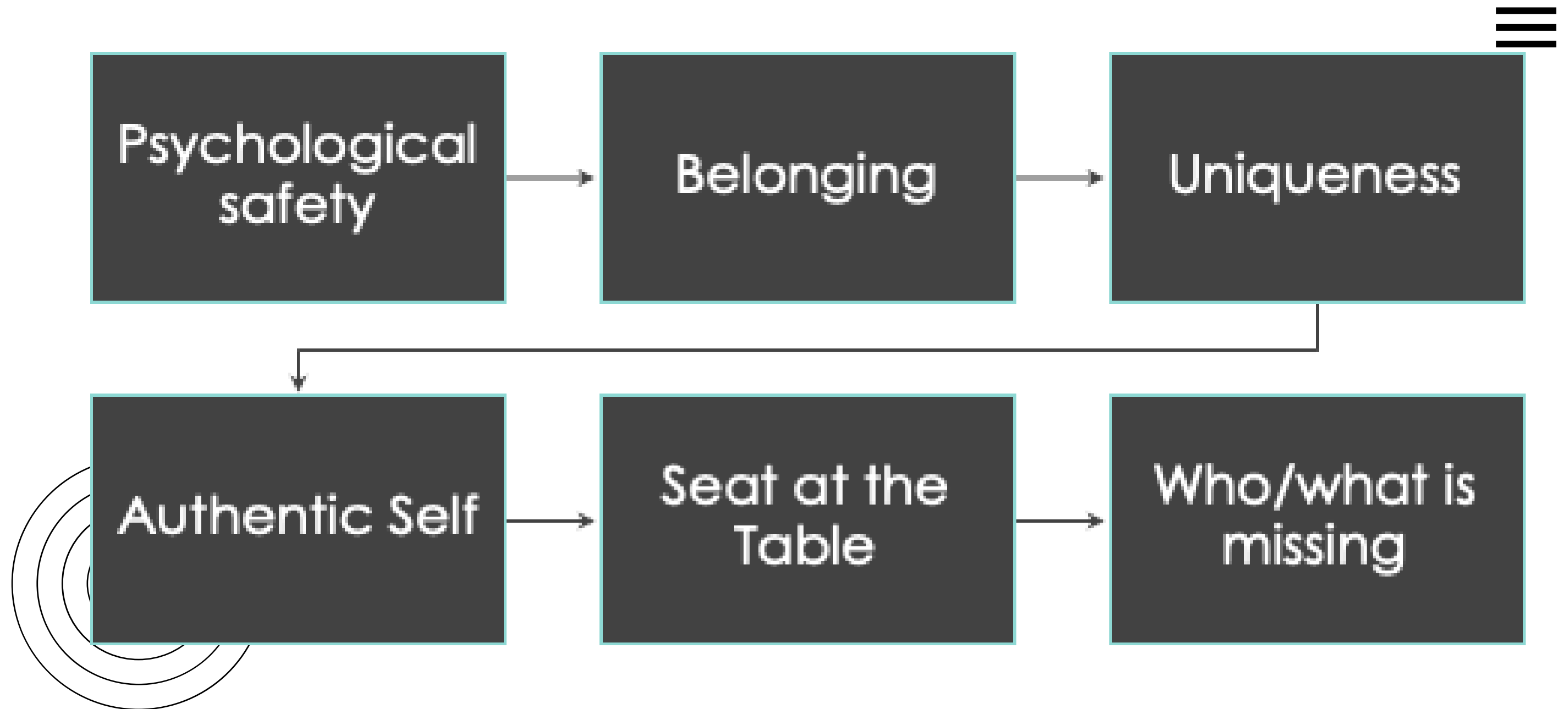
- Describe an instance where you were unable to fully support a family
- What barriers do you think limits them from access?
- What barriers do you have in the system that limits your ability to provide services?
- What are the stressors/resilience?
- How do you support the team that provides services?



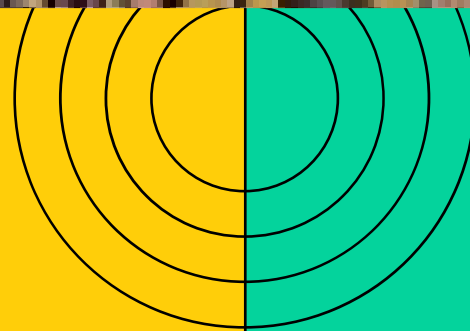
Salad bowl vs. Gumbo example



Building An Engaging Environment



Cultural Resilience Drives Change



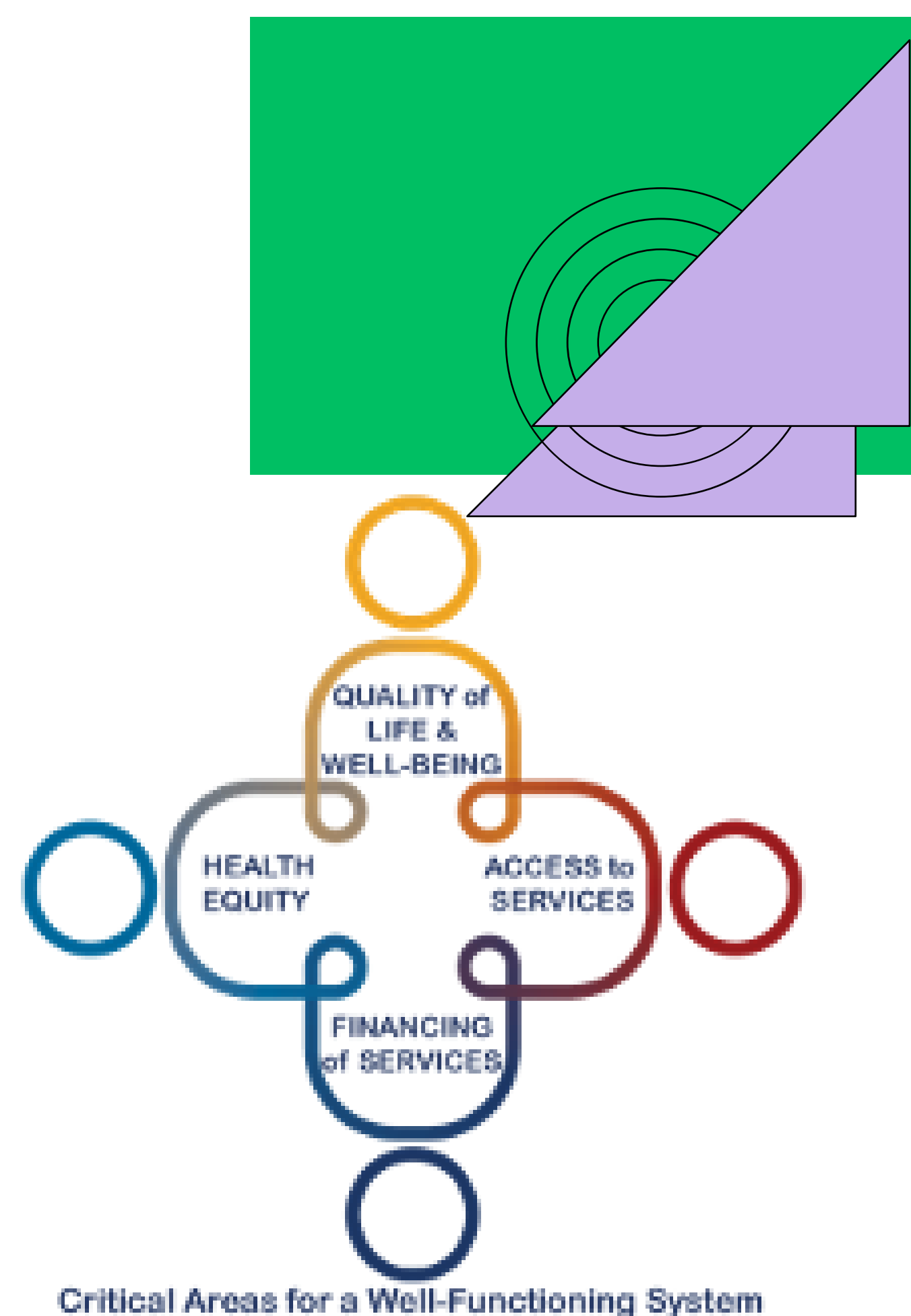
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- Cultural heritage can contribute to strengthening the resilience of communities
 - Resilience is defined as “the ability to absorb and adapt in a changing environment”
 - When we see people like us doing the work we feel empowered to influence change in our community community
-

≡ The Blueprint for Change

Families have better outcomes when a system of services is comprehensive, coordinated, and family centered.

Families

- are partners in decision making at all levels
- receive coordinated, ongoing, comprehensive care within a medical home
- have adequate private and/or public insurance
- screened early and continuously for special health care needs
- are organized so families can use them easily and are satisfied with the services they receive
- Children receive the services necessary to make transitions to all aspects of adult life, including adult health care, work, and independence





Cultural Diversity Equity and Inclusion

When we honor each other's Diversity and appreciate one another's values it allows for:

- Quality Interactions
- Interpersonal trust
- Increase engagement
- Innovative Ideas

