

## Independent Living Research Utilization



*We create opportunities for independence for people with disabilities through research, education, and consultation*



**Independent Living Research Utilization**

**[www.ilru.org](http://www.ilru.org)**

# Navigating Tough Conversations and Overcoming Obstacles

## Tips for Pushing Through Difficulties to Create Magical Opportunities

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*Presenter:*

**Andy Arias**

**Disability Policy, Diversity, Equity,  
Inclusion & Accessibility Expert**

# Introduction



Welcome to the  
session!

Background:  
Why I am here

# Key Topics



- Preparing for Challenging Discussions
- Inclusion and Equity Planning
- Expanding Efforts without Extra Funding
- Navigating Changing Leadership--Adapting to Political Shifts
- Addressing Funding Priorities

# Preparing for Challenging Discussions

- Importance of Clear Communication
- Strategies for Effective Preparation:
  1. It is important to listen and learn more than being RIGHT
  2. Come to the conversation with background information
  3. Come with an understanding of compromise as an outcome
  4. We cannot control anything but our reactions. Our reactions can lead to great deliverables or poor outcomes

# TRUE Inclusion and Equity Planning

- Developing a Roadmap of DEI practices
- What are your center CORE values?
- Setting Organizational Goals
- Build the community you serve!
- Stay relevant and responsive to your community!

***Diversity &  
inclusion aren't  
just sexy words  
they are a way of  
life!***

## Discussion and Questions



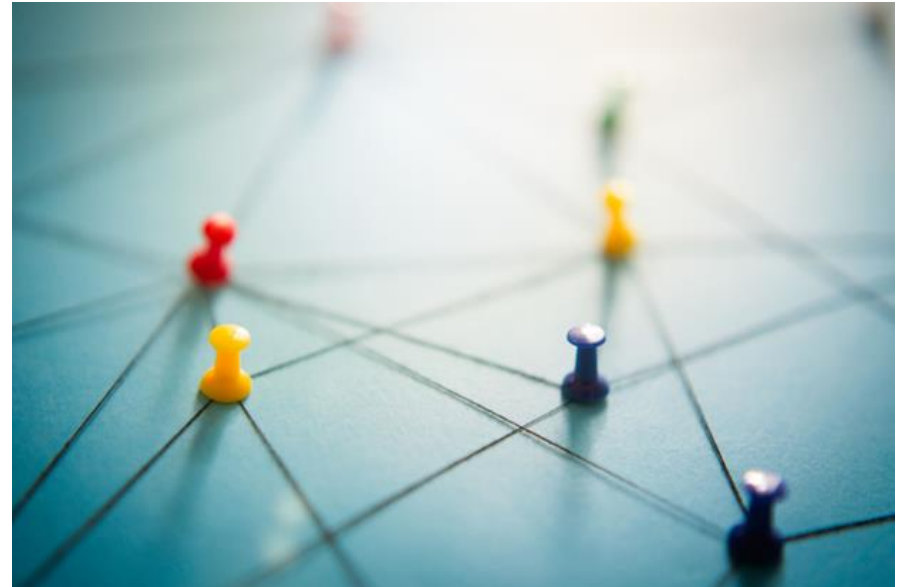
**Q: I want to hear from you!**

**What does equity, diversity and inclusion mean to your community?**

# Expanding Efforts Without Extra Funding



- Building new partnerships
- Stretching out of our comfort zone!
- Maximizing Resources
- Sustainable and Accessible Strategies





# Addressing Funding Priorities

- Flexible Budgeting
- Progress without Increased Funding
- Diversifying Funding Sources
- Develop a Roadmap for Inclusive Funding Strategies
- Partnerships Matter- find in the most unlikely places



# Navigating Changing Leadership

- Leadership Transitions
- Maintaining Continuity
- Adapting to Political Shifts
- Political Climate Impact
- Staying Aligned with CORE Values

\*creative implementation of programs and services

# Takeaways!

- Share three takeaways from this session
- Share one thing you might do differently when you get back to your center



# Resources



- [LEAD CENTER](#) - On this site you will learn about resources, programs and partnerships that can create an inclusive workforce system. Our work supports people with disabilities and people who work on employment and workforce development at the state and local level.
- [Grants.gov](#) makes it faster, easier and more cost-effective for grant applicants to electronically interact with federal grant-making agencies.



# Contact Information!

- (818)264-9009
- andysrias09@gmail.com
- [www.theandyarias.com](http://www.theandyarias.com)

## Evaluation

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