WOW EVERYONE’S WORKING TOGETHER!

COLLABORATION

PRESENTED BY TAWNY HOLMES, ESQ. AND ZAINAB ALKEBSI, ESQ. AT NAD
OVERVIEW

- Definition of Collaboration
- Definition of Allyship
- Relationship Building
- Framework for Collaboration
- Examples of Successful Collaboration
- Applications - Discuss plan for collaboration re: education
collaborate
verb | col-lab-o-rate | \kə-ˈla-bə-ˌrāt\

Popularity: Top 1% of lookups

1 : to work jointly with others or together especially in an intellectual endeavor. Ex: An international team of scientists collaborated on the study.

2 : to cooperate with or willingly assist an enemy of one's country and especially an occupying force suspected of collaborating with the enemy.

3 : to cooperate with an agency or instrumentality with which one is not immediately connected. Ex: The two schools collaborate on library services.
TIME TO COMPARE

COLLABORATION

- Not always agree on everything - range from 100% agree to agreeing on specific things
- Not always willing to take risks
- Work together for a specific purpose or a limited time (may lead to a permanent relationship)
- Goal is to find common ground to benefit both groups

ALLYSHIP

- Aim is to support a specific group from behind or to stand up for what the group feels is important
- May not agree, but when in role of ally will support including taking risks
- Ongoing support and journey of increased understanding and support
- Goal is to empower and support an underrecognized or oppressed group
IN OTHER WORDS, COLLABORATION IS NOT NECESSARILY ALLYSHIP.
OF COLLABORATION IS...
Building Relationships
WHERE TO START?

• Identify “Roadblocks”
  – Who has been blocking your way?
  – Who has been spreading different viewpoints?
  – Who has the legislators or schools listened to?
  – Who should be involved or who is invested?

• Identify “Connectors”
  – People who you met and are open to working together
  – People who know other people, for example, interpreters, parents, etc.
  – Key people who are in positions of leadership or power

THEN Set up a meeting with a small group (or one on one to build relationships first)
ROADMAP FOR COLLABORATION

Greetings/Introductions

Sharing

Identifying common ground/goals

Entering an agreement/commitment
KEYS TO REMEMBER

Friend and Cook (1992, p. 6 - 28) listed the defining characteristics of successful collaboration:

1. Collaboration is voluntary;

2. Collaboration requires parity among participants;

3. Collaboration is based on mutual goals;

4. Collaboration depends on shared responsibility for participation and decision making;

5. Individuals who collaborate share their resources; and

6. Individuals who collaborate share accountability for outcomes.

ALSO, for the Deaf community- have to decide where to draw the line at compromising/finding middle ground. Check in with the community often.
EXAMPLES OF SUCCESSFUL COLLABORATION - GENERAL POLICY

• Disability Advisory Committee (FCC)
  • Brings together industry and consumer advocates to reach consensus for recommendations:
    – Video Programming
    – Emergency Communications
    – Relay & Equipment Distribution
    – Technology Transitions
  • Building relationships for collaboration outside the DAC

• Negotiated Rulemaking (DOT/ACA)
  • Negotiation among airlines and consumer advocates to accelerate rulemaking on captioning of in-flight entertainment
  • Consensus = easier for the DOT with buy-in
  • 7 months of negotiating = reached consensus
  • Now doing it again for captioning of public address announcements
  • Building relationships for collaboration outside Reg Neg
TIPS FOR SUCCESSFUL COLLABORATION

• Not adversarial atmosphere – set shared goals
• Problem-solving/brainstorming approach
• Educational opportunity for both sides = information gathering
• See the situation from all angles
  – Understand the other side’s concerns and show how they can be addressed
• Do your homework - be armed with information
• Tackle low-hanging fruit first – that momentum can make it easier to get to the hard stuff later
• “I’ll do this if you do that”
• Know your limits – where can we compromise vs what cannot be conceded (“walk-away” point)
• COMMUNICATE
EXAMPLES OF SUCCESSFUL COLLABORATION - EDUCATION POLICY

• IDEA - Special factors in 2004
• Education Advocates with partnering organizations (different level)
• LEAD-K and Option schools
• Joint Committee on Infant Hearing
• Deaf mentoring Professional Learning group
• DC council - Education committee
• EHDI meeting - CDI
• Council on Education - included language and communication standard for first time.
SHARING TIME

WHAT’S YOUR STORY OF COLLABORATION?
In small groups, discuss possible ideas for collaboration in your organization.

Fill out the form with your plan.

Take a picture and if you can, send it to NAD via tawny.holmes@nad.org so they can provide resources or support when needed.
SHARING TIME

SHARE EXAMPLES FROM YOUR PLAN FOR COLLABORATION
WITH COLLABORATION...
Questions?
Thank you.

Tawny.Holmes@NAD.org
Zainab.Alkebsi@NAD.org

© 2014 National Association of the Deaf // www.nad.org