Chapter 93

The Transculturalized Diversity and Inclusion Model:
A New Paradigm for Leadership

Charlotte L. V. Thoms
National Technical Institute for the Deaf (NTID), USA

Sharon L. Burton
Claremont Lincoln University, USA

ABSTRACT

While the transculturalized diversity and inclusion (TD&I) model is a contemporaneous strategy for leadership and learning, it is the latest of the existing disability study models. This chapter reviews the development of the TD&I model from the leadership perspective to study arguments, experiences, and to investigate how this information apprises the construction and exercise of transcultural consciousness, expertise, know-how, traditions, determinations, happenstances, objectives, agreement, and learning. This exploration focuses on the implementation of the model and survey results as this transculturalized model is reasoned the appropriate tool to expose how different backgrounds can be utilized in achievement to blend variability, variation, and diversity into unity. Beginning with the initial conceptual frameworks, and the results of the data, this research details the TD&I model and how to implement it in today's environment of activating change and transformation. This information adds to the body of knowledge regarding disability, strategy, diversity, and inclusion for academics, practitioners, and learners.

METHODOLOGY AND DESIGN

Using qualitative methodology, specifically, business process improvement, this article will walk through the development of a new disability model, the transculturalized diversity and inclusion model, TD&I. Previous TD&I research included literature review (Thoms & Burton, 2015); a critical assessment report of data located in literature associated with models of disability and inclusion (CQ University Australia, 2017, Literature Review Tutorial). Additional research included the creation of a framework for TD&I

(Thoms & Burton, 2018). The framework structure was researched and developed to support a theory of the research study (University of Southern California, 2018, Organize Your Social) on transculturalized disability and inclusion. Through business process improvement, this article details the implementation of a model. The as-is (current) state will be detailed to present in schematic form details of the new model to include the root cause. The to-be (future) state was used to detail a future state for organizations implementing the TD&I model.

LIMITATIONS OF THE MODEL

The limitations of the research are those features of design or methodology that influenced the understanding and explanation of the findings from the research (University of Southern California, 2018). This article does not focus on the specifics of effecting laws, specifically Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA), and Equal Employment Opportunity Commission (EEOC). Because this research is about implementing a model, the limitations of this study do not have impact on the results and conclusions. Also, not differentiated are generations, precisely, matures, X-1944; Baby Boomers, 1945-1964; Generation X, 1965-1978; and Generation Y, 1979-1995 (Burton, 2007). Demarcating individual generation groups do not affect implementing the TD&I model as one of the largest minority groups in the United States is Americans with disabilities (The United States Census Bureau, 2018, Nearly 1 in 5).

DELIMITATIONS OF THIS ARTICLE

Delimitations refer to marking deliberate limits or borderlines to form boundaries (Brown Jackson, 2016). The boundaries set for this article include information directly related to the TD&I model, not the medical model of disability or the social model of disability. Plenty of data exist on the medical model of disability (Barnes & Mercer, 2005; Brisenden, 1986; Dunay, Engle, 2012; Sharma, Illés, 2016; Gallagher, 2009; Jaeger & Bowman, 2005; Symeonidou, 2009; Thoms & Burton, 2015), as well as the social model of disability (Danforth, 2008; Connor, Gabel, Gallagher, & Morton, 2008; Finkelstein, 2001; Lang, 2001; Parmenter, 2011; Shakespeare & Watson, 2002; Smart, 2009; Thoms & Burton, 2015; World Health Organization & The World Bank, 2011). The medical and social models were explained by this research team (Thoms & Burton, 2015; Thoms & Burton, 2018) and it would be redundant to recapture such information in this article.

INTRODUCTION

The aim of this article is to detail the implementation of a new model for disability and inclusion that speaks to the intricacies of cultural boundaries, provides significance regarding the involvements of persons with disabilities, and focuses on the language in how disabilities are described through a transculturalized and transdisciplinary approach. By employing business process improvement, the groundwork for implementing a model is provided for leaders to implement the TD&I model owing to activating change and transformation through a model as opposed to a framework. The value of the model is to specify a

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