

Racial Equity Workgroup Update

8/11/2020

Racial Equity Workgroup Members	Role
Debbie Robinson	Co-Chair, Self-Advocate
Sharon Harper	Co-Chair, Family
Nicholas Smith	Direct Support Professional
Sherri Landis	Advocacy
Desiree Hung	Provider
Lisa Tesler	DD Council
Michael Donovan	Provider
Marisol Valentin	Provider
Sally Gould-Taylor	UCEDD
Belinda Butler	Self-Advocate
Dorinda Clark	Provider
Dee Barbour	Family Member
Victor Cabral	DHS – WP Fellow
Samer Abdelhadi	ODP



Workgroup Objectives

1. Develop and provide a draft of recommendation #14 to ISAC
2. Develop and provide draft of strategies to support recommendation #14 to ISAC
 - Preliminary strategies to get the work started, knowing ISAC will develop more when data analysis more complete

Draft Recommendation #14

Promote racial equality.

Communities are richer, more just, and stronger when we honor and respect the whole of racial diversity. Access to a quality, person-centered, culturally competent system of supports and funding must be equally available regardless of race. Services must include planning over a life span and address racial disparities including disparate outcomes. The duty to ensure that racial diversity is promoted and supported, at all levels within the services system, must be embraced.

Note: This is a working draft and will evolve with input.

Strategies Discussed To-Date

- Racial diversity is reflected in full range of ID/A professionals at all levels. (Don't have data now. Sally – UNM for data on workforce composition)
 - Address equity in workforce
 - Recruitment and retention efforts (post-secondary ed credits/opportunities)
- Cultural competence/addressing racial bias - Cultural competence training/credentialing
 - Assessing the quality and depth of the required and available cultural competence training
 - Address change of mindset/heart – not just your typical training – cultural change – “teach back”

Strategies discussed to-date

- *Cultural/racial trauma address (DHS)*
- Address law enforcement engagement (regardless of results of our data analysis)
 - “the talk” for ID/A
- Acknowledge – strategies will emerge as we complete data analysis and gather information from people
- Call to action for ISAC members (parallel to sexual abuse action plan)

Data Analysis Workplan

Outcome	Research Question
Access to Services	Do ODP enrollees from underserved and underrepresented groups experience delays/barriers in access to service in the following areas: eligibility determinations; prior to waiver enrollment overall, and by waiver; lower amounts of service, and/or a distinct array of services; experience in service denials/terminations and outcomes of appeals compared to white enrollees? What role does language play in access issues
Health Conditions	Do documented health conditions among ODP enrollees vary by race/ethnicity? Are there disparities in treatment?
Mortality	Do mortality risk and rate differ across ODP enrollees who are White versus enrollees from other racial/ethnic groups?
Restraint Use	Does the use of restraints differ across ODP enrollees who are White versus enrollees from other racial/ethnic groups?
Employment	Do enrollees across racial and ethnic groups access employment services at the same rates? Are competitive integrated employment outcomes different by race and ethnicity?
Law Enforcement	Are there differences in interaction with law enforcement for enrollees across racial and ethnic groups?
Service Settings	Are there differences in service by setting (private home, residential, ICF) by race and ethnicity? In scope of services and budgets?
Abuse/Neglect	Are there differences across racial and ethnic groups in experiencing abuse/neglect?

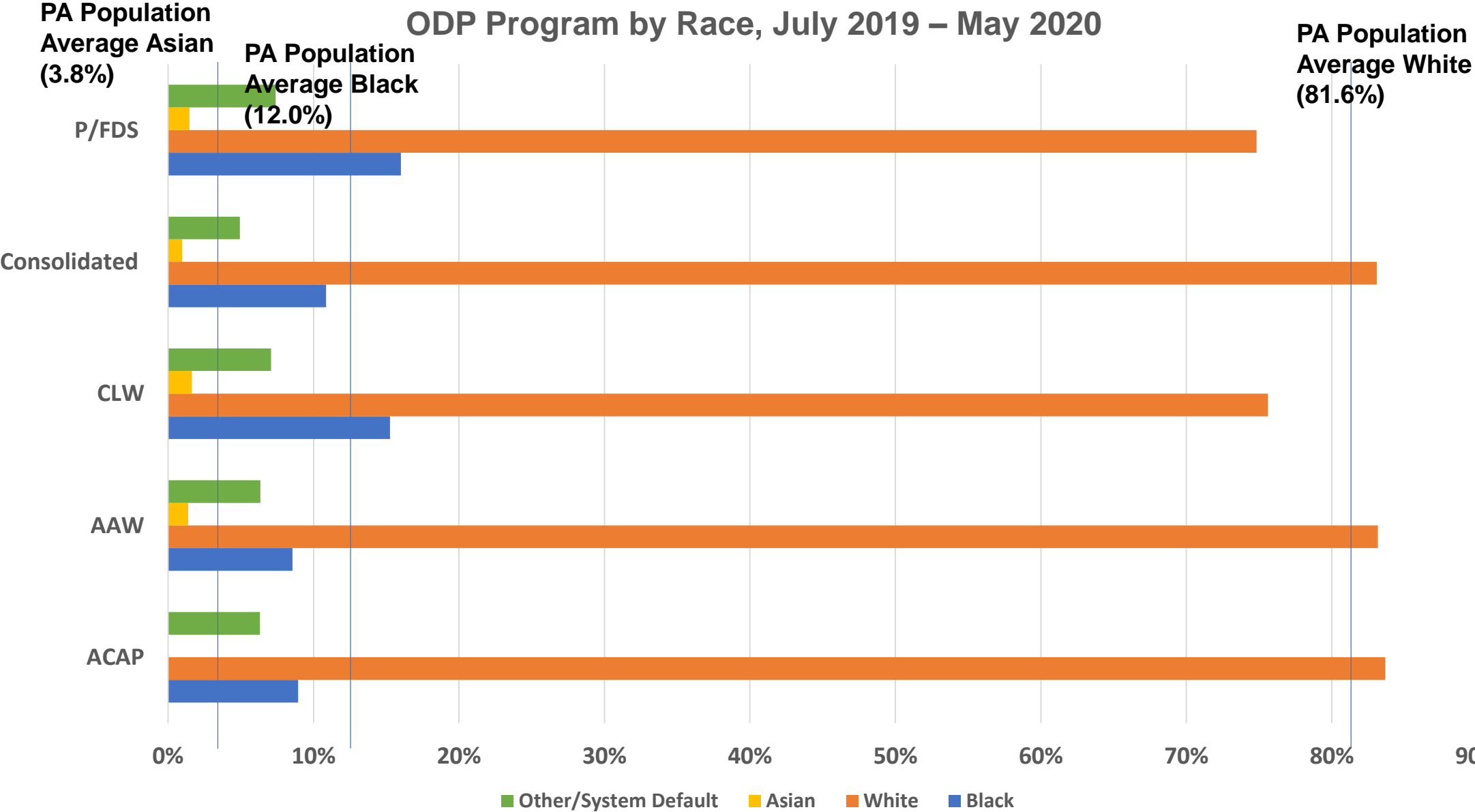
i Population estimates, July 1, 2019, (V2019)

12,801,989

Race and Hispanic Origin

i White alone, percent	⚠ 81.6%
i Black or African American alone, percent (a)	⚠ 12.0%
i American Indian and Alaska Native alone, percent (a)	⚠ 0.4%
i Asian alone, percent (a)	⚠ 3.8%
i Native Hawaiian and Other Pacific Islander alone, percent (a)	⚠ 0.1%
i Two or More Races, percent	⚠ 2.1%
i Hispanic or Latino, percent (b)	⚠ 7.8%
i White alone, not Hispanic or Latino, percent	⚠ 75.7%

American Indian/Alaskan Native, Native Hawaiian or Other Pacific Islander, and Unknown constituted < 1% of participants in each group in each program; An average of 6.4% of each program has Other/System Default listed as race



Plan to Gather Feedback from Individuals and Families

ACCURATELY TARGET THE AUDIENCE

- Representative of PA's racial and linguistic diversity
- People enrolled – waiting list and waiver recipients
- People not enrolled but likely eligible
- Representative of all stakeholders – Individuals, Families, DSPs, Providers, SCs
- Medical community

Plan to Gather Feedback from Individuals and Families

POSSIBLE/PRELIMINARY STRATEGIES TO REACH AUDIENCE

- Outreach through community orgs – NAACP, Urban Leagues, Mutual Aid Societies, Black Social Work Orgs
- Working with OCDEL – for the EI population
- Social media campaign
- Surveying - including through social media
- PSA – medical professionals, hospital social workers, health clinics, pediatrics, school district
- Grass roots
- Family to family connection to recruit participants
- DSP to DSP, DSP to family
- Faith based organizations

Plan to Gather Feedback from Individuals and Families

POSSIBLE FORMATS

- Focus/discussion groups – lead by people with lived experience
- Key 1:1 interviews – lead by people with lived experience
- Surveying (Facebook polling/survey – anonymous)
 - Offer interview/focus

Plan to Gather Feedback from Individuals and Families

CONSIDERATIONS

- Checks/validation for accuracy of design and information
- Address technology and Language barriers in outreach/discussions
- Critical how we bill discussion/event – simple - marketing important
- Facebook – broad reach but may be concerns about privacy/sharing info on
- People with no access to internet/computers