



DICLC Work Group Dialogue

DD Council Targeted Disparities Goals & Objectives:
Frameworks, Strategies, Benchmarks, Measures, & Reporting

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What we will do together today



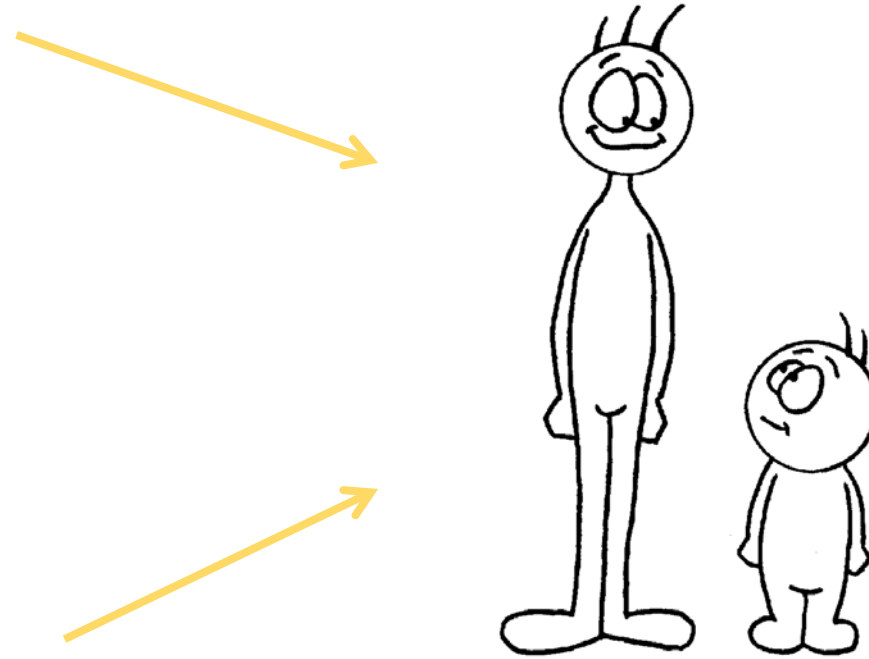
- ✓ Share and dialogue about any challenges you may have related to data collection, analysis, benchmarks, measures, and reporting the impact of targeted disparities goals and objectives.
- ✓ Share a definition and framework for examining disparities in developmental disabilities that may assist with PPR.
- ✓ Use the collective wisdom of the group to exchange strategies and approaches to gauge progress in targeted disparities goals and objectives.



DEFINING DISPARITY

- Difference
- Not equal
- Lack of similarity

Disparities in and of themselves can be neutral, neither good nor bad, just a descriptive difference.



Disparity in height

BORROWING FROM THE HEALTH DISPARITY LITERATURE

Disability disparities are at the institutional, systemic, and experiential levels.

Disparity in services and supports

Any difference in the availability, accessibility, acceptability, quality, and utilization of services and supports given to one group when compared to another even though there are no differences in need between these groups.

These types of disparities usually have negative outcomes that compromise quality of life. They may be attributed to implicit biases, marginalization, discrimination, inadequate resource allocation, and policy.



Adapted by TD Goode from: Institute of Medicine, *Unequal Treatment*, 2002, NIMH, 2000 in Carter-Pokras, 2002



Disparities in what?

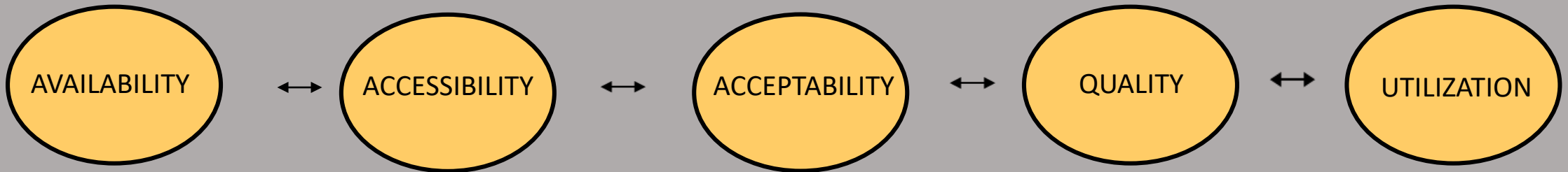


Disparities: A Disability Framework

**FULL PARTICIPATION OF INDIVIDUALS WITH DEVELOPMENTAL AND OTHER DISABILITIES
in all facets of community life**



Health ♦ Housing ♦ Child Care ♦ Recreation ♦ Employment ♦ Education ♦ Early Intervention ♦ Transportation



**Public Policy & Resources
(Public & Private Sector)**

Responding to Guidance and Reporting Requirements

Outcomes achieved – report the outcomes achieved.

Progress towards achieving outcomes for overall objective.

The annual report should include an assessment as to the extent to which progress was made on the intended outcomes for the objective.

Additionally, include stories of culturally diverse people with developmental disabilities whose lives are better because of Council work on this activity (e.g., ***became better advocates for themselves and others, became more connected to the community***). Stories of policy or legislative changes that happened as a result of ***Council individual advocacy work*** that are likely to positively impact the lives of people with developmental disabilities or that will prevent a potential negative impact (e.g., ***created, deleted, refined programs and/or legislation, reallocated use of funds, organizational systems change as a result of evidence-based practices***).



Responding to Guidance and Reporting Requirements

Outcomes achieved – report the outcomes achieved.

Does the Council have evidence from a culturally diverse person with developmental disabilities (or his, her, their family):

- Whose life is better based on the targeted disparity goal or objective?
- Became a better advocate and as a result the disparity no longer has a negative impact?
- Was exposed to or received an evidence-based practice the disparity's negative impact was eliminated?

The criteria for documenting impact for targeted disparities goals and objectives are not the same as the examples provided for individuals. Documenting impact is more appropriate at the systems level and subsequently being able to measure the intermediate and longer-term outcomes.



Re-visiting the Scope of Your Council's Targeted Disparity Goal or Objective

CONSIDER

CONSIDER

CONSIDER

CONSIDER

CONSIDER

- Is the targeted disparity too global in nature? Can it reasonably be achieved in five years?
- What degree of control or power does the Council have over the outcome of the targeted disparity? Where does ultimate authority rest with respect to the outcome? What influence does the Council have?
- What are fiscal considerations and how do they affect outcomes?
- Can the Council directly link advocacy (in and of itself) to the reduction or elimination of the targeted disparity?
- Is the Council (directly or indirectly) responsible for enactment of legislation or change in state or territory policy that reduces or eliminates the targeted disparity?
- Based on the specific targeted disparity goal or objective, can the Council directly attribute the impact to an individual, family, community, or population?





- Disparities experienced by a defined population of people with developmental disabilities and their families are multifaceted, complex, and occur at the institutional, systemic, and experiential levels.
- Disparities reduction and elimination are a long-term, multi-year undertaking that cannot be accomplished by Councils alone.
- Always ask “Disparities in what?” to refine and guide data collection, analysis, benchmarks, measures, and reporting.
- Advocacy in and of itself does not reduce or eliminate disparities in developmental disabilities services and supports.
- Reducing or eliminating disparities in developmental disabilities services and supports is time, resource, and labor intensive.
- Disparities reduction and elimination require the active and meaningful engagement of the population of focus.



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