



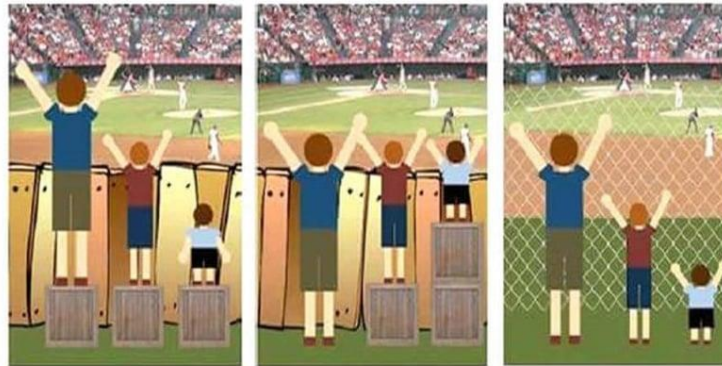
Information Sharing and Advisory Committee

Update on Recommendation #14



Recommendation 14: Promote Racial Equity

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.



1. Consistently include breakdowns by race, in data analysis and reporting, and incorporate in Quality Management (QM) plans.
2. Develop and provide peer training for self-advocates on racial bias and racial equity.
3. Support organizations with tools to improve racial equity performance and ensure increasing levels of racial diversity and inclusion, across all levels of the organization, as part of their quality management strategy.
4. Disseminate county level employment reports, that include comparisons by race, to Administrative Entities and local employment coalitions. Engage employment leads and coalitions in discussion about racial disparities and support adoption of local strategies to address the disparities.



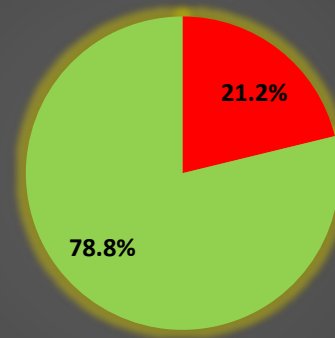
The ISAC Racial Equity subcommittee added a racial equity lens to 20 ISAC performance measures that focus on racial equity in various areas of interest across the ISAC Recommendations including:

- Communication
- Self-Direction, Choice and Control
- Employment
- Supporting Families throughout the Lifespan
- Health, Wellness and Safety, Supporting People with Complex Needs
- Options for Community Living
- Community Participation and Community Services.



Here is an example of one of the many ways that ODP is collecting racial data to assess racial equity. This example comes from the Quality Assessment and Improvement (QA&I) process:

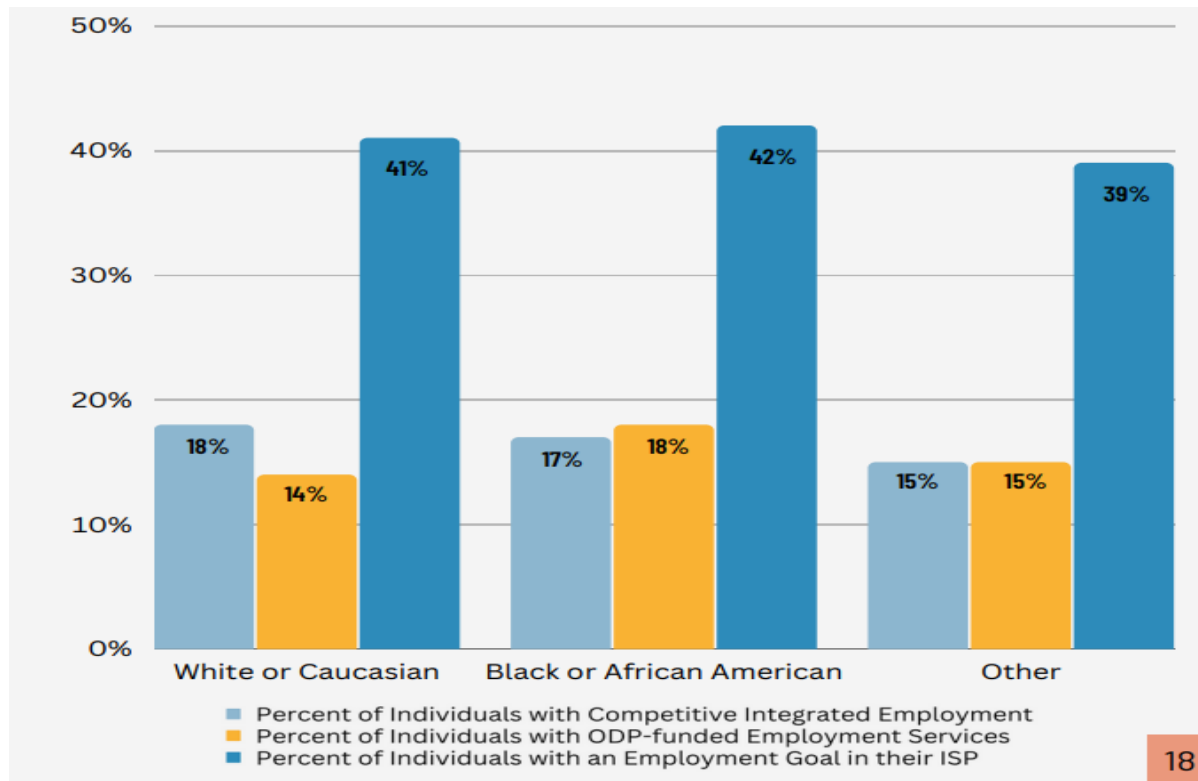
The SCO engages in activities, or has a written policy, to improve racial equity performance.



- The SCO has not engaged in activities and does not have a written policy to improve racial equity performance.
- The SCO engaged in activities and/or have a written policy to improve racial equity performance.

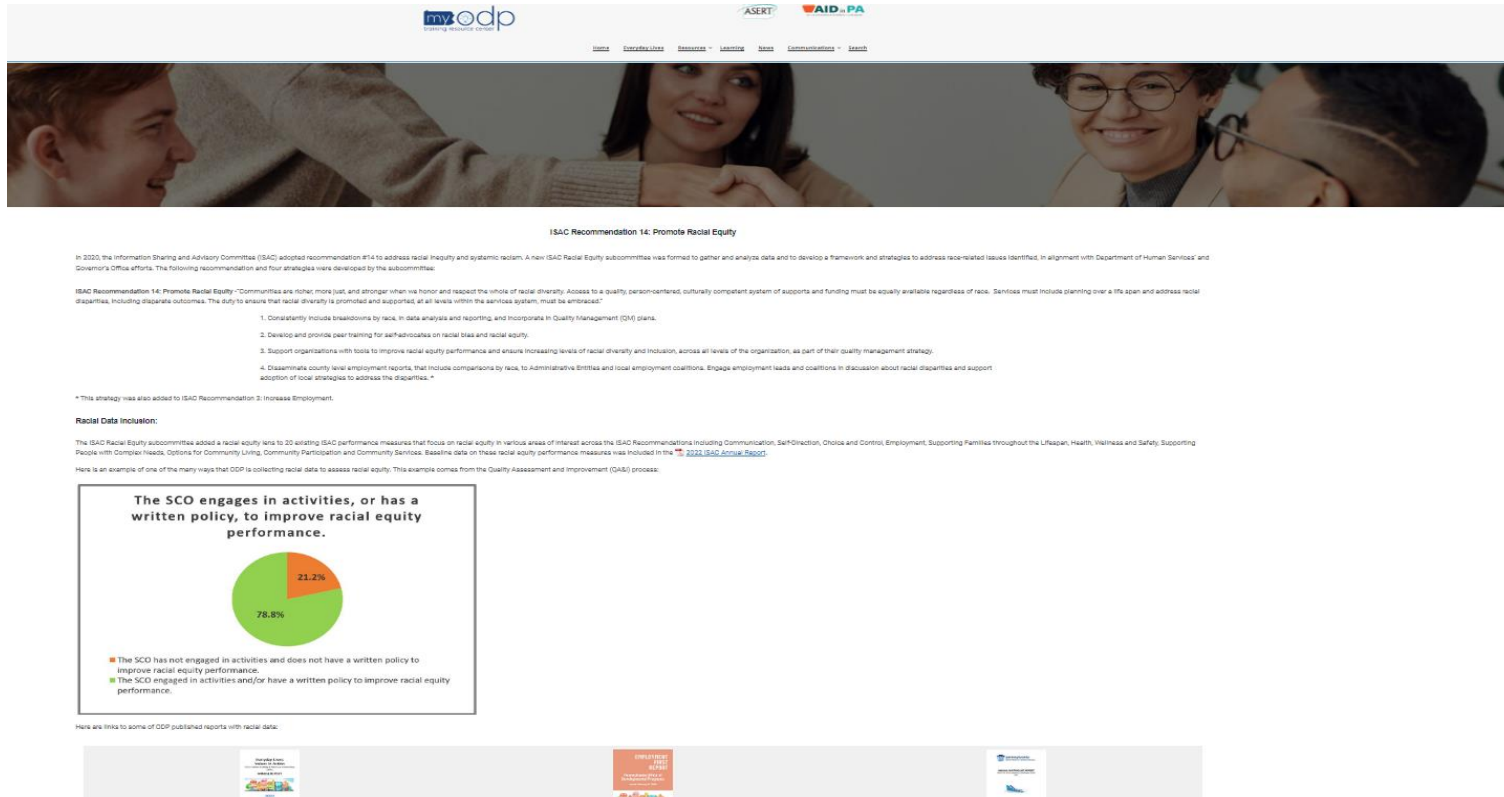
Racial Data Inclusion

Here is another example from ODP's Employment First Report 2022:



Tools to improve racial equity

Racial Equity Landing Page



ISAC Recommendation 14: Promote Racial Equity

In 2020, the Information Sharing and Advisory Committee (ISAC) adopted recommendation #14 to address racial inequity and systemic racism. A new ISAC Racial Equity subcommittee was formed to gather and analyze data and to develop a framework and strategies to address race-related issues identified. In alignment with Department of Human Services and Governor's Office efforts, the following recommendation and four strategies were developed by the subcommittee:

ISAC Recommendation 14: Promote Racial Equity "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:"

1. Constantly include breakdowns by race, in data analysis and reporting, and incorporate in Quality Management (QM) plans.
2. Develop and provide peer training for self-advocates on racial bias and racial equity.
3. Support organizations with tools to improve racial equity performance and ensure increasing levels of racial diversity and inclusion, across all levels of the organization, as part of their quality management strategy.
4. Disseminate county level employment reports, that include comparisons by race, to Administrative Entities and local employment coalitions. Engage employment leads and coalitions in discussion about racial disparities and support adoption of local strategies to address the disparities.*

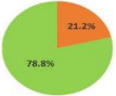
* This strategy was also added to ISAC Recommendation 3: Increase Employment.

Racial Data Inclusion:

The ISAC Racial Equity subcommittee added a racial equity lens to 20 existing ISAC performance measures that focus on racial equity in various areas of interest across the ISAC Recommendations including Communication, Self-Direction, Choice and Control, Employment, Supporting Families throughout the Lifespan, Health, Wellness and Safety, Supporting People with Complex Needs, Options for Community Living, Community Participation and Community Services. Baseline data on these racial equity performance measures was included in the [2020 ISAC Annual Report](#).


Here is an example of one of the many ways that ODP is collecting social data to assess racial equity. This example comes from the Quality Assessment and Improvement (QAI) process:

The SCO engages in activities, or has a written policy, to improve racial equity performance.



- The SCO has not engaged in activities and does not have a written policy to improve racial equity performance.
- The SCO engaged in activities and/or have a written policy to improve racial equity performance.

Here are links to some of ODP published reports with racial data:



<https://home.myodp.org/resources/diversity-equity-inclusion/>

Purpose

To gain better understanding of your current state and become more self-aware of your strengths and weaknesses.

“It's one thing if someone is telling you to improve on a particular area, but it is another if you can see it by yourself, as it can positively impact your performance over the long term.”



- The ISAC Racial Equity subcommittee is in the process of developing a Self-Evaluation Tool to assist entities in evaluating their performance through a racial equity lens.
 - Integration of Racial Equity in Programs and Operations
 - HR and Staffing Policies
 - Power and Representation of People of Color
 - Organizational Culture



- The National Association of State Directors of Developmental Disabilities Services (NASDDDS) developed a Self-Evaluation Toolkit with a broader inclusion scope that includes race, culture, language, ethnicity.
 - Governance, Leadership, and Workforce
 - Communication and Language Assistance
 - Engagement, Continuous Improvement, and Accountability



- NASDDDS DEI Toolkit recommended 14 Implementation Strategies

Examples:

- Engage diverse individuals with lived experience, family, and members of the community
- Ensure that individuals with lived experiences are invited and supported to collaborate
- Determine material needs
- Review internal and external practices





Q&A