

Everyday Lives: Values in Action

Information Sharing & Advisory
Committee (ISAC)

August 27, 2024



ISAC #14 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.

ISAC#14: Promote Racial Equity. Strategy #1

Consistently include breakdowns by race, in data analysis and reporting, to support identification of racial equity performance improvement opportunities and incorporation into quality management plans to drive improvement activities and use to measure progress on these activities.



ISAC Recommendation #2: Performance measure #1

Performance measure #1:

Number and percent of Individuals and Self-Advocates authorized for and who use Participant-Directed Services (PDS), by AWC and VF/EA, overall and by race.

Individual Utilization of AWC and VF/EA Services by Race (PM 1)	FY 21-22		FY 22-23	
	Number	Percent	Number	Percent
American Indian or Alaskan Native	<11	0.2%	15	0.2%
Asian	131	2.0%	147	2.1%
Black or African American	542	8.3%	605	8.5%
Native Hawaiian or Other Pacific Islander Indicator	<11	0%	<11	0%
White	5,324	81.6%	5,767	81.3%
Other	482	7.4%	515	7.3%
Unknown	13	0.2%	13	0.2%
Multi-Race	23	0.3%	31	0.4%

Source: ISAC Annual Report 2023

Our ISAC annual report revealed that black or African American participants use PDS at a proportionally lower rate when we look at statewide data.



PDS Analysis by Race



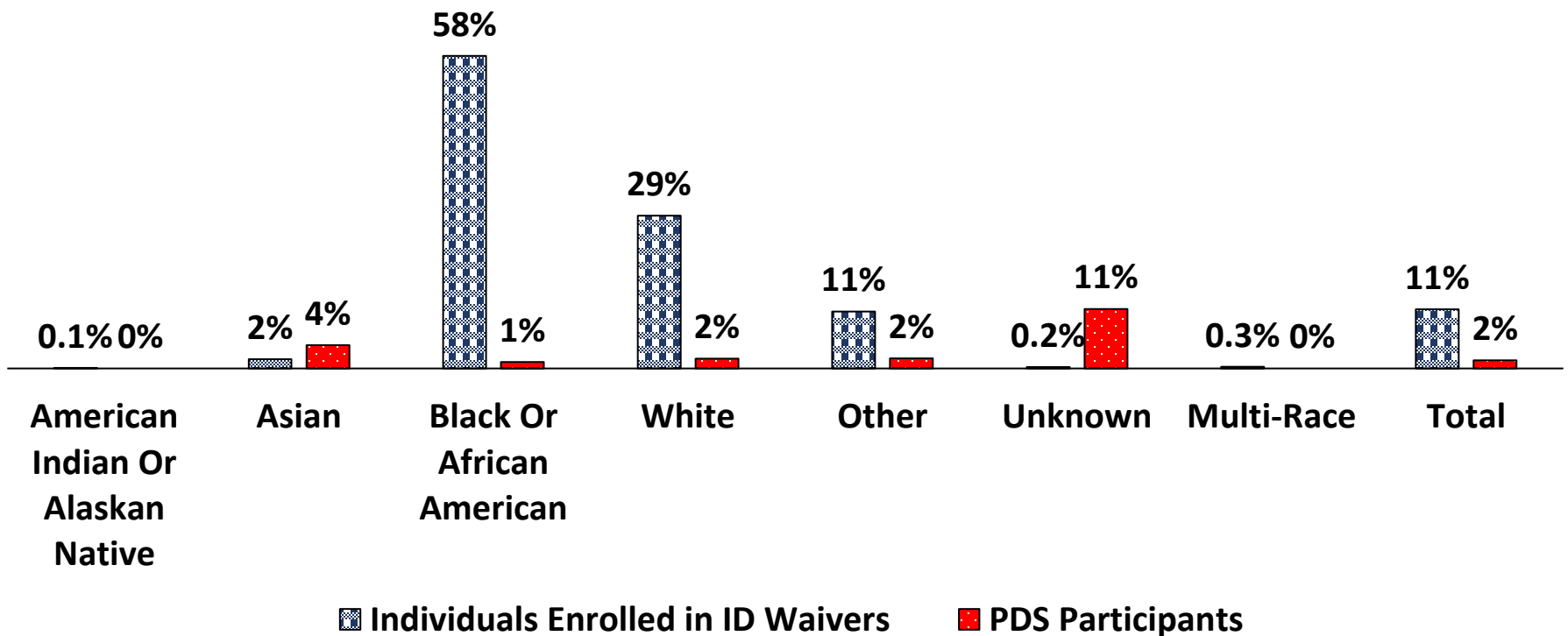
Individuals Enrolled in Consolidated, Community Living and P/FDS Waivers & PDS Participants (AE with over 1000 Enrolled)

AE	# Of Individuals Enrolled in ID Waivers	% Of Individuals Enrolled in ID Waivers	# Of PDS Participants	% Of PDS Participants
Philadelphia	3988	11%	61	1%
Allegheny	3971	11%	492	8%
Montgomery	2274	6%	296	5%
Delaware	1748	5%	229	4%
Bucks	1486	4%	153	2%
Chester	1282	4%	175	3%
Berks	1260	3%	482	7%
Erie	1258	3%	604	9%
Lancaster	1161	3%	197	3%
Westmoreland	1066	3%	224	3%
Lehigh	1043	3%	353	5%
Luzerne	1013	3%	412	6%



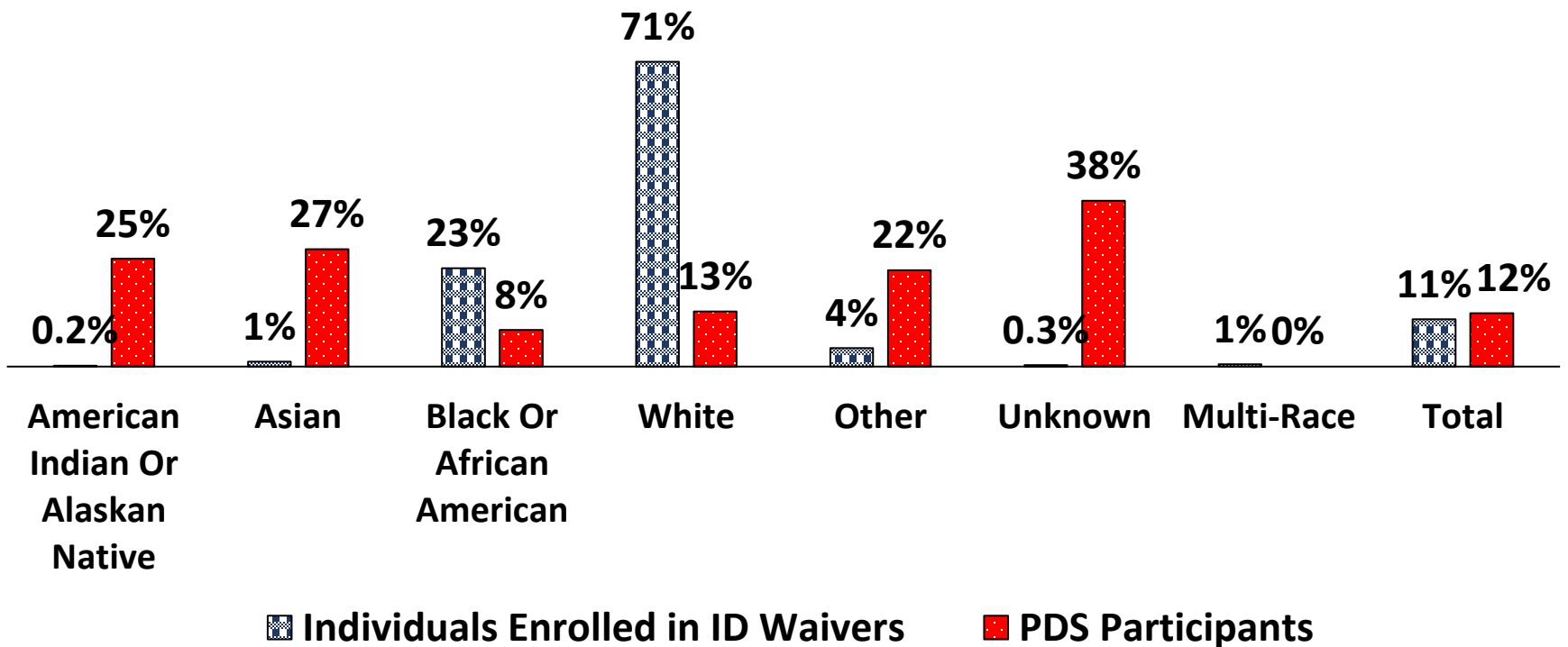
Enrollment & PDS Participation (Philadelphia)

Individuals Enrolled in Consolidated, Community Living and P/FDS Waivers & PDS Participants By Race (Philadelphia)



Enrollment & PDS Participation (Allegheny)

Individuals Enrolled in Consolidated, Community Living and P/FDS Waivers (Allegheny)





DHS Strategic Plan and Goal Setting

DHS Strategic Plan

ODP has identified for reporting measures related to establishing an equity-based goal for the DHS Strategic Plan and Goal Setting document. They are:

1. Access to the waitlist based on an overall population which can be tied to ODP's high level goal #1: End the waiting list for home and community-based services for adults with an intellectual disability and autism; and
2. Demographic information from the National Alliance for Direct Support Professionals which can be tied to ODP's high level goal #3: Improve workforce competency and retention.

Changing the Census Methodology

Changing how U.S. forms ask about race and ethnicity

- The current standards require federal forms that ask participants their identities to inquire about race and ethnicity through two separate questions. That's why on census forms, for example, before you see the race question, there a question about Hispanic or Latino identity, which the U.S. government considers to be an ethnicity that can be of any race.
- In the 2020 census, close to 44% of Latinos either did not answer the race question at all or checked off only the box for the mysterious catchall category "Some other race," [according to data](#) the Census Bureau released last month.

Changing The Census Methodology

- Combining these two topics into one question, while allowing people to check as many boxes as they want, is likely to reduce confusion and share of Latinos who mark “Some other race,” [bureau research from 2015](#) suggests.
- There are concerns about how a combined question could affect racial data about Latinos.
- A combined question would allow some Latinos to answer the question by only checking a box for “Hispanic or Latino.”

Census new form

What is your race or ethnicity?

Select all that apply **AND** enter additional details in the spaces below.
Note, you may report more than one group.

WHITE – Provide details below.

German Irish English

Italian Polish French

Enter, for example, Scottish, Norwegian, Dutch, etc.

HISPANIC OR LATINO – Provide details below.

Mexican or
 Mexican American Puerto Rican Cuban

Salvadoran Dominican Colombian

Enter, for example, Guatemalan, Spaniard, Ecuadorian, etc.

BLACK OR AFRICAN AMERICAN – Provide details below.

African American Jamaican Haitian

Nigerian Ethiopian Somali

Enter, for example, Ghanaian, South African, Barbadian, etc.

ASIAN – Provide details below.

Chinese Filipino Asian Indian

Vietnamese Korean Japanese

Enter, for example, Pakistani, Cambodian, Hmong, etc.

AMERICAN INDIAN OR ALASKA NATIVE – Enter, for example,
Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of
Barrow Inupiat Tribal Government, Tlingit, etc.

MIDDLE EASTERN OR NORTH AFRICAN – Provide details below.

Lebanese Iranian Egyptian

Syrian Moroccan Israeli

Enter, for example, Algerian, Iraqi, Kurdish, etc.

NATIVE HAWAIIAN OR PACIFIC ISLANDER – Provide details below.

Native Hawaiian Samoan Chamorro

Tongan Fijian Marshallese

Enter, for example, Palauan, Tahitian, Chuukese, etc.





Thank you!