

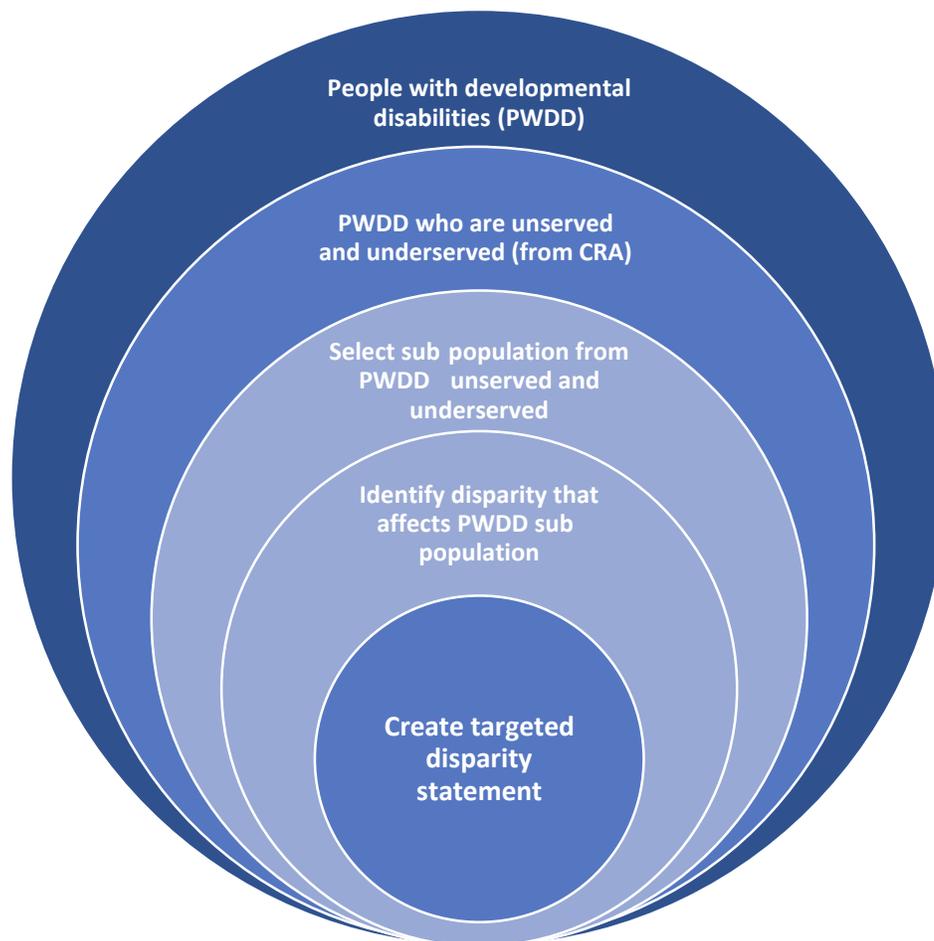
## Targeted Disparity

Expectation: The DD Council will include a goal or objective and corresponding activity (or activities) within a goal or objective to address an identified disparity that affects a sub-population of people with developmental disabilities who are unserved and/or underserved.

### *Based on the findings of the comprehensive review and analysis (Section 124(c)(3)(C)(iii))*

1. Identify a subpopulation (i.e., racial, ethnic, sexual orientation, gender minority groups with developmental disabilities) vulnerable to disparities (e.g., health, education, employment, housing, etc.)
2. Identify a disparity and develop an impact statement in a targeted area of emphasis around individual/family advocacy and/or systems change; and implement strategies to decrease the differences in access, service use, and outcomes among such sub population during the course of the 5 year state plan implementation.

The identified targeted disparity could be a goal or objective with corresponding activities. These strategies should include evidenced based, best and/or promising practices, to the extent feasible.



There are 2 components essential to this element: (1) identification of a sub-population vulnerable to disparities, and (2) identification of a disparity and strategy to reduce identified disparity.

Below is an example of a logical process used to create a targeted disparity goal or objective with corresponding activities.

**Step 1: Identify people with I/DD who are unserved/underserved in [State/Territory]**

*Note: Use the information found in the Comprehensive Review and Analysis (Section 124(c)(3)(C)(iii)), Analysis of the barriers the barriers that impede full participation of members of unserved and underserved groups of individuals with developmental disabilities and their families. The example below is from the Tennessee Council's CRA.*

People from linguistically and culturally diverse backgrounds, which includes immigrants and refugees. Minority, immigrant and refugee populations often are not aware supports and services are available. The Division of Rehabilitation Services (DRS) provided the following data. In terms of minorities, reviewing those served by the Division in 2015, Caucasians totaled 68.0%, African Americans totaled 31.9%, and other minorities totaled 2.1%. While these numbers indicate that Blacks are not underserved, an opportunity would potentially be indicated for other minorities. DRS's research and work with specialists seem to indicate other diverse groups, especially Hispanics, are less likely to seek assistance from programs like Vocational Rehabilitation. DRS recognizes an increasing number of individuals living in Tennessee who speak only Spanish, as well as large populations of immigrants from Africa, Asia, and the Middle East.

The Division continues to assess and take advantage of opportunities where services can be provided to diverse populations. The Division will continue to seek out additional referral sources that can be more inclusive. People who are minorities or immigrants...who are from culturally and linguistically diverse backgrounds, also face language and literacy barriers. There is often a lack of understanding on the part of the service system and the provider system of cultural diversity issues and lack of available interpreter services to assist with language issues. Language is a barrier for people with English as their second language. Individuals from culturally and linguistically diverse backgrounds in Tennessee experience a lack of culturally competent outreach and education services. Additionally, they face difficulties in accessing services, especially, health care, employment, assistive technology, and safe and adequate housing. In fact, responses from people who received the CDD Public Input survey through the Multicultural Alliance on Disability indicated that the top reasons people with disabilities from diverse backgrounds find it hard to access services is that the application process is too complicated, information about services is not in the applicants language, and service providers are hard to find, especially a provider that understands the applicants language or culture. Disability Rights Tennessee has found that people across Tennessee from minority backgrounds continue to be in greater need for services and supports. Responses to the CDD Public Input Survey received through Multicultural Alliance on Disability distribution identified non-English speaking families (e.g., Hispanic, Somali, Arabic, Burmese, and Nepali speaking) as having difficulty scheduling TennCare transportation for healthcare services. Also cited in the survey responses was a concern for possible systemic discrimination against people of diverse backgrounds which leads to providers withholding information on available services and resources.

**Step 2: Of the people with I/DD who are identified in the CRA as unserved/underserved, identify a sub-population that is vulnerable to disparities.**

Example: Hispanic people and families with intellectual and developmental disabilities (I/DD).

**Step 3: Identify the problem for the identified sub-population.**

Example: Hispanic people and families are identified as having less access to I/DD services provided by the Department of I/DD and the family support program based on cultural barriers.

**Step 4: State how you will address the targeted disparity.**

Example:

**Targeted Disparity Statement:**

The DD Council will partner with the DD Service agency to increase their capacity to provide information and referral services specifically designated to serve Hispanic families through reduction of language barriers when accessing information and services.

**Targeted area of emphasis:** Formal and Informal Community Supports

**Performance Measure Focus:**

Individual/Family Advocacy; IA 1.2: Number of family members who participated in Council supported activities designed to increase their knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems.

Systems Change; SC 1.3 Promising and/or best practices (SC1.3.2 - supported; SC 1.3.3 created).

**Strategies for reducing disparity:** Promote interagency collaboration and coordination to better serve Hispanic people and families with developmental disabilities; eliminate language barriers by advocating for bilingual speaking information and referral specialist(s) for the DD Service agency; create an information and referral database of providers that have been identified and verified as having bilingual staff; engage in outreach to targeted Hispanic communities statewide to promote the improved access to information and services; inform policymakers about the findings of eliminating language barriers for Hispanic people and families with developmental disabilities and the results of decreasing the service access disparity.

**Expected outcomes:** Increase information and referral to 250 Hispanic families; track the data to demonstrate a decrease in the disparity of Hispanic families receiving services from the DD Service agency; inform policymakers about results and offer recommendations to continue barrier eliminations and potential systems re-design.