



## Targeted Disparity

### Overview

The DD Council State Plan includes a Targeted Disparity item for DD Councils. The targeted disparity item should be reflected as a **goal or objective** and have corresponding activities. The Office of Intellectual and Developmental Disabilities (OIDD) includes guidance about the targeted disparity item in the 2022-2026 State Plan Instruction Resource document.

*Additional information: The American Heritage Dictionary (2011) defined a **disparity** is the condition of being unequal, and a **disparity** as a noticeable difference.*

### Authority on this subject includes, the DD Act, Final Rule, and the 2022-2026 State Plan Instruction Resource document.

#### What does the DD Act and Final Rule say?

*Section 102. DEFINITIONS (32) UNSERVED AND UNDERSERVED.*

*The term includes populations such as individuals from racial and ethnic minority backgrounds, disadvantaged individuals, individuals with limited English proficiency, individuals from underserved geographic areas (rural or urban), and specific groups of individuals within the population of individuals with developmental disabilities, including individuals who require assistive technology in order to participate in and contribute to community life.*

As written, the DD Act definition highlights populations from:

- Racial and ethnic minority backgrounds
- Disadvantaged people (those living in poverty)
- People who use English as a second language
- Individuals in underserved geographic areas (rural areas and urban areas)
- Other groups within the population of people with DD
- People who required technology to participate in and contribute to community life

In addition, the DD Act of 2000 requires DD Councils to provide an analysis of the barriers to full participation of unserved and underserved groups of individuals with developmental disabilities and their families.

The 2022-2026 State Plan Instruction Resource, page 9 includes the following information:

- ✓ Based on the analysis of the barriers to full participation of unserved and underserved groups of individuals with developmental disabilities and their families, state what populations are identified by the Council as unserved and underserved. This may include populations such as: gender, individuals from racial and ethnic minority backgrounds; Lesbian Gay, Bi-Sexual, Transgender, Queer and Questioning

(LGBTQQ), disadvantaged individuals, people who speak a primary language other than English, individuals from underserved geographic areas (rural or urban); specific groups of individuals within the population of individuals with developmental disabilities, including individuals who require assistive technology in order to participate in and contribute to community life; or some other group.

- ✓ Describe the process the Council used to identify the unserved and underserved population in the State and the rationale for identifying these population(s) over others.
- ✓ Review and analyze barriers to full participation of unserved and underserved groups is **required** per Section 124(c)(3)(C)(iii).
- ✓ Review and summarize the needs for the identified unserved and underserved population(s), including the needs of individuals with developmental disabilities from culturally and linguistically diverse backgrounds.

Guidance, specific to the targeted disparity item, the 2022-2026 State Plan Instruction  
Resource indicated:

*Based on the findings of the comprehensive review and analysis (1) identify a subpopulation (e.g., 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.** The activities should include evidenced based, best and/or promising practices, to the extent feasible.*

## Developing a Targeted Disparity Goal or Objective

The starting point for developing a targeted disparity goal or objective is with the analysis of the barriers to full participation of unserved and underserved groups of individuals with developmental disabilities and their families from the Comprehensive Review and Analysis. Based on the findings of the analysis, the DD Council should develop the goal or objective and include the identified subpopulation; the identified disparity the DD Council is trying to decrease, and; identify the strategy the DD Council will use to reduce the disparity.

## Reviewing a DD Council Targeted Disparity Statement

Within the context of the objectives being based on the Comprehensive Review and Analysis and written SMART, model (**S**pecific, **M**easurable, **R**ealistic, and **T**ime-phased) do the objectives reflect the following?

Note: For more information on the SMART model for developing goals and objectives, see the [State Plan Development Resource](#).

Targeted Disparity Checklist			
	Yes	No	Notes
Does the goal or objective <b>identify</b> the un-served/underserved population			
Does the goal or objective <b>specifically</b> identify the targeted disparity to be addressed during the 5-year State plan cycle?			
Does the goal or objective <b>specify</b> the activity to address the targeted disparity?			
Is the identified un-served/underserved population reflected in the Comprehensive Review and Analysis			

**Examples of targeted disparity statements are presented for informational purposes.**

Examples of targeted disparity statements that *need improvement*

**Yearly, target and address a service disparity identified within the underserved/unserved section of the Comprehensive Review and Analysis.**

Review notes: This statement does not identify a sub-population or specify what or how the disparity will be addressed.

**Identify unserved and underserved populations of people with developmental disabilities within the state for children and adults with developmental disabilities and promote initiatives to address access to services.**

Review notes: This statement does not identify a sub-population or specify what or how the disparity will be addressed.

**For each year of the State plan, reach out to and involve diverse groups, including people living in rural areas and people who self-identify as having a racial or ethnic minority background.**

Review notes: This statement does not identify a sub-population or specify what or how the disparity will be addressed.

**Examples of targeted disparity statements that reflect the required components (sub-population, disparity, and activity/strategy planned to reduce the disparity).**

**In collaboration with individuals with developmental disabilities, their families, and stakeholders, language barriers for Hispanic families will be decreased through capacity building in [a specific county within the State] when accessing information and referral assistance and services.**

Review notes: This statement identifies a sub-population and specifies what and how the disparity will be addressed.

**Partner with at least three Hispanic Organizations throughout the State to increase access to information and services for Hispanic persons with I/DD through outreach enabling the Hispanic Community to have a voice in disability issues, thereby; reducing barriers to services and supports.**

Review notes: This statement identifies a sub-population and specifies what and how the disparity will be addressed.

If you need help, please contact Sheryl Matney ([smatney@nacdd.org](mailto:smatney@nacdd.org)); or Angela Castillo-Epps ([acastillo-epps@nacdd.org](mailto:acastillo-epps@nacdd.org))