



INCLUDING PEOPLE WITH DISABILITIES: PUBLIC HEALTH WORKFORCE COMPETENCIES

www.DisabilityinPublicHealth.org

2016 Southwest Conference on Disability

Presenters:

Adriane K. Griffen, DrPH, MPH, MCHES

Senior Director, Public Health and Leadership
Association of University Centers on Disabilities

Shannon M. Haworth, MA

Senior Program Manager, Disability and Public Health
Association of University Centers on Disabilities

Including People with Disabilities: Public Health Workforce Competencies



Agenda

1. Review of disability and public health with quiz questions
2. Review the “Including People with Disabilities: Public Health Workforce Competencies” and learning objectives
3. Discuss ways disability organizations can build strategic alliances with public health professionals to include people with disabilities in program planning
4. Call to Action
5. Questions



Quiz

3 quiz questions

Prizes for the first 2 people who answer correctly

Including People with Disabilities: Public Health Workforce Competencies



1. What is the percentage of adults with disabilities in the U.S?
 - A. 19%
 - B. 40%
 - C. 5%

Including People with Disabilities: Public Health Workforce Competencies



The Answer is A.

- Over 56.7 million American adults have a disability, making up about 19% of the American population.
- *United States Census Bureau. (2012). Americans with Disabilities: 2010. Current Population Reports. Retrieved from:*
<https://www.census.gov/prod/2012pubs/p70-131.pdf>

Including People with Disabilities: Public Health Workforce Competencies



2. People with disabilities have an increased risk for chronic disease.

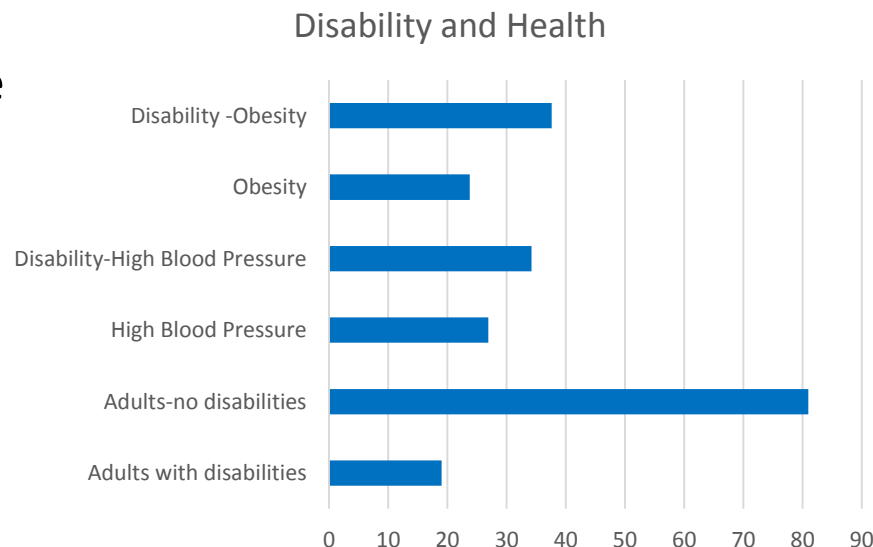
True or False

Including People with Disabilities: Public Health Workforce Competencies



True

- People with Disabilities have more chronic health conditions than people without disabilities
- Higher risk for poor health outcomes
- Need for inclusion in health promotion and other planning efforts
- Knowledge about the health status and public health needs of people with disabilities is essential



Including People with Disabilities: Public Health Workforce Competencies



3. People with disabilities may experience as a group experience health disparities.

True or False

Including People with Disabilities: Public Health Workforce Competencies



True

- People with disabilities experience health disparities.
- Examples of disparities between people with and without disabilities included measures of health care access, preventive care, physical activity, heart disease (cardiovascular disease), being a victim of a violent crime, and employment.

Gloria L. Krahn, Deborah Klein Walker, and Rosaly Correa-De-Araujo. Persons With Disabilities as an Unrecognized Health Disparity Population. American Journal of Public Health: April 2015, Vol. 105, No. S2, pp. S198-S206.

doi: 10.2105/AJPH.2014.302182

Including People with Disabilities: Public Health Workforce Competencies



About the Project

Including People with Disabilities: Public Health Workforce Competencies



About the Project

- Multiyear Project funded by the National Center for Birth Defects and Developmental Disabilities (NCBDDD), Office of the Director, Centers for Disease Control & Prevention (ODCDC), and the Office for State, Tribal, Local, And Territorial Support (OT).
- Developed by a national committee comprised of disability and public health experts.
- The *Competencies* provide foundational knowledge about the relationship between public health programs and health outcomes among people with disabilities.
- Primarily designed for professionals already working in the public health field but can also be used for public health workforce training

Learn more: <https://disabilityinpublichealth.org/>

Including People with Disabilities: Public Health Workforce Competencies



About the Project – Development of the Competencies

- Stage 1: 2011-2012 (CDC/NCBDDDD)
 - Document draft produced (development committee)
- Stage 2: 2015 -16 (OSTLTS/CDC/ODCDC)
 - Revision of the draft
 - Development of an advisory group, and workgroup, trainee Fellows, and partners
 - Review and Comment Period (March – April 2016)
 - Online Modules May 2016 (ATMCH funding)
 - Final version June 2016 (PDF and materials)
 - Website June 2016
 - Dissemination



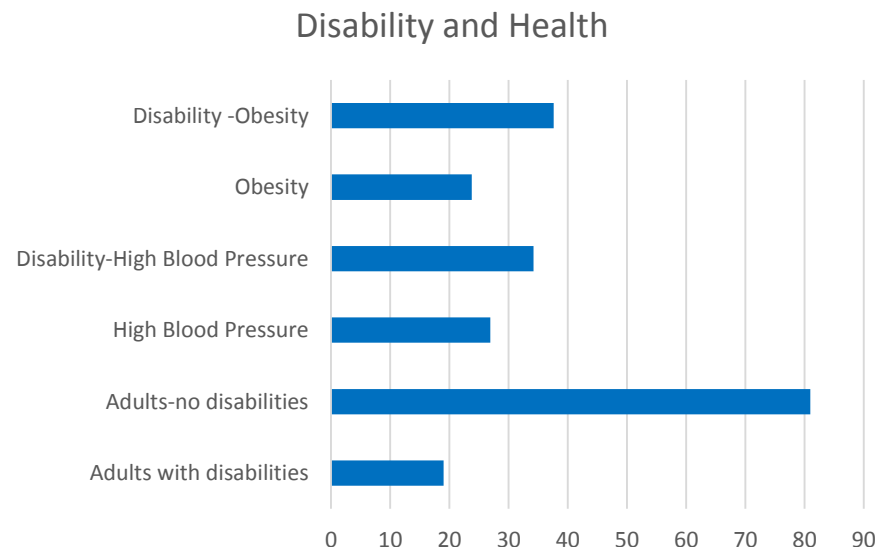
Adults with Disabilities in the U.S.

Including People with Disabilities: Public Health Workforce Competencies



Adults with Disabilities in the U.S.

- Data show that over 56.7 million Americans have a disability (1 in 5)
- Anyone can acquire a disabling condition in their lifetime
- Have more chronic health conditions than people without disabilities
- Higher risk for poor health outcomes



Including People with Disabilities: Public Health Workforce Competencies



Adults with Disabilities in the U.S.

- People with disabilities are a significant portion of the community
- Friends, family , co-workers, neighbors, community members



Including People with Disabilities: Public Health Workforce Competencies



Adults with Disabilities in the U.S.

- Knowledge about the health status and public health needs of people with disabilities is essential for health disparities.
- However, most public health training programs do not include curriculum on people with disabilities and methods for including them in core public health efforts.
- Need for building a stronger public health workforce skilled in ways to include people with disabilities in all public health efforts.



About the Competencies

Including People with Disabilities: Public Health Workforce Competencies



About the Competencies

- Need for inclusion in health promotion and other planning efforts to address health disparities
- The *Competencies* outlines recent advances in knowledge and practice skills that public health professionals need to include people with disabilities
- Primarily designed for professionals already working in the public health field
- Foundational knowledge about the relationship between public health programs and health outcomes among people with disabilities

Including People with Disabilities: Public Health Workforce Competencies



About the Competencies

- Strategies and examples of how to include people with disabilities in planning and health promotion efforts
- The *Competencies* align and complement existing broad public health competencies including the:
 - **Essential Public Health Services**
 - **Core Competencies for Public Health Professionals (PHF)**
 - **Accreditation Criteria for Public Health Programs (Council on Education for Public Health)**
 - **MPH Core Competency Module (Association of Schools & Programs of Public Health)**

Including People with Disabilities: Public Health Workforce Competencies



About the Competencies

- In addition, they foster workforce capacity-building priorities, e.g. Healthy People 2020, Disability and Health objective DH-3.
- Website, learning modules, and resources



Competencies and Learning Objectives

Including People with Disabilities: Public Health Workforce Competencies



Four Competencies

Competency 1: Discuss disability models across the lifespan

Competency 2: Discuss methods used to assess health issues for people with disabilities

Competency 3: Identify how public health programs impact health outcomes for people with disabilities

Competency 4: Implement and evaluate strategies to include people with disabilities in public health programs that promote health, prevent disease, and manage chronic and other health conditions

Including People with Disabilities: Public Health Workforce Competencies



Competency 1: Discuss disability models across the lifespan

Learning Objectives

- 1.1 Compare and contrast different models of disability
- 1.2 Apply model(s) of disability for a particular scope of work or population served.

Including People with Disabilities: Public Health Workforce Competencies



Competency 2: Discuss methods used to assess health issues for people with disabilities

Learning Objectives

- 2.1 Identify surveillance systems used to capture data that includes people with disabilities.
- 2.2 Recognize that disability can be used as a demographic variable

Including People with Disabilities: Public Health Workforce Competencies



Competency 3: Identify how public health programs impact health outcomes for people with disabilities

Learning Objectives

- 3.1 Recognize health issues of people with disabilities and health promotion strategies that can be used to address them.
- 3.2 Use laws as a tool to support people with disabilities.
- 3.3 Recognize accessibility standards, universal design, and principles of built environment that affect the health and quality of life for people with disabilities.
- 3.4 Explain how public health services, governmental programs, and non-governmental/ community-based organizations interact with disability.
- 3.5 Describe how communities (places where people live, work, and recreate) can adapt to be fully inclusive of disability populations.

Including People with Disabilities: Public Health Workforce Competencies



Competency 4: Implement and evaluate strategies to include people with disabilities in public health programs that promote health, prevent disease, and manage chronic and other health conditions

- 4.1 Describe factors that affect health care access for people with disabilities.
- 4.2 Describe strategies to integrate people with disabilities into health promotion programs.
- 4.3 Identify emerging issues that impact people with disabilities.
- 4.4 Define how environment can impact health outcomes for people with disabilities.
- 4.5 Apply evaluation strategies (needs assessment, process evaluation, and program evaluation) that can be used to demonstrate impact for people with disabilities.



Discussion:

How disability organizations can build strategic alliances with public health professionals with the intent of including people with disabilities in planning efforts



Quiz

What is one of the most effective ways to begin including people with disabilities in planning?

- A. Identifying Partnerships
- B. Asking colleagues
- C. Invite people with disabilities to an event

Including People with Disabilities: Public Health Workforce Competencies



Strategies

Partnerships

- Identify
- Connect
- Engage and Support

Including People with Disabilities: Public Health Workforce Competencies



Strategies

- **Identify key and non traditional partners at various levels**
 - **What are some organizations and groups you could partner with?**
 - **What are some non traditional partnerships?**
- **Connect and Network**
 - **Reach out to a contact in your community, local health department, or clinic**
 - **Ask about their partners, and other resources**
 - **Don't forget to ask caregivers and people with disabilities**

Including People with Disabilities: Public Health Workforce Competencies



Strategies

- **Engage community partners in support of lifestyle changes and supports**
 - **Invite them to work with people with disabilities to plan events, to volunteer at events, or to speak at events**
 - **Share lessons learned**
 - **Cross promote and disseminate resources**



Partnerships for Implementation and Dissemination

Including People with Disabilities: Public Health Workforce Competencies



Partnerships for Implementation and Dissemination

National Association of County and City Health Organizations (NACCHO)

- Session at NACCHO conference
- Work group members for development
- NACCHO creating disability training modules

National Association of Chronic Disease Directors (NACDD)

- Presentation to members
- Collaborate on incorporating into their competencies

Including People with Disabilities: Public Health Workforce Competencies



Partnerships for Implementation and Dissemination

Association of Teachers of Maternal and Child Health (ATMCH)

- Innovative Teaching Award
- Training Modules and Syllabus

Maternal and Child Health Bureau (MCHB)

- Advisory group members
- MCH Research Alert
- Future collaboration

Including People with Disabilities: Public Health Workforce Competencies



Partnerships for Implementation and Dissemination

Public Health Foundation

- Planning possible future training

University of Colorado

- Cordelia Robinson Rosenberg, Ph.D., RN , Professor of Pediatrics and Psychiatry
- Used the *Competencies* – trained National Jewish Health Quit Line Workers
- Disabilities, person first language, disability etiquette, and how to Include people with disabilities in planning and health promotion

Other Partnerships:

- Council on Linkages
- ASPPH
- APHA
- CDC CE office

Including People with Disabilities: Public Health Workforce Competencies



Call to Action:

Partner with public health professionals to help include people with disabilities in public health program planning and design

How:

- Reach out to public health professionals, local health departments, and clinics
- Creative partnerships
- Create training opportunities, learning opportunities
- *Competencies* resource for examples, resources, and training modules



Website, e-Learning Modules, and other Resources


www.disabilityinpublichealth.org

Including People with Disabilities: Public Health Workforce Competencies



Social Media

 **Twitter:** @PHis4Everyone #DisabilityinPH

 **LinkedIn:** Including People with Disabilities: Public Health Workforce Competencies

Including People with Disabilities: Public Health Workforce Competencies



More Information

- **Contacts:**
Shannon M. Haworth, MA (shaworth@aucd.org)
Senior Program Manager, Disability and Public Health, AUCD
Adriane K. Griffen, DrPH, MPH, MCHES (agriffen@aucd.org)
Senior Director, Public Health and Leadership, AUCD
- **Website:** <https://www.DisabilityinPublicHealth.org>
- **Learning Modules:** <https://disabilityinpublichealth.org/learning-modules/>
- **Email:** DisabilityinPH@aucd.org



Questions?

Including People with Disabilities: Public Health Workforce Competencies



Thank you!