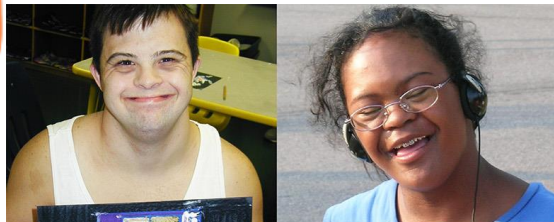




# Cultivating A Culture OF Health Equity

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INCLUDING PEOPLE WITH DISABILITIES: PUBLIC HEALTH WORKFORCE COMPETENCIES

## 2016 NACCHO Annual Conference Sharing Session July 20, 2016

**Shannon M. Haworth, MA, BA**  
**Adriane K. Griffen, DrPH, MPH, MCHES**

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), award# 5U38OT000140-03.

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# Including People with Disabilities: Public Health Workforce Competencies

## Presenters:

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# Including People with Disabilities: Public Health Workforce Competencies

[www.DisabilityinPublicHealth.org](http://www.DisabilityinPublicHealth.org)

## Agenda

1. Review disability and public health with quiz questions
2. Review the “Including People with Disabilities: Public Health Workforce Competencies” and learning objectives
3. Discuss ways local health departments can build strategic alliances to implement successful collaborations that address health threats in the community
4. Call to Action
5. Questions

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## Including People with Disabilities: Public Health Workforce Competencies

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### Question:

Did your public health training programs include curriculum on people with disabilities?

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## Including People with Disabilities: Public Health Workforce Competencies

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- Most public health training programs do not include curriculum on people with disabilities and methods for including them in core public health efforts
- There is a clear need for public health efforts to reduce health disparities among people with disabilities
- This may be achieved by building a stronger public health workforce skilled in ways to include people with disabilities in all public health efforts

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# Including People with Disabilities: Public Health Workforce Competencies

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## Quiz

3 quiz questions

Prizes for answering correctly

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## Including People with Disabilities: Public Health Workforce Competencies

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

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# Including People with Disabilities: Public Health Workforce Competencies

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## The Answer is A.

### Adults with Disabilities in the U.S.

- People with disabilities are a significant portion of the community
- They are our co-workers, neighbors, family members, friends, and community members
- Data show that over 56.7 million Americans have a disability
- 19% of the American population or 1 in 5 people
- Anyone can acquire a disabling condition in their lifetime

*United States Census Bureau. (2012). Americans with Disabilities: 2010. Current Population Reports. Retrieved from:  
<https://www.census.gov/prod/2012pubs/p70-131.pdf>*

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## Including People with Disabilities: Public Health Workforce Competencies

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

True or False

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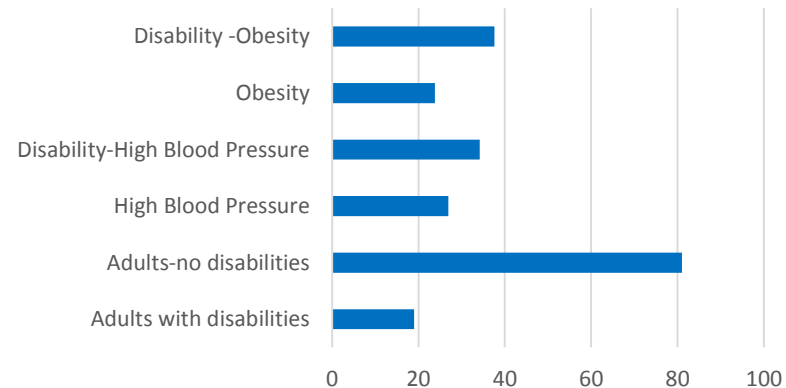
# Including People with Disabilities: Public Health Workforce Competencies

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## 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

Disability and Health



Centers for Disease Control and Prevention (CDC). (2013). CDC Health Disparities and Inequalities Report—United States, 2013. *MMWR*, 62(3), 1-189. <http://www.cdc.gov/mmwr/pdf/other/su6203.pdf>



## Including People with Disabilities: Public Health Workforce Competencies

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

True or False

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# Including People with Disabilities: Public Health Workforce Competencies

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## 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

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# Including People with Disabilities: Public Health Workforce Competencies

[www.DisabilityinPublicHealth.org](http://www.DisabilityinPublicHealth.org)

## About the Project



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## Including People with Disabilities: Public Health Workforce Competencies

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- 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.

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

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# Including People with Disabilities: Public Health Workforce Competencies

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## About the *Competencies*



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## Including People with Disabilities: Public Health Workforce Competencies

[www.DisabilityinPublicHealth.org](http://www.DisabilityinPublicHealth.org)

- 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
- Strategies and examples
- The *Competencies* align and complement existing broad public health competencies
- Website, learning modules, and resources

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## Including People with Disabilities: Public Health Workforce Competencies

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# Competencies and Learning Objectives



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# Including People with Disabilities: Public Health Workforce Competencies

[www.DisabilityinPublicHealth.org](http://www.DisabilityinPublicHealth.org)

## 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

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# Including People with Disabilities: Public Health Workforce Competencies

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**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.

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## Including People with Disabilities: Public Health Workforce Competencies

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**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

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## Including People with Disabilities: Public Health Workforce Competencies

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**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.


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## Including People with Disabilities: Public Health Workforce Competencies

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**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.

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## Including People with Disabilities: Public Health Workforce Competencies

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### Discussion:

Ways local health departments can build strategic alliances to implement successful collaborations that address health threats in the community.

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# Including People with Disabilities: Public Health Workforce Competencies

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## 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

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# Including People with Disabilities: Public Health Workforce Competencies

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## A. Identifying Partnerships

- Identify
- Connect
- Engage and Support

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# Including People with Disabilities: Public Health Workforce Competencies

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## 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
  - Ask for about their partners, and other resources
  - Don't forget caregivers

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# Including People with Disabilities: Public Health Workforce Competencies

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## Strategies

- Engage community partners in support of lifestyle changes and supports
  - People with disabilities plan events, volunteer at events, speak at events
- Support the inclusion of people living with disabilities
  - Share lessons learned, disseminate resources

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## Including People with Disabilities: Public Health Workforce Competencies

### Checklist to Use when Creating Programs, Products, or Services

#### Does my agency...

- Involve people with disabilities in planning?
- Ask people with disabilities about the accommodations needed to make programs accessible to them?
- Ask for feedback from people with disabilities to learn how to improve programs and services?
- Budget to accommodate people with disabilities?
- Raise awareness about the importance of including people with disabilities in public health efforts?
- Use data to understand the health needs of people with disabilities?
- Collect appropriate demographic data that includes people with disabilities?
- Partner with local/national organizations that work with people with disabilities?
- Complete inclusive emergency preparedness exercises/drills with community partners?
- Subscribe to NACCHO's Health and Disability e-newsletter to get the latest news and tools for including people with disabilities?

Source: [Strategies for Successfully Including People with Disabilities in Health Department Programs, Plans, and Services](#). NACCHO

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## Including People with Disabilities: Public Health Workforce Competencies

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Call to Action:

**Include people with disabilities in public health program planning and design**

How:

- Identify a program, health promotion event, or community need
- Creative partnerships
- Talking with people with disabilities and caregivers
- NACCHO Checklist
- Competencies resource for examples

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

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### More Information

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Senior Director, Public Health and Leadership, AUCD

- **Website:** <https://www.DisabilityinPublicHealth.org>
- **Learning Modules:** <https://disabilityinpublichealth.org/learning-modules/>
- **Email:** [DisabilityinPH@aucd.org](mailto:DisabilityinPH@aucd.org)

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Questions?

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# Including People with Disabilities: Public Health Workforce Competencies

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Thank you!

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