Cultivating a Culture of Health Equity
2016 NACCHO Annual Conference Sharing Session

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Including People with Disabilities: Public Health Workforce Competencies

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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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Question:

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

3 quiz questions

Prizes for answering correctly
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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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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 disabiling condition in their lifetime

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

True or False
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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

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

True or False
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.
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About the Project
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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About the Competencies
Including People with Disabilities: Public Health Workforce 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
- Strategies and examples
- The Competencies align and complement existing broad public health competencies
- Website, learning modules, and resources

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Competencies and Learning Objectives
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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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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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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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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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**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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Discussion:

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

- Identify
- Connect
- Engage and Support
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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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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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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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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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More Information

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Thank you!

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