The Prepared4ALL Playbook:
Strategies for Increasing Disability Equity & Inclusion in Public Health

July 13, 2021
Welcome!

• Introductions
• What is Prepared4ALL?
• What is the Prepared4ALL Playbook?
  • Tool to help you increase equity and inclusion in public health
• How can I use it?
  • Success stories from Prepared4ALL Affiliates
What is Prepared4ALL?

Building local partnerships and capacity-building in emergency preparedness planning:

Maximize strengths and anticipate challenges
Join us!

- Online training
- Monthly virtual Townhalls
- Prepared4ALL Traineeship
Advance:

“Before COVID-19, people with intellectual developmental disabilities were not really considered in emergency planning in my area, but now I can tell you that they are. We are working with our state’s Health Care Coalition to include people with intellectual disabilities and other diverse groups in the planning process. I’ve just started asking questions and trying to get people to think differently about who has needs during an emergency. Since COVID-19, it’s become a bit easier to have these conversations.”

-Townhall attendee, 2/24/21
Engage:

“We developed relationships with shelter operations, who wanted training on how to interact with people with autism. The partnership just kind of developed. Really, it was the connective tissue that we all have together, including the voices of people with disabilities saying, hey, we have a right to be safe too.”

-Townhall attendee (2/24/21)
Quick Tip: Make a list of your current partners. Then make a list of potential partners. Could any of your current partners introduce you to new organizations? Could you connect others? Use our Kickstart Directory tool.

Relate:

“We partnered with a statewide charitable feeding organization. They don't necessarily work specifically with people with disabilities. But they understood the mission of, we have people with disabilities that can't leave their house, but we can't get transportation from the food bank to their house, so how can we get food to them? We always try to wrap the disability need around the partner’s mission.”

-Townhall attendee, 5/19/21
Strategies for Community & Organizational Development

**Staff capacity and effort:** Dedicating staff time and effort to increasing disability inclusion and equity can be challenging, given the urgency of public health priorities. Yet it is an important part of making organizational and cultural changes.

**Inclusion Ideas:**

- Prioritize hiring people most impacted by emergencies, such as people living with disabilities
- Ensure that organizations have at least one person trained on emergency preparedness issues
- Implement weekly organizational updates or tips on emergency preparedness planning
The Playbook in Action: Stories from the Field
An Affiliate's Experience: Rosanne Rushing, DrPH, MPH

Program Director and Associate Professor, Gallaudet University
FEMA

GALLAUDET DAY AT FEMA
Make an appointment to get vaccinated! Walk-ins are welcome, too.

SUNDAY, MAY 23RD 10 A.M. - 4 P.M.

Get your single-dose
JOHNSON & JOHNSON
COVID-19 VACCINE
at Greenbelt Community Vaccination Center
5717 GREENBELT METRO DRIVE • GREENBELT, MD 20740
Convenient Greenbelt Metro Station stop

Accessible COVID-19 vaccination for all Deaf, Deafblind, and Hard of Hearing people! All families and friends are welcome, regardless of hearing status.

Open to all DC, MD, and VA residents. Must be age 18+.

INTERPRETERS ON SITE:
ASL • CDI • DEAFBLIND • VRI

REGISTER AT: covidvax.maryland.gov
Registration is encouraged; it will ensure that accommodations are provided. Walk-ins are welcome, too.
The Shield T3 mobile lab on Gallaudet campus, with (from left to right): Robert Weinstock, Director, Public and Media Relations; Dominic Lacy, Chief Operating Officer; Rosanne Rushing, Public Health Program Director; Davina Kwong Yu, Executive Director, Campus Services; Jeremy Franz, Campus Services
Deaf Leadership in Disaster Risk Reduction & Emergency Preparedness

• People with disabilities are disproportionately impacted by disasters, and are also marginalized in disaster and emergency management training and leadership. Human resource development is needed to prevent, mitigate, respond to and engage community recovery from disasters and emergencies.
• Prince George’s County Health Department, Maryland
  • Route 1 Corridor working group
  • Streetcar 82 Brewing Co. – Deaf-owned brewery in Hyattsville, MD
An Affiliate's Experience: Jae Jin Pak and Timotheus Gordon, Jr.

Jae Jin: Self-Advocacy Training Coordinator, IL LEND Community Education and Training Coordinator, Institute on Disability and Human Development (IL UCEDD) Community Outreach Specialist

Timotheus: Research Assistant at IDHD and Autistic Self-Advocate, Co-Founder of Chicago Disabled People of Color Coalition
Institute on Disability and Human Development (IDHD)

• AUCD COVID Vaccination Confidence Minigrant
  • Development of and sharing of DPOCC Social Story addressing vaccination
  • Currently interviewing PWD's on vaccine success stories
  • Partnering with MOPD/EFE/CDPH on Vaccination event for ADA anniversary.
  • Developing info sheets on In Home vaccination service for Chicago folks with EFE.

• Morehouse Minigrant: TJ is attending quarterly networking meetings to share resources.
IDHD

- IDHD has longer term grant addressing COVID and is connecting with partners to look at other collaboration opportunities.
- IDHD participates in the Accessible Vaccination workgroup made up reps from Dept of Health, disability service providers, city MOPD, and self advocates. Been participating in these meetings for months.
An Affiliate's Experience: Lydia Ocasio-Stoutenburg, Ph.D.
Program Manager, Research and Community Outreach
University of Miami Mailman Center for Child Development LEND/UCEDD
Reflect when you cannot relate: Promoting equity through cultural, community and identity reciprocity

Lydia Ocasio-Stoutenburg, Ph.D.
Mailman Center for Child Development
Miami, Florida
Diversity, Equity & Inclusion

• Who people are & how people present
• How they experience their social worlds
• How people choose to identify
• Autonomy and power over their decisions
• Differences in how they navigate the world
• Outcomes may differ for one individual, family, network or community from another
What are our issues? (Pinpoint)

i. Recognizing COVID-19 as an emergency event and a standing issue

ii. Recognizing both vaccine access and beliefs are presenting issues

iii. Recognizing this as a public health and an individual health issue
How do we know it?
i. 4,967,863 adults in Florida have a disability (1 in 4 adults)
ii. There are 2.7 million people in South Florida
ii. Health disparities and unmet needs exceed national averages
For more than 60% of our residents, English is not their first language.
Ask... before you engage.

Cultural Competence ➔
Cultural Humility + Trust ➔
Cultural Reciprocity
The Cultural Reciprocity Process (Harry & Kalyanpur, 2012)

Step 1: Reflect on personal values, biases and assumptions that drive your recommendations

Step 2: Invite, question, listen to individual, family and community perspectives

Step 3: Explain the professional and health perspective, guidance

Step 4: Identify common ground and develop collaborative goals
Before you engage...

- **Step 1**: How do you FEEL about this individual? How do you feel about his or her family? Why? Reflect on personal values, biases and assumptions that drive your recommendations.
Engage in meaningful ways.

**Step 2:** Invite, question, listen to individual, family and community perspectives

**Step 3:** Explain the professional and health perspective, guidance
Be positive.

PEOPLE WITH DISABILITIES HAVE QUESTIONS ABOUT THE COVID-19 VACCINE

WHAT ARE THE LONG-TERM EFFECTS OF THE VACCINE?
WHAT ARE THE DIFFERENCES IN SAFETY AMONG THE DIFFERENT VACCINES?
DO YOU NEED TO CONTINUE TO WEAR A MASK AFTER BEING VACCINATED?
IS IT POSSIBLE TO GET COVID AFTER BEING VACCINATED?
WHAT IF I KNOW SOMEONE WHO HAS CONTRACTED AFTER FIRST DOSE?
HOW MANY SHOTS IS IT TO BE EFFECTIVE?
WHAT IS THE IMPACT ON FERTILITY?
WHAT ARE SOME OF THE SIDE EFFECTS?
WHAT IS THE LENGTH OF PROTECTION AFTER THE VACCINE?
DO YOU NEED PROOF OF VACCINATION TO TRAVEL?
WHAT ARE SOME OF THE INTERACTIONS WITH THE CURRENT MEDICATIONS I TAKE?
HOW SHOULD I PLAN ON THE VACCINATION BASED ON MY TRAVEL/OBLIGATIONS?
WHAT ABOUT SOME OF THE ADVERSE SIDE EFFECTS I HEARD ABOUT?
WHAT ABOUT THE VARIANTS, SUCH AS THE U.K.?
IS THE VACCINE SAFE FOR MEDICAL CONDITIONS, SUCH AS ASTHMA?
SHOULD I BRING MY ASTHMA PUMP WITH ME TO THE VACCINE SITE?
WHAT ARE THE SYMPTOMS/SIDE EFFECTS FOR PEOPLE IN THE 20'S AGE GROUP?

Have a conversation with people with disabilities. It matters.
“to improve health equity at the intersection of disability and other life experiences, such as poverty and race/ethnicity.”
Step 4: Identify common ground and develop collaborative goals

Dear Mayor Cava,

A little over a year after the start of the pandemic the inequities experienced by individuals with disabilities has become more evident.

As people with disabilities, we face attitudinal obstacles and accessibility barriers. We often feel invisible and are treated like second-class citizens. This pandemic has exacerbated the disparities people with disabilities face.

There will always be emergencies, be it hurricane, or pandemic, or any other crises. We are individuals with disabilities who are alumni of a leadership group and have come together to recommend future steps to prevent people with disabilities from being sidelined again.
Big Three...

Prepared4ALL’s model as a way of pacing our steps and ensuring our good intentions embrace diversity, equity and inclusion.

Using forward thinking.

Asking ourselves the critical questions, understanding our diverse points of view, using appropriate messages.

Cultural, Community and Identity Reciprocity.

Inclusiveness as part of the culture vs. “add on” engagement. Trust, authenticity, empowerment. People with disabilities and diverse identities leading the way.

Letting our work reflect our intentions.

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Letting our work reflect our intentions.
Thank you!
A Trainee’s Experience: Morgan Flynn
Center on Disabilities and Human Development (ID UCEDD)

• Conducting a research project that investigates how people with a disability experienced the Covid-19 pandemic in a rural community.

• Being a Disability Inclusion Coach means I am mentored as a student but also given resources to develop as a professional.

• Implementing what I’ve learned in university and applying my knowledge through a pre-existing program all while helping my community.
How can I get involved?

Get the Playbook
• https://bit.ly/Prepared4ALLPlaybook

Take the Training
• https://bit.ly/Prepared4AllOnline

Attend Monthly Affiliate Town Hall Meetings 
(3rd Wednesday at 1pm-2pm ET)
• https://bit.ly/MonthlyTownHalls

Involve Students or Trainees

Share your success story
• http://bit.ly/VaccineSuccess

AUCD

Prepared4ALL Playbook: Strategies for Disability Equity & Inclusion in Public Health

This playbook summarizes strategic advice from a national series of virtual Townhalls facilitated by the Association of University Centers on Disabilities (AUCD) through a cooperative agreement with the Centers for Disease Control and Prevention (CDC) from January-June 2021. The Townhalls included local disability organizational representatives and focused on strategies and experiences related to increasing disability inclusion in local emergency planning. The strategies here focus on how to build sustainable local partnerships, how to increase community and organizational capacity, and how to use adaptive thinking to keep moving. To learn more about our inclusion and equity work in the areas of vaccine confidence, emergency preparedness planning and other public health domains, visit the following websites:

Prepared4ALL: https://nationalcenterdph.org/our-focus-areas/prepared4all/
Vaccine Confidence: https://nationalcenterdph.org/vaccineconfidence/
National Center on Disability in Public Health: https://nationalcenterdph.org/
Join us!

Email: Prepared4All@aucd.org

Join our Listserv

https://bit.ly/Prepared4AllListserv

Thank you!
Questions?