



**National Center on Disability in Public Health**  
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**Sustaining Change & Inclusion:  
Healthcare Access Highlights from the  
National Center on Disability in Public Health:  
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## Objectives

To explore the evidence-based strategies used by the National Center on Disability in Public Health, including applications to healthcare access among people who have a disability

To examine key areas of health disparity among people who have a disability.

To learn how to engage change management strategies that support inclusion and action plans that sustain change.

To describe evaluation of health promotion efforts that include people who have a disability.

***1 CECH Advanced Level, Program: 35521, Provider Number: 1127672***



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## Background on Need

1 in 4 people has a disability

- Over 61 million



Public health efforts do not consistently include people who have a disability

Health disparity areas impact people with disabilities too!

*Access to Healthcare*

*Developmental Monitoring and Screening*

*Emergency Preparedness*

*Nutrition and Healthy Weight*

*Sexual and Reproductive Health*

*Wellness and Mental Health*

People living with disabilities have higher risk for poor health outcomes (heart disease, diabetes, obesity, smoking, depression)



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## ***National Center on Disability in Public Health***

Aim: Build capacity by encouraging collaboration between public health partners and AUCD's Network Centers in every state and territory.

### **Evidence-based**

1. Expertise of AUCD Network
2. Case study research with public health partners



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## Evidence-based disability inclusion in public health

### 1. Expertise of AUCD Network

Association of University Centers on Disabilities (AUCD)

- Every state and Territory
- Advance policies and practices that improve the health, education, social, and economic well-being of all people with disabilities, their families, and their communities



### Tip:

Find the AUCD Network Center near you:

<https://nationalcenterdph.org/aucd-network-centers/>



ASSOCIATION OF UNIVERSITY CENTERS ON DISABILITIES

THE LEADERSHIP, EDUCATION, ADVOCACY & RESEARCH NETWORK



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## Case study research with public health partners working to include people who have disabilities

- Examined factors of capacity building and capacity that support inclusion of people who have a disability in public health efforts
- Method: Action Research  
Action research is an inquiry approach that engages participants in a collaborative manner with the investigator through three key steps:
  1. *Look* - gathering information,
  2. *Think* - interpreting an issue, and
  3. *Act* - resolving problems, to address specific issues, like how to include PWD in public health efforts.

Source: Griffen, A. K., et al, *Inclusion Wheel: Tool for Building Capacity and Public Health Leaders to Serve People With Disabilities*  
<https://doi.org/10.1177/1524839918788578>

References: McNiff, J., & Whitehead, J. (2011). *All You Need to Know About Action Research*. (2nd ed.) Thousand Oaks, CA: Sage.  
Stringer, E. (2007). *Action Research*. (3rd ed.) Thousand Oaks, CA: Sage.



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## Action Example

- Coalitions and Incremental Steps towards Change
- **HEAT (Health is for Everyone Action Team)**  
Collaboration of several organizations led by AUCD to:
  - include developmental disabilities in medical education at all levels of undergraduate, graduate, and continuing medical education of physicians



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## Health is for Everyone Action Team (HEAT)

### Achievements:

- Adoption of the American Medical Association (AMA) resolution on including Developmental Disabilities
- New health access resources at [www.phetoolkit.org](http://www.phetoolkit.org)
- Sign On Letter results – on next LCME (Liaison Committee on Medical Education) agenda with request to formally integrate a requirement for content on DD into Element 7.2 of the Functions and Structure of a Medical School, Standards for Accreditation of Medical Education Programs Leading to the MD Degree

## **HEAT: Health is for Everyone Action Team** *Steering Committee (Formed Fall '16)*

Association of University Centers on Disabilities  
– Health and Disability Special Interest Group  
American Academy of Developmental Medicine and Dentistry  
American Association on Health and Disability  
Alliance for Disability in Health Care Education  
Family Voices

*With representatives from:*  
American Medical Association, Medical Education Group  
Maternal and Child Health Bureau/Workforce Development/  
Health Resources and Service Administration  
Center for Medicaid and CHIP Services/Centers for  
Medicare & Medicaid Services





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**Change takes time!**  
**Small action steps with the right partners**  
**makes change sustainable.**



**Now what?**



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## Change Management Strategies & Tips

Action Plans are created/owned by all partners

- build in and celebrate a quick success (e.g. directory of partners, update)
- combination of programs and policies

“Right” partners are involved

- can influence inclusion/make changes so
- have the 5 supports needed for inclusion of people with disabilities:

1. Facilitative leadership – guide conversations with intention
2. Systematic reflection – dedicated time to think
3. Support – more than money
4. Personal interest/commitment - engagement
5. Timing – know how to piggyback on other work

Source: Griffen, A. K., et al, *Inclusion Wheel: Tool for Building Capacity and Public Health Leaders to Serve People With Disabilities* <https://doi.org/10.1177/1524839918788578>



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## Change Management Strategies & Tips

“Right” partners are involved

-have some capacity to actually include people with disabilities

1. Knowledge of Priority Population
2. Dedicated (Staff and Funds)

-eager to learn how to include people with disabilities

Source: Griffen, A. K., et al, *Inclusion Wheel: Tool for Building Capacity and Public Health Leaders to Serve People With Disabilities* <https://doi.org/10.1177/1524839918788578>



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## Change Management Strategies & Tips

*How do I find partners?*

Network to find the right partners!

Connect with each other through coalitions, learning groups, communities of practice

Share your aim/goal so your network can help you





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## ***Getting Started Resource***

*Including People with Disabilities – Public Health Workforce Competencies:* <https://disabilityinpublichealth.org/>  
provide foundational knowledge around the relationship between disability and public health programs and outcomes



INCLUDING PEOPLE WITH DISABILITIES: PUBLIC HEALTH WORKFORCE COMPETENCIES

[www.disabilityinpublichealth.org](https://disabilityinpublichealth.org)



INCLUDING PEOPLE WITH DISABILITIES: PUBLIC HEALTH WORKFORCE COMPETENCIES

## Competencies – Address Workforce Needs

- 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

**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**

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



INCLUDING PEOPLE WITH DISABILITIES: PUBLIC HEALTH WORKFORCE 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)*
- Public Health Accreditation Board collaboration underway (2020 Standards and Measures Update)



INCLUDING PEOPLE WITH DISABILITIES: PUBLIC HEALTH WORKFORCE COMPETENCIES

## *Preview*

**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

# Quiz

How can public health professionals build strategic alliances with partners to support inclusion of people with disabilities?

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

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**Answer:  
All 3**



INCLUDING PEOPLE WITH DISABILITIES: PUBLIC HEALTH WORKFORCE COMPETENCIES

## *Resources to promote the Competencies*

### FREE Learning modules:



<http://thearc.academy.reliaslearning.com/Including-People-with-Disabilities-Public-Health-Workforce-Competencies--ARC-NPP-HM-IPD.aspx>



<http://aucd.adobeconnect.com/p47rxscs2nb/>

More info at: [www.disabilityinpublichealth.org](http://www.disabilityinpublichealth.org)

Follow Us on Twitter: @PHis4Everyone



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## **Take Home Lessons:**

**Network to find the right partners to help with inclusion of people living with a disability.**

**Small action steps makes change sustainable over time – and celebrate successes.**



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## Calls to Action:

### Stay in Touch!

Follow Us on Twitter: @PHis4Everyone

Subscribe to Newsletter: Email [NationalCenterDPH@aucd.org](mailto:NationalCenterDPH@aucd.org)

### Partner with health professionals to help include people with disabilities

*How:*

- Reach out to health professionals, local health departments, and clinics
- Creative partnerships
- Create training opportunities, learning opportunities
- Inclusion strategies, examples, resources, and training modules

### Want to include PWD in your efforts? Ask for help!

AUCD's National Center for Disability in Public Health can help! <https://nationalcenterdph.org/>

### Keep Learning!

Check out AUCD's webinar archive <https://www.aucd.org/resources/webinars.cfm>



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***Send a Valentine!***





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# Discussion

*Any questions?*



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# Thank you!

***Please complete evaluation.***

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