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**Sustaining Change & Inclusion:
Healthcare Access Highlights from the
National Center on Disability in Public Health:
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1 CECH Advanced Level, Program: 35521, Provider Number: 1127672



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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.

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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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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
- 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



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

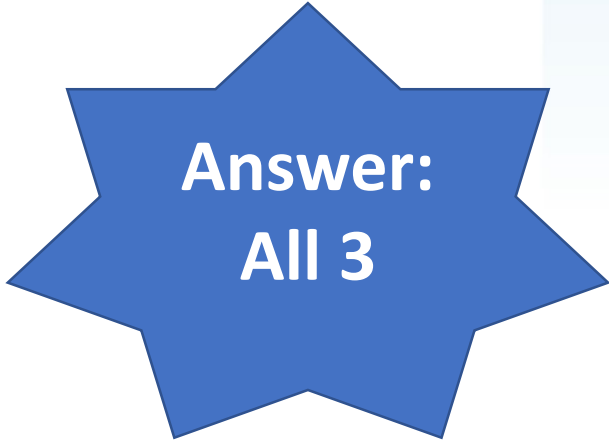
How can public health professionals build strategic alliances with partners to support inclusion of people with disabilities?

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

Quiz

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

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



**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

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

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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Discussion

Any questions?



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Thank you!

Please complete evaluation.

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