

Advancing Cultural and Linguistic Competence, Diversity, Equity, and Inclusion: OPWDD- Georgetown University NCCC Partnership for Systems Change

Persons with Lived Experience & Their Families Component

Georgetown University National Center for Cultural Competence
Georgetown University Center for Excellence in Developmental Disabilities
Center for Child and Human Development
Georgetown University Medical Center

June 2023

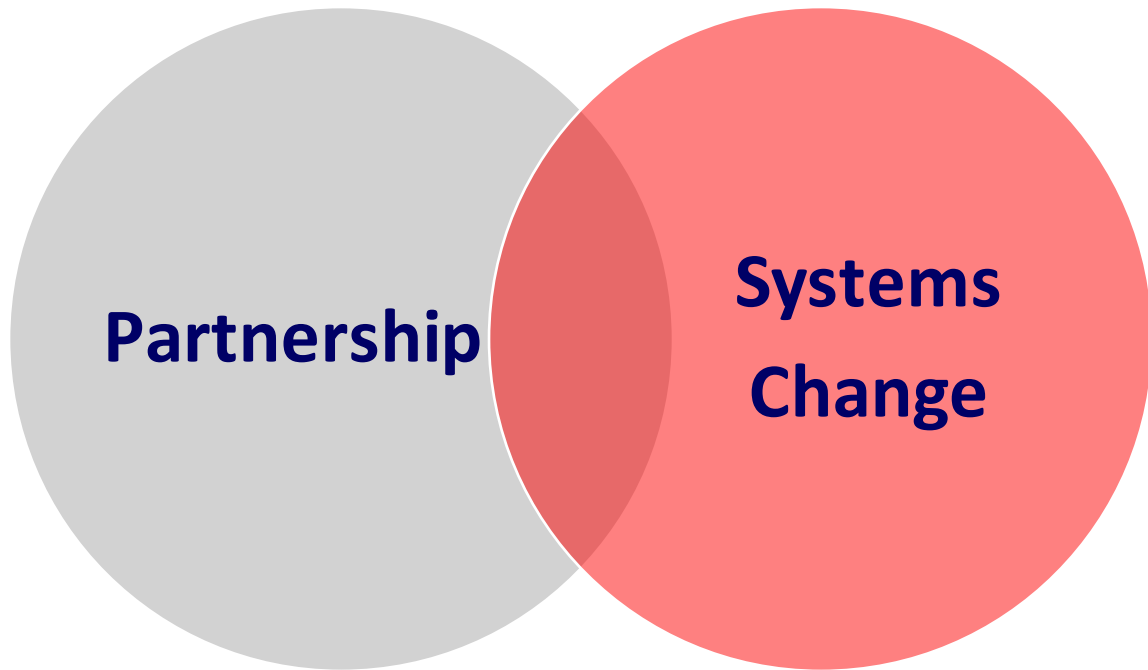


We selected a long name for this project ...
let's explore together exactly what it means

**Advancing Cultural and Linguistic Competence, Diversity, Equity, and Inclusion:
OPWDD-Georgetown University NCCC Partnership for Systems Change**



Partnership for Systems Change



Partnership is chosen because it means supportive relationships. Organizations and communities work together to address challenges and achieve shared goals.

Systems change is a way of dealing with the causes of problems and making big changes to the way things are set up. To make systems change happen, it's important for everyone to be fully involved in the process.



Different yet related concepts and practices



Why is OPWDD taking this journey?

Cultural &
Linguistic

Competence

DIVERSITY

EQUITY

INCLUSION

Governor Hochul announced in May 2022

"As we work hard to promote diversity, equity, and inclusion in our communities, I am excited to join this important partnership with Georgetown University. This three-year undertaking will help break down barriers that often prevent New Yorkers with developmental disabilities, their families and the people who support them from receiving the services they need to thrive."



Why is OPWDD taking this journey? (continued)

Cultural &
Linguistic

Competence

DIVERSITY

EQUITY

INCLUSION

- There is a diversity of people who live in New York State.
- The developmental disabilities system needs to be able to support **all** people and their families – *across race, ethnicity, languages spoken, cultures, identity groups, and regions in the New York State.*
- All developmental disability supports and services should meet the interests and needs of each person’s culture and language and the community in which they live in New York State.



Why is OPWDD taking this journey? (continued)

Cultural &
Linguistic

Competence

DIVERSITY

EQUITY

INCLUSION

- There are laws that require that persons receive “language access” or services in the language of their family. These are federal and New York State laws. This includes translation and interpretation services.
- Research tells us that cultural competence and linguistic competence improve the overall quality of supports and services – because using these approaches take culture and language into consideration.



OPWDD & Georgetown University NCCC's Commitment to the Active Engagement of Persons with Lived Experience of Intellectual and Developmental Disabilities and their Families



The diversity of people who experience intellectual and developmental disabilities:

- Must have a meaningful and leadership role in the supports and services that they receive.
- Bring their lived experiences to provide insight to improve policies, services, and supports.
- Provide valuable information to identify strengths and areas of growth within systems of services and supports.



OPWDD & Georgetown University NCCC's Commitment to the Active Engagement of Persons with Lived Experience of Intellectual and Developmental Disabilities and their Families



Families must have a meaningful role in systems change. These roles may be different from those of their children (minors and adults).

**NCCC principle:
Family as defined by each culture is usually the
primary system of support and preferred
intervention.**



Let's take a look at....



Now, we are going to show you a bunch of data (numbers). These data are important because they tell us who lives in New York State including:

- Race
- Ethnicity
- Languages spoken
- Disability

These numbers tell us that there are differences or disparities in who receives developmental disabilities supports and services in New York State.



Utilization of OPWDD Medicaid Services by Race (YE June 2021)

Ethnic Category	Total Individuals	Percent OPWDD Medicaid Usage
ASIAN	5,104	4%
BLACK	24,598	19%
HISPANIC	9,060	7%
NATIVE AMERICAN	1,429	1%
WHITE	81,771	63%
OTHER/UNKNOWN	6,790*	6%
TOTAL	128,752	100%

Note. [Data in the above table were calculated based on OPWDD Data Book Page 15 Table 10 \(opwdd.ny.gov/data\)](https://opwdd.ny.gov/data). Data were calculated for the purposes of this presentation to show number of total individuals by ethnic racial category, Source data set is the Medicaid Data Warehouse (2021).

*This was calculated for the purpose of this presentation by using "19" in place of "<20" for White and Other in the Seniors (60+) Category





ACS 2021 New York State Demographic Estimates

One Race or Latino or Hispanic and Race Total Population = 19,835,913

RACE	NUMBER	Percent of POPULATION
One Race	17,715,708	89.3%
White	11,022,836	55.6%
Black or African American alone	2,812,364	14.2%
American Indian or Alaska Native	119,692	0.6%
Asian	1,727,826	8.7%
Native Hawaiian & Other Pacific Islander	9,815	0.0%
Some Other Race	2,023,175	10.2%
Two or More Races	2,120,205	10.7%
HISPANIC OR LATINO AND RACE		
Hispanic or Latino of any Race	3,864,337	19.5%



ACS 2021 New York State Disability Characteristics

Total New York Population = 19,599,048

Estimated Non-institutionalized Population with a Disability = 2,357,404 (12.0%)

Disability defined as:

- Hearing difficulty
- Vision difficulty
- Cognitive difficulty
- Ambulatory difficulty
- Self-care difficulty
- Living Independent difficulty

Varies by Age Grouping

< 5 years	=	0.6%
5-17 years	=	5.5%
18-34 years	=	6.6%
35-64 years	=	11.0%
65-74 years	=	21.5%
> 75 years	=	45.1%

RACE	NUMBER	Percent of POPULATION
White (alone)	1,356,097	12.4%
Black or African American	372,495	13.6%
American Indian or Alaska Native	16,976	14.3%
Asian (alone)	133,214	7.7%
Native Hawaiian & Other Pacific Islander	1,762	18.3
Some Other Race	235,784	11.8%
Two or More Races	241,076	11.4%
HISPANIC OR LATINO AND RACE		
Hispanic or Latino of any Race	459,629	12.0%





Languages Spoken at Home in New York State in 2021

Estimated Total Population 5 years and over **18,743,215**

Speak only English **13,122,746** **70.0%**

Speak a language other than English **5,620,469** **30.0%**

Speak Spanish **2,701,698** **14.4%**

Speak Indo European languages **1,656,144** **8.8%**

[French (Patois, Cajun), French Creole, Italian, Portuguese, Portuguese Creole, German, Yiddish, Other West Germanic languages, Scandinavian languages, Greek, Russian, Polish, Serbo-Croatian, Other Slavic languages, Armenian, Persian, Gujarathi, Hindi, Urdu, Other Indic languages]

Speak Asian and Pacific Island languages **932,187** **5.0%**

[Chinese, Japanese, Korean, Mon-Khmer, Cambodian, Miao, Hmong, Thai, Laotian, Vietnamese, Tagalog, other Pacific Island languages]

Other Languages **330,440** **1.8%**

[Navajo, Other Native American languages, Hungarian, Arabic, Hebrew, African languages, other unspecified languages]



Limited English Speaking Households

Limited English Speaking Households mean no one in the house 14 years old and over: (1) speaks only English or (2) speaks a non-English language and speaks English “very well.”

Limited English Speaking Households in New York in 2021

All LEP households (n) = 563,068 7.4%



Households speaking--

- Spanish
- Other Indo-European languages
- Asian and Pacific Island languages
- Other languages

Total	Estimate Limited English Speaking	Percentage
1,126,395	256,721	22.8%
739,870	154,610	20.9%
405,913	133,067	32.8%
138,331	18,670	13.5%



Advancing Cultural and Linguistic Competence, Diversity, Equity, and Inclusion: OPWDD-Georgetown University NCCC Partnership for Systems Change Project Goal



The project goal is to advance policies and practices for cultural and linguistic competence, diversity, equity, and inclusion in all components of the intellectual and developmental disability system in New York State.



Project Components

OPWDD

Network of providers of IDD supports & services

Persons who experience IDD & their families

OPWDD-funded innovation grants



OPWDD Project Component

Office for
People With
Developmental
Disabilities



Office for
People With
Developmental
Disabilities



Office for
People With
Developmental
Disabilities



Provide ongoing assistance to OPWDD staff on:

- cultural competence
- linguistic competence
- diversity, equity, and inclusion



OPWDD Project Component

This includes but is not limited to:

- Taking a look at OPWDD policies, practices, programs – the way supports and services are provided.
- Providing training to staff.
- Developing a plan for cultural and linguistic competence, diversity, equity, and inclusion.

Office for
People With
Developmental
Disabilities



Office for
People With
Developmental
Disabilities



Office for
People With
Developmental
Disabilities



Provider Network Project Component



- Provide assistance to service providers to increase their capacity for cultural competence, linguistic competence, diversity, equity, and inclusion (i.e., organizational assessment and action planning).
- Support service providers to have meaningful partnerships with persons who experience intellectual and developmental disabilities and their families – focusing on cultural competence, linguistic competence, diversity equity, and inclusion.



Provider Network Project Component



- Offer technical assistance and guidance to the New York State Community of Practice to meet their goals to improve supports and services.



OPWDD-Funded Innovation Grants

Office for
People With
Developmental
Disabilities



Once OPWDD decides on the grant program, the National Center for Cultural Competence (NCCC) will offer help, guidance, and training to support and provide expertise.



Persons who Experience Intellectual and Developmental Disabilities & Families



Conduct listening sessions to find out from persons with intellectual and developmental disabilities what diversity, equity, and inclusion mean for:

- their interests and needs
- supports and services that respond to their culture and language
- what is needed within their local communities



Persons who Experience Intellectual and Developmental Disabilities & Families Continued



- Create a statewide group of persons with intellectual and developmental disabilities and families to make sure they are included in system change efforts
- Provide a leadership academy for persons with intellectual and developmental disabilities

Comprehensive Evaluation

- Evaluation is important to see if our partnership is achieving its goals and objectives.
- All project activities will be evaluated.
- The evaluation reports will provide information that OPWDD can use to improve what they do and how they do it. This will help OPWDD enhance its ability to promote cultural and linguistic competence, diversity, equity, and inclusion.



We welcome your comments and questions



CONTACT US

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Meet the Georgetown Team



<https://nccc.georgetown.edu/>

Available June 2023!

Visit our website to meet our team and
learn more about the project





Georgetown University National Center for Cultural Competence

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