

Key Concepts in Diversity, Equity, and Inclusion: What do they Mean?

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What We Will Do Together Today...

all in 30 minutes



- Explore concepts and terms that are used in work that is focused on diversity, equity, and inclusion.
- Share reasons that these concepts and terms are important to persons with disabilities, their families, and ARCA Board members .
- Answer questions and share comments in chat.



We will focus on three areas that are related but different.

What we mean when we hear ...



- Multiple dimensions of culture and cultural identities
- What are disparities and a framework to help us understand and categorize them
- Essential difference between equality and equity.

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CULTURE

IMPORTANT THINGS TO REMEMBER ABOUT CULTURE

CULTURE

Culture is what we learn and believe about ourselves and others from the time when we are born.

CULTURE

Culture includes how we think, talk, and behave with our family, friends, and others.

CULTURE

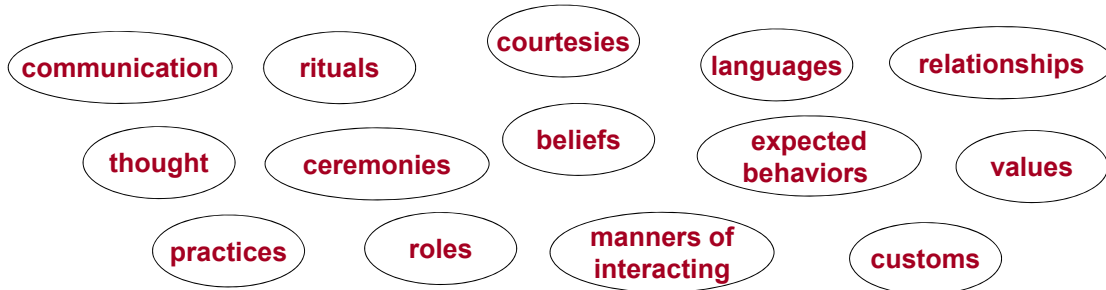
Many times we think about and only see our own culture. It may be hard for us to see things the way another person or social group may see them.

CULTURE

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Culture influences everything we do as human beings, including but not limited to:



Culture applies to racial, ethnic, religious, political, professional, and other social groups. It is passed down from generation to generation. Culture changes yet many aspect remain the same.

Data Source: Gilbert, J. Goode, T., & Dunne, C., 2007.

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Culture

Culture is akin to being the person observed through a one-way mirror; everything we see is from our own perspective.



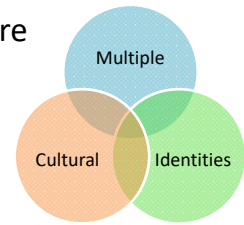
It is only when we join the observed on the other side that it is possible to see ourselves and others clearly – but getting to the other side of the glass presents many challenges.

(Lynch & Hanson 1992 Developing Cross Cultural Competence)

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MULTIPLE CULTURAL IDENTITIES

Experts who study and write about us as human beings all agree that we have multiple cultural identities. Our cultural identities often are placed in three groups.



- Categorization – a person identifies with one of their cultural groups over all others
- Compartmentalization – a person maintains a number of separate identities
- Integration – a person links their identities together

Data Sources:

Seth J.J. Schwartz, Koen Luyckx, and Vivian L.K. Vignoles (Eds.) Handbook of Identity Theory and Research. Springer. 2001.

Verónica Benet-Martínez and Ying-yi Hong (Eds.) The Oxford Handbook of Multicultural Identity. Oxford University Press. 2014.

Chao, G.T., & Moon, H. The Cultural Mosaic: A Metatheory for Understanding the Complexity of Culture. Journal of Applied Psychology 2005, Vol. 90, No. 6, 1128–1140

Yampolsky MA, Amiot CE, & de la Sablonnière, R. (2013). Multicultural identity integration and well-being: a qualitative exploration of variations in narrative coherence and multicultural identification. Front. Psychol. 4:126.doi: 10.3389/fpsyg. 2013.00126

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Multiple Cultural Identities



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MULTIPLE CULTURAL IDENTITIES THROUGH THE LENS OF ANDY ARIAS

"I come to the table with my LGBTQ-ness, my Hispanic-ness, and my disability. Neither overshadows the other, neither is more important than the other. They are all part of who I am as a person."



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What are your multiple cultural identities?

Tell us in



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Intersectionality

Kimberlé Crenshaw, a lawyer and civil rights advocate, introduced us to the term ***intersectionality*** in 1991. She wrote about how a person who because of their membership in multiple social groups may experience discrimination, oppression, and marginalization. Her work focused on Black women.

Since her original work was published in 1991, the term intersectionality is used in many ways, by many people including disability organizations. Sometimes those who use the term intersectionality confuse it with multiple cultural identities and they leave out the important issues of discrimination, marginalization, and oppression.

Many people with disabilities experience intersectionality.

Crenshaw, K. (1991). Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color. Stanford Law Review, Vol. 43, No. 6 (Jul., 1991), pp. 1241-1299.

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INTERSECTIONALITY THROUGH THE LENS OF ANDY ARIAS

“From childhood through adult life, I experience stereotyping, marginalization because of my LGBTQ-ness, my Hispanic-ness, and my disability.”



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A quick look at the racial, ethnic, and linguistic diversity of people who live in



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ACS 2019 California Demographic Estimates

One Race or Latino or Hispanic and Race

Total Population = 39,512,223

RACE	NUMBER	Percent of POPULATION
One Race	37,534,078	95.0%
White	23,484,958	59.4%
Black or African American	2,282,144	5.8%
American Indian or Alaska Native	321,112	0.8%
Asian	5,865,435	14.8%
Native Hawaiian & Other Pacific Islander	155,871	0.4%
Some Other Race	5,424,558	13.7%
Two or More Races	1,978,145	5.0%
HISPANIC OR LATINO AND RACE		
Hispanic or Latino of any Race	15,574,882	39.4%

Data Source: Source: U.S. Census Bureau, 2019 American Community Survey (ACS), Demographic & Housing Estimates, Table DP05, 1-Year Estimates.

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Languages Spoken at Home in California in 2019

Estimated Total Population 5 years and over

36,831,969

Speak only English	20,539,952		93.7%
Speak a language other than English	16,292,017		44.2%
Speak Spanish	10,578,516		28.7%
Speak Indo European languages	1,660,914		4.5%
<small>[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]</small>			
Speak Asian and Pacific Island languages	3,669,314		10.0%
<small>[Chinese, Japanese, Korean, Mon-Khmer, Cambodian, Miao, Hmong, Thai, Laotian, Vietnamese, Tagalog, other Pacific Island languages]</small>			
Other Languages	383,273		1.0%
<small>[Navajo, Other Native American languages, Hungarian, Arabic, Hebrew, African languages, other unspecified languages]</small>			

Data Source: U.S. Census Bureau, American Fact Finder, 2019 American Community Survey- 5-Year Estimates, Table DP02

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Limited English Speaking Households

Limited English Speaking Households formerly (linguistic isolation) refers to households in which no member 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 California in 2019

All households		8.6%
Households speaking--		
▪ Spanish		18.0%
▪ Other Indo-European languages		14.8%
▪ Asian and Pacific Island languages		24.7%
▪ Other languages		16.2%

Data Source: U.S. Census Bureau, American FactFinder, 2019 American Community Survey- 1 Year Estimates, Table S1602

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ORGANIZATIONAL CULTURE



People have cultures and so do programs, agencies, and organizations, including Association of Regional Center Agencies.

Think about an organization or agency that you work for, volunteer with, or receive supports and services.

- What values does it have?
- What policies does it have?
- How do staff do their work?
- Do staff work in partnership with people with disabilities and their families?
- What is the environment like? How welcome do people feel?



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Before we talk about equity we first have to talk about disparity.



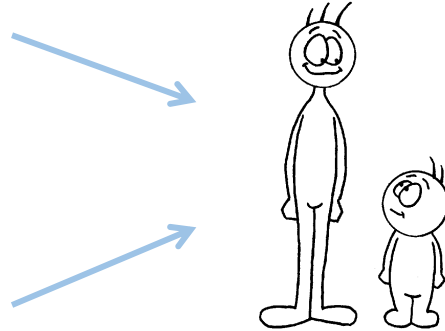
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DEFINING DISPARITY

- Difference
- Not equal
- Lack of similarity

Disparities in and of themselves can be neutral, neither good nor bad, just a descriptive difference.



Disparity in height

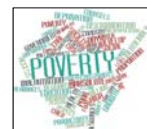
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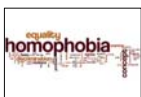
AN EXAMPLE: HEALTH DISPARITIES ARE THE PRODUCT OF HEALTH INEQUITY



A health disparity is defined as a particular type of health difference that is closely linked with social or economic disadvantage – that is people who have experienced obstacles based on their:



- race or ethnicity
- religion
- gender
- sexual orientation or gender identity
- geographic location or “place”
- mental health
- socioeconomic status
- cognitive, sensory or physical disability
- other characteristics linked to discrimination or exclusion



Carter-Pokras O, Baquet C. What is a “health disparity”? *Public Health Rep.* September-October 2002;117(5):426-434.

U.S. Department of Health and Human Services. Definition of health disparities. Available at: <https://www.healthypeople.gov/2020/about/foundation-health-measures/Disparities> Accessed 10/7/20..

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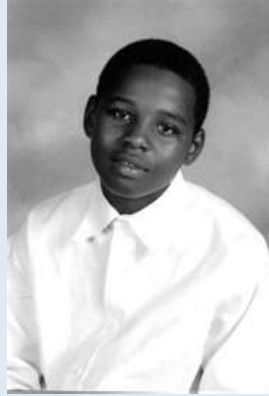


Health Care Disparities:

Health Care Policy, Resources, Accessibility, and Health Outcomes

THE TRAGIC CONSEQUENCES FOR DEMONTE DRIVER

Demonte's mother could not find a dentist that would accept Medicaid insurance. In the time she was seeking care, Demonte's abscess spread to his brain.



Heroic efforts were made to save Demonte, including two operations and 8 weeks of additional care and therapy totaling about \$250,000.

But it was all too late. Demonte died on February 25, 2007 -- when his life could have been saved by a routine dental visit and an \$80 tooth extraction.

What We Know: Health Disparities Among People with Disabilities

A Focus on Oral Health



- Children with ID/DD were more than 30% more likely to have their first dental visit delayed.
- In addition, studies have shown that children without ID/DD were more likely to receive preventive care.



Data source: Michael Milano, DMD. *Oral Healthcare for Persons With Intellectual or Developmental Disabilities: Why Is There a Disparity?* Retrieved from <https://www.aegisdentalnetwork.com/cced/2017/11/oral-healthcare-for-persons-with-intellectual-or-developmental-disabilities-why-is-there-a-disparity>



What We Know: Health Disparities Among People with Disabilities

A Focus on Oral Health



- Individuals with ID/DD have significant dental needs and that these needs are often untreated.



- Unmet dental needs often result in individuals with ID/DD having poor oral health – with dental needs that are more severe than for individuals without ID/DD.



- Unmet dental needs affect negatively affect daily activities and quality of life for individuals with ID/DD.

Data source: Michael Milano, DMD. *Oral Healthcare for Persons With Intellectual or Developmental Disabilities: Why Is There a Disparity?* Retrieved <https://www.aegisdentalnetwork.com/cced/2017/11/oral-healthcare-for-persons-with-intellectual-or-developmental-disabilities-why-is-there-a-disparity>

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Disparities: A Disability Framework

**FULL PARTICIPATION OF INDIVIDUALS WITH DEVELOPMENTAL AND OTHER DISABILITIES
in all facets of community life**



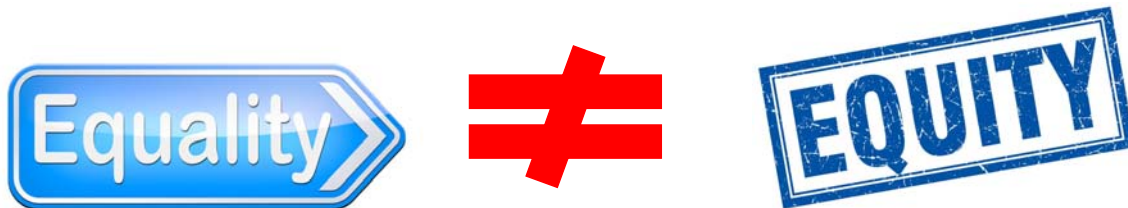
Health ♦ Housing ♦ Child Care ♦ Recreation ♦ Employment ♦ Education ♦ Early Intervention ♦ Transportation



**Public Policy & Resources
(Public & Private Sector)**

Equality vs. Equity

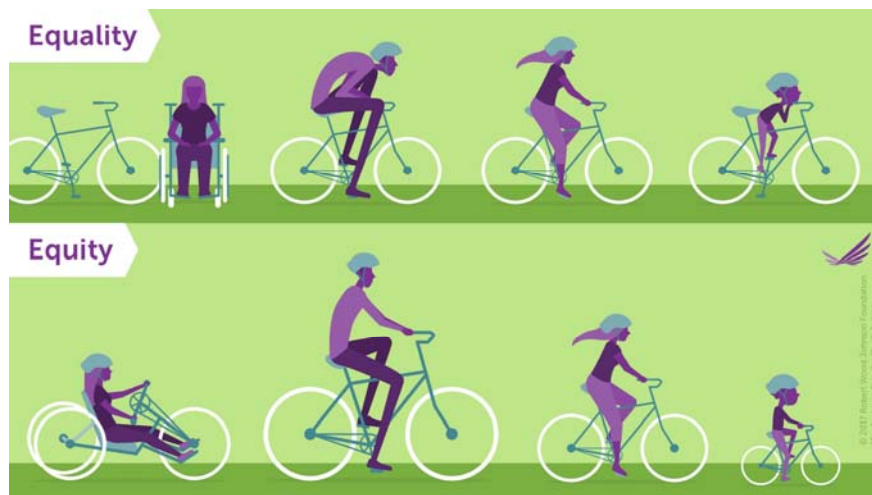
What the literature is telling us



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Equality vs. Equity in Graphics



Source: <https://www.rwjf.org/en/library/infographics/visualizing-health-equity.html>

Equality vs. Equity:



Treating all people the same regardless of need, circumstances, or abilities

Providing people with different levels of support and assistance depending on need, circumstances, or abilities

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Let's check out two video narratives that describe disparities in availability and accessibility of supports from the lived experience of two persons.



Scott Lindbloom - disparities in availability
<https://nccc.georgetown.edu/resources/disparities-in-idd.php#availability>

Elver Ariza Silva - disparities in accessibility
<https://nccc.georgetown.edu/resources/disparities-in-idd.php#acceptability>



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Polling Question

How familiar were you with the terms and concepts before this webinar?

- not at all familiar
- somewhat familiar
- very familiar



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As a culturally competent _____
I am capable of interacting positively with
people who do NOT

look like,
communicate like,
move like,
think like,
believe like,
act like,
love like...
live like...
ME!!!

Source: Used with permission of Multnomah County Department of Health
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Modification from Mike Magy,
Massachusetts Department of Mental Health, November 2005

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