

# Aging and People with Disabilities Equity Lens and Equity Impact Protocol

Nakeshia Knight-Coyle

APD Equity Strategist and Manager

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#### **OUTLINE**

- Know Your Why
- Why is Equity Important to Our System
- Equity Lens
  - Purpose
  - Core Equity Concepts
  - Questions for Ensuring Strategic and Equitable Practices
- Equity Impact Protocol (EIP)
  - Purpose
  - Process
- EIP Review Team and Timeline

### **KNOW YOUR WHY**



#### **KNOW YOUR WHY**

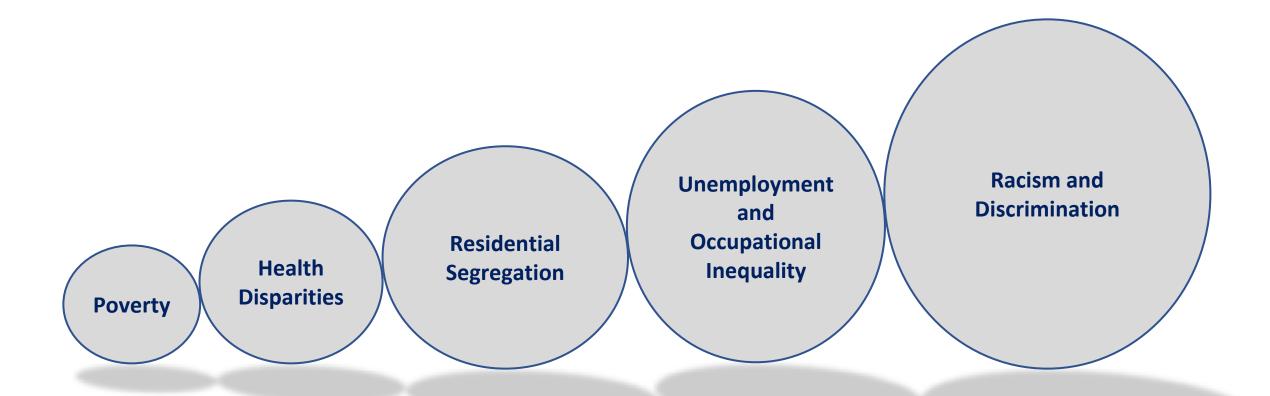
Take 30 seconds and think about why you are in this work.

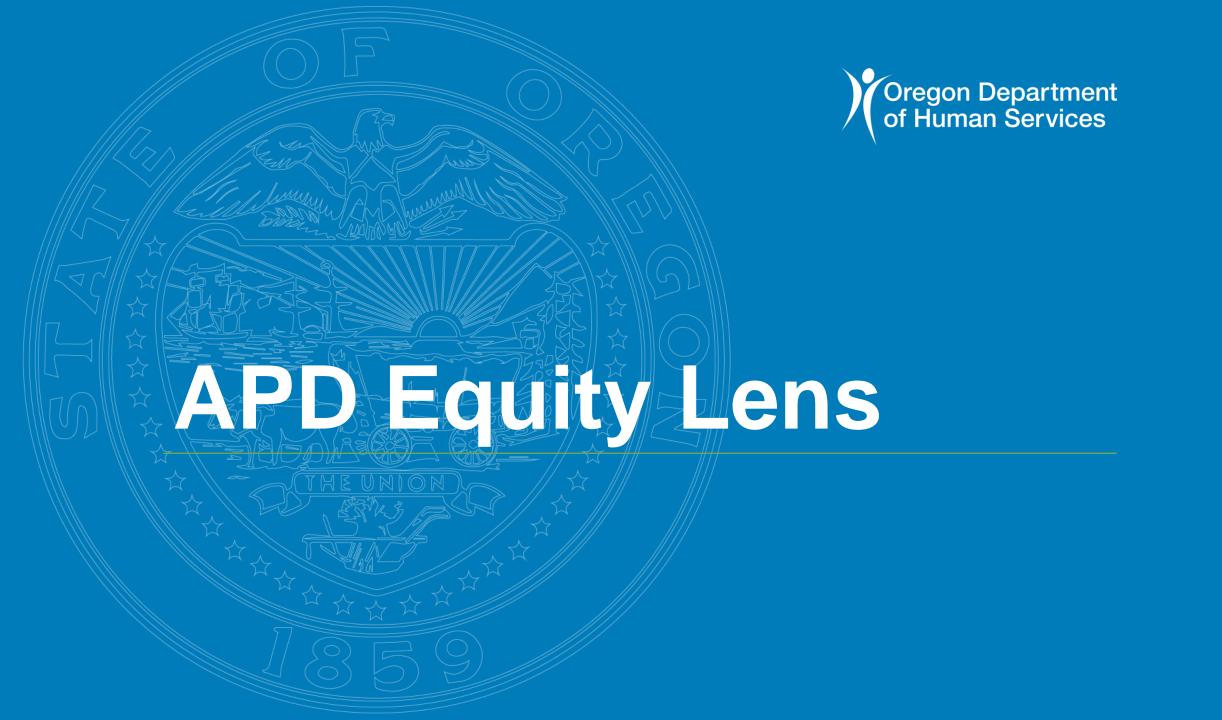
There is no right or wrong answer – just your truth!

Feel free to share by unmuting yourself or by using the chat!

### WHY IS EQUITY IMPORTANT FOR OUR SYSTEM?

Black Women: Cumulative Disadvantage Across the Lifespan





### **EQUITY LENS: PURPOSE**

- Tool for operationalizing ODHS equity values
- Offer common language and protocol for examine the impact of policies and rules on Oregon populations
- Useful in decisions making of APD councils and boards
- Tool for making allocation decisions
- Ensures consideration for potential impacts of our work on different stakeholders and communities is considered early on

### **EQUITY LENS: CORE EQUITY CONCEPTS**

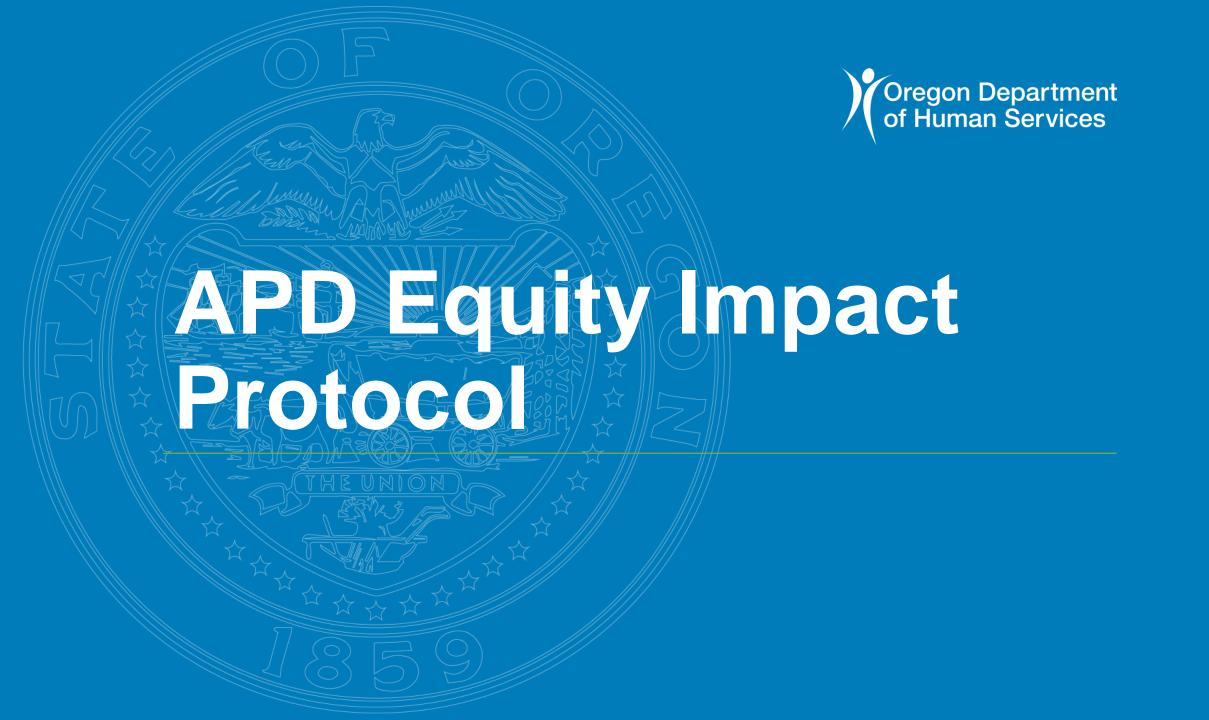
- Provides common language and definitions of key equity concepts
- Move away from deficit-based language to strengthsbased
- Uses terms and definitions that acknowledge the role our structure have played in creating and sustaining disparities
- Not a comprehensive list

## EQUITY LENS: QUESTIONS FOR ENSURING STRATEGIC AND EQUITABLE PRACTICES

- 1. What does the policy/ rule/ work aim to accomplish?
- 2. Which specific communities are affected by the policy/ rule/ work initiative?
- 3. Describe how the policy/ rule/ initiative meets the needs of consumers representing diverse backgrounds.
- 4. What are the potential unintentional consequences or social, political, emotional, economic, and other impacts of the policy/ rule/ initiative on the groups identified? Does the policy/ rule/ initiative ignore or worsen existing disparities? How could adverse impacts be minimized?

# EQUITY LENS: QUESTIONS FOR ENSURING STRATEGIC AND EQUITABLE PRACTICES, CONT.

- 5. How does the policy/ rule/ initiative reflect ODHS equity goals concerning Diversity and Inclusion and Service Equity?
- 6. Given the potentially impacted populations you identified, will the policy/ rule be available in other languages? If so, which languages? If not, describe your rationale not offering the policy/ rule in different languages.
- 7. Describe your plan for communicating the new, or modified policy/ rule/ initiative to potentially impacted communities.
- 8. Describe the data collection strategy for identifying and tracking impacts of the policy/ rule/ initiatives on consumers representing diverse backgrounds. What does success look like?



### **EQUITY IMPACT PROTOCOL: PURPOSE**

Ensure critical thought and consideration of diverse consumers and providers prior to and early on in the development of APD rules and policies

### **EQUITY IMPACT PROTOCOL: PROCESS**

### Three-step process

- 1. Submission of rule/policy for review
- 2. EIP team review
- 3. Review wrap-up and feedback

### Janell White

APD EIP Review Team Members Ahmed Abdirizak

Deb McCuin

Vonnie Dougherty

Adrian Montoya

Valerie Eames

Eleni Gialoyrakes

### **TIMELINE**

May	June	July
Set up EIP Review Team Meetings	Protocol Implementation Begins	Equity team work with APD programs
Presentation to APD Staff	Review Team Meetings Weekly	

### **CONTACT ME WITH ANY QUESTIONS!**

### nakeshia.knight-coyle@dhsoha.state.or.us



