

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





APD Equity Lens

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 strengths-based
- 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?



APD Equity Impact Protocol

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

**APD EIP
Review Team
Members**

Janell White

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





STATE OF OREGON
1859

THANK YOU 
