2017 SMP/SHIP National Conference

JULY 10–13, 2017 AUSTIN, TX

Conversation on Diversity

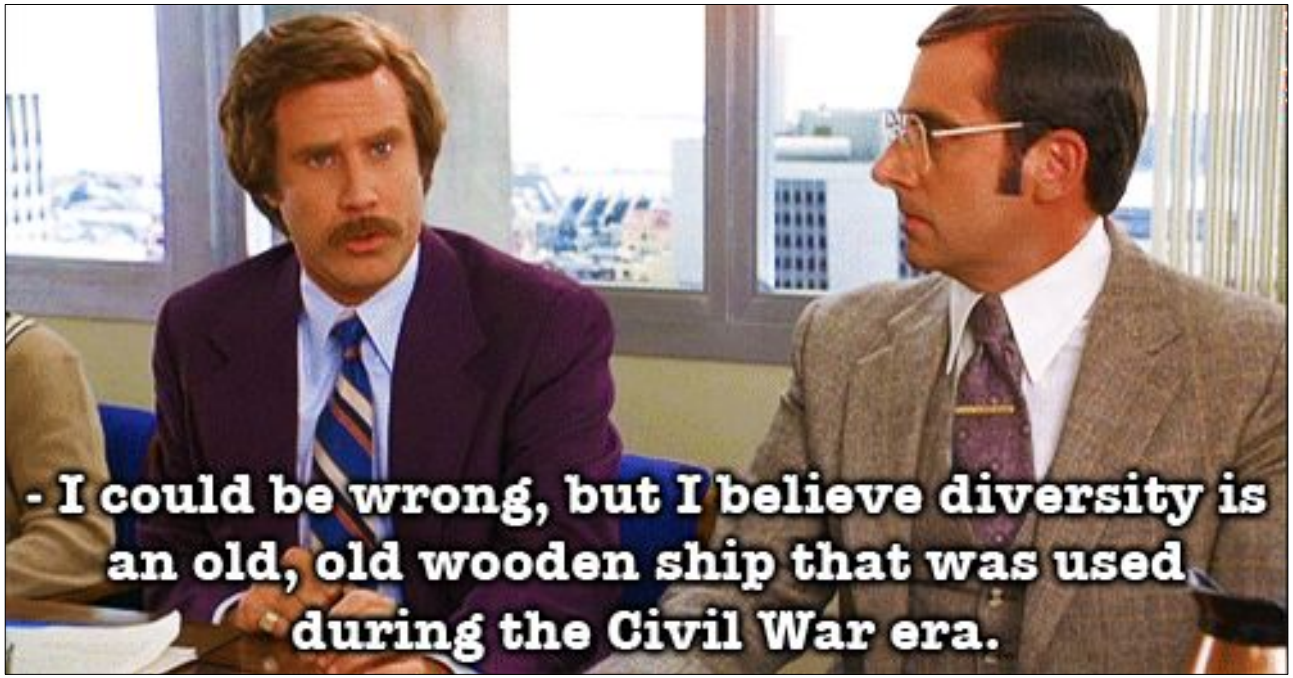
Melissa Simpson and Sara Vogler

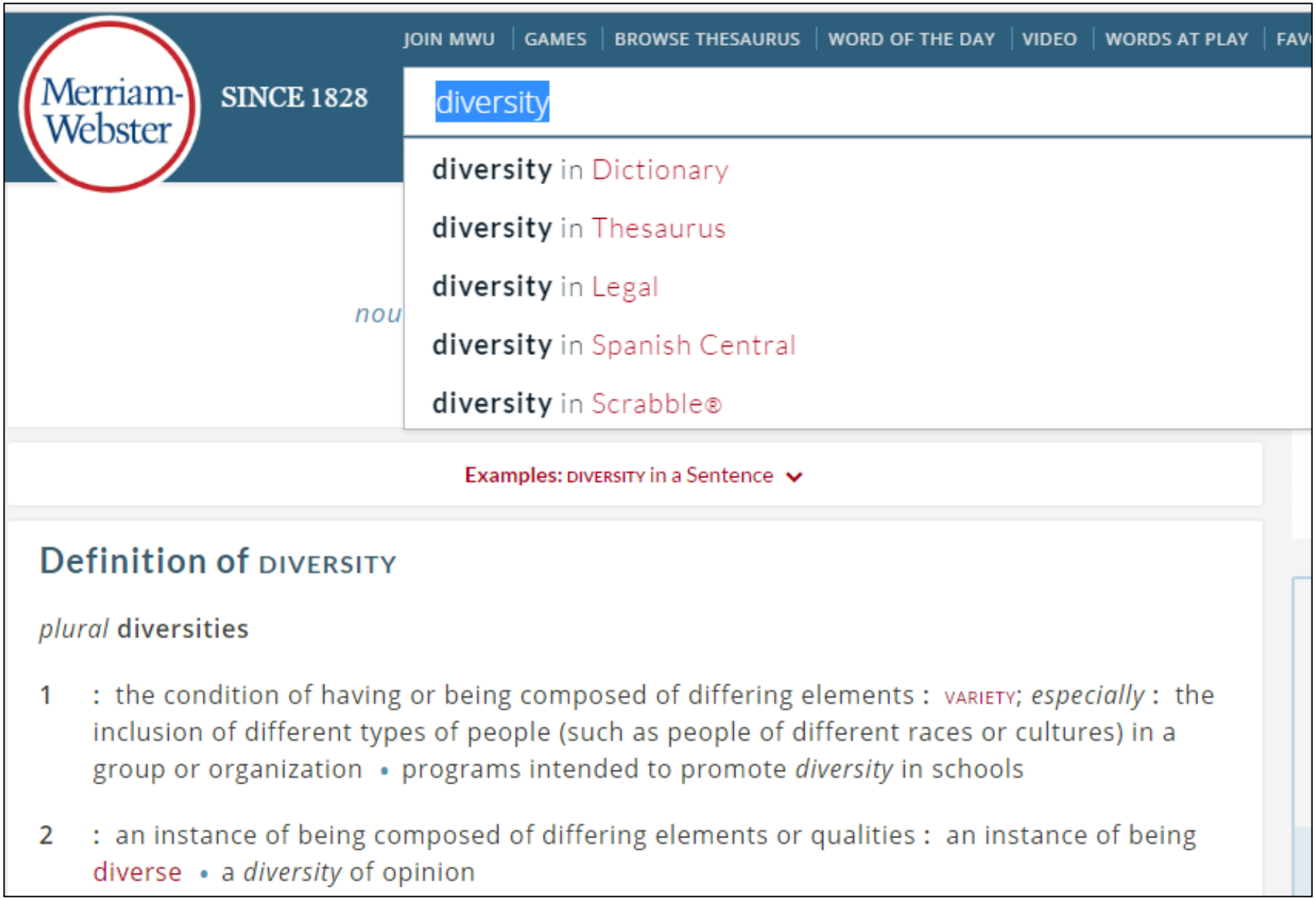
ACL
Administration for Community Living

Agenda

- Overview of Diversity
- SMP and SHIP data
- Resources
- Group Fun

What is diversity?

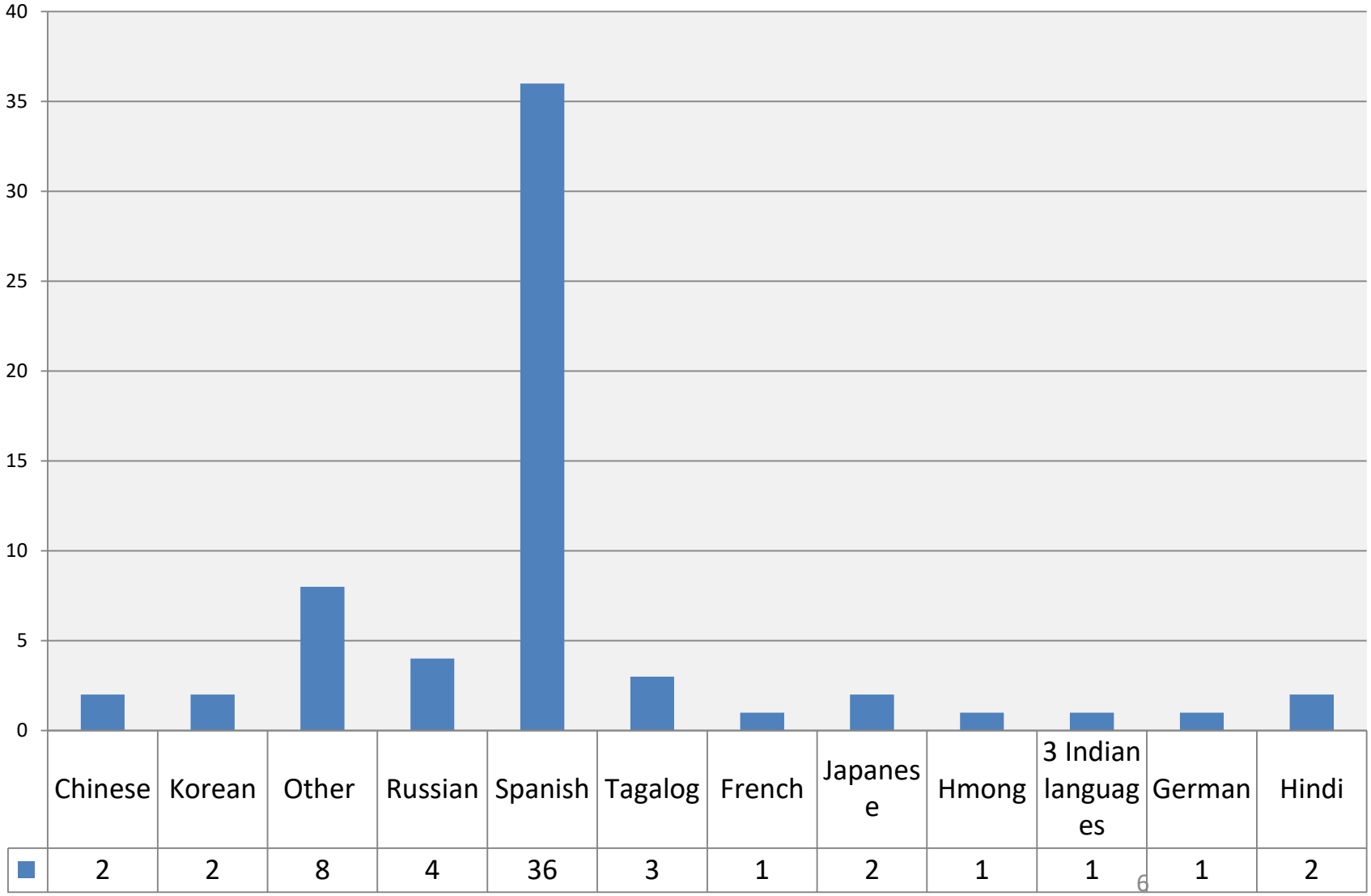



Merriam-Webster
SINCE 1828
JOIN MWU | GAMES | BROWSE THESAURUS | WORD OF THE DAY | VIDEO | WORDS AT PLAY | FAV
diversity
diversity in Dictionary
diversity in Thesaurus
diversity in Legal
diversity in Spanish Central
diversity in Scrabble®
nou
Examples: DIVERSITY in a Sentence
Definition of DIVERSITY
plural diversities
1 : the condition of having or being composed of differing elements : VARIETY; especially : the inclusion of different types of people (such as people of different races or cultures) in a group or organization • programs intended to promote diversity in schools
2 : an instance of being composed of differing elements or qualities : an instance of being diverse • a diversity of opinion

Serving A Diverse Group?

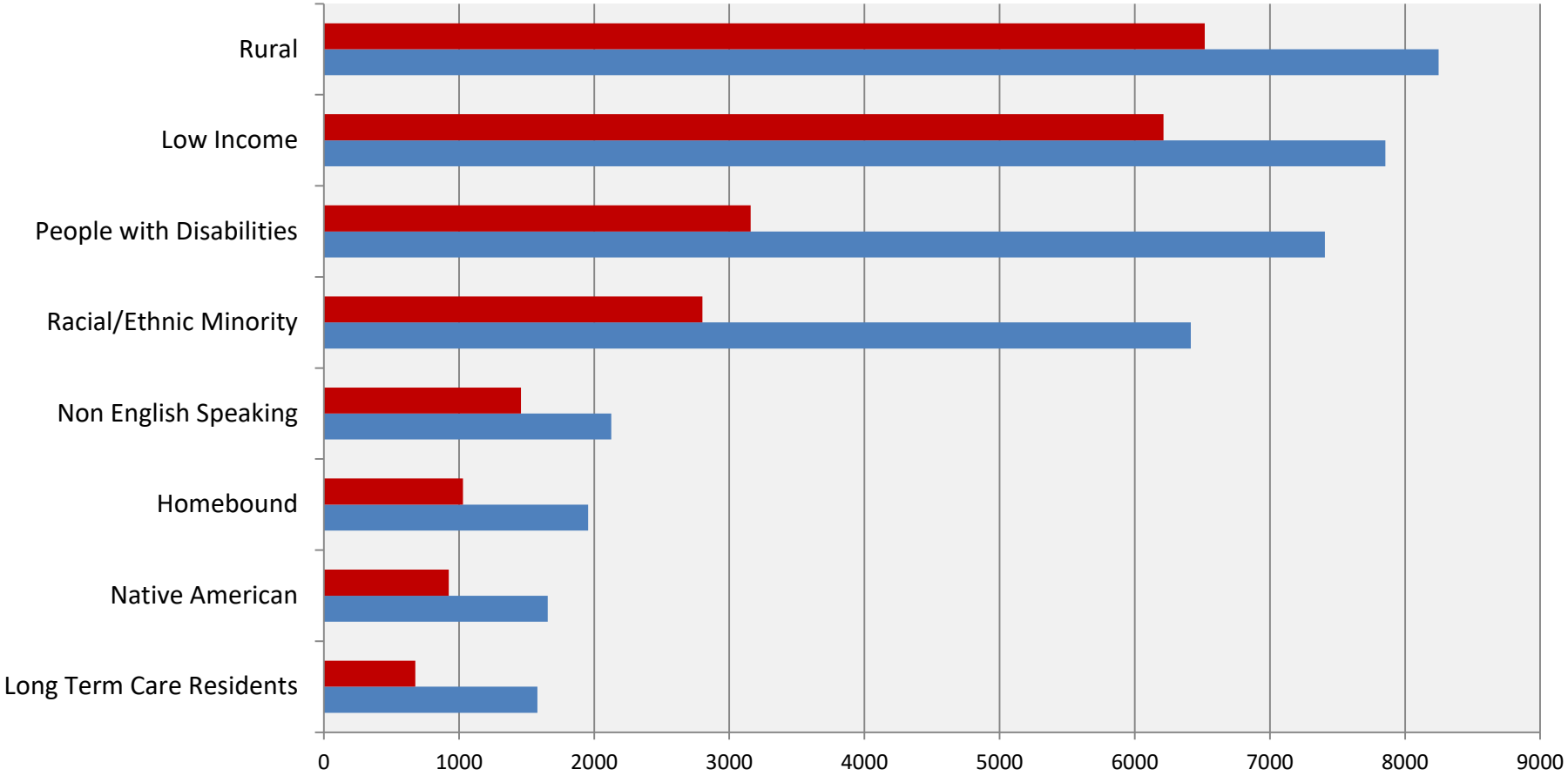
- SMP/SIRS Group Target Data
  - Homebound
  - Long Term Care Residents
  - Low Income
  - Native American
  - Non English Speaking
  - People with Disabilities
  - Racial/Ethnic Minority
  - Rural
- SHIP NPR CCF data
  - Primary language
  - Race and ethnicity
  - Gender
  - Age
  - Disability
  - Income
  - Assets

SMP Team Member Primary Language



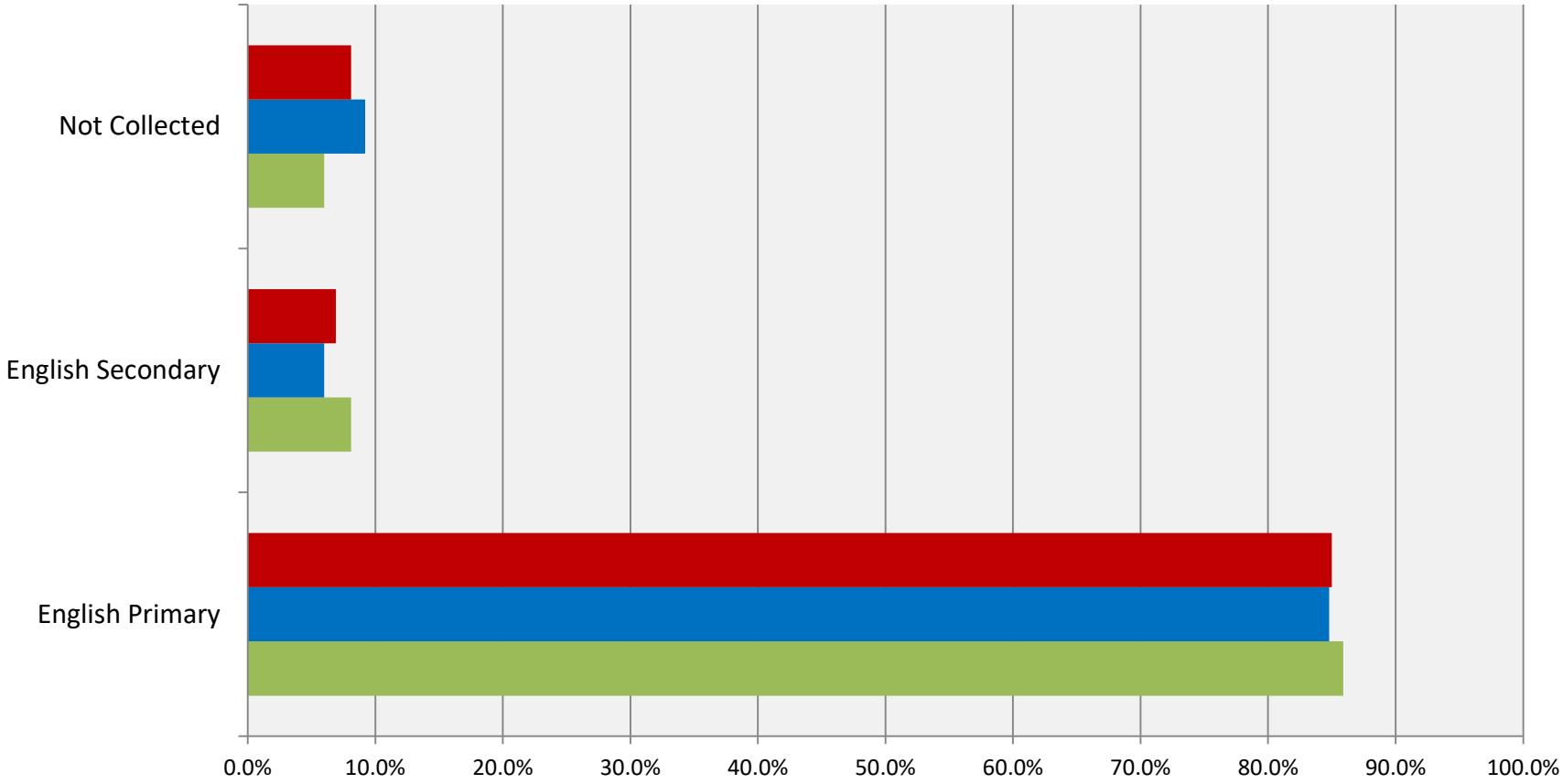
	Chinese	Korean	Other	Russian	Spanish	Tagalog	French	Japanese	Hmong	3 Indian languages	German	Hindi
■	2	2	8	4	36	3	1	2	1	1	1	2

SMP Group Targeted Audience Reported



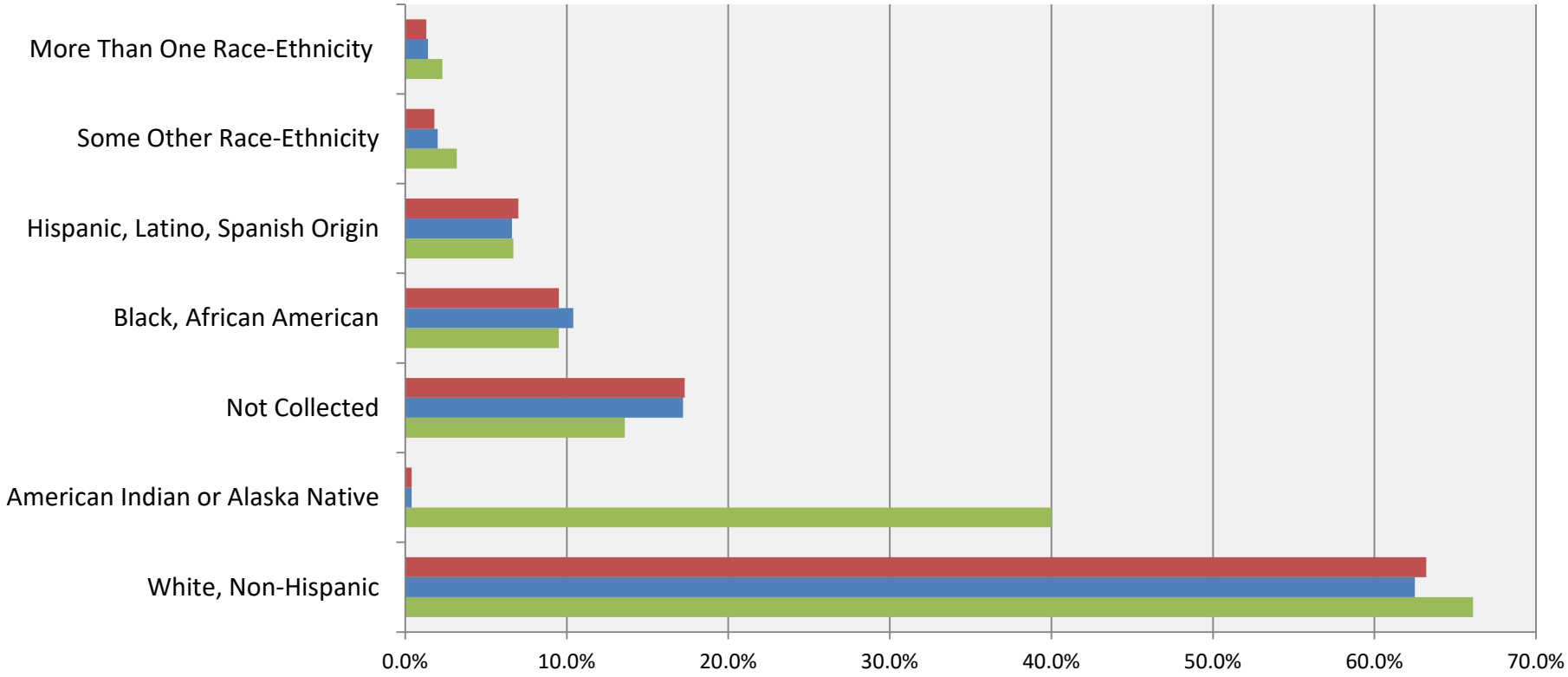
	Long Term Care Residents	Native American	Homebound	Non English Speaking	Racial/Ethnic Minority	People with Disabilities	Low Income	Rural
2015	677	925	1030	1458	2802	3158	6213	6518
2016	1581	1657	1956	2127	6415	7406	7854	8248

SHIP Client Contact Forms - Language



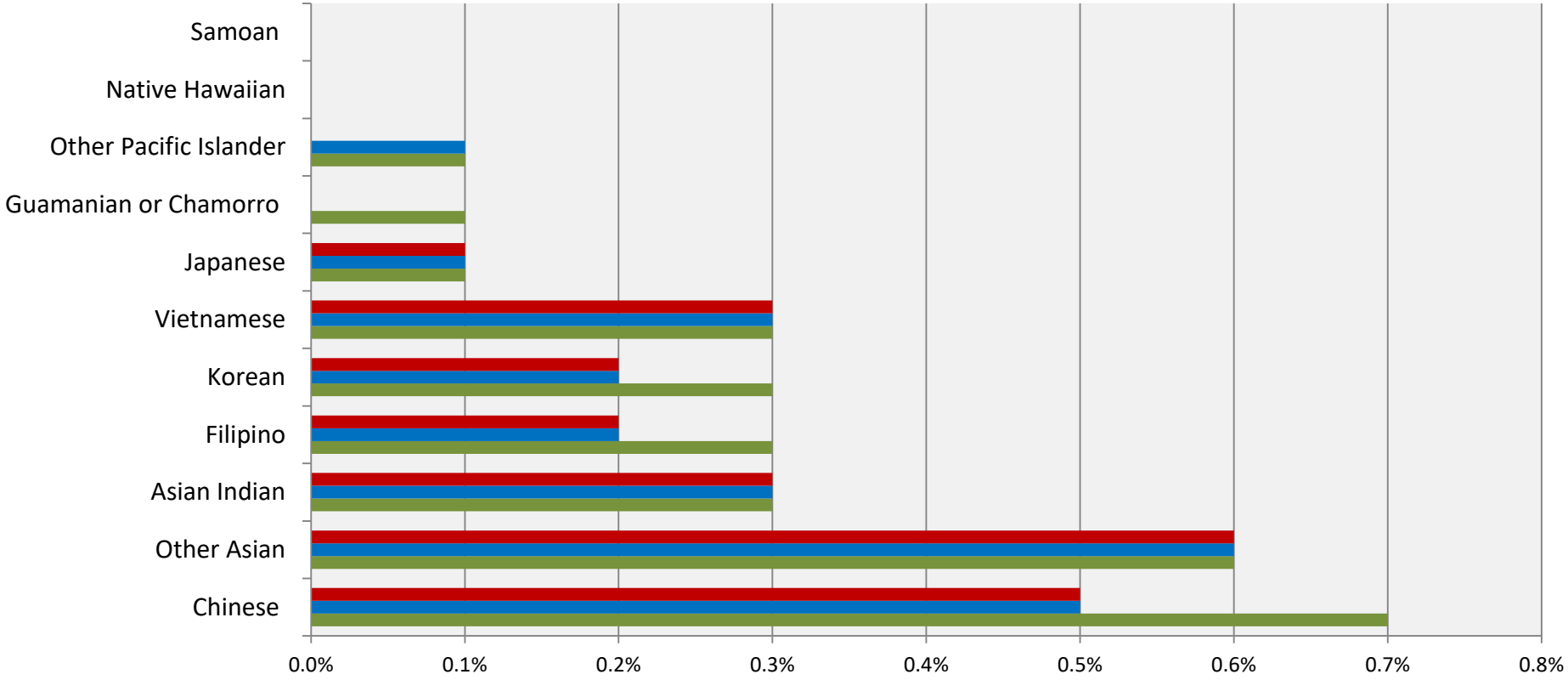
	English Primary	English Secondary	Not Collected
GY 2016 Distribution	85.0%	6.9%	8.1%
GY 2015 Distribution	84.8%	6.0%	9.2%
GY 2014 Distribution	85.9%	8.1%	6.0%

SHIP Client Contact Forms –Race/Ethnicity > 1% Reported



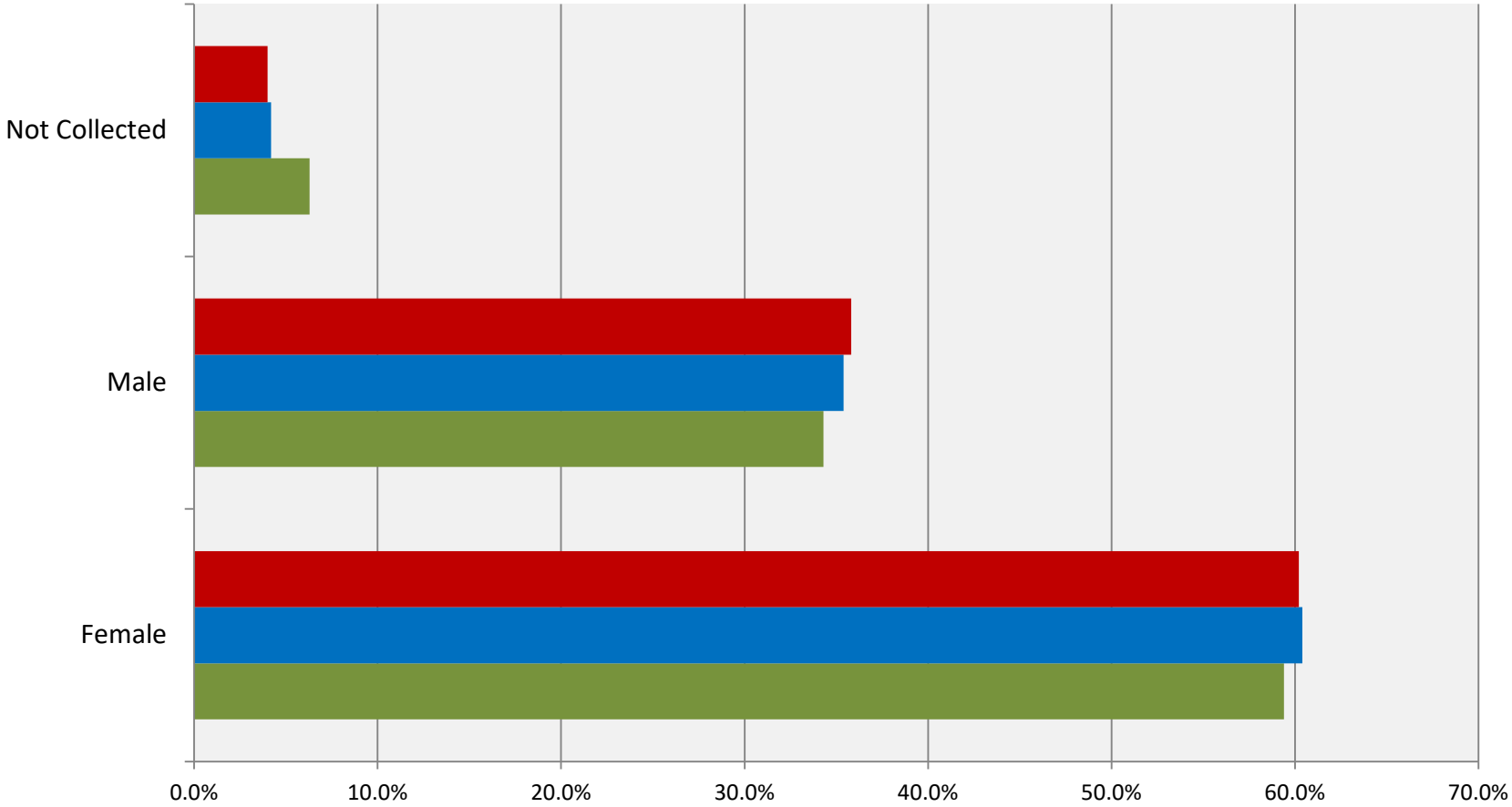
	White, Non-Hispanic	American Indian or Alaska Native	Not Collected	Black, African American	Hispanic, Latino, Spanish Origin	Some Other Race-Ethnicity	More Than One Race-Ethnicity
GY 2016 Distribution	63.2%	0.4%	17.3%	9.5%	7.0%	1.8%	1.3%
GY 2015 Distribution	62.5%	0.4%	17.2%	10.4%	6.6%	2.0%	1.4%
GY 2014 Distribution	66.1%	40.0%	13.6%	9.5%	6.7%	3.2%	2.3%

SHIP Client Contact Forms – Race/Ethnicity < 1% Reported



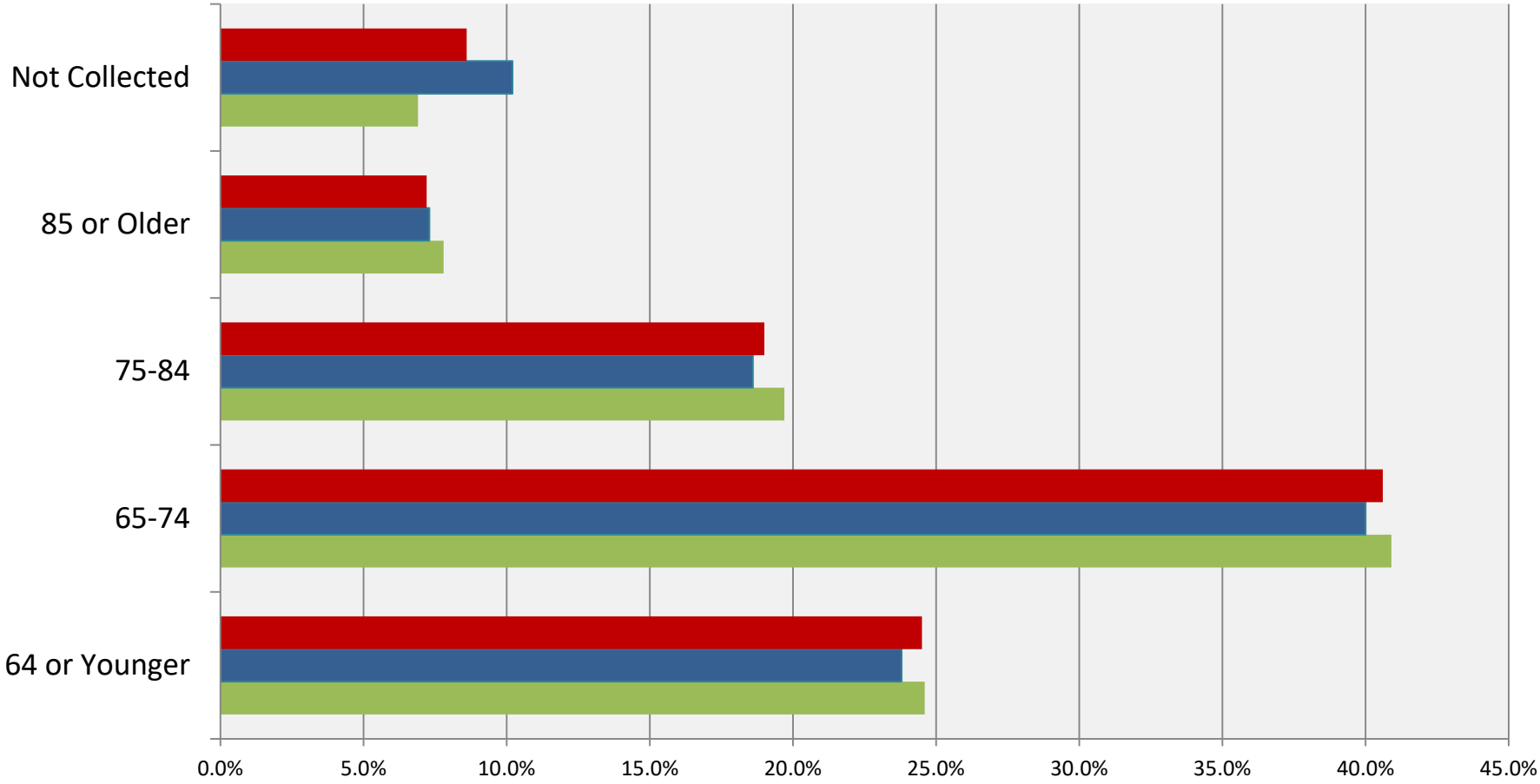
	Chinese	Other Asian	Asian Indian	Filipino	Korean	Vietnamese	Japanese	Guamanian or Chamorro	Other Pacific Islander	Native Hawaiian	Samoan
GY 2016 Distribution	0.5%	0.6%	0.3%	0.2%	0.2%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%
GY 2015 Distribution	0.5%	0.6%	0.3%	0.2%	0.2%	0.3%	0.1%	0.0%	0.1%	0.0%	0.0%
GY 2014 Distribution	0.7%	0.6%	0.3%	0.3%	0.3%	0.3%	0.1%	0.1%	0.1%	0.0%	0.0%

SHIP Client Contact Forms - Gender



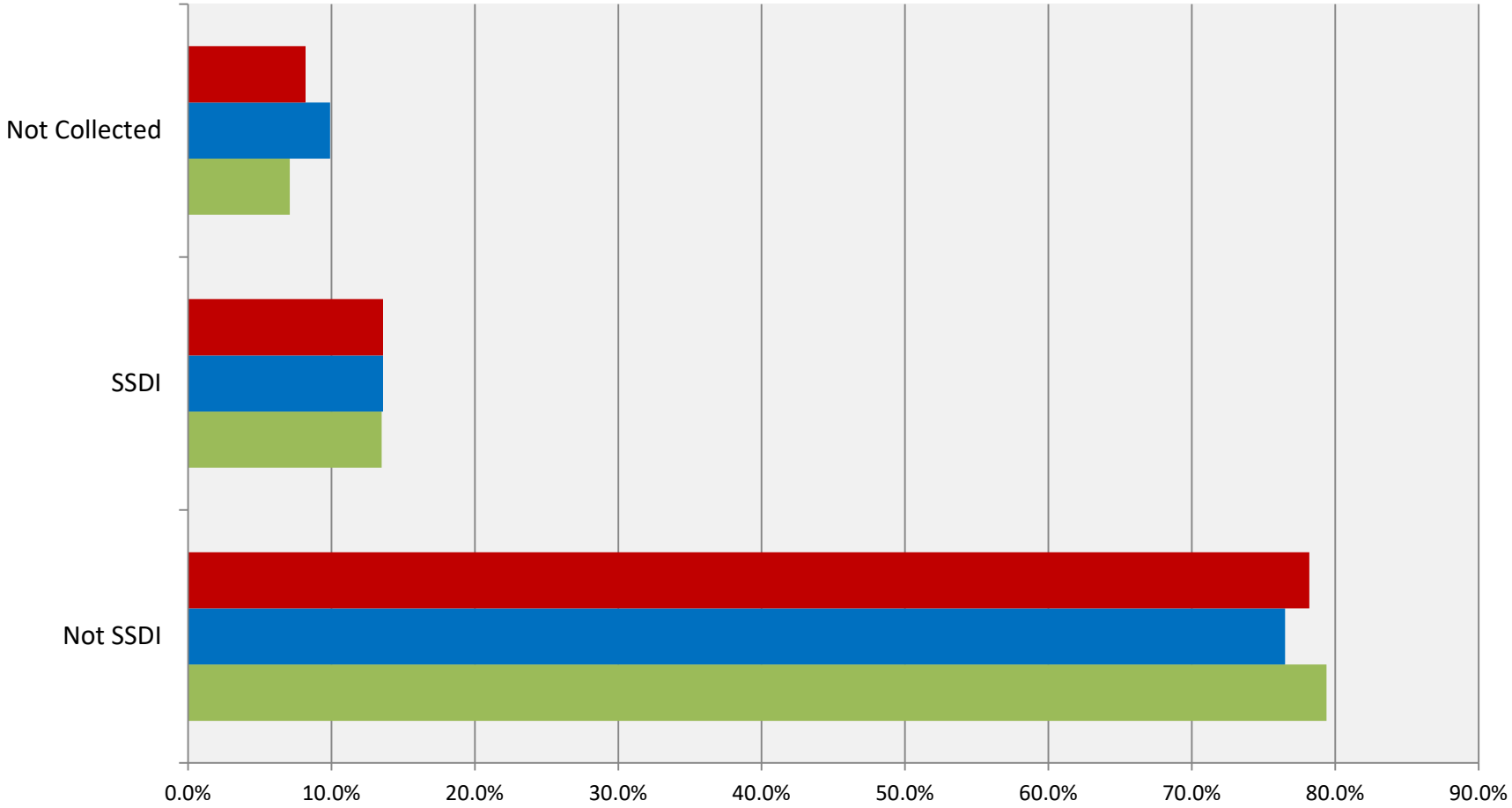
	Female	Male	Not Collected
GY 2016 Distribution	60.2%	35.8%	4.0%
GY 2015 Distribution	60.4%	35.4%	4.2%
GY 2014 Distribution	59.4%	34.3%	6.3%

SHIP Client Contact Forms - Age



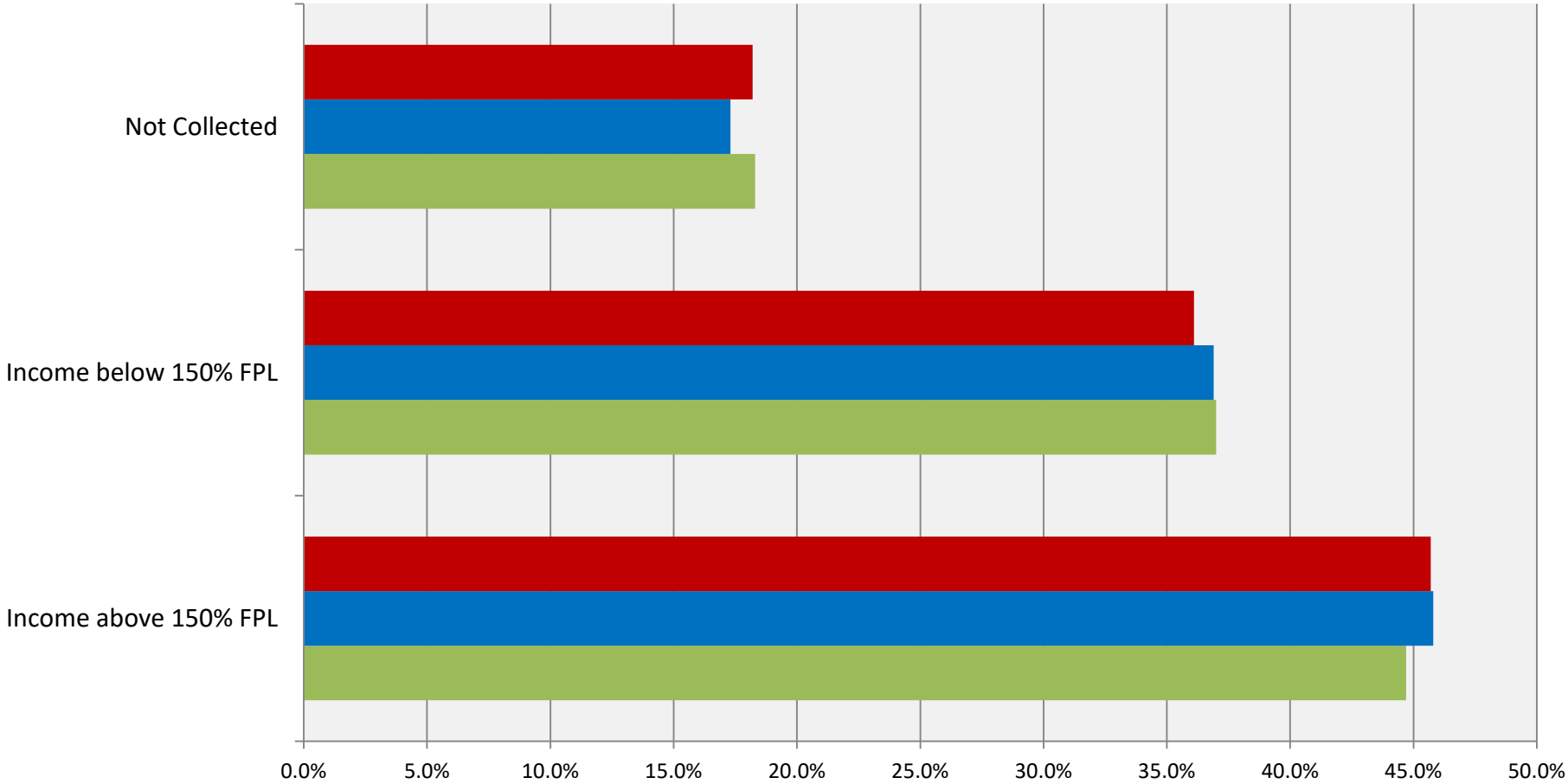
	64 or Younger	65-74	75-84	85 or Older	Not Collected
GY 2016 Distribution	24.5%	40.6%	19.0%	7.2%	8.6%
GY 2015 Distribution	23.8%	40.0%	18.6%	7.3%	10.2%
GY 2014 Distribution	24.6%	40.9%	19.7%	7.8%	6.9%

SHIP Client Contact Forms - Disability



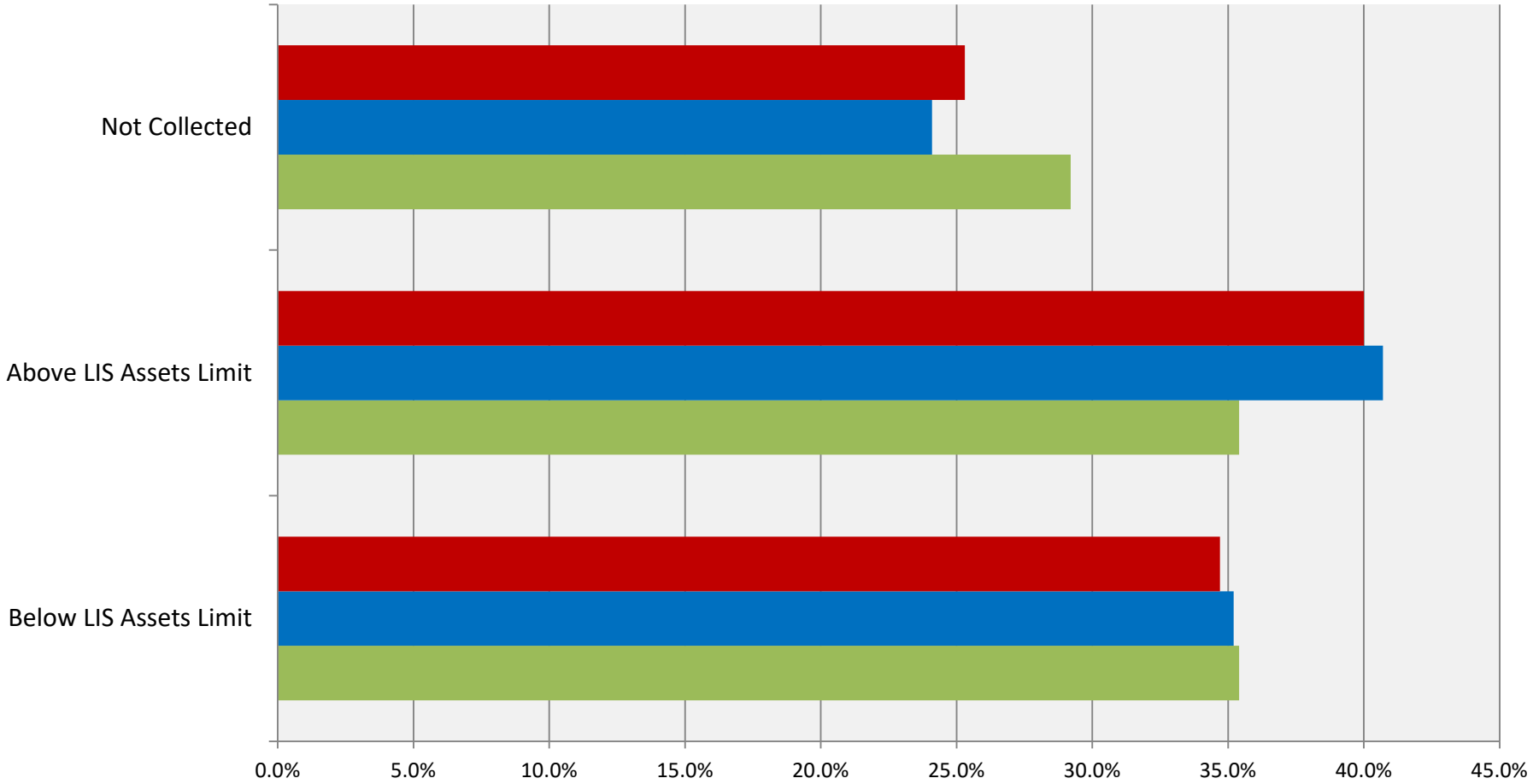
	Not SSDI	SSDI	Not Collected
GY 2016 Distribution	78.2%	13.6%	8.2%
GY 2015 Distribution	76.5%	13.6%	9.9%
GY 2014 Distribution	79.4%	13.5%	7.1%

SHIP Client Contact Forms - Income



	Income above 150% FPL	Income below 150% FPL	Not Collected
GY 2016 Distribution	45.7%	36.1%	18.2%
GY 2015 Distribution	45.8%	36.9%	17.3%
GY 2014 Distribution	44.7%	37.0%	18.3%

SHIP Client Contact Forms - Assets



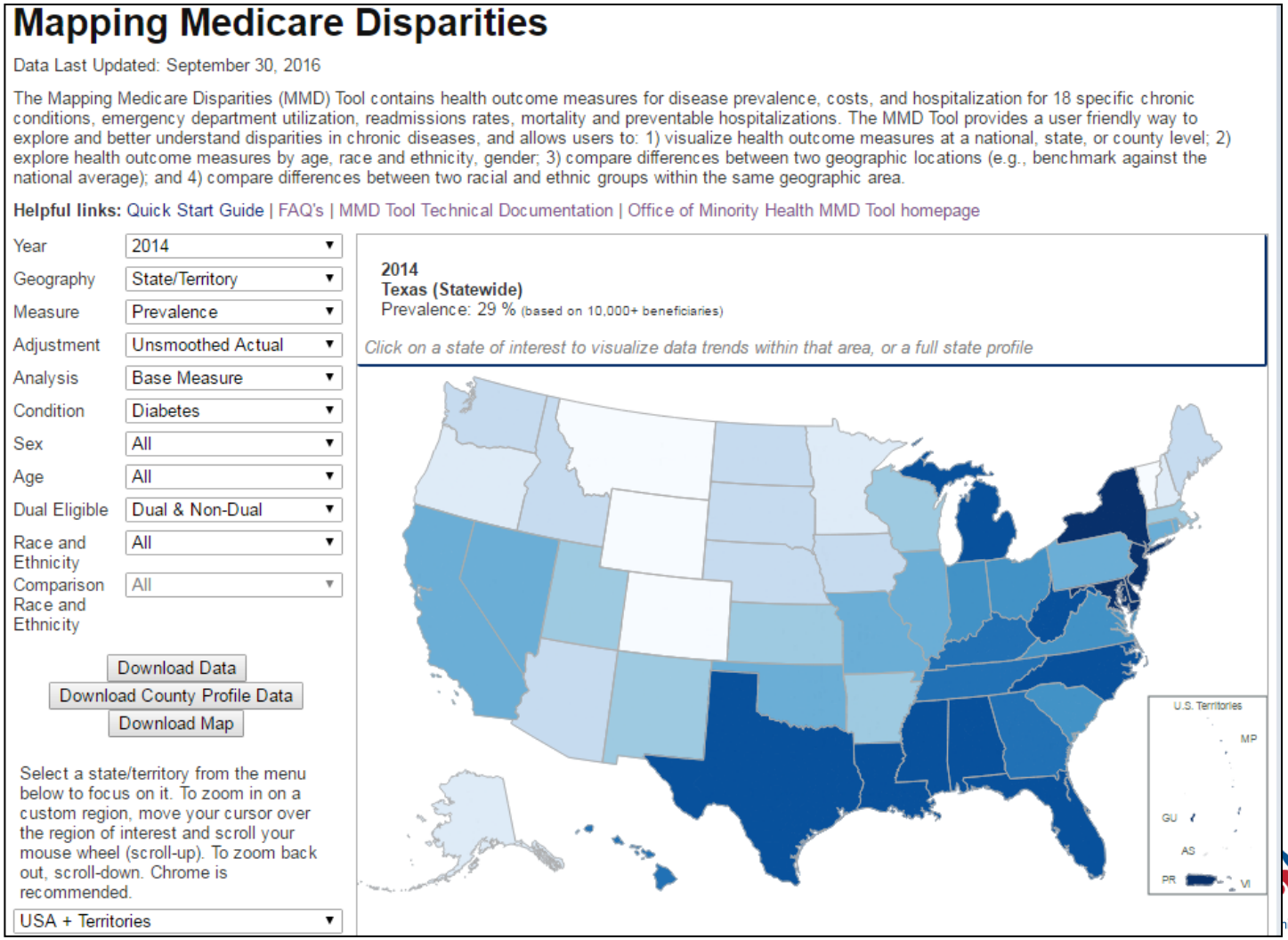
	Below LIS Assets Limit	Above LIS Assets Limit	Not Collected
GY 2016 Distribution	34.7%	40.0%	25.3%
GY 2015 Distribution	35.2%	40.7%	24.1%
GY 2014 Distribution	35.4%	35.4%	29.2%

Resources

- ACL Target Population Grantees
  - National Hispanic Council on Aging (NHCOA)
  - Sage (Services and Advocacy for GLBT Elders)
  - Centers for Medicare Advocacy (CMA)
  - National Asian Pacific Centers on Aging (NAPCA)
  - Work products posted in SMP and SHIP TA Center Libraries
- CMS Office of Minority Health
  - Mapping
  - Chronic Care
  - State Office of Minority Health

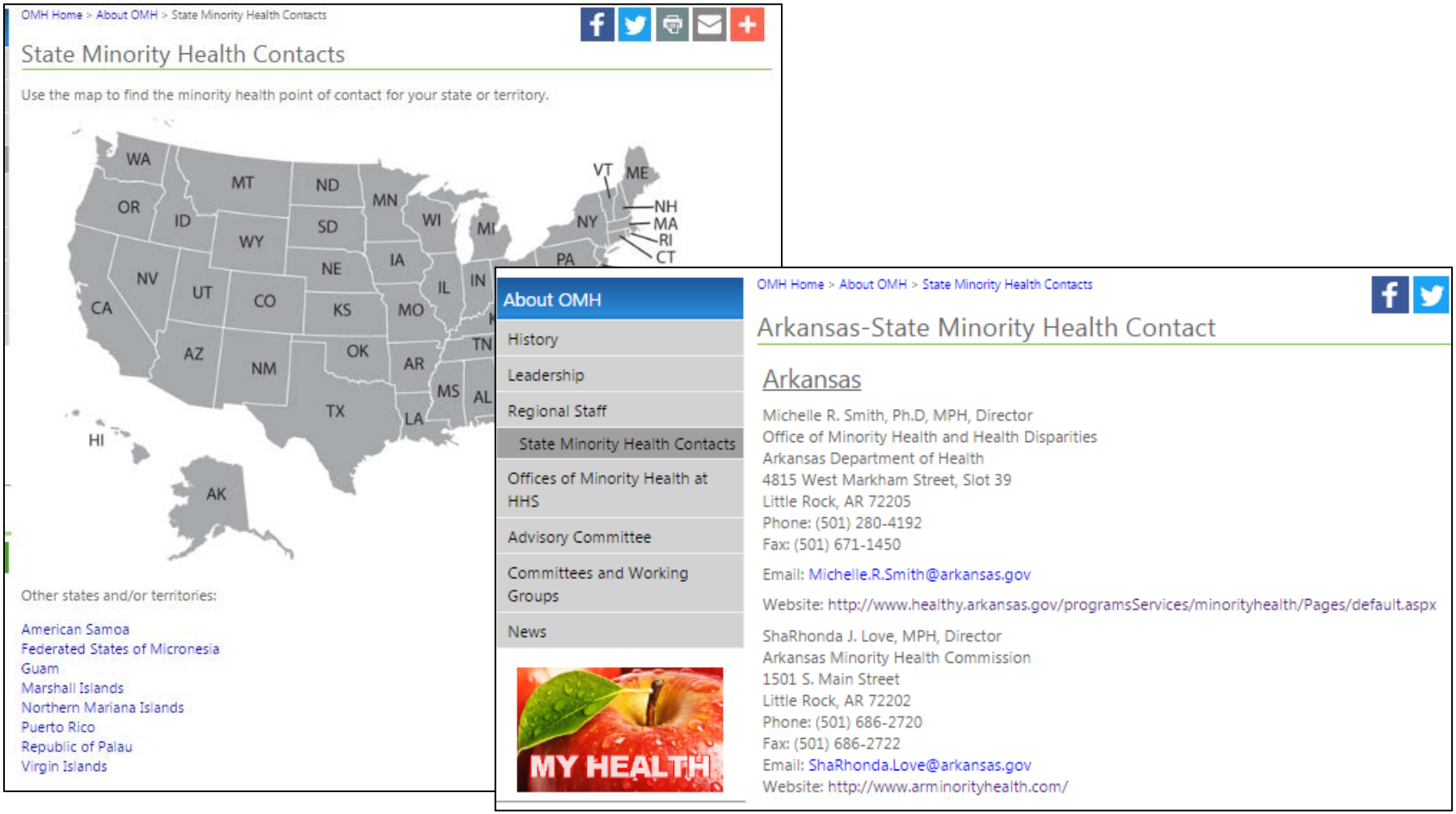
CMS Office of Minority Health (OMH)

- Equity Plan for Improving Quality in Medicare



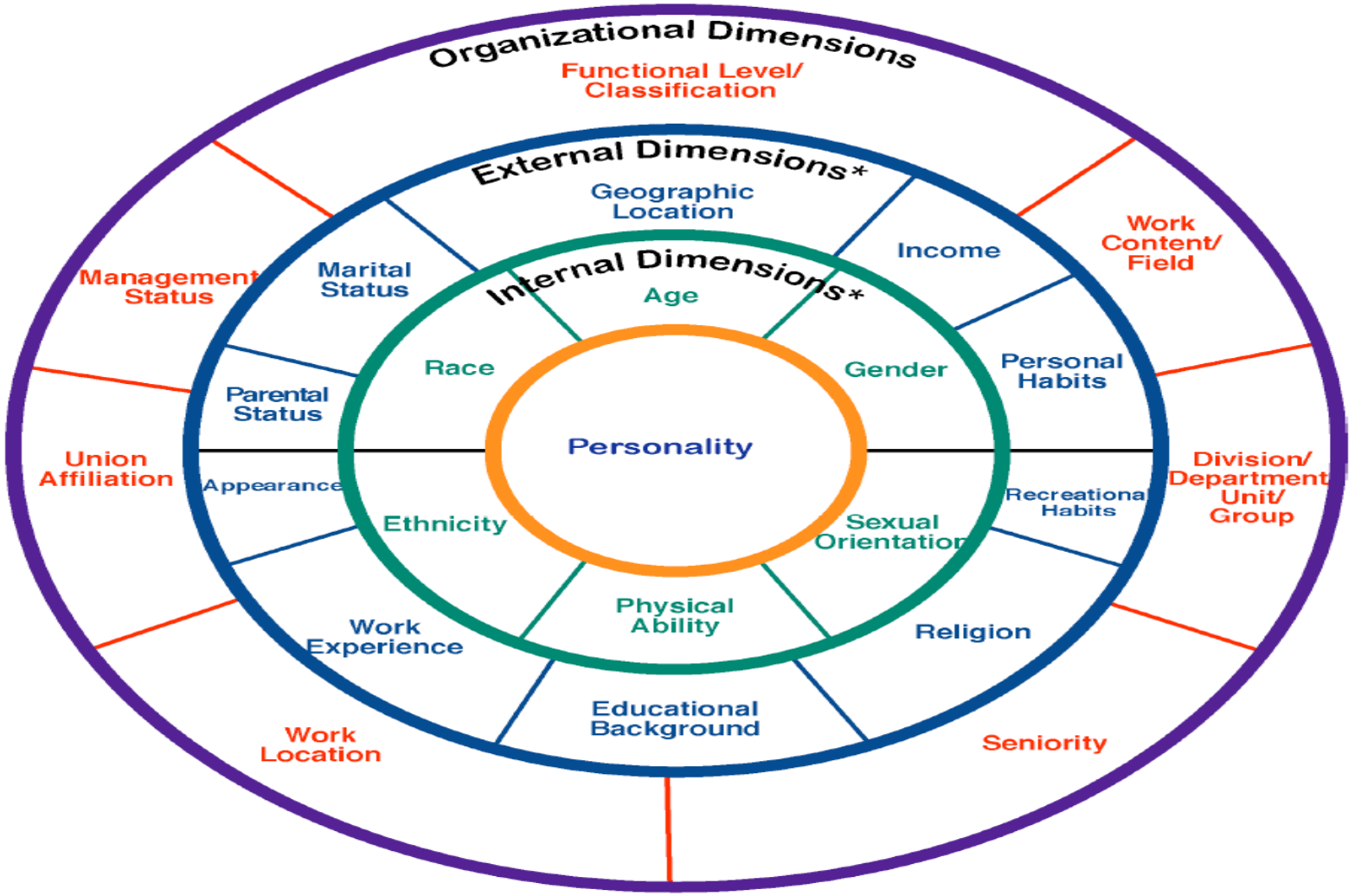
CMS links to State OMH Offices

Direct Link: https://minorityhealth.hhs.gov/omh/browse.aspx?lvl=2&lvlid=6



Diversity in Practice

Diversity Wheel



Diversity Wheel

- 3 spheres
  - Internal
  - External
  - Organizational
- Why are we doing this?
- Why is this important?

Activity

- Identify two areas (from each sphere) that you feel are important to you (2-3 min)
- Share with your small group at your table (20 min)
- Report back and share in the large group (10 mins)

Reflections/Debrief

- How did you feel about this activity?
- Were you uncomfortable sharing with your group?
- How does this information help you with your work?

YOU GET DIVERSITY
AND YOU GET DIVERSITY!
EVERYONE GETS DIVERSITY!
imgflip.com