

ENSURING EQUITY AND INCLUSION FOR FAMILIES OF COLOR

Paul J. Winchester

**Including All in Healthy Deaf, Hard of
Hearing and Deaf/Blind Practices... Access
Really Matters**



Team



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ENLIVEN MINISTRIES

Our Children...

Our Story...

JOSEPH & ISAIAH



Introduction

According to the Center for Disease Control and Prevention, "Congenital hearing loss affects two to three infants per 1,000 live births..."



Who's Leading the Way to Getting Our Children Screened?

“Early Hearing Detection and Intervention (EHDI) programs, which embody evidence-based public health policy for addressing infant hearing loss. EHDI programs help ensure that newborns and infants are screened and receive recommended follow-up through data collection and outreach to hospitals, providers, and families” (CDC).

A close-up photograph of two hands shaking, symbolizing agreement or partnership. The hands are positioned in the center of the frame, with one hand slightly above the other. A white square graphic is overlaid on the hands, centered on the fingers. The background is a soft, out-of-focus grey.

Apply corrected language and techniques with desired populations

Identify Inequity Disparities

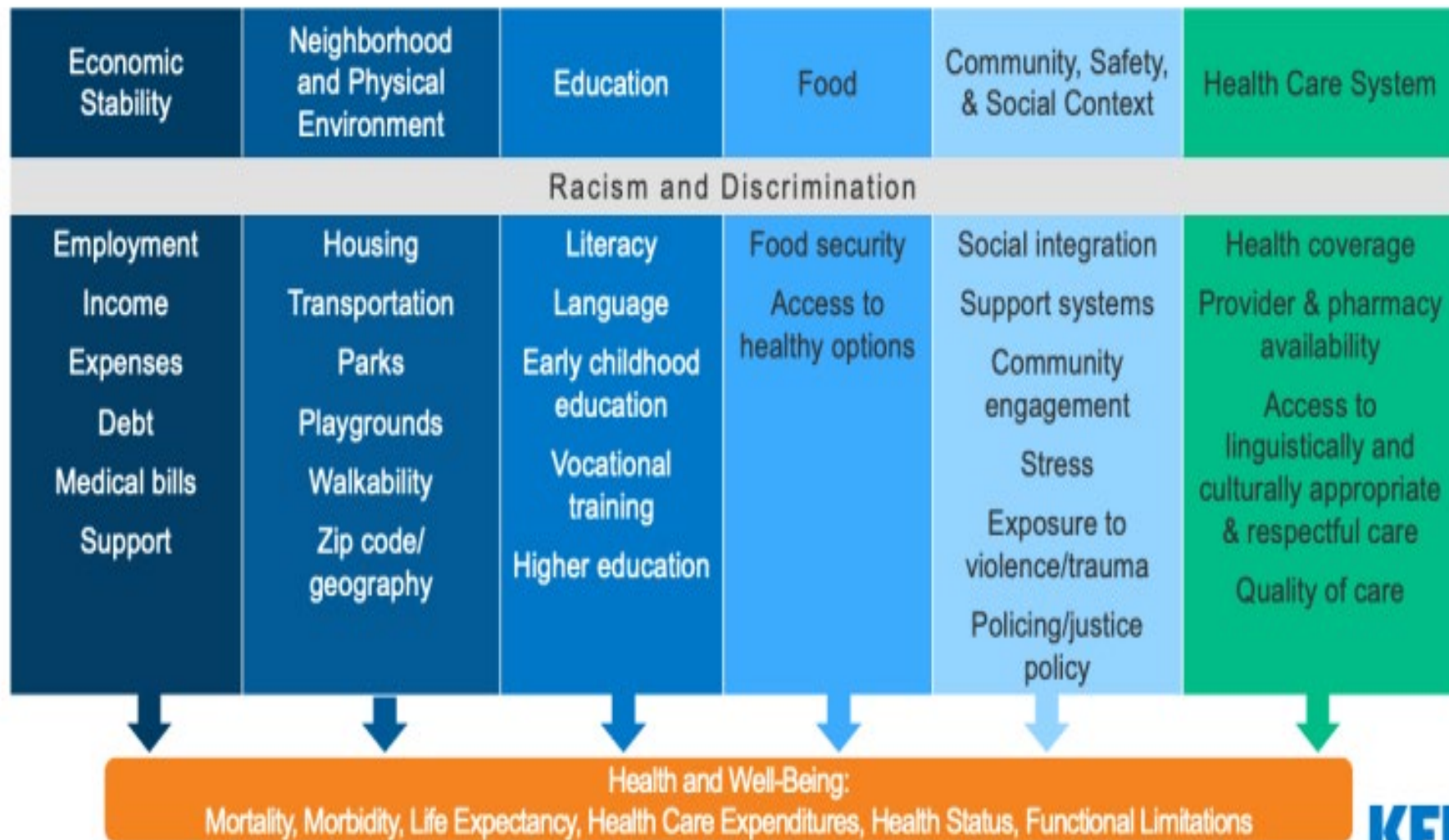
“Healthy People 2020 defines a health disparity as, “a particular type of health difference that is closely linked with social, economic, and/or environmental disadvantage” and notes that disparities, “adversely affect groups of people who have systematically experienced greater obstacles to health based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion”
Ndugga & Artiga (2021).

Corrected Languages and Techniques With Desired Populations

“Healthy people 2020 defines health equity as the attainment of the highest level of health for all people, and notes that it requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and health and health care disparities”
Ndugga & Artiga (2021).

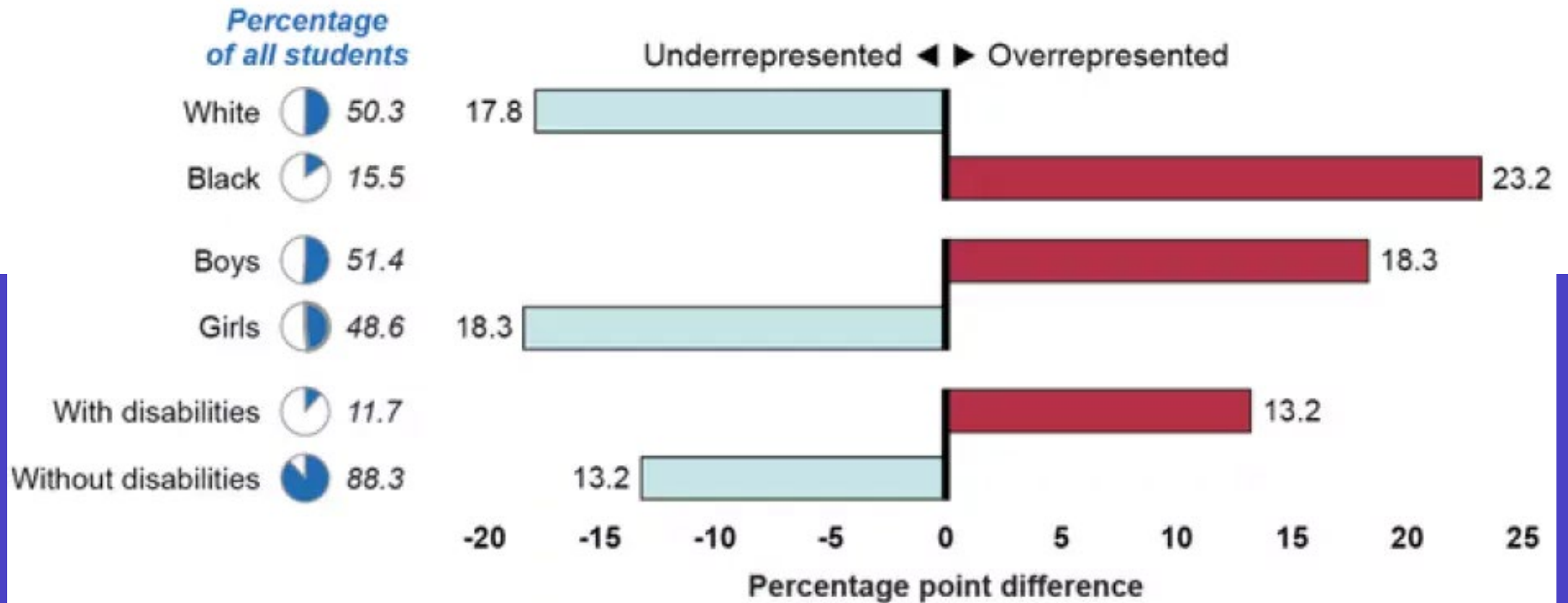
Figure 1

Health Disparities are Driven by Social and Economic Inequities



Chart

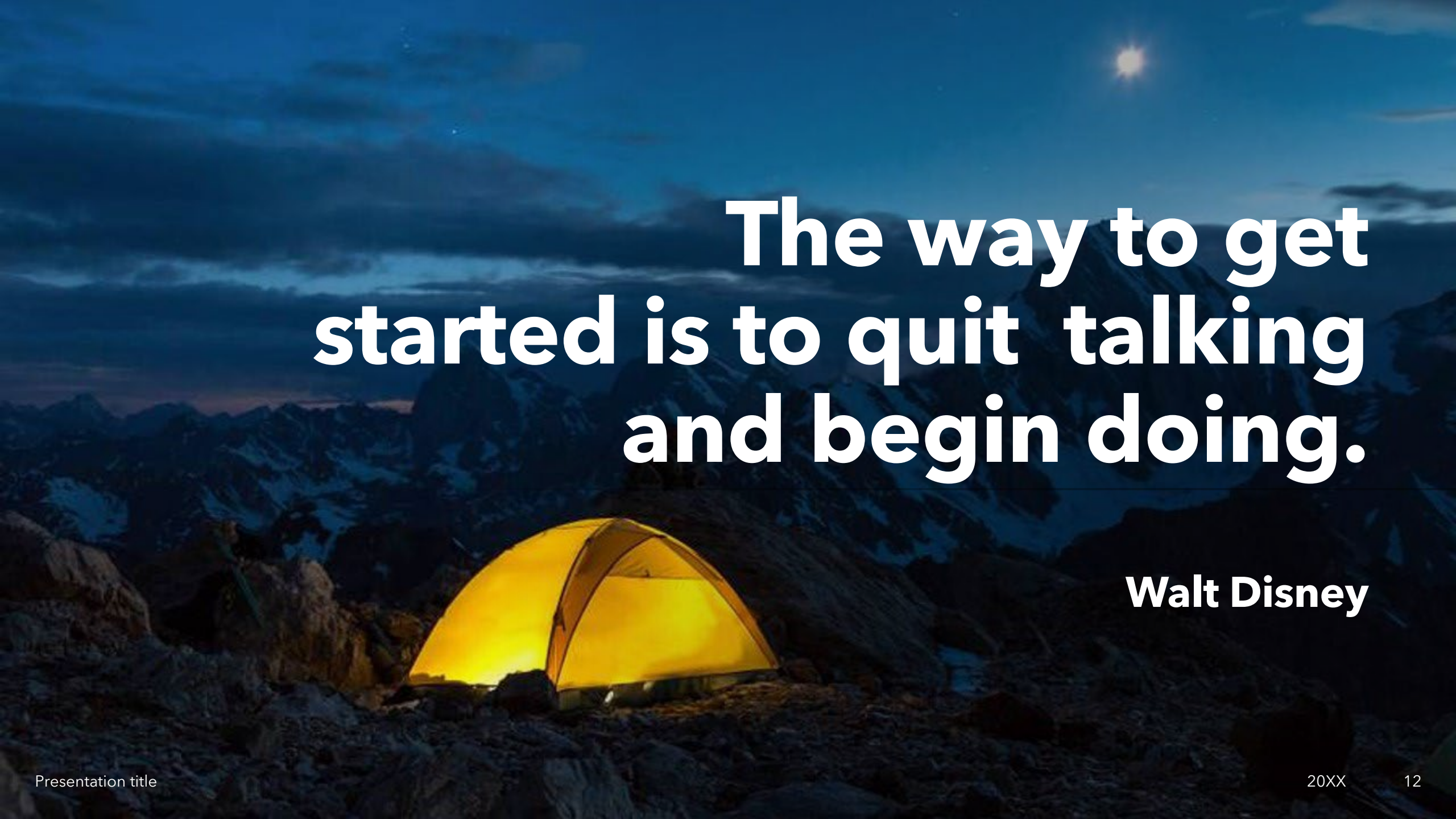
This chart shows whether each group of students was underrepresented or overrepresented among students suspended out of school. For example, boys were overrepresented by about 18 percentage points because they made up about 51% of all students, but nearly 70% of the students suspended out of school.



Source: GAO analysis of Department of Education, Civil Rights Data Collection. | GAO-18-258

Cultural Competency

“The American Hospital Association (AHA) defines a culturally competent health care system as one that acknowledges the importance of culture, incorporates the assessment of cross-cultural relations, recognizes the potential impact of cultural differences, expands cultural knowledge, and adapts services to meet culturally unique needs” (AHA, 2023).

A glowing yellow tent is pitched on a rocky mountain peak at night. The tent is illuminated from within, casting a warm yellow light. The background shows dark, rugged mountain ranges under a deep blue night sky with a few stars and a bright moon in the upper right corner.

**The way to get
started is to quit talking
and begin doing.**

Walt Disney

Common Sense



Awareness

Be aware of your Biases...

1. Cultural
2. Belief systems
3. Socioeconomic
4. Academic
5. Employment
6. Sexual Orientation

Thank you



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References

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<https://www.cdc.gov/ncbddd/hearingloss/features/ready-for-kindergarten.html>

<https://www.aha.org/ahahret-guides/2013-06-18-becoming-culturally-competent-health-care-organization>