

# How to Read This Document

1

2

3

4

5

## OVER-ARCHING MEASURES

### 1 High-Level Comparison of POS Expenditures by Age, Ethnicity and Language

High-level analysis shows notable disparities in average (per capita) annual Purchase of Service (POS) expenditures for communities of color compared to White consumers. These disparities reflect the combined impact of:

1. differences in services that are authorized by regional centers (POS authorizations); and
2. differences in consumers' ability to connect with vendors to receive authorized services.

Definition: Per capita POS expenditures for ethnicity/language group divided by the same measure for Whites or English-speakers

This measure focuses on consumers age 3 through 21 years who live in their family home, because that is the largest group of consumers of color and the largest group of consumers whose primary language is not English.

1a. Average POS by Ethnicity

All Residence Types

Age	Consumers With Some POS			All Consumers		
	Ethnicity		All Remaining Ethnicities Relative to White	Ethnicity		All Remaining Ethnicities Relative to White
	White	All Remaining Ethnicities <sup>1</sup>		White	All Remaining Ethnicities <sup>1</sup>	
Birth Through 2 Yrs	\$4,658	\$4,380	0.94	\$4,031	\$3,729	0.92
3 to 21 Years	\$9,463	\$7,379	0.78	\$5,966	\$4,658	0.78
22 Years and Older	\$32,913	\$23,971	0.73	\$28,867	\$19,677	0.68
ALL	\$22,312	\$12,001	0.54	\$17,574	\$8,830	0.50

Baseline 15/16	Target 18/19	Target 21/22
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6

0.78	0.82	0.93
0.68	0.72	0.77

## **1. Measure Number and Title**

The sequence and main idea of the measure.

## **2. Disparity Issue**

The reasons why the measure was selected as a key indicator of disparities.

## **3. Definition**

How the measure is calculated.

## **4. Target Population**

The specific set of consumers included in the measurement group.

## **5. Table**

The raw numbers used to calculate the measure and additional information about other groups of interest.

## **6. Measure Baseline and Targets**

The baseline data point for fiscal year 2015/2016 and short/long term improvement targets that will be used to show/monitor progress.

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**OVER-ARCHING MEASURES**

**1 High-Level Comparison of POS Expenditures by Age, Ethnicity and Language**

High-level analysis shows notable disparities in average (per capita) annual Purchase of Service (POS) expenditures for communities of color compared to White consumers. These disparities reflect the combined impact of:

1. differences in services that are authorized by regional centers (POS authorizations); and
2. differences in consumers' ability to connect with vendors to receive authorized services.

Definition: Per capita POS expenditures for ethnicity/language group divided by the same measure for Whites or English-speakers

This measure focuses on consumers age 3 through 21 years who live in any residence type, because that is the largest group of consumers of color and the largest group of consumers whose primary language is not English.

**1a. Average POS by Ethnicity**

**All Residence Types**

Age	Consumers With Some POS			All Consumers		
	Ethnicity		All Remaining Ethnicities Relative to White	Ethnicity		All Remaining Ethnicities Relative to White
	White	All Remaining Ethnicities		White	All Remaining Ethnicities	
Birth Through 2 Yrs	\$4,658	\$4,380	0.94	\$4,031	\$3,729	0.92
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ALL	\$22,312	\$12,001	0.54	\$17,574	\$8,830	0.50

Baseline	Target	Target
15/16	18/19	21/22

**0.78      0.82      0.93**  
**0.68      0.72      0.77**

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

<b>1b. Average POS by Primary Language</b>				<b>All Residence Types</b>			<b>Baseline</b>	<b>Target</b>	<b>Target</b>
<b>Age</b>	<b>Consumers With Some POS</b>			<b>All Consumers</b>			<b>15/16</b>	<b>18/19</b>	<b>21/22</b>
	<b>Language</b>		<b>All Remaining Languages Relative to English</b>	<b>Language</b>		<b>All Remaining Languages Relative to English</b>			
	<b>English</b>	<b>All Remaining Languages</b>		<b>English</b>	<b>All Remaining Languages</b>				
Birth Through 2 Yrs	\$4,368	\$4,626	1.06	\$3,694	\$4,062	1.10			
3 to 21 years	\$8,357	\$6,830	0.82	\$5,131	\$4,617	0.90	<b>0.90</b>	<b>0.95</b>	<b>0.98</b>
22 Years and Older	\$29,830	\$20,833	0.70	\$25,538	\$16,784	0.66	<b>0.66</b>	<b>0.69</b>	<b>0.76</b>
ALL	\$16,956	\$10,661	0.63	\$12,733	\$8,059	0.63			

See Appendix 2, on the Appendix Sheet, for data by type of residence.

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**INFANTS/TODDLERS ENTERING THE REGIONAL CENTER SYSTEM**

**2 Timely Eligibility Determination**

Timely determination of eligibility for RC services is the critical first step toward accessing services. Some consumers and families report barriers to making an initial connection with a RC. RC data shows this measure varies by ethnicity.

Definition: Share of African American infants receiving eligibility determination within 45 days divided by the same measure for Whites

This measure focuses on African American infants, because they experience the largest disparity compared to White infants.

**2. Number and Share With Timely Eligibility Determination**

Ethnicity	Number With Timely Determination	Total Early Start Consumers	Percent With Timely Determination	Each Ethnicity Relative to Whites
African American	1,095	1,697	64.5%	0.86
Asian	2,247	2,729	82.3%	1.10
Hispanic	12,430	15,985	77.8%	1.03
Other	8,456	11,847	71.4%	0.95
White	5,515	7,337	75.2%	--
ALL	29,743	39,595	75.1%	--

Baseline 15/16	Target 18/19	Target 21/22
<b>0.86</b>	<b>0.95</b>	<b>1.00</b>

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**EARLY START**

**3 Access to Early Start Services**

If all ethnic groups have the same access to RC services, and all have the same incidence of developmental disabilities, their share of the RC consumer population will be the same as their share of the general population. Differences in this “representation ratio” may indicate systemic or cultural barriers.

Early diagnosis of developmental disabilities and early access to services can improve outcomes over a consumer’s lifetime. Therefore, equity in representation ratios is particularly critical for individuals age birth through two years who may be eligible for Early Start services.

Definition: A group’s "representation ratio" divided by the representation ratio for White consumers. The representation ratio is the share of the Early Start population divided by its share of the general population, age birth through two years.

This measure focuses on the Asian community, which experiences the lowest representation ratio of any major ethnic group.

**3. Number of Early Start Consumers and General Population, Age Birth Through Two Years, By Ethnicity**

Ethnicity	Number of Early Start Consumers	Ethnic Group's Share of All Early Start	Number Age Birth Through Two Years in General Population	Ethnic Group's Share of General Population, Age Birth Through Two Years	Share of Early Start Divided By Share of General Population	Each Ethnicity Relative to Whites	Baseline	Target	Target
							15/16	18/19	21/22
African American	2,524	4.9%	74,396	5.0%	0.98	1.41	<b>0.98</b>	<b>1.00</b>	<b>1.00</b>
Asian	4,182	8.1%	176,971	11.9%	0.68	0.98			
Hispanic	23,492	45.8%	701,362	47.2%	0.97	1.39			
Other	10,139	19.7%	74,426	5.0%	3.94	5.67			
White	11,007	21.4%	458,150	30.8%	0.70	--			
ALL	51,344	100%	1,485,305	100%	1.00	--			

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

Notes:

Consumers are considered to be in Early Start if they are age birth through two years and coded as an Early Start or active consumer.  
Comparisons of regional center and U.S. Census Bureau race/ethnicity data are approximate because of differences in data collection.

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**EARLY START**

**4 Early Start Utilization Rate**

The utilization rate shows the share of needed services (as determined in the Individualized Family Service Plan) that a consumer actually receives (per capita POS expenditures divided by per capita POS authorizations). It is a common measure of barriers to finding needed services, because systemic or cultural barriers may play a role.

Definition: Total POS expenditures for African American Early Start consumers divided by total POS authorizations for the same group; divided by the same measure for White consumers.

In Early Start, African Americans use the lowest share of their authorized services of all ethnic groups.

Baseline 15/16	Target 18/19	Target 21/22
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**4. Early Start Utilization Rate**

Ethnicity	Total Authorized POS	Total Expended POS	Number of Early Start Consumers	Utilization Rate	Each Ethnicity Relative to White Consumers
African American	\$18,979,528	\$10,978,992	2,524	0.58	0.94
Asian	\$38,690,592	\$24,896,349	4,182	0.64	1.05
Hispanic	\$180,635,701	\$113,325,110	23,492	0.63	1.02
Other	\$72,004,961	\$44,328,093	10,139	0.62	1.01
White	\$89,198,832	\$54,624,099	11,007	0.61	--
ALL	\$399,509,616	\$248,152,643	51,344	0.62	--

<b>0.94</b>	<b>0.99</b>	<b>1.04</b>
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Note: Consumers are considered to be in Early Start if they are age birth through two years and coded as an Early Start or active consumer.

UPDATE: The calculation for 'Total Authorized POS' was corrected July 2021 for a new total amount of \$399.5 million, resulting in adjusted baseline and target ratios.



**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**YOUTH**

**5 POS Equity FOR DISCUSSION PURPOSES**

Youth in the RC system may access most of their services through generic resources such as the school system; their average POS expenditures may be low compared to those of adults. However, significant differences exist among ethnic groups even in this age population. Disparities that begin among youth may compound as consumers age.

Definition: Average POS expenditures for Hispanic youth divided by the same measure for White youth.

Among consumers age 3 to 21 years who live in their family home, Hispanics have the largest gap in average POS expenditures compared to Whites. Hispanics have lower POS expenditures than Whites for nearly all service categories.

**5. Average POS**

Ethnicity	Average POS		Each Ethnicity Relative to Whites	
	Youth With Some POS	All Youth	Youth With Some POS	All Youth
African American	\$8,041	\$4,851	0.94	0.87
Asian	\$8,775	\$5,794	1.02	1.04
Hispanic	\$7,329	\$4,765	0.85	0.86
Other	\$8,128	\$5,151	0.95	0.93
White	\$8,579	\$5,548	--	--
ALL	\$7,948	\$5,125	--	--

Baseline 15/16	Target 18/19	Target 21/22
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<b>0.94</b>	<b>0.90</b>	<b>0.97</b>
<b>0.85</b>	<b>0.90</b>	<b>0.97</b>

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**YOUTH**

**6 Equity in Adaptive Skills Training**

**FOR DISCUSSION PURPOSES**

Hispanic youth living in their family home are somewhat more likely to access Adaptive Skills Training (AST) than comparable Whites. This type of skill development may be more culturally appropriate for families who prefer to have their children live in the family home into adulthood, rather than having a goal of independent living. However, average POS expenditures for Adaptive Skills Training are lower for Hispanic youth than for White youth.

Note: Some RCs will transfer adaptive skills training services to the Department of Health Care Services as Behavioral Health Treatment.

Definition: Average POS expenditures for Adaptive Skills Training for Hispanic youth divided by the same measure for White consumers; consumers age 3 through 21 years living in their family home

This measure focuses on African American and Hispanic youth, who have the lowest average POS compared to Whites.

**6a. Average POS Expenditures for Adaptive Skills Training by Ethnicity; All Youth and Youth With Some AST Services**

Ethnicity	Average POS		Each Ethnicity Relative to Whites	
	Youth With Some AST	All Youth	Youth With Some AST	All Youth
African American	\$6,177	\$178	0.77	0.56
Asian	\$7,899	\$331	0.98	1.04
Hispanic	\$7,420	\$342	0.92	1.07
Other	\$6,961	\$220	0.87	0.69
White	\$8,028	\$319	--	--
ALL	\$7,517	\$309	--	--

<b>Baseline</b>	<b>Target</b>	<b>Target</b>
<b>15/16</b>	<b>18/19</b>	<b>21/22</b>

<b>0.77</b>	<b>0.81</b>	<b>0.94</b>
<b>0.92</b>	<b>0.94</b>	<b>0.97</b>

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

Ethnicity	Number		Percent With Some AST	Percent With Some AST Relative to Whites	Baseline	Target	Target
	Youth With Some AST	All Youth			15/16	18/19	21/22
African American	286	9,901	2.9%	0.73	<b>0.73</b>	<b>0.76</b>	<b>0.90</b>
Asian	553	13,207	4.2%	1.06			
Hispanic	2,617	56,723	4.6%	1.16			
Other	439	13,920	3.2%	0.79			
White	1,313	33,091	4.0%	--			
ALL	5,208	126,842	4.1%	--			

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**YOUTH**

**7 Respite Equity FOR DISCUSSION PURPOSES**

Respite services are used by more RC consumers than any other service and are a critical family support. Some regional centers may report some respite-like services under the service code "personal assistance." **Consumers must access In-Home Supportive Services before being authorized for respite or personal assistance services through the RC system.** Some families report that they are not authorized for sufficient respite services or cannot find providers with relevant language skills and cultural competence.

Average spending on service code 862, "in-home respite services agency," is similar for African American, Asian, Hispanic and White consumers ages 3 through 21 years who live in their family home.

A cap on respite services imposed in 2009 (Assembly Bill [AB]X 9, Chapter 9, Statutes of 2009) was lifted effective January 1, 2018 (AB 126, Chapter 65, Statutes of 2017).

Definition: Average respite POS for African-American/Asian/Hispanic youth divided by the same measure for White youth.

**7. Respite POS by Ethnicity Age 3 to 21 years living in family home**

Ethnicity	Youth With Some Respite POS		All Youth	
	Average POS	Each Ethnicity Relative to Whites	Average POS	Each Ethnicity Relative to Whites
African American	\$3,609	1.00	\$956	0.95
Asian	\$3,771	1.05	\$1,138	1.13
Hispanic	\$3,845	1.07	\$989	0.98
Other	\$3,463	0.96	\$751	0.74
White	\$3,601	--	\$1,010	--
ALL	\$3,712	--	\$976	--

**DDS will monitor trends**

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**YOUTH**

**8 Personal Assistance Services Equity**

**FOR DISCUSSION PURPOSES**

Some regional centers may report some respite-like services under the service code "personal assistance." **Consumers must access In-Home Supportive Services before being authorized for respite or personal assistance services through the RC system.**

Consumers from Asian and Hispanic communities have lower personal assistance POS expenditures on average than Whites.

Definition: Average personal assistance POS for African-American/Asian/Hispanic youth divided by the same measure for White youth.

**8. Average Personal Assistance POS by Ethnicity** **Age 3 to 21 years living in family home**

**DDS will monitor trends**

Ethnicity	Youth With Some Personal Assistance POS		All Youth	
	Average POS	Each Ethnicity Relative to Whites	Average POS	Each Ethnicity Relative to Whites
African American	\$14,569	1.08	\$405	1.07
Asian	\$11,771	0.87	\$329	0.87
Hispanic	\$13,151	0.97	\$211	0.56
Other	\$13,243	0.98	\$234	0.62
White	\$13,542	--	\$378	--
ALL	\$13,256	--	\$282	--

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**AGES 3 YEARS AND OLDER**

**9 Equity for Language Diversity**

Families who do not speak, read and write English may have difficulty learning about RC services, providing required information, advocating for needed services that have not been authorized or finding service providers they can communicate with easily. This may reduce their access to services. POS data show that consumers whose primary language is not English access fewer services than English-speaking consumers.

Definition: Per capita POS expenditures for the three most common language groups other than English divided by the same measure for English-speakers

Target population: Consumers with active status of all ages living in their family home

This measure compares consumers in the four largest language groups among RC consumers: Chinese, English, Spanish and Vietnamese.

**Per capita POS by Language**

**9a. Age 3 to 21 years**

**Living in family home**

Primary Language	Consumers With Some POS		All Consumers	
	Average POS	Each Language Relative to English	Average POS	Each Language Relative to English
Chinese	\$9,974	1.22	\$7,149	1.39
English	\$8,191	--	\$5,157	--
Spanish	\$7,095	0.87	\$4,859	0.94
Vietnamese	\$9,155	1.12	\$6,521	1.26
ALL	\$7,934	--	\$5,116	--

<b>Baseline</b>	<b>Target</b>	<b>Target</b>
<b>15/16</b>	<b>18/19</b>	<b>21/22</b>

<b>0.87</b>	<b>0.91</b>	<b>0.98</b>
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**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

					Baseline	Target	Target
					15/16	18/19	21/22
<b>9b. Age 22 years and older</b>		<b>Living in family home</b>					
Primary Language	Consumers With Some POS		All Consumers				
	Average POS	Each Language Relative to English	Average POS	Each Language Relative to English			
Chinese	\$15,147	0.90	\$12,309	0.92	<b>0.90</b>	<b>0.93</b>	<b>0.95</b>
English	\$16,901	--	\$13,413	--			
Spanish	\$14,421	0.85	\$11,546	0.86	<b>0.85</b>	<b>0.90</b>	<b>0.96</b>
Vietnamese	\$14,960	0.89	\$11,022	0.82	<b>0.89</b>	<b>0.94</b>	<b>0.98</b>
ALL	\$16,269	--	\$12,928	--			

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**ADULTS**

**10 Equity in Supported Living Services and Independent Living Services**

Per capita POS for Supported Living Services is among the highest for any service. This program is used disproportionately by White consumers compared to Hispanics, probably at least in part due to cultural differences in preferences for where consumers live.

Definition: Average SLS/ILS POS expenditures for Hispanic consumers divided by the same measure for White consumers, age 22 years and older

<b>10a. Per Capita SLS POS</b>							<b>Baseline</b>	<b>Target</b>	<b>Target</b>
							<b>15/16</b>	<b>18/19</b>	<b>21/22</b>
Ethnicity	Adults With Some SLS POS			All Consumers			<b>Age 22 years and older</b>		
	Number of Consumers	Average POS	Each Ethnicity Relative to Whites	Number of Consumers	Average POS	Each Ethnicity Relative to Whites			
African American	1,509	\$32,505	0.64	7,377	\$6,649	0.69	<b>0.64</b>	<b>0.67</b>	<b>0.73</b>
Asian	317	\$49,483	0.97	2,607	\$6,017	0.62			
Hispanic	1,524	\$35,016	0.69	9,789	\$5,451	0.56	<b>0.69</b>	<b>0.72</b>	<b>0.79</b>
Other	489	\$50,542	0.99	2,736	\$9,033	0.94			
White	6,428	\$51,064	--	33,985	\$9,658	--			
ALL	10,267	\$45,881	--	56,494	\$8,338	--			



**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

<b>10b. Per Capita ILS POS</b>		<b>Age 22 years and older</b>					<b>Baseline</b>	<b>Target</b>	<b>Target</b>
<b>Ethnicity</b>	<b>Adults With Some ILS POS</b>			<b>All Consumers</b>			<b>15/16</b>	<b>18/19</b>	<b>21/22</b>
	<b>Number of Consumers</b>	<b>Average POS</b>	<b>Each Ethnicity Relative to Whites</b>	<b>Number of Consumers</b>	<b>Average POS</b>	<b>Each Ethnicity Relative to Whites</b>			
African American	2,014	\$6,681	1.10	14,861	\$905	1.22			
Asian	622	\$6,086	1.00	10,241	\$370	0.50			
Hispanic	3,660	\$6,341	1.04	36,746	\$632	0.85			
Other	783	\$6,172	1.02	7,363	\$656	0.88			
White	6,947	\$6,078	--	56,766	\$744	--			
ALL	14,026	\$6,239	--	125,977	\$695	--			

**Measures and Improvement Targets to Track Progress In Reducing Disparities in Access to Regional Center Services**

**ADULTS**

**11 Equity in Supported Employment Programs (SEP)**

RC support in finding and maintaining employment can be crucial for consumers who prefer to live independently of their families and be integrated into employment.

Hispanic consumers in the prime working ages of 22 to 45 years have less access to individual supported employment programs than other major ethnic groups.

Definition: Average SEP (service code 952) POS expenditures for Hispanic adults divided by the same measure for White adults; consumers age 22 through 45 years

Target population: Consumers age from 22-45 with active status in any residence type

**11. Number and Share of Consumers Age 22 Through 45 Years Using SEP Services**

Ethnicity	Number of Consumers in This Age Group	Number of Consumers Using Some SEP Services	Percent Using Some SEP	Each Ethnicity Relative to Whites
African American	10,431	323	3.1%	0.65
Asian	7,813	258	3.3%	0.69
Hispanic	29,205	820	2.8%	0.59
Other	5,967	218	3.7%	0.76
White	31,498	1,510	4.8%	--
All	84,914	3,129	3.7%	--

Baseline 15/16	Target 18/19	Target 21/22
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<b>0.65</b>	<b>0.68</b>	<b>0.81</b>
<b>0.69</b>	<b>0.73</b>	<b>0.79</b>
<b>0.59</b>	<b>0.64</b>	<b>0.80</b>