

How to Read This Document

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OVER-ARCHING MEASURES

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

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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.

3

Definition: Per capita POS expenditures for ethnicity (White vs. Non-White) and language (English vs. Non-English) groups, in all age groups who live in any residence type.

4

This measure focuses on ages 3 through 21 and 22 years and older. Consumers ages 3 through 21 is the largest group of consumers of color and the largest group of consumers whose primary language is not English. The measure compares per capita POS expenditures (for "All Consumers") of Non-white and Non-English speakers to the same measure for Whites ("All Remaining Ethnicities Relative to White") and English-speakers ("All Remaining Ethnicities Relative to English"), respectively.

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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	\$4,950	\$4,832	0.98	\$4,269	\$4,037	0.95
3 to 21 Years	\$9,525	\$6,944	0.73	\$5,963	\$4,359	0.73
22 Years and Older	\$42,895	\$29,751	0.69	\$37,576	\$24,526	0.65
ALL	\$27,533	\$13,450	0.49	\$21,597	\$9,864	0.46

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

6

0.78 0.73 0.93
0.68 0.65 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

General explanation of the measure and consumers included in the analysis.

4. Target Population

The specific set of consumers included in the measurement group and how the measure is calculated.

5. Table

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

6. Measure Baseline, Final, Target

The baseline data point (Fiscal Year or FY 15/16), final data point (FY 18/19), and improvement target (FY 21/22). Improvement targets were established in March 2019 relying on FY 15/16 baseline.

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 (White vs. Non-White) and language (English vs. Non-English) groups, in all age groups who live in any residence type.

This measure focuses on ages 3 through 21 and 22 years and older. Consumers ages 3 through 21 is the largest group of consumers of color and the largest group of consumers whose primary language is not English. The measure compares per capita POS expenditures (for "All Consumers") of Non-white and Non-English speakers to the same measure for Whites ("All Remaining Ethnicities Relative to White") and English-speakers ("All Remaining Ethnicities Relative to English"), respectively.

1a. Average POS by Ethnicity							Baseline	Final	Target
							15/16	18/19	21/22
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	\$4,950	\$4,832	0.98	\$4,269	\$4,037	0.95			
3 to 21 Years	\$9,525	\$6,944	0.73	\$5,963	\$4,359	0.73	0.78	0.73	0.93
22 Years and Older	\$42,895	\$29,751	0.69	\$37,576	\$24,526	0.65	0.68	0.65	0.77
ALL	\$27,533	\$13,450	0.49	\$21,597	\$9,864	0.46			

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

1b. Average POS by Primary Language							Baseline	Final	Target
							15/16	18/19	21/22
Age	Consumers With Some POS			All Consumers					
	Language		All Remaining Languages Relative to English	Language		All Remaining Languages Relative to English			
	English	All Remaining Languages		English	All Remaining Languages				
Birth Through 2 Yrs	\$4,735	\$5,229	1.10	\$3,944	\$4,522	1.15	0.90	0.84	0.98
3 to 21 years	\$8,111	\$6,135	0.76	\$4,951	\$4,140	0.84			
22 Years and Older	\$38,037	\$25,364	0.67	\$32,453	\$20,787	0.64			
ALL	\$19,542	\$12,015	0.61	\$14,562	\$9,106	0.63			

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 Regional Center (RC) services is the critical first step toward accessing services. Some consumers and families report barriers to making an initial connection with an RC. RC data shows this measure varies by ethnicity.

Definition: Number of infants/toddlers (ages 0 through 2 who live in any residence type) receiving eligibility determination within 45 days ("Number with Timely Determination") and its share over "Total Incoming Early Start" consumers ("Percent with Timely

This measure focuses on African American infants/toddlers, because they experience disparity compared to Whites. Share of infants/toddlers receiving timely determination are divided by the same measure for Whites ("Each Ethnicity Relative to Whites").

2. Number and Share With Timely Eligibility Determination					Age 0 to 2	Baseline	Final	Target
					All Residence Types	15/16	18/19	21/22
Ethnicity	Number With Timely Determination	Total Incoming Early Start¹	Percent With Timely Determination	Each Ethnicity Relative to Whites				
African American	1,411	2,087	67.6%	0.91		0.86	0.91	1.00
Asian	2,973	3,862	77.0%	1.04				
Hispanic	16,968	21,517	78.9%	1.06				
Other	9,187	14,131	65.0%	0.87				
White	6,824	9,181	74.3%	--				
ALL	37,363	50,778	73.6%	--				

¹ "Total Incoming Early Start" excludes consumers who were coded as an Early Start or active consumer at the beginning of the fiscal year.

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 the representation ratios is particularly critical for individuals age birth through two years who may be eligible for Early Start services.

Definition: Ethnic group share of Early Start consumers (ages 0 through 2 who live in their family home) and general population. The representation ratio is expressed as the "Share of Early Start Divided By Share of General Population".

This measure focuses on the Asian community, which previously experienced the lowest representation ratio of any major ethnic group. A group's representation ratio is divided by the representation ratio for White consumers ("Each Ethnicity Relative to Whites").

3. Number of Early Start Consumers and General Population By Ethnicity							Age 0 to 2	Baseline	Final	Target
							Living in Family Home	15/16	18/19	21/22
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				
African American	2,959	4.5%	74,427	5.3%	0.84	1.38	0.98	1.12	1.00	
Asian	5,382	8.2%	166,210	11.9%	0.69	1.12				
Hispanic	30,184	45.9%	633,979	45.5%	1.01	1.65				
Other	14,467	22.0%	74,455	5.3%	4.11	6.74				
White	12,796	19.5%	444,114	31.9%	0.61	--				
ALL	65,788	100%	1,393,185	100%	1.00	--				

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: Utilization rate for Early Start consumers (ages 0 through 2 who live in their family home) by ethnic groups, calculated as "Total Expended POS" divided by "Total Authorized POS".

This measure focuses on African Americans, who use the lowest share of their authorized services of all ethnic groups. A group's utilization ratio is divided by the utilization for White consumers ("Each Ethnicity Relative to Whites").

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

4. Early Start Utilization Rate **Age 0 to 2**
Living in Family Home

Ethnicity	Total Authorized POS	Total Expended POS	Number of Early Start Consumers	Utilization Rate	Each Ethnicity Relative to Whites
African American	\$25,693,062	\$14,359,668	2,959	0.56	0.95
Asian	\$51,733,969	\$32,371,833	5,382	0.63	1.06
Hispanic	\$268,119,576	\$165,292,712	30,184	0.62	1.05
Other	\$111,915,469	\$67,692,136	14,467	0.60	1.03
White	\$115,198,548	\$67,928,607	12,796	0.59	--
ALL	\$572,660,624	\$347,644,956	65,788	0.61	--

0.94 0.95 1.04

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.

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 by ethnic groups for youth, ages 3 through 21 who live in their family home. Average POS expenditures are calculated in two ways: total expenditures divided by the number of youth with some POS ("Youth With Some POS") and total expenditures divided by the total number of youth ("All Youth").

This measure focuses on African American and Hispanic youth. Hispanics have the largest gap in average POS expenditures compared to Whites, and lower POS expenditures than Whites for nearly all service categories. Average POS expenditures for each ethnic group are divided by the same measure for White youth ("Each Ethnicity Relative to Whites"), and the measure compares "Youth with Some POS".

5. Average POS Age 3 to 21 Living in Family Home

Ethnicity	Average POS		Each Ethnicity Relative to Whites	
	Youth With Some POS	All Youth	Youth With Some POS	All Youth
African American	\$8,808	\$5,489	1.03	1.00
Asian	\$7,538	\$4,962	0.88	0.90
Hispanic	\$6,784	\$4,366	0.80	0.80
Other	\$7,135	\$4,438	0.84	0.81
White	\$8,531	\$5,489	--	--
ALL	\$7,476	\$4,791	--	--

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

0.94	1.03	0.97
0.85	0.80	0.97

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 transferred adaptive skills training services to the Department of Health Care Services as Behavioral Health Treatment.

Definition: Average POS expenditures for Adaptive Skills Training by ethnic groups for youth, ages 3 through 21 who live in their family home (Measure 6a). Average POS expenditures are calculated in two ways: total AST expenditures divided by the number of youth with some AST POS ("Youth With Some AST") and total AST expenditures divided by the total number of youth ("All Youth"). Measure 6b shows the number of consumers with some AST expenditures and its share of total youth.

This measure focuses on African American and Hispanic youth, who have the lowest average POS compared to Whites. Average AST expenditures for each ethnic group are divided by the same measure for White youth ("Each Ethnicity Relative to Whites").

6a. Average POS Expenditures for Adaptive Skills Training by Ethnicity					Age 3 to 21 Living in Family Home	Baseline 15/16	Final 18/19	Target 21/22
Ethnicity	Average POS		Each Ethnicity Relative to Whites					
	Youth With Some AST	All Youth	Youth With Some AST	All Youth				
African American	\$5,493	\$145	0.65	0.55		0.77	0.65	0.94
Asian	\$8,697	\$263	1.03	1.00				
Hispanic	\$7,117	\$258	0.85	0.99		0.92	0.85	0.97
Other	\$7,031	\$129	0.84	0.49				
White	\$8,412	\$262	--	--				
ALL	\$7,479	\$235	--	--				

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

6b: Number and Share of Consumers Using Adaptive Skills Training Services Age 3 to 21 Living in Family Home by Ethnicity

Ethnicity	Number		Percent With Some AST	Percent With Some AST Relative to Whites
	Youth With Some AST	All Youth		
African American	288	10,939	2.6%	0.85
Asian	473	15,639	3.0%	0.97
Hispanic	2,440	67,255	3.6%	1.16
Other	334	18,135	1.8%	0.59
White	1,105	35,468	3.1%	--
ALL	4,640	147,436	3.1%	--

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

0.73 0.85 0.90

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 POS expenditures for Respite Services by ethnic groups for youth, ages 3 through 21 who live in their family home. Average POS expenditures are calculated in two ways: total Respite expenditures divided by the number of youth with some Respite POS ("Youth With Some Respite POS") and total Respite expenditures divided by the total number of youth ("All Youth"). Average Respite expenditures for each ethnic group are divided by the same measure for White youth ("Each Ethnicity Relative to Whites").

This measure does not have any specific target, and DDS will monitor trends.

7. Average Respite POS by Ethnicity Age 3 to 21 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	\$5,506	1.08	\$1,655	1.08
Asian	\$5,053	0.99	\$1,687	1.10
Hispanic	\$5,571	1.10	\$1,569	1.02
Other	\$4,843	0.95	\$1,236	0.81
White	\$5,087	--	\$1,532	--
ALL	\$5,300	--	\$1,532	--

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 POS expenditures for Personal Assistance by ethnic groups for youth, ages 3 through 21 who live in their family home. Average POS expenditures are calculated in two ways: total Personal Assistance expenditures divided by the number of youth with some Personal Assistance POS ("Youth With Some Personal Assistance POS") and total Personal Assistance expenditures divided by the total number of youth ("All Youth"). Average Personal Assistance expenditures for each ethnic group are divided by the same measure for White youth ("Each Ethnicity Relative to Whites").

This measure does not have any specific target, and DDS will monitor trends.

8. Average Personal Assistance POS by Ethnicity Age 3 to 21 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	\$15,629	0.92	\$496	0.86
Asian	\$14,369	0.84	\$422	0.73
Hispanic	\$13,746	0.81	\$296	0.51
Other	\$16,893	0.99	\$310	0.54
White	\$17,025	--	\$576	--
ALL	\$15,321	--	\$390	--

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 with whom they can easily communicate. 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: Average POS expenditures by the four most common language groups, age 3 and older who live in their family home. Average POS expenditures are calculated in two ways: total expenditures divided by the number of consumers with some POS ("Consumers With Some POS") and total expenditures divided by the total number of consumers ("All Consumers").

This measure focuses on Spanish speakers in ages 3 through 21, and Chinese, Spanish and Vietnamese speakers in age 22 and older for "Consumers with Some POS". Average POS expenditures for the three most common language groups other than English are divided by the same measure for English speakers ("Each Language Relative to English").

Average POS by Language

9a. Age 3 to 21

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	\$7,859	1.00	\$5,585	1.13
English	\$7,858	--	\$4,921	--
Spanish	\$6,372	0.81	\$4,347	0.88
Vietnamese	\$6,678	0.85	\$4,546	0.92
ALL	\$7,476	--	\$4,791	--

Baseline 15/16	Final 18/19	Target 21/22
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0.87	0.81	0.98
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Measures and Improvement Targets to Track Progress in Reducing Disparities in Access to Regional Center Services

9b. Age 22 and Older		Living in Family Home			Baseline	Final	Target
		Consumers With Some POS		All Consumers		15/16	18/19
Primary Language	Average POS	Each Language Relative to English	Average POS	Each Language Relative to English			
Chinese	\$19,078	0.93	\$15,492	0.95	0.90	0.93	0.95
English	\$20,481	--	\$16,357	--			
Spanish	\$17,538	0.86	\$14,348	0.88	0.85	0.86	0.96
Vietnamese	\$19,029	0.93	\$14,848	0.91	0.89	0.93	0.98
ALL	\$19,740	--	\$15,837	--			

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 by ethnic groups for adults, age 22 and older who do not live in their family home for SLS and who live in any residence type for ILS. Average SLS/ILS POS expenditures are calculated in two ways: total SLS or ILS expenditures divided by the number of consumers with some SLS or ILS POS ("Adults With Some SLS POS" and "Adults With Some ILS POS") and total SLS or ILS expenditures divided by the total number of consumers ("All Consumers").

This measure focuses on average SLS expenditures for African American and Hispanic consumers compared to White consumers ("Adults with Some SLS POS"). Average expenditures for each ethnic group are divided by the same measure for White consumers ("Each Ethnicity Relative to Whites").

10a. Average SLS POS Age 22 and Older		Not Living in Family Home					Baseline	Final	Target
		Adults With Some SLS POS			All Consumers			15/16	18/19
Ethnicity	Number of Consumers	Average POS	Each Ethnicity Relative to Whites	Number of Consumers	Average POS	Each Ethnicity Relative to Whites			
African American	1,761	\$43,720	0.65	7,681	\$10,024	0.74	0.64	0.65	0.73
Asian	379	\$62,977	0.94	2,839	\$8,407	0.62			
Hispanic	1,776	\$44,125	0.66	10,404	\$7,532	0.55	0.69	0.66	0.79
Other	587	\$66,744	1.00	2,958	\$13,245	0.98			
White	6,884	\$66,913	--	33,921	\$13,580	--			
ALL	11,387	\$59,633	--	57,803	\$11,747	--			

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

10b. Average ILS POS Age 22 and Older

All Residence Types

DDS will monitor trends

Ethnicity	Adults With Some ILS POS			All Consumers		
	Number of Consumers	Average POS	Each Ethnicity Relative to Whites	Number of Consumers	Average POS	Each Ethnicity Relative to Whites
African American	2,534	\$6,811	1.07	15,950	\$1,082	1.15
Asian	1,066	\$5,967	0.93	11,984	\$531	0.56
Hispanic	5,501	\$7,059	1.10	43,199	\$899	0.95
Other	1,183	\$5,784	0.90	8,751	\$782	0.83
White	8,777	\$6,393	--	59,532	\$942	--
ALL	19,061	\$6,579	--	139,416	\$899	--

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 have less access to individual supported employment programs than other major ethnic groups.

Definition: Number and share of consumers using SEP (service code 952) services, ages 22 through 45 who live in any residence type.

This measure focuses on each share of African American, Asian and Hispanic adults using SEP services compared to White adults. Share of consumers using some SEP ("Percent Using Some SEP") are divided by the same measure for White consumers ("Each Ethnicity Relative to Whites").

11. Number and Share of Consumers Age 22 to 45 Using SEP Services All Residence Types

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	11,151	512	4.6%	0.75
Asian	9,122	476	5.2%	0.85
Hispanic	34,635	1,289	3.7%	0.61
Other	7,174	381	5.3%	0.86
White	33,515	2,059	6.1%	--
All	95,597	4,717	4.9%	--

Baseline 15/16	Final 18/19	Target 21/22
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0.65	0.75	0.81
0.69	0.85	0.79
0.59	0.61	0.80