

## **How to Read This Document**

This document is a summary of 11 measures to track progress in increasing access to regional center services. Each measure has a title, measure number, description of disparity issues, definition, target population, and tables. Disparity issues explain why the measure was selected as a key indicator of disparities. Definition provides a general explanation of the measure and individuals included in the analysis. Target population describes a specific set of individuals in the measurement group and provides an explanation on how the measure is calculated. Tables display row numbers used to calculate the measure and additional information about other groups of interest. The baseline (Fiscal Year or FY 15/16) and final data points (FY 18/19 and FY 20/21) are explained after the table if applicable.

**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 Whites") and English-speakers ("All Remaining Ethnicities Relative to English"), respectively.

**1a. Average POS by Ethnicity**

Consumers With Some POS

Age	White	All Remaining Ethnicities	All Remaining Ethnicities Relative to Whites
Birth Through 2 Yrs	\$4,937	\$4,717	0.96
3 to 21 Years	\$12,932	\$10,611	0.82
22 Years and Older	\$ 53,604	\$37,271	0.70
ALL	\$35,486	\$17,694	0.50

All Consumers

Age	White	All Remaining Ethnicities	All Remaining Ethnicities Relative to Whites
Birth Through 2 Yrs	\$4,298	\$3,988	0.93
3 to 21 Years	\$7,654	\$6,343	0.83
22 Years and Older	\$45,945	\$30,003	0.65
ALL	\$27,033	\$12,585	0.47

For “All Consumers” age 3 through 21 years, the FY 15/16 baseline value of all remaining ethnicities relative to white is 0.78, and the final values for FY 18/19 and FY 20/21 are 0.73 and 0.83, respectively. For 22 years and older, FY 15/16 baseline value of all remaining ethnicities relative to white is 0.68, and the final values for FY 18/19 and FY 20/21 are both 0.65.

**1b. Average POS by Primary Language**

Consumers With Some POS

Age	English	All Remaining Languages	All Remaining Languages Relative to English
Birth Through 2 Yrs	\$4,636	\$5,189	1.12
3 to 21 Years	\$11,376	\$10,443	0.92
22 Years and Older	\$47,487	\$31,370	0.66
ALL	\$24,781	\$16,617	0.67

All Consumers

Age	English	All Remaining Languages	All Remaining Languages Relative to English
Birth Through 2 Yrs	\$3,937	\$4,424	1.12
3 to 21 Years	\$6,595	\$6,744	1.02
22 Years and Older	\$39,510	\$25,245	0.64
ALL	\$17,918	\$12,177	0.68

For “All Consumers” age 3 through 21 years, the FY 15/16 baseline value of all remaining languages relative to English is 0.90, and the final values for FY 18/19 and FY 20/21 are 0.84 and 1.02, respectively. For 22 years and older, the FY 15/16 baseline value of all remaining languages relative to English is 0.66, and the final values for FY 18/19 and FY 20/21 are both 0.64.

## 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 Determination").

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

Ethnicity	Number With Timely Determination	Total Incoming Early Start*	Percent With Timely Determination	Each Ethnicity Relative to Whites
African American	1,279	1,747	73.2%	0.94
Asian	2,638	3,420	77.1%	0.99
Hispanic	13,605	17,527	77.6%	0.99
Other	9,746	14,516	67.1%	0.86
White	5,735	7,342	78.1%	--
ALL	33,003	44,552	74.1%	--

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

**The FY 15/16 baseline value of African Americans relative to Whites is 0.86, and the final values for FY 18/19 and FY 20/21 are 0.91 and 0.94, respectively.**

**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**

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	2,606	4.3%	76,225	5.7%	0.74	1.37
Asian	4,784	7.8%	149,428	11.2%	0.70	1.28
Hispanic	26,192	42.8%	598,041	44.8%	0.95	1.76
Other	16,657	27.2%	69,701	5.2%	5.21	9.58
White	11,000	18.0%	440,791	33.0%	0.54	--
ALL	61,239	100%	1,334,186	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.

**The FY 15/16 baseline value of Asians relative to Whites is 0.98, and the final values for FY 18/19 and FY 20/21 are 1.12 and 1.28, respectively.**

**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").

**4. Early Start Utilization Rate**

Ethnicity	Total Authorized POS	Total Expended POS	Number of Early Start Consumers	Utilization Rate	Each Ethnicity Relative to Whites
African American	\$23,144,394	\$12,306,338	2,380	0.53	0.94
Asian	\$43,084,577	\$26,064,574	4,366	0.60	1.07
Hispanic	\$237,446,520	\$140,098,598	24,457	0.59	1.04
Other	\$137,401,089	\$77,831,274	19,847	0.57	1.00
White	\$99,258,375	\$56,192,909	10,189	0.57	--
ALL	\$540,334,955	\$312,493,693	61,239	0.58	--

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.

**The FY 15/16 baseline value of African Americans relative to Whites is 0.94, and the final values for FY 18/19 and FY 20/21 are 0.95 and 0.94, respectively.**

## 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

## Youth With Some POS

Ethnicity	Average POS	Each Ethnicity Relative to Whites
African American	\$14,151	1.21
Asian	\$10,359	0.89
Hispanic	\$11,203	0.96
Other	\$9,691	0.83
White	\$11,660	--
ALL	\$11,235	--

## All Youth

Ethnicity	Average POS	Each Ethnicity Relative to Whites
African American	\$8,530	1.22
Asian	\$6,071	0.87
Hispanic	\$6,877	0.98
Other	\$5,530	0.79
White	\$6,999	--
ALL	\$6,754	--

For "Youth With Some POS", the FY 15/16 baseline value of African Americans relative to Whites is 0.94, and the final values for FY 18/19 and FY 20/21 are 1.03 and 1.21, respectively. The FY 15/16 baseline value of Hispanics relative to Whites is 0.85, and the final values for FY 18/19 and FY 20/21 are 0.80 and 0.96, respectively.

**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**

**Youth With Some AST**

Ethnicity	Average POS	Each Ethnicity Relative to Whites
African American	\$6,837	0.66
Asian	\$11,041	1.06
Hispanic	\$7,849	0.75
Other	\$7,660	0.73
White	\$10,423	--
ALL	\$8,709	--

**All Youth**

Ethnicity	Average POS	Each Ethnicity Relative to Whites
African American	\$143	0.52
Asian	\$257	0.93
Hispanic	\$224	0.81
Other	\$99	0.36
White	\$276	--
ALL	\$216	--

For "Youth With Some AST", the FY 15/16 baseline value of African Americans relative to Whites is 0.77, and the final values for FY 18/19 and FY 20/21 are 0.65 and 0.66, respectively. The FY 15/16 baseline value of Hispanics relative to Whites is 0.92, and the final values for FY 18/19 and FY 20/21 are 0.85 and 0.75, respectively.

**6b. Number and Share of Consumers Using Adaptive Skills Training Services by Ethnicity**

Youth With Some AST

Ethnicity	Number	Percent With Some AST	Each Ethnicity Relative to Whites
African American	243	2.1%	0.79
Asian	396	2.3%	0.88
Hispanic	2,138	2.9%	1.08
Other	286	1.3%	0.48
White	974	2.7%	--
ALL	4,037	2.5%	--

All Youth

Ethnicity	Number
African American	11,609
Asian	17,017
Hispanic	74,958
Other	22,237
White	36,717
ALL	162,538

For “Youth With Some AST”, the FY 15/16 baseline value of African Americans relative to Whites is 0.79, and the final values for FY 18/19 and FY 20/21 are 0.85 and 0.79, respectively.

**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**

Youth With Some Respite POS

Ethnicity	Average POS	Each Ethnicity Relative to Whites
African American	\$10,510	1.24
Asian	\$9,117	1.07
Hispanic	\$10,485	1.23
Other	\$8,151	0.96
White	\$8,506	--
ALL	\$9,604	--

All Youth

Ethnicity	Average POS	Each Ethnicity Relative to Whites
African American	\$3,822	1.38
Asian	\$3,058	1.10
Hispanic	\$3,532	1.27
Other	\$2,531	0.91
White	\$2,779	--
ALL	\$3,194	--

## 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**

## Youth With Some Personal Assistance POS

Ethnicity	Average POS	Each Ethnicity Relative to Whites
African American	\$17,609	0.77
Asian	\$22,686	1.00
Hispanic	\$21,031	0.92
Other	\$20,269	0.89
White	\$22,779	--
ALL	\$21,261	--

## All Youth

Ethnicity	Average POS	Each Ethnicity Relative to Whites
African American	\$585	0.54
Asian	\$1,415	1.31
Hispanic	\$1,138	1.05
Other	\$595	0.55
White	\$1,084	--
ALL	\$1,012	--

**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**

Consumers with Some POS

Primary Language	Average POS	Each Language Relative to English
Chinese	\$10,214	0.91
English	\$11,246	--
Spanish	\$11,266	1.00
Vietnamese	\$10,165	0.90
ALL	\$11,235	--

All Consumers

Primary Language	Average POS	Each Language Relative to English
Chinese	\$6,662	1.01
English	\$6,575	--
Spanish	\$7,391	1.12
Vietnamese	\$6,128	0.93
ALL	\$6,754	--

For "Consumers with Some POS", the FY 15/16 baseline value of Spanish speakers relative to English speakers is 0.87, and the final values for FY 18/19 and FY 20/21 are 0.81 and 1.00, respectively.

**9b. Age 22 and Older**

## Consumers with Some POS

Primary Language	Average POS	Each Language Relative to English
Chinese	\$21,619	0.94
English	\$23,014	--
Spanish	\$21,525	0.94
Vietnamese	\$20,528	0.89
ALL	\$22,578	--

## All Consumers

Primary Language	Average POS	Each Language Relative to English
Chinese	\$16,994	0.97
English	\$17,550	--
Spanish	\$17,213	0.98
Vietnamese	\$15,661	0.89
ALL	\$17,411	--

For “Consumers with Some POS”, the FY 15/16 baseline value of Chinese speakers relative to English speakers is 0.90, and the final values for FY 18/19 and FY 20/21 are 0.93 and 0.94, respectively. The FY 15/16 baseline value of Spanish speakers relative to English speakers is 0.85, and the final values for FY 18/19 and FY 20/21 are 0.86 and 0.94, respectively. The FY 15/16 baseline value of Vietnamese speakers relative to English speakers is 0.89, and the final values for FY 18/19 and FY 20/21 are 0.93 and 0.89, respectively.

**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**

Consumers With Some SLS POS

Ethnicity	Number of Consumers	Average POS	Each Ethnicity Relative to White
African American	1,747	\$61,559	0.71
Asian	400	\$79,969	0.92
Hispanic	1,783	\$58,436	0.68
Other	631	\$80,885	0.93
White	6,838	\$86,556	--
ALL	11,399	\$77,781	--

All Consumers

Ethnicity	Number of Consumers	Average POS	Each Ethnicity Relative to White
African American	7,807	\$13,775	0.78
Asian	3,014	\$10,613	0.60
Hispanic	10,662	\$9,772	0.55
Other	3,168	\$16,111	0.91
White	33,320	\$17,763	--
ALL	57,971	\$15,294	--

For "Consumers with Some SLS POS", the FY 15/16 baseline value of African Americans relative to Whites is 0.64, and the final values for FY 18/19 and FY 20/21 are 0.65 and 0.71, respectively. The FY 15/16 baseline value of Hispanics relative to Whites is 0.69, and the final values for FY 18/19 and FY 20/21 are 0.66 and 0.68, respectively.

**10b. Average ILS POS Age 22 and Older**

## Consumers With Some ILS POS

Ethnicity	Number of Consumers	Average POS	Each Ethnicity Relative to White
African American	2,434	\$8,155	1.04
Asian	1,114	\$7,606	0.97
Hispanic	5,727	\$8,748	1.12
Other	1,218	\$7,331	0.94
White	8,320	\$7,813	--
ALL	18,813	\$8,098	--

## All Consumers

Ethnicity	Number of Consumers	Average POS	Each Ethnicity Relative to White
African American	16,675	\$1,190	1.11
Asian	13,150	\$644	0.60
Hispanic	47,762	\$1,049	0.98
Other	9,837	\$908	0.85
White	60,717	\$1,071	--
ALL	148,141	\$1,028	--

## 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**

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	11,687	484	4.1%	0.73
Asian	10,004	476	4.8%	0.84
Hispanic	38,507	1,336	3.5%	0.62
Other	8,108	393	4.8%	0.86
White	34,994	1,973	5.6%	--
All	103,300	4,662	4.5%	--

The FY 15/16 baseline value of African Americans relative to Whites is 0.65, and the final values for FY 18/19 and FY 20/21 are 0.75 and 0.73, respectively. The FY 15/16 baseline value of Asians relative to Whites is 0.69, and the final values for FY 18/19 and FY 20/21 are 0.85 and 0.84, respectively. The FY 15/16 baseline value of Hispanics relative to Whites is 0.59, and the final values for FY 18/19 and FY 20/21 are 0.61 and 0.62, respectively.