



Address systemic anti-Black discrimination in I/DD services and ensure equitable access, support, and outcomes for Black children, youth, and adults with disabilities

Black families experience systemic barriers across the IDD continuum: delayed/denied identification and eligibility; limited language access and culturally responsive services; higher exclusionary discipline and school-to-adult transition gaps; underfunded community navigation; shortage of BIPOC providers; transportation and scheduling barriers; and scarce crisis/respite supports.

Black adults and youth with IDD also face entrenched employment inequities—lower access to competitive integrated employment, fewer paid hours and living-wage opportunities, limited job coaching and benefits counseling, inadequate employer accommodations, and discrimination in hiring and retention—resulting in disproportionate unemployment/underemployment. Data are rarely disaggregated by race/language, masking inequities and slowing improvement.

We are asking you to launch a 3-year “Bridge to Equity” initiative with policy + implementation components

By centering co-design with Black families and Black self-advocates, along with a community oversight body, to ensure services support self-determination and meet the needs of families in the Black community

It also emphasizes collaboration by coordinating with public schools (Office of the Superintendent of Public Instruction), the Developmental Disability Community Services division (Department of Health and Human Services), Early Supports for Infants and Toddlers programs, health providers, and community-based organizations, with school-to-work alignment.

It supports accountability and transparency with dashboards disaggregated by race and language, equity impact review, and quarterly public reporting.

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This proposal closes long-standing racial gaps, and improves outcomes across identification, stability at home/school, and competitive employment - with accountability through race-and language-disaggregated data and community oversight.

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