



THE SURVEY

The MIECHV and IDHS State Home Visiting Program Staff Survey is conducted each year by the Center for Prevention Research and Development (CPRD) at the University of Illinois in conjunction with the Illinois Department of Human Services, Division of Early Childhood (IDHS-DEC). This year the survey was administered to IDHS State home visiting staff for the first time, in addition to MIECHV home visiting staff. The goals of the survey are to obtain feedback and better understand the needs of the Illinois MIECHV and IDHS Home Visiting workforce. In 2023, the survey was open for 5 weeks in August to September, and 153 out of 254 MIECHV and IDHS staff members responded to the survey, a 60% response rate. To learn more about IDHS-DEC Home Visiting, including the communities served and benchmark achievements, see the [IDHS-DEC Home Visiting Statewide Data Summary Report 2023](#). This brief does not include a comparison to prior surveys as they encompassed only MIECHV funded staff. Coordinated Intake staff were not asked the disparities questions.

ADDRESSING DISPARITIES

Addressing disparities is an important issue	4.31
Confident talking to my co-workers about disparity related topics	4.15
My agency prioritizes recruiting and hiring staff who mirror cultural/ethnic/linguistic characteristics of the families served	4.1
Confident talking to caregivers about disparity related topics	4.07
Addressing disparities is a priority at my agency	3.98
Confident that my co-workers can talk with caregivers about disparity related topics	3.97
Confident talking to my agency leadership about disparity related topics	3.92

Response to the 7 statements were very similar across different categories (ethnicity, years at the agency, speaking one or more languages).

- There is agreement that addressing disparities is an important issue. The means of all disparities statements were very similar, hovering around 4 on a scale from 1-5, where 1 means strongly disagree and 5 means strongly agree.
- The most noticeable variation in responses was in the statement: My agency prioritizes recruiting and hiring staff who mirror cultural, ethnic, and linguistic characteristics of the families served. For further analysis and survey responses addressing language, please click here to read the full report: [‘2023 Survey Report Brief: Home Visiting Workforce: Demographics, Salaries, and Turnover’](#)
 - Compared to home visitors respondents, home visiting supervisors respondents are more likely to perceive that their agency prioritizes recruiting and hiring diverse staff.
 - Black/African American survey respondents are less likely to perceive that their agency prioritizes recruiting and hiring diverse staff, compared to other races. Categories by race were put in three groups: Black/African American, White, and Other (Hispanic/Asian/Mexican American/Latin America/Multiracial/Prefer not to answer).

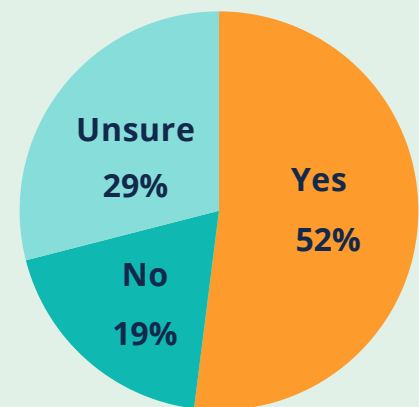
“People need to understand the history of disparity. Training on how to make sure everyone has equity, access, etc. is fine, however, if people don't understand how we got there in the first place, training is useless. People groan about more trainings though and people are not always comfortable in large groups of strangers, so giving supervisors access to information to share in supervision or team groups would be very helpful.”

-Supervisor/Manager

AGENCY LEADERSHIP

A question was asked of survey respondents: *Does your agency have leadership (i.e., administrative leaders and board of directors) comprised of 50% or more individuals who share the cultural background of the community served?*

- 52% of survey respondents believe that their agency leadership comprises 50% or more of individuals who share the cultural background of the community served.
- Overall, 29% of survey respondents are unsure about the agency having leadership comprised of a majority of individuals representative of the community served.
- Across various categories certain survey respondents were more likely to agree that their agency leadership was representative of the community served and answer yes:
 - In terms of years at the agency, those with 10 or more years were more likely to agree.
 - In terms of ethnicity, Hispanics were more likely to agree.
 - In terms of language, those who speak more than one were more likely to agree.
 - In terms of race, non-white survey respondents were more likely to agree.



SUPPORTS NEEDED FOR STAFF



A question was asked of survey respondents: *What supports (i.e., training, data, planning, strategies) do you and your agency need to be able to address disparities in home visiting outcomes and access to services in your community?*

- Nearly half of all respondents (47%) who were asked about the supports needed to address disparities did **not** list any supports needed or they indicated NA, not sure, or none. Home visitor supervisors (46%) were more likely than home visitors (13%) to leave this question blank or indicate no support was needed.

- Among the 85 respondents who answered the questions about supports needed to be able to address disparities in home visiting outcomes and access to services in the community, the most frequently listed supports are below:

Trainings (30)

Providing Resources (16)

Strategies to Work with Families/Communities on this Topic (12)

Leadership Involvement (9)

Services in Client's Preferred Language (7)

- Training topics include: How to talk with colleagues and families about disparities, cultural diversity, work with families of children with special needs, and addressing disparities.
- Other supports include: Data collection and using data to inform practice, hiring diverse staff, and providing consultation.

"In our community, low-middle income families have the hardest time accessing services. If you are unemployed, you get free medical, food, transportation, housing, all services. If you work/have an income, you have a hard time making/keeping well child appts due to having to call off work, you don't qualify for assistance programs so you don't get all the free assistance of others, yet you cannot afford to provide essential services on your income, are waitlisted for home visiting programs etc."

-Supervisor/Manager

KEY DISPARITIES IN OUTCOMES IN MY COMMUNITY

A question was asked of survey respondents: *What do you see as key disparities in access to services in your community that you feel need to be addressed (i.e., access to breastfeeding consultation, access to doctors for well child visits, family recruitment, retention of families in services)?*

- A quarter of all respondents (25%) did not list any key disparities, or they indicated NA, not sure, or nothing at this time. Home visitors (31%) were more likely than supervisors (17%) to leave this question blank or list no disparities.

"We have a major housing and childcare shortage in our community. We also struggle helping families with transportation. We could use more support around planning and strategies to help families when these crisis's occur." -Supervisor/Manager

"It would be important to gather data in our geographic area on disparities. Also, a comprehensive list of resources to help meet those needs. Potentially an electronic database all social service agencies can access. Internally, it is important to plan groups and activities and be intentional about providing resources that are necessary." -Supervisor/Manager

COMMUNITY SPECIFIC DISPARITIES IN ACCESS TO SERVICES

- Over a third of respondents (35%) indicated that certain benchmark outcomes had disparities in their community that need to be addressed.

Common benchmarks identified as having disparities include:

- Maternal Depression/Mental Health (16)
- Well-Child Visits (14)
- Breastfeeding (13)
- Prenatal Care (5)
- Health Insurance (4)

Other disparities that need to be addressed include:

- Transportation (33)
- Access to Health Services (30)
- Housing (18)
- Childcare (17)
- Lack of Resources (13)
- Services in the Languages Preferred by Families (10)
- Finance, Lactation, Education, and Doula Services

FROM THE FIELD

This is a word cloud based on survey respondent's open-ended answers that mentioned disparity related topics. This includes all survey respondents.



For More Reports on the 2023 IDHS-DEC Staff Survey:

- [Parent Engagement & Caseload Capacity Report](#)
- [Professional Development Report](#)
- [Assessing Disparities in Home Visiting Report](#)
- [Home Visiting Workforce: Demographics, Salaries, & Turnover Report](#)
- [Home Visiting Workforce: Burnout, Stressors, & Supports Report](#)



This project is supported by the Health Resources and Services Administration (HRSA) of the United States Department of Health and Human Services (HHS) under Grant Number X1046863 and Grant Number X1050299 in the total award amounts of \$8,049,837 and \$11,901,581, respectively, for the Maternal, Infant and Early Childhood Home Visiting Program, and 0% financed with nongovernmental sources. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the United States Government.