Finding Serenity & Joy

A Collaboration & Compassion Strategy
Malik’s Moves

From Knightdale, NC to Wilson, NC

June, 2005 - March, 2018
Malik’s Move-In

From E.N.C.S.D. High School Graduate to Serenity

4/1/18-Present
Fayetteville, NC
Group Home #10
Darrin L. McNeill

Husband/Father/President/CEO/Parent
Darrin’s Moves

Corrections Captain & Part-time in Group Home

[Image of a man, an emblem, and a logo for Serenity Therapeutic Services]
Darrin’s Moves

Three Observations on Parent Collaborations

1. Relationship
2. Individual is priority
3. Trust
Serenity: Mission, Vision & Values

September 1, 2009

Mission:
Serenity Therapeutic Services Strives to provide exceptional care with Therapeutic results

Vision:
We take a goal-oriented approach to healing. Whatever your goals might be we want to help you achieve them

Values:
We believe in advocating for consumer rights and choices, respecting and supporting the rights and choices of families/guardians, creating strong support alliances, and striving for excellence in delivering ethical and behavioral outcomes.
Michael A. Morris
Husband/Father/HR Manager
3-Observations from Father of ENCSD HS Grad

1. Many dads are often hyper-stressed - not always at our best
2. Fathers have a role
3. Too few dads engage consistently over time
Michael’s Moves

From FT Minister to Human Resources Manager
Michael’s Moves

Observations on Father/Provider Collaborations

1. Too little
2. Too infrequent
3. Too inconsistent
Darrin & Mike Collaborate

A Choice to Collaborate

1. Building a genuine friendship
3. Serenity & Family Support
4. HR Staff Trainings
5. HR Staff/Retention
6. HR Consulting
Covid Safety Collaboration

The four factors that place staff/patients in Long Term Care (LTC) facilities at highest risk of Covid-19:

1. Crowded Situations
2. Close Physical Contact
3. Enclosed Spaces
4. Duration of Exposure

1. Staff Emergency Response
   C-19 plan For MM @ H#10
2. Covid Video for additional Staff/Training (in develop)
3. Added Safety Training
Covid Race Disparities

These are the cumulative documented, nationwide actual mortality impacts from COVID-19 data (aggregated from all available U.S. states and the District of Columbia) for all race groups:

- 1 in 750 Indigenous Americans has died (or 133.0 deaths per 100,000)
- 1 in 800 Black Americans has died (or 123.7 deaths per 100,000)
- 1 in 1,100 Pacific Islander Americans has died (or 90.4 deaths per 100,000)
- 1 in 1,150 Latino Americans has died (or 86.7 deaths per 100,000)
- 1 in 1,325 White Americans has died (or 75.7 deaths per 100,000)
- 1 in 1,925 Asian Americans has died (or 51.6 deaths per 100,000)
IDD & Independence

Darrin & IDD Patience Independence

1. High Quality Patient Care
2. Professional Services/Training
3. Maximize Independence
4. Maximize Potential and Growth
Uniqueness: Black Men & IDD

Unique to Black Men Within IDD Community

1. Neighborhood Integration for New Group Homes/County Level
2. Unique Obstacles to Overcome in Perception
3. Uniqueness Community Integration Neighborhood Level
Darrin & IDD Education Outcomes

1. High Patient Educational Goals
2. Professional Educational Staff Training Services
3. Professional Education Facility
4. Maximize Educational Outcome And Individual Growth
Table 2: Adjusted odds of health status outcomes among adults with IDD

<table>
<thead>
<tr>
<th></th>
<th>Black</th>
<th>Latino</th>
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</thead>
<tbody>
<tr>
<td>Fair/poor health (N=988)</td>
<td>1.7</td>
<td>2.5</td>
</tr>
<tr>
<td>Fair/poor mental health (N=988)</td>
<td>1.6</td>
<td>2.2</td>
</tr>
<tr>
<td>Obesity (N=911)</td>
<td>1.4</td>
<td>1.7</td>
</tr>
<tr>
<td>Diabetes (N=908)</td>
<td>1.1</td>
<td>2.9</td>
</tr>
</tbody>
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Reference group = White; *< .10  **<.05 **<.01
Figure 1: Percentages of Health Outcomes by Ethnicity among Adults with IDD

- Fair or poor health: Black 40.6%, Latino 23.2%, White 44.9%
- Fair or poor mental health: Black 37.8%, Latino 42.3%, White 24.4%
- Obesity: Black 39.2%, Latino 40.3%, White 32.7%
- Diabetes: Black 8.6%, Latino 10.9%, White 5.3%

Source
Black IDD Police Treatment

Lifetime risk of being killed by police

**Violent Reality**

*Death-by-Cop* for Black Demographic is nearly 3x rate for Whites
Values & Vision Statement

Darrin & Mike’s Parent/Pro Collaboration

**Loyalty**
We’re loyal: We assume good intent

**Listen**
We’re listeners: We listen actively to one another

**Learn**
We’re learners: We seek to understand & learn from each other

**Love**
We caring: We’re building a long-term relationship of collaboration & care
Any Questions?