

FY 2017/18 DISPARITY FUNDING APPLICATION

Note: Please complete this form for **each** proposed project. Please refer to the application instructions for clarification for any of the following questions.

Please check the box that describes your organization		
<input type="checkbox"/> Regional Center	<input checked="" type="checkbox"/> CBO, 501(c)(3)	<input type="checkbox"/> CBO, non-501(c)(3)

A. Grantee Information

1. Name of Organization/Group	2. Date
Special Needs Network Inc.	11/2/2017
3. Primary Contact (Name)	
Areva Martin Esq.	
4. Mailing Address	
4401 Crenshaw Blvd. Suite 215	
5. E-mail Address	6. Phone Number
areva@specialneedsnetwork.org	(323)_ 291-7100
7. Brief Description of the Organization/Group (organization type, group mission, etc.). Please include details about the organization/group's vision and how it ties to the targeted population.	
<p>The Special Needs Network (SNN) is a 501(c)(3) non-profit, community-based organization founded to respond to the needs of underserved families struggling with raising a child or adult with developmental disabilities. Founded in 2005, SNN grew out of the struggles of co-founder and President Areva Martin when her son, Marty, was diagnosed at age three. Areva's personal struggles convinced her that an organization like the Special Needs Network was long over-due. SNN firmly believes that dignity, hope and opportunity are the birthright of all children. As such, we seek to bring about lasting changes in the lives of some of California's most disadvantaged and vulnerable youth--children with developmental disabilities growing up in underserved communities.</p>	

B. Project Information

1. Project title
SNN's Parent Empowerment Program (PEP)
2. Describe how the target population is an underserved population.
SNN targets low-income families of color and their children with developmental disabilities growing up in underserved communities. What makes these families underserved is the disparity in early identification and intervention services for Autism Spectrum Disorder (ASD) and other developmental disabilities for low income children of color.

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California Government Code § 11135 provides: No person in the State of California shall, on the basis of race, national origin, ethnic group identification, religion, age, sex, sexual orientation, color, genetic information, or disability, be unlawfully denied full and equal access to the benefits of, or be unlawfully subjected to discrimination under, any program or activity that is conducted, operated, or administered by the state or by any state agency, is funded directly by the state, or receives any financial assistance from the state.

In 2011, a Los Angeles Times series reported significant disparities in the funding of developmental services based on race, ethnicity, income level and socio-economic community. The Senate Select Committee on Autism and Related Disorders held an informational meeting on April 30, 2012 on this issue and several recommendations came from that hearing, many of which remain outstanding. On March 14, 2017, the Senate Human Services Committee held another informational hearing on disparities and found that the purchase of services gap between African Americans, Latinos and Whites served by the regional centers continued to be at an unacceptable level. The disparities for both ethnic groups has only been reduced by 1/10 of a percent point in five years, with Latinos receiving 45.9% of what Whites receive; and African Americans receiving 77.8. Over a five year period, the disparities have only been reduced by .1 percent! The continued disparities are caused by a myriad of factors: institutional racism, language barriers, DDS flawed funding allocation model, families' limited access to information regarding regional center services including online information, families' ability to understand regional center processes, stigma and intimidation, families' familiarity and comfort in navigating regional center and other systems of care, cultural and linguistic barriers, and state's continued failure to reinstate "suspended" services including social/recreational activities, camping, art, music, and dance therapies which disproportionately affects minority families, who are less likely to utilize out-of-home services and are more likely to value and use these types of supports.

Additionally, the disparities are related to stricter rules imposed by DDS in 2009. DDS imposed stricter rules to require consumers to pursue other sources for medical and dental services before seeking assistance from regional centers, and to provide documentation of service denial, and of the consumer's efforts to appeal the denial. As a result, families were required to seek key services for children such as occupational, physical, and speech therapy, specialized dental care, etc., from generic programs, and to navigate complex appeal processes if these services were denied, before the regional center would pay for these services. These new rules have disproportionately burdened low income, minority and non-English-speaking families who are less able to navigate appeal processes. The 2009 service restrictions also imposed parent participation

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requirements, under which children generally cannot receive intensive behavioral intervention services unless their parents first participate in group classes. Low-income, minority and non-English speaking families face numerous barriers to participation in group classes, including language barriers, inflexible work schedules, lack of transportation, etc.

These disparities have a severe and negative impact on children and families. African American and Latino parents who are forced to spend more time arranging and coordinating the child's care and who pay higher out-of-pocket health care expenses, suffer adverse economic consequences including missed time from work, lower wages, greater stress and mental health issues, all of which can lead to homelessness and cycles of near-unbreakable poverty.

SNN firmly believes that the gross disparities that disabled African American and Latino individuals with developmental disabilities face in accessing critical health care, related services including community supports, is one of the 21st century's most pressing civil rights and social justice issues. By ending these disparities, generations of minority children and adults will have an opportunity to fully participate in the American and California dream that has otherwise been unattainable for them.

3. Describe the project and its goals/objectives. **Complete the Schedule of Development/Activities Worksheet (Attachment C) and include with your application.*

The goal of this grant is to teach about Special Need Network's parent advocacy and civic engagement model, implementation, outcomes and experiences so as to assist other disability and disability adjacent organizations to create similar models which can be utilized to galvanize and develop grassroots parent leaders that can engage around systemic disparity issues that impact Californians with autism and related disabilities. SNN has been a leader in grassroots advocacy and civic engagement for over a decade. It has developed a unique approach to identifying parents and community members who have an innate tie and interest in becoming skilled and active grassroots advocates. By engaging these parents and community members in SNN's proprietary training classes and creating a network that allows for peer learning and mentoring, these parents have demonstrated an ability to lead and participate in effective grassroots campaigns that have been essential in dismantling decades old spending practices at the state and local level which negatively impact children and individuals of color.

By sharing this model of engagement, SNN will connect advocates across California and build a more powerful coalition of disability rights advocates. By having a stronger base of advocates, the disability voice will be more effective at both the state and regional level. SNN knows first-hand the power of coalitions and collaborations in achieving systemic

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change and impacting systems. When it first began its advocacy work in Sacramento, it forged strong partnerships with other nonprofit and labor unions so as to amplify its message and voice. By doing so, it was able to have a broader impact.

Working collaboratively allowed SNN to become one of the state's leading autism advocacy organizations and to build a state-wide reputation for working to empower under-represented and disenfranchised families. SNN's advocacy clout has been the driving force in changes to key California laws which have directly impacted families across the state including SB 946 (2011) mandates private health insurance cover autisms therapies which was extended in 2013 to Medicaid patients); AB 1472 (2012) requires Regional Centers to compile data on Purchase of Services authorizations, utilizations and expenditures and to discuss this data at public stakeholder meetings; SB 555 (2013) requires Regional Centers to make reasonable efforts to communicate with consumers in their native language when developing Individual Family Service Plans; SB 82 (2015) requires DDS to review Purchase of Service data with stakeholders including consumers and families; identify barriers to equitable access; AB 279 requires Regional Center services be listed on DDS website; and develop recommendations to reduce disparities; and expand the reach of ABX2 1 (2016) to include funding for community based organizations focused on reducing disparities.

The ultimate goal of this project is to share the SNN model across the state and to create indigenous parent leaders armed with the skills and passion to continue the needed advocacy to impact systemic change that will lead to more resources flowing into California's disability communities, particularly underserved communities. By doing so, individuals with disabilities will achieve greater levels of independence, employment and improved quality of life. This is a train the trainer model. We will identify 60 key organization across the state and require each organization to send a minimum of two and up to five key staff and or highly engaged volunteers to participate in the in-class and online trainings. The goal is to help these organizations understand, appreciate and ultimately implement the highly successful SNN model in their own communities to engage and train parent advocates. The program will also include at least two state-wide meetings and statewide activities of the parent participants. These statewide forums will provide an opportunity for shared peer to peer learning, network building and collaborative advocacy. This will be the first-ever statewide disability rights effort to encourage local communities to amplify their voices which utilizes proven grassroots organizing techniques and current outreach and social and new media strategies targeted at parent advocates.

4. How will the project address and incorporate the input of the community it aims to serve?

FY 2017/18 DISPARITY FUNDING APPLICATION**1. Outreach and Engagement**

SNN will develop an extensive outreach and engagement program to identify 60 organizations in six designated regions—Los Angeles, San Diego, Oakland/San Francisco, Fresno, San Bernardino and Sacramento. A screening mechanism will be developed in the first three months of the grant that will be used to identify target organizations to ensure fit and compatibility including its ability to recruit and engage parent advocates. This outreach will include in-person meetings; observations, surveys and interviews. These activities will allow SNN to engage statewide stakeholders/parent advocates and to incorporate their vital input. The goal is to have identified the participants for each region by the third month of the grant.

2. Media Strategy

In the first three months of the grant, SNN will develop a comprehensive media strategy to educate and raise awareness of the SNN model and the statewide advocacy initiative. Once developed, this media strategy will be implemented throughout the grant period. This campaign will include strategically placed op-ed articles, media interviews and other features and essays with a focus on teaching parents unique story-telling skills as a form of effective advocacy. It will also include ads in community newspapers and online websites; radio ads and PSAs; television interviews; press releases and press conferences; coordinated social media campaigns across Facebook, Twitter, LinkedIn and Snapchat. The purpose of this campaign is to help recruit participants from the 60 organizations, parents who will be trained in each region and to provide overall awareness of the campaign to help the organizations build teams in their local communities. The purpose of this campaign is to also help state wide stakeholders lift their voices, communicate their concerns and provide vital input on issues of disparity that impact their communities.

3. White Paper

SNN will produce a comprehensive white paper on its unique advocacy model. It will collaborate with a college and or university professor and or highly qualified professional to develop a comprehensive white paper that will include a full assessment of SNN's advocacy program and the critical input from statewide stakeholders. The full paper will be developed by month 18 of the grant. This paper will be used as a part of the advocacy training and ongoing civic activities of all trained groups.

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4. In-Class and Web-based Training

SNN will provide in-class training twice to participants from the 60 organizations in each of the 6 regions over the course of the grant. During this full day training, participants will learn the proprietary SNN PAM model and how to use the power to unite across regions, cultures, and generations to strengthen joint action and expand their ability to break down barriers, engage in the creative exchange of ideas, and solve the shared civic problem of access to quality healthcare for children and adults with autism and related disabilities. These in class trainings will be supplemented with web-based trainings and mentoring sessions with key SNN staff and trainers. The focus will be to provide the organizations with the tools needed to train tens of thousands of parent advocates.

5. Social Media Training and Support

SNN knows first-hand that a key component of its advocacy success is uniting advocates via social media. Despite its popularity, many nonprofits continue to face challenges in implementing effective social media campaigns. SNN will provide social media training and support to the participating organizations throughout the grant period.

6. Public Policy and Advocacy

Participants will undertake a minimum of 4 civic engagement activities such as letter writing, testifying at city, county and State hearings; door-to door canvassing; meeting with local, state and federal legislators, drafting simple policy statements, developing simple advocacy plans, creating social media petitions, collecting signatures, organizing other parents and advocates, educating marginalized parents on Regional Center services, speaking at community forums and legislative meetings, and participating in various social action campaigns during the grant period.

- Expected Outcomes. What changes will occur for which individuals and/or communities? What is the anticipated scope of those changes (e.g. how many people would be affected?) What changes might occur in the broader field in which you work?

Educating key disability and social justice organizations on how to utilize SNN's PAM advocacy training model will have a significant impact on meeting the following expected outcomes: 1) raise the competencies of local community-based organizations' capacities to engage in effective advocacy campaigns; 2) create a statewide coalition of highly trained parent advocates who can leverage statewide assets and resources for systems

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change; 3) educate and empower tens of thousands of parent advocates around the state to serve as peer mentors for other parents.

This program will impact 120 statewide advocates and nonprofit leaders. Each of the 60 participating organizations will be asked as a condition of participation to train a minimum of 50 parents from their local community, thus resulting in at least 3,000 newly trained parent advocates. These 3,000 advocates have the ability to mentor and impact the lives of the approximate 1 Million people served by California 21 regional centers.

5. Describe how the project's effectiveness will be measured. What type of data will be collected (qualitative or quantitative)?* *Complete the Project Measures Worksheet (Attachment D) and include with your application.*

In order to evaluate the strength of its programs, SNN works with a professional evaluator, Dr. Sofya Bagdasaryan, PhD, MSW. She has extensive experience consulting with nonprofit organizations developing program evaluation protocols, collecting data, measuring outcomes, and drafting detailed evaluation reports. She has served as a principal investigator. The doctor has worked with nonprofits working on issues of substance abuse, foster care, child aids and developmental disabilities. She is widely published in academic and professional journals and has been working with SNN since 2012.

SNN will also use a series of questionnaires and interviews to assess the progress of participants and to determine if the stated goals have been met. Specifically, SNN will assess if the stated number of participants have been enrolled in the training courses; and if they in fact attend all scheduled classes; if they participate in the stated activities and if they recruited and trained the stated number of parents in their region. At the conclusion of the two-year period, SNN will conduct a summative evaluation to address outcomes. Our evaluation will assess to what extent the project achieved its goals and objectives of the proposal and consistent with the mission of the Disparity Fund Program.

6. Where will your project be implemented (counties, cities, neighborhoods, etc.)?

SNN will develop an extensive outreach and engagement program to identify 60 organizations in six designated regions—Los Angeles, San Diego, Oakland/San Francisco, Fresno, San Bernardino and Sacramento. SNN will do regular follow up to ensure the organizations recruit and train parents in their region and provide any needed assistance. .

7. Project Type

- Outreach (community events, child find, seminars, etc.)
- Education (workshops, trainings, support groups, etc.)
- Promotores (parent liaisons, mentors, cultural brokers, etc.),
- Other:

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8. Estimated number of people the project will reach/impact	
This program will impact 120 statewide advocates and nonprofit leaders. Each of the 60 participating organizations will be asked as a condition of participation to train a minimum of 50 advocates from their local community, thus resulting in at least 3,000 newly trained parent advocates. These 3,000 advocates have the potential of impacting the lives of the approximate 1 Million people served by California 21 regional centers.	
9. Timeline of project (start and end dates)	
January 1, 2018 to January 2020	
10. Amount requested <i>*Please complete the Budget Worksheet (Attachment D) and include with your submission.</i>	10a. Funding frequency (check one):
\$ 3800000	<input checked="" type="checkbox"/> Annual Cost** or <input type="checkbox"/> One-time Cost

** Please include any related documents that will provide evidence of strategies, measures, and data that will be used to evaluate effectiveness of the program.*

*** Future funding is not guaranteed for projects that require an ongoing, annual cost.*

DISPARITY FUNDING PROPOSAL – SCHEDULE OF DEVELOPMENT/ACTIVITIES WORKSHEET

Completed worksheets shall be submitted with the funding application. List all key staff and activities, and identify the quarter that each activity will occur. More than one copy of each worksheet may be submitted if additional space is required. *Please see Attachment C-1 for a sample worksheet.*

Project Title: SNN's Parent Empowerment Program (PEP)									
Objective: The goal of this grant is to teach about Special Need Network's parent advocacy and civic engagement model, implementation, outcomes and experiences so as to assist other disability and disability adjacent organizations to create similar models which can be utilized to galvanize and develop grassroots parent leaders that can engage around systemic disparity issues that impact Californians with autism and related disabilities.									
Issue(s) being addressed: a. reduce disparities in regional center POS authorization, use and spending b. increase access to services for underserved communities									
		2018				2019			
Activity	Staff	Q1 1/1/18- 3/31/18	Q2 4/1/18- 6/30/18	Q3 7/1/18- 9/30/18	Q4 10/1/18- 12/31/18	Q1 1/1/19- 3/31/19	Q2 4/1/19- 6/30/19	Q3 7/1/19- 9/30/19	Q4 10/1/19- 12/31/19
1. Outreach and Engagement	Outreach and Engagement Specialist and Lead Trainer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Media Strategy	Outreach and Engagement Specialist	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. White Paper	Lead Trainer and Assistant Trainer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. In-Class and Web-based Training	Lead Trainer and Assistant Trainer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5. Social Media Training and Support	Lead Trainer, Assistant Trainer Outreach and Engagement Specialist	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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Issue(s) being addressed: a. reduce disparities in regional center POS authorization, use and spending b. increase access to services for underserved communities									
		2018				2019			
Activity	Staff	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
		1/1/18-3/31/18	4/1/18-6/30/18	7/1/18-9/30/18	10/1/18-12/31/18	1/1/19-3/31/19	4/1/19-6/30/19	7/1/19-9/30/19	10/1/19-12/31/19
6. Public Policy and Advocacy Activities	Lead Trainer, Assistant Trainer Outreach and Engagement Specialist	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: Monthly intervals may also be used, rather than quarterly as shown in this sample. For projects shorter than 6 months, DDS may require monthly reporting. Please use as many copies of this worksheet as needed

DISPARITY FUNDING PROPOSAL – PROJECT MEASURES WORKSHEET

Completed worksheets shall be submitted with the funding application. List all activities and the qualitative and quantitative measures of outcomes. More than one copy of each worksheet may be submitted if additional space is required. *Please see Attachment D-1 for a sample worksheet.*

Project Title: SNN's Parent Empowerment Program (PEP)	
Objective: The goal of this grant is to teach about Special Need Network’s parent advocacy and civic engagement model, implementation, outcomes and experiences so as to assist other disability and disability adjacent organizations to create similar models which can be utilized to galvanize and develop grassroots parent leaders that can engage around systemic disparity issues that impact Californians with autism and related disabilities.	
Issue(s) being addressed: a. reduce disparities in regional center POS authorization, use and spending b. increase access to services for underserved communities	
Activities	<ol style="list-style-type: none"> 1. Outreach and Engagement 2. Media Strategy 3. White Paper 4. In-Class and Web-based Training 5. Social Media Training and Support 6. Public Policy and Advocacy
Measures of Outcomes	<ol style="list-style-type: none"> 1. SNN will develop an extensive outreach and engagement program to identify 60 organizations in six designated regions—Los Angeles, San Diego, Oakland/San Francisco, Fresno, San Bernardino and Sacramento. A screening mechanism will be developed in the first three months of the grant that will be used to identify target organizations to ensure fit and compatibility including its ability to recruit and engage parent advocates. This outreach will include in-person meetings; observations, surveys and interviews. These activities will allow SNN to engage statewide stakeholders/parent advocates and to incorporate their vital input. The goal is to have identified the participants for each region by the third month of the grant.

2. In the first three months of the grant, SNN will develop a comprehensive media strategy to educate and raise awareness of the SNN model and the statewide advocacy initiative. Once developed, this media strategy will be implemented throughout the grant period. This campaign will include strategically placed op-ed articles, media interviews and other features and essays with a focus on teaching parents unique story-telling skills as a form of effective advocacy. It will also include ads in community newspapers and online websites; radio ads and PSAs; television interviews; press releases and press conferences; coordinated social media campaigns across Facebook, Twitter, LinkedIn and Snapchat. The purpose of this campaign is to help recruit participants from the 60 organizations, parents who will be trained in each region and to provide overall awareness of the campaign to help the organizations build teams in their local communities. The purpose of this campaign is to also help state wide stakeholders lift their voices, communicate their concerns and provide vital input on issues of disparity that impact their communities.

3. SNN will produce a comprehensive white paper on its unique advocacy model. It will collaborate with a college and or university professor and or highly qualified professional to develop a comprehensive white paper that will include a full assessment of SNN's advocacy program and the critical input from statewide stakeholders. The full paper will be developed by month 18 of the grant. This paper will be used as a part of the advocacy training and ongoing civic activities of all trained groups.

4. SNN will provide in-class training twice to participants from the 60 organizations in each of the 6 regions over the course of the grant. During this full day training, participants will learn the proprietary SNN PAM model and how to use the power to unite across regions, cultures, and generations to strengthen joint action and expand their ability to break down barriers, engage in the creative exchange of ideas, and solve the shared civic problem of access to quality healthcare for children and adults with autism and related disabilities. These in class trainings will be supplemented with web-based trainings and mentoring sessions with key SNN staff and trainers. The focus will be to provide the organizations with the tools needed to train tens of thousands of parent advocates.

5. SNN knows first-hand that a key component of its advocacy success is uniting advocates via social media. Despite its popularity, many nonprofits continue to face challenges in implementing effective

social media campaigns. SNN will provide social media training and support to the participating organizations throughout the grant period.

6. Participants will undertake a minimum of 4 civic engagement activities such as letter writing, testifying at city, county and State hearings; door-to door canvassing; meeting with local, state and federal legislators, drafting simple policy statements, developing simple advocacy plans, creating social media petitions, collecting signatures, organizing other parents and advocates, educating marginalized parents on Regional Center services, speaking at community forums and legislative meetings, and participating in various social action campaigns during the grant period.

PROJECT BUDGET WORKSHEET

Budget worksheet should reflect the total amount of funding needed for the duration of the project. More than one worksheet may be submitted if additional space is needed.

Project Title
SNN's Parent Empowerment Program (PEP)
Project Duration (start and end date)
January 1, 2018 to January 2020

Description	Cost
Salary/Wages and Benefits	
Lead Trainer (.75)	\$130000
2 Assistant Trainer (50FTE)	\$100000
Outreach and Engagement Specialist (.25 FTE)	\$60000
Fringe Benefit	\$10800
	\$
Operating Expenses	
supplies	\$3000
contractual	\$10000
in state travel	\$8500
	\$
	\$
Administrative Expenses	
accoutning	\$3600
legal	\$2035
insurane	\$2500
	\$
	\$
Additional Expenses	
indirect @15%	\$49565
	\$
	\$
	\$
	\$
Project Budget Total	\$380,000