

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROPOSAL COVER PAGE**

Note: Complete this form for **each** proposed project. Please refer to the Proposal Submission Instructions for clarification for any of the following questions.

Section I. Grantee Information and Cover Sheet

Please check the box that describes your organization		
<input type="checkbox"/> Regional Center (RC)	<input checked="" type="checkbox"/> Community Based Organization (CBO), 501(c)(3)	<input type="checkbox"/> CBO, non-501(c)(3) <input type="checkbox"/> EIN or <input type="checkbox"/> No EIN

a. Name of organization/Group	b. Date
PathPoint	10/16/2018
c. Primary contact (Name)	
Lauren Loza	
d. Mailing address	
315 West Haley Street, Suite 202, Santa Barbara, California 93101	
e. Primary e-mail address	f. Primary phone number
Lauren.Loza@PathPoint.org	805-966-3310 x1028
g. Secondary contact email address	h. Secondary contact phone number
Harry.Bruell@PathPoint.org	805-966-3310 x1012
i. Brief description of the organization/group (organization type, group mission, etc.).	
<p>PathPoint supports people in living the life they choose. The organization partners with people with disabilities, people with mental health diagnoses, and young adults to pursue their hopes and dreams through strengthening workplace abilities, building life skills, and developing meaningful relationships. Founded in Santa Barbara in 1964, PathPoint was originally established to provide job training and placement for people on public assistance. It has since expanded to serve more than 2,700 people annually throughout five counties in central and southern California including Kern, Los Angeles, San Luis Obispo, Santa Barbara, and Ventura. Using person-centered planning, PathPoint aims to build inclusive, compassionate, and equitable communities where all individuals have the opportunity to thrive.</p>	

Section II. Proposal Summary

a. Project title	Building Cultural Competency to Support the Underserved in Central and Southern California—Phase Two
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**FY 2018/19 DISPARITY FUNDS PROGRAM
PROPOSAL COVER PAGE**

b. Total amount requested	\$238,972.68
c. Projected number of individuals impacted	More than 3,200 individuals (2,700+ people served + 10 board members + 30 volunteers/interns + 500 staff) with the potential to impact hundreds of Latinx families in the community
d. Duration of project (months)	18 months Start date:01/01/2019 End date:06/30/2020
e. RC(s) in the project catchment area(s)	Tri-Counties Regional Center, North Los Angeles County Regional Center, Kern Regional Center Target zip code(s) for Los Angeles County*: Chatsworth 91311, Lancaster 93535, Woodland Hills 91367, LA 90095/34/27, Valencia 91355
f. Did your organization receive funding for a project in FY 2017/18?	<input checked="" type="checkbox"/> Yes** <input type="checkbox"/> No <i>**If yes, provide the grant number and answer questions "f1" and "f2." If no, skip to question "g."</i> Grant # (CBOs only): 17-C43
f1. What is the current status of your project?	The current project is nearly complete. PathPoint is creating new marketing materials in Spanish and English that staff can use when working with Latinx communities. PathPoint redesigned its website to be more inclusive and accessible, including translating it into Spanish and multiple other languages. The website now also features a text-to-speech reader in English, Spanish, and other languages. PathPoint strengthened its internal cultural competency through a multi-faceted training program supported by ONTRACK Program Resources. ONTRACK first conducted a third party assessment of PathPoint's current cultural competency. ONTRACK then conducted a series of staff training workshops on cultural competency and strategies to support the Latinx population in California. Staff trainers were identified and will be trained by ONTRACK to carryout ongoing internal cultural competency trainings with the help of a webinar that will also be created by ONTRACK. Nearly all staff who attended the cultural competency training stated that they were overall satisfied with the training and learned something useful from the program that they can put into practice at work. Since the current project began, PathPoint has seen a 4% increase in Latinx people served. It ultimately expects to see a 20% increase!

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROPOSAL COVER PAGE**

f2. How is this proposal different from your current project?	<p>PathPoint's current project focuses on assessing and building the organization's internal cultural competency through the assistance of a consulting group. The activities were designed to understand PathPoint's current capacities and train the staff to be more culturally competent, especially when working with the Latinx communities—the largest ethnic minority in the organization's catchment area. The second phase of the project will primarily focus on outreach to the Latinx communities, beginning with the families that are already engaged in PathPoint services. Using the information gathered from the current project, as well as the training and expert consultation from ONTRACK, PathPoint will concentrate phase two of the project on outreach in order to: 1) develop trusting relationships with the Latinx families already served by the organization, 2) obtain input from the Latinx communities about PathPoint services and navigating the Regional Center system, 3) provide support for navigating the Regional Center system and accessing other resources, 4) offer recommendations for other Regional Center and/or community services, 5) build a network with other Latinx families who are not accessing or underutilizing Regional Center services. PathPoint was not prepared for this outreach work until it first strengthened its own internal cultural competency.</p>
g. Will you be working with one or more CBO(s)?	<input checked="" type="checkbox"/> Yes*** <input type="checkbox"/> No Consultant: ONTRACK (Letter of support included)
h. Will the project require aggregate data from the RC(s)?	<input type="checkbox"/> Yes*** <input checked="" type="checkbox"/> No

**Zip code information for Los Angeles County can be found at:*

<https://www.dds.ca.gov/RC/regionMap.cfm?view=laCounty>

****If yes, please provide letter(s) indicating that the CBO(s) and/or RC(s) have reviewed the proposal and are in support of collaboration.*

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROJECT INFORMATION**

1. Project title
Building Cultural Competency to Support the Underserved in Central and Southern California- Phase Two
2. Select the target group(s) the project intends to serve and provide a description of each group. Check all that apply.
<input checked="" type="checkbox"/> Ethnicity: Latinx communities <input checked="" type="checkbox"/> Language(s): Spanish speaking people <input checked="" type="checkbox"/> Age group(s): Adults <input checked="" type="checkbox"/> Socioeconomic: Low-income <input type="checkbox"/> Other:
3. Which area(s) of focus does the project meet? Check all that apply.
<input checked="" type="checkbox"/> 1. Increase access to information about services available through the RC system and processes to receiving those services. <input checked="" type="checkbox"/> 2. Provide assistance during the intake process. <input checked="" type="checkbox"/> 3. Empower consumers to advocate for needed services. <input checked="" type="checkbox"/> 4. Increase access to services that meet the cultural and linguistic needs of consumers and their families. <input type="checkbox"/> 5. Other (explain):
4. Project Type. Check all that apply.
<input checked="" type="checkbox"/> Translation (equipment, translator services, translating brochures or materials, etc.) <input checked="" type="checkbox"/> Outreach (community events, website or social media design, materials, etc.) <input checked="" type="checkbox"/> Workforce capacity (staff training, incentives for bilingual employees, etc.) <input checked="" type="checkbox"/> Parent education (online or in person trainings, workshops, etc.) <input checked="" type="checkbox"/> Promotores (para professionals to help develop relationships and trust with the Regional Center) <input checked="" type="checkbox"/> Family/consumer support services (1:1 coaching, enhanced case management, service navigation, etc.) <input type="checkbox"/> Other:
5. What experience does the organization/group have working with the target population?
<p>PathPoint serves a diversity of people with developmental and intellectual disabilities (I/DD). Through comprehensive, person-centered programing, PathPoint provides employment, independent living, and community integration services to the people with disabilities in the community.</p> <p>The people supported by PathPoint in fiscal year 2017-2018 identified with the following racial/ethnic backgrounds: 52% White, 28% Latinx, 7% Black/African American, 3% Asian American, 1% Middle Eastern, 1% Multi-racial, and 6% "other" or not stated. The</p>

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROJECT INFORMATION**

organization saw a 4% increase in Latinx people served in the last fiscal year after Phase One of the DDS Disparities Funds Program.

PathPoint's staff is diverse and reflects the population it serves. Of the organization's 379 full time and 103 part time staff, the racial/ethnic breakdown is 32% Latinx, 48% White, 7% Black or African American, 1% Pacific Islander, 1% Native American, 3% two or more races, and 6% unknown. Approximately 40 staff members also receive a stipend for their second language capabilities. PathPoint is committed to building diverse partnerships with the people we support and their families, local businesses, community organizations, and stakeholders.

6. Explain how the target population(s) are underserved using POS data or other data as supporting evidence.

Latinx people are the largest ethnic minority in the US, yet they are disproportionately affected by poor conditions in daily life shaped by today's structural and socio-political forces. According to 2016-17 POS data from the three Regional Centers with which PathPoint works most closely (North LA County, Tri-Counties, and Kern), the Latinx communities in PathPoint's catchment area utilize services far less than their white counterparts. TCRC per capita expenditures for Latinx people was \$9,028 versus \$19,496 for white consumers. In North LA County, per capita expenditures were \$8,695 for Latinx people and \$19,185 for white consumers and in Kern County, they were \$9,731 and \$21,406 respectively.

While the percent of Latinx people supported by PathPoint has increased over the last year, they are still disproportionately underrepresented compared to the greater population and regional center data. While Latinx people make up 48.3% of the population in Los Angeles County and 45.7% of the people supported by the North LA County Regional Center, PathPoint serves 30.5% in this area. In Kern County, 60% of the people are Latinx while PathPoint supports 42.5%. The Tri-Counties Regional Center serves 46% Latinx people whereas PathPoint supports 33% in Ventura, 26.5% in Santa Barbara, and 16% in San Luis Obispo counties. Phase two of PathPoint's project will continue to work towards increasing the number of Latinx people supported by the organization by 20% over three years.

7. How will the project address the identified POS disparity?

PathPoint recognizes that low-income adults with disabilities in the Latinx communities are highly underserved due to systematic barriers such as a shortage of culturally responsive services, difficulty navigating the system, a need for more translated materials, and a lack of trust between providers and communities. In order to address these barriers, PathPoint will hire the full-time equivalent of two Latinx Family Outreach Specialists to work across Kern, Los Angeles, Santa Barbara, San Luis Obispo, and Ventura counties. After reviewing the internal assessments and undergoing an agency-wide cultural competency training, PathPoint worked with ONTRACK consulting group to determine the best way to reach the Latinx families in its catchment area. ONTRACK strongly recommended that the

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROJECT INFORMATION**

organization work with a local person who is both bi-lingual and bi-cultural to develop trusting relationships with the families and leadership in the Latinx Communities. Potential candidates for the Latinx Family Outreach Specialists include family members of people served, current staff, and community members.

The Latinx Family Outreach Specialists will start by engaging more deeply with the Latinx families who are currently supported by PathPoint with the intention of connecting them to more I/DD services, soliciting their feedback, and providing recommendations for other community resources they may need. By serving as a liaison to the regional centers, the Outreach Specialists will raise awareness about services available to individuals with developmental disabilities, assist families in navigating the system, and encourage self-advocacy. PathPoint currently serves 184 Latinx families in the North LA County Regional Center area, 48 in the Kern County Regional Center area, and 468 in the Tri-Counties Regional Center area.

Once the Outreach Specialist has built a foundation of trust with the Latinx families currently served by PathPoint, they will leverage those relationships to build a network within the greater Latinx communities and continue to educate the target population about resources available to them. Primary activities for the position will include: 1) develop and review resource materials including professionally translated materials, 2) outreach to both existing Latinx people supported by PathPoint and the greater community, 3) build trusting and long-standing relationships with leaders in the Latinx communities, 4) provide staff training, 5) make recommendations for services, 6) obtain constituent feedback, and 7) work with program leadership to address the needs of the community. Please refer to the job description for more information.

8. How is the proposed project unique or different from a current effort (e.g., strategies, activities, goal) in this catchment area? If the project is similar to a current effort, how will the proposed project expand on the current effort?

During the 2016/2017, the three regional centers with which PathPoint primarily provides services—Kern County, Tri-Counties, and North LA County—were all funded by the DDS Disparities grant program, working towards increased culturally competency, bi-lingual services, and outreach to minority communities. In 2017/2018, Kern was funded to target the Native American population. PathPoint is the only CBO in the Tri-Counties and Kern County catchment area working to increase support for the Latinx communities through the DDS Disparities Funds Program. Three other CBOs are working in the North Los Angeles County region who are also targeting the Latinx population with which PathPoint has been introduced to through the North LA County Regional Center. PathPoint aims to work collaboratively with the CBOs and regional centers to address the needs of Latinx people. The organization believes that creative solutions from multiple partnerships are necessary to address the region's pressing racial disparities. Historically, PathPoint has worked collaboratively with many organizations and businesses within the community to provide the support and services necessary for people with disabilities. PathPoint maintains several relationships with local businesses, organizations, and public agencies, and coalitions, such as the American Congress of Community supports and Employment

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROJECT INFORMATION**

Services (ACCSES), the California Disability Services Association (CDSA), and the Los Angeles Coalition of Service Providers. PathPoint also actively participates on the Vendor Advisory Committees for all three regional centers in its catchment area and the VP of the South Santa Barbara Division serves as the secretary on the Tri-Counties committee.

9. How did your organization collect input from the community and/or target population to design the project?

PathPoint is continually solicits feedback from the people it supports which informs the decision-making process for the organization's projects. Annually, PathPoint conducts a satisfaction survey with the Board, funders, staff, people supported and their families. Feedback from staff, families, and people served this year included requests for more bilingual resources and support. This year, the results were also used to determine focus areas for the new strategic plan. The Board and leadership team developed five multi-year strategic goals from the focus areas and each PathPoint division created objectives for the fiscal year. One of the objectives is to continue PathPoint's work of becoming more culturally competent, leading to better service delivery to the diverse communities supported by the organization.

PathPoint engages in several ongoing activities to solicit feedback from staff and the people they support. After each culturally competency training with ONTRACK, PathPoint received feedback from staff who ultimately suggested that they not only wanted more training, but would also use the training in their daily work, and were highly satisfied with the expert consultants and the content of the training. PathPoint also works closely with People First, a grassroots organization made up of people with disabilities, to advocate for policy and systems change as well as equal rights. Additionally, PathPoint uses person-centered planning which positions individuals at the center of their care plans. By using person-centered planning, the people PathPoint supports lead more self-directed lives and have more choice in the programs PathPoint provides. The Latinx Family Outreach Specialists will be trained in person-centered planning and incorporate its principles in all of the position's activities.

DISPARITY FUNDING PROPOSAL – SCHEDULE OF DEVELOPMENT/ACTIVITIES WORKSHEET

Completed worksheets shall be submitted with the funding proposal. 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: Building Cultural Competency to Support the Underserved in Central and Southern California- Phase Two									
		2018	2019				2020		
Activity	Staff	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	Q1 1/1/20-3/30/20	Q2 4/1/19-6/30/19	Q3 7/1/19-9/31/19
Execute grant agreement with DDS	VP of Community Engagement	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finalize project plan and structure	PathPoint Leadership, ONTRACK (contractor)	<input 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"/>
Recruit, interview, and hire (2) FTE Latinx Family Outreach Specialists	VPs of PathPoint Divisions, CEO, VP of HR	<input 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"/>
Community Outreach & Engagement Strategies Training for Outreach Specialists	ONTRACK (contractor), Latinx Family Outreach Specialists	<input 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"/>
Develop retrospective post-test for assessment	Latinx Family Outreach Specialists	<input 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"/>
Identify a baseline number of Latinx people supported by PathPoint in the catchment area	Latinx Family Outreach Specialists	<input 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"/>
Contact baseline number and build an ongoing caseload	Latinx Family Outreach Specialists	<input 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"/>
Assess needs for additional services and make recommendations	Latinx Family Outreach Specialists	<input 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"/>
Solicit feedback on current services and navigating the system	Latinx Family Outreach Specialists	<input 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"/>
Review professionally translated materials and	Latinx Family Outreach Specialists, ONTRACK	<input 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"/>

provide input on resource materials	(contactor)								
Coordinate with PathPoint leadership to ensure services are addressing the needs of the community; coach and train other PathPoint staff as needed	Latinx Family Outreach Specialists, ONTRACK (Contractor)	<input 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"/>
Identify and attend Latinx community events	Latinx Family Outreach Specialists	<input 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"/>
Create Latinx outreach and marketing plan	Latinx Family Outreach Specialists	<input 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"/>
Prepare and submit quarterly reports to DDS	Latinx Family Outreach Specialists; VP of Community Engagement	<input 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"/>
Gather retrospective post-test data, feedback from constituents, and track caseload	Latinx Family Outreach Specialists	<input 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"/>

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 proposal. Check the types of qualitative and quantitative outcome measures you will use. For each type, describe the activity to be measured and the data collection method. 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: Building Cultural Competency to Support the Underserved in Central and Southern California- Phase Two		
Measures of Outcomes	Type of Measure(s). Check all that apply.	Activity To Be Measured; Data Collection Method
	<input checked="" type="checkbox"/> Count	<input type="checkbox"/> Number of Latinx families currently receiving services; Specialists will pull from existing data to gather a caseload of Latinx families in their area. <input type="checkbox"/> Number of Latinx families working with the outreach specialist; Specialist will track the number of individuals they outreach to as well as the number of individuals who accept the support. <input type="checkbox"/> Number of new leads; Specialist will track the number of new families/leads that they develop through their relationship building and outreach activities. <input type="checkbox"/> Number of outreach activities; Specialist will track the number of outreach activities they host or attend.
	<input checked="" type="checkbox"/> POS	<input type="checkbox"/> Additional services accessed; Report of the additional services accessed through this project.
	<input checked="" type="checkbox"/> Pre/post survey/assessment	<input type="checkbox"/> Retrospective post survey; A retrospective post survey given to the families after they have received additional support. Questions will ask about their knowledge and understanding prior to the support and after.
	<input checked="" type="checkbox"/> Stakeholder feedback	<input type="checkbox"/> Stakeholder feedback on PathPoint services, navigating the system, and messaging; Feedback gathered through individual interactions and focus groups. Feedback will be gathered into a comprehensive report.
	<input checked="" type="checkbox"/> Materials	<input type="checkbox"/> Resource and Bilingual materials; materials created through this project such as guides, marketing, and training.

	<input type="checkbox"/> Other: PLEASE DESCRIBE:	
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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. Full time equivalent (FTE) typically means 40 hours per week. For example, .5FTE means 20 hours per week.

Organization Name
PathPoint
Project Title
Building Cultural Competency to Support the Underserved in Central and Southern California- Phase Two
Project Duration (start and end date)
Start Date: 02/01/2019 End Date: 1/31/2020 Number of Months: 12

Description	Year 1 Annual Cost	Year 2 Annual Cost*	Total Cost
Salary/Wages and Benefits (Latinx Family Outreach Specialist – LFOS)			
Name: n/a Title/Position: LFOS – Los Angeles County <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 0.5	\$27,155.00		\$27,155.00
Name: n/a Title/Position: LFOS – Kern County <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 0.5	\$27,155.00		\$27,155.00
Name: n/a Title/Position: LFOS – North Central Coast <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 0.5	\$27,155.00		\$27,155.00
Name: n/a Title/Position: LFOS – Ventura County <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input type="checkbox"/> Full Time Equivalent (FTE): 0.25	\$13,577.50		\$13,577.50
Name: n/a Title/Position: LFOS – South Santa Barbara County <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input type="checkbox"/> Full Time Equivalent (FTE): 0.25	\$13,577.50		\$13,577.50
Name: n/a Title/Position: Project Manager <input checked="" type="checkbox"/> Existing Position or <input type="checkbox"/> New Position <input type="checkbox"/> Full Time Equivalent (FTE): 0.2	\$14,359.00		\$14,359.00
Name: Title/Position: <input type="checkbox"/> Existing Position or <input type="checkbox"/> New Position <input type="checkbox"/> Full Time Equivalent (FTE):	\$	\$	\$
Salary/Wages and Benefits Total	\$122,979.00	\$	\$122,979.00

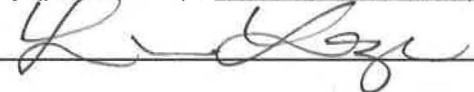
Operating Expenses			
Mileage	\$1,716.00	\$	\$1,716.00
Contracted Consultation and Training	\$20,000.00	\$	\$20,000.00
Translation and Materials	\$6,250.00	\$	\$6,250.00
Supplies	\$2,000.00	\$	\$2,000.00
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
Operating Expenses Total	\$29,966.00	\$	\$29,966.00

Administrative Expenses (Indirect costs, up to 15%)			
PathPoint Indirect Rate 11%	\$16,823.00	\$	\$16,823.00
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
Administrative Expenses Total	\$16,823.00	\$	\$16,823.00
Project Budget Total	\$169,768.00	\$	\$169,768.00

*As applicable. If the period for year 2 is less than 12 months, provide budget for the amount of months that services will be provided.

Proposer (applicant):

Authorized by (print name): Lauren Loza, Vice President of Community Engagement

Signature:  Date: 1/10/19

Sub-grantee (subcontractor):**

Authorized by (print name): _____

Signature: _____ Date: _____

**As applicable.

PROJECT BUDGET NARRATIVE WORKSHEET

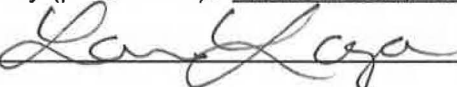
The items and descriptions in this worksheet must correspond to the items listed in the Budget Worksheet (Attachment E-1).

Organization Name
PathPoint
Project Title
Building Cultural Competency to Support the Underserved in Central and Southern California- Phase Two
Project Duration (start and end date)
Start Date: 02/01/2019 End Date: 1/31/2020 Number of Months: 12

Salary/Wages and Benefits - Line Item	Description of Duties
Title/Position: Latinx Family Outreach Specialist (LFOS) Los Angeles County	Reaching families in the North Los Angeles Regional Center catchment area. Connect Latinx families to resources, solicit feedback, conduct outreach, assess additional needs, review translated material, etc. See job description for more information.
Title/Position: Latinx Family Outreach Specialist (LFOS) Kern County	Reaching families in the Kern Regional Center catchment area. Connect Latinx families to resources, solicit feedback, conduct outreach, assess additional needs, review translated material, etc. See job description for more information.
Title/Position: Latinx Family Outreach Specialist (LFOS) North Central Coast	Reaching families in the Northern Tri-Counties Regional Center catchment area (San Luis Obispo and Santa Maria). Connect Latinx families to resources, solicit feedback, conduct outreach, assess additional needs, review translated material, etc. See job description for more information.
Title/Position: Latinx Family Outreach Specialist (LFOS) Ventura County	Reaching families in the Southern Tri-Counties Regional Center catchment area. Connect Latinx families to resources, solicit feedback, conduct outreach, assess additional needs, review translated material, etc. See job description for more information.
Title/Position: Latinx Family Outreach Specialist (LFOS) South Santa Barbara County	Reaching families in the Mid Tri-Counties Regional Center catchment area (Santa Barbara). Connect Latinx families to resources, solicit feedback, conduct outreach, assess additional needs, review translated material, etc. See job description for more information.

Title/Position: Project Manager	Oversees project. Coordinates interviewing and selecting of the positions, creates the project plan, schedules training, tracks progress, and prepares reports.
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Operating Expenses – Line Item	Description
Mileage	Mileage expenses for LFOS outreach
Contracted Consultation and Training	PathPoint will work with consulting agency ONTRACK to provide services such as cultural competency training, community engagement and outreach training, focus group/assessment support, project planning, and ongoing consultation.
Translation and Materials	Fund for translation, creation, and printing of bi-lingual materials.
Supplies	Supplies for outreach activities
Administrative Expenses – Line Item	Description
PathPoint Indirect Rate 11%	This includes payroll, occupancy, insurance, accounting, and administrative expenses.

Proposer (applicant):Authorized by (print name): Lauren Loza, Vice President of Community EngagementSignature:  Date: 1/10/19**Sub-grantee (subcontractor):****

Authorized by (print name): _____

Signature: _____ Date: _____

**As applicable.

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROPOSAL COVER PAGE**

Note: Complete this form for **each** proposed project. Please refer to the Proposal Submission Instructions for clarification for any of the following questions.

Section I. Grantee Information and Cover Sheet

Please check the box that describes your organization		
<input type="checkbox"/> Regional Center (RC)	<input checked="" type="checkbox"/> Community Based Organization (CBO), 501(c)(3)	<input type="checkbox"/> CBO, non-501(c)(3) <input type="checkbox"/> EIN or <input type="checkbox"/> No EIN

a. Name of organization/Group	b. Date
PathPoint	10/16/2018
c. Primary contact (Name)	
Lauren Loza	
d. Mailing address	
315 West Haley Street, Suite 202, Santa Barbara, California 93101	
e. Primary e-mail address	f. Primary phone number
Lauren.Loza@PathPoint.org	805-966-3310 x1028
g. Secondary contact email address	h. Secondary contact phone number
Harry.Bruell@PathPoint.org	805-966-3310 x1012
i. Brief description of the organization/group (organization type, group mission, etc.).	
<p>PathPoint supports people in living the life they choose. The organization partners with people with disabilities, people with mental health diagnoses, and young adults to pursue their hopes and dreams through strengthening workplace abilities, building life skills, and developing meaningful relationships. Founded in Santa Barbara in 1964, PathPoint was originally established to provide job training and placement for people on public assistance. It has since expanded to serve more than 2,700 people annually throughout five counties in central and southern California including Kern, Los Angeles, San Luis Obispo, Santa Barbara, and Ventura. Using person-centered planning, PathPoint aims to build inclusive, compassionate, and equitable communities where all individuals have the opportunity to thrive.</p>	

Section II. Proposal Summary

a. Project title	Building Cultural Competency to Support the Underserved in Central and Southern California—Phase Two
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**FY 2018/19 DISPARITY FUNDS PROGRAM
PROPOSAL COVER PAGE**

b. Total amount requested	\$238,972.68
c. Projected number of individuals impacted	More than 3,200 individuals (2,700+ people served + 10 board members + 30 volunteers/interns + 500 staff) with the potential to impact hundreds of Latinx families in the community
d. Duration of project (months)	18 months Start date:01/01/2019 End date:06/30/2020
e. RC(s) in the project catchment area(s)	Tri-Counties Regional Center, North Los Angeles County Regional Center, Kern Regional Center Target zip code(s) for Los Angeles County*: Chatsworth 91311, Lancaster 93535, Woodland Hills 91367, LA 90095/34/27, Valencia 91355
f. Did your organization receive funding for a project in FY 2017/18?	<input checked="" type="checkbox"/> Yes** <input type="checkbox"/> No <i>**If yes, provide the grant number and answer questions "f1" and "f2." If no, skip to question "g."</i> Grant # (CBOs only): 17-C43
f1. What is the current status of your project?	The current project is nearly complete. PathPoint is creating new marketing materials in Spanish and English that staff can use when working with Latinx communities. PathPoint redesigned its website to be more inclusive and accessible, including translating it into Spanish and multiple other languages. The website now also features a text-to-speech reader in English, Spanish, and other languages. PathPoint strengthened its internal cultural competency through a multi-faceted training program supported by ONTRACK Program Resources. ONTRACK first conducted a third party assessment of PathPoint's current cultural competency. ONTRACK then conducted a series of staff training workshops on cultural competency and strategies to support the Latinx population in California. Staff trainers were identified and will be trained by ONTRACK to carryout ongoing internal cultural competency trainings with the help of a webinar that will also be created by ONTRACK. Nearly all staff who attended the cultural competency training stated that they were overall satisfied with the training and learned something useful from the program that they can put into practice at work. Since the current project began, PathPoint has seen a 4% increase in Latinx people served. It ultimately expects to see a 20% increase!

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROPOSAL COVER PAGE**

f2. How is this proposal different from your current project?	<p>PathPoint's current project focuses on assessing and building the organization's internal cultural competency through the assistance of a consulting group. The activities were designed to understand PathPoint's current capacities and train the staff to be more culturally competent, especially when working with the Latinx communities—the largest ethnic minority in the organization's catchment area. The second phase of the project will primarily focus on outreach to the Latinx communities, beginning with the families that are already engaged in PathPoint services. Using the information gathered from the current project, as well as the training and expert consultation from ONTRACK, PathPoint will concentrate phase two of the project on outreach in order to: 1) develop trusting relationships with the Latinx families already served by the organization, 2) obtain input from the Latinx communities about PathPoint services and navigating the Regional Center system, 3) provide support for navigating the Regional Center system and accessing other resources, 4) offer recommendations for other Regional Center and/or community services, 5) build a network with other Latinx families who are not accessing or underutilizing Regional Center services. PathPoint was not prepared for this outreach work until it first strengthened its own internal cultural competency.</p>
g. Will you be working with one or more CBO(s)?	<input checked="" type="checkbox"/> Yes*** <input type="checkbox"/> No Consultant: ONTRACK (Letter of support included)
h. Will the project require aggregate data from the RC(s)?	<input type="checkbox"/> Yes*** <input checked="" type="checkbox"/> No

**Zip code information for Los Angeles County can be found at:*

<https://www.dds.ca.gov/RC/regionMap.cfm?view=laCounty>

****If yes, please provide letter(s) indicating that the CBO(s) and/or RC(s) have reviewed the proposal and are in support of collaboration.*

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROJECT INFORMATION**

1. Project title
Building Cultural Competency to Support the Underserved in Central and Southern California- Phase Two
2. Select the target group(s) the project intends to serve and provide a description of each group. Check all that apply.
<input checked="" type="checkbox"/> Ethnicity: Latinx communities <input checked="" type="checkbox"/> Language(s): Spanish speaking people <input checked="" type="checkbox"/> Age group(s): Adults <input checked="" type="checkbox"/> Socioeconomic: Low-income <input type="checkbox"/> Other:
3. Which area(s) of focus does the project meet? Check all that apply.
<input checked="" type="checkbox"/> 1. Increase access to information about services available through the RC system and processes to receiving those services. <input checked="" type="checkbox"/> 2. Provide assistance during the intake process. <input checked="" type="checkbox"/> 3. Empower consumers to advocate for needed services. <input checked="" type="checkbox"/> 4. Increase access to services that meet the cultural and linguistic needs of consumers and their families. <input type="checkbox"/> 5. Other (explain):
4. Project Type. Check all that apply.
<input checked="" type="checkbox"/> Translation (equipment, translator services, translating brochures or materials, etc.) <input checked="" type="checkbox"/> Outreach (community events, website or social media design, materials, etc.) <input checked="" type="checkbox"/> Workforce capacity (staff training, incentives for bilingual employees, etc.) <input checked="" type="checkbox"/> Parent education (online or in person trainings, workshops, etc.) <input checked="" type="checkbox"/> Promotores (para professionals to help develop relationships and trust with the Regional Center) <input checked="" type="checkbox"/> Family/consumer support services (1:1 coaching, enhanced case management, service navigation, etc.) <input type="checkbox"/> Other:
5. What experience does the organization/group have working with the target population?
<p>PathPoint serves a diversity of people with developmental and intellectual disabilities (I/DD). Through comprehensive, person-centered programing, PathPoint provides employment, independent living, and community integration services to the people with disabilities in the community.</p> <p>The people supported by PathPoint in fiscal year 2017-2018 identified with the following racial/ethnic backgrounds: 52% White, 28% Latinx, 7% Black/African American, 3% Asian American, 1% Middle Eastern, 1% Multi-racial, and 6% "other" or not stated. The</p>

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROJECT INFORMATION**

organization saw a 4% increase in Latinx people served in the last fiscal year after Phase One of the DDS Disparities Funds Program.

PathPoint's staff is diverse and reflects the population it serves. Of the organization's 379 full time and 103 part time staff, the racial/ethnic breakdown is 32% Latinx, 48% White, 7% Black or African American, 1% Pacific Islander, 1% Native American, 3% two or more races, and 6% unknown. Approximately 40 staff members also receive a stipend for their second language capabilities. PathPoint is committed to building diverse partnerships with the people we support and their families, local businesses, community organizations, and stakeholders.

6. Explain how the target population(s) are underserved using POS data or other data as supporting evidence.

Latinx people are the largest ethnic minority in the US, yet they are disproportionately affected by poor conditions in daily life shaped by today's structural and socio-political forces. According to 2016-17 POS data from the three Regional Centers with which PathPoint works most closely (North LA County, Tri-Counties, and Kern), the Latinx communities in PathPoint's catchment area utilize services far less than their white counterparts. TCRC per capita expenditures for Latinx people was \$9,028 versus \$19,496 for white consumers. In North LA County, per capita expenditures were \$8,695 for Latinx people and \$19,185 for white consumers and in Kern County, they were \$9,731 and \$21,406 respectively.

While the percent of Latinx people supported by PathPoint has increased over the last year, they are still disproportionately underrepresented compared to the greater population and regional center data. While Latinx people make up 48.3% of the population in Los Angeles County and 45.7% of the people supported by the North LA County Regional Center, PathPoint serves 30.5% in this area. In Kern County, 60% of the people are Latinx while PathPoint supports 42.5%. The Tri-Counties Regional Center serves 46% Latinx people whereas PathPoint supports 33% in Ventura, 26.5% in Santa Barbara, and 16% in San Luis Obispo counties. Phase two of PathPoint's project will continue to work towards increasing the number of Latinx people supported by the organization by 20% over three years.

7. How will the project address the identified POS disparity?

PathPoint recognizes that low-income adults with disabilities in the Latinx communities are highly underserved due to systematic barriers such as a shortage of culturally responsive services, difficulty navigating the system, a need for more translated materials, and a lack of trust between providers and communities. In order to address these barriers, PathPoint will hire the full-time equivalent of two Latinx Family Outreach Specialists to work across Kern, Los Angeles, Santa Barbara, San Luis Obispo, and Ventura counties. After reviewing the internal assessments and undergoing an agency-wide cultural competency training, PathPoint worked with ONTRACK consulting group to determine the best way to reach the Latinx families in its catchment area. ONTRACK strongly recommended that the

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROJECT INFORMATION**

organization work with a local person who is both bi-lingual and bi-cultural to develop trusting relationships with the families and leadership in the Latinx Communities. Potential candidates for the Latinx Family Outreach Specialists include family members of people served, current staff, and community members.

The Latinx Family Outreach Specialists will start by engaging more deeply with the Latinx families who are currently supported by PathPoint with the intention of connecting them to more I/DD services, soliciting their feedback, and providing recommendations for other community resources they may need. By serving as a liaison to the regional centers, the Outreach Specialists will raise awareness about services available to individuals with developmental disabilities, assist families in navigating the system, and encourage self-advocacy. PathPoint currently serves 184 Latinx families in the North LA County Regional Center area, 48 in the Kern County Regional Center area, and 468 in the Tri-Counties Regional Center area.

Once the Outreach Specialist has built a foundation of trust with the Latinx families currently served by PathPoint, they will leverage those relationships to build a network within the greater Latinx communities and continue to educate the target population about resources available to them. Primary activities for the position will include: 1) develop and review resource materials including professionally translated materials, 2) outreach to both existing Latinx people supported by PathPoint and the greater community, 3) build trusting and long-standing relationships with leaders in the Latinx communities, 4) provide staff training, 5) make recommendations for services, 6) obtain constituent feedback, and 7) work with program leadership to address the needs of the community. Please refer to the job description for more information.

8. How is the proposed project unique or different from a current effort (e.g., strategies, activities, goal) in this catchment area? If the project is similar to a current effort, how will the proposed project expand on the current effort?

During the 2016/2017, the three regional centers with which PathPoint primarily provides services—Kern County, Tri-Counties, and North LA County—were all funded by the DDS Disparities grant program, working towards increased culturally competency, bi-lingual services, and outreach to minority communities. In 2017/2018, Kern was funded to target the Native American population. PathPoint is the only CBO in the Tri-Counties and Kern County catchment area working to increase support for the Latinx communities through the DDS Disparities Funds Program. Three other CBOs are working in the North Los Angeles County region who are also targeting the Latinx population with which PathPoint has been introduced to through the North LA County Regional Center. PathPoint aims to work collaboratively with the CBOs and regional centers to address the needs of Latinx people. The organization believes that creative solutions from multiple partnerships are necessary to address the region's pressing racial disparities. Historically, PathPoint has worked collaboratively with many organizations and businesses within the community to provide the support and services necessary for people with disabilities. PathPoint maintains several relationships with local businesses, organizations, and public agencies, and coalitions, such as the American Congress of Community supports and Employment

**FY 2018/19 DISPARITY FUNDS PROGRAM
PROJECT INFORMATION**

Services (ACCSES), the California Disability Services Association (CDSA), and the Los Angeles Coalition of Service Providers. PathPoint also actively participates on the Vendor Advisory Committees for all three regional centers in its catchment area and the VP of the South Santa Barbara Division serves as the secretary on the Tri-Counties committee.

9. How did your organization collect input from the community and/or target population to design the project?

PathPoint is continually solicits feedback from the people it supports which informs the decision-making process for the organization's projects. Annually, PathPoint conducts a satisfaction survey with the Board, funders, staff, people supported and their families. Feedback from staff, families, and people served this year included requests for more bilingual resources and support. This year, the results were also used to determine focus areas for the new strategic plan. The Board and leadership team developed five multi-year strategic goals from the focus areas and each PathPoint division created objectives for the fiscal year. One of the objectives is to continue PathPoint's work of becoming more culturally competent, leading to better service delivery to the diverse communities supported by the organization.

PathPoint engages in several ongoing activities to solicit feedback from staff and the people they support. After each culturally competency training with ONTRACK, PathPoint received feedback from staff who ultimately suggested that they not only wanted more training, but would also use the training in their daily work, and were highly satisfied with the expert consultants and the content of the training. PathPoint also works closely with People First, a grassroots organization made up of people with disabilities, to advocate for policy and systems change as well as equal rights. Additionally, PathPoint uses person-centered planning which positions individuals at the center of their care plans. By using person-centered planning, the people PathPoint supports lead more self-directed lives and have more choice in the programs PathPoint provides. The Latinx Family Outreach Specialists will be trained in person-centered planning and incorporate its principles in all of the position's activities.

DISPARITY FUNDING PROPOSAL – SCHEDULE OF DEVELOPMENT/ACTIVITIES WORKSHEET

Completed worksheets shall be submitted with the funding proposal. 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: Building Cultural Competency to Support the Underserved in Central and Southern California- Phase Two									
		2018	2019				2020		
Activity	Staff	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	Q1 1/1/20-3/30/20	Q2 4/1/19-6/30/19	Q3 7/1/19-9/31/19
Execute grant agreement with DDS	VP of Community Engagement	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finalize project plan and structure	PathPoint Leadership, ONTRACK (contractor)	<input 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"/>
Recruit, interview, and hire (2) FTE Latinx Family Outreach Specialists	VPs of PathPoint Divisions, CEO, VP of HR	<input 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"/>
Community Outreach & Engagement Strategies Training for Outreach Specialists	ONTRACK (contractor), Latinx Family Outreach Specialists	<input 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"/>
Develop retrospective post-test for assessment	Latinx Family Outreach Specialists	<input 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"/>
Identify a baseline number of Latinx people supported by PathPoint in the catchment area	Latinx Family Outreach Specialists	<input 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"/>
Contact baseline number and build an ongoing caseload	Latinx Family Outreach Specialists	<input 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"/>
Assess needs for additional services and make recommendations	Latinx Family Outreach Specialists	<input 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"/>
Solicit feedback on current services and navigating the system	Latinx Family Outreach Specialists	<input 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"/>
Review professionally translated materials and	Latinx Family Outreach Specialists, ONTRACK	<input 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"/>

provide input on resource materials	(contactor)								
Coordinate with PathPoint leadership to ensure services are addressing the needs of the community; coach and train other PathPoint staff as needed	Latinx Family Outreach Specialists, ONTRACK (Contractor)	<input 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"/>
Identify and attend Latinx community events	Latinx Family Outreach Specialists	<input 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"/>
Create Latinx outreach and marketing plan	Latinx Family Outreach Specialists	<input 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"/>
Prepare and submit quarterly reports to DDS	Latinx Family Outreach Specialists; VP of Community Engagement	<input 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"/>
Gather retrospective post-test data, feedback from constituents, and track caseload	Latinx Family Outreach Specialists	<input 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"/>

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 proposal. Check the types of qualitative and quantitative outcome measures you will use. For each type, describe the activity to be measured and the data collection method. 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: Building Cultural Competency to Support the Underserved in Central and Southern California- Phase Two		
Measures of Outcomes	Type of Measure(s). Check all that apply.	Activity To Be Measured; Data Collection Method
	<input checked="" type="checkbox"/> Count	<input type="checkbox"/> Number of Latinx families currently receiving services; Specialists will pull from existing data to gather a caseload of Latinx families in their area. <input type="checkbox"/> Number of Latinx families working with the outreach specialist; Specialist will track the number of individuals they outreach to as well as the number of individuals who accept the support. <input type="checkbox"/> Number of new leads; Specialist will track the number of new families/leads that they develop through their relationship building and outreach activities. <input type="checkbox"/> Number of outreach activities; Specialist will track the number of outreach activities they host or attend.
	<input checked="" type="checkbox"/> POS	<input type="checkbox"/> Additional services accessed; Report of the additional services accessed through this project.
	<input checked="" type="checkbox"/> Pre/post survey/assessment	<input type="checkbox"/> Retrospective post survey; A retrospective post survey given to the families after they have received additional support. Questions will ask about their knowledge and understanding prior to the support and after.
	<input checked="" type="checkbox"/> Stakeholder feedback	<input type="checkbox"/> Stakeholder feedback on PathPoint services, navigating the system, and messaging; Feedback gathered through individual interactions and focus groups. Feedback will be gathered into a comprehensive report.
	<input checked="" type="checkbox"/> Materials	<input type="checkbox"/> Resource and Bilingual materials; materials created through this project such as guides, marketing, and training.

	<input type="checkbox"/> Other: PLEASE DESCRIBE:	
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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. Full time equivalent (FTE) typically means 40 hours per week. For example, .5FTE means 20 hours per week.

Organization Name
PathPoint
Project Title
Building Cultural Competency to Support the Underserved in Central and Southern California- Phase Two
Project Duration (start and end date)
Start Date: 02/01/2019 End Date: 1/31/2020 Number of Months: 12

Description	Year 1 Annual Cost	Year 2 Annual Cost*	Total Cost
Salary/Wages and Benefits (Latinx Family Outreach Specialist – LFOS)			
Name: n/a Title/Position: LFOS – Los Angeles County <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 0.5	\$27,155.00		\$27,155.00
Name: n/a Title/Position: LFOS – Kern County <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 0.5	\$27,155.00		\$27,155.00
Name: n/a Title/Position: LFOS – North Central Coast <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 0.5	\$27,155.00		\$27,155.00
Name: n/a Title/Position: LFOS – Ventura County <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input type="checkbox"/> Full Time Equivalent (FTE): 0.25	\$13,577.50		\$13,577.50
Name: n/a Title/Position: LFOS – South Santa Barbara County <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input type="checkbox"/> Full Time Equivalent (FTE): 0.25	\$13,577.50		\$13,577.50
Name: n/a Title/Position: Project Manager <input checked="" type="checkbox"/> Existing Position or <input type="checkbox"/> New Position <input type="checkbox"/> Full Time Equivalent (FTE): 0.2	\$14,359.00		\$14,359.00
Name: Title/Position: <input type="checkbox"/> Existing Position or <input type="checkbox"/> New Position <input type="checkbox"/> Full Time Equivalent (FTE):	\$	\$	\$
Salary/Wages and Benefits Total	\$122,979.00	\$	\$122,979.00

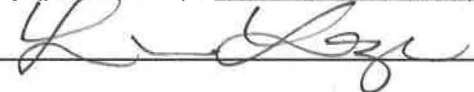
Operating Expenses			
Mileage	\$1,716.00	\$	\$1,716.00
Contracted Consultation and Training	\$20,000.00	\$	\$20,000.00
Translation and Materials	\$6,250.00	\$	\$6,250.00
Supplies	\$2,000.00	\$	\$2,000.00
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
Operating Expenses Total	\$29,966.00	\$	\$29,966.00

Administrative Expenses (Indirect costs, up to 15%)			
PathPoint Indirect Rate 11%	\$16,823.00	\$	\$16,823.00
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
Administrative Expenses Total	\$16,823.00	\$	\$16,823.00
Project Budget Total	\$169,768.00	\$	\$169,768.00

*As applicable. If the period for year 2 is less than 12 months, provide budget for the amount of months that services will be provided.

Proposer (applicant):

Authorized by (print name): Lauren Loza, Vice President of Community Engagement

Signature:  Date: 1/10/19

Sub-grantee (subcontractor):**

Authorized by (print name): _____

Signature: _____ Date: _____

**As applicable.

PROJECT BUDGET NARRATIVE WORKSHEET

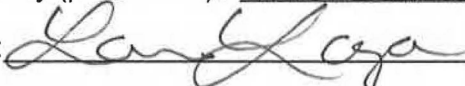
The items and descriptions in this worksheet must correspond to the items listed in the Budget Worksheet (Attachment E-1).

Organization Name
PathPoint
Project Title
Building Cultural Competency to Support the Underserved in Central and Southern California- Phase Two
Project Duration (start and end date)
Start Date: 02/01/2019 End Date: 1/31/2020 Number of Months: 12

Salary/Wages and Benefits - Line Item	Description of Duties
Title/Position: Latinx Family Outreach Specialist (LFOS) Los Angeles County	Reaching families in the North Los Angeles Regional Center catchment area. Connect Latinx families to resources, solicit feedback, conduct outreach, assess additional needs, review translated material, etc. See job description for more information.
Title/Position: Latinx Family Outreach Specialist (LFOS) Kern County	Reaching families in the Kern Regional Center catchment area. Connect Latinx families to resources, solicit feedback, conduct outreach, assess additional needs, review translated material, etc. See job description for more information.
Title/Position: Latinx Family Outreach Specialist (LFOS) North Central Coast	Reaching families in the Northern Tri-Counties Regional Center catchment area (San Luis Obispo and Santa Maria). Connect Latinx families to resources, solicit feedback, conduct outreach, assess additional needs, review translated material, etc. See job description for more information.
Title/Position: Latinx Family Outreach Specialist (LFOS) Ventura County	Reaching families in the Southern Tri-Counties Regional Center catchment area. Connect Latinx families to resources, solicit feedback, conduct outreach, assess additional needs, review translated material, etc. See job description for more information.
Title/Position: Latinx Family Outreach Specialist (LFOS) South Santa Barbara County	Reaching families in the Mid Tri-Counties Regional Center catchment area (Santa Barbara). Connect Latinx families to resources, solicit feedback, conduct outreach, assess additional needs, review translated material, etc. See job description for more information.

Title/Position: Project Manager	Oversees project. Coordinates interviewing and selecting of the positions, creates the project plan, schedules training, tracks progress, and prepares reports.
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Operating Expenses – Line Item	Description
Mileage	Mileage expenses for LFOS outreach
Contracted Consultation and Training	PathPoint will work with consulting agency ONTRACK to provide services such as cultural competency training, community engagement and outreach training, focus group/assessment support, project planning, and ongoing consultation.
Translation and Materials	Fund for translation, creation, and printing of bi-lingual materials.
Supplies	Supplies for outreach activities
Administrative Expenses – Line Item	Description
PathPoint Indirect Rate 11%	This includes payroll, occupancy, insurance, accounting, and administrative expenses.

Proposer (applicant):Authorized by (print name): Lauren Loza, Vice President of Community EngagementSignature:  Date: 1/10/19**Sub-grantee (subcontractor):****

Authorized by (print name): _____

Signature: _____ Date: _____

**As applicable.