

**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
Mixteco/Indigena Community Organizing Project (MICOP)	10/08/18
c. Primary contact (Name)	
Arcenio J. Lopez	
d. Mailing address	
P.O. Box 20543 OXNARD CA 93034-0543	
e. Primary e-mail address	f. Primary phone number
arcenio.lopez@mixteco.org	805 483-1166
g. Secondary contact email address	h. Secondary contact phone number
patricia.frausto@mixteco.org	805 483-1166
i. Brief description of the organization/group (organization type, group mission, etc.).	
<p>The Mixteco/ Indígena Community Organizing Project (MICOP) was established in 2001 to aid, organize and empower Ventura County's 24,000 indigenous immigrants. Before MICOP, there was virtually no recognition of the unique culture, language, and institutionalized discrimination against this population. Overwhelmingly employed in the extremely difficult row crop agricultural sector, indigenous unwritten languages and limited literacy skills presented tremendous barriers to access in the health, educational, social service sectors. MICOP has since expanded from our grass roots beginnings and is widely recognized as the preeminent organization addressing the unique needs of indigenous immigrants living in Ventura and Santa Barbara counties.</p> <p>MICOP runs very strong and dynamic programs in the following programmatic areas: Education, Direct Assistance, Cultural Preservation, Outreach/Access to Services, Community Organizing/Empowerment, and Community Radio Station. We are the only non-profit organization in Ventura County exclusively dedicated to serving the needs of the Mixtec/Indigenous community, and the only organization which does so across all sectors of the community in the state of California. MICOP has earned the trust of the indigenous community for whom it functions as the public voice, and dozens of community partners across all sectors of community life. MICOP's unique model trains indigenous leaders to be community educators, organizers, health promotores, and advocates. They build community knowledge by teaching MICOP's unique curriculums, and partnering with agencies to reach indigenous immigrants.</p>	

Section II. Proposal Summary

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a. Project title	Proyecto Acceso: Addressing Service Disparities Among the Mixteco/Indigenous Community
b. Total amount requested	\$ 497,511
c. Projected number of individuals impacted	Families served: 350, Individuals reached via outreach: 7,000
d. Duration of project (months)	12 months Start date: 1/2/19 End date: 12/31/2019
e. RC(s) in the project catchment area(s)	Tri-Counties Regional Center Target zip code(s) for Los Angeles County*:
f. Did your organization receive funding for a project in FY 2017/18?	<input type="checkbox"/> Yes** <input checked="" 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):
f1. What is the current status of your project?	
f2. How is this proposal different from your current project?	
g. Will you be working with one or more CBO(s)?	<input type="checkbox"/> Yes*** <input checked="" type="checkbox"/> No
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.

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1. Project title
Proyecto Acceso: Addressing Service Disparities Among the Mixteco/Indigenous Community
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: Indigenous Latinos, primarily Mixteco, Zapoteco, Purepecha <input checked="" type="checkbox"/> Language(s): Mixteco, Zapoteco, Purepecha <input type="checkbox"/> Age group(s): <input checked="" type="checkbox"/> Socioeconomic: Very Low to Extremely Low Income families <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 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>MICOP works to help improve the quality of life of Mixteco, Zapoteco and other indigenous immigrants living in Ventura and Santa Barbara Counties. On a daily basis, indigenous immigrants face significant imbalances within Ventura County's educational, health, human service, and economic systems, because of their ethnic, cultural, language and socio-economic background. MICOP seeks to eliminate such imbalances with an approach that combines the provision of and linkage to essential services along with policy and systems change efforts aimed at addressing the root causes of the inequities faced by this historically disadvantaged community. Specifically, MICOP's case management, literacy, health education and language interpretation programs eliminate the language and literacy barriers that hinder indigenous immigrants from fully accessing and effectively utilizing available health, mental health, and social programs.</p> <p>Indigenous immigrants face significant barriers when accessing the most basic essential social, health, and educational services, including social isolation, financial limitations,</p>

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and transportation barriers. Cultural and language barriers are even more exacerbated among indigenous immigrant communities from Mexico than among other Latino immigrants, as many providers of services assume that they are meeting community needs by providing services in Spanish for the general Latino population, when in fact many indigenous immigrants very limited comprehension of the Spanish language. Some indigenous immigrants have distinct cultural practices dating back to Pre-Hispanic Mexico, making one-size-fits-all programs for Latinos inadequate to effectively meet their needs.

MICOP's catchment area encompasses the Oxnard Plains, including Oxnard, Pt. Hueneme, and the unincorporated areas of El Rio and Nyeland Acres in Ventura County. It is estimated that at least 24,000 indigenous people from southern Mexico live and work in these regions of Ventura County. While some indigenous immigrants speak Spanish, many only speak non-written indigenous languages from their originating Mexican State of birth, including Mixteco and Zapoteco. This is particularly the case with the newer immigrants. MICOP's constituents consist primarily of families with young children. They have less than a high school education, and are primarily employed in the agricultural sector. Specifically, the berry industry, one of the lowest paid in the sector. In addition to the hourly wages being low, indigenous farmworkers are only employed part-time and seasonally. A majority live in poverty and face daily hardships in accessing housing, health care and other essential services. They have limited employment opportunities due to their low literacy levels. Indigenous immigrant children also face significant educational barriers, including income and language barriers, along with discrimination bullying and harassment. Attendance at MICOP's monthly community meetings in Oxnard and El Rio reveals that almost all served are farmworker families with young children. About 70% of the adults in MICOP'S programs are women and self-identify as the primary caregivers in their homes.

From an initial community meeting in 2001 of a dozen Mixteco and Zapoteco speakers sharing their concerns, MICOP began its work of training indigenous leaders to be advocates for social justice and institutional change. Today our indigenous-led organization is recognized as the trusted voice of the indigenous community and a respected partner to dozens of local and statewide agencies in providing culturally and linguistically inclusive services and information to indigenous Mexicans.

MICOP is a trusted partner of Ventura County's institutional and nonprofit sectors seeking to provide greater culturally and linguistically competent services for the indigenous Latino community. MICOP holds an annual Indigenous Knowledge Conference welcoming more than 175 health and human service agency staff to learn about the indigenous community. MICOP also provides regular educational presentations to agencies including Ventura County Behavioral Health Department (VCBH), the City of Oxnard Police Department, the Ventura County juvenile and adult courts, school districts, and a broad spectrum of health and mental health providers. MICOP's Indigenous

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Language Services interpreter program has contracts with more than 50 area agencies to provide Mixteco and Zapoteco language interpretation.

In 2017-18, we were retained as a subcontractor for the Tri-Counties Regional Center to use our renowned Promotora model to collaborate, coordinate and conduct outreach to the Spanish-speaking Latino population throughout Ventura County and address the under-utilization of TCRC services for individuals aged 16 and over. Our goal was to utilize Promotoras for the purpose of building relationships, increasing awareness of generic and regional center services, promoting personal advocacy, linking people to needed services through the regional center, and ongoing support provided by the Family Resource Centers. Including the Mixteco/Indigenous population was an important part of this work and it enabled us to identify disparities in outreach and access in this very vulnerable population.

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

It is difficult to discern to absolute certainty how underserved the Mixteco/Indigenous population is using the current POS data. According to TRCR Attachment B Purchase of Services Expenditure and Demographic Data Reports for Fiscal Year 2016-2017 Appendix B, the Mixteco/Indigenous population should be classified under the American Indian or Alaskan Native category as they are "original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment," however, there are strong indications that Mixtecos and other indigenous Latin Americans are not being counted under that category.

In the chart below, POS data from Tri-Counties Regional Center demonstrates that for all ages, only 26 individuals were served. With a high-risk population of 24,000, it is doubtful that this is representative of the actual number of Mixtecos/Indigenous clients that are receiving services at the Regional Center. Because of the misperception that Mixteco/Indigenous individuals are of Hispanic descent, we may conclude that Mixtecos and other indigenous immigrants are being counted as Hispanic.

Ethnicity	Consumer Count	Percentage Utilized
American Indian or Alaska Native	26	47.9%
Hispanic	7,695	67.7%

In trying to discern how much data there is on Mixteco/Indigenous POS disparity, we utilized the statistics for language and were surprised to learn that in a county with the 4th largest population of indigenous immigrants in California, Mixteco is not a language that is tracked. Among the languages tracked in the POS Disparity Report are: Aramaic, Swahili, Mien, and Swedish- all with a reported consumer count of zero (0). The chart below shows utilization rates for all ages by language:

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Language	Consumer Count	Percentage Utilized
Spanish	3,963	68.3%
English	12,732	70.1%

As MICOP has a subcontract with TCRC that focuses on the Spanish-speaking population for programs for individuals aged 16 and over, we have been able to analyze our own data. In the small sample that we served under this subcontract, 13.3% of our case work were of Mixteco/Indigenous background. These clients were classified as Hispanic. If we divide this number by the total of clients served by TCRC that are classified as Hispanics, Mixteco/Indigenous clients fall to below 1% of the population accessing services at Tri-Counties Regional Center. We believe that this is a misrepresentation of the indigenous population accessing services through the regional center. We are fearful that many families are falling through the cracks with the lack of specialized attention these families require and thus not being captured in POS disparity data. Quite frankly, we simply do not have the data to be able to track whether or not the Mixteco/Indigenous population is utilizing TCRC services to their full potential, though we have anecdotal data from our families that indicate they are not at all.

It is well-documented that it is difficult for Hispanic families to access services; for Mixtecos it is even more challenging because of the additional language barrier. TCRC has MICOP as a vendor for interpretation services and can request an interpreter, but even in the interaction of requesting one there are misperceptions and challenges. Oftentimes, the TCRC representative makes the assumption that because they were able to communicate that the person understands all Spanish and perhaps does not need an interpreter. This leads to families not fully grasping what staff from Regional Center are saying and not communicating their concerns as well about their loved one, creating a huge communication barrier and inability to access services that may benefit them.

Accessing services of the Regional Centers can be daunting for any individual, more so if you exist in a community that is linguistically and culturally isolated. The use of unfamiliar jargon and acronyms proves challenging for a community with low literacy and formal education. There is still lack of information on the services available to them, how to access and use them and what each department or agency does. Added with the lack of understanding and inability to form a connection and trust with service providers due to communication barriers put Mixteco/Indigenous families at substantially higher odds of high attrition in access of services.

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

This project seeks to increase access and utilization of TCRC services for Mixteco/Indigenous children and young adults for Early Start and Developmental Disability Services through a multi-prong approach of 1) outreach and informal education

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opportunities, 2) case management and navigation of Mixteco families by Promotoras that speak Mixteco and other indigenous languages, 4) address transportation challenges that prevent families from utilizing approved services to their full potential.

Objective #1: Utilize Promotoras to perform linguistically and culturally relevant outreach and case management of 350 families Mixteco/Indigenous families throughout Ventura County to help them access services, navigate through the logistics of at Tri-Counties Regional Center.

Many of the families we serve struggle with getting connected to the regional center for reasons of cultural and linguistic disconnect. More so than typical Hispanic populations Mixtecos/Indigenous people are grouped with, these families cultural and linguistic differences further isolate them from an English and Spanish dominant environment. Families that are intimidated with the system will not continue with a referral process unless they feel that someone is walking them through the whole process and continues to give them support as they access services. Because of the low literacy rate and language access, Mixteco/Indigenous families will often have difficulties calling the Regional Center, understanding and filling out forms and applications, and receiving the full range of recommended services. Each additional step in this process is a potential drop-out point.

MICOP's Promotoras are indigenous women that can communicate with the community and can establish a relationship and gain trust to engage families to get the support and services that they need. These Promotoras will be able to provide case management of the family to ensure that they understand the service available through TCRC, eliminate barriers of entry, ensure they are able to receive and get to appointments, provide translation and cultural context, assist in service navigation, and coach and mentor parents so that they are able to advocate on behalf of their families. We will serve 350 individuals aged 0 - 21 years and their families.

Objective #2: Provide informal education experiences and outreach to Mixteco/Indigenous community with production of PSAs and subject-matter programming and interviews.

Radio Indígena will be used as an aggressive outreach tool to push messaging about services to TCRC. Indigenous immigrants are avid radio listeners. Our radio station is on the FM dial and is played all day in the fields our community members labor in and it is a highly effective tool and vehicle to get out crucial information to the Mixteco/Indigenous population in an informal, educational, and consistent manner. MICOP is able to overcome isolation and language barriers by providing relevant information in Mixteco and Zapoteco through Radio Indígena.

Our project will collaborate with the production expertise of Radio Indígena to create and produce one radio outreach campaign per quarter with entertaining and informative Public Service Announcements (PSAs) that would be broadcasted 4 times a day at peak hours of listenership for 3 weeks to ensure saturation. In addition, the Outreach Specialist

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will produce a show on a weekly basis that would be a call-in format, where people can ask questions after she presents information, introduces resources, and brings in guest speakers. The PSAs will be in Spanish, Mixteco and other indigenous languages, as we assess the need with our radio outreach plan. Radio Indígena's programming is available via livestream 24/7 and is accessed by other Mixteco communities nationally.

Objective #3: Help alleviate transportation issues that keep Mixteco/Indigenous families from accessing Tri-Counties Regional Center resources.

There is nothing that will help the indigenous immigrant community if we do not address the transportation issues this community faces every day. The primary caregivers in this community are very young, increasingly monolingual, and with limited access to transportation via vehicles. Their partners are most likely working very long hours in the fields and taking them to appointments would be loss of income opportunity for a community that is already very low to extremely low income. While many women in the Mixteco/Indigenous community are not averse to public transportation, they require a lot of assistance with learning how to use transportation resources, including Dial-a-Ride options that provide curb to curb services to disabled patrons, which could be a very reliable option for this community.

MICOP would like to eliminate that barrier by providing coaching and assistance on how to access transportation services and providing vouchers for at least one monthly visit to a service provided by the Regional Center. This way, we can be assured that they are utilizing services minimally once a month for the 12 months of the duration of the project. Promotoras will additionally coach in other forms of transportation and provide a forum to organize other informal systems in the community.

Objective #4: Provide Tri-Counties Regional Center with the explicit data points to track POS disparities for the Mixteco/Indigenous population.

MICOP is in the unique standpoint to help the regional center track the POS data on the Mixteco/Indigenous population in Ventura County so that Tri-Counties Regional Center is able to reach their goals of increasing equity in the access of their services. MICOP has the capacity to formalize a data collection system that can capture quantitative and qualitative on the Mixteco/Indigenous community that can help improve their service access and delivery.

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?

MICOP is uniquely suited to address the goals of serving the Mixteco/Indigenous community as our Promotoras are members of the community they serve. With 17 years in the community, MICOP is a well-trusted source of information. MICOP complements and enhances its direct services and systems change work with a unique tool: Radio Indígena. MICOP's community radio station can be found at 94.1 on the FM dial and its programming is a mix of educational and entertainment, giving us the opportunity to engage the audience informally in education without them actively seeking it or realizing

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they are becoming actively informed. This 'drip-drip' method has been found to be most effective with a population that was not able to complete a formal education. All programs and services are delivered in Spanish, Mixteco and Zapoteco. Because Mixteco and Zapoteco are not written languages, most of MICOP's educational and promotional materials include primarily pictures and images to ensure that they can be understood by clients. Materials produced in Spanish are written at 2nd to 4th grade reading level to ensure maximum comprehension. All of MICOP's staff speak Spanish and most speak an indigenous language as well.

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

When MICOP began in 2001 one of the first events held was a food and diaper distribution. This initial event has turned into what is now our monthly community meeting. Twelve times a year at Haydock Middle School and six times at Rio Real Elementary School, MICOP staff and volunteers host our monthly community meeting. Our monthly community meetings are a means to receive feedback, provide outreach, and are an opportunity to organize our families and build community. MICOP staff has had many opportunities to interact with the community during these meetings and have been able to informally assess the needs for Regional Center services as well as receive information on why families are not accessing them.

MICOP has always and will continue to conduct multilingual focus groups and surveys with its clients on a regular basis to ensure that their needs are being met and to assess if programs are to clients' satisfaction. Based on information gleaned through focus groups and surveys, programs are modified as needed.

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: Proyecto Acceso: Addressing Service Disparities Among the Mixteco/Indigenous Community									
		2018	2019				2020		
Activity	Staff	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
		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	1/1/20-3/30/20	7/1/19-9/30/19	10/1/19-12/31/19
Execute contract with DDS	Executive Director	<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"/>
Recruit and hire any outstanding staff	Program Director	<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"/>
Create outreach plan and reach out to pre-identified families	PD, PC, Radio Coordinator	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identify families for case management and mentoring	Promotoras	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work with families to access RC services	Promotoras	<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"/>
Weekly outreach to schools, neighborhoods, fairs, community clinics, other agencies	Outreach Specialist	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Provide navigation services to a minimum of 350 families	Promotoras	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collect and input data management system info on services accessed by	Coordinator	<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"/>

Project Title: Proyecto Acceso: Addressing Service Disparities Among the Mixteco/Indigenous Community									
		2018	2019				2020		
Activity	Staff	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
		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	1/1/20-3/30/20	7/1/19-9/30/19	10/1/19-12/31/19
Mixteco/Indigenous community and share data									

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

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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.*

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		2018	2019				2020		
		Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
Activity	Staff	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	1/1/20-3/30/20	7/1/19-9/30/19	10/1/19-12/31/19
Develop radio outreach communications plan	Coordinator, Promotoras, Outreach Specialist, Radio Programmer	<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"/>
Develop and write PSAs on 8 different developmental topic or resources available	Radio Programmer, Outreach Specialist, Promotoras	<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"/>
Research topics for education programs, invite guests	Coordinator	<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"/>
Conduct focus groups for feedback on PSAs, how much they learned and attitudinal change	Promotoras, Outreach Coordinator	<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"/>
Adjustments to PSAs using data from focus groups	Radio Programmer	<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"/>
Promote education programs via radio and social media	Coordinator, Radio Programmer	<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"/>
Distribute PSAs airing 4 times a day for 3 weeks per quarter	Radio Programmer	<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"/>

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		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 7/1/19- 9/30/19	Q3 10/1/19- 12/31/19
during peak listening times									
Promote RC services at Mixteco/Indigenous social events and tabling throughout Ventura County	Coordinator, Outreach Specialist	<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"/>

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Purchase transportation vouchers	Coordinator	<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 families with transportation issues during intake	Promotoras	<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"/>
Teach families about transportation options in the county	Promotoras	<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"/>
Help families fill out forms for transportation disabled services	Promotoras	<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"/>
Accompany families to appointments using identified means of transportation	Promotoras	<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"/>
Review case plans and ongoing assessment of needs	Coordinator, Promotoras, Director	<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"/>
		<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"/>
		<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 – 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: Proyecto Acceso: Addressing Service Disparities Among the Mixteco/Indigenous Community									
		2018	2019				2020		
Activity	Staff	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
		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	1/1/20- 3/30/20	7/1/19- 9/30/19	10/1/19- 12/31/19
Create intake forms, pre and post test forms, surveys	Director, Coordinator	☒	☒	☐	☐	☐	☐	☐	☐
Collect data on outreach efforts	Promotoras, Outreach Specialist	☒	☒	☒	☒	☒	☐	☐	☐
Collect baseline POS information on all families	Coordinator	☐	☒	☒	☒	☒	☐	☐	☐
Collect post data on families as they 'graduate' from case management	Coordinator	☐	☒	☒	☒	☒	☒	☐	☐
Conduct follow-up on utilization	Coordinator, Promotores	☐	☒	☒	☒	☒	☒	☐	☐
Analyze pre-test, post- test results and pre- project POS and post- project POS data	Director, Coordinator	☐	☒	☒	☒	☒	☒	☐	☐
Prepare and submit quarterly and final reports	Director, Coordinator	☐	☐	☒	☒	☒	☒	☐	☐
		☐	☐	☐	☐	☐	☐	☐	☐

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: Proyecto Acceso: Addressing Service Disparities Among the Mixteco/Indigenous Community		
Measures of Outcomes	Type of Measure(s). Check all that apply.	Activity To Be Measured; Data Collection Method
	<input checked="" type="checkbox"/> Count	1. Number of families visits, cases managed 2. Number of places where outreach was done 3. Number of family members who received information at outreach events 4. Number of caregivers that were mentored 5. Number of people that listened to PSAs and educational programing on via Radio Indigena
	<input checked="" type="checkbox"/> POS	1. Baseline POS data for each family at start of case managing family. 2. POS data for families managed at end of project
	<input checked="" type="checkbox"/> Pre/post survey/assessment	1. Results of pre and post surveys of services recieved 2. Aggregate survey results from outreach visits
	<input checked="" type="checkbox"/> Stakeholder feedback	1. Focus group feedback on PSAs for informational quality and attitudinal change
	<input checked="" type="checkbox"/> Materials	1. Develop PSAs in Mixteco and other indigenous languages 2. Track number of campaigns and distribution of PSAs via radio, internet, app, and social media
<input type="checkbox"/> Other: PLEASE DESCRIBE:		

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
Mixteco/Indigena Community Organizing Project (MICOP)
Project Title
Proyecto Acceso: Addressing Service Disparities Among the Mixteco/Indigenous Community
Project Duration (start and end date)
Start Date: 2/1/19 End Date: 1/31/20 Number of Months: 12

Description	Year 1 Annual Cost	Year 2 Annual Cost*	Total Cost
Salary/Wages and Benefits			
Name: Lorri Santamaria, Ph.D. Title/Position: Program Director <input checked="" type="checkbox"/> Existing Position or <input type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 0.2	\$15740	\$	\$15740
Name: Isaiah Gomez Title/Position: Program Coordinator <input checked="" type="checkbox"/> Existing Position or <input type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 1	\$53311	\$	\$53311
Name: TBD Title/Position: Promotora/ Case Managers <input checked="" type="checkbox"/> Existing Position or <input type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 5	\$228478	\$	\$228478
Name: TBD Title/Position: Outreach Specialist <input type="checkbox"/> Existing Position or <input checked="" type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 1	\$43157	\$	\$43157
Name: Bernardino Almazan Title/Position: Radio Producer <input checked="" type="checkbox"/> Existing Position or <input type="checkbox"/> New Position <input checked="" type="checkbox"/> Full Time Equivalent (FTE): 0.1	\$4760	\$	\$4760
Name: Title/Position: <input type="checkbox"/> Existing Position or <input type="checkbox"/> New Position <input type="checkbox"/> Full Time Equivalent (FTE):	\$	\$	\$
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	\$345446	\$	\$345446

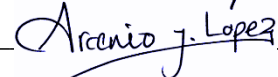
Operating Expenses			
Travel and mileage Director, Coordinator, Promotoras, Outreach Specialist	\$7973	\$	\$8000
Transportation RC for parent and child	\$16000	\$	\$16000
Production of 8 60-second PSAs @\$1,100 each	\$8800	\$	\$8800
Distribution of PSAs in Oxnard, online and via app (3 campaigns 2 weeks each airing 4/day, \$110 per airing discount from \$200)	\$18480	\$	\$18480
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
Operating Expenses Total	\$51253	\$	\$51280

Administrative Expenses (Indirect costs, up to 15%)			
Indirect Costs @10%	\$39670	\$	\$39673
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
	\$	\$	\$
Administrative Expenses Total	\$39670	\$	\$39673
Project Budget Total	\$436369	\$	\$436369

*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): Arcenio J. Lopez

Signature:  Date: 1.8.19

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).

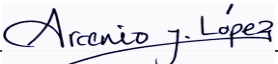
Organization Name
Mixteco/Indigena Community Organizing Project
Project Title
Proyecto Acceso: Addressing Service Disparities Among the Mixteco/Indigenous Community
Project Duration (start and end date)
Start Date: 02/02/19 End Date: 1/31/20 Number of Months: 12

Salary/Wages and Benefits - Line Item	Description of Duties
Title/Position: Program Director	Create and manage budget, oversight of project and adherence to objectives, analyzing and reporting of data, technical assistance to Coordinator as needed.
Title/Position: Program Coordinator	Manage all data and outreach efforts, develop materials for radio outreach with assistance of Radio Producer, coordinate trainings, coordinate and liaise with RC, provide technical and administrative assistance and assist Promotoras with case management as needed.
Title/Position: Promotora/Case Manager	Manage a case load of approximately 70 Mixteco/Indigenous families, perform needs assessment, point of contact person with RC, assist families access resources at RC and serve as a translator as needed, mentor and coach parent as they help navigate the RC and transportation systems, provide assistance to tackle logistics that are a barrier to POS.
Title/Position: Outreach Specialist	Coordinate and perform all outreach activities such as radio, tabling events, schools, social and health services agencies, social events in indigenous communities.
Title/Position: Radio Producer	Manage all aspects of production and distribution of Public Service Announcements (PSAs) and educational radio programming.
Title/Position:	
Title/Position:	

Operating Expenses – Line Item	Description
Travel and mileage Director, Coordinator, Promotoras, Outreach Specialist	For house visits to families, outreach events, trainings.
Transportation Oxnard roundtrip parent and child	Guarantee vouchers for roundtrip visit to RC resources at least once a month per family, for 100 families.

Production of 8 60-second PSAs @\$1,100 each	All costs associated with production of 8 60-second Public Service Announcements in Mixteco and other indigenous languages, including focus groups to test messaging.
Distribution of PSAs via Radio Indigena FM station, app, and online listening for 7000 listeners daily (3 campaigns spanning 2 weeks, each airing 4/day during peak listening time)	\$110 per 60-second air, 4 x day for 2 weeks, 3 campaigns a year. This is a discount from normal distribution costs of \$200 per hour.

Administrative Expenses – Line Item	Description
Indirect Cost 10%	For Human Resources, payroll, office and administrative costs.

Proposer (applicant):Authorized by (print name): Arcenio J. LopezSignature:  Date: 1.8.2019**Sub-grantee (subcontractor):****

Authorized by (print name): _____

Signature: _____ Date: _____

**As applicable.