

**FY 2019/20 DISPARITY FUNDS PROGRAM  
COVER PAGE**

**Section IV. Proposal Certification**

**Proposer's (applicant) Certification:** I certify that the information attached is true and correct.

**Authorized by (print name):** Daniel A. Lopez

**Organization:** Native American Training & Tech. Asst.

**Signature:** [Signature] **Date:** 3-19-20

**Collaborative Proposals Only\*\***

**Sub-grantee (subcontractor) Certification:** I certify that the information attached is true and correct.

**Subcontractor 1:**

**Authorized by (print name):** \_\_\_\_\_

**Organization:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Subcontractor 2:**

**Authorized by (print name):** \_\_\_\_\_

**Organization:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Subcontractor 3:**

**Authorized by (print name):** \_\_\_\_\_

**Organization:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Subcontractor 4:**

**Authorized by (print name):** \_\_\_\_\_

**Organization:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

\*\*As applicable. If more subcontractors are needed, complete additional copies of this section.

## FY 2019/20 DISPARITY FUNDS PROGRAM PROJECT INFORMATION

<b>Project title</b>
Our Wounded Eagles
<b>1. What experience does the organization/group have working with the target population?</b>
Native American Training and Technical Assistance is a Native group working from within the Native, target population. Our experience is generational.
<b>2 Explain how the target population(s) are underserved using RC POS data or other data as supporting evidence of the disparity.</b>
<p>As reported in a previous RFP, the Native population in the FNRC nine-county catchment area is 3.3%, whereas POS data shows the Native population make up about 1.7% of FNRC clients. According to the total population of Native Americans in the service area, there should be about 625 Native consumers being served by FNRC rather than the current number, which is about 150. That disparity has stayed about the same since 2017. In this way, the Native population is underserved by FNRC and is not reflective or responsive of the community. For example, there is only one Native American service coordinator for two offices and nine counties.</p> <p>A 2012 article in the Los Angeles Times first reported this disparity of services among developmentally disabled minority children. It highlighted the obstacles to service many non-white children face and reported that white parents had far greater resources and experienced less bias when advocating for their autistic children. Being that FNRC serves largely rural communities, the decrease in disparity is doubly challenged by distance and barriers to communication. Our rationale is that it takes additional time to decrease disparity in remote, rural Native communities.</p>
<b>3. How will your project improve the lives of individuals who have developmental disabilities and/or their families?</b>
Our project will increase familiarity and access to services at FNRC, create networks of advocates in parents in remote, rural Native communities, and give a voice to their concerns and questions at regional gatherings and in focus groups. In turn, FNRC will increase its agency wide cultural competency and see a decrease in disparity for the target population, which will greatly improve the lives of individuals who have developmental disabilities and their families.
<b>4. How will this project assist to implement the RC recommendations and plan to promote equity and reduce disparities?</b>
Our Wounded Eagles is committed to assisting and implementing RC recommendations and plans to promote equity and reduce disparities. We will do this by providing regional gatherings where FNRC employees meet the Native community and disseminate information and answer questions face-to-face. We will support FNRC in becoming a more culturally competent and thus, culturally responsive organization which will promote equity and reduce disparities for Natives and other marginalized groups.
<b>5. How is the proposed project unique or different from a current disparity grant funded effort (e.g., strategies, activities, goals) in the proposed catchment area? If the project is similar to a current disparity grant funded effort, how will the proposed project expand on the current effort?</b>
This project is similar to a current disparity grant funded effort. The proposed project will expand on the current project with the hiring of an outreach coordinator. We were not able to do this in FY2018/19 but we are certain this new position will be beneficial. We foresee hiring a person from

## FY 2019/20 DISPARITY FUNDS PROGRAM PROJECT INFORMATION

the Native community who will be able to resource the network we've built, grow our base of contacts and promote the project; who will work with educational entities to further increase familiarity of services, expand our professional Native network and parent network, and offer cultural competency to these entities. Furthermore, we cannot stress enough the time needed to develop relationships and trust in remote, rural Native communities. That takes a commitment and collaboration between Our Wounded Eagles, FNRC, and DDS.

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

Because Our Wounded Eagles is a Native CBO, our input from the community was collected in everything from casual conversations to focus groups and regional gatherings where we conducted pre and post-assessment of familiarity with FNRC services and families and consumers could offer opinions, criticisms, and recommendations to NATTA. The data we collected from the target population and which provided input was qualitative and quantitative.

### **7. Describe how your organization will leverage and build upon strategies, collaborations, and lessons learned to continue to address the identified disparities after completion of the project.**

We know from the success stories that we can leverage and build upon our current strategies, collaborations, and lessons learned to continue to identify disparities and resolve gaps in services in remote, rural Native communities. We know that it will take continued tenacity and follow-up to address these disparities when we are not under the radar of DDS and FNRC. Our goal is a commitment to continue to grow parent and professional Native networks and teach and encourage advocacy, self-advocacy within the community but also encourage educational entities and FNRC to become both culturally competent and culturally responsive organizations in order to decrease disparities of service for families and individuals from minority populations.

**DISPARITY FUNDING PROPOSAL – SCHEDULE OF ACTIVITIES AND MEASURES**

Completed worksheets shall be submitted with the funding proposal. List all activities, the responsible party, and which quarter each activity will occur; include how the activity will be measured, the quarter data for each measure will be reported; and any additional information. More than one copy of each worksheet may be submitted if additional space is required or you may add rows to this table. *Please see Attachment C-1 for a sample.*

**Year 1 Goal: Create In-Roads for Accessing Services for Native Americans with Developmental Disabilities in Rural Communities and Small Towns**

PROJECT ACTIVITIES			PROJECT MEASURES			
Activity	Quarter Activity Will Occur (check all that apply)	Responsible Party and additional information	Type of Measure	What Will Be Measured?	What is the Target for This Measure?	Quarter Data Will Be Reported (check all that apply)
Outreach Coordinator	<input checked="" type="checkbox"/> 3/01/20 – 6/30/2020 <input type="checkbox"/> 07/01/20-9/30/2020 <input type="checkbox"/> 10/01/20 – 12/31/2020 <input type="checkbox"/> 01/01/21 – 3/31/21	Director	<input type="checkbox"/> Count <input type="checkbox"/> POS <input type="checkbox"/> Pre/post survey/assessment <input type="checkbox"/> Stakeholder feedback <input type="checkbox"/> Materials developed <input type="checkbox"/> Other: PLEASE DESCRIBE:  <input checked="" type="checkbox"/> Not applicable	The director will hire outreach coordinator at earliest convenience. Whether or not this individual is hired will be the measure.	Hired during the first quarter	<input checked="" type="checkbox"/> 3/01/20 – 6/30/2020 <input type="checkbox"/> 07/01/20-9/30/2020 <input type="checkbox"/> 10/01/20 – 12/31/2020 <input type="checkbox"/> 01/01/21 – 3/31/21
Number of events offered, number of attendees at gatherings, focus group, or training	<input checked="" type="checkbox"/> 3/01/20 – 6/30/2020 <input checked="" type="checkbox"/> 07/01/20-9/30/2020 <input checked="" type="checkbox"/> 10/01/20 – 12/31/2020 <input checked="" type="checkbox"/> 01/01/21 – 3/31/21	Director, Outreach Coordinator	<input checked="" type="checkbox"/> Count <input type="checkbox"/> POS <input checked="" type="checkbox"/> Pre/post survey/assessment <input checked="" type="checkbox"/> Stakeholder feedback <input type="checkbox"/> Materials developed <input type="checkbox"/> Other: PLEASE DESCRIBE:  <input type="checkbox"/> Not applicable	Count, Stakeholder Feedback, Analysis of qualitative data, responses to evaluation forms at trainings.	One gathering, two focus groups, two trainings per quarter	<input checked="" type="checkbox"/> 3/01/20 – 6/30/2020 <input checked="" type="checkbox"/> 07/01/20-9/30/2020 <input checked="" type="checkbox"/> 10/01/20 – 12/31/2020 <input checked="" type="checkbox"/> 01/01/21 – 3/31/21



**DISPARITY FUNDING PROPOSAL – SCHEDULE OF ACTIVITIES AND MEASURES**

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PROJECT ACTIVITIES			PROJECT MEASURES			
Activity	Quarter Activity Will Occur (check all that apply)	Responsible Party and additional information	Type of Measure	What Will Be Measured?	What is the Target for This Measure?	Quarter Data Will Be Reported (check all that apply)
Pre and Post Survey Assessment	<input checked="" type="checkbox"/> 3/01/20 – 6/30/2020 <input checked="" type="checkbox"/> 07/01/20- 9/30/2020 <input checked="" type="checkbox"/> 10/01/20 – 12/31/2020 <input checked="" type="checkbox"/> 01/01/21 – 3/31/21	Outreach Coordinator	<input checked="" type="checkbox"/> Count <input type="checkbox"/> POS <input checked="" type="checkbox"/> Pre/post survey/assessment <input checked="" type="checkbox"/> Stakeholder feedback <input type="checkbox"/> Materials developed <input type="checkbox"/> Other: PLEASE DESCRIBE:  <input type="checkbox"/> Not applicable	Qualitative analysis of consumer and family feedback in assessment instrument	Assessment at every gathering and focus group	<input checked="" type="checkbox"/> 3/01/20 – 6/30/2020 <input checked="" type="checkbox"/> 07/01/20- 9/30/2020 <input checked="" type="checkbox"/> 10/01/20 – 12/31/2020 <input checked="" type="checkbox"/> 01/01/21 – 3/31/21
Outreach Materials	<input type="checkbox"/> 3/01/20 – 6/30/2020 <input checked="" type="checkbox"/> 07/01/20- 9/30/2020 <input checked="" type="checkbox"/> 10/01/20 – 12/31/2020 <input checked="" type="checkbox"/> 01/01/21 – 3/31/21	Director and Outreach Coordinator	<input type="checkbox"/> Count <input type="checkbox"/> POS <input type="checkbox"/> Pre/post survey/assessment <input checked="" type="checkbox"/> Stakeholder feedback <input checked="" type="checkbox"/> Materials developed <input checked="" type="checkbox"/> Other: PLEASE DESCRIBE: Advertisement of program <input type="checkbox"/> Not applicable	Number of brochures printed and mailed or handed out at gatherings and focus groups.	Remote, rural Native population in FNRC nine-county catchment area throughout FY2020/21.	<input checked="" type="checkbox"/> 3/01/20 – 6/30/2020 <input checked="" type="checkbox"/> 07/01/20- 9/30/2020 <input checked="" type="checkbox"/> 10/01/20 – 12/31/2020 <input checked="" type="checkbox"/> 01/01/21 – 3/31/21
	<input type="checkbox"/> 3/01/20 – 6/30/2020 <input type="checkbox"/> 07/01/20- 9/30/2020 <input type="checkbox"/> 10/01/20 – 12/31/2020		<input type="checkbox"/> Count <input type="checkbox"/> POS <input type="checkbox"/> Pre/post survey/assessment <input type="checkbox"/> Stakeholder feedback			<input type="checkbox"/> 3/01/20 – 6/30/2020 <input type="checkbox"/> 07/01/20- 9/30/2020 <input type="checkbox"/> 10/01/20 – 12/31/2020



**Disparity Funds Program**  
**SERVICE BUDGET (ATTACHMENT D-1)**

Applicant Name and Address

			Year 1 Annual Budget			Year 2 Annual Budget		
			Annual Salary	Annual FTE to Disparity Grant (Percentage)	Annual Cost to Disparity Grant	Annual Salary	Annual FTE to Disparity Grant (Percentage)	Annual Cost to Disparity Grant
Line No.	PERSONNEL-Salary and Benefits							
1	Name: Daniel Lopez Title/Position: Director <input checked="" type="checkbox"/> Existing Position <input type="checkbox"/> New Position		\$87,500.00	100%	\$87,500.00			
2	Benefits:30%		\$26,250.00	100%	\$26,250.00			
3	Name: Title/Position: <input type="checkbox"/> Existing Position <input type="checkbox"/> New Position							
4	Benefits: 30%							
5	Name: TBD Title/Position: Outreach Coordinator <input type="checkbox"/> Existing Position <input checked="" type="checkbox"/> New Position		\$50,000.00	100%	\$50,000.00			
6	Benefits:30%		\$15,000.00	100%	\$15,000.00			
7	Name: Title/Position: <input type="checkbox"/> Existing Position <input type="checkbox"/> New Position							
8	Benefits:							
9	Name: Title/Position: <input type="checkbox"/> Existing Position <input type="checkbox"/> New Position							
10	Benefits:							
11	Name: Title/Position: <input type="checkbox"/> Existing Position <input type="checkbox"/> New Position							
12	Benefits:							
13	Name: Title/Position: <input type="checkbox"/> Existing Position <input type="checkbox"/> New Position							
14	Benefits:							
15	Name: Title/Position: <input type="checkbox"/> Existing Position <input type="checkbox"/> New Position							
	Benefits:							
<b>Personnel Subtotal</b>			\$178,750.00					
<b>OPERATING EXPENSES</b>								
16	IT Equipment				\$2,000.00			
17	Speaker Travel				\$2,000.00			
18	Food and Beverage for Target Population				\$10,000.00			
19	Instructional Items				\$2,000.00			
20	Advertising and Outreach				\$2,000.00			
21	Facility Costs				\$8,400.00			
22	In-State Travel				\$10,000.00			
23	Venue Rental				\$6,000.00			
24								
<b>Operating Subtotal</b>			\$42,400.00					
<b>ADMINISTRATIVE/INDIRECT COSTS</b>								
25	FMS				\$3,600.00			
26	Insurance				\$1,500.00			
27	Office Supplies				\$5,000.00			
28								
29								
30								
<b>Administrative/Indirect Cost Subtotal</b>			\$10,100.00					
<b>TOTAL (rounded to nearest dollar)</b>			<b>\$231,250.00</b>					

**MAXIMUM BUDGET**

**\$231,250.00**



**PROJECT BUDGET NARRATIVE WORKSHEET**

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

<b>Organization Name</b>		
Native American Training and Technical Assistance (NATTA)		
<b>Project Title</b>		
Our Wounded Eagles		
<b>Project Duration (start and end date)</b>		
<b>Start Date:</b> 04/01/2020	<b>End Date:</b> 03/31/2020	<b>Number of Months:</b> 12

**Salary/Wages and Benefits**

Line Number	Line Item	Description of Position Duties and FTE Allocation for Title/Position AND Description of Benefits
1	Title/Position: Director	Director oversees all operations, budget, and outreach of project, including community relationships, tribal relations, and media. FTE is 100% and benefits include: worker's compensation insurance, unemployment insurance, medicare, and social security.
2	Benefits: 30%	\$26,250.00
3	Title/Position: Outreach Coordinator	Outreach Coordinator is crucial as most Native communities are rural and lack access to internet-based communication such as social media. Face-to-face meetings are essential and this individual will coordinate gatherings, focus groups, professional Native consortium gatherings, and will promote the project with the public. They will oversee communications internally and externally, and provide office management. FTE is 100% and benefits include: worker's compensation insurance, unemployment insurance, medicare, and social security.
4	Benefits: 30%	\$15,000.00
	Title/Position:	
	Benefits:	
	Title/Position:	
	Benefits:	
	Title/Position:	
	Benefits:	
	Title/Position:	
	Benefits:	
	Title/Position:	
	Benefits:	

**Operating Expenses**

Line Number	Line Item	Description
15	IT Equipment	Computer equipment such as monitors, keyboards, printer/scanner
16	Speaker Travel	Per diem reimbursement for in-state travel of speakers not covered by their employer.

**PROJECT BUDGET NARRATIVE WORKSHEET**

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

Line Number	Line Item	Description
17	Food and Beverage for Target Population	Provide food and beverages to parents and consumers at regional gatherings, focus groups, and professional Native consortium gatherings. Food is an essential component of bringing people from marginanlized, rural communities together to build community and connection.
18	Instructional Items	Material and handouts at regional gatherings and focus groups
19	Advertising and Outreach	Brochures and flyers to use in outreach that advertise the project
20	Facility Costs	Rental space to run project out of
21	In-State Travel	Per diem reimbursment to director and outreach coordinator for travel related to project outcomes
22	Venue Rental	Rental of venues in rural communities for regional gatherings, focus groups, and professional Native consortium gatherings.

**Administrative/Indirect Costs**

Line Number	Line Item	Description
25	FMS	Annual fee for financial management services (FMS)
26	Insurance	Insurance for NATTA, allocated by director, one time fee
27	Office Supplies	Supplies such as computer paper, printer ink, etc. allocated by Outreach Coordinator