

Service Access & Equity Workgroup

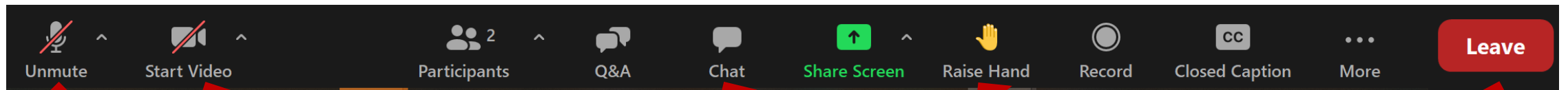
OCTOBER 21, 2021

Meeting Details

- ▶ Interpretación en español: haga clic en el globo blanco en la parte inferior de la pantalla con la etiqueta "Interpretation." Luego haga clic en "Spanish" y seleccione "Mute original audio."
- ▶ ASL interpreters have been "Spotlighted" and live closed captioning is active
- ▶ This meeting is being recorded
- ▶ Materials are available at:
<https://www.dds.ca.gov/initiatives/ds-task-force/>



Zoom Tips



Unmute mic only when it's your turn to speak



Turn your webcam on/off

All attendees can type questions/comments in the Q&A

Chat is available for Workgroup members only

Workgroup members can raise your hand when you want to speak

Leave the webinar at the end of the meeting



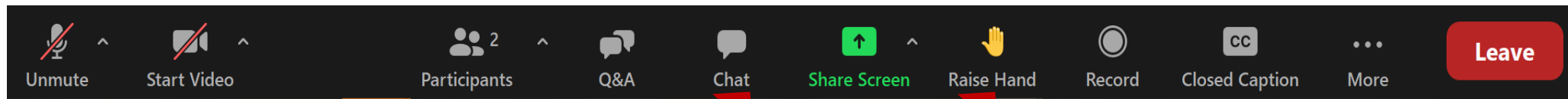
- For attendees, your video and microphone will not be available
- You will only see/hear workgroup members, DDS staff and presenters on screen



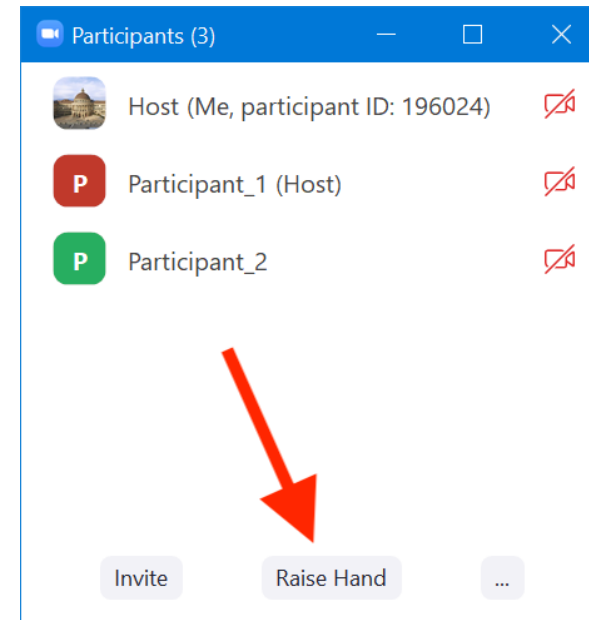
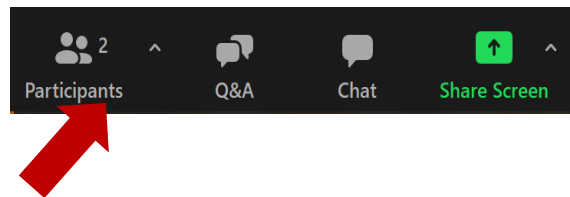
- Features will vary based on the version of Zoom and device you are using
- Some Zoom features are not available for telephone-only participants

Providing Comments – Workgroup Members

Workgroup Members: Please use the “Chat” or “Raise Hand” to comment



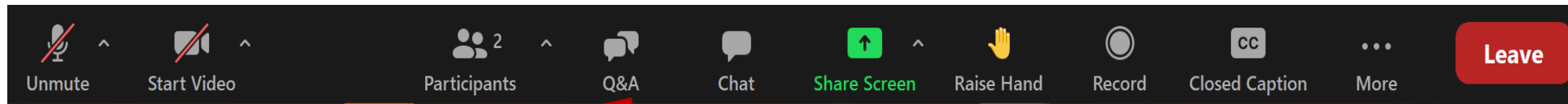
You may need to click on “Participants” and a new window will open where you can “Raise Hand”



Providing Comments - Members of the Public

For all attendees not on this Workgroup:

Please use Zoom's Q&A function to comment



- Please let DDS staff respond to the Q&A – we are monitoring and will provide comments/answers live or written when we can
- **To ensure you are receiving DDS emails, please add "@dds.ca.gov" to your list of safe senders, or mark as "not junk."**



Submit written comment via email to DSTaskForce@dds.ca.gov

Agenda

- ▶ **Welcome**
- ▶ **Discussion**
 - **Implicit Bias Training**
 - **Bilingual Pay Differential**
- ▶ **Service Access and Equity Updates**
- ▶ **Closing**

Implicit Bias

- ▶ **Definition¹:** An implicit bias is an unconscious association, belief, or attitude toward any social group. Due to implicit biases, people may often attribute certain qualities or characteristics to all members of a particular group, a phenomenon known as stereotyping.
- ▶ \$7M (\$5.6M GF) annual funding for Implicit Bias Training for all regional center staff as well as contractors involved with intake, assessment, and eligibility determinations.

1. Jost JT. The existence of implicit bias is beyond reasonable doubt: A refutation of ideological and methodological objections and executive summary of ten studies that no manager should ignore. *Research in Organizational Behavior*. 2009;29:39-69. [doi:10.1016/j.riob.2009.10.001](https://doi.org/10.1016/j.riob.2009.10.001)

Implicit Bias Training Stakeholder Input

Common Vision

- Value the training and provide clarity of purpose for staff

Flexibility

- Maintain the ability to evolve and meet RCs where they are

Diversity

- Hire trainers with experience and facilitation skills

Practical

- Ensure strategies and tools are based on core implicit bias concepts

Engaging

- Provide safe space and format for different perspectives

Inclusive

- Allow participation of self-advocates and families

Outcomes

- Link to individuals served with short and long-term goals and measures

Implicit Bias Discussion

Question 1:

What is important to consider for the statewide Implicit Bias Training?

Question 2:

What outcomes are important to measure and report for the Implicit Bias Training?

Bilingual Pay Differential

- ▶ \$3.6 TF (\$2.2M GF) ongoing funding to create a differential for bilingual service provider staff.
 - Starting in 2023-24, \$10.8M TF (\$6.5 GF).

Bilingual Pay Differential Discussion

As we plan...

Question 1:

What is important to consider for the statewide Bilingual Pay Differential?

Question 2:

What outcomes are important to measure and report for Bilingual Pay Differential?



Service Access & Equity Updates

Community Navigator

\$4.8M annual funding (\$3.2 GF) for the implementation of a statewide community navigator program. Family Resource Centers will provide navigation services such as education on resources, advocacy, and mentorship to parents of individuals served by regional centers.

- ▶ Working with FRCs through the FRCNCA leadership team on program design elements and implementation.
- ▶ Utilizing stakeholder input to create scope of work in the contract.

Community Navigator Stakeholder Input

Lived Experience

- Navigators need to have lived experience

Training

- Consistent with focus on Lanterman and generic resources

Program Flexibility

- Staffing and focus on local community needs

Accessible

- Bilingual staff, tailored materials – relevant and in plain language

Collaborative

- Work with local CBOs and RCs but maintain autonomy

Outcomes

- Data with measures, considering program capacity

Early Start Outreach & Tribal Engagement

\$500,000 - outreach to tribal communities to improve awareness of early intervention programs, including Early Start.

- ▶ September 29 - Tribal Leader Engagement Listening Session along with the California Tribal Families Coalition
- ▶ Continued engagement and consultation with tribal leaders to identify priorities and culturally competent strategies

Independent Evaluation of Grant Program

\$500,000 – funding for an independent evaluation of efforts to advance equity and reduce disparities in the developmental disabilities system

- ▶ **September 10** - RFP Published
- ▶ **October 21** - Proposals due
- ▶ **November 8** - Notice of Intent to Award
- ▶ Go to [California State Government Marketplace](#) for more information on RFP #HD219056

Service Access and Equity Grant

2021-22 Grant Priorities

- ▶ Create community partnerships for learning and advocacy
- ▶ Develop leaders from diverse communities
- ▶ Improve access to Early Start services for diverse, underserved, or marginalized communities
- ▶ Cultivate meaningful tribal engagement
- ▶ Increase access to deaf services and resources
- ▶ Diversify the I/DD workforce
- ▶ Improve access to culturally and linguistically responsive behavioral health services and crisis intervention

Online applications due November 3 - [Grant Guidelines](#)