

APPLICATION REPORT

Project Name: Building Cultural Competency to Support the Underserved in Central and Southern California—Phase Three

Applicant Organization: PathPoint

Awarded Amount: \$170,663

Funding Announcement Name: Promoting Service Access and Equity Grant



PROJECT SUMMARY

PathPoint's goal is to increase access to regional center services and community resources among Latinx and Spanish-speaking individuals within the TCRC, NLACRC, and KRC catchment areas. In order to meet the objective, PathPoint must engage in targeted community outreach and translation services within Latinx communities, and also train internal staff to be culturally proficient and operate culturally responsive programs.

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
Applicant Eligibility		
Applicant Information		
1. Project Title	Applicant Response	
What is the Project Title?	Building Cultural Competency to Support the Underserved in Central and Southern California—Phase 3	
2. Awarded Amount	Applicant Response	
	\$170,663	
3. Organization Type	Applicant Response	
Please check the box that describes your organization	Community Based Organization (CBO), 501(c)(3)	
4. Description of Organization/Group	Applicant Response	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
<p>Provide a brief description of the organization/group (organization type, group mission, etc.). Explain what experience your organization has managing a program similar to the proposal and state the outcomes of that program.</p>	<p>PathPoint is a 501(c)3 nonprofit with the mission of supporting people in living the life they choose. The organization partners with people with disabilities, people with mental health diagnoses, and low-income 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 low-income people. It has since expanded to support more than 2,700 individuals annually throughout five counties in southern and central California – Kern, Los Angeles, San Luis Obispo, Santa Barbara, and Ventura. PathPoint’s vision is to build inclusive, compassionate, and equitable communities where all individuals have the opportunity to thrive.</p> <p>In collaboration with seven regional centers, PathPoint operates employment, community integration and residential services to support approximately 2,000 people with intellectual and developmental disabilities (IDD) annually. PathPoint launched an updated cultural competency initiative in 2018 in conjunction with the organization’s 2018-2021 Strategic Plan. In FY 17/18 and FY 18/19, PathPoint was awarded DDS Disparities Funds to increase the engagement of Latinx individuals in its IDD services and enhance staff cultural competency. Overall, PathPoint’s project includes three components: 1) community engagement and education, 2) workforce development, and 3) translation and interpretation services. Below is a brief summary of PathPoint’s accomplishments for each component. More details are provided throughout the application.</p> <p><u>Community Engagement and Education</u></p> <p>PathPoint hired Latinx Family Outreach Specialists (LFOS) in each county supported in the organization’s catchment area. The LFOSs are working with a Latinx community engagement expert through the organization’s contract with ONTRACK. The specialists are reaching out to families remotely, to assess needs and help provide robust resources, such as home delivery of personal protective equipment and referrals for food support, testing sites, medical care etc.</p> <p><u>Workforce Development</u></p> <p>ONTRACK consulting firm completed a third-party audit and provided a comprehensive cultural competency training for the leadership team, program supervisors, and corporate staff. The consultant also worked with PathPoint to establish an internal ongoing training plan for all staff. Every PathPoint employee has completed a three-part online DEI training module. In response to the killing of George Floyd and the nation’s demand for social and racial justice, PathPoint launched a staff Diversity, Equity, and Inclusion Task Force with facilitation and training from ONTRACK consultants. The Task Force’s goal is to develop an agency-wide Inclusiveness Plan by March 2021.</p> <p><u>Translation and Interpretation Services</u></p> <p>PathPoint updated all marketing and outreach materials to include Spanish versions and added features to the website that translate to multiple languages and offers robust accessibility features (text-to-speech, simple text, automated highlighting etc.) Ongoing PathPoint communications to persons served and their support network are also translated into Spanish. LFOS are developing their translation and interpretation skills and providing these services to individuals and their families.</p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
5. Applicant in Good Standing Is the applicant in good standing with the California Secretary of State, California Franchise Tax Board, and California Department of Tax and Fee Administration?	Applicant Response Yes	
6. Subcontractors in Good Standing Are the applicant's subcontractors in good standing with the California Secretary of State, California Franchise Tax Board, and California Department of Tax and Fee Administration?	Applicant Response Not Applicable	
Grant Reapplication Information		
Grant Reapplications Only		
1. Grant Number (Reapplications Only) What is the Grant Number of previously awarded project? If not applicable select Not Applicable.	Applicant Response The number for PathPoint's 17/18 grant is 17-C43 and the number for the 18/19 grant is 18-C10.	
2. Project Title (Reapplications Only) What is the Project Title of previously awarded project? If not applicable select Not Applicable.	Applicant Response Building Cultural Competency to Support the Underserved in Central and Southern California Phase 1&2	
3. Project Start & End Dates (Reapplications Only) What are the Start & End Dates of the previously awarded project? If not applicable select Not Applicable.	Applicant Response Start Date: 12/31/2017, End Date: 03/20/2021	
4. Project Duration (Reapplications Only) What is the Total Project Duration (in months) of the previously awarded project? If not applicable select Not Applicable.	Applicant Response 42	
5. 2016/2017 Award	Applicant Response	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
(Reapplications Only) Enter the amount of funding that was awarded in FY 2016/2017. If not applicable select Not Applicable.	Not Applicable	
6. 2016/2017 Expenses	Applicant Response	
(Reapplicants only) Enter the amount of funding that was expended in FY 2016/2017. If not applicable select Not Applicable.	Not Applicable	
7. 2016/2017 Remaining	Applicant Response	
(Reapplicants only) Subtract the Total Expenses from the Total Award to determine the amount remaining from FY 2016/2017. If not applicable select Not Applicable.	Not Applicable	
8. 2017/2018 Award	Applicant Response	
(Reapplicants only) Enter the amount of funding that was awarded in FY 2017/2018. If not applicable select Not Applicable.	\$70,512.00	
9. 2017/2018 Expenses	Applicant Response	
(Reapplicants) Enter the amount of funding that was expended in FY 2017/2018. If not applicable select Not Applicable.	\$70,512.00	
10. 2017/2018 Remaining	Applicant Response	
(Reapplicants only) Subtract the Total Expenses from the Total Award to determine the amount remaining from FY 2017/2018. If not applicable select Not Applicable.	\$0.01	
11. 2018/2019 Award	Applicant Response	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
(Reapplicants only) Enter the amount of funding that was awarded in FY 2018/2019. If not applicable select Not Applicable.	\$169,767.62	
12. 2018/2019 Expenses	Applicant Response	
(Reapplicants only) Enter the total amount of funding that was expended, or is anticipated to be expended, in FY 2018/2019. If not applicable select Not Applicable.	\$169,767.62	
13. 2018/2019 Remaining	Applicant Response	
(Reapplicants only) Subtract the Total Expenses from the Total Award to determine the amount remaining from FY 2018/2019. If not applicable select Not Applicable.	\$0.01	
14. 2019/2020 Award	Applicant Response	
(Reapplicants only) Enter the amount of funding that was awarded in FY 2019/2020. If not applicable select Not Applicable.	Not Applicable	
15. 2019/2020 Expenses	Applicant Response	
(Reapplicants only) Enter the total amount of funding that was expended, or is anticipated to be expended, in FY 2019/2020. If not applicable select Not Applicable.	Not Applicable	
16. 2019/2020 Remaining	Applicant Response	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
(Reapplicants only) Subtract the Total Expenses from the Total Award to determine the amount remaining from FY 2019/2020. If not applicable select Not Applicable.	Not Applicable	
17. Total Awarded	Applicant Response	
(Reapplicants only) Combine the amounts included in FY 2016/2017, FY 2017/2018, FY 2018/2019, and FY 2019/2020 for the total amount awarded for the project. If not applicable select Not Applicable.	\$240,279.62	
18. Initial Proposed Number of People Served	Applicant Response	
(Reapplications Only) Include the initial number of people projected to be served. If not applicable select Not Applicable.	3200	
19. Actual Number of People Served	Applicant Response	
(Reapplications Only) Include the actual number of people served. Explain why this number is different from the projected impact number. If not applicable select Not Applicable.	Both the 17/18 and 18/19 grants impacted approximately 3,200 individuals. The workforce development part of the project involved participation from the entire staff. All of PathPoint's 500 employees were a part of the internal audit and feedback surveys. They were also impacted by the DEI training for leadership staff, program supervisors, and corporate staff as well as the organization-wide staff cultural competency trainings. People supported by PathPoint benefited from increased staff cultural competency, translation activities, cultural events, educational activities, and more. Although grant funds are only used for IDD programs, all individuals supported by PathPoint's services benefited from increased staff cultural competency (including people with mental health diagnoses and low-income youth). PathPoint supports 2,700 individuals annually. Therefore, people supported (2,700) plus staff (500) equals 3,200 individuals impacted. The families and support networks of people supported by PathPoint were also impacted.	
20. Regional Centers in Catchment Area	Applicant Response	
(Reapplications Only) List all Regional Centers in the project catchment areas that the project has served. If not applicable select Not Applicable.	Grant funds are focused on the Tri-Counties Regional Center, Kern Regional Center, North Los Angeles County Regional Center catchment areas. However, regions within the catchment areas of the Lanterman, Westside, Harbor, and South-Central Regional Centers benefit indirectly.	
21. Cities Served	Applicant Response	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
(Reapplications Only) List the cities your project has served. If not applicable select Not Applicable.	San Luis Obispo County – Atascadero, San Luis Obispo, Grover Beach, Paso Robles and surrounding areas. Santa Barbara County – Santa Maria, Lompoc, Santa Barbara, and surrounding areas. Ventura County – Thousand Oaks, Simi Valley, Oxnard, Westlake Village, Camarillo, and surrounding areas. Kern County – Bakersfield and surrounding areas. Los Angeles County – Antelope Valley, San Fernando Valley, and surrounding areas. Please note: West LA and Long Beach benefit indirectly as grant funds are focused on the programs in the NLACRC catchment area.	
22. Counties Served	Applicant Response	
(Reapplications Only) List the counties your project has served. If not applicable select Not Applicable.	San Luis Obispo, Santa Barbara, Ventura, Kern, and Los Angeles counties	
23. City of Los Angeles	Applicant Response	
(Reapplications Only) If your project has served the City of Los Angeles, list the zip code(s) and/or community(ies) your project has served. If not applicable select Not Applicable.	All zip codes within the North Los Angeles County Regional Center catchment area. Please note: West LA and Long Beach benefit indirectly as grant funds are focused on the programs in the NLACRC catchment area.	
24. Activities to Date	Applicant Response	
(Reapplications Only) Provide a detailed explanation of project activities to date. Include what the project has accomplished to date. From the start of the project to the date of reapplication, what are the key accomplishments? Have all activities been completed? If no, why not? If not applicable select Not Applicable.	<p>Community Engagement and Education Activities to Date</p> <p>PathPoint hired Latinx Family Outreach Specialists (LFOS) representing all five counties in the project’s catchment area. Each specialist is bilingual and bicultural. The specialists took part in an internal orientation and the Project Manager met with regional center contacts at the beginning of the 18/19 grant. Currently, the specialists are meeting as a group with the Project Manager bi-weekly to share ideas and resources and are attending 2-hour training sessions with an outreach consultant once a month. Training topics include First Contact, Latinx Identities, Case Management Strategies, Developing Relationships, Effective Translation Techniques with Families, Education and Service Provision, Asset Mapping, Mental Health Practices, Nutrition, Community Resources and Networking, and Healthcare and Food Justice.</p> <p>The specialists are communicating with current PathPoint Latinx families regularly to assess their needs, provide resources, and make recommendations for additional services. The primary focus right now is to address the disparity in access to resources related to the pandemic. Some examples of support provided to individuals and families include:</p> <ul style="list-style-type: none"> • Accessing alternative services, including socially distanced walks and PathPoint online classes • Connecting families with safety information and home deliveries of PPE supplies • Helping families connect through Zoom and FaceTime and providing other tech support • Helping families access resources such as the California LifeLine phones, low-cost internet, mental health support, food support, and regional center services • Assisting individuals with translation and interpretation during PathPoint online classes, job interviews, annual meetings with regional centers, medical appointments, and at the pharmacy 	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
	<p>regional centers, medical appointments, and at the pharmacy</p> <ul style="list-style-type: none"> • Translating various team documents and resources, including ISPs, remote learning activity packets, person-centered thinking (PCT) tools, and class calendars <p>PathPoint is gathering feedback and input about the strengths and areas of improvement in programming from the Latinx families as well as the specialists. Specialists are reporting to PathPoint leadership and the DEI Task Force about implementing meaningful changes such as translating Individual Service Plans, hiring more bi-lingual staff, and obtaining technology for low-income families to access remote services.</p> <p>PathPoint planned to host several community engagement events with targeted outreach to Latinx families such as open houses and resource fairs throughout all five counties. Most events were suspended due to COVID-19. In keeping within COVID-19 health and safety guidelines, PathPoint held a drive-through Hispanic Heritage Month educational event in Ventura County in September. Each attendee received a CD with a playlist from the event of traditional music and traditional candies, as well as a bookmark with QR codes linked to websites offering resources around the community.</p> <p>Workforce Development Activities to Date</p> <p>For the 17/18 grant, ONTRACK consulting group performed a cultural proficiency audit and assessment. Based on the results, PathPoint worked with ONTRACK to launch a series of full-day trainings for the leadership team, program supervisors, and corporate staff. The initial training focused on the fundamental elements of cultural proficiency, practices in the workplace, an emphasis on Latinx communities and their needs, and the intersectionality of ethnicity and disability. For the 18/19 grant, PathPoint used input from staff and the consultant to develop an organization-wide workforce development plan, including a commitment to making the organization-wide DEI training part of its core training curriculum. The first annual staff training for the 18/19 grant was a three-part online module on Barriers to Diversity and Implicit Bias in the workplace. One hundred percent of staff completed the webinar. The next installment of the training is underway and will include a comprehensive, interactive class led by the consultant focusing on unconscious bias.</p> <p>DDS approved a budget modification to support PathPoint’s DEI Task Force and the additional consulting services. The Task Force represents a diverse group of staff from different geographies, backgrounds, and job functions, and includes PathPoint’s President and CEO—signaling the significance of this commitment. The group meets monthly with an expert facilitator provided by ONTRACK. The Task Force is analyzing PathPoint’s existing policies and procedures, gathering information from key stakeholders and external resources, and developing an Inclusiveness Blueprint by March 2021. The Blueprint reflects PathPoint’s long-term commitment to continual program assessment and improvement in the area of diversity, equity, and inclusion.</p> <p>Translation and Interpretation Activities to Date</p> <p>All of PathPoint’s primary marketing and outreach materials were updated and translated to Spanish and the organization is now working with professionals on a regular basis to translate important communications as needed (event invites, program updates, educational materials etc.). PathPoint installed Read Speaker on the organization’s website, which includes several accessibility features and translates content into multiple languages. Annually, PathPoint is surveying people supported and their families, staff, funders, and other key stakeholders to collect feedback and input about the cultural responsiveness of programs. General feedback from the survey was used to develop PathPoint’s mission, vision, and values statements, which was also translated into Spanish. Translation and interpretation are one of the primary job duties of the LFOSs. The specialists interpret for families with the regional centers, medical providers, social service providers, and more. They also translate program materials and review any documents translated by a professional to make sure the language is accessible for families. Some LFOSs are completing a Spanish for Heritage Speakers training from the World Language Institute to increase language translation skills in accordance with the National Standards of Foreign Language Education</p>	

APPLICANT	APPLICANT RESPONSE	ATTACHMENTS
<p>25. Project Impact & Outcome</p> <p>(Reapplications Only) Provide a detailed explanation of project impacts and outcomes to date. Attach data (summary of pre-tests and post-tests), participant success stories to demonstrate project outcomes and impacts. Provide outcomes of your project's impact in serving the target communities. Using your attached data, provide a brief statement of key findings. If not applicable select Not Applicable.</p>	<p>Applicant Response</p> <p>Community Engagement and Education Outcomes</p> <p>During phase two of the project, PathPoint hired eight Latinx Family Outreach Specialists who work in five different counties. The LFOSs completed six 2-hour training sessions with a community engagement expert and will complete six additional trainings by March 2021. The goal was for specialists to reach at least 20 existing PathPoint families and develop an active caseload of at least 10. To date, the LFOS have engaged with a total of 53 existing PathPoint families and maintain an active caseload of 30. For outreach to new families, PathPoint's goal was to generate three new leads and host three bi-cultural events to connect with new families. Although in-person events were cancelled due to the pandemic, PathPoint hosted a fun and innovative drive-thru celebration for Hispanic Heritage Month with 24 attendees. As a result of the event and additional contacts through word of mouth, the specialists connected with 17 leads so far.</p> <p>The specialists created and distributed an assessment for families to better understand their needs during the pandemic. This information is guiding their outreach activities with families. The LFOSs are also requesting general feedback about PathPoint services and the regional center system. All assessments and feedback are documented in the LFOS notes and reviewed by the Project Manager. So far, the team has met with PathPoint leadership twice to communicate recommendations for the organization. These meetings will continue quarterly for the length of phase two and into the next grant project.</p> <p>Please see the following attachments for more information about the LFOS position as well as their training and impact so far:</p> <ul style="list-style-type: none"> • Attachment 1 Job Duties • Attachment 2 LFOS Training Presentation Sample • Attachment 3 LFOS Impact Report <p>Workforce Development Outcomes</p> <p>PathPoint trained staff through a variety of modules and workshops including a full-day training for program supervisors, the leadership team, and corporate staff as well as three online classes and one comprehensive workshop (scheduled for February 2021) for all staff. The DEI Task Force has met monthly since June and is completing the following by March 2021:</p> <ol style="list-style-type: none"> 1. Creating an Inclusiveness and Diversity statement 2. Creating a Case for Inclusiveness summary 3. Gathering and analyzing information including available facts and stakeholder perspectives regarding PathPoint, its staff, and the populations it supports 4. Completing an Inclusiveness Blueprint with concrete goals, objectives, and tasks 5. Communicating needs and best practices with all PathPoint staff and stakeholders <p>Please see the following attachments for more information about PathPoint's workforce development activities and outcomes to date:</p> <ul style="list-style-type: none"> • Attachment 4 Needs Assessment and Sample Staff Feedback • Attachment 5 Inclusiveness Blueprint Overview <p>Translation and Interpretation Outcomes</p> <p>According to the assessments performed by LFOS, one of the most important resources families need is translation and interpretation. So far, the specialists have translated nine online classes for PathPoint's alternative day services. One specialist successfully translated between the family and a medical clinic regarding appointments, billing, and access to care. Another specialist translated for an individual during a job interview. The specialists have translated dozens of important PathPoint documents including COVID-19 community response letters, remote learning packets, and satisfaction surveys.</p>	<p>6</p>

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
	<p>Using grant funds, PathPoint created eight different organization brochures with Spanish translation and revamped the website to include a read speaker and translation to multiple languages. Each office was outfitted with new bi-lingual signage and bi-lingual staff received name badges that read “Yo hablo Español”. PathPoint’s annual survey to staff, people supported, funders, and families was translated into Spanish and gathered feedback about the organization’s cultural proficiency. The survey has gone out three years in a row and will continue to be used annually. Please see Attachment 6 Translated Materials.</p>	
<p>26. Project Objectives</p> <p>(Reapplications Only) What are the projects objectives in addressing disparities and what remains to be addressed/completed? Explain why these objectives have not been completed during the current grant period. Provide a brief description of the key lessons learned from your current project, if any. What were some of the challenges that prevented your project from meeting your objectives/measures? What are some strategies your organization plans to implement to address challenges, if any? If not applicable select Not Applicable.</p>	<p>Applicant Response</p> <p>PathPoint's original objective was to increase staff's cultural competency in serving 2,000 individuals with disabilities across five counties and to increase the number of Latinx individuals served by 20% over three years. Staff cultural competency has significantly increased, as exemplified in Attachment 4 with staff feedback from the trainings so far. After one year of the project, PathPoint increased the services to Latinx individuals by 4%. This number stayed the same from year one to year two. Year three results will be available after the 19-20 program year. As PathPoint has progressed through the first and second phases of this project, the staff involved realized how overly ambitious the original goal was. PathPoint has incorporated lessons learned into every aspect of the new grant proposal, especially with consideration for the time that it takes to create strong operational structures and build impactful relationships with partners and Latinx communities.</p> <p>Translation and Interpretation</p> <p>One obstacle that PathPoint faced was developing efficient systems for translating materials. All of PathPoint’s marketing materials and important external communications were translated by a professional. The professional translates to traditional Spanish. PathPoint’s bi-lingual staff reviewed the documents and decided that the language was too formal for the populations in the organization’s catchment area. Furthermore, the meaning of industry related terms like “competitive integrated employment” were lost in translation. PathPoint learned that every document translated by a professional needs to be reviewed by a bi-lingual staff person. Currently, the LFOS are translating in-house materials and reviewing all external documents translated by the professional. In order to support the LFOS translation skills, they are completing the Spanish for Heritage Speakers translator training from the World Language Institute. The LFOSs will share best practices to help PathPoint establish effective procedures for ongoing translation and interpretation services. PathPoint also plans to partner with the regional centers to share best practices and resources.</p> <p>Workforce Development</p> <p>Another challenge during phase one was to develop an effective organization-wide training. PathPoint originally planned to develop a train-the-trainer model with guidance from ONTRACK. After several months recruiting staff trainers and working with the consultant to develop their knowledge and skills, the team of trainers decided that the subject matter was too sensitive to facilitate trainings in-house. PathPoint was also concerned about the sustainability of keeping trainers up to date and knowledgeable on this topic, and decided that the training should be facilitated by an industry expert. The train-the-trainer model was suspended, but many of the original staff trainers have gone on to use their skills and leadership on PathPoint’s DEI Task Force and will help shape the Inclusiveness Blueprint. While working with ONTRACK to find a more suitable training from an industry expert, PathPoint launched an online module for all-staff to complete in the meantime. Since then, 100% of staff have completed the mandatory online module. Feedback from staff suggested that an in-person or interactive training with room for dialogue and peer-to-peer discovery is better than an online module. An interactive training with an industry expert has been scheduled for February 2021. PathPoint will continue to explore ways to create a sustainable internal training model through the next phase of the grant project by partnering with TCRC</p>	<p>1</p>

APPLICANT QUESTION	<p>next phase of the grant project by partnering with FOKO.</p> APPLICANT RESPONSE Community Engagement and Education	ATTACHMENTS
	<p>PathPoint's original proposal for phase two of the project was planned for 18-months so condensing the project into the awarded 12-month timeline was a significant barrier. The first step of the project, the hiring process for the LFOS, took much longer than expected. Initially, PathPoint was looking to hire an external candidate such as a family advocate or experienced Latinx community organizer. However, PathPoint found it challenging to recruit candidates with experience in VDD services and knowledge of the regional center system who are also bilingual and bicultural. After many months of searching, PathPoint decided to hire current employees who are already familiar with the organization and many Latinx individuals supported by PathPoint. These employees work as a part-time LFOS in addition to their regular position and could not devote as much time to the grant as planned in the original project budget. PathPoint was able to hire some of these positions right away and some were not hired until just recently. As a result, the training and project milestones related to the LFOS position were delayed. In hindsight, PathPoint should have piloted the project in one county first, which would have informed the rest of the project and avoided some of the other concerns.</p> <p>PathPoint also learned that a specialized position like the LFOS requires a certain set of skills that need to be developed over time. The specialists not only need to be bilingual and bicultural, but they also need comprehensive knowledge about VDD and the regional center system as well as best practices for community outreach and education. Some specialists felt comfortable translating and working with families, but didn't know how to do community outreach. Others felt connected to the Latinx communities, but needed to refine their translation skills and learn how to develop trusting relationships with families.</p> <p>The budget for the 18/19 proposal included a Project Manager with the intention of this person organizing the LFOS team, facilitating their meetings, and coordinating with the consultant. PathPoint allocated time from the Project Manager who is in charge of supervising the organization's Community Integration Specialists (CIS) and Community Integration Technology Specialists (CITS). The CIS and CITS teams are responsible for ensuring HCBS Final Rule compliance across PathPoint's VDD services throughout all five counties in the organization's catchment area. PathPoint thought that supervising the LFOS team would be similar to managing the CIS and CITS teams. The CIS/CITS Project Manager is highly-trained in person-centered thinking and assistive technology, which makes managing HCBS Final Rule compliance straightforward. Since the start of the pandemic, the Project Manager has been inundated with the task of transitioning PathPoint's Day Services to remote learning. His experience with person-centered tools and assistive technology has been crucial to sustaining PathPoint's programs throughout the pandemic.</p> <p>Feedback from both the Project Manager and the LFOSs indicated that the team needs someone who has grassroots community outreach experience and is fully bilingual and bicultural. The team leader also needs to have the ability to devote more time to this project in order to fully integrate throughout the organization. Due to his schedule and using feedback from the team about needing a leader with different skills, PathPoint decided to add a Latinx Community Outreach Organizer position to phase three of the project. The Latinx Community Outreach Organizer will focus on leading the specialists in accomplishing activities, building community relations, and providing direct support to families. PathPoint's Vice President of Community Engagement will step-in as the new Project Manager and continue to support the management and administrative aspects of the grant, such as compiling reports, coordinating with DDS, and monitoring the timeline and activities.</p> <p>Pandemic</p> <p>The pandemic exacerbated all of the aforementioned challenges, particularly the</p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
	<p>hiring process and community engagement activities. All in-person events and outreach to families was suspended. The specialists adapted quickly to make connections over the phone or online, but many families don't have access to technology and most need quality time to build trust with the specialists. Making the type of valuable connections that build trust and lead to an increased level of service is hard to achieve via text, phone calls, and emails.</p> <p>The original 18/19 proposal was ambitious. PathPoint planned a variety of activities that ultimately needed 24 months or longer to complete. In particular, the community engagement and education activities performed by the LFOS turned out to be much more work than originally planned. PathPoint underestimated the amount of training the LFOS would need and how long it would take to make meaningful connections with families before they could start trusting the specialists to offer them support. The condensed grant term, delay in hiring, discrepancy in time available versus the time budgeted, intensive training, and the pandemic significantly impacted the wage/benefit expenses and activities timeline.</p> <p>Overall, feedback from key constituencies has demonstrated that PathPoint made significant progress towards achieving organization-wide cultural competence. Although PathPoint may not reach the goal of increasing its services to Latinx people with IDD by 20% over three years, the organization learned that the qualitative work of increasing staff cultural competency and the level of service for existing Latinx family's needs to be built first, before the quantity of services can increase to new families. The work of being a truly equitable organization is never finished and PathPoint is committed to implementing a plan that will ensure the longevity of these important practices.</p>	
<p>27. Project Transition (Reapplications Only) If awarded, how will your current project transition into the 2020/21 proposed project? How does your proposed project complement your current project? Does your proposed project expand or continue your current project, if so how? What activities, measures, or target groups are being added? Provide a summary of the differences and reasons why you are proposing the change. If not applicable, select Not Applicable.</p>	<p>Applicant Response</p> <p>PathPoint respectfully requests \$196,863.33 to support phase three of the project – Building Cultural Competency to Support the Underserved in Central and Southern California. Phase three of the project will be a continuation of the current project so the transition will be essentially seamless. PathPoint plans to continue the LFOS positions. Feedback from the LFOSs indicated that the consultant's monthly training exercises are crucial for helping them learn how to make meaningful connections with Latinx families. The monthly trainings will continue into phase three. The specialists and the Project Manager also indicated that a Latinx Community Outreach Organizer will help by establishing team leadership and direction. The Project Manager will continue to support the team with grant related activities.</p> <p>Phase three will also continue the all-staff cultural competency trainings. While past trainings have helped PathPoint employees make meaningful progress towards culturally responsive practices and programs, on-going training is essential for continuous improvement as well as onboarding new staff. From evaluating the past trainings and collecting staff feedback, PathPoint identified that cultural competency trainings should be facilitated by an expert and incorporate interactive dialogue and discovery. The training should also incorporate the intersectionality of cultural competency and supporting people with IDD. TCRC is working with a consultant to develop an internal training for regional center staff. PathPoint will work with TCRC and the consultant to adapt the training curriculum for service providers. TCRC and the consultant will pilot this training with PathPoint staff. PathPoint plans to help other regional centers and service providers replicate this partnership training model.</p> <p>By March 2021, PathPoint's DEI Task Force will complete the Inclusiveness Blueprint, outlining specific activities to implement truly inclusive policies, practices, and programs. The transition from phase two to phase three will bridge PathPoint's work from creating the blueprint to implementation and assessment. This work will continue to be informed by the ONTRACK consultant. More information about phase three will be detailed later in the application.</p>	
<p>General Application Proposal Summary</p>		

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
1. Individuals Impacted Enter the projected number of individuals impacted.	Applicant Response 3150	
2. People Served What is proposed number of people projected to be served?	Applicant Response 100	
3. Duration of project What is the duration of the project? Enter Start & End Dates.	Applicant Response Start Date: 03/31/2021, End Date: 03/30/2022	
4. Duration of project (months) What is the total duration of project in months?	Applicant Response 12	
5. Regional Centers List all Regional Centers in the project catchment areas.	Applicant Response Grant funds are focused on the Tri-Counties Regional Center, Kern Regional Center, North Los Angeles County Regional Center catchment areas. However, regions within the catchment areas of the Lanterman, Westside, Harbor, and South-Central Regional Centers benefit indirectly.	
6. Cities Served List the city or cities your project proposes to serve.	Applicant Response San Luis Obispo County – Atascadero, San Luis Obispo, Grover Beach, Paso Robles and surrounding areas. Santa Barbara County – Santa Maria, Lompoc, Santa Barbara, and surrounding areas. Ventura County – Thousand Oaks, Simi Valley, Westlake Village, Oxnard, Camarillo, and surrounding areas. Kern County – Bakersfield and surrounding areas. Los Angeles County – Antelope Valley, San Fernando Valley, and surrounding areas. Please note: West LA and Long Beach benefit indirectly as grant funds are focused on the programs in the NLACRC catchment area.	
7. Counties Served List the county or counties your project proposes to serve.	Applicant Response San Luis Obispo, Santa Barbara, Ventura, Kern, Los Angeles counties.	
8. City of Los Angeles If your project proposes to serve the City of Los Angeles, list the zip codes and/or communities your project will serve.	Applicant Response All zip codes within the North Los Angeles County Regional Center catchment area. Please note: West LA and Long Beach benefit indirectly as grant funds are focused on the programs in the NLACRC catchment area.	
9. Community Based Organizations	Applicant Response	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
Will you be working with one or more Community Based Organization?	Yes	
10. Regional Center Data	Applicant Response	
If you plan to use regional center data for your project, indicate what steps you will take (or already have taken) to acquire it. For example, completing a data agreement, completing a data request, meeting with RC to discuss data availability/timelines, etc.	PathPoint uses regional center data to compare utilization rates and demographics for all programs. PathPoint also gathers input from the regional centers about the project activities and works collaboratively to address service disparities.	
11. First Project Type Selection	Applicant Response	
Select your first project type.	Parent Education (online or in person trainings, etc)	
12. Second Project Type Selection	Applicant Response	
Select your second project type (if applicable).	Workforce Capacity and Development (staff training, etc)	
13. Third Project Type Selection	Applicant Response	
Select your third project type (if applicable).	Translation (translator services, etc)	
14. Multiple Organizations	Applicant Response	
Does your project include partnership with one or more organizations either as a co-applicant or subcontractor? If "yes", please upload a letter of support from each organization, that includes an explanation of their role in the partnership.	Yes	1
15. Leverage & Strategies	Applicant Response	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
<p>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. How will your project continue its work after the grant funding has concluded?</p>	<p>PathPoint's project is designed so that each phase builds upon the previous one. What started as an audit of staff cultural competency has grown to incorporate organization-wide trainings and will lead to systematic ongoing internal examination and progress. The Inclusiveness Blueprint establishes specific strategies, objectives, and tasks to effectively anticipate, manage, and resolve programmatic inequities. Phase three will integrate the organization-wide cultural competency training in partnership with TCRC, which will become a part of PathPoint's core training curriculum.</p> <p>The Latinx Family Outreach Specialists will have two years of intensive training from a community engagement expert once phase three is complete. Ideally, the best practices and strategies they learn can be replicated for the organization's work with other underserved populations and shared with other service providers and regional centers. The specialists will ultimately bridge the cultural gaps between people from different backgrounds and ensure all individual's needs are addressed. PathPoint plans to integrate the specialist position as a direct support professional dedicated to supporting individuals from marginalized communities and their families.</p> <p>The LFOS position is one of three specialized DSP positions within PathPoint's staffing structure, along with the Community Integration Specialists (CIS) and Community Integration Technology Specialists (CITS). The purpose of these positions is to ensure full access to the community and maximum personal choice for every individual supported by PathPoint, in compliance with the 2014 Home and Community-Based Services (HCBS) Final Rule. Phase three of PathPoint's project will incorporate collaboration between all three specialists. PathPoint was awarded 19/20 HCBS funding to support a staff Person Centered Thinking (PCT) trainer certification program. While the staff trainers are completing the certification program, they will co-facilitate trainings with a consultant and the LFOS will be in attendance. The long-term goal is for the LFOSs to ensure PathPoint's person-centered approach is culturally responsive. This may involve updating PCT materials to include Spanish translation, working one-on-one with individuals and families using PCT tools, providing recommendations for leadership to implement more inclusive PCT practices, and more. Karen Moore, PathPoint's Executive Director of Developmental Disability Services and certified PCT mentor trainer, will lead the collaboration.</p> <p>Please see Attachment 8 Letters of Support from PathPoint's partners for this project.</p>	<p>1</p>

Target Population		
1. Target Groups Served	Applicant Response	
<p>Select all groups the project will serve. If you select "Pacific Islander" or "Other" use comment section to list all groups.</p>	Hispanic	
<p>Applicant Comment</p>		
2. Number of Target Group Served	Applicant Response	
<p>For each target group selected in previous question, list number served.</p>	100	
3. Languages	Applicant Response	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
Select all Languages the project will serve. If you select "Other" please list all languages.	Spanish	
Applicant Comment		
4. Age Groups Served	Applicant Response	
Select all Age Groups the project will serve. If you select "Other" please list groups.	16 to 21 , 22 and older	
Applicant Comment		
Project Application		
Project Application		
1. Project Summary	Applicant Response	
Provide a clear and concise project summary that includes a defined target population, catchment area, and project design. Specifically describe what your project will accomplish and how it will benefit the community served.	<p>PathPoint's proposed project is a continuation of the previous two grants – workforce development, community engagement and education, and translation services. The target population is Latinx, Spanish-speaking people with VDD and their families. All of the zip codes within the Tri-Counties Regional Center, Kern Regional Center, and North Los Angeles County Regional Center catchment areas will be served.</p> <p><u>Project Design</u></p> <p>Community Engagement and Education</p> <p>Phase three of PathPoint's project will continue the Latinx Family Outreach Specialist (LFOS) positions. The current LFOSs have all committed to working on the next phase of the project so the team will continue to have representation from each county. PathPoint collected input from the LFOSs to plan the proposed activities for phase three. Feedback indicated that the LFOSs need a set number of hours dedicated to the grant project every week based on their own schedules and the needs of their local community. These hours will be different for each county and determined by the community need (see budget for wage allocations). Based on the LFOSs feedback, PathPoint decided to implement weekly team check-ins for the staff to share strategies and resources, and monthly community engagement trainings with the consultant. LFOSs especially appreciated the expert's training as many of them do not have experience in this type of grassroots outreach.</p> <p>PathPoint is adding the position of Latinx Community Outreach Organizer for phase three of the grant to address management challenges and provide additional direct support to families. The Latinx Community Outreach Organizer will be responsible for supporting the specialists and managing their job duties, as well as managing a small caseload. While the consultant is crucial for training the LFOSs in community engagement techniques, the team also needs support in developing a better understanding of PathPoint's programs, the regional center system, and supporting people with IDD. The Latinx Community Outreach Organizer will help the LFOS contextualize the training and use best practices within the development disability services system. A lead outreach organizer for this project will build the team dynamic and keep them on track to meet grant milestones. The Latinx Community Outreach Organizer will gather resources, communicate with regional centers, and engage with Latinx community leaders/organizations. Additionally, the Latinx Community Outreach Organizer will identify opportunities to educate and promote self-</p>	2

APPLICANT QUESTION	<p>advocacy through building connections with other families.</p> <p style="text-align: center;">APPLICANT RESPONSE</p>	ATTACHMENTS
	<p>The Project Manager for phase three of the grant will act as a liaison between DDS and the LFOS team. They will be responsible for gathering the data and documentation required for grant reports and helping the team stay on top of grant deadlines. The Project Manager will facilitate communication between the LFOSs and PathPoint's leadership team about ideas for program-wide improvement and project integration. Additionally, the Project Manager will be responsible for organizing and implementing the workforce development and translation services portion of the grant activities. They will communicate with the consultants regarding scope of work and make sure the contract is executed according to the terms of the grant. The Project Manager will coordinate the ongoing staff training, assist with organizing the DEI Task Force, and oversee the translation of ongoing PathPoint communications.</p> <p>The Project Manager and Latinx Community Outreach Organizer will meet with leadership quarterly. PathPoint's leadership team includes the CEO/President, Executive Director of Developmental Services, Vice Presidents in each county, Vice President of Human Resources, Director of Finance, and Vice President of Infrastructure Technology as well as the Vice President of Community Engagement (grant Project Manager). The Project Manager will report activities and outcomes at monthly leadership team meetings and regularly to the Board of Directors. Each manager will be responsible for implementing recommendations related to their department.</p> <p>Please see Attachment 1 for job duty descriptions for the LFOSs, Latinx Community Outreach Organizer, and Project Manager.</p> <p>Workforce Development</p> <p>PathPoint will implement an Inclusiveness Blueprint, developed by the staff Diversity, Equity, and Inclusion (DEI) Task Force with support from the consultant. The consultant is using a proven framework developed by the Denver Foundation's Expanding Nonprofit Inclusiveness Initiative. Please see Attachment X for more information about the Inclusiveness Blueprint model. According to the curriculum, inclusive organizations are learning-centered, valuing the perspectives and contributions of all people and striving to incorporate the needs and viewpoints of diverse communities into the design and implementation of all its programming. The blueprint is an ongoing commitment to the following principles:</p> <ol style="list-style-type: none"> 1. Awareness of cultural nuances and using this awareness to inform program development. 2. Development of internal systems to help bridge cultural gaps between people from different backgrounds and ensuring that all voices are heard and respected. 3. Intentionally soliciting and listening to feedback about the organization and understanding that criticism is an opportunity to effectively address inequities. 4. Open minded leadership willing to connect with key stakeholders in an honest dialogue. <p>Phase three of the project will also continue the staff cultural competency trainings. While past trainings have helped PathPoint employees make remarkable progress towards culturally responsive practices and programs, on-going training is essential for continuous improvement as well as onboarding new staff. From evaluating the past trainings and collecting staff feedback, PathPoint identified that cultural competency trainings should be facilitated by an expert and incorporate interactive dialogue and discovery. The training should also incorporate the intersectionality of cultural competency and supporting people with IDD. TCRC is working with a consultant to develop an internal training for regional center staff. PathPoint will work with TCRC and the consultant to adapt the training curriculum for service providers. TCRC and the consultant will pilot this training with PathPoint staff. PathPoint plans to help other regional centers and service providers replicate this partnership training model.</p>	

APPLICANT QUESTION	Translation and Interpretation APPLICANT RESPONSE	ATTACHMENTS
	<p>PathPoint will continue to prioritize translation and interpretation services by using a professional translator for important document when appropriate. The specialists will continue to review professional translations, translate in-house documents, and translate/interpret for families as needed. During this phase of the grant, the specialists will work with community partners and PathPoint's leadership team in order to establish best practices and sustainable internal systems for translation and interpretation.</p> <p><u>Accomplishments and Benefits</u></p> <p>Phase three of PathPoint's project builds upon the last three years of progress towards bolstering staff cultural competency and enhancing services for Latinx people with I/DD. By the end of the grant term, PathPoint will make several organization-wide system changes. The annual staff training will be formalized and fully integrated into the core-training curriculum. The Inclusiveness Blueprint will be implemented with procedures for ongoing feedback and evaluation. All programs will have access to translated materials and Spanish interpretation resources. Overall, the company culture will reflect the organization's vision to build inclusive, equitable, and compassionate communities where all individuals have the opportunity to thrive.</p> <p>Furthermore, the Latinx Family Outreach Specialist (LFOS) will be a professionalized role with concrete support built into the organization's staffing structure. The position is new, with some LFOSs hired in 2019 and others in 2020. It will take time for the team to understand what's working and not working, and figure out how to implement effective changes. This process is happening now so PathPoint can incorporate the changes into the new grant activities. Ultimately, the 18/19 grant term was similar to a pilot and the 20/21 grant will accomplish the task of integrating the specialists within PathPoint's overall programming. They will have strong connections to the leadership team and other specialized positions (CIS/CITS). After the phase three grant term, the specialists will have a growing caseload and deeper, trusting relationships with families. They will have the knowledge and tools needed to reach new leads and connect them with PathPoint and regional center services or other resources. The long-term goal is for PathPoint to replicate the specialist's strategies with other underserved communities.</p> <p>The people supported by PathPoint and their families will benefit from culturally responsive programs and highly-trained staff. They will have access to culturally specific resources and support. PathPoint will connect with other I/DD service providers to help them implement best practices. The Latinx communities supported by PathPoint will have increased access to services, self-advocacy skills, and a greater understanding of the regional center system. PathPoint will have established connections to Latinx community leaders and organizations as well as resources like technology, food support, housing etc. Latinx families will have needed support during the pandemic, mitigating the disproportionate economic and health effects on low-income people of color.</p> <p>Please see Attachment 7 Project Synopsis for a summary of the project's progress thus far, lessons learned, new proposal activities, and the project's long-term outcomes, impact, and partnerships.</p>	
2. Organization Experience	Applicant Response	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
<p>What experience does the organization/group have working with the target population?</p>	<p>PathPoint has more than 55 years of experience supporting people with disabilities. Annually, PathPoint supports 2,000+ individuals with I/DD across five counties in southern and central California. PathPoint operates multiple services with seven regional centers including Day Services, Supported Living, Independent Living Services, Supported Employment, and Behavioral Services. Additionally, PathPoint contracts with the Department of Rehabilitation (DOR) to provide Individual Supported Employment. All of PathPoint's programs consistently pass regional center and DOR audits and Community Care Licensing inspections. The Commission on Accreditation of Rehabilitation Facilities (CARF), an independent agency, performed an external audit and in October 2019 awarded PathPoint with a three-year accreditation—the highest level of award.</p> <p>PathPoint is an industry leader in the field of developmental disability services and works collaboratively with other providers, regional centers, and DDS to improve services throughout the state of California. As an active member of the California Disability Services Association (CDSA) and the LA Coalition of Service Providers, PathPoint worked closely with other agencies to successfully advocate for increased funding reimbursement rates for most I/DD services. Throughout the pandemic, PathPoint has worked closely with CDSA and DDS to make recommendations for alternative service delivery and a temporary billing structure. Harry Bruell, PathPoint President/CEO is a member of the CDSA Board of Directors as well as the System and Fiscal Reform Workgroup with the DS Task Force. Lauren Loza, the Project Manager for this grant and Vice President of Community Engagement, is a member of the Service Access and Equity Workgroup of the DS Task Force.</p> <p>Another area of PathPoint's expertise is person-centered thinking (PCT). Karen Moore, PathPoint's Executive Director of Developmental Services is a PCT mentor trainer with the Learning Community for Person Centered Practices and collaborates with regional centers to train new trainers and offer PCT workshops. In 2017, PathPoint launched a program curriculum revamp to enhance compliance with the HCBS Final Rule, which included PCT training for staff. The curriculum changes were supported with HCBS funding from TCRC, KRC, and NLACRC. Since then, the CIS/CITS have been focused on rolling out PCT tools with all staff, such as one-page profiles, learning logs, working/not working, and 4+1 questions. They also re-structured programs to incorporate more community-based activities. In 2018, PathPoint was awarded HCBS funding for the CITS to identify technology related needs, provide individualized adaptive equipment, and monitor progress using a person-centered approach. Both the CIS and CITS positions have been essential to implement alternate day services during the pandemic. In 2019, PathPoint was awarded HCBS funding for three staff members to complete the PCT trainer certification program. Once certified, the staff trainers will facilitate workshops for PathPoint, regional centers, and other providers.</p> <p>Since PathPoint was awarded the first Disparities grant in 2017, the organization has grown to understand the complexities of developing culturally responsive programs and enhancing services for Latinx communities. PathPoint has gained momentum in the last three years towards achieving the grant objective. One of PathPoint's strengths is collecting feedback from stakeholders and collaborating with key partners. PathPoint is using these partnerships and feedback to actively address inequities and make organization-wide changes. Specialized staff are trained to meet the needs of and build trusting relationships with Latinx communities. All PathPoint staff have a foundational understanding of diversity and inclusion and what it means to be culturally proficient. With funding for phase three of the proposed project, PathPoint will leverage the accomplishments and lessons learned from previous grants to gain even more experience and capacity with supporting underserved communities.</p>	
<p>3. Underserved Target Populations</p> <p>Explain how the target population(s) are underserved using RC POS data or other data as supporting evidence</p>	<p>Applicant Response</p> <p>Similar to many regional centers and service providers, PathPoint's services do not currently reflect the Latinx population size in all of the counties served. Organization-wide, 27% of the people PathPoint supports are Latinx while 52% are white. In comparison, 36.5% of California's population is white (non-Hispanic) and 39.4% is Hispanic or Latino, according to the US Census Bureau. The difference is more drastic by county. For</p>	

of the disparity
APPLICANT QUESTION

example, 22.9% of the population in San Luis Obispo County is Hispanic or Latinx while the percentage is only 13% for PathPoint's response. For Santa Barbara County, the Hispanic/Latinx population is 46% while PathPoint's percentage is only 30%. In

ATTACHMENTS

Ventura County, the Hispanic/Latinx population is 43% and only 19% for PathPoint. Los Angeles County has a Hispanic/Latinx population of 48.6% while the percentage for Hispanic/Latinx individuals supported by PathPoint is 30%. Finally, in Kern County, the Hispanic/Latinx population is 54.6% while PathPoint's population served is 35%. The percentage of Latinx individuals supported by PathPoint has increased 4% since the start of the organization's DEI initiative, but like many regional centers and service providers, the service access gap must continue to decrease.

Table 1: Total Annual Expenditures and Authorized Services by Ethnicity or Race FY 2018-2019 (age 22 years and older)

	Tri-Counties Regional Center Utilized	Kern Regional Center Utilized	North Los Angeles County Regional Center Utilized
American Indian or Alaska Native	61%	62.8%	59.6%
Asian	70.8%	65%	79.9%
Black/African American	65.7%	68.7%	83.2%
Hispanic	67.7%	68.1%	80.0%
Native Hawaiian or Pacific Islander	53.7%	83%	83.7%
Other Ethnicity or Race/ Multi-Cultural	68.9%	65.2%	82.8%
White	71.8%	71.3%	84.1%
TOTAL	70.3%	69.5%	82.6%

Using the most recent FY2018-19 data from three regional centers (Tri-Counties, Kern, and North Los Angeles County), the percentage of services utilized by individuals with I/DD continue to show disparities by ethnicity/race. Comparing Hispanic versus other ethnicities, TCRC utilization rates by Hispanic individuals is 67.7% compared to the highest utilization by Whites 71.8%, Asians 70.8%, and an overall total of 70.3%. In the KRC catchment area, utilization rates by Hispanic individuals is 68.1% compared to the highest utilization by Native Hawaiian or Pacific Islanders 83%, Whites 71.3%, and an overall total of 69.5%. North Los Angeles County reports utilization rates by Hispanic individuals as 80.0%, lagging behind Hawaiian or Pacific Islander 83.7%, White 84.1%, and an overall total of 82.6%.

Table 2: Total Per Capita Expenses by Ethnicity or Race FY 2018-2019 (age 22 years and older)

	Tri-Counties Regional Center Utilized	Kern Regional Center Utilized	North Los Angeles County Regional Center Utilized
American Indian or Alaska Native	\$17,858	\$47,246	\$19,355
Asian	\$29,701	\$29,008	\$30,478
Black/African American	\$35,658	\$27,509	\$23,676
Hispanic	\$24,094	\$20,212	\$22,587
Native Hawaiian or Pacific Islander	\$21,639	\$55,915	\$47,803
Other Ethnicity or Race/ Multi-Cultural	\$32,433	\$27,688	\$31,914
White	\$37,295	\$32,816	\$40,905
TOTAL	\$32,550	\$27,348	\$31,477

When comparing total per capita expenses by ethnicity/race, the differences are even more apparent. For example, TCRC reports \$24,094 per capita expenses for Hispanic individuals, compared to \$37,295 for White individuals. Across the all three regional centers, the per capita expenses for Hispanic individuals lags below the highest expenditure by group: TCRC spends \$24,094 for Hispanics versus \$37,295 for Whites; KRC spends \$20,212 for Hispanics versus \$55,915 for Native Hawaiians or Pacific Islanders; NLACRC spends \$22,587 for Hispanics versus \$47,803 for Native Hawaiians or Pacific Islanders.

APPLICANT QUESTION	Table 3: Consumers Reported as COVID-19 Positive compiled by DDS as of 11-13-20					ATTACHMENTS
	Consumer Characteristics	Tested Positive for COVID-19	Group as a share of all consumers reporting COVID-19 positive	Number of Consumers at All Regional Centers	This Group as a share of all consumers	
	TOTAL	3,600	100%	355,298	100%	
	Asian	133	4%	33,216	9%	
	Black/African American	282	8%	30,392	9%	
	Hispanic	1,733	48%	141,714	40%	
	Other	204	6%	44,516	13%	
	White	1,248	35%	105,460	30%	
	<p>Looking at the data of positive COVID-19 rates in the DDS population reveals an urgent, high disparity between Hispanic people supported and other races. Hispanic individuals comprise 40% of the DDS /DD population, but represent 48% of positive COVID-19 infections, representing the highest percentage of any group. This is a high priority issue that outreach programs, such as PathPoint's grant project, can help mitigate right now. Under PathPoint's current grant, LFOSs have contacted Latinx families for education about COVID-19 and safety precautions, and have personally delivered PPE to homes. As the pandemic hits its highest rate to date, health outreach is increasingly more important. Looking ahead when preventative measures such as vaccines are rolled out, the role of a trusted community organization, like PathPoint, can help improve vaccination rates.</p>					
4. Input from Community	Applicant Response					

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
<p>How did your organization use input from the community and/or target population to design the project? What methods did your organization use to allow the community to advise you in designing the project? Were there any changes to your project design as a result of community input?</p>	<p>Feedback on Workforce Development</p> <p>Since the start of the pandemic, PathPoint has been hosting weekly or bi-weekly all-staff virtual gatherings to answer questions and collect feedback during this dynamic time. Staff utilize a virtual anonymous suggestion box to send comments directly to the President/CEO, Executive Directors, and the Vice President of Human Resources. The leadership team collaborates to address any concerns and provide the staff with follow-up. After the killing of George Floyd and subsequent civil rights protests, one employee suggested establishing a staff equity and inclusion committee. In response, PathPoint launched the DEI Task Force and included it in the current and proposed grant activities. Staff also wanted to see more investment in diversity and equity from the leadership team as well as a more inclusive company culture. Several managers from the leadership team are on the DEI Task Force and are tackling workplace issues like microaggressions, unconscious bias, equitable hiring practices, and more.</p> <p>PathPoint uses multiple methods for collecting and implementing stakeholder feedback. Annually, PathPoint sends a satisfaction survey to individuals supported and their families, funders, and community partners in English and Spanish. PathPoint has hosted eight community webinars and focus groups with individuals and their families to gather feedback about remote and alternative services during the pandemic. One of the biggest concerns that was raised was access to technology. As a result, PathPoint is using HCBS grant funds to purchase devices for a lending library. Part of the phase three activities for the Service Access and Equity Grant includes a focus on connecting Latinx people supported to the lending library and other technology resources.</p> <p>Feedback on Community Engagement and Translation Services</p> <p>From the organization's experience with the 17/18 and 18/19 grants, PathPoint has learned to gather as much feedback and input as possible for the 20/21 grant. The LFOSs surveyed Latinx individuals and families to assess their needs and determine the type of support to provide. They are also gathering one-on-one feedback from families during outreach calls. The team tracks this feedback in their notes and meets weekly to discuss with the Project Manager. Most families need support with translation/interpretation and basic needs as well as education about available VDD services and navigating the RC system. They also need access to technology for alternative VDD services. Families are competing over one computer and slow internet for remote work, school, and VDD services. Many families are struggling with increased mental health issues caused by financial stress and pandemic fatigue, along with medical concerns like accessing test sites and telehealth.</p> <p>The activities planned for the LFOSs in phase three are designed to address these concerns. The LFOSs are attending an interpretation training to enhance their translation skills. The consultant for the LFOSs is focusing her trainings on strategies like asset mapping, effective case management, education and service provision, mental health practices, and food justice. This will help the LFOSs address basic needs and health concerns, and teach families the self-advocacy skills required for navigating the social services and RC systems. The LFOSs will be collaborating with the Community Integration Technology Specialists to provide assistive technology and individualized support. The LFOSs are also collaborating with the Community Integration Specialists and PathPoint's Person Centered Trainers (in training), to receive in-depth PCT training. Continuing the grant project itself will allow for the time needed to deepen relationships and build collaboration through the organization and greater community.</p>	
<p>5. Improve Access</p>	<p>Applicant Response</p>	
<p>How will your project improve equity access</p>	<p>Improved Access</p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
<p>and reducing barriers to services for individuals with intellectual and developmental disabilities and their families and is sustainable?</p>	<p>PathPoint shares DDS's vision to improve access to services for individuals and families. In accordance with DDS priorities, PathPoint's project draws the delivery system closer to representing the diversity of California and becoming fully accessible to all individuals. The Research committee for PathPoint's DEI Task Force is responsible for collecting the following information to evaluate exactly where the organization needs to be more inclusive:</p> <ul style="list-style-type: none"> • Employee demographics • Number of bilingual staff • Staff turnover rates • Board of Directors demographics • Demographics of the people supported by PathPoint • Annual staff survey results • PathPoint's core training curriculum, including the staff DEI training • Regional Center POS data • Census data for Kern, Los Angeles, San Luis Obispo, Santa Barbara, and Ventura counties • PathPoint's communications plan • Community partners survey results • Alternative Services survey results (to individuals and families) <p>By evaluating all of this information through a diversity and inclusion lens, PathPoint will have a better understanding of organization-wide inequities. The committee will use the data to identify what needs to change and how to do it, which will ultimately go into the Inclusiveness Blueprint. The Blueprint will include strategies to improve hiring practices, professional development, external communications, and more. For example, one improvement that has already been identified is to adapt hiring and promotion practices to ensure staff, particularly leadership positions and the management team, reflect the demographics of the communities we serve, particularly under-represented groups such as BIPOC and LBGTQIA+.</p> <p>Since the initial organizational audit in phase one, PathPoint has already taken steps towards improving some of these practices. Over the last two years, PathPoint has recruited more diverse board members and is actively seeking to add more. The Leadership Program was launched in 2019—ten to twelve of PathPoint's emerging leaders are selected to complete the year-long program, including half-day professional development workshops with the President/CEO, Vice President of Human Resources, and external leadership experts. The selection process includes consideration of the diversity of applicants. PathPoint is committed to establishing a diverse workforce that reflects the people supported.</p> <p>PathPoint is also seeking ways to make services fully accessible for all individuals. The LFOSs are building relationships with Latinx individuals and families to better understand the barriers they face and identify solutions. The specialists gather this information and provide recommendations to improve the organization's operational practices and make programs more culturally responsive. The proposed grant program design includes collaboration between the LFOSs and PathPoint's Community Integration Specialists, Community Integration Technology Specialists, and the Person-Centered Thinking Trainers (in training). This collaboration will allow the LFOSs to examine PathPoint's person-centered practices and make them more culturally responsive, including the intake process, community-based activities, assistive technology, Individual Support Plan (ISP) process, and more.</p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
	<p>Reduced Barriers</p> <p>PathPoint has reviewed the background information and data provided by DDS for this grant. The proposed grant activities address each of the following barriers identified by DDS stakeholder feedback:</p> <ol style="list-style-type: none"> 1. Some groups are not comfortable asking for help and following up when services are denied. <ul style="list-style-type: none"> • LFOSs are building a rapport with families. The specialists and program supervisors have noticed that families are more open and comfortable asking for help. 2. Some groups do not trust public systems. <ul style="list-style-type: none"> • LFOSs are learning the details of the regional center system and teaching families how to self-advocate. 3. Some groups have socioeconomic challenges. <ul style="list-style-type: none"> • LFOSs are offering resources that address access to income support, food, technology, healthcare, and more. 4. The system lacks of clear information and descriptions of services. <ul style="list-style-type: none"> • LFOSs are educating families about the regional centers services that are available to them. 5. Materials are not available in all languages. <ul style="list-style-type: none"> • LFOSs are translating materials into Spanish. <p>Sustainability</p> <p>PathPoint's grant project will sustain long-term changes to the service delivery system. The Inclusiveness Blueprint will change organization-wide policies and procedures to the reflect PathPoint's commitment to diversity and inclusion. The leadership team's involvement in the grant will help shift company culture and hold the organization accountable. Equitable practices and an inclusive workplace culture lead to less staff turnover and more effective program outcomes. Furthermore, the LFOSs are changing the Latinx population's perspective on PathPoint services and the regional center system as a whole. The best practices for increasing trust and access will be built into PathPoint's operations to ensure consistency and longevity. By partnering with TCRC for staff training and connecting with the TCRC, KRC, and NLACRC cultural specialists, PathPoint will share the organization's successful strategies for addressing the barriers to service access. The training model established with TCRC will be sustained through PathPoint's curriculum year-after-year and shared with other regional centers and service providers.</p>	
6. Support RC's Recommendations	Applicant Response	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
<p>How does this project support the RC recommendations and plan to promote equity and reduce disparities in their catchment area? If you are a RC, how does this project support your recommendations and plan to promote equity and reduce your identified disparities? How will your project collaborate with other organizations that serve individuals with intellectual and developmental disabilities and their families?</p>	<p>Strategic plans from Tri-Counties, Kern, and North Los Angeles County Regional Centers include an equity component, which PathPoint’s workforce development, community engagement and education, and translation/interpretation initiatives have supported. Cultural proficiency is one of four strategic focus areas for TCRC 2019-2021’s strategic performance plan. The desired outcome is for TCRC to “use person-centered practices to increase the capacity of regional center staff and service providers to provide culturally proficient services and supports.” A core component of PathPoint’s grant project is culturally competency training for staff and implementing an Inclusiveness Blueprint that addresses workplace and service inequities. Furthermore, PathPoint’s LFOSs are actively addressing the barriers to building culturally proficient services that TCRC identified by 1) exploring different ways to engage families and persons served to build a trusting partnership, 2) providing clear, effective, and easy to understanding information about regional center services and supports, and 3) ensuring equal opportunity to access culturally and linguistically appropriate services and supports. Since PathPoint is partnering with TCRC on this phase of the project, the collaboration will directly support regional center recommendations.</p> <p>The Kern Regional Center plan to improve appropriate service delivery includes hiring a Cultural Specialists and working collaboratively with community partners and vendors. Prior to the pandemic, the grant Project Manager met with KRC’s new Cultural Specialist and made plans for PathPoint’s Kern LFOS to attend regional center outreach events and introduce her to other community organizations—these plans were interrupted by the pandemic. As the organization adapts to working under current public health guidelines, PathPoint plans to coordinate more closely with the KRC cultural specialist.</p> <p>While reducing disparities is not one of the objectives in NLACRC’s five-year strategic plan for 2017-2022, PathPoint is actively supporting “Objective 5: Increase community education and engagement, build relationships with State legislators locally and in Sacramento and identify our stakeholders’ priorities in order to help direct our current and future legislative advocacy efforts.” In meeting with local legislators, PathPoint facilitated joint visits with the NLACRC Executive Director, Ruth Janka and other service providers. PathPoint participated in local legislative activities such as recent candidate forums for the 2020 election where people with developmental disabilities and their family members questioned candidates on how they plan to support them. Specific to one NLACRC strategy: “2. Provide training to our community, with an emphasis on our Spanish-speaking population, on the legislative process and importance of advocacy to help prepare and motivate them to engage in visits with legislators,” PathPoint includes self-advocates of different backgrounds to engage with legislators. Plans for the proposed grant include education on self-advocacy for our Latinx families, which will enhance this effort.</p>	
<p>7. Project different or unique</p> <p>How is the proposed project unique or different from a currently funded grant (e.g., strategies, activities, and goals) in the proposed regional center catchment area? If the project is similar to a currently funded grant listed on the Department’s website, how is the proposed project different?</p>	<p>Applicant Response</p> <p>For FY 19/20, DDS awarded grants to five community-based organizations and one regional center within the same catchment areas as PathPoint’s proposal. PathPoint is the only organization with a project spanning five counties, with the exception of the pediatric clinic project by Children’s Hospital and the University of Southern California (only one county overlaps). Many of the projects across the state focus on the Latinx population as this is the largest race/ethnic group in the region with 39% Latinx, 37% white, 15% Asian American, 6% African American, and 3% multiracial. PathPoint’s project is unique because it simultaneously addresses overall workplace and program inequities while focusing on Latinx communities. In fact, none of the other projects in the same region are focused on workforce capacity. PathPoint’s grant project is also innovative because it involves collaboration between the organization’s person-centered thinking, assistive technology, and community integration initiatives. By partnering with TCRC for the staff training, PathPoint will be in the unique position of helping to replicate this partnership between other regional centers and service providers.</p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
<p>8. Activities & Measures to Achieve Goal</p> <p>Clearly and specifically state how the schedule of activities and measures demonstrate the operational details and steps that the project will take to achieve its stated goals, activities, and measures. Note: Before answering this question, applicant may want to complete the Activities Template located in the tab directly above.</p>	<p>Applicant Response</p> <p>PathPoint has made meaningful progress towards its objectives of improving staff cultural competency and enhancing services to Latinx individuals. The activities and measures for this proposal build upon this progress and demonstrates the lessons learned during the first two phases of the project. The multiple grant terms have allowed PathPoint the opportunity to pilot activities, evaluate progress, collect feedback, and refine strategies. Ultimately, the process of identifying inequities and implementing fully inclusive programs takes several years.</p> <p><u>Description of Activities</u></p> <ol style="list-style-type: none"> 1. Train Latinx Family Outreach Specialists (LFOS). <p>Although the LFOSs have gained momentum towards developing valuable connections with individuals and families, they need additional time and support to refine their skills and generate more impactful outcomes. The monthly trainings with the consultant have been invaluable for the specialists' growth in these areas. As their knowledge, confidence, and skills improve through the trainings, so too does their ability to enhance and increase services for Latinx individuals.</p> <ol style="list-style-type: none"> 2. Perform community engagement and education with Latinx individuals and their families. <p>The LFOSs will continue their community engagement and education activities with existing Latinx individuals supported by PathPoint. Through these activities, the specialists will further their understanding of the barriers that families are facing and identify solutions. The LFOSs are carving out a clear path for families to access regional center services and community resources. Families who are already connected to PathPoint have a trusted ally with dedicated specialists in each region. The connection with these families builds a network of support within the greater Latinx communities, leading to more trust in PathPoint's services and the regional center system.</p> <ol style="list-style-type: none"> 3. Adapt TCRC's Cultural Proficiency training to work for service provider staff and pilot with PathPoint employees. <p>PathPoint will partner with the Tri Counties Regional Center and their consultant to adapt their cultural proficiency training to work for service providers. The consultant and PathPoint will pilot this training with PathPoint's staff and support from TCRC. The results of this pilot will lead to a model of creating partnerships between regional centers and service providers in order to deliver this training.</p> <ol style="list-style-type: none"> 4. Implement Inclusiveness Blueprint. <p>The organization-wide DEI training enhances staff's understanding of cultural competency, but it doesn't provide a comprehensive plan to change company culture, practices, and policies. The Inclusiveness Blueprint is designed to include a step-by-step process for dismantling systematic inequities within the organization. The consultant will help PathPoint operationalize the Inclusiveness Blueprint and ensure practices are fully sustainable. It will also become part of PathPoint's 2021-2024 Strategic Plan.</p> <ol style="list-style-type: none"> 5. Translate program materials and provide interpretation services. 	

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	<p>The translation and interpretation services of this proposal permeate all aspects of the grant project. The LFOSs are receiving interpretation training to communicate with families and meet them where they are in terms of language barriers. Translating program materials and communications is a part of being a fully accessible organization. Maintaining facilities and programs with bilingual staff and bicultural surroundings demonstrates PathPoint's commitment to inclusion and strengthens the connection with Spanish-speaking individuals.</p>	
<p>9. Measures</p> <p>Are your proposed measures appropriate to track project goals and activities, provide insight into the effectiveness of the overall design of the project and demonstrate how the impact on the community will be evaluated?</p>	<p>Applicant Response</p> <p>1. Number of Latinx individuals/families supported by Latinx Family Outreach Specialists (LFOS).</p> <p>PathPoint is measuring the community engagement and education activities by tracking the number of Latinx individuals/families supported by the LFOSs. Data from the 20/21 grant will be compared with the 18/19 grant to evaluate progress. The LFOSs will track this data using their case notes and learning logs. An increase in the number of individuals/families demonstrates the effectiveness of the specialist's outreach strategies. A decrease would indicate a change in service provider or challenges with the relationship, which would trigger more investigation.</p> <p>2. Number of materials translated and interpretation services provided.</p> <p>PathPoint is measuring the translation activities by tracking the number of materials translated and the amount of interpretation provided. Each time that a LFOS provides interpretation will count as one service provided. For example, if a specialist translates for an individual at the Food Bank and during an Individual Support Plan (ISP) meeting, that will count as two services provided. Each translated document will count as one material.</p> <p>3. Adapt the DEI staff training in partnership with TCRC.</p> <p>Once PathPoint has successfully adapted TCRC's cultural proficiency training to work for service providers, the milestone will be complete.</p> <p>4. Complete 2021-2024 Strategic Plan and incorporate the Inclusiveness Blueprint implementation activities.</p> <p>PathPoint is also measuring workforce development activities by incorporating the Inclusiveness Blueprint into the 2021-2024 Strategic Plan. The Strategic Plan includes overarching goals for the organization that reflect its mission and vision. The plan also includes "SMART" objectives and assigns responsibility to different leadership team members for meeting the objectives. This will ensure that the blueprint is built into each program's annual plan. The leadership team meets quarterly to review progress on the Strategic Plan objectives and the President/CEO provides the Board of Directors with quarterly reports.</p> <p>5. Types of regional center services and community resources accessed as a result of support from the Latinx Family Outreach Specialists (LFOS).</p> <p>PathPoint will evaluate the impact of the LFOS team by tracking the types of services offered to each individual/family. The purpose of this measure is to gauge access to regional center services and community resources. PathPoint will track this data through the LFOS case notes and narrative reports, rather than hard numbers because the qualitative information is more important and collecting accurate numbers is difficult. The regional centers do not keep track of all of this information and families are reluctant to</p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
	<p>6. Types of barriers to accessing regional center services and community resources reported by Latinx individuals and families.</p> <p>PathPoint will evaluate the impact of the LFOS team by tracking any barriers to accessing regional center services and community resources as reported by individuals/families. For the same reasons mentioned in number five above, PathPoint will track this information through qualitative reports.</p>	
<p>10. Budget Narrative</p> <p>Note: Before uploading your Budget Narrative, applicants should complete the Budget Template located in the tab directly above. After you complete the Budget Template, please return to this question to upload your Budget Narrative.</p> <p>The project budget is consistent with stated projected goals and activities, and clearly and concisely explains how the proposed expenditures support the overall project design. The project budget costs are clearly associated with the project activities and goals. The project budget does not include non-allowable costs. The overall project budget is appropriate to the outcomes proposed. Please attach your Budget Narrative document. An example of a Budget Narrative can be found in Attachment C.</p>	<p>Applicant Response</p>	<p>2</p>
<p>Proposal Certification</p> <p>Certification</p>		
<p>1. Applicant & Regional Center Discussion</p>	<p>Applicant Response</p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
If you are a CBO, have you discussed your proposal with the RC(s)?	Yes	
2. Applicant Certification	Applicant Response	
By submitting this application, the Applicant is certifying the truth and accuracy of the proposal. The applicant also certifies that if you have subcontracting organizations, each participating organization has reviewed your project and agrees to their assigned activities, measures, and the budget. (Select Yes or No and enter you name in the comment box.)	Yes	
Applicant Comment	Approved by Harry Bruell, PathPoint President and CEO	