

**APPLICATION REPORT**

**Project Name:** Asian Outreach, Mentorship, Empowerment and Service Capacity Building  
**Applicant Organization:** Friends of Children with Special Needs  
**Awarded Amount:** \$275,000.00  
**Funding Announcement Name:** Mentoring Service Access and Equity Grant



**PROJECT SUMMARY**

Our purpose is to sustain and expand our bilingual workforce to build service capacity, to outreach, educate, mentor, and empower Asian IDD families to advocate for services, and to increase OS utilization for this population by creating more programs.

APPLICANT INFORMATION	APPLICANT RESPONSE	ATTACHMENTS
<b>Applicant Eligibility</b>		
<b>Applicant Information</b>		
<b>1. Project Title</b> What is the Project Title?	<b>Applicant Response</b> Empower Families to Access Services and Capacity Building	
<b>2. Awarded Amount</b>	<b>Applicant Response</b> \$275,000.00	
<b>3. Organization Type</b> Choose the response that best describes your organization.	<b>Applicant Response</b> Community Based Organization (CBO), 501(c)(3)	
<b>4. Description of Organization/Group</b> Provide a brief description of the organization/group. Explain what experience your organization has managing a project similar to the proposal and state the outcomes of that project. You may upload your brochure and add a website link.	<b>Applicant Response</b> FCSN, a 501(c)(3) non-profit organization founded by 10 Asian families in 1996, now serves over 1000 families with 2 centers in the Bay Area: Fremont & San Jose. Our mission statement is to help individuals with special needs and their families find love, hope, respect and support through integrated community involvement. FCSN, a recipient of the Disparity Funds from 2016 to 2021, has been working successfully with Asian special needs families in educating, mentoring and empowering them to advocate and get services for their loved ones by hosting various family events, gatherings, and trainings. FCSN also provides various culturally and linguistically appropriate vendorized services and enrichment programs for the special needs. FCSN has the highest service capacity and is the largest advocacy group that serves Asians with intellectual/developmental disabilities and their families in the SF Bay Area. With 25 years of effort, FCSN has built a trusted and solid relationship with them.	
<b>5. Applicant in Good Standing</b> Is the applicant in good standing with the California Secretary of State, California Franchise Tax Board, and California Department of Tax and Fee Administration? Please upload confirmation letter(s) proof of good standing.	<b>Applicant Response</b> Yes	1
<b>6. Subcontractors in Good Standing</b> 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?	<b>Applicant Response</b> Not Applicable	
<b>Grant Reapplication Information</b>		
<b>Grant Reapplications</b>		
<b>1. Previous Award(s)</b>	<b>Applicant Response</b>	

APPLICANT INFORMATION	APPLICANT RESPONSE	ATTACHMENT																								
<p>Did your organization receive DDS grant funding in fiscal year 2019-2020-21? If yes, go to question 2 to complete each column. If not, skip this category and go to category 3.</p>	<p>Yes</p>																									
<p><b>2. Previous Grant Award(s)</b></p> <p>Since fiscal year 2019, complete a worksheet for each DDS Service Area and Eligibility your organization was awarded funding.</p>	<p><b>Applicant Response</b></p> <table border="1" data-bbox="483 415 1328 997"> <thead> <tr> <th data-bbox="483 415 703 493">Year Awarded</th> <th data-bbox="703 415 907 493">Project Title</th> <th data-bbox="907 415 1120 493">Grant Number</th> <th data-bbox="1120 415 1328 493">Award Amount</th> </tr> </thead> <tbody> <tr> <td data-bbox="483 493 703 625">2020</td> <td data-bbox="703 493 907 625">Asian Outreach, Mentoring, Employment, and Service Capacity Building</td> <td data-bbox="907 493 1120 625">20-C24</td> <td data-bbox="1120 493 1328 625">\$370,000</td> </tr> <tr> <td data-bbox="483 625 703 737">2019</td> <td data-bbox="703 625 907 737">Asian Mentoring: Empowerment, Education, and Staff Retention</td> <td data-bbox="907 625 1120 737">19-C24</td> <td data-bbox="1120 625 1328 737">\$364,291</td> </tr> <tr> <td data-bbox="483 737 703 848">2018</td> <td data-bbox="703 737 907 848">Asian Mentoring: Empowerment, Education and Access to Services</td> <td data-bbox="907 737 1120 848">18-C24</td> <td data-bbox="1120 737 1328 848">\$377,338</td> </tr> <tr> <td data-bbox="483 848 703 934">2017</td> <td data-bbox="703 848 907 934">Asian Empowerment, Education and Services</td> <td data-bbox="907 848 1120 934">17-C21</td> <td data-bbox="1120 848 1328 934">\$491,050</td> </tr> <tr> <td data-bbox="483 934 703 997">2016</td> <td data-bbox="703 934 907 997">Asian Outreach and Mentoring Program</td> <td data-bbox="907 934 1120 997"></td> <td data-bbox="1120 934 1328 997">\$150,000</td> </tr> </tbody> </table>	Year Awarded	Project Title	Grant Number	Award Amount	2020	Asian Outreach, Mentoring, Employment, and Service Capacity Building	20-C24	\$370,000	2019	Asian Mentoring: Empowerment, Education, and Staff Retention	19-C24	\$364,291	2018	Asian Mentoring: Empowerment, Education and Access to Services	18-C24	\$377,338	2017	Asian Empowerment, Education and Services	17-C21	\$491,050	2016	Asian Outreach and Mentoring Program		\$150,000	
Year Awarded	Project Title	Grant Number	Award Amount																							
2020	Asian Outreach, Mentoring, Employment, and Service Capacity Building	20-C24	\$370,000																							
2019	Asian Mentoring: Empowerment, Education, and Staff Retention	19-C24	\$364,291																							
2018	Asian Mentoring: Empowerment, Education and Access to Services	18-C24	\$377,338																							
2017	Asian Empowerment, Education and Services	17-C21	\$491,050																							
2016	Asian Outreach and Mentoring Program		\$150,000																							
<p><b>3. Previous Grant Outcomes</b></p> <p>Provide a brief grant summary of your project outcomes for fiscal year 2019-20 and/ or 2020-21.</p>	<p><b>Applicant Response</b></p> <p>As recipients of the 2019-20 and 2020-21 grant, we were able to work closely with Asian families in educating, mentoring and empowering them to advocate for regional center services to meet the needs of their special needs loved ones. Even during the pandemic, we were able to successfully outreach to more than 1000 Asian families by posting 3-4 times a week via social media channels such as WeChat, LINE, and Facebook. We also made announcements weekly to over 800 families.</p> <p>One of the biggest success for us during this time was replacing our in-person weekly family gatherings, seminars/workshops with weekly parent online meetings. We host 2 meetings per week: one in Cantonese and one in Mandarin. During COVID-19 many families were desperate for support. These Asian parents are able to connect with each other to get emotional support and share their experiences. At these meetings, we continue to provide guidance and information about various special needs topics by inviting speakers such as regional center representatives, community partners, and other specialists to present to them. Some of the topics we have discussed are regional center services and eligibility, IHSS, Supported Employment, Housing Options, Self-Determination, SSI/SSDI, Medi-Cal, Special Needs Trust, Conservatorship, IEP and many more. Over time, an increasing number of parents including those from outside of SARC and RCEB attachment area attended our meetings. The attendees for each meeting grew from the 10s to the 50s per meeting. So far we have over 300 families who have attended at least one of our meetings.</p> <p>We were also successful in hosting some online outreach events. Family Day held in June of this year and last year were attended by over 300 families. Special Needs Talent Showcase held in August of last year and June of this year was attended by over 200 families.</p> <p>In the month of October, we restarted our in-person coffee social hosted 2 socials this month. A total of 14 parents attended our social which is a success considering that we are still in the midst of the pandemic. The feedback from the parents were wonderful, and they were happy that we were able to host the coffee socials again.</p> <p>We have provided 1:1 mentoring to many Asian families who need more personal assistance with navigating the regional center systems if they have questions with general services. We have mentored over 50 individual families.</p> <p>Lastly, we have created many programs for the special needs individuals to provide them with options so that clients in SD can enroll in these programs. We have programs in art, music and dance, STEM, sports, toastmasters, Lifeguard, social and life skills training, etc.</p>																									
<p><b>4. Project Transition</b></p>	<p><b>Applicant Response</b></p>																									

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENT
<p>If awarded, how will you convert the proposed project into the 2021-22 proposed project? Does your proposed project expand on previous activities, measures, or target groups are being added? Provide a summary of the differences and reasons why you are proposing the change.</p>	<p>Our new proposed project will include the continuation of the current project and new components that will increase options for SD clients and access to OS utilization for Asian high needs clients.</p> <p><b>STAFF RETENTION &amp; EXPANSION</b> – FCSN will continue to retain its bilingual staff by maintaining the \$1/hour adjustment in the 2018-2019, 2019-20, 2020-21 grants so we can provide culturally &amp; linguistically appropriate programs for Asian families. We will hire more bilingual staff to expand and serve more clients.</p> <p><b>OUTREACH, MENTORSHIP, EDUCATION AND EMPOWERMENT</b> – FCSN will continue to support the Asian special needs families through outreach, mentorship, education and empowerment so they can advocate for their children. We continue to host in-person and online activities such as events, free socials, seminars/workshops and parent support meetings.</p> <p><b>PROGRAM CAPACITY BUILDING / INCREASED UTILIZATION FOR ASIAN FAMILIES</b> –</p> <ol style="list-style-type: none"> <li><i>Continued from the current grant year</i> - Data shows we have a low number of Asian clients able to transition to SD due to lack of support in programs &amp; services in the community. FCSN will continue to create more culturally &amp; linguistically appropriate programs for these clients.</li> <li><i>New proposed services</i> - Asian clients with behavioral, sensory &amp; medical challenges cannot access programs and services that meet their unique needs such as adult day programs, living services, employment services, etc. FCSN will increase available services for Asian high-needs individuals and their families. <ul style="list-style-type: none"> <li>Transition: Specialized driver, staff support &amp; safety equipment</li> <li>Training: Ongoing training for staff to monitor the health &amp; safety of the individuals and manage their behaviors</li> <li>Supportive Devices and Sensory Equipment: noise-canceling headphones, sensory mats, special glasses, etc.</li> </ul> </li> </ol> <p>Measures for our new component include:</p> <ul style="list-style-type: none"> <li>• # of SD Ready programs Developed</li> <li>• # of special needs clients served</li> <li>• # of high needs clients served</li> <li>• Satisfaction ratings for new programs</li> </ul>	

General Application		
Proposal Summary		
<p><b>1. Project Type</b></p> <p>Choose the project type that best describes your activities from the list below:</p>	<p><b>Applicant Response</b></p> <p>Education and Training</p>	
<p><b>2. Duration of project</b></p> <p>Choose the duration of your project.</p>	<p><b>Applicant Response</b></p> <p>12 months</p>	
<p><b>3. Regional Centers</b></p> <p>Choose the Regional Center(s) that your project will serve. Check all that apply.</p>	<p><b>Applicant Response</b></p> <p>San Andreas Regional Center, Regional Center of the East Bay</p>	
<p><b>4. Counties Served</b></p> <p>List the county/ counties your project proposes to serve. Check all that apply.</p>	<p><b>Applicant Response</b></p> <p>Alameda County, Contra Costa County, Santa Clara County</p>	
<p><b>5. City of Los Angeles</b></p> <p>If your project proposes to serve the City of Los Angeles, list the zip codes your project will serve.</p>	<p><b>Applicant Response</b></p> <p>Not Applicable</p>	

<p><b>6. Community Based Organizations</b></p> <p>Will you be working with one or more Community Based Organizations? If so, provide the name of the organization and how you will be working together.</p>	<p><b>Applicant Response</b></p> <p>FCSN will be working with Diversity in Health Training Institute (DHTI). They will train bilingual and bi-cultural dietitians to provide services to help FCSN's existing and new proposed programs. In order to heighten the sensitivity and awareness for special needs individuals, FCSN parents will also be trained at the DHTI training to provide insight and knowledge to the DDS staff. Attached is the letter of support and collaboration from DHTI for collaboration.</p>	<p>1</p>												
<p><b>7. Multiple Organizations</b></p> <p>Does your project include partnership with one or more organizations either as a co-applicant or subcontract? If "yes", please upload a letter of support from each organization, that includes an explanation of their role in the partnership.</p>	<p><b>Applicant Response</b></p> <p>No</p>													
<p><b>8. Strategies and Sustainability</b></p> <p>How will you perpetuate its work after the grant funding has concluded?</p>	<p><b>Applicant Response</b></p> <p>For developing SD Ready programs, once we have SD clients' enrollment in our newly established programs, the fees collected from the clients will be able to sustain the program without DDS grant funding.</p> <p>For high needs clients, after we have established the budget for a successful transition, staff training, and supportive services for these clients, we will encourage them to transition to SD where their budget for their spending will increase to include their unmet needs, including staff training and supportive services.</p> <p>For staff retention and expansion, we will still rely on DDS grant funding until DDS established their own bilingual pay differential for service providers.</p> <p>For outreach, mentorship, education, empowerment program, we will continue to rely on the DDS grant funding for support and empower the growing Asian special needs population.</p>													
<p><b>1. Ethnic Groups Served</b></p> <p>Select the ethnicity group(s) the project will serve. For "Indian", "Pacific Islander", "Slavic" "Other" use comment section to list specific groups.</p> <p>Applicant Comment</p>	<p><b>Applicant Response</b></p> <p>Chinese, Japanese, Korean, Vietnamese</p>													
<p><b>2. Ethnic Group(s), Language(s) and Number of Individuals Served</b></p> <p>For each ethnicity group, provide the number of individuals you expect intends to serve and the related language(s).</p>	<p><b>Applicant Response</b></p> <table border="1" data-bbox="479 1255 1333 1522"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Vietnamese</td> <td>15 families</td> <td>Vietnamese</td> </tr> <tr> <td>Japanese</td> <td>7 families</td> <td>Japanese</td> </tr> <tr> <td>Korean</td> <td>7 families</td> <td>Korean</td> </tr> </table>				Vietnamese	15 families	Vietnamese	Japanese	7 families	Japanese	Korean	7 families	Korean	
Vietnamese	15 families	Vietnamese												
Japanese	7 families	Japanese												
Korean	7 families	Korean												
<p><b>3. Age Group(s) Served</b></p> <p>Select all Age Groups the project will serve.</p> <p>Applicant Comment</p>	<p><b>Applicant Response</b></p> <p>Birth up to Three (Early Start), Three to Five, Three to 21, 16 to 21, 22 and Older</p>													
<p><b>Project Application</b></p>														
<p><b>1. Project Summary and Organizational Experience</b></p> <p><b>Applicant Response</b></p>														

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENT
<p>Provide a clear and concise response that includes a defined target population, categorical area, and project design. Specifically describe what you project will accomplish and how it will benefit the community served. In your answer, include what experience your organization has working with the target population?</p>	<p>Our project for this year will continue to focus on serving the Asian IDD population in the RCEB and SARC attachment areas and Asian clients in other parts of California. Our project design includes:</p> <p><b>Staff Retention &amp; Expansion</b></p> <p>Retaining and expanding our bilingual staff is most crucial in service capacity building to reduce disparities in the Asian IDD community. Since the Bay Area is a high cost area, FCSN needs to keep the wages competitive by continuing to pay our staff the \$1/hour bilingual pay differential to retain our experienced &amp; bilingual staff. During the pandemic, some of the staff left FCSN, resulting in severe staff shortages. Competitive wage is necessary to attract &amp; hire qualified bilingual staff to replace them. We also need to hire more staff so we can expand our workforce, allowing us to continue providing quality care and linguistically and culturally appropriate programs to Asian IDD clients.</p> <p><b>Outreach, Education, Mentorship and Empowerment</b></p> <p>For 25 years, FCSN has been outreach, educating, mentoring and empowering Asian IDD families to advocate for their children. Receiving the grant for the last 5 years enabled us to outreach to more Asian families in the SARC and RCEB attachment areas through events, coffee socials and seminars. We will continue with this project for the coming grant year. We will also continue hosting online parent meetings even after the pandemic because the families really benefitted from them. Since our meetings attracted many Asian families from outside of our catchment areas, we feel it is important that we continue to meet with and support them. While educating our parents, we are simultaneously diversifying and developing future leaders and self-advocates among them so they can lead and mentor the new families and individuals with IDD.</p> <p><b>Increasing PWS Utilization in Asians</b></p> <p>FCSN plan to:</p> <ol style="list-style-type: none"> <li>Develop more programs for Asian IDD clients, especially for those transitioning to SD: Many Asian families are still hesitant to transition from traditional services. They are concerned that they cannot find services appropriate programs that can meet their children's unique needs. That is why FCSN wants to build more innovative and personalized programs for them. We will develop bilingual and bilingual programs such as self-advocacy, music, arts, sports, career training and more.</li> <li>Improve essential services for Asian high-needs clients. High needs individuals are those with severe behavioral, sensory and medical challenges. <ul style="list-style-type: none"> <li>Transportation: Specialized driver, staff support, and safety equipment</li> <li>Training: On-going training for staff to monitor the health and safety of the individuals and manage their behaviors</li> <li>Supportive Devices and Sensory Equipment: noise-canceling earplugs, sensory mats, specialized goggles, etc.</li> </ul> </li> </ol>	
<p><b>2. Data and Community Input</b></p> <p>Explain how the target population(s) are understood using RCOS data rather than data as supporting evidence of the disparity. In your answer, include how your organization used input from the community and/or target population to design the project?</p>	<p><b>Applicant Response</b></p> <p>According to the 2019-20 RCOS data, it shows that the overall annual expenditure per capita by ethnicities for Asians is only 40% of whites. The biggest disparity gap exists among clients age 22+ for their day program and living services utilization.</p> <p>FCSN collected data and input from families via interviews and surveys during various events and activities. When families register to attend, we collect data on ethnicity, language spoken, whether they are RCOS clients, etc. These data helped us determine the effectiveness of the events and activities on our target population.</p> <p>Our 6-month follow-up survey gathered data and input from the families on the impact of the knowledge gained on service access and support for their children. This helped us determine future topics and events to host.</p> <p>For our staff retention efforts, we conducted exit surveys for staff leaving FCSN to determine whether salary played a role in their departure.</p> <p>For the last 5 years, during family support meetings, Asian high needs families have expressed their desperation for transportation services, day programs and living services for their loved ones. Therefore, FCSN is adding a new component to provide services for this underserved population.</p> <p>In the past year, as SD rolled out, families expressed challenges in finding appropriate services to meet their children's needs. FCSN will continue to develop programs that would meet their needs.</p>	
<p><b>3. Uniqueness</b></p>	<p><b>Applicant Response</b></p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENT
<p>How is the proposed project unique/different from a currently funded grant (e.g., strategies, activities, and objectives) in the proposed regional center at home 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>FCSN's proposed project includes a new component to increase program capacity and POS utilization in Asian individuals with IDD. This is unique and different as there are not any projects in the SARC and RCEB attachment area that are creating new culturally and linguistically appropriate programs for SD and/or high needs clients.</p> <ol style="list-style-type: none"> <li>1. Developing more programs for Asian clients transitioning to SD : Many Asian families are still hesitant to transition from traditional services. They are concerned that they cannot find services providers appropriate programs that can meet their child's unique needs. That is why FCSN wants to build more innovative and personalized programs for them. We will develop bilingual and bicultural programs such as music, arts, sports, career training and more.</li> <li>2. Increasing available services to Asian high-needs individuals and their families. High needs individuals are those with severe behavioral, sensory and medical challenges. <ul style="list-style-type: none"> <li>o Transportation: Specialized driver, staff support, and safety equipment</li> <li>o Training: On-going training for staff to monitor the health and safety of the individuals and manage their behaviors</li> <li>o Supportive Devices and Sensory Equipment such as noise-reducing earphones, sensory mats, special door guards, etc.</li> </ul> </li> </ol>	
<p><b>4. Improve Equity and Service Access</b></p> <p>How will you promote equity, access, and reduce barriers to services for individuals with intellectual and developmental disabilities and their families?</p>	<p><b>Applicant Response</b></p> <p>Many Asian families have under-utilized POS due to the lack of cultural and linguistically appropriate services. Additionally, FCSN itself have over 200 people on the waitlist whom we cannot support due to the lack of capacity. Our project will improve equity, access and education barriers to services by:</p> <ol style="list-style-type: none"> <li>1. Outreach, Education, Mentorship and Empowerment program - The purpose of this program is to: <ul style="list-style-type: none"> <li>o Gain knowledge of the regional center system and services</li> <li>o Empower them to become "Advocates" for services and support</li> <li>o Provide culturally and linguistically supporting services for Asian families</li> </ul> </li> <li>2. Sustain and Expand the bilingual workforce at FCSN so that we can improve equity and access to our program and services <ul style="list-style-type: none"> <li>o Maintaining the \$1/hour bilingual pay differential set in the 2017 grant</li> <li>o Hiring more bilingual staff to serve more Asian clients</li> </ul> </li> <li>3. Develop more un-sensitized /SD Ready programs to provide more options to meet the needs and challenges of SD clients</li> <li>4. Develop programs to meet the unique needs of Asian high-needs clients who are under-served</li> </ol>	
<p><b>5. Support of RC Plan</b></p> <p>How does this project support the RC plan to promote equity and education disparities in your proposed at home area? If you are a RC, how does this project support your recommendations and plan to promote equity and education disparities in your at home area? How will you collaborate with their organizations that serve individuals with intellectual and developmental disabilities and their families?</p>	<p><b>Applicant Response</b></p> <p>FCSN has always partnered with the regional centers. We participate in the Diversity and Equity Taskforce for both RCEB and SARC attachment areas since 2014 to provide feedback and help the regional centers adapt the best strategies to reduce disparities and outreach to the Asian communities. We have supported the RC by connecting Asian families to them by inviting:</p> <ul style="list-style-type: none"> <li>• Cultural Specialists to present the disparity data to our Asian community annually.</li> <li>• Diet of Consumption Services from the regional centers to meet our parents to discuss the challenges in accessing regional center services.</li> <li>• Executive Directors of the regional centers to speak to the Asian special needs community at our big outreach events.</li> </ul> <p>We are developing more services and expanding our bilingual workforce so that the Asian IDD community can access culturally and linguistically appropriate programs to utilize their POS.</p> <p>FCSN will be collaborating with Diversity in Health Training Institute (DHTI) to expand our bilingual and bicultural workforce. We will be supporting their DS training by providing parent speakers to their program. DHTI will refer their trained DS to work at FCSN.</p>	
<p><b>6. Project Activities</b></p>	<p><b>Applicant Response</b></p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENT
<p><b>Note: Before answering this question, applicants must complete the Activities Template located in the middle tab directly above.</b></p> <p>Clearly and specifically state how the schedule of activities demonstrates the steps that the parent will take to achieve its stated objective and measures.</p>	<p><b>Objective 1:</b> To outreach, educate, mentor and empower the Asian IDD families to advocate for and access services</p> <ul style="list-style-type: none"> <li>Send weekly outreach announcements via Email and Social Media (Year-Round) - Outreach to many Asian families to notify them of all our events and activities. Some families even use this method as a way to communicate directly with us.</li> <li>Host 6 Outreach Events - Help us to outreach to the Asian IDD community. We plan to host 1 in Q1, 2 in Q2, 1 in Q3, 2 in Q4. We will invite regional representatives and community partners to host resurtables at our events.</li> <li>Host Online Parent Meetings Twice a Month (Year-Round) - All our parents who cannot attend our events and activities for whatever reason to be able to join us online to learn from FCSN and the families.</li> <li>Host Monthly In-person Coffee Socials (Year-Round) - All our parents for small group discussions and sharing between the parents. We can address parent's concerns more closely.</li> <li>Host Family In-person Gathering Seminars/Workshops Twice a Month - All our parents to invite speakers to train a large group of parents in various special needs topics. We plan to host these during the fall, winter and spring seasons.</li> </ul> <p><b>Objective 2:</b> Sustaining and Expanding the bilingual workforce to provide culturally and linguistically appropriate services.</p> <ul style="list-style-type: none"> <li>Monitor Staff Retention</li> <li>Hiring new bilingual staff for our programs through collaboration with DHTI.</li> </ul> <p><b>Objective 3:</b> Develop programs to meet the SD and/or high needs clients</p> <ol style="list-style-type: none"> <li>Conduct survey with the clients' families to determine types of programs that would meet the needs of the clients</li> <li>Hire consultants to design new programs</li> <li>Recruit and hire staff to develop, implement and teach the programs</li> <li>Conduct ongoing trainings for the staff working with clients</li> <li>Perform intake assessment for the targeted clients</li> <li>Purchase supportive equipment for the programs and clients</li> <li>Run pilot programs</li> <li>Evaluate program effectiveness via parent survey and feedback</li> </ol>	
<p><b>7. Project Measures</b></p> <p><b>Before answering this question, applicants must enter performance measures into the Activities Template located in the middle tab directly above.</b></p> <p>Are you proposed measures appropriate to track the project's objective and activities? Explain how you proposed measures 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><b>Applicant Response</b></p> <p><b>STAFF RETENTION AND EXPANSION</b></p> <p>The measure we are proposing for staff retention is to monitor the reasons why FCSN bilingual staff are leaving and determine what percentage bilingual staff are leaving due to salary related reasons. We can check the effectiveness of maintaining the \$1/hour bilingual pay differential set back in 2017 to retain our bilingual staff. Retaining our bilingual will prevent us from reducing program capacity for the Asian families. We will also track the number of people hired to determine the growth of our bilingual workforce.</p> <p><b>OUTREACH, EDUCATION, AND EMPOWERMENT</b></p> <p>The measure that we will be reporting on relating to outreach, mentorship and empowerment are:</p> <ul style="list-style-type: none"> <li>Specify whether the family is a regional client or not</li> <li>Their ethnicity and language spoken</li> <li>Satisfaction ratings for their regional center</li> <li>Percentage of POS utilization</li> <li>How well attended each event, social, parent meetings and seminars are.</li> </ul> <p>These measures are appropriate to</p> <ul style="list-style-type: none"> <li>Track the number of Asians who attended our outreach events, seminars and free socials</li> <li>To determine their need for support services</li> <li>Improve the design of our activities and events to attract more families to attend in the future via family feedback.</li> <li>Track eligibility of families who applied for regional center intake and follow up with those who are found ineligible to see if they need help with the appeal application process</li> <li>Track POS usage of regional center clients to find out why those with low POS utilization were not accessing their services</li> </ul> <p><b>INCREASING POS UTILIZATION VIA NEW PROGRAMS FOR SDP AND/ OR HIGH NEEDS CLIENTS</b></p> <p>We will measure the number of clients enrolled in the new program(s) and get satisfaction ratings from them and their parents. This will help us design a program that will fit the needs of our clients. By providing appropriate programs, families will be able to utilize their POS, thus reducing service disparities.</p>	
<p><b>8. Budget Template and Narrative</b></p>	<p><b>Applicant Response</b></p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENT
<p><b>Note: Before answering this question, applicants must complete the Budget Template located in the tab directly above.</b></p> <p>In your Budget Template, explain how the proposed budget is consistent with the stated purpose/objective and activities, and clearly and concisely explain how the proposed expenditures support the overall project design and proposed outcomes.</p> <ul style="list-style-type: none"> <li>Budget Template example is located at Attachment C.</li> <li>Budget Details and Restrictions are available <a href="#">here</a>.</li> </ul>	<p>Our budget supports our purpose/objectives to sustain and expand our bilingual workforce, to reach, mentor, educate and empower our Asian families, and to create new programs to meet the needs of Asian SD and/ high needs clients. The items in our budget include:</p> <ul style="list-style-type: none"> <li>Personnel expenses that include the \$1 bilingual pay differential for our existing bilingual staffs that we can retain them to continue providing culturally and linguistically appropriate services for our Asian clients</li> <li>The salaries for each staff in our bilingual outreach and family support team who are important in outreach, mentoring, educating, and empowering the Asian special needs community.</li> <li>The salaries for the new bilingual staff for the program development team who are crucial to the implementation of the new programs designed for the SD and/ high needs clients</li> <li>Equipment rentals, food, supplies, printing expense, presenter, and translations cost for our outreach events, free services and family seminars that brings families together to support each other and advocate for their children</li> <li>Videos from seminars made to benefit more Asian clients in the regional center system throughout California</li> <li>Supportive supplies (equipment) and transportation support for the high needs clients that are necessary for them to access venditized programs.</li> <li>Extending ongoing staff training for the staff who work with the high needs clients so they can support them appropriately</li> </ul>	1
<p><b>9. Budget Costs</b></p> <p>Explain how the proposed budget addresses all activities and objective and confirm that the budget does not include non-reimbursable costs funded by other sources.</p>	<p><b>Applicant Response</b></p> <p>Our budget clearly aligns with our purpose/objectives to sustain and expand our bilingual workforce to build program capacity, to reach, mentor, educate and empower our Asian IDD families, and to create new programs to meet the needs of Asian SD and/ high needs clients. The items in our budget include:</p> <ul style="list-style-type: none"> <li>Personnel expenses that include the \$1 bilingual pay differential for our existing bilingual staff</li> <li>The salaries for each staff in our bilingual outreach and family support team</li> <li>The salaries for the new bilingual staff for the program development team</li> <li>Equipment rentals, food, supplies, printing expense, presenter, and translations cost for our outreach events, free services and family seminars</li> <li>Videos from seminars</li> <li>Supportive supplies (equipment) and transportation support for the high needs clients</li> <li>Extending ongoing staff training for the staff who work with the high needs clients</li> </ul> <p>The transportation funding that the regional center provides is inadequate for clients who have severe behavioral, sensory and medical challenges. These clients have behaviors such as removing seat belts, kicking seats, screaming, self-injuring, and disrupting dives and passengers, etc. They require the presence of specialized staff. Due to sensory issues, some may need to be transported in a private car need 1:1 supervision when riding with others. Some need special devices such as seat belt locks, special adult car seat, etc. to ensure the safety for our clients when they need to be transported to access their services. Therefore, we are applying for DDS funding to support the underserved Asian high needs clients.</p>	
<b>Proposal Certification</b>		
<b>Certification</b>		
<p><b>1. Confirm Proposal Discussion with RC(s)</b></p> <p>CBOs are required to discuss their proposal with each RC(s) the CBO is intending to serve. If you are a CBO, have you discussed your proposal with each RC you are intending to serve?</p>	<p><b>Applicant Response</b></p> <p>Yes</p>	
<p><b>2. RC Contact</b></p>	<p><b>Applicant Response</b></p>	



<p>CBOs are required to submit their application on only to the Department and to each RC(s) that the CBO is intending to serve. If you are a CBO, state the name(s) of the contact person(s) at each RC you have discussed your proposal with.</p>	<p>RCEB - Lisa Kleinbub SARC - Javier Zaldiva</p> <p>Attached are the letters of support from SARC and RCEB</p>	<p>2</p>
<p><b>3. Applicant Certification</b></p> <p>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.</p>	<p><b>Applicant Response</b></p> <p>Yes</p>	
<p>Applicant Comment</p>		