

Application Report



Applicant Organization: USC UCEDD at CHLA1

Project Name: Technical Assistance and Peer-Mentorship Infrastructure for Parent- and Self Advocate - run CBOs

Application ID: App-22-634

Funding Announcement: FY 22-23 Service Access and Equity Grant

Awarded Amount: \$325,000

Project Summary: The proposed project aims to increase the capacity of parent- and Self Advocate-run Community-Based Organizations (CBOs) to serve individuals with I/DD, their families, and their communities; and to provide employment and professional development opportunities for Self Advocates who run CBOs or are interested in learning how to do so. The project brings together an experienced and dedicated team consisting of major nonprofit CBO leaders (South Central Prevention Coalition, Community Health Councils, The Nonprofit Partnership), nonprofit sector experts, academic partners, and Self Advocates. Project design consists of three empirically-based frameworks: 1) The nonprofit sector is part of a knowledge-based economy from which communities of color have been historically excluded because of cost and other factors. Our Peer Mentor organizations provide the highest professional level (what is called 'C-suit' services) of training on managing a nonprofit. Our project levels the playing field by providing learning opportunities that would have otherwise been out of reach. Participating in a larger nonprofit community has been highly beneficial to the CBOs because they formed collaborations and discovered resources that led to fiscal sustainability 2) The 'incubation' model supports CBOs in under- resourced communities; 3) Peer mentorship provides personalized, culturally-affirming, trusted forum of peers and mentors that allows for authentic, open dialogues about traumas and roadblocks that CBO leaders have experienced while running their organizations. Program components consist of the following: 1) 8 workshops and 4 two-hour consultations (Lucas Wright and Burton); 2) Biweekly 2-hour office hours with the core team (Solomon, Gillette, Owens) 3) 2 Grant writing workshops (Wynn, Solomon); 4) Consulting, affinity groups, access to a Funding Development Database 'Foundation Directory Online' (TNP); 5) Culturally-affirming coaching (Burton); 6) 'Incubation' of Self Advocates - run CBO cohort (Witherspoon, Gillette, Burton, Wynn) or accommodating them in the parent-run CBO cohort (Witherspoon, TNP, Burton, Wynn).

Authorized Certifying Official: Simora Brooks sibrooks@chla.usc.edu -

Project Director/Manager: Olga Solomon osolomon@chla.usc.edu -

Project Manager/Coordinator: Hazel Braxton - Owens howen@chla.usc.edu -

Compliance/Fiscal Officer: Simora Brooks sibrooks@chla.usc.edu -

Section Name: Applicant Eligibility

Sub Section Name: Applicant Information

1. Applicant Question: Project Title

What is the Project Title?

Applicant Response:

Technical Assistance and Peer-Mentorship Infrastructure for Parent - and Self Advocate - run CBOs

2. Applicant Question: Awarded Amount

What is the total amount awarded for the project?

Applicant Response:

\$325,000

3. Applicant Question: Organization Type

Choose the response that best describes your organization.

Applicant Response:

Community Based Organization (CBO), 501(c)(3)

4. Applicant Question: Description of Organization/Group

Provide a brief description of the organization or 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 or add a website link.

Applicant Response:

USC UCEDD is a national leader in technical assistance and community education, providing culturally-affirming and linguistically-tailored community-partnered programs for individuals with I/DD and their families. Our UCEDD has a strong record of community-academic partnerships, supporting parent-run CBOs on many projects. Continuing from Year 3 are our Peer-Mentor CBOs who are pioneers in community advocacy and nonprofit mentorship: Community Health Councils' Social Change Institute; South Central Prevention Coalition; and The Nonprofit Partnership. Amber Wynn, a high-level nonprofit consultant, will give workshops on nonprofit management and grant writing. Dan Gillette, an expert in the nonprofit incubation model, will work with a cohort of 6 Self Advocates who run CBOs or would like to work at one. To date, the project has supported over 30 parent-run CBOs, mostly during the COVID-19 pandemic. In Year 3, the CBOs have reported serving

5. Applicant Question: 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? Please upload confirmation letter(s) or proof of good standing.

Applicant Response:

Yes

Attachment:

[2022-08-03 CHILDREN'S HOSPITAL LOS ANGELES-CA GS \(2\).pdf](#) - PDF FILE

6. Applicant Question: 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:

Yes

Attachment:

[CHC_Certificate of Active Status_10162022.pdf](#) - PDF FILE

[TNP_Certificate of Active Status_101922.pdf](#) - PDF FILE

[SCPC_Certificate of Active Status_101922.pdf](#) - PDF FILE

Section Name: Grant Reapplication Information

Sub Section Name: Grant Reapplications Only

1. Applicant Question: Previous Award(s)

Did your organization receive DDS grant funding in fiscal year 2020-21 or 2021-22? If yes, go to question 2 to complete each column. If no, skip this category and go to category 3.

Applicant Response:

Yes

2. Applicant Question: Previous Grant Award(s)

Since fiscal year 2020, complete a row for each DDS Service Access and Equity grant your organization was awarded funding.

Applicant Response:

Year Awarded	Project Title	Grant Number	Award Amount
2020	Technical Assistance and Peer Education Infrastructure to Increase Impact of Parent-Run CBOs Providing Social-Recreational Services	19-C22	127,793
2021	Technical Assistance and Peer Education Infrastructure for Parent-Run CBOs	20-C22	204,577
2022	Technical Assistance and Peer-Mentorship Infrastructure for Parent-run CBOs	21-C22	150,000

3. Applicant Question: Previous Grant Outcomes

Provide a brief grant summary of your project outcomes for fiscal year 2020-21 and/or 2021-22.

Applicant Response:

Year 1: In FY2019/2020 we served 10 parent-run CBOs /12 Executive Directors providing social-recreational services in communities of color in LA County. Of 12 Founders / EDs, 11 were mothers; 8 were African American, 1 as Latina, and 3 Chinese American. Selected outcomes: 1) All CBOs expanded their programs during the funding period which coincided with the start of the pandemic; 2) 5 CBOs received DDS SAE funding, 3 were first time grantees; 3) National Core Indicators surveys via RedCap. A curriculum-based, culturally-tailored Technical Assistance and Peer Education program; 4) Transitioned to remote program.

Year 2: In FY2020-2021 we more than doubled the number of CBOs to 24 CBOs and went state-wide. 9 CBOs continued from Year 1. The majority were led by African American mothers. The new CBOs addressed educational transitions, homelessness, domestic violence prevention, and housing insecurity affecting families with members receiving Regional Center services. We added a USC MPH Students practicum allowing the students to assist and support the activities of 10 CBO leaders with developing social media content, marketing for community outreach and potential donors, identifying community assets, developing program impact measures, and assisting with grant proposals. Selected outcomes: 1) At least 13 CBOs secured state, federal, and foundation grant funding during Year 2; one CBO ED was awarded a multi-year Goldman Sachs One Million Black Women Impact Grant, which was awarded to only 50 Black Women-Led Nonprofits that year in the U.S. 2) Added three COVID-related questions to NCI surveys to collect data on how the CBO leaders and their families are faring during the pandemic; 3) Used our 'nonprofit incubation' coaching and consulting model with 8 emerging CBOs; 4) Administered Clifton StrengthsFinder™ assessment and identified unique profiles of strengths and talents which were discussed with the CBO leaders. 5) Established a 'founders forum' where the CBO leaders could share their challenges in a safe space.

Year 3: In FY 2021-2022 we are working with 23 CBOs serving 3,374 individuals and families. New services are in arts, music, and fashion modeling for children and youth with I/DD. Current CBO services also include social-recreational, navigation of educational transitions, and prevention of homelessness, domestic violence, and food insecurity. Selected outcomes: 1) The Nonprofit Partnership is delivering coaching and consulting programming that they are also providing to First 5LA and LA County Department of Arts and Culture grantees. Our CBO leaders' have access to a wider nonprofit community and have benefitted from many professional opportunities; 2) To date, 3 CBOs received significant grant funding ; 3) One CBO leader was invited to the DDS Taskforce on domestic violence prevention; 4) Established a 'FUELING STATION' CBO leaders' 'safe space' support group; 5) 12 USC MPH students are supporting 20 CBOs and more students are joining.

Attachment:

[DDS 21-C22_List of CBOs in Year 3 program.pdf](#) - PDF FILE

[TAMI CBO cohort survey_TO UPLOAD.pdf](#) - PDF FILE

4. Applicant Question: Project Transition

If awarded, how will your current project(s) transition into the 2022-23 proposed 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.

Applicant Response:

Target groups:

We continue to focus on technical assistance and mentorship for parent-run CBO and expand our target group to include Self-Advocates who are involved in the nonprofit sector as CBO leaders or are interested to learn about the nonprofit sector as a potential employment setting. The goal is to facilitate Self-Advocates' professional development and employment opportunities in the nonprofit sector. The new component is a logical next step to make the program more inclusive, and to fill a critical need for CIE opportunities for individuals with I/DD in the nonprofit sector. SCDD will assist in recruitment.

Project activities: The new component will be integrated as follows: 1) At the start of each funding period, we carry out a comprehensive needs assessment interview with each CBO leader and their support personnel if available, to establish a new baseline for TA needs, mentorship / programmatic goals, and current strengths and challenges. We ask what resources they currently have in place and what is lacking. This interview will be carried out with the parent- and Self Advocate participants. 2) Program calibration: The collected information will be used to calibrate the program's content to address the identified needs and build upon strengths. 3) Project team: Dan Gillette, an expert in supporting individuals with I/DD in educational and employment settings, and a national leader in nonprofit incubation will lead the Self-Advocates' cohort and provide TA and mentorship to the entire cohort of 30 nonprofit leaders. 4) Peer Mentorship and Coaching / Consulting components will be adapted to accommodate the communication needs of Self Advocates.

Measures: The measures will be extended to collect data for the new program component. Both quantitative and qualitative measures will be collected. Data collection will be adapted to support Self Advocates' participation, including the use of plain language in presentation of information.

Section Name: General Application

Sub Section Name: Proposal Summary

1. Applicant Question: Project Type

Choose the project type that best describes your activities from the list below:

Applicant Response:

Workforce Capacity and Development

Applicant Comment:

Our project expands available workforce and promotes business ownership for diverse communities in the nonprofit sector. We focus on supporting social capital, entrepreneurship, and professional development of parents of children with I/DD who are nonprofit CBO leaders. In California, 15% of the gross state product is contributed by nonprofits, making them major participants in the state economy. California has had a large, and until the COVID-19 pandemic, thriving nonprofit sector that has been a source of employment and community well-being, with every one in 14 jobs held in the nonprofit sector. California's non-profit sector mirrors the disparities in other economic sectors, with growing inequities between fiscal stability and sustainability in predominantly white communities and in communities of color. This is especially true for parent-run nonprofits serving persons with developmental disabilities and their families in under-resourced communities of color. They represent a powerful and at the same time, vulnerable, group of nonprofits. They face pervasive barriers to organizational growth and sustainability because of racial and ethnic discrimination and lack of resources and supports that permeate the nonprofit philanthropy and funding practices. Each of the parent-run CBOs serve hundreds of individuals with I/DD and their families, making our project relevant to thousands of people. In Year 3, the CBOs in our program have served 3,375 individuals and families per our mid-program survey.

Our project aims to counteract these disparities. It supports, mentors, and champions parent-run nonprofits, the majority of whom operate on very low budgets while providing critically needed services to their communities. This current year, the majority of the 23 CBOs in the cohort are run by African American mothers of children with I/DD, although two CBOs are run by African American fathers, and one is run by an uncle of a person with I/DD. Most CBOs serve all communities while a few serve predominantly African Americans, and some serve only Latinos. The majority of CBO leaders hold full-time 'day jobs' and, being mothers, have significant family responsibilities, including accessing services and supports for their child or children with I/DD. Most CBOs in the cohort provide services free of charge in under-resourced areas where communities would not have access to these services otherwise. Several organizations have a wider focus, e.g. housing, domestic violence prevention, and serving youth and adults with I/DD in the criminal justice system and in the process of re-integration into society. While a few CBOs in Year 3 have had a consistent record of funding, most CBOs in our cohort operate on a very limited budget while providing transformative services and supports in their communities. To date in Year 3 the CBOs have reported

2. Applicant Question: Duration of project

Choose the duration of your project.

Applicant Response:

12 months

3. Applicant Question: Regional Centers

Choose the Regional Center(s) that your project will serve. Check all that apply. If you are proposing a statewide project, select the All Regional Centers/Statewide option.

Applicant Response:

- Frank D. Lanterman Regional Center
 - Eastern Los Angeles Regional Center
 - Alta California Regional Center
 - North Los Angeles County Regional Center
 - San Gabriel/Pomona Regional Center
 - South Central Los Angeles Regional Center
 - Westside Regional Center
 - Harbor Regional Center
-

4. Applicant Question: Counties Served

List the county or counties your project proposes to serve. Check all that apply. If you are proposing a statewide project, the select All Counties / Statewide option.

Applicant Response:

- Los Angeles County
 - Sacramento County
-

5. Applicant Question: Community Based Organizations

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.

Applicant Response:

Community Health Councils: Michelle Burton, PHD, MBA, the Chief Strategy Officer. Michelle will oversee culturally-affirming coaching, provide listening sessions, workshops, and office hours. South Central Prevention Coalition: Executive Director Aziza Lucas Wright, MEd will serve as CBO Mentor and provide workshops and office hours. The Nonprofit Partnership: Carolina Quezada, MA, Senior Program Manager and Christina Hall, Program Manager will oversee coaching and consulting program component.

6. Applicant Question: Multiple Organizations

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.

Applicant Response:

Yes

Attachment:

[DDS 21-C22_Letter of Intent_Community Health Councils_FY2022-2023.pdf](#) - PDF FILE

[TNP LETTER OF INTENT_TO UPLOAD.pdf](#) - PDF FILE

[SCPC_UCEDD_LoS Year 4_TO UPLOAD.pdf](#) - PDF FILE

[LoS SCDD TAMI Year 4.pdf](#) - PDF FILE

[DanGillette_LoS_USC UCEDD_DDS TAMI Y4.pdf](#) - PDF FILE

[Amber Wynn_LoS_USC UCEDD_TAMI DDS#21-C22 Y4 .pdf](#) - PDF FILE

7. Applicant Question: Strategies and Sustainability

How will your project continue its work after the grant funding has concluded?

Applicant Response:

- 1) Our program will become part of the USC UCEDD program portfolio with a training certification for CBO leaders.
 - 2) Our access to USC MPH students allows the program to have a level of sustainability that is not dependent on external funding.
 - 3) Association of University Centers on Disabilities (AUCD), Association for Community Living (ACL), and the national UCEDD network may be interested to implement this program at other UCEDDs, and secure federal funding for these efforts.
 - 4) We are investigating options to secure a dedicated yearly budget that will be sustained by internal as well as external federal and state funding to continue the program after the funding period is over.
 - 5) We will apply for conference funding to the National Institutes of Health to hold a large-scale yearly conference where others will learn about our approach.
 - 6) We will use our close collaborations with Peer Mentor organizations to explore other funding opportunities.
-

Sub Section Name: Target Population

1. Applicant Question: Ethnicity Groups Served

Select the ethnicity group(s) the project will serve. For "Indian", "Pacific Islander", "Slavic" or "Other" use comment section to list specific groups.

Applicant Response:

- African American
 - Hispanic
 - Pacific Islander (list)
 - Native American
-

Applicant Comment:

We conducted a mid-project quality improvement survey. One of the questions was about the number of individuals / families and the ethnicity groups that the CBOs in our program serve. We attached the survey to this grant application. We anticipate a similar distribution in Year 4. The TOTAL survey results for 19 CBOs who responded (out of 23) are: African American/ Black 1,552 individuals and /or families Hispanic American / Latino 1,485 Asian American, Pacific American and Native American 338 Total number of individuals / families served by the CBOs in the TAMI program: 3,375

2. Applicant Question: Ethnicity Group(s), Language(s) and Number of Individuals Served

For each ethnicity group, provide the number of individuals your project intends to serve and the related language(s).

Applicant Response:

Ethnicity Group(s)	Individuals Served	Language(s)
African American	1,600	English
Hispanic	1,500	English and Spanish
Asian, Pacific Islander, Alaska Native, and Native American	350	various

Attachment:

[CBO characteristics TAMI YEAR 3 FY2021-2022_.pdf](#) - PDF FILE

3. Applicant Question: Age Group(s) Served

Select all Age Groups the project will serve.

Applicant Response:

- Birth up to Three (Early Start)
- Three to Five
- Three to 21
- 16 to 21
- 22 and older

Attachment:

[CBO characteristics TAMI YEAR 3 FY2021-2022_.pdf](#) - PDF FILE

Applicant Comment:

See attached. Anticipating a similar age distribution of individuals / families in Year 4 served by the CBOs in the TAMI program Year 3, we plan the following: 58% of the CBOs serve children 0-5; 74% serve children 6-12; 84% serve youth 13-17; 63% serve ages 18-65; 31% serve ages 66 and older

Section Name: Project Application

Sub Section Name: Project Application

1. Applicant Question: Project Summary and Organizational Experience

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. In your answer, include what experience your organization has working with the target population and how your organization will work with the local RC(s).

Applicant Response:

This Year 4 continuation proposal responds to four DDS priorities: 1) Increasing culturally and linguistically responsive **service provider workforce** - Parents who run CBOs are in the nonprofit sector workforce; 2) Expanding **inclusive employment opportunities** for individuals with developmental disabilities - the nonprofit sector is an untapped area of CIE; 3) Creating **community partnerships for learning and advocacy development** between individuals, families, service providers, regional centers, and local and state agencies to develop leaders from diverse communities - CBOs are conduits of knowledge about systems and services; 4) Developing culturally and linguistically competent **resources and educational opportunities for self-advocates** - providing professional development and learning opportunities for self-advocates in the nonprofit sector.

The **goal** of our program is to increase the capacity of parent- and Self Advocate-run CBOs to serve individuals with I/DD, their families, and their communities; and to provide employment and professional development opportunities for Self Advocates who run CBOs or are interested in learning how to do so. The project brings together an experienced and dedicated team consisting of major nonprofit CBO leaders (South Central Prevention Coalition, Community Health Councils, The Nonprofit Partnership), nonprofit sector experts, academic partners and Self Advocates from USC UCEDD at CHLA.

Project design consists of three **empirically-based frameworks**: 1) The nonprofit sector is part of a knowledge-based economy from which communities of color have been historically excluded because of cost and other factors. Our Peer Mentor organizations provide the highest professional level (what is called 'C-suit' services) of training on managing a nonprofit. Our project levels the playing field by providing learning opportunities that would have otherwise been out of reach. Participating in a larger nonprofit community has been highly beneficial to the CBOs because they formed collaborations and discovered resources that led to fiscal sustainability 2) The 'incubation' model supports CBOs in under-resourced communities; 3) Peer mentorship provides personalized, culturally-affirming, trusted forum of peers and mentors that allows for authentic, open dialogues about traumas and roadblocks that CBO leaders have experienced while running their organizations.

Program components: 1) 8 workshops and 4 two-hour consultations (Lucas Wright and Burton); 2) Biweekly 2-hour office hours with the core team (Solomon, Gillette, Owens) 3) 2 Grant writing workshops (Wynn, Solomon); 4) Consulting, affinity group, access to a Funding Development Database 'Foundation Directory Online' developed by Harvard University (TNP); 5) Culturally-affirming coaching (Burton); 6) 'Incubation' of Self Advocates - run CBO cohort (Witherspoon, Gillette, Burton, Wynn) or accommodating them in the parent-run CBO cohort (Witherspoon, TNP, Burton, Wynn).

2. Applicant Question: Data and Community Input

Explain why you have selected your priority population(s) using RC POS data and other data as supporting evidence of the disparity or inequity. Include how your organization used input from the community, target population, and RC to design the proposal.

Applicant Response:

Target population: We conducted a survey on the CBOs' satisfaction with the program, their needs for its services, and plans to continue if the program is refunded. Out of 19 respondents (79% response rate), 78.9% said that they would continue if the program funded for Year 4, and 21.1 % said that they may continue. The CBOs requested areas of programming in fund-development, grant writing, focused workshops, more USC MPH students, networking, and opportunities for growth and self-knowledge. An example of a common sentiment is "I gained clarity. I focused my thoughts to really identify what my organization does and who it serves. "; and 'So far I have learned about many more child/youth-with-disabilities serving organizations in the area and I have had an introductory session with TNP which will lead to capacity building for our organization'

Regional Centers' input: We presented our project at RC's community partners roundtables and received valuable feedback and support.

Organizational level inequities: According to 2020/2021 surveys of nonprofits in California, the nonprofit sector has been catastrophically impacted by the COVID-19 pandemic. In some areas, 1/3 of the nonprofits closed their programs. This situation is especially dire for the African American and Latinx parent-run CBOs in our program, many of whom had less than \$10,000 in assets before the pandemic, and have been self-funding their programs while holding full time jobs and taking care of their families.

Attachment:

[POS Disparity analysis TO UPLOAD.pdf](#) - PDF FILE

[DDS 21-C22 TAMI CBO Quality Improvement Survey results TO UPLOAD.pdf](#) - PDF FILE

3. Applicant Question: Uniqueness

How is the proposed project unique from a currently funded grant (e.g., strategies, activities, and goals) in the proposed RC catchment area? If the project is similar to a currently funded grant listed on the Department's website, how is the proposed project different?

Applicant Response:

The goal of our program is to increase the capacity of parent- and Self Advocate-run CBOs to serve individuals with ID, their families, and their communities with a wide range innovative of services. To our knowledge, there has not been a DDS SAE-funded project that operates on an organizational, in addition to individual and family, levels. As we build and calibrate our program, we transform the nonprofit sector ecology for the CBO parent-leaders, connecting them to each other and to high-level mentors, coaches and consultants. Over 75% of the CBOs in our current cohort are run by African American mothers of children with IDD who receive Regional Center services. Over 80% of the CBO leaders in our cohort have full time jobs unrelated to their nonprofits. Approximately 70% of the CBOs are operating on a very low (less than \$50,000 / year) budget.

Our project activities fall into three groups: 1) increasing the CBOs' **nonprofit literacy and knowledge base**; 2) developing CBOs' **entrepreneurial skills in nonprofit management** ; and 3) providing a **supportive, trusted, culturally affirming community forum** that facilitates growth and healing, a safe space to process family, community, and historical traumas, and opportunities for developing trust in peers and mentors, as well as in own capacity to thrive; developing self-awareness and self-reflection on nonprofit work as a path to personal and professional empowerment and growth as a CBO leader.

4. Applicant Question: Improve Equity and Service Access

How will your project measurably improve equity, access, and reduce barriers to services for individuals with intellectual and developmental disabilities and their families?

Applicant Response:

By mentoring and empowering the CBO leaders as a community of peers, our program provides the tools and strategies that they can use to mentor and empower individuals with intellectual and developmental disabilities and their families whom they serve. The two major performance areas will be: 1) increase in the CBOs' capacity to serve individuals with intellectual and developmental disabilities and their families; 2) increase in CBO leaders' own children and families' access to services.

To measure the improvements in capacity and access to services, we use: a) **National Core Indicators**: at the individual / family level of the CBO leaders' own children and families, we administer NCI surveys (Child and Adult) on-line using RedCap. Our approach has been to compare selected Child and Adult NCI survey findings for items relevant to the project and make comparisons to the state-wide NCI results. While this is inexact, it provides a window into how the CBO leaders' families are experiencing the DD system; and when they send out the NCIs to their constituencies, we are able to see how the families whom CBOs are serving are faring in the DD system. b) **Pre- and Post-program interviews** in the beginning and end of funding period which includes a detailed interview about the CBOs strengths / gains and challenges. We aggregate the data for analysis to make the results anonymous; and c) **Online QI surveys** to measure the number of people served, available funding, and other variables.

5. Applicant Question: Support of RC Plan

Does the project support the RC plan to promote equity and reduce disparities in their catchment? 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 to promote community inclusion?

Applicant Response:

Regional Centers' strategic plans seek to improve access to services and reduce POS disparities. Our UCEDD has supported the RCs' plans by sharing our community collaborators and social networks to strengthen inter-agency partnerships. Working with parent-run CBOs in the RCs catchment areas is a promising, potentially transformative strategy to achieve this goal. Some RCs that we have been working with have been establishing partnerships with CBOs. Supporting parent-run CBOs in the RCs' catchment areas will enhance the CBO's capacity, sustainability and growth, and promote community inclusion. Collaborations with CBOs will enhance RCs' outreach into the racial and ethnic communities historically facing POS disparities, building trust and good faith. Carrying out our program for the last 2,5 years, we have learned that many CBOs do not have office space, adequate technology, good internet, and other resources needed to conduct their important work. Creating inter-organizational partnerships that would involve sharing the use of these resources with the CBOs could become a transformative strategy to promote equity and reduce disparities.

6. Applicant Question: Project Activities and Measures

Note: Before answering this question, applicants must complete the Activities Template located in the middle tab directly above.

The schedule of activities clearly and specifically demonstrates the steps that the project will take to achieve its stated objective and measures. Do the proposed measures appropriately track the project objective and activities, provide insight into the effectiveness of project, and demonstrate impact on the target population?

Applicant Response:

A progression of program activities to achieve Year 4 goals and the measures to evaluate Parent- and Self-Advocate CBO leaders' program utilization, satisfaction and change in knowledge:

4/1/23 - 5/31/23 Outreach, recruitment and on-boarding of the CBO leaders Activities 1.1.0 and 1.1.1 / measures 1.1.0 a & b; 1.1.1 a & b Based upon our QI survey, 75% of the CBO leaders will continue participating. We will recruit new CBO parent leaders to meet the target of 24. We will recruit 6 Self Advocates CBO leaders for a total of 30 at the start of Year 4.

4/1/23 - 5/31/23 Needs assessment with all the CBOs, both continuing and new; parents and Self-Advocates Activities 1.2.0 and 1.2.1 / measures 1.2.0 and 1.2.1 Identify baseline needs challenges . strength and resources of Parent and Self Advocate-run CBOs to tailor program components.

6/1/23 - 3/31/24 Listening sessions Activity 1.3.0 / measures 1.3.0.0 ; 1.3.0.0 a ; 1.3.0.1; 1.3.0.1 a: Number of attendees who are Parent CBO Leaders and Self Advocate CBO leaders; and the results of their corresponding satisfaction surveys

6/1/23 - 3/31/24 Peer Mentor Workshops Activity 1.3.1 / measures 1.3.0.0 ; 1.3.0.0 a ; 1.3.0.1; 1.3.0.1 a: Number of Parent- and Self Advocate-CBO leaders attendees; and the results of their corresponding satisfaction surveys.

6/1/23 - 3/31/24 'THE FUELING STATION': Intermediate Peer Mentoring & Support Group for Parents and Self Advocates CBO Leaders Activity 1.3.2 / measures 1.3.2 a & b Number of CBO parent and Self Advocate CBO leaders attending

6/1/23 - 3/31/24 Office hours Activity 1.4 / measures 1.4.0 and 1.4.1 Number of Parent and Self-Advocate CBO Leaders attendees of Office Hours with the core team and CBO Mentors for one-on-one support

6/1/23 - 3/31/24 Coaching Activity 1.5 / Measures 1.5.0 and 1.5.1 Parents and Self-Advocates number attending; **1.5.0 a & b** Parents CBO leaders Coaching needs assessment pre - and post; **1.5.1 a & b** Self Advocates CBO leaders coaching needs assessment pre - and post

6/1/23 - 3/31/24 Consulting Activity 1.6 / Measures 1.6.0 and 1.6.1 Parents and Self-Advocates number CBO leaders consulting needs assessment pre - and post

3/1/24 - 3/31/24 Community Symposium Activity 1.7 / measures 1.7 a & b Number attending and satisfaction survey; Interpretation in Spanish and ASL

3/1/24 - 3/31/24 Recommendations for the RCs and the DDS Activity 1.8 on how to support parent-run CBOs providing programs and services to the IDD communities

4/1/23-3/31/24 National Core Indicators Activity 1.9 a & b / measure 1.9 a & b on-line in English or Spanish, Child & Adult surveys to access the CBO Leaders experiences with the service systems; interviews with Self Advocates

3/1/24 -3/21/24 Program successes and challenges; the strategies used to address the challenges; and the challenges that remained unresolved Activity 1.10 / measure 1.10

7. Applicant Question: Budget Template and Narrative

Note: Before answering this question, applicants must complete the Budget Template located in the tab directly above.

The project budget is consistent with the stated project objective and activities, and clearly and concisely explains how the

proposed expenditures support the overall project design and outcomes. The project budget costs are clearly associated with the activities and does not include non-allowable costs or costs funded by other sources.

- Budget Template example is located at [Attachment C](#).
- Budget Details and Restrictions are available [here](#).

Applicant Response:

The project activities support overall project design by maximizing 'value added' of each TA and mentoring component (e.g. coaching, consulting, office hours, listening sessions and workshops) that build upon each other. The activities are a combination of one-on-one / individual (or 2-3 leaders from one CBO) and group formats that are budgeted to maximize the outcomes while keeping program costs at a minimum. Each budget item has been carefully calibrated to assure the highest quality of programming at the lowest possible cost. This allows us to provide a level of CBO technical assistance, mentorship, coaching and consulting that only exists for 'C-suit' executives in the corporate world, and would have been out of reach for the majority of participating CBOs. Our program's budget demonstrates that it is possible to pool together high quality resources from the nonprofit sector at a relatively low cost, given the commitment of collaborating partners to Service Access and Equity objectives. One program component, the USC MPH students' (12 to date) practicum, which provides organizational support to the CBO leaders with grant development, volunteer recruitment, social media outreach, and other tasks, has no cost to the proposed budget as Dr. Solomon supervises the students as part of her faculty load.

Our proposed project budget requests funding for the following changes / extensions of the current program:

- 1) an addition of a Self Advocate-run CBOs cohort to explore capacity building and enhance employment and professional development opportunities in the nonprofit sector, including in CBOs founded and run by parents. While we plan to add 6 Self Advocate CBO leaders, this requires a substantial support in the adaptation of the current program to make it not only available but also accessible for these leaders.
- 2) as we continue to assemble, test and improve a trauma-informed, culturally affirming program for African American and Latino CBO parent-leaders, and for Self Advocate CBO leaders in the new funding period, we have learned that providing nonprofit consulting is most effective when it is supported by on-going, personalized professional coaching. Moreover, coaching must be culturally affirming to be effective for CBO leaders who are people of color. This 'lessons learned' motivated us to divide the coaching and consulting components between the NonProfit Partnership (TNP) as a provider of consulting; and Community Health Councils' (CHC) Social Change Institute as a provider of coaching to assure cultural concordance. Combined with a higher number of CBOs in year 4 and an additional cohort of Self Advocate CBO leaders whose support needs have to be identified and accommodated, both the TNP's and the CHC's budgets were significantly increased.
- 3) Wesley Witherspoon will join at 10% FTE as a content area expert to lead the Self Advocate CBO leaders program
- 4) Amber Wynn and Dan Gillette, leaders in nonprofit mentorship, return for Year 4

Attachment:

[The NonProfit Partnership Scope of Work TAMI Year 4_DDS #21-C22.pdf](#) - PDF FILE

[CHC Scope of Work DDS 21-C22 TAMI YEAR 4.pdf](#) - PDF FILE

Section Name: Proposal Certification

Sub Section Name: Certification

1. Applicant Question: Confirm Proposal Discussion with RC(s)

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?

Applicant Response:

Yes

Attachment:

[LETTER OF INTRODUCTION_USC UCEDD at CHLA__SAE DDS#21-C22.pdf](#) - PDF FILE

2. Applicant Question: RC Contact

CBOs are required to submit their application concurrently to the Department and to each RC(s) catchment 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 emailed your proposal application. The RC contact list is available here at [Attachment F](#).

Applicant Response:

Jane Borochoff, Tom Kelly, Ruth Janka, Michael Fernandez, Lori Banales, Helen Neri, Melinda Sullivan, Rose Chacana, Patrick Ruppe, Maria Rodriguez, Michi Gates, Brenda Bello Vazquez, Jesse Weller, Sal Gonzales, Kiara Lopez, Dexter Henderson, Omar Noorzad, Lilia Rangel-Reyes

3. Applicant Question: Code of Conduct

Grantee Code of Conduct

The Department is committed to supporting services and programs with integrity that foster collaboration and professionalism. Grantees are expected to conduct project activities in a professional and respectful manner that include:

- **Valuing Diversity and Inclusion.** Grantees should embrace diversity that includes but is not limited to: ability, race, language, national origin, citizenship, age, gender identity or expression, sexual orientation, and religion.
 - **Conducting Activities with Personal and Professional Integrity.** All activities with individuals, families, community organizations, regional centers, and state, local and federal agencies should be conducted with professionalism, dignity, respect, and fairness. Grantees should be open to listening to different points of view and fostering productive communication.
 - **Providing a Positive Work Environment:** All projects should foster a positive and respectful work environment with their colleagues and other grantees.
-

Applicant Response:

- I acknowledge that I have reviewed the Code of Conduct.

4. Applicant Question: Applicant Certification

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.

Applicant Response:

Yes
