

# Application Report



**Applicant Organization:** Autism Society of Los Angeles  
**Project Name:** Cross-Cultural Independent Facilitator Specialization Training  
**Application ID:** App-22-675  
**Funding Announcement:** FY 22-23 Service Access and Equity Grant  
**Awarded Amount:** \$450,000

**Project Summary:** This project will build upon our current project 21-c27 (Cross-Cultural IF Mentor Training) and ASLA's previous years' experience and expertise in Cross-Cultural IF Training. The Cross-Cultural Independent Facilitator Specialization Training is an outgrowth of these past trainings, and is ASLA's response to support current IF's who may be struggling today. It will be different from past trainings by providing opportunities for more intensive training in key "specialty" areas that will help participants gain the knowledge and skills they need to work within an IF team or independently. Another difference is the kick-off "Introduction to SDP and the IF Role" meetings , which will help participants who are new to SDP understand the basics of IF before continuing with the specialty training.

**Authorized Certifying Official:** Kim Sinclair kim@autismla.org 310 849 6505

**Project Director/Manager:** Kim Sinclair kim@autismla.org 310 849 6505

**Project Manager/Coordinator:** Kim Sinclair kim@autismla.org 310 849 6505

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**Section Name:** Applicant Eligibility

**Sub Section Name:** Applicant Information

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**1. Applicant Question:** Project Title

What is the Project Title?

**Applicant Response:**

Cross-Cultural Independent Facilitator Specialization Training

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**2. Applicant Question:** Awarded Amount

What is the total amount awarded for the project?

**Applicant Response:**

\$450,000

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**3. Applicant Question:** Organization Type

Choose the response that best describes your organization.

**Applicant Response:**

Community Based Organization, non-501(c)(3) EIN

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**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:**

The Autism Society of Los Angeles (ASLA) empowers individuals with autism and other disabilities, their families, and professionals, through advocacy, education and community support to ensure an equitable quality of life for all. ASLA provides support throughout the individual's lifespan and has a long history of working with underserved populations. Over 60% of ASLA staff has "lived" experience with SDP, and we have a diverse workforce. ASLA created the Parent Empowerment Project (PEP), a parent-led program that helped reduce racial and ethnic disparities for individuals and families served by WRC. ASLA was the lead author of SB 468, the Self-Determination Law, and has been a leader in the implementation. During 2019 and 2020, ASLA, in collaboration with DVU, trained over 340 culturally and linguistically diverse individuals under the Cross-Cultural IF Trainings and ongoing support for SDP. ASLA's 20-21 Grant (20-c27) provided IF training to 316 participants throughout CA.

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**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:**

[ASLA Good Standing 10-25-2022.pdf](#) - PDF FILE

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**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

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**Section Name:** Grant Reapplication Information

**Sub Section Name:** Grant Reapplications Only

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**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

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**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
2022-2023	Cross-Cultural Independent Facilitator Mentor Training Program for the Self-Determination Program	21-C27	\$175,000
2021-2022	Cross-Cultural Independent Facilitator Mentor Training Program for the Self-Determination Program	20-C27	\$265,000
2019-2020	Cross-Cultural Independent Facilitator Training and Ongoing Support for the Self-Determination Program	18-C27	\$314,185

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**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:**

18-C27 : Through this project, we trained 347 culturally and linguistically diverse individuals to become independent facilitators across California, throughout 19 regional centers. The trainees reported providing support in completing Person-Centered Plans and/or independent facilitator services to 124 individuals in this self-determination program. They also reported providing information and encouragement to join the self-determination program to 2,383 individuals.

20-C27: This project was a 12 month independent facilitator mentor training program. The project provided advanced independent facilitator training that went over each self-determination step in more detail. A total of 310 individuals from across 21 regional centers, 16 ethnicities, 5 languages (3 supported), representing parent/caregivers, professionals, and self advocates. 51% of the registered trainees identified as Latino/Hispanic. 15% identified as African American/Black, and 16% identified as Asian, which includes Korean, Chinese, Indian, Vietnamese, Japanese, Filipino and Pacific-Islander. The training registration was open to all participants. Although the focus of this project was to reach the target population Spanish-speaking, Korean-speaking, Mandarin-speaking, and African American communities, we reached culturally and linguistically diverse individuals. Languages spoken by the trainees totaled 27+, including American Sign Language.

21-C27: This project is the second year of the Independent Facilitator Mentor Training Program and is a continuation of 20-C27. A total of 284 individuals signed up for this training program. Registration was available state-wide, across all Regional Centers. We are offering translation and interpretation services for Spanish-speaking and Korean-speaking participants. We have targeted members of the community who identify in the underserved populations of Latino/Hispanic, Korean, and African American/Black. Breakdown of the registered trainees are 43% Latino/Hispanic, 14% African American/Black, 21% Korean and 22% White/Caucasian + other. The training is provided throughout an 8 month period, with Webinar lectures open to all registrants every 2nd Thursday of each month. There are also Workshops provided twice a month. The first Workshop is geared for the Latino/Hispanic and African American Black groups, while the second Workshop is geared for the Korean-speaking and General Community (English-speaking) groups. These Workshops are led by volunteer community group leaders and are structured for smaller group learning of material covered in the Webinars. This structure will allow more hands-on learning and an opportunity to develop networks within their communities. Project outcomes are not yet available.

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## **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:**

This project will build upon our current project 21-c27 (Cross-Cultural IF Mentor Training) and ASLA's previous years' experience and expertise in Cross-Cultural IF Training. The Cross-Cultural Independent Facilitator Specialization Training is an outgrowth of these past trainings, and is ASLA's response to support current IF's who may be struggling today. It will be different from past trainings by providing opportunities for more intensive training in key "specialty" areas that will help participants gain the knowledge and skills they need to work within an IF team or independently. Another difference is the kick-off "Introduction to SDP and the IF Role" meetings , which will help participants who are new to SDP understand the basics of IF before continuing with the specialty training.

Project objective will remain the same, but measures and activities will be revised to reflect the new focus and design of the program. Measure of number of people served will be Korean 30, Hispanic/Latino 30, and African American 15. Number of trainees across all regional centers is 75. These revised numbers represent the expectation that a subset of IFs will be interested in this team approach. Pre/post-test assessment results are expected to show a lower percent increase of 15% (from 85%), since we expect the majority of participants will be more knowledgeable about SDP before registering for the training. The number of training modules and corresponding breakout sessions will be 8, with breakout sessions given separately in Spanish, Korean and English languages. Activity 1, Recruitment & Hiring of staff is changed to reflect expected workload and responsibilities. Breakout session activities will be conducted in one language per session, to avoid the complexities of simultaneous translation/interpretation experienced in past trainings. Activity 15, Provide one-on-one support to trainees is included if ASLA is granted Year 2 funding for continued warm line support.

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**Section Name:** General Application

**Sub Section Name:** Proposal Summary

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## **1. Applicant Question:** Project Type

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

**Applicant Response:**

Education and Training

**Applicant Comment:**

Autism Society of Los Angeles works to empower individuals with autism and other disabilities, their families, and professionals, through advocacy, education, and community support to ensure an equitable quality of life for all. Education and training are our core strengths and we will continue expanding our reach through this proposed Cross Cultural Independent Facilitator Specialization Training.

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**2. Applicant Question:** Duration of project

Choose the duration of your project.

**Applicant Response:**

24 months

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**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:**

- All Regional Centers/Statewide
- 

**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:**

- All Counties / Statewide
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**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:**

Korean SDP Network (KSDPN) is an organization where experts donate knowledge about SDP to the Korean community to help people with disabilities and their families. They are a trusted and well-connected organization, and ASLA is partnering with them to provide support to the Korean community. SCDD will partner with ASLA and present the module "Understanding the Statutory Language of Self-Determination, a critical skill for IFs. This module will be open to the general public to increase impact.

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**Attachment:**

[SCDD Support Letter for ASLA, 2022-10-24.pdf](#) - PDF FILE

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**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:**

No

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**7. Applicant Question:** Strategies and Sustainability

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

**Applicant Response:**

The project supports both teams of Independent Facilitators and individuals. We will be providing comprehensive training of all IF responsibilities to ensure that participants know not only their role, but also those of their fellow IF teammates. They learn about community resources and develop support networks with their peers to ensure continued support and learning after our training concludes. ASLA will continue to support participants by maintaining continued collaborative efforts with DDS, RC's, CBO's and other community organizations.

Additional comment:

Year 2 funding opportunity: ASLA would like to propose a sustainability opportunity of IF Warm line support, which would offer continued support after training has concluded. Depending on their needs, participants can ask questions and/or seek referral to other community entities. This will ensure continued support to our participants, and further support the expansion of SDP in our underserved populations.

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**Sub Section Name:** Target Population

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**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
  - Korean
- 

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

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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)
Korean	30	Korean
Hispanic	30	Spanish
African American	15	English

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**3. Applicant Question:** Age Group(s) Served

Select all Age Groups the project will serve.

**Applicant Response:**

- 16 to 21
- 22 and older

**Applicant Comment:**

This age range represents individuals serviced directly, referring only to the individuals who will be part of the Independent Facilitator Specialization Training Program. The age range for in-direct individuals who receive SDP support from the training program alumni would vary from birth to 22 and older.

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**Section Name:** Project Application

**Sub Section Name:** Project Application

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**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 project recognizes the challenges faced by many IFs; to be skilled in a role increasing in complexity and responsibility. Competent management of issues is vital to the success of SDP, and a team approach can benefit over-burdened IFs or individuals who are considering becoming an IF. The training may also help existing IFs seeking more training in key areas. This training will ultimately make more IFs available to help the community.

The goal of this project is to provide IF specialization training to culturally diverse individuals in order to ensure access, equity and reduce POS disparity. Our target populations include African Americans, and Spanish and Korean speakers from all 21 regional centers. We will work with all regional centers to promote this program through their SDP Community Advisory Committee Meetings.

This project will build upon ASLA's previous years' experience and expertise in Cross-Cultural IF Mentor Training for SDP. It will be different from past trainings by providing opportunities for more intensive training in key "specialty" areas as follows:

- Introduction to SDP and the IF Role
- Understanding the Statutory Language of SDP
- Person Centered Plans
- Annual Budgets & Spending Plans
- Writing Goals that Work
- Service Codes & Generic Resources
- Managing Teams of IF's
- Working with Diverse Groups

This series includes a 6 hour kick-off "Introduction to SDP and the IF Role" meeting, which will be optional for experienced and knowledgeable IFs. The purpose is to educate participants new to SDP and IF, or for those that would like a refresher course. The 6 hour training will be split into 2-3 hour sessions, or 3-2 hour sessions, depending on trainer and translator availability.

"Understanding the Statutory Language of SDP" is a 4 part (8 hour) critical component of the training. Participants will review the statute, understanding what it means in plain language and its implications for SDP.

ASLA has nurtured successful collaborative partnerships with various organizations over the years, and will tap into our rich network of resources by inviting representatives to serve as guest speakers and topic experts that can delve into complex issues and best practices. Materials and access to key documents will be provided to ensure understanding.

ASLA was the lead author of SB 468, the Self-Determination Law, and has been a leader in its implementation. ASLA Board Members have a strong focus and priority to help reduce disparities in the community and is represented by a diverse group across ethnicity (Latino, Asian, African American, White), gender, age, self-advocates (verbal and non-verbal), parents, professionals and professions. We have completed past DDS Funded projects focusing on decreasing disparity in services among the Latino and African American communities. Our current project 21-C27 is providing IF Mentor Training for African American, Hispanic and Korean groups.

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## 2. Applicant Question: Data and Community Input

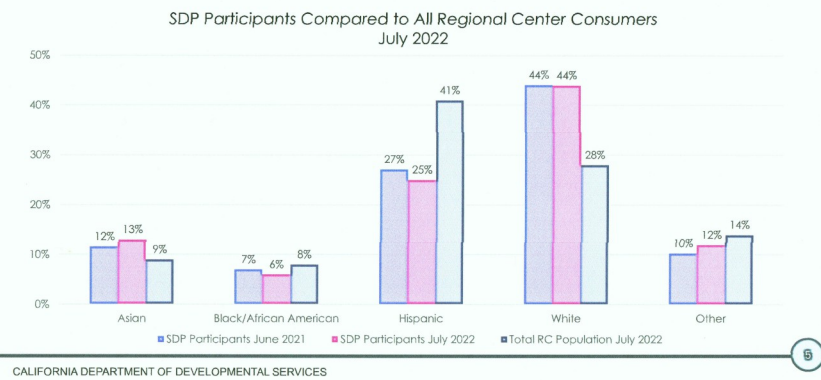
Explain why you have selected your priority population(s) using RC POS data and other data as supporting evidence of the disparity or inequity. Include how your organization used input from the community, target population, and RC to design the proposal.



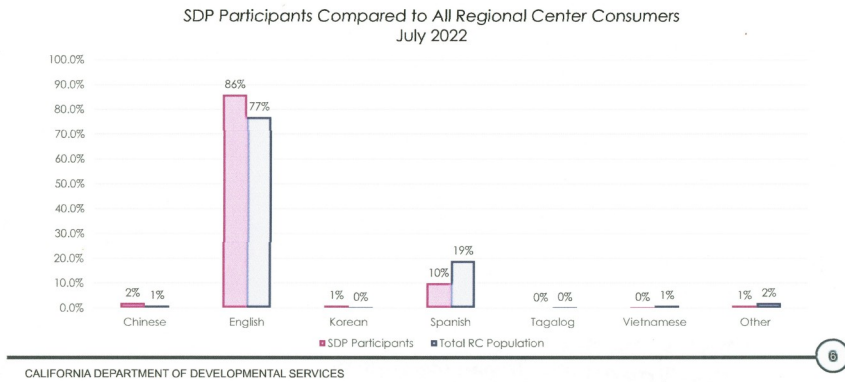
### Applicant Response:

The two bar graphs below from the DDS Self-Determination Program Advisory Group, Sept. 7, 2022, shows enrollment in SDP has been disproportionate across racial/ethnic groups and languages. The target populations of this project will focus on Hispanic/Latino, Korean and African American/Black populations, who in combination, represent the largest portion of Regional Center consumers who are under-represented in SDP. Through our representation in various Regional Center SDP Community Advisory Committees and collaborative relationships with Community Groups, we have been told that one of the major obstacles facing Regional Center consumers in entering SDP is the lack of experienced, knowledgeable Independent Facilitators. The goal of this project is to provide training to IFs who need additional knowledge on key topics, and also to offer a team approach to IFs who may benefit from working with others. This project aims to produce additional trained and knowledgeable IFs who are culturally and linguistically diverse, to offer support and guidance to individuals and their families with SDP.

#### SDP Participants by Ethnicity



## SDP Participants by Language



Another way that ASLA receives input from the community and others is through our Warm line. We have received many calls from the target populations seeking qualified IFs, as well as former IF Training participants who are seeking answers to questions about SDP. Our proposed training will address many issues that effect the IFs ability to successfully transition their clients into SDP.

### 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 Cross-Cultural Independent Facilitator Specialization Training differs from our own past trainings in that it encourages and teaches IFs how to work together as a team. In a team environment, IFs who are knowledgeable in certain areas can join forces with those that are stronger in other areas. This approach serves to support the client with a knowledgeable and efficient team to help them with SDP. The goal of this program is to increase the number of knowledgeable IF providers in the community, thereby helping to minimize the disparities that exist among underserved populations. Another benefit to this team approach is that all members of the team will increase their skills and knowledge in all areas, so that they may become more prepared to branch out on their own one day, thereby increasing the total numbers of IFs available in the community.

The goal and measures of this training do not differ from other IF trainings ASLA has conducted. The main difference is that the activities would focus on the areas of specialization (PCP, Budget/Spending Plan/Goals, Service Codes/Generic Resources), and participants will learn how to coordinate and communicate as teammates.

Currently there are no other grants that are similar to our proposed project. The closest is our own ASLA IF Mentor Training 21-C27. Our proposed Independent Facilitator Specialization Training seeks to offer a unique solution to the current shortage of knowledgeable IFs in the community today.

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**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:**

Despite the best efforts of the many entities working to ensure equity in the Self-Determination Program, SDP enrollment continues to be disproportionate across racial/ethnic groups. Capable IF's are sometimes difficult to find, and for many individuals trying to become IF's, the path can be confusing and problematic. This project is ASLA's attempt to offer an alternative to meet this need, and builds upon our core competency of education and training of Cross-Cultural Independent Facilitators. The Independent Facilitator Specialization Training recognizes that IF's don't need to be an expert in every part of the Self-Determination development plan. For instance, if an IF is excellent at writing PCP's, but weaker in developing a budget and spending plan, they can partner with another IF who is stronger in that area. They can expand the team to include "specialists" for each area needed. This team approach not only serves to ensure that the competency level of IF's remain high, but also develops additional IF resources in the community to further increase SDP enrollment, particularly across racial/ethnic groups. With this strategy, ASLA hopes to improve equity, access and reduce barriers to services for individuals with developmental disabilities and their families.

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**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:**

During the phase-in period for SDP (July 2018 through June 2021, there were only 625 participants. By December 2021, 1,021 people were enrolled and they did not reflect the ethnic and racial makeup of Regional Center customers (<https://lao.ca.gov/Publications/Report/4577>). ASLA, along with other organizations, Regional Centers and The State Self-Determination Advisory Committee (SSDAC) have offered Independent Facilitator training programs. These programs have helped bring IFs into the community with the goal of offering individuals and families knowledgeable, culturally and linguistically appropriate support as they transition to SDP. However many IFs have faced numerous challenges both systematic, to the Self-Determination Program itself, as well as intrinsic, to the ability of IFs to successfully navigate the complex responsibilities of their role. The Independent Facilitator Specialization Program seeks to address the latter of these challenges, with the ultimate goal of promoting equity and reducing disparities in all Regional Center catchment areas.

ASLA will continue in our efforts of collaboration and partnership with Regional Centers to reach out to Independent Facilitators in their areas to join the Independent Facilitator Specialization Training. It is our hope that this new level of learning and interaction will bring many IFs into the community in a manner that is more effective and efficient than was available in the past.

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### **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:**

Autism Society of Los Angeles has taken thoughtful and careful steps in project design to ensure proper insight to determine the effectiveness of the project in meeting the objectives. These include:

Measures will include Quantitative and Qualitative Methods. Count of the number of registered trainees and the number of those who completed training courses to determine attrition. Count of the number of trainees geographic and demographic data such as city, zip code, race/ethnicity, languages spoken, and regional center catchment area will be measured.

Data analysis of accumulated data from Pre/Post- survey, training segment surveys, polls and follow-up survey will be conducted. Pre/Post- survey assessments will help identify the progress made in the increase or decrease of trainee knowledge. A compiled summary with a detailed evaluation and the effectiveness of training will be provided. Follow up survey will help identify the number and demographic data from the self-determination participants they serve.

Stakeholder feedback will also be collected and analyzed. Ongoing monitoring and tracking of confidence of trainees to provide independent facilitator services will be measured. Feedback will be collected using multimodal methods of data collection. This data will help identify barriers Independent Facilitators face in engaging and providing self-determination support. A compiled summary of qualitative data will be provided.

The project objective is to provide Independent Facilitators with increased knowledge, skill and support in their role in SDP, and to ensure that underserved individuals in the Self-Determination Program have improved access and equity to services than is currently available in their communities. The activities and measures are designed to help meet the objective.

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### **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:**

Budget Template is complete and Attached

### **Attachment:**

[ASLA Budget Report 10-25-2022.pdf](#) - PDF FILE

**Section Name:** Proposal Certification

**Sub Section Name:** Certification

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**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

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**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:**

ASLA sent email communication to all Regional Center contacts listed on Attachment F.

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**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.
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**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

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agrees to their assigned activities, measures, and the budget.

**Applicant Response:**

Yes

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