

Application Report



Applicant Organization: Integrated Community Services
Project Name: ¡Educate, Empodérate!
Application ID: App-22-604
Funding Announcement: FY 22-23 Service Access and Equity Grant
Awarded Amount: \$202,000

Project Summary: ¡Educate, Empodérate! will use the self-advocate resource guide, co-designed by ICS and individuals with I/DD and behavioral health who prefer/speak Spanish, as the foundation for a cross-sector training series that will improve service access and equity for this population.

Authorized Certifying Official: Keira Pelletier keira@connectics.org -
Project Director/Manager: Keira Pelletier keira@connectics.org -
Project Manager/Coordinator: Keira Pelletier keira@connectics.org -
Compliance/Fiscal Officer: Keira Pelletier keira@connectics.org -

Section Name: Applicant Eligibility

Sub Section Name: Applicant Information

1. Applicant Question: Project Title

What is the Project Title?

Applicant Response:

¡Educate, Empodérate!

2. Applicant Question: Awarded Amount

What is the total amount awarded for th project?

Applicant Response:

\$202,000

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:

Integrated Community Services (ICS) opened in 1994 to forge partnerships between individuals with disabilities and our community to create a diverse and inclusive place for us all. ICS serves individuals with any type of disability over the age of 16 through employment and living skills programs.

ICS launched the All In for Equitable Care initiative in 2018 when GGRC hired ICS to conduct a Marin community needs assessment, which found that there was significant need to increase access to culturally and linguistically competent behavioral health services for people with I/DD.

ICS received the Service Access and Equity grant in 2021 to continue the All in for Equitable Care work with individuals who have I/DD, behavioral healthcare needs and prefer or are bilingual Spanish speakers. By the end of that funding cycle, ICS will have designed a self-advocate toolkit to improve pre-crisis interventions, including behavioral health resources and service referral protocols.

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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:

[Integrated Community Services - California FTB Letter.pdf](#) - PDF FILE

[Integrated Community Services - Secretary of State Certificate.jpg](#) - JPEG 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:

Not Applicable

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
2021	All In for Equitable Care		\$175,000

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:

Through the Service Access and Equity grant ICS received in 2021, we have launched our All In for Equitable Care project focused on increasing access to and quality of crisis interventions and responses for Spanish-speaking individuals with intellectual/developmental disabilities in Marin County. To date, we have:

- Held interviews with 7 service providers in order to learn more about the barriers to care for this population, all of whom recognized the dearth of services focused on this group.
- Invited 57 service providers from over 20 organizations to learn about the project and the uniqueness of the target population. Of those invited, 14 service providers attended the council kick-off meeting about this project.
- Built relationships with and hired two language justice interpreters for the council meeting and the workgroup meetings.
- Reached out to 65 service providers from 30 organizations in order to recruit service providers and self-advocates for the workgroup.
- Screened 16 individuals to join the workgroup.
- Eight individuals were eligible and interested: five are members of the target population, three are service providers who partner with the target population.
- Held the first workgroup meeting.

The work invested in reaching the target population to inform them about the project and gain interest in the workgroup was significant. Plain language, accessible descriptions of concepts and Spanish speaking consultants were needed to connect with this group, an intersection of identities that often results in isolation and disconnection from disability services. The realization of how much time we needed to invest to build these relationships was a pivot point, and we recognized the need to extend the duration of this project so that we could fully achieve what we set out to do. While this work has been intensive, it has also been extremely successful:

- We are partnering with a health equity consultant and language justice consultant to design and facilitate this work, ensuring that it is always linguistically and culturally accessible.
- We have eight workgroup members who are willing and able to share their experiences with an intention to help illuminate the resources and strategies that help them navigate and manage their I/DD and behavioral health conditions. This workgroup is serving as an opportunity for members to create community and feel seen and heard, all while building career skills in self-advocacy and education.

Though our activities related to the distribution of the toolkit will be transferred to the second year of this project, these are the remaining activities we will complete in our first year of funding:

- Will hold four more workgroup meetings in order to co-create a crisis intervention toolkit with self-advocates and service providers who are part of the workgroup.
- Will develop a plan for toolkit dissemination with the support of workgroup members.
- Will invite Marin disability service providers to a listening session to share the toolkit.

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:

Funds from the Service Access and Equity grant would allow ICS to expand on the originally proposed scope of work, transforming this project from being a tool designed for self-advocates into a tool that will engage with and outreach to self-advocates, families and service providers. The target population will remain the same, though activities will grow to include the following:

1. ICS will be a **bridge builder** in Marin County; **connecting self-advocates, families and service providers** who serve these three, often considered distinct, populations.
 - Quarterly workshops will bring together providers from 10-20 organizations that work with this population to learn about and discuss topics of interest, such as:
 - How health care providers can better work with people who have I/DD.
 - How providers can better reach out to and engage with Spanish speakers, including cross-cultural concepts of mental health.
 - How people with I/DD can better access behavioral health care.
2. Existing and new workgroup members will have an **opportunity to build their own skills** while informing service providers of their experiences and recommendations for system improvements.
 - Workgroup members and possibly other people with I/DD will be given a platform to share their stories and raise awareness among service providers about their experience at the intersection of these three identities. The toolkit serves as a vehicle for being able to engage with community members and service providers.
 - ICS staff, language justice consultants, and workgroup members will be available to consult with up to five organizations interested in learning more about how their organization can outreach to and engage with I/DD populations who are not currently well-represented by the organization.
 - Workgroup members will receive training from ICS on public speaking and consulting:
 - How to tell your story, how to be a self-advocate
 - Relationship building
 - Meeting management, such as using a calendar and Zoom

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:

Engagement and Outreach

Applicant Comment:

Objective: ¡Educar, Empoderar! will use the self-advocate toolkit, co-designed by ICS and self-advocates, as the foundation for a cross-sector training series that will raise awareness about this population, what works best for them, the resources they use and where they see opportunity for improvement. This will happen by:

- Connecting and building trust between service providers who serve these three, often considered distinct, populations.
- Increasing ICS' capacity to better understand and meet the needs of this population.
- Offering career-skill building opportunities to Hispanic and Latinx individuals with I/DD who can co-facilitate service provider trainings, offering their experiences and recommendations for system improvements.

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:

- Golden Gate 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:

- Marin 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:

To promote cross-systems collaboration centered around the experiences of people with I/DD, ICS will partner with GGRC, Marin County BHRS, Marin County Disability Coalition (co-founded by ICS in 2022), Opportunity for Independence, Canal Alliance, Marin Community Clinics, YAI START, Help Me Grow, Marin Center for Independent Living, and Jewish Family and Children Services. These organizations play a significant role in the service provision available to our target population.

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

7. Applicant Question: Strategies and Sustainability

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

Applicant Response:

From the first year of SAE funding, ICS learned that significant effort is needed to connect with this underserved group, and a second year of engagement and outreach work is necessary to realize the full purpose and potential of this project. After a second year of funding, the crisis toolkit will be completed and meaningfully distributed to self-advocates, families and service providers throughout Marin.

After the distribution and training of the toolkit is completed, ICS recognizes that there is an opportunity to hire workgroup members in ongoing advocacy and Spanish-speaking services. This is in line with the past two years of DEI training that ICS has engaged in to build cultural and linguistic competency at our organization. Furthermore, ICS is partnering with Marin Center for Independent Living in developing a Disability Coalition where the advocacy work developed through our SAE grants could be carried on and continually prioritized in county-wide initiatives.

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:

- Hispanic
- Other (list)

Applicant Comment:

Latinx

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)
Hispanic/Latinx (not currently separated in RC data)	2,613	Spanish, English

3. Applicant Question: Age Group(s) Served

Select all Age Groups the project will serve.

Applicant Response:

- 16 to 21
- 22 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:

Objective: ¡Educate, Empodérate! will use the self-advocate toolkit, co-designed by ICS and self-advocates, as the foundation for a cross-sector training series that will raise awareness about this population, what works best for them, the resources they use and where they see opportunity for improvement. This will happen by:

- Connecting and building trust between service providers who serve these three, often considered distinct, populations.
- Increasing ICS' capacity to better understand and meet the needs of this population.
- Offering career-skill building opportunities to Hispanic and Latinx individuals with I/DD who can co-facilitate service provider trainings, offering their experiences and recommendations for system improvements.

Expansion to 2021 proposal: ICS originally proposed a one year scope of work to increase access to and quality of crisis interventions and responses for Spanish-speaking individuals with intellectual/developmental disabilities in Marin County. Currently half way through the first funding period, ICS recognizes substantial opportunity to expand the reach of this project. The last six months have allowed us to identify and build trust with service providers and self-advocates who have I/DD, behavioral health conditions, and speak Spanish. The following challenges and learnings have led us to apply for a second year of funding for this project:

1. These groups are often seen as disparate populations and are rarely served at the intersection of these three identities.
2. Many local leaders at social and health care service organizations recognize their organizations' limitations in their capacity to meet the cultural and linguistic needs of people who have I/DD, behavioral health conditions, and speak/prefer Spanish.
3. There are limited bilingual (Spanish and English) staff in this field in Marin County.
4. Service providers have heavy workloads that limit their ability to offer time or expertise, or engage in this type of resource design and outreach.
5. Cultural backgrounds sometimes dissuade individuals from identifying as having a disability and/or seeking services for their disability(ies), including mental health.
6. Increasing accessibility takes time, and it's crucial that meetings, communications, and materials are fully accessible for people who prefer/speak Spanish.

Experience: ICS is a vendor of Golden Gate Regional Center (GGRC), holds contracts with Marin County's BHRS and is a CARF accredited Department of Rehabilitation services provider. ICS has 27 years of experience partnering with individuals with I/DD, currently accounting for 85% of service hours. ICS' specialty behavioral health department opened 23 years ago. Currently, 11 of our 80 staff are people previously served, as it is our priority to develop leadership opportunities for self-advocates. ICS has partnered with GGRC on numerous initiatives, and was encouraged by leaders at GGRC to apply for a second year of SAE funding for this project.

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:

ICS' 2021 SAE proposal was based on the 2020 needs assessment created by ICS and GGRC that highlighted the disparities that individuals with I/DD face when seeking behavioral health care, especially individuals who are not white, native English speakers. In 2021, GGRC conducted a survey of 143 individuals served, families, providers and RC staff: 19% reported wanting new mental health support services, 12% crisis intervention and 19% behavioral health consultation.

According to the County of Marin in 2021, "The Latinx community accounts for 16% of Marin's population, and approximately 12% of Marin's population aged five years or older (nearly 30,000 people) speaks Spanish. It is the most common language spoken in the county after English."

These numbers are supported by GGRC's POS data, which shows that Spanish is the second most common language spoken in Marin, and Hispanic or Latinx individuals are the second most commonly served in the county. In 2020-2021, despite 25% of GGRC consumers identifying as Hispanic, total expenditures for Spanish-speaking individuals only came to \$25,102,882, or 7% of total annual expenditures. Of the 1,837 Spanish speakers served by GGRC, 439, or 23.9%, have no purchase of services.

In contrast, 7,450 English speakers were served by GGRC and total expenditures for this group came to \$295,174,600. This means that English speakers make up 70% of individuals served by GGRC, but use 83% of total expenditures.

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:

ICS and GGRC's community needs assessment concluded that there was significant desire and need from people served, their families, disability service providers and health care providers to improve access to and quality of behavioral health services for people with I/DD. This year, ICS launched the county's first collaborative effort between GGRC, Marin County BHRS and individuals who have I/DD, behavioral health needs and speak Spanish.

"There is no current SAE project in Marin County doing work that is similar. Both Supporting Families in San Francisco and Ability Path in San Mateo have been given grants to prioritize underserved communities, including supporting Spanish speaking families. As family resource centers, both focus on infants, toddlers, children and their families, there is a clear difference. Also the toolkit stands out as incredibly unique and crucial to this work." - GGRC Cultural Diversity Specialist

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:

Common barriers service providers identified:

- “Of course people aren’t using services when there aren’t bilingual providers. In mental health, talking about crisis, it’s really important to bring in cultural humility experience.”
- “There’s a lack of access to culturally responsive clinicians and a lack of access to Spanish-speaking clinicians. On top of that are biases by clinicians who may have a hard time differentiating between mental health and I/DD behaviors.”

How we will address those barriers:

- All resources will be designed by and for Spanish speakers.
- The workgroup represents an underserved intersection of cultural identities. These individuals will inform how we can connect and communicate with other individuals in this population who would benefit from a culturally competent, inclusive way of partnering with Marin’s disability services.
- This project incorporates input from both systems administrators and people served so that there can be well-informed gains made towards equitable care.
- The majority of the toolkit will be meaningful to people at the intersection of these identities both within and outside of Marin County, and will therefore be made available to GGRC’s wider community.
- Individuals in the target population will have increased social connectedness to one another.
- Service providers will have more cultural and cross-disability understanding.
- In the 23-24 FY, we anticipate that GGRC will have increased its POS utilization for individuals in Marin who speak Spanish.

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:

This project aligns with GGRC’s mission to build inclusive communities by connecting and developing innovative services and supports responsive to the needs and aspirations of individuals with intellectual and developmental disabilities and their families while educating and informing all community members about the rights, value and potential of human diversity. It also promotes their values of 1) person-centered thinking and action, 2) commitment to learning and reflecting and 3) innovation.

In meetings earlier this month with GGRC’s Community Services Director and Cultural Diversity Specialist, both individuals highlighted the value of service provider equity initiatives that can be piloted in a catchment area and then brought to the wider RC network. Recognizing that trust building takes time and that Spanish speakers continue to be an underserved community in Marin, it was recommended that ICS seek a second year of funding to deepen the work that it started with the 2021 SAE funding.

“ICS’ work on this project has the potential to impact individuals’ access to service in their own community, thus possibly preventing placement outside of their community and even possibly outside of the greater GGRC catchment area.” - GGRC Cultural Diversity Specialist

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:

The activities and measures of this project reflect ICS' desire to uplift the perspectives and ideas of self-advocates in order to make meaningful improvements to behavioral health service access and equity for individuals with I/DD who speak Spanish. These activities also prioritize ensuring that the project is fully accessible in language, concept, mission and activities. Through public speaking training for self-advocates, workshops on access and equity, and post-surveys of workshop attendees, ICS will ensure that this project has meaningful impact on Marin's behavioral health service provision and utilization for people with I/DD who speak Spanish.

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:

¡Educar, Empoderar! will use the self-advocate resource guide, co-designed by ICS and individuals with I/DD and behavioral health who prefer/speak Spanish, as the foundation for a cross-sector training series that will raise awareness and improve service access for this population. Individuals with lived experience, health equity, language justice and behavioral health experts each play a critical role in making this training series accessible, comprehensive and effective. Accessibility will be prioritized through interpretation and translation services, and by working with a marketing subcontractor with experience in disability access design.

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

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:

Golden Gate Regional Center

1. Eric Zigman, Executive Director
2. Amanda Pyle, Community Services Director

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