



Report on the implementation of the requirements of California
Welfare and Institutions Code Section 4519.5
May 2016

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Required data for 2014-2015 was posted on the RCEB internet web site by December 31, 2015. This information remains posted as does the data for previous years.

The law (W and I Code, Section 4519.5 (e) requires that the regional center meet with stakeholders in one or more public meetings regarding the data.

“The meeting or meetings shall be held separately from any meetings held pursuant to Section 4660. The regional center shall provide participants of these meetings with the data and any associated information, and shall conduct a discussion of the data and the associated information in a manner that is culturally and linguistically appropriate for that community, including providing alternative communication services, as required by Sections 11135 to 11139.7, inclusive, of the Government Code and implementing regulations. Regional centers shall inform the department of the scheduling of those public meetings 30 days prior to the meeting. Notice of the meetings shall also be posted on the regional center’s Internet Web site 30 days prior to the meeting and shall be sent to individual stakeholders and groups representing underserved communities in a timely manner. Each regional center shall, in holding the meetings required by this subdivision, consider the language needs of the community and shall schedule the meetings at times and locations designed to result in a high turnout by the public and underserved communities.”

In order to identify times and locations designed to result in a high turnout by the public and underserved communities, input was requested from the monthly meeting of the Diversity and Equity Committee of the RCEB Board of Directors. This process was utilized last year. Suggestions included

holding the meetings paired with a training, identifying events that are already happening in the community, holding meetings on weekends, having translation in multiple languages, and having a web based virtual meeting. Last year, a meeting was held during daylight hours that was not in conjunction with another meeting and had poor attendance. The committee suggested only having daytime meeting in conjunction with other meetings that were being held.

Based on this input, potential locations and times were identified and confirmed with hosts. Translators were scheduled. The meetings were properly noticed 30 days in advance. The public meetings were announced on the RCEB website. Information was included in RCEB board packets and sent to a board mailing list. Announcements were made at community meetings attended by staff prior to the scheduled dates of public meetings. The posted schedule is included as Attachment A to this report. The schedule was updated once to provide a specific address.

Five public meetings were scheduled.

- 1) Thursday, March 10th at 10 AM in conjunction with a regularly scheduled support group for Spanish speaking families. This was at their usual meeting site in Pittsburgh, California. The presentation was to be conducted in English with simultaneous translation in Spanish of both the presentation and the questions and answers.
- 2) Wednesday, March 16th at 6:30 PM in the RCEB Concord office in central Contra Costa County. This location was announced with translation in Spanish. An early evening time was selected as last year's meeting at this location in the late afternoon had poor attendance.
- 3) Saturday, March 19th at 10:30 AM at the Garfield School in Oakland. This meeting was announced with translation in Cantonese, Mandarin, Vietnamese, and Mien. The location is familiar to many monolingual Asian consumers and families in Alameda County. Families were encouraged to attend with a mailing and phone calls.

- 4) Saturday, March 19, 2016 at 2:30 PM. This meeting was scheduled in conjunction with a Spanish speaking family support group and Spanish translation was announced. It was located in Hayward California at a location that had a play area for the children who accompanied their parents.
- 5) Tuesday March 22, 2016 at 6:30 PM in the RCEB San Leandro office. This meeting was announced with Spanish translation available. This was selected due to the central location in Alameda County.

In addition, RCEB announced that the Purchase of Service PowerPoint presentation would be available on our web site between March 20th and March 31st 2016.

Meetings:

PowerPoint Presentation in Attachment C
Minutes in Attachment B

March 10, 2015

Attendees: 9

March 16, 2015

Attendees: 5

March 19, 2015: 10:30 AM

Attendees: 143

March 19, 2015: 2:30 PM

Attendees: 18

March 22, 2016: 6:30 PM

Attendees: 2

Total attendees at Public Meetings in March 2016: 177

It appears that meetings held at familiar locations and /or in conjunction with other events generated a larger turnout of attendees.

Does the data indicate a need to reduce disparities?

The data indicates differences in purchase of service expenditures between ethnic groups and primary language groups. The data does not explain the reasons for these differences or provide analysis of the contributing factors. Socio-economic and educational background information is not collected. Only services purchased through regional centers are included however many consumers receive multiple services from other entities.

By age, the RCEB population under the age of 22 is far more ethnically diverse than the adult population. In reviewing both the data and outcomes from meetings, we find that since the diversity of the younger population is higher, we would expect differences in purchase of services authorizations between ethnic groups when looking at all ages combined. Few children of all ethnic groups reside outside of the family home. In the population of adults, purchase of service expenditures often include out of home living arrangements. Out of home living arrangements are more costly on the whole than services provided in a family home. In addition, most youth receive services during the day through education. Adults are more likely to have regional center funded day time activities. Authorizations would be expected to be higher among adults. It is important to review this data looking at age groups sorted by ethnicity.

There are differences in purchase of service amounts by ethnicity in the adult age group. Annual authorizations and expenditures for those 22 and over are provided in the table below:

Ethnicity	Annual Authorizations	Annual Expenditures
African American	\$29,846	\$26,328
Asian	\$21,761	\$19,045
Other	\$27,174	\$23,636
Latino	\$24,319	\$21,003
White	\$37,790	\$33,124

Among those from age 3 through 21, there are also disparities although not the same pattern.

Ethnicity	Annual Authorizations	Annual Expenditures
African American	\$9,270	\$6,529
Asian	\$9,028	\$5,264
Other	\$8,819	\$5,907
Latino	\$7,712	\$5,389
White	\$9,890	\$7,023

There are differences between ethnic groups although why these differences exist is not clear. We have observed differences in where adults reside among adults of different ethnicities which may account for some disparities. For adults, we found that more Asian and Latino consumers resided with family than among African American or white consumers. Living arrangements outside of the family home are more costly than supports provided to individuals residing with family. Other services not funded by the regional center that support those individuals living with family such as in home support services (IHSS) are not reflected in this data and may impact services provided solely through the regional center. These issues need to be explored further. It is not clear why the disparities do not appear as large between different ethnic groups in the population of children. The annual authorizations for Latino children are clearly lower than other groups. Anecdotally, during our meetings we heard comments on the difficulty of obtaining respite workers in the Latino community which may be a factor.

This year, data was provided by ethnicity/age and whether the person lived at home or out of home. This allows the variable of the cost of an out of home living arrangement to be controlled so that we can compare more similar populations.

Adults At Home:

Among adults living at home, authorizations and expenditures are highest for those who identify as white and lowest for those who identify as Asian. Other groups are more consistent in authorizations and expenditures. What contributes to this disparity is unknown.

Ethnicity	Annual Authorizations	Annual Expenditures
African American	\$ 14,837	\$ 11,518
Asian	\$ 11,765	\$ 9,198

Other	\$ 14,789	\$ 11,349
Latino	\$ 14,201	\$ 11,012
White	\$ 17,446	\$ 13,389

Adults Out of Home:

For adults living out of home, the authorizations and expenditures are similar among all groups except for African Americans. Out of home includes several types of living arrangements and supports. Are there differences in where people live based on ethnicity? Is this related to availability of services or another factor? This difference needs to be explored to identify whether there are unmet needs contribute to this disparity.

Ethnicity	Annual Authorizations	Annual Expenditures
African American	\$41,810	\$38,133
Asian	\$49,049	\$45,926
Other	\$47,897	\$44,195
Latino	\$45,230	\$41,652
White	\$48,634	\$43,634

Children At Home:

We assume most children residing at home receive educational and other services that are not funded by the regional center. In these groups, Asians and African Americans have the highest authorizations and expenditures. Latinos have the lowest expenditures in this group. Spanish speaking families have expressed difficulty in finding workers for respite and this may contribute to this disparity. Are there socioeconomic factor that impact the identified needs of families.

Ethnicity	Annual Authorizations	Annual Expenditures
African American	\$7,956	\$5,187
Asian	\$8,215	\$5,484
Other	\$7,579	\$4,630
Latino	\$7,115	\$4,797
White	\$7,517	\$4,677

Children Out of Home:

Very few children reside out of home. The authorizations and expenditures for African Americans are clearly lower than for other ethnic groups. It does appear that the authorizations are at a lower dollar amount so there may be a factor that is impacting the difference that is not evident in the data.

Ethnicity	Annual Authorizations	Annual Expenditures
African American	\$31,978	\$29,708
Asian	\$43,152	\$39,106
Other	\$45,377	\$43,556
Latino	\$48,270	\$45,565
White	\$46,193	\$42,909

Language

Disparities in purchase of service exist for certain linguistic groups. RCEB sorted our expenditure data by age/language/ and ethnic group . These are expenditures for adults by ethnicity and language.

Ethnicity/Language	Expenditures
All/English	\$29,072
Asian/All	\$19,045
Asian/Mandarin	\$26,993
Asian/Korean	\$22,700
Asian/Japanese	\$35,932
Asian/Cantonese	\$14,785
Asian/Vietnamese	\$7,057
Asian/Cambodian	\$10,191
Asian/Tagalog	\$15,587
Asian/Mien	\$5,324

Among Asian adults, there are disparities between all consumers who speak English and Asians as an aggregate group. Not all Asian language speakers have extremely low expenditures. The disparities appear greater for some language groups. The intersectionality of ethnicity, language, and other socioeconomic factors needs to be considered. Are there cultural and language factors that

need to be addressed to provide services for some language groups? Would service providers need to make changes in how services are provided to meet the needs of some consumers? Those whose primary language is Mien or Vietnamese have quite disparate expenditures from other Asians. Those who speak Cantonese, and Tagalog, and Cambodian also have lower expenditures. Overall Asian language speakers have lower expenditures than English speakers .

Below is the chart of expenditures for Asians by language and ethnicity for children 3 years through 21 years. There are disparities however these are different than in the adult group. Why is not clear from the data.

Ethnicity/Language	Expenditures
All/English	\$6,408
Asian/All	\$6,264
Asian/Cantonese	\$8,396
Asian/Japanese	\$8,360
Asian/Tagalog	\$6,480
Asian/Korean	\$6,492
Asian/Mandarin	\$7,252
Asian/Vietnamese	\$5,709
Asian/Mien	\$5,608
Asian/Cambodian	\$1,035

RCEB also reviewed the data for Latinos in a similar manner as with the Asian population. Below are RCEB expenditures for the group over 22 years. Disparities exist between expenditures for all consumers and those who are Latino and there is a more significant disparity for those who identify Spanish as their primary language. We know that more Latino adults reside with their families and this may account for some of the difference.

Ethnicity/Language	Expenditures
All/English	\$29,072
Latino/All	\$21,003
All/Spanish	\$18,679

The data below is for children ages 3 through 21 years. . The disparities between groups based on ethnicity and language exist but don't appear as significant as in the adult population. This needs to be explored further.

Ethnicity/Language	Expenditures
All/English	\$6,408
Latino/All	\$5,389
All/Spanish	\$5,290

No Purchase of Service

There are many supports other than regional center services that are utilized by adults with developmental disabilities including employment, IHSS (In Home Support Services) insurance, Medi-Cal and Medicare, and the Department of Rehabilitation. Some adults will receive case management services and not require any other services. For all adult consumers, 14% have no purchase of service. Numbers significantly above this percentage require further exploration. During public meetings, we heard from many Vietnamese speakers that there were no day programs that had staff that could speak the family language and they were not comfortable sending their family members to such programs.

Adults with No Purchase of Service

Ethnicity/Language	No Purchase of Service
All/English	11.5%
Asian/All	28.1%
Asian/Mandarin	5.6%
Asian/Korean	14.7%
Asian/Japanese	0.0%
Asian/Cantonese	27.1%
Asian/Vietnamese	53%
Asian/Cambodian	61.5%
Asian/Tagalog	34.6%
Asian/Mien	70.0%
Latino/All	18.6%
Latino/Spanish	20.2%

Recommendations and Plans

- 1) Focus on resource development that will address the needs of our diverse community. Services need to be able to meet language needs and be culturally congruent. Start-up funding to develop these services and

supports are needed. The ability to provide on-going funding to recruit and retain staff that can both speak and provide culturally congruent services is needed. Today this need is especially apparent for Vietnamese, Mien, and Cambodian consumers. RCEB would like to work with our community to identify innovative models of service that meet the cultural and linguistic needs of our consumers.

- 2) Continue to hold monthly Diversity and Equity committee meetings of the Board of Directors. These meetings regularly include 15-20 community members who report to the Board of Directors on serving our diverse community.
- 3) Continue to employ staff who are bilingual to serve our consumers and families who are monolingual. Continue to use one contract delegate case management agency to provide case management to consumers and families who are monolingual Spanish speaking.
- 4) Support conferences and other events in our community which provide education and information about regional center services to our diverse community in multiple languages.
- 5) Support the creation of support groups in diverse communities. Continue working to support the development of a support group for families whose primary language is Farsi.
- 6) Identify communities that may not be represented in expected numbers by census data in the population of regional center consumers and consider outreach events.
- 7) Recommend that sharing data for public comment on purchase of service expenditures not be limited to the first quarter of the year. RCEB's experience in holding meetings that were timed with other events allowed for increased attendance and the opportunity for a broader number of individuals to attend. However the requirement to complete this prior to March 31 of each year doesn't allow for information to be shared at many naturally occurring events. Next year, RCEB plans to schedule meetings and inform the community in December 2016 in order to fully utilize all potential

opportunities to meet with consumers and families at already scheduled meetings in the first quarter of the year.

- 8) Continue to increase the availability of materials in multiple languages and multiple modalities to explain potential services and the individual program plan/individual family service plan.
- 9) Continue to update the RCEB website to make it easier to obtain information both on RCEB and community resources. Our website is now easily accessible on smart phones.
- 10) Continue to actively work with community agencies to ensure that information and education on self-determination is provided to a broad range of communities. Self determination may be a mechanism for individuals to access alternative services that are culturally and linguistically congruent.