



## Diversity & Equity Committee

---

Date: Monday, May 24, 2021

Location: Virtual Meeting

Time: \*5:30 – 7:00 p.m.

### MINUTES

#### **I. Welcome & Introductions**

*Staff:* Edda Banuelos, Lisa Kleinbub, Elvia Osorio-Rodriguez, Chris Hanson, Jenifer Castañeda

*Guests:* Arthur Lipscomb, Morena Grimaldi, Erika Gonzalez, Benjamin Chen, Esther Wong, Esther Chow, Sheraden Nicholau, Eddie Esquivez, Linh Ngo, Samantha Nazgaara, Kelly Ko (FCSN), Lourdes Gomez, Norma Gonzalez, Beatrice Lee (ED/Diversity in Health Training Institute)

#### **II. Additions to the Agenda**

None

#### **III. Presentation by Jenifer Castañeda, Specialist of the Self Determination Program**

Jenifer talked about what the Self Determination Program is about, how is going, what is working and what could be improved.

Self Determination is a new way for RCEB consumers to have their service needs met by the participant taking control of what their support and services are. Self Determination is different from what RCEB consumers are using right now in the Traditional Model of accessing support and services through RCEB's vendors; it's different because there are no requirements for vendors in Self Determination. Someone could opt to choose and select their own supports and services, their own agency, their own program, and they don't have the requirement of the traditional model of having that support be vendorized.

The traditional model requires that a vendor is used in order to fund the support and services, Self Determination does not have that requirement. So, a consumer who had not been able to use a vendor in the traditional model will have more flexibility in the Self Determination model by using a vendor that is outside of RCEB's vendor system.

Currently, there are about 155 consumers from the RCEB selected by DDS to participate in the pilot program, which will be open to all RCEB consumers in June or July of this year. This is important because of a couple of elements in Self Determination:

> Development of an Individual Budget based on the previous 12-month expenditures in the traditional model. This budget is on a case by case basis, and can be adjusted based on unmet needs or change in circumstances due to potential language barriers, availability in their area of service providers, or other.

There are 35 consumers from the Self Determination pilot who have transition into the Self Determination program, and the breakdown is a good representation of the breakdown of the people who are served in the traditional model.

> Consumers who have transitioned into Self Determination have indicated that needs are not met in the traditional model due to barriers of language, the general support needed to transition to Self Determination. Through the Self Determination Local Advisory Committee, a new position was created for SDP coaching for the consumers in the Self Determination pilot only, to provide one to one support to the consumer or their families. Also, Helping Hands is providing support to Vietnamese and Cantonese speaking consumers helping families understand the process, and what it takes to transition from the traditional model to the Self Determination model, and provide them with authority and empowerment to take control of their service needs.

Conversation of the potential for systemic perpetuation of some challenges from the traditional model that may rollover into Self Determination such as diversity, cultural practices, customs, and beliefs of consumers and their families.

The conversation is to collaborate to open up discussion of what may be the barriers that exist in the traditional model that might be present at the individual budget phase. How can families be empowered to share what their current needs are because that helps to inform what the individual budget is going to be in Self Determination, and how would they take control of this process.

We will have a better idea on how to collaborate on what supports and services are necessary, and that we can potentially provide once we know more what the program is going to look like, and when we hear more from DDS in the coming months.

#### **IV. Discussion**

A brief discussion followed based on the presentation about Self Determination.

#### **V. Reports and Updates from attending agencies.**

> Asian Resource Network (ARN) - Overview and Update of the Direct Support Professional & Fast-Track Respite Training by Beatrice Lee (ED/Diversity in Health Training Institute) and Linh Ngo. This program is funded by DDS to serve individuals and families navigating intellectual and developmental disabilities in Alameda and Contra Costa Counties. The goal is to increase access to and familiarity with ID service providers by means of three core objectives to help improve the number of referrals to RCEB, and to work with the service providers to build better services for the Asian and South East Asian communities with primary focus on Cantonese and Vietnamese language populations.

**VI. Announcements**

FCSN will host the Special Needs Talent Showcase on June 26, 2021 from 5 PM to 7 PM.

**VII. Adjourn**

6:40 PM

Next Regular Meeting: July 26, 2021