



Report on the implementation of the requirements of California
Welfare and Institutions Code Section 4519.5
May 2018

Required data for 2016-2017 was posted on the RCEB internet web site by December 31, 2017. 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.

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. The announcement was updated as additional meetings were added. Several groups requested to have presentations held at their locations. 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. For meetings in conjunction with other groups, the meetings were also announced by the groups to their regular attendees. The posted schedule is included as Attachment "Schedule" to this report.

Eight public meetings were scheduled.

- 1) Friday, March 2nd at 4:00 PM in the RCEB San Leandro office.
This location accessible by public transportation, was announced with translation in Vietnamese and Cambodian. Announcements were sent by case managers to families with follow up phone calls. Dinner was provided.
- 2) Saturday, March 3rd at 4:30 PM at Friends of Children with Special Needs in Fremont. This session took place during a regular support group. Translation was offered in Mandarin and Cantonese. Families routinely attend the support group. Childcare and dinner were provided.
- 3) Friday, March 9th at 9:00 AM in Oakley. This session was conducted in Spanish during a regular morning support group for Spanish speaking parents.

- 4) Saturday, March 10th at 10:00 AM in Oakland. This session was in conjunction with a regularly attended support group. Translation in Chinese announced.
- 5) Monday, March 12th at 9:00 AM in Richmond. This session was conducted in Spanish during a regular morning support group for Spanish speaking parents.
- 6) Wednesday, March 21th at 9:00 AM in Pittsburg. This session was conducted in Spanish during a regular morning support group for Spanish speaking parents.
- 7) Wednesday, March 28th, 2018 at 4 PM in the RCEB San Leandro office.
- 8) Saturday March 31st, 2018 at 10:30 AM in Hayward. This meeting was organized by La Familia Counseling Service. The presentation was conducted in Spanish.
- 9) In addition, RCEB announced that the Purchase of Service PowerPoint presentation would be available on our web site at [https://www.rceb.org/sites/main/files/file-attachments/power_point_presentation - english 2016-2017.pptx](https://www.rceb.org/sites/main/files/file-attachments/power_point_presentation_-_english_2016-2017.pptx) between March 20th and March 31st 2018.

Meetings:

PowerPoint Presentation Available at www.rceb.org

Minutes in Attached Minutes: 18

March 2, 2018

Attendees: 24

March 3, 2018

Attendees: 120

March 9, 2018

Attendees: 12

March 10, 2018

Attendees: 42
March 12, 2018
Attendees: 9
March 21, 2018
Attendees: 6
March 28, 2018
Attendees: 0
March 31, 2018:
Attendees: 35

Total attendees at Public Meetings in March 2018: 248

It appears that meetings held at familiar locations and /or in conjunction with other events generated a larger turnout of attendees. The specific comments from each meeting are included in the minutes (Minutes18).

Summary of Comments

- Need to dedicate time, efforts, and funds to develop more culturally responsive and linguistically competent living options for Cantonese and Vietnamese adults, especially in the north and central Alameda county region, where most of those immigrants reside.
- More board and care homes for Asian consumers and also how to further develop the FHA option to see if that would meet the needs of Asian immigrant families.
- Concerns about the inability to use much needed services such as respite due to restrictive policies
- Need for service coordinators to adopt a proactive approach and inform families about services available that can make a difference for the consumer/family.
- More efficient process during diagnosis so that young children do not miss early intervention services, the need to restore social recreational services,
- Better preparation for parents before attending IEP and IPP meetings
- Need to provide access to RC information through social media.

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. In several sections, we have included a comparison year to year for reference. Those areas in which per capita authorizations dropped have been highlighted. We don't have answers as to why at this time.

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:

2016-2017

Ethnicity	Annual Authorizations	Annual Expenditures
African American	\$33,925	\$30,033
Asian	\$25,624	\$22,435
Other	\$31,713	\$26,929
Latino	\$25,932	\$22,360
White	\$43,850	\$38,261

Year to Year

Ethnicity	2015- 2016 Annual Authorizations	2016- 2017 Annual Authorizations
African American	\$30,015	\$33,925
Asian	\$21,936	\$25,624
Other	\$28,468	\$31,713
Latino	\$24,069	\$25,932
White	\$38,221	\$43,850

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

2016- 2017

Ethnicity	Annual Authorizations	Annual Expenditures
African American	\$9,624	\$7,022
Asian	\$8,980	\$6,226
Other	\$7,537	\$4,820
Latino	\$6,225	\$4,418
White	\$10,568	\$7,612

Year to Year

Ethnicity	2015-2016 Annual Authorizations	2016-2017 Annual Authorizations
African American	\$9,922	\$9,624
Asian	\$9,054	\$8,980
Other	\$8,357	\$7,537
Latino	\$7,502	\$6,225
White	\$9,785	\$10,568

There are differences between ethnic groups although why these differences exist is not clear. For adults, we found that more Asian and Latino consumers resided with family than among African American or white consumers. During a meeting with Cantonese speaking parents of young adults, there was a definite concern about the availability of affordable housing and this may be a factor contributing to why individuals are living at home. 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 significantly 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.

The drops, even though small, in authorizations in some groups for children may be related to lack of availability of respite workers or may be related to changes in coverage of behavioral health treatment as this increasingly moved to insurance during this period. We anticipate this to continue in the next year as behavioral services for all children regardless of diagnosis with Medi-Cal managed care plans will now be funded through Medi-Cal.

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.

Due to the differences in services provided by the regional center for those living at home versus those living out of home, it is important to compare those living at home to those living at home, otherwise the data may be skewed. Adults living at home, most often receive day time services and respite. Adults living out of home often receive closer to 24 hour care and supervision from the regional center. Those living at home requiring that degree of supervision, often have supports provided through In Home Supportive Services, which do not get included in our data.

Adults in Home 2017

	Annual Authorizations	Annual Expenditures
African American	\$ 16,876	\$13,105
Asian	\$ 13,760	\$10,886
Other	\$ 17,070	\$ 12,330
Latino	\$ 15,462	\$ 11,973
White	\$ 18,577	\$ 13,895

Year to Year

	Authorizations 2015-2016	Authorizations 2016-2017
African American	\$15,617	\$ 16,876
Asian	\$12,419	\$ 13,760
Other	\$15,576	\$ 17,070
Latino	\$14,192	\$ 15,462
White	\$17,786	\$ 18,577

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.

2017

Ethnicity	Annual Authorizations	Annual Expenditures
African American	\$48,480	\$44,484
Asian	\$59,105	\$54,843
Other	\$57,246	\$52,384
Latino	\$50,982	\$47,213
White	\$58,735	\$52,612

Year to Year

Ethnicity	Annual Authorizations 2015-2016	Annual Authorizations 2016-2017
African American	\$41,527	\$48,480
Asian	\$49,206	\$59,105
Other	\$50,260	\$57,246
Latino	\$46,311	\$50,982
White	\$49,482	\$58,735

Comparison of Residential Costs to ILS/SLS Costs
2017

Ethnicity	Residential Authorizations	ILS/SLS Authorizations
African American	\$74,510	\$33,944
Asian	\$66,835	\$45,699
Other	\$66,675	\$47,962
Latino	\$66,437	\$33,419
White	\$68,222	\$49,598

We do not understand the reasons for the differences in authorizations between ethnicities within both residential and ILS/SLS supports. This is something we will be exploring.

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	\$7,541	\$4,962
Asian	\$7,664	\$4,908
Other	\$6,623	\$3,914
Latino	\$5,744	\$3,935
White	\$6,938	\$4,202

Year to Year

Ethnicity	Authorizations 2015--2016	Authorizations 2016-2017
African American	\$8,083	\$7,541
Asian	\$8,185	\$7,664
Other	\$7,128	\$6,623
Latino	\$6,969	\$5,744
White	\$7,227	\$6,938

The reductions in all groups is unexplained, since these children reside at home , we can speculate as discussed before, that this may be related to changes in behavioral health treatment and/or funding of behavioral health treatment.

Diagnosis and Authorizations in the 3-21 Range

	Authorizations 2015-2016	Authorizations 2016-2017
Autism	\$9,462	\$8,222
Intellectual Disability	\$8,314	\$8,908
Cerebral Palsy	\$9,874	\$12,782
Epilepsy	\$10,414	\$11,225
Category 5	\$8,932	\$8,502

Two groups, the one with a diagnosis of autism and the one with a diagnosis of category 5 saw a decrease in authorizations. This may support that some of these changes are related to changes in funding of behavioral health treatment for autism. Some children whose diagnosis is in category 5 may have a diagnosis on the autism spectrum. Proposals to move all behavioral health treatment

regardless of diagnosis for children in Medi-Cal Managed care may further alter these numbers for other groups of children as well.

Early Start (0-2)

2017

Ethnicity	Annual Authorizations	Annual Expenditures
African American	\$6,370	\$4,079
Asian	\$6,125	\$3,802
Other	\$6,554	\$4,206
Latino	\$5,473	\$3,581
White	\$6,866	\$4,351

Year to Year

Ethnicity	Authorizations 2015-2016	Authorizations 2016-2017
African American	\$6,035	\$6,370
Asian	\$6,464	\$6,125
Other	\$5,867	\$6,554
Latino	\$5,418	\$5,473
White	\$6,530	\$6,866

In this data, authorizations for those who are Latino are significantly lower than for other ethnicities. Since services wouldn't be authorized without an available provider , this may represent a lack of bilingual Spanish speaking providers.

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	\$32,998
Asian/Mandarin	\$31,079
Asian/Korean	\$23,004
Asian/Japanese	\$42,832
Asian/Cantonese	\$17,852
Asian/Vietnamese	\$10,944
Asian/Cambodian	\$14,999
Asian/Tagalog	\$19,835
Asian/Mien	\$4,605

Not all Asian language speakers have extremely low expenditures. The disparities appear greater for some language groups. The intersectionality (one word)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 adults 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	\$6,445
Asian/Cantonese	\$7,917
Asian/Japanese	\$10,308
Asian/Tagalog	\$5,734
Asian/Korean	\$10,387
Asian/Mandarin	\$6,811
Asian/Vietnamese	\$5,911
Asian/Mien	\$4,610
Asian/Cambodian	\$1,714

Early Start 0-2

Ethnicity/Language	Expenditures
All/English	\$4,052
Asian/Cantonese	\$2,650
Asian/Japanese	\$957
Asian/Tagalog	\$3,573
Asian/Korean	\$5,394
Asian/Mandarin	\$2,581
Asian/Vietnamese	\$4,215
Asian/Mien	\$3,678
Asian/Cambodian	\$4,638

This section is discussed further when we compare these numbers to the Spanish speaking population. The lower expenditures for those speaking Cantonese and Mandarin are of concern. The numbers speaking Mien, Cambodian, and Japanese are so low that they really don't represent a "group".

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	\$32,998
All/Spanish	\$18,944

The data below is for children ages 3 through 21 years. . The disparities between groups based on ethnicity and language exist as they do in the adult population.. This needs to be explored further.

Ethnicity/Language	Expenditures
All/English	\$6,445
All/Spanish	\$4,070

Early Start 0-2

Comparing individuals by language in the 0-2 group, we see that overall those who speak Spanish, Cantonese, or Mandarin have lower purchase of service expenditures.

Ethnicity/Language	Expenditures
All/English	\$4052
All/Spanish	\$3,753
Asian/Cantonese	\$2,650
Asian/Japanese	\$957
Asian/Tagalog	\$3,573
Asian/Korean	\$5,394
Asian/Mandarin	\$2,581
Asian/Vietnamese	\$4,215
Asian/Mien	\$3,678
Asian/Cambodian	\$4,638

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

2016 -2017

Ethnicity/Language	No Purchase of Service
All/English	12.8%
Asian/Mandarin	5.2%
Asian/Korean	25.6%
Asian/Japanese	0.0%
Asian/Cantonese	27.3%
Asian/Vietnamese	54.3%
Asian/Cambodian	57.9%
Asian/Tagalog	31.7%
Asian/Mien	68.4%
Latino/Spanish	20.7%
ASL	6.7%

2016-2017

Ethnicity/Language	2015-2016	2016-2017
All/English	11.9%	12.8%
Asian/Mandarin	3.6%	5.2%
Asian/Korean	22.9%	25.6%
Asian/Japanese	0.0%	0.0%
Asian/Cantonese	26.3%	27.3%
Asian/Vietnamese	56.4%	54.3%
Asian/Cambodian	61.5%	57.9%
Asian/Tagalog	32.1%	31.7%
Asian/Mien	68.4%	68.4%
Latino/Spanish	20.4%	20.7%
ASL	5.6%	6.7%

These numbers have remained stable year to year. One of our projects funded this year is to support the development of services for those adults who are from monolingual families who have no purchase of service. We look forward to changes in the near future as the new authorizations will be reflected in the 2017/2018 data.

Strategies Implemented

1. Day programs: RCEB awarded startup funds for programs aimed at reducing disparities in the POS.

Three new programs have been vendorized to provide day services to adults with low or no POS. The populations served by these new programs include

consumers who speak or whose family's primary language is Mien, Cambodian, Vietnamese, Cantonese and Spanish.

2. Cultural competency training: All RCEB staff completed a 5-hour training focused on micro-aggressions and unconscious bias.
3. RCEB awarded funds to 3 CBOs to implement promotora/mentorship programs for populations affected by low or no POS. The populations being served by these projects include: families whose primary language is Cantonese, Vietnamese, and Spanish. In addition a similar program is currently being implemented to serve Latino and African American families living in the far east of Contra Costa County. Likewise a child find project is being implemented with an RCEB grant for families whose primary language is Farsi or Arabic.
4. Community Events: Several CBO have been awarded funds to implement community events for communities impacted by the inequities in the POS.
5. Translation of materials: Several documents for the Early Start program have been translated into languages spoken by at least 50 families. We have included the worksheets detailing the project goals and objectives and where we are with completing these efforts. These are attached to this email.

Recommendations

The following recommendations continue for our regional center based on our review of current data. There are definitely disparities between ethnic and language groups. Our responsibility is to work with our consumers, families, and community partners to identify solutions to promote equity. While we look forward to a more detailed understanding of the data in the future as the Department of Developmental Services conducts analysis, we are committed to addressing these issues now.

- 1) Continue to hold monthly Diversity and Equity committee meetings of the Board of Directors. These meetings regularly include 15-20 individuals representing the

RCEB Board, staff, community partners, and service providers. This group serves as a way to get input on potential activities and to plan for outreach to our community.

2) 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. RCEB is not always able to identify trainers who speak multiple languages and will plan to request funding for translation headsets so that more languages can benefit from simultaneous translation.

3) Support conferences and other events in our community which provide education and information about regional center services to our diverse community in multiple languages. RCEB has historically supported Congreso Familiar in our Spanish speaking community. We have identified additional events for support including events in the Arabic and Farsi speaking communities, the Asian community, and others tied to our promotora grants.

4) The purchase of service expenditures in Early Start vary by ethnicity and primary language. Within those identifying as Asian and white, overall expenses are highest. There are certain language groups who have lower expenditures including those who are Spanish speaking, Cantonese speaking, and Mandarin speaking. We would like to be able to provide startup funding to develop a provider who can serve these monolingual families to provide Early Start services in their natural environments in the family's language.

5) 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. This year RCEB planned a number of our meetings with community groups in advance so that we had them conducted by March 31. We also shared the data at a Congreso Familiar event in Oakley in April. The results of this meeting are not incorporated into this report however they are important as with any event to our discussion about future plans shaping our future planning.

6) 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. We have been funded to translate Early Start materials into additional language. We intend to seek additional funding for more efforts for all ages.

Continue to revise materials to assist individuals and families to know what services might be available to provide supports.

8) 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.

9. Request startup funding to develop a Family Home Agency that would recruit family homes in monolingual communities to serve both Asian and Latino consumers.

Development of Residential and or ILS type services in new communities.