

**AGENDA**  
BOARD of DIRECTORS MEETING  
**Tuesday, February 15<sup>th</sup>, 2022- 5:30 PM**  
GOLDEN GATE REGIONAL CENTER  
**VIA ZOOM VIDEO CONFERENCING (See below for details)**

- 5:30 pm I. CALL TO ORDER (Audrey deChadenedes)
- ACTION** II. CONSENT AGENDA ITEMS (Audrey deChadenedes)  
**ACTION** A. Agenda (A)  
B. Record of January 18<sup>th</sup>, 2022 Meeting
- 5:40 pm III. PUBLIC COMMENT/ANNOUNCEMENTS (Audrey deChadenedes)
- 5:45 pm IV. COMMITTEE REPORTS (Audrey deChadenedes)
- A. Finance Committee (Michael Bernick)
- i. Monthly Financial Statements
- B. People’s Caucus (Alex Madrid)
- C. Services Committee (Audrey deChadenedes)
- i. Diversity, Access and Equity Projects- Amanda Pyle, CSU Director and Arianna Cruz-Sellu, GGRC’s Cultural Diversity Specialist, and Community Partners
- ii. Community Heroes Recognition (Kainos and R&D)
- 6:25pm V. STATE COUNCIL ON DEVELOPMENTAL DISABILITIES, BAY AREA OFFICE UPDATE  
(Sheraden Nicholau)
- A. The Top Five: Action and Advocacy You can Take for Advancing Equity and Access for Underserved Communities
- VI. COMMITTEE REPORTS CONTINUED (Audrey deChadenedes)
- 6:35 pm A. Board Operations (Alex Madrid)
- 6:40 pm B. Service Provider Advisory Committee (Abigail Yim)
- i. SPAC & COVID Update
- 6:45 pm C. Legislative Committee/ARCA Reports (Audrey deChadenedes)
- i. Legislative/Budget Update
- 6:50 pm D. Executive Committee/Chairperson’s Report (Audrey deChadenedes)
- i. Strategic Plan Revision Project Update
- 7:00 pm VII. DIRECTOR’S REPORT (Eric Zigman)
- i. Coronavirus Update, Response, and Activities
- ii. GGRC Diversity, Equity and Inclusion Assessment
- 7:15 pm VII. EXECUTIVE SESSION (if necessary)

For Zoom information, you must RSVP to the meeting. Please contact Aria Alokozai at [aalokozai@ggrc.org](mailto:aalokozai@ggrc.org), or call **415-465-0754**. If it goes to voicemail, please leave a message with your email and/or other contact information, and you will be contacted with the Zoom access information in order to enter the meeting.



# Golden Gate Regional Center

*Supporting Lives of Liberty and Opportunity*

BOARD of DIRECTORS MEETING  
RECORD of February 15<sup>th</sup>, 2022, 5:30 PM  
**VIA ZOOM CONFERENCING**

PRESIDING: Audrey deChadenedes

DIRECTORS PRESENT: Edith Arias Alex Madrid  
Michael Bernick Lynn Pulliam  
Hank London Tracy Bullock  
Abby Yim Jacy Cohen  
Dillon York Nini Aye

DIRECTORS ABSENT: Tiger Yorke

STAFF: Eric Zigman Lisa Rosene  
Lop Hou Ingrid Lin  
Ingrid Lin Aria Alokozai  
Emily Hood Marcie Soslau Johnson  
Joe Medici Amanda Pyle  
Jennifer Maxwell Arianna Cruz-Sellu  
Israel Pichardo

GUESTS: Maxine Paula Milam Sheraden Nicholau  
Andrea Fuentes Joseph Asaro  
Charles Devlin Erika Gonzalez  
Kristen Uthman Judy Elkan  
Liz Zirbes Anel Renteria  
Eileen Easterbrook Andre Frisch  
Myra Montejano Letty Leon  
Carol Elliott Joe Medici  
Elena Levina Glen Nissen  
Barbara Rovins

CALL TO ORDER (Audrey deChadenedes)

Ms. deChadenedes called the meeting to order at 5:35 p.m. Welcoming remarks and introductions followed.

CONSENT AGENDA ITEMS (Audrey deChadenedes)

**ACTION A. Agenda**

*The agenda for tonight's meeting was approved.*

*M/S/C (Jacy Cohen motioned/ Lynn Pulliam seconded)*

**ACTION B. Record of Jan 18<sup>st</sup>, 2022, Meeting**

*The Record of Meeting of Jan 18<sup>st</sup>, 2022 was approved.*

*M/S/C (Alex Madrid motioned/ Michael Bernick seconded)*

**PUBLIC COMMENT / ANNOUNCEMENT**

Judy Elkan, member of public, and friend to an individual served by GGRC, shared her story about of supporting an individual in the fall of 2021. She wanted the board to know about her experience and her struggles to move from volunteer support of her friend, to a paid support person.

Michael Bernick shared about his work with parents group in terms of employment opportunity, paid internship and other wage subsidy programs. Michael appreciated Sheraden Nicholau’s support for these efforts.

**Finance Committee (Michael Bernick)**

**Monthly Financial Statement:**

**Operations:**

After six months of operations, year to date expenditures are under budget by 10%. We received the CRDP operations funding in the C-2 Contract Amendment for existing ongoing positions and expected future positions to be filled together with approved CRDP related projects.

**Purchase of Services (POS) Excluding CPP:**

After six months of operation, year to date expenditures are under budget by 7.7 %. The estimated projected surplus is approximately \$23.2 million for the fiscal year. As we progress back to normal in the aftermath of COVID-19 pandemic, budget projections will fluctuate as provision of services revert from payment of alternative service rates back to actual provision of services and payments of traditional services rates. It is envisaged that 2021-2022 will be year of transition back to traditional services rate. Additionally, an increase in service provider rates will begin to phase in beginning April 2022.

**Approve Contract for \$300,000 in FY 2021-22 for “YAI – Youth Adult Institute” for START Services to support the development of a Crisis Support Services Program.**

Amanda Pyle shared that this contract is a startup funding for a provider to train and implement a START Service team that goes hand in hand with a contract that the Board approved in the fall with center for START services. This provider, selected through GGRC’s Request for Proposal process, will provide services in terms of increasing accessibility to mental health service for people with intellectual developmental disabilities in our catchment area.

*M/S/C (Alex Madrid motioned/ Nini Aye seconded)*

The Board unanimously agreed to approve the above contract.

**People’s Caucus (Alex Madrid/Jacy Cohen)**

Jacy Cohen reported that the People’s Caucus Committee talked about the importance of people’s voices, thinking out of the box and sharing people’s voices with the Board.

Q & A followed.

**Services Committee (Audrey deChadenedes)**

Audrey deChadenedes reported that the committee continued discussion about creating a system to facilitate future planning for adults with disabilities and their families as part of the annual IPP. The

committee looked at some efforts in this direction from other Regional Centers and brainstormed possibilities. Audrey added that the committee will begin by holding a series of listening session with people served, family members, and professionals, as we gather information and plan the next steps.

**Presentation: Diversity, Access, and Equity Projects**

Amanda Pyle and Arianna Cruz-Sellu shared the following points:

- Assembly Bill X2 1(Chapter 3, Statues of 2016) to implement strategies to reduce POS disparities and increase equity in access and use of regional center services; definition of disparity, discussion of purchase of service disparities, equity and overview of ethnicity served by GGRC in the fiscal year 2020 and 2021.
- GGRC received service, access, and equity funding from DDS for Congresito conference with the intention to have an in-person conference in San Mateo and Marin.
  - Individuals and families were surveyed over the phone and their need and access to technology was determined. The team then conducted a lottery to award tablets to 30 individuals and their families. R&D transportation supported in terms of distributing tablets and information packets on how to access technology. We had a series of virtual sessions on introduction to GGRC services. The services focused on: 1) An introduction to services, 2) transitioning from Early Start to Ongoing services, 3) An intoduction to speech pathology, 4) a discussion around day program services and 5) a discussion on community living.
  - Lessons learned included identifying people’s interest, access, technological literacy, and time.
- GGRC is contracting with Equity Frist Consulting to conduct an agency cultural assessment, including working on how to assess the community’s perception and internal experiences of GGRC’s culture regarding diversity and accessibility. The project includes assessment of existing staff perceptions and culture as well as GGRC policies and procedures. In addition to input from GGRC staff and leadership, input and feedback will be gathered from service providers, individual services and their families. The anticipated outcomes include areas of strength, growth and recommended next steps.
- The public meetings on POS Disparity will be held on March 29<sup>th</sup> and 31<sup>st</sup> via Zoom - and these webinars will be in English, Spanish, Cantonese and ASL interpretation.

Carol Elliot, Director of Family Support Services at AbilityPath, shared a presentation on DDS disparity program including the following points:

- Help Me Grow and Family Resources Center are working on early identification of children with special needs to ensuring connection to services for these children to ongoing support for families of children with special needs. The program is funded either by DDS disparity grant, now known as Services Access and Equity grants, and First Five San Mateo County (SMC).
- Help Me Grow has a call center for question about child development age 0-6, free online developmental screening, care coordination to connect children to services, maintain resources database to all programs serving children in SMC. Help Me Grow also provides parent

education on milestones and child development and provider outreach & training to promote early identification.

- AbilityPath’s Family Resources Center provides Warmline for parents of children with special needs 0-22, system navigation support, emotional/peer-to-peer support, parent support groups & trainings in English and Spanish, physical sites in East Palo Alto, Burlingame & Half Moon Bay, and staffed by parents of children with special needs.
- DDS Disparity Grant focuses on parents support and education to increase parent’s ability to successfully navigate the regional center and access services for their child, focusing on Latinx families.
  - The following are four main services under the DDS Disparity Grant:
    - Developmental screening which includes early identification and referral to GGRC for assessment.
    - Community Navigators: a team to provide system navigation, lived experience, and 1:1 support.
    - Parent Training and education: efforts to education about system and services and increase parents; ability to advocate for services.
    - Care Binders: resources to keep tract of paperwork and access to documents both in English and Spanish.

Carol also shared the demographic on the number Latinx families served, children screened, and children referred to GGRC.

#### Community Heroes Recognition (Kainos and R&D)

The Board bestowed two Community Hero Recognition Awards to GGRC Service Providers in recognition of their work during the coronavirus pandemic, Kainos and R&D Transportation. Kainos for their services in handling, tracking and distributing of personal protective equipment (PPE) for the GGRC community; and R&D transportation for their efforts in ensuring that the transportation infrastructure remains during the pandemic, especially in working to identify transportation providers to help with GGRC’s vaccine clinic, and distributing PPEs during the COVID-19 pandemic.

Andrew Frisch from Kainos and Letty Leon from R&D Transportation appreciated the recognition and accepted the awards.

Q & A followed.

#### STATE COUNCIL ON DEVELOPMENTAL DISABILITIES (SCDD), BAY AREA OFFICE UPDATE

Sheraden Nicholau delivered a presentation on “The Top 5: Action and Advocacy You can take for Advancing Equity and Access for Underserved Communities”

- Sheraden shared the following points:
  1. You can get to know how IDD services are provided in regions, and who uses them: CA Welfare & Institution Code, Section 4519.5, requires DDS and regional centers to work

together each year to compile and report data including services offered, hours of services used, and total dollar spent for the services for a person. The regional centers then meet with stakeholders to examine the data and get feedback from the community on how to provide services to a diverse community.

2. You can stand up for access rights: get involve in public meetings and event planning where people’s language and communication access needs are being met.
3. You can partner with trusted messengers to reach underserved people in your community building trust, expertise and understanding and creating safe places for strong relationships through Promotora Model.
4. You can advocate for services development and service flexibility that meets the needs of underserved people in your community and collect feedback.
5. You can advocate for more diversity in leadership positions and can amplify underserved voices.

Sheraden’s presentation was very well received and Q & A followed.

#### **Board Operations Committee (Alex Madrid)**

Alex Madrid reported that the Board Operations Committee met last month and discussed interviewing two potential Board members. The committee is planning to reach out to some former board members to see if they would like to become a board member again. The committee is also planning to review and revise our bylaws over the next few months. Board Operations committee is working on making the People’s Caucus committee a standing committee in the bylaws.

#### **Service Provider Advisory Committee (Abby Yim)**

##### **SPAC & COVID Update**

Abby Yim reported that the committee discussed ways to promote self-advocacy with people served. The group also spoke about Grassroots Day that is coming up, budget hearing and sharing resources on promoting self-advocacy in our agencies. There are ongoing conversation around supporting each other around COVID and the staffing issues that most providers are currently facing.

#### **Legislative Committee/ARCA Report (Audrey deChadenedes)**

Audrey reported that the ARCA Legislative committee met on February 9<sup>th</sup>, and looked at new proposed legislation that would impact our system. On the Federal level, there is the Marriage Equality for Disabled Adults Act, which would eliminate the necessity for adults with disabilities to remain unmarried in order to receive a reasonable level of Social Security benefits, Medicare and Medicaid.

At state level, ARCA is co-sponsoring SB882, which would create a Law Enforcement Advisory Council to Improve Interactions between People with I/DD and Law Enforcement. Audrey highlighted that this is a much-needed effort. The Council will spend two years coming up with ways to improve interactions; ARCA is planning to be included on the Council.

ARCA is also advocating for two measures which will promote stability and sustainability to our system. They are joining the Lanterman Coalition in asking to accelerate Rate Model Implementation for Service Providers. This would modify the date of the second phase of rate increases, from July 2023 to July 2022.

ARCA is also advocating correcting problems in the obsolete Core Staffing Formula. This would help to bring Regional Center salaries closer to reasonable levels which would allow GGRC to appropriately support our staff.

The AdvoCats will also be taking up these two measures, and are beginning to schedule our annual visits to local legislators, where we'll be talking about the urgent need to increase funds to providers and GGRC staff now. We have been working on providing input to the SF Housing Element, which is still in draft form, by creating and distributing a template for families and persons served to use to comment. Audrey prompted the Board to connect with her if any member would like to participate in these efforts.

ARCA will be holding their Web Academy for board members on March 8th - the topic will be "Your Role in Legislative Advocacy". Audrey encouraged the board members to join this opportunity to learn and to meet other RC board members from around the state.

Q & A followed.

### **Executive Committee/Chairperson's Report (Audrey deChadenedes)**

#### **Strategic Plan Revision Update:**

Audrey reported that a major focus currently is our Strategic Plan. The team is holding a series of meetings in February with GGRC directors, managers, and board members to review the successes and challenges of the previous strategic plan. The team will then hold more interviews and listening sessions with other constituents, including people served family members, other GGRC staff, and providers.

These results will then be reviewed in a retreat with stakeholders and finally, the Steering Committee will propose a new plan to the board of directors. Audrey thanked Ami Sullivan and Abby Yim, who are leading these efforts.

### **Director's Report (Eric Zigman)**

#### **COVID Update, Response, and Activities:**

Eric thanked Lisa Rosene and Wanda Tackett for their efforts in recording every report of COVID positive instances in those we serve, and for managing an enormous volume of documentation tasks. Eric also thanked Jennifer Maxwell for recording COVID reports from Service Provider staff and regional center staff and her work in frequent reporting to DDS as well

Dr. Ingrid Lin shared data on Omicron variant from Marin County and added that the Omicron peak is quickly declining. As the Omicron variant decreases, the state will lift indoor mask requirement for fully vaccinated individuals. However, unvaccinated individuals are still required to wear masks in indoor public settings and businesses. Fully vaccinated individuals are recommended to continue indoor masking as a precautionary measure.

Q and A followed.

GGRC Diversity, Equity, and Inclusion Assessment:

Eric shared about Equity First, an agency that will look into our organizational culture and work around diversity, equity, and inclusion (as explained by Amanda earlier in the meeting). Eric added that GGRC makes efforts to have a culture that allows the people who works for GGRC to bring forth their best work and their best selves – and we want to improve upon that. GGRC will be focusing on understanding staff’s lived experiences, reduce the amount of barrier, culture insensitivity, or lack of culture humility. GGRC has a great track record with longevity in terms of staff; however, we continue to put efforts on having an organization culture where people would want to stay and feel included. Eric highlighted that a leadership group will be invited from senior management, supervisors, and Board members to participate in the focus groups and share their experiences around diversity, equity, and inclusion.

Meeting adjourned to Executive Session at 7:15 pm.

Respectfully Submitted,  
Aria Alokozai  
Executive Assistant